

# SUMMONS

## (CITACION JUDICIAL)

FOR COURT USE ONLY  
(SOLO PARA USO DE LA CORTE)

Electronically FILED by  
Superior Court of California,  
County of Los Angeles  
3/13/2025 3:43 PM  
David W. Slayton,  
Executive Officer/Clerk of Court,  
By G. Cordon, Deputy Clerk

### NOTICE TO DEFENDANT: (AVISO AL DEMANDADO):

INNOVATIVE EMPLOYEE SOLUTIONS, INC., a Colorado corporation; (Additional Parties Attachment Form is attached)

### YOU ARE BEING SUED BY PLAINTIFF: (LO ESTÁ DEMANDANDO EL DEMANDANTE):

SARAH ARREDONDO, an individual, on behalf of Plaintiff, and on behalf of all persons similarly situated,

NOTICE! You have been sued. The court may decide against you without your being heard unless you respond within 30 days. Read the information below.

You have 30 CALENDAR DAYS after this summons and legal papers are served on you to file a written response at this court and have a copy served on the plaintiff. A letter or phone call will not protect you. Your written response must be in proper legal form if you want the court to hear your case. There may be a court form that you can use for your response. You can find these court forms and more information at the California Courts Online Self-Help Center ([www.courtinfo.ca.gov/selfhelp](http://www.courtinfo.ca.gov/selfhelp)), your county law library, or the courthouse nearest you. If you cannot pay the filing fee, ask the court clerk for a fee waiver form. If you do not file your response on time, you may lose the case by default, and your wages, money, and property may be taken without further warning from the court.

There are other legal requirements. You may want to call an attorney right away. If you do not know an attorney, you may want to call an attorney referral service. If you cannot afford an attorney, you may be eligible for free legal services from a nonprofit legal services program. You can locate these nonprofit groups at the California Legal Services Web site ([www.lawhelpcalifornia.org](http://www.lawhelpcalifornia.org)), the California Courts Online Self-Help Center ([www.courtinfo.ca.gov/selfhelp](http://www.courtinfo.ca.gov/selfhelp)), or by contacting your local court or county bar association. **NOTE:** The court has a statutory lien for waived fees and costs on any settlement or arbitration award of \$10,000 or more in a civil case. The court's lien must be paid before the court will dismiss the case. **¡AVISO!** Lo han demandado. Si no responde dentro de 30 días, la corte puede decidir en su contra sin escuchar su versión. Lea la información a continuación.

Tiene 30 DÍAS DE CALENDARIO después de que le entreguen esta citación y papeles legales para presentar una respuesta por escrito en esta corte y hacer que se entregue una copia al demandante. Una carta o una llamada telefónica no lo protegen. Su respuesta por escrito tiene que estar en formato legal correcto si desea que procesen su caso en la corte. Es posible que haya un formulario que usted pueda usar para su respuesta. Puede encontrar estos formularios de la corte y más información en el Centro de Ayuda de las Cortes de California ([www.sucorte.ca.gov](http://www.sucorte.ca.gov)), en la biblioteca de leyes de su condado o en la corte que le quede más cerca. Si no puede pagar la cuota de presentación, pida al secretario de la corte que le dé un formulario de exención de pago de cuotas. Si no presenta su respuesta a tiempo, puede perder el caso por incumplimiento y la corte le podrá quitar su sueldo, dinero y bienes sin más advertencia.

Hay otros requisitos legales. Es recomendable que llame a un abogado inmediatamente. Si no conoce a un abogado, puede llamar a un servicio de remisión a abogados. Si no puede pagar a un abogado, es posible que cumpla con los requisitos para obtener servicios legales gratuitos de un programa de servicios legales sin fines de lucro. Puede encontrar estos grupos sin fines de lucro en el sitio web de California Legal Services, ([www.lawhelpcalifornia.org](http://www.lawhelpcalifornia.org)), en el Centro de Ayuda de las Cortes de California, ([www.sucorte.ca.gov](http://www.sucorte.ca.gov)) o poniéndose en contacto con la corte o el colegio de abogados locales. **AVISO:** Por ley, la corte tiene derecho a reclamar las cuotas y los costos exentos por imponer un gravamen sobre cualquier recuperación de \$10,000 ó más de valor recibida mediante un acuerdo o una concesión de arbitraje en un caso de derecho civil. Tiene que pagar el gravamen de la corte antes de que la corte pueda desechar el caso.

The name and address of the court is:  
(El nombre y dirección de la corte es): Los Angeles Superior Court

Stanley Mosk Courthouse - 111 North Hill Street, Los Angeles, CA 90012

CASE NUMBER:  
(Número del Caso):

258T CV 07338

David W. Slayton, Executive Officer/Clerk of Court

The name, address, and telephone number of plaintiff's attorney, or plaintiff without an attorney, is:

(El nombre, la dirección y el número de teléfono del abogado del demandante, o del demandante que no tiene abogado, es):

Shani O. Zakay, Esq. T: (619) 255-9047 Zakay Law Group, APLC - 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121

DATE: 03/13/2025  
(Fecha)

Clerk, by G. Cordon, Deputy  
(Secretario) (Adjunto)

(For proof of service of this summons, use Proof of Service of Summons (form POS-010).)

(Para prueba de entrega de esta citación use el formulario Proof of Service of Summons, (POS-010)).

[SEAL]



### NOTICE TO THE PERSON SERVED: You are served

- ☐ as an individual defendant.
- ☐ as the person sued under the fictitious name of (specify):
- ☐ on behalf of (specify):  
under: ☐ CCP 416.10 (corporation) ☐ CCP 416.60 (minor)  
☐ CCP 416.20 (defunct corporation) ☐ CCP 416.70 (conservatee)  
☐ CCP 416.40 (association or partnership) ☐ CCP 416.90 (authorized person)  
☐ other (specify):
- ☐ by personal delivery on (date):

## SHORT TITLE:

Sarah Arredondo v. Innovative Employee Solutions, Inc., et al.

CASE NUMBER:

25STCV07338

## INSTRUCTIONS FOR USE

- This form may be used as an attachment to any summons if space does not permit the listing of all parties on the summons.
- If this attachment is used, insert the following statement in the plaintiff or defendant box on the summons: "Additional Parties Attachment form is attached."

List additional parties (Check only one box. Use a separate page for each type of party.):

☐ Plaintiff    ☒ Defendant    ☐ Cross-Complainant    ☐ Cross-Defendant

ACCURATE BACKGROUND, LLC, a California limited liability company; ACCURATE BACKGROUND INTERMEDIATE LLC, a California limited liability company; ACCURATE BACKGROUND HOLDINGS, LLC, a California limited liability company; and DOES 1-50, Inclusive,

**ZAKAY LAW GROUP, APLC**

Shani O. Zakay (State Bar #277924)  
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**JCL LAW FIRM, APC**

Jean-Claude Lapuyade (State Bar #248676)  
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Attorneys for PLAINTIFF

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

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

SARAH ARREDONDO, an individual, on  
behalf of Plaintiff, and on behalf of all persons  
similarly situated,

Plaintiff,

v.

INNOVATIVE EMPLOYEE SOLUTIONS,  
INC., a Colorado corporation; ACCURATE  
BACKGROUND, LLC, a California limited  
liability company; ACCURATE  
BACKGROUND INTERMEDIATE LLC, a  
California limited liability company;  
ACCURATE BACKGROUND HOLDINGS,  
LLC, a California limited liability company;  
and DOES 1-50, Inclusive,

Defendants.

Case No: **25STCV07338**

**CLASS ACTION COMPLAINT FOR:**

- 1) UNFAIR COMPETITION IN VIOLATION  
OF CAL. BUS. & PROF. CODE §17200 *et*  
*seq*;
- 2) FAILURE TO PAY MINIMUM WAGES IN  
VIOLATION OF CAL. LAB. CODE §§  
1194, 1197 & 1197.1;
- 3) FAILURE TO PAY OVERTIME WAGES  
IN VIOLATION OF CAL. LAB. CODE §§  
510, *et seq*;
- 4) FAILURE TO PROVIDE REQUIRED  
MEAL PERIODS IN VIOLATION OF  
CAL. LAB. CODE §§ 226.7 & 512 AND  
THE APPLICABLE IWC WAGE ORDER;
- 5) FAILURE TO PROVIDE REQUIRED  
REST PERIODS IN VIOLATION OF CAL.  
LAB. CODE §§ 226.7 & 512 AND THE  
APPLICABLE IWC WAGE ORDER;

- 1 6) FAILURE TO PROVIDE ACCURATE  
2 ITEMIZED STATEMENTS IN  
3 VIOLATION OF CAL. LAB. CODE § 226;  
4 7) FAILURE TO PROVIDE WAGES WHEN  
5 DUE IN VIOLATION OF CAL. LAB.  
6 CODE §§ 201, 202 AND 203;  
7 8) FAILURE TO REIMBURSE EMPLOYEES  
8 FOR REQUIRED EXPENSES IN  
9 VIOLATION OF CAL. LAB. CODE § 2802.

10 **DEMAND FOR A JURY TRIAL**

11 PLAINTIFF SARAH ARREDONDO (“PLAINTIFF”), an individual, on behalf of  
12 PLAINTIFF and all other similarly situated current and former employees, alleges on information  
13 and belief, except for their own acts and knowledge which are based on personal knowledge, the  
14 following:

15 **PRELIMINARY ALLEGATIONS**

16 1. Defendant INNOVATIVE EMPLOYEE SOLUTIONS, INC. (“Defendant  
17 Innovative Employee Solutions”) is a Colorado corporation that at all relevant times mentioned  
18 herein conducted and continues to conduct substantial and regular business throughout California.

19 2. Defendant ACCURATE BACKGROUND, LLC (“Defendant Accurate  
20 Background”) is a California limited liability company that at all relevant times mentioned herein  
21 conducted and continues to conduct substantial and regular business throughout California.

22 3. Defendant ACCURATE BACKGROUND INTERMEDIATE LLC (“Defendant  
23 Accurate Background Intermediate”) is a California limited liability company that at all relevant  
24 times mentioned herein conducted and continues to conduct substantial and regular business  
25 throughout California.

26 4. Defendant ACCURATE BACKGROUND HOLDINGS, LLC (“Defendant  
27 Accurate Background Holdings”) is a California limited liability company that at all relevant times  
28 mentioned herein conducted and continues to conduct substantial and regular business throughout  
California.

5. Defendant Innovative Employee Solutions, Defendant Accurate Background,  
Defendant Accurate Background Intermediate, and Defendant Accurate Background Holdings were



1 the joint employers of PLAINTIFF as evidenced by the documents issued to PLAINTIFF, by the  
2 company PLAINTIFF performed work for respectively, and as these entities each exerted control  
3 over the hours, wages and/or working conditions of PLAINTIFF, and are therefore jointly  
4 responsible as employers for the conduct alleged herein as “DEFENDANTS.”

5 6. Defendant Innovative Employee Solutions own and operate staffing agencies  
6 throughout the United States and staff companies in California, including at Defendants Accurate  
7 Background, Accurate Background Intermediate, and Accurate Background Holdings, where  
8 PLAINTIFF worked in Los Angeles County.

9 7. PLAINTIFF was employed by DEFENDANTS in California from October of 2024  
10 to January of 2025, and at all times was classified by DEFENDANTS as a non-exempt employee,  
11 paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of  
12 minimum and overtime wages due for all time worked.

13 8. PLAINTIFF reserves the right to seek leave to amend this complaint to add new  
14 Plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v.*  
15 *American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

16 9. PLAINTIFF brings this Class Action on behalf of PLAINTIFF and a California  
17 class, defined as all persons who are or previously were employed by Defendant Innovative  
18 Employee Solutions and/or Defendant Accurate Background and/or Defendant Accurate  
19 Background Intermediate and/or and Defendant Accurate Background Holdings who performed  
20 work for Defendant Accurate Background and/or Defendant Accurate Background Intermediate  
21 and/or and Defendant Accurate Background Holdings in California and classified as non-exempt  
22 employees (the “CALIFORNIA CLASS”) at any time during the period beginning four (4) years  
23 prior to the filing of this Complaint and ending on the date as determined by the Court (the  
24 “CLASS PERIOD”). The amount in controversy for the aggregate claim of the CALIFORNIA  
25 CLASS Members is under five million dollars (\$5,000,000.00).

26 10. PLAINTIFF brings this Class Action on behalf of Plaintiff and a CALIFORNIA  
27 CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred during  
28 the CLASS PERIOD caused by DEFENDANTS’ uniform policy and practice which failed to  
lawfully compensate these employees. DEFENDANTS’ uniform policy and practice alleged

1 herein was an unlawful, unfair, and deceptive business practice whereby DEFENDANTS  
2 retained and continues to retain wages due to PLAINTIFF and the other members of the  
3 CALIFORNIA CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS seek  
4 an injunction enjoining such conduct by DEFENDANTS in the future, relief for the named  
5 PLAINTIFF and the other members of the CALIFORNIA CLASS who have been economically  
6 injured by DEFENDANTS' past and current unlawful conduct, and all other appropriate legal  
7 and equitable relief.

8 11. The true names and capacities, whether individual, corporate, subsidiary,  
9 partnership, associate or otherwise of DEFENDANTS DOES 1 through 50, inclusive, are  
10 presently unknown to PLAINTIFF who therefore sues these DEFENDANTS by such fictitious  
11 names pursuant to California Code of Civil Procedure Section 474. PLAINTIFF will seek leave  
12 to amend this Complaint to allege the true names and capacities of DOES 1 through 50, inclusive,  
13 when they are ascertained. PLAINTIFF is informed and believes, and based upon that  
14 information and belief alleges, that the DEFENDANTS named in this Complaint, including  
15 DOES 1 through 50, inclusive, (hereinafter collectively "DEFENDANTS" and/or  
16 "DEFENDANT") are responsible in some manner for one or more of the events and happenings  
17 that proximately caused the injuries and damages hereinafter alleged.

18 12. The agents, servants, and/or employees of the DEFENDANTS and each of them  
19 acting on behalf of the DEFENDANTS acted within the course and scope of his, her or its  
20 authority as the agent, servant and/or employee of the DEFENDANTS, and personally  
21 participated in the conduct alleged herein on behalf of the DEFENDANTS with respect to the  
22 conduct alleged herein. Consequently, the acts of each DEFENDANT are legally attributable to  
23 the other DEFENDANTS and all DEFENDANTS are jointly and severally liable to PLAINTIFF  
24 and the other members of the CALIFORNIA CLASS, for the loss sustained as a proximate result  
25 of the conduct of the DEFENDANTS' agents, servants and/or employees.

26 13. DEFENDANTS were PLAINTIFF's employers or persons acting on behalf of  
27 PLAINTIFF's employer, within the meaning of California Labor Code Section 558, who violated  
28 or caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any  
provision regulating hours and days of work in any order of the Industrial Welfare Commission

1 and, as such, are subject to civil penalties for each underpaid employee, as set forth in Labor Code  
2 Section 558, at all relevant times.

3 14. DEFENDANTS were PLAINTIFF's employers or persons acting on behalf of  
4 PLAINTIFF's employer either individually or as an officer, agent, or employee of another person,  
5 within the meaning of California Labor Code Section 1197.1, who paid or caused to be paid to  
6 any employee a wage less than the minimum fixed by California state law, and as such, are subject  
7 to civil penalties for each underpaid employee. DEFENDANTS' uniform policies and practices  
8 alleged herein were unlawful, unfair, and deceptive business practices whereby DEFENDANTS  
9 retained and continue to retain wages due to PLAINTIFF and other members of the  
10 CALIFORNIA CLASS.

11 15. PLAINTIFF and other members of the CALIFORNIA CLASS seek an injunction  
12 enjoining such conduct by DEFENDANTS in the future, relief for the named PLAINTIFF and  
13 other members of the CALIFORNIA CLASS who has been economically injured by  
14 DEFENDANTS' past and current unlawful conduct, and all other appropriate legal and equitable  
15 relief

### 16 **JURISDICTION AND VENUE**

17 16. This Court has jurisdiction over this Action pursuant to California Code of Civil  
18 Procedure Section 410.10 and California Business and Professions Code Section 17203. This action  
19 is brought as a Class Action on behalf of PLAINTIFF and similarly situated employees of  
20 DEFENDANTS pursuant to California Code of Civil Procedure Section 382.

21 17. Venue is proper in this Court pursuant to California Code of Civil Procedure,  
22 Sections 395 and 395.5, because DEFENDANTS operate in locations across California, employ  
23 the CALIFORNIA CLASS across California, including in this county, and committed the wrongful  
24 conduct herein alleged in this county against the CALIFORNIA CLASS.

### 25 **THE CONDUCT**

26 18. In violation of the applicable sections of the California Labor Code and the  
27 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a  
28 matter of company policy, practice, and procedure, intentionally, knowingly, and systematically  
failed to provide legally compliant meal and rest periods, failed to accurately compensate

1 PLAINTIFF and the other members of the CALIFORNIA CLASS for missed meal and rest periods,  
2 failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all time worked,  
3 failed to compensate PLAINTIFF and the other members of the CALIFORNIA CLASS for off-the-  
4 clock work, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS  
5 overtime at the correct regular rate of pay, failed to compensate PLAINTIFF and the other members  
6 of the CALIFORNIA CLASS meal and rest premiums at the regular rate of pay, failed to pay  
7 PLAINTIFF and the other members of the CALIFORNIA CLASS redeemed sick pay at the regular  
8 rate of pay, failed to reimburse PLAINTIFF and the other members of the CALIFORNIA CLASS  
9 for business expenses, and failed to issue to PLAINTIFF and the other members of the  
10 CALIFORNIA CLASS with accurate itemized wage statements showing, among other things, all  
11 applicable hourly rates in effect during the pay periods and the corresponding amount of time  
12 worked at each hourly rate. DEFENDANTS' uniform policies and practices are intended to  
13 purposefully avoid the accurate and full payment for all time worked as required by California law  
14 which allows DEFENDANTS to illegally profit and gain an unfair advantage over competitors who  
15 comply with the law. To the extent equitable tolling operates to toll claims by the CALIFORNIA  
16 CLASS against DEFENDANTS, the CLASS PERIOD should be adjusted accordingly.

17 **A. Meal Period Violations**

18 19. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANTS were  
19 required to pay PLAINTIFF and CALIFORNIA CLASS members for all their time worked,  
20 meaning the time during which an employee is subject to the control of an employer, including all  
21 the time the employee is suffered or permitted to work. From time to time during the CLASS  
22 PERIOD, DEFENDANTS required PLAINTIFF and CALIFORNIA CLASS members to work  
23 without paying them for all the time they were under DEFENDANTS' control. Specifically,  
24 DEFENDANTS required PLAINTIFF to work while clocked out during what was supposed to be  
25 PLAINTIFFS' off-duty meal break. Indeed, there were many days where PLAINTIFF did not even  
26 receive a partial lunch. As a result, PLAINTIFF and other CALIFORNIA CLASS members  
27 forfeited minimum wage and overtime compensation by regularly working without their time being  
28 accurately recorded and without compensation at the applicable minimum wage and overtime rates.



1 DEFENDANTS' uniform policy and practice not to pay PLAINTIFF and other CALIFORNIA  
2 CLASS members for all time worked is evidenced by DEFENDANTS' business records.

3 20. From time to time during the CLASS PERIOD, as a result of their rigorous work  
4 schedules and DEFENDANTS' inadequate staffing practices, PLAINTIFF and other  
5 CALIFORNIA CLASS members are from time to time unable to take thirty (30) minute off-duty  
6 meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and other  
7 CALIFORNIA CLASS members are required to perform work as ordered by DEFENDANTS for  
8 more than five (5) hours during some shifts without receiving a meal break. Further,  
9 DEFENDANTS failed to provide PLAINTIFF and CALIFORNIA CLASS members with a second  
10 off-duty meal period for some workdays in which these employees are required by DEFENDANTS  
11 to work ten (10) hours of work. The nature of the work performed by PLAINTIFF and other  
12 CALIFORNIA CLASS members does not qualify for the limited and narrowly construed "on-duty"  
13 meal period exception. When they were provided with meal periods, PLAINTIFF and other  
14 CALIFORNIA CLASS members were, from time to time, required to remain, on duty and on call.  
15 DEFENDANTS' failure to provide PLAINTIFF and the CALIFORNIA CLASS members with  
16 legally required meal breaks is evidenced by DEFENDANTS' business records. As a result of their  
17 rigorous work schedules and DEFENDANTS' inadequate staffing, PLAINTIFF and other members  
18 of the CALIFORNIA CLASS therefore forfeit meal breaks without additional compensation and in  
19 accordance with DEFENDANTS' strict corporate policy and practice.

20 **B. Rest Period Violations**

21 21. From time to time during the CLASS PERIOD, PLAINTIFF and other  
22 CALIFORNIA CLASS members were also required to work in excess of four (4) hours without  
23 being provided ten (10) minute rest periods as a result of their rigorous work requirements and  
24 DEFENDANTS' inadequate staffing. Further, for the same reasons, these employees were denied  
25 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four  
26 (4) hours from time to time, a first and second rest period of at least ten (10) minutes for some shifts  
27 worked of between six (6) and eight (8) hours from time to time, and a first, second and third rest  
28 period of at least ten (10) minutes for some shifts worked of ten (10) hours or more from time to

1 time. When they were provided with rest breaks, PLAINTIFF and other CALIFORNIA CLASS  
2 members were, from time to time, required to remain on duty and/or on call. PLAINTIFF and other  
3 CALIFORNIA CLASS members were also not provided with one-hour wages *in lieu* thereof. As a  
4 result of their rigorous work schedules and DEFENDANTS' inadequate staffing, PLAINTIFF and  
5 other CALIFORNIA CLASS members were from time to time denied their proper rest periods by  
6 DEFENDANTS and DEFENDANTS' managers.

7 **C. Unreimbursed Business Expenses**

8 22. DEFENDANTS as a matter of corporate policy, practice, and procedure,  
9 intentionally, knowingly, and systematically failed to reimburse and indemnify the PLAINTIFF  
10 and the other CALIFORNIA CLASS members for required business expenses incurred by the  
11 PLAINTIFF and other CALIFORNIA CLASS members in direct consequence of discharging their  
12 duties on behalf of DEFENDANTS. Under California Labor Code Section 2802, employers are  
13 required to indemnify employees for all expenses incurred in the course and scope of their  
14 employment. California Labor Code Section 2802 expressly states that "an employer shall  
15 indemnify his or her employee for all necessary expenditures or losses incurred by the employee  
16 in direct consequence of the discharge of his or her duties, or of his or her obedience to the  
17 directions of the employer, even though unlawful, unless the employee, at the time of obeying the  
18 directions, believed them to be unlawful."

19 23. In the course of their employment, DEFENDANTS required PLAINTIFF and other  
20 CALIFORNIA CLASS members to incur personal expenses for the use of their personal cell  
21 phones, vehicles, and computers, as a result of and in furtherance of their job duties. Specifically,  
22 PLAINTIFF and other CALIFORNIA CLASS members were required to use their personal cell  
23 phones, vehicles, and computers, in order to perform work related tasks. However,  
24 DEFENDANTS unlawfully failed to reimburse PLAINTIFF and other CALIFORNIA CLASS  
25 members for the use of their personal cell phones, vehicles, and computers. As a result, in the  
26 course of their employment with DEFENDANTS, the PLAINTIFF and other CALIFORNIA  
27 CLASS members incurred unreimbursed business expenses that included, but were not limited to,  
28

costs related to the use of their personal cell phones, vehicles, and computers, all on behalf of and for the benefit of DEFENDANTS.

**D. Wage Statement Violations**

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

25. From time to time during the CLASS PERIOD, when PLAINTIFF and other CALIFORNIA CLASS members missed meal and rest breaks, or were paid inaccurately for missed meal and rest period premiums, or were not paid for all hours worked, DEFENDANTS also failed to provide PLAINTIFF and other CALIFORNIA CLASS members with complete and accurate wage statements which failed to show, among other things, all deductions, the total hours worked and all applicable hourly rates in effect during the pay period and the corresponding amount of time worked at each hourly rate, correct rates of pay for penalty payments or missed meal and rest periods.

26. In addition to the foregoing, DEFENDANTS, from time to time, failed to provide PLAINTIFF and the CALIFORNIA CLASS Members with wage statements that comply with California Labor Code Section 226.

27. As a result, DEFENDANTS issued PLAINTIFF and other CALIFORNIA CLASS members with wage statements that violate California Lab. Code § 226(a)(1)-(9). Further, DEFENDANTS' violations are knowing and intentional, and were not isolated due to an unintentional payroll error due to clerical or inadvertent mistake.

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**E. Off-the-Clock Work Resulting in Minimum Wage and Overtime Violations**

28. During the CLASS PERIOD, from time-to-time DEFENDANTS failed and continue to fail to accurately pay PLAINTIFF and other members of the CALIFORNIA CLASS for all hours worked.

29. During the CLASS PERIOD, from time-to-time DEFENDANTS required PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift or post-shift work, including but not limited to, preparing and organizing documents and retrieving case information, and This resulted in PLAINTIFF and other CALIFORNIA CLASS members having to work while off-the-clock.

30. DEFENDANTS directed and directly benefited from the undercompensated off-the-clock work performed by PLAINTIFF and the other CALIFORNIA CLASS members.

31. DEFENDANTS controlled the work schedules, duties, and protocols, applications, assignments, and employment conditions of PLAINTIFF and the other CALIFORNIA CLASS members.

32. DEFENDANTS were able to track the amount of time PLAINTIFF and the other members of the CALIFORNIA CLASS spent working; however, DEFENDANTS failed to document, track, or pay PLAINTIFF and the other members of the CALIFORNIA CLASS all wages earned and owed for all the work they performed.

33. PLAINTIFF and the other members of the CALIFORNIA CLASS were non-exempt employees, subject to the requirements of the California Labor Code.

34. DEFENDANTS' policies and practices deprived PLAINTIFF and the other CALIFORNIA CLASS members of all minimum regular, overtime, and double time wages owed for the off-the-clock work activities. Because PLAINTIFF and the other members of the CALIFORNIA CLASS typically worked over forty (40) hours in a workweek, and more than eight (8) hours per day, DEFENDANTS' policies and practices also deprived them of overtime pay.

35. DEFENDANTS knew or should have known that PLAINTIFFS' and the other CALIFORNIA CLASS members' off-the-clock work was compensable under the law.

///



1           36. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS  
2 forfeited wages due to them for all hours worked at DEFENDANTS' direction, control, and benefit  
3 for the time spent working while off-the-clock, including but not limited to preparing and  
4 organizing documents and retrieving case information DEFENDANTS' uniform policy and  
5 practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS wages for all hours  
6 worked in accordance with applicable law is evidenced by DEFENDANTS' business records.

7       **F. Regular Rate Violation – Overtime, Double Time, Meal and Rest Period Premiums, and**  
8       **Redeemed Sick Pay**

9           37. From time to time during the CLASS PERIOD, DEFENDANTS failed and  
10 continues to fail to accurately calculate and pay PLAINTIFF and the other CALIFORNIA CLASS  
11 members for their overtime and double time hours worked, meal and rest period premiums, and  
12 redeemed sick pay. As a result, PLAINTIFF and the other CALIFORNIA CLASS members  
13 forfeited wages due to them for working overtime without compensation at the correct overtime  
14 and double time rates, meal and rest period premiums, and redeemed sick pay rates.  
15 DEFENDANTS' uniform policy and practice not to pay the CALIFORNIA CLASS members at  
16 the correct rate for all overtime and double time worked, meal and rest period premiums, and sick  
17 pay in accordance with applicable law is evidenced by DEFENDANTS' business records.

18           38. State law provides that employees must be paid overtime at one-and-one-half times  
19 their "regular rate of pay." PLAINTIFF and other CALIFORNIA CLASS members were  
20 compensated at an hourly rate plus incentive pay that was tied to specific elements of an employee's  
21 performance.

22           39. The second component of PLAINTIFF'S and other CALIFORNIA CLASS  
23 members' compensation was DEFENDANTS' non-discretionary incentive program that paid  
24 PLAINTIFF and other CALIFORNIA CLASS members incentive wages based on their  
25 performance for DEFENDANTS. The non-discretionary bonus program provided all employees  
26 paid on an hourly basis with bonus compensation when the employees met the various performance  
27 goals set by DEFENDANTS.

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1           40.     However, from time to time, when calculating the regular rate of pay in those pay  
2 periods where PLAINTIFF and other CALIFORNIA CLASS members worked overtime, double  
3 time, paid meal and rest period premium payments, and/or redeemed sick pay, and earned non-  
4 discretionary bonuses, DEFENDANTS failed to accurately include the non-discretionary bonus  
5 compensation as part of the employee's "regular rate of pay" and/or calculated all hours worked  
6 rather than just all non-overtime hours worked. Management and supervisors described the  
7 incentive/bonus program to potential and new employees as part of the compensation package. As  
8 a matter of law, the incentive compensation received by PLAINTIFF and other CALIFORNIA  
9 CLASS members must be included in the "regular rate of pay." The failure to do so has resulted in  
10 a systematic underpayment of overtime and double time compensation, meal and rest period  
11 premium payments, and redeemed sick pay to PLAINTIFF and other CALIFORNIA CLASS  
12 members by DEFENDANTS. Specifically, California Labor Code Section 246 mandates that paid  
13 sick time for non-exempt employees shall be calculated in the same manner as the regular rate of  
14 pay for the workweek in which the non-exempt employee uses paid sick time, whether or not the  
15 employee actually works overtime in that workweek. DEFENDANTS' conduct, as articulated  
16 herein, by failing to include the incentive compensation as part of the "regular rate of pay" for  
17 purposes of sick pay compensation was in violation of California Labor Code Section 246, the  
18 underpayment of which is recoverable under California Labor Code Sections 201, 202, 203, and/or  
19 204.

20           41.     In violation of the applicable sections of the California Labor Code and the  
21 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a  
22 matter of company policy, practice, and procedure, intentionally and knowingly failed to  
23 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS at the correct rate  
24 of pay for all overtime and double time worked, meal and rest period premiums, and redeemed sick  
25 pay as required by California law which allowed DEFENDANTS to illegally profit and gain an  
26 unfair advantage over competitors who complied with the law. To the extent equitable tolling  
27 operates to toll claims by the CALIFORNIA CLASS members against DEFENDANTS, the CLASS  
28 PERIOD should be adjusted accordingly.

1     **G. Unlawful Deductions**

2             42. DEFENDANTS, from time-to-time, unlawfully deducted wages from  
3 PLAINTIFF'S and CALIFORNIA CLASS members' pay without explanations and without  
4 authorization to do so or notice to PLAINTIFF and the CALIFORNIA CLASS members. As a  
5 result, DEFENDANTS violated Labor Code Section 221.

6     **H. Timekeeping Manipulation**

7             43. During the CLASS PERIOD, DEFENDANTS, from time-to-time, did not have an  
8 immutable timekeeping system to accurately record and pay PLAINTIFF and other members of  
9 the CALIFORNIA CLASS for the actual time PLAINTIFF and other members of the  
10 CALIFORNIA CLASS worked each day, including regular time, overtime hours, sick pay, meal  
11 and rest breaks. As a result, DEFENDANTS were able to and did in fact, unlawfully, and  
12 unilaterally alter the time recorded in DEFENDANTS' timekeeping system for PLAINTIFF and  
13 other members of the CALIFORNIA CLASS in order to avoid paying these employees for all  
14 hours worked, applicable overtime compensation, applicable sick pay, missed meal breaks and  
15 missed rest breaks.

16            44. As a result, PLAINTIFF and other members of the CALIFORNIA CLASS, from  
17 time to time, forfeited time worked by working without their time being accurately recorded and  
18 without compensation at the applicable pay rates.

19            45. The mutability of the timekeeping system also allowed DEFENDANTS to alter  
20 employee time records by recording fictitious thirty (30) minute meal breaks in DEFENDANTS'  
21 timekeeping system to create the appearance that PLAINTIFF and other members of the  
22 CALIFORNIA CLASS clocked out for thirty (30) minute meal breaks when, in fact, the employees  
23 were not provided an off-duty meal break at all times. This practice is a direct result of  
24 DEFENDANTS' uniform policy and practice of denying employees uninterrupted thirty (30)  
25 minute off-duty meal breaks each day or otherwise failing to compensate them for missed meal  
26 breaks.

27            46. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS  
28 forfeited wages due to them for all hours worked at DEFENDANTS' direction, control and benefit

1 for the time the timekeeping system was inoperable. DEFENDANTS' uniform policy and practice  
2 to not pay PLAINTIFF and the members of the CALIFORNIA CLASS wages for all hours worked  
3 in accordance with applicable law is evidenced by DEFENDANTS' business records.

4 **I. Unlawful Rounding Practices**

5 47. During the CALIFORNIA CLASS PERIOD, DEFENDANTS did not have in place  
6 an immutable timekeeping system to accurately record and pay PLAINTIFF and other  
7 CALIFORNIA CLASS members for the actual time these employees worked each day, including  
8 overtime hours. Specifically, DEFENDANTS had in place an unlawful rounding policy and  
9 practice that resulted in PLAINTIFF and CALIFORNIA CLASS members being  
10 undercompensated for all their time worked. As a result, DEFENDANTS were able to and did in  
11 fact unlawfully and unilaterally round the time recorded in DEFENDANTS' timekeeping system  
12 for PLAINTIFF and the members of the CALIFORNIA CLASS in order to avoid paying these  
13 employees for all their time worked, including the applicable overtime compensation for overtime  
14 worked. As a result, PLAINTIFF and other CALIFORNIA CLASS members, from time to time,  
15 forfeited compensation for their time worked by working without their time being accurately  
16 recorded and without compensation at the applicable overtime rates.

17 48. Further, the mutability of DEFENDANTS' timekeeping system and unlawful  
18 rounding policy and practice resulted in PLAINTIFF and CALIFORNIA CLASS members' time  
19 being inaccurately recorded. As a result, from time to time, DEFENDANTS' unlawful rounding  
20 policy and practice caused PLAINTIFF and CALIFORNIA CLASS members to perform work as  
21 ordered by DEFENDANTS for more than five (5) hours during a shift without receiving an off-  
22 duty meal break.

23 **J. Violations for Untimely Payment of Wages**

24 49. Pursuant to California Labor Code Section 204, PLAINTIFF and the CALIFORNIA  
25 CLASS members were entitled to timely payment of wages during their employment. PLAINTIFF  
26 and the CALIFORNIA CLASS members, from time to time, did not receive payment of all wages,  
27 including, but not limited to, overtime wages, minimum wages, meal period premium wages, and  
28 rest period premium wages within the permissible time period. For example, DEFENDANTS from



1 time to time violated California Labor Code Section 204(d) by paying PLAINTIFF and the  
2 CALIFORNIA CLASS members more than seven (7) calendar days following the close of the  
3 payroll period.

4 50. Pursuant to California Labor Code Section 201, “If an employer discharges an  
5 employee, the wages earned and unpaid at the time of discharge are due and payable immediately.”  
6 Pursuant to California Labor Code Section 202, if an employee quits his or her employment, “his  
7 or her wages shall become due and payable not later than 72 hours thereafter, unless the employee  
8 has given 72 hours previous notice of his or her intention to quit, in which case the employee is  
9 entitled to his or her wages at the time of quitting.” PLAINTIFF and the CALIFORNIA CLASS  
10 members were, from time to time, not timely provided the wages earned and unpaid at the time of  
11 their discharge and/or at the time of quitting, in violation of California Labor Code Sections 201  
12 and 202.

13 51. As such, PLAINTIFF demands up to thirty days of pay as penalty for not timely  
14 paying all wages due at time of termination for all CALIFORNIA CLASS members whose  
15 employment ended during the CLASS PERIOD.

16 **K. Sick Pay Violations**

17 52. California Labor Code Section 246 (a)(1) mandates that “An employee who, on or  
18 after July 1, 2015, works in California for the same employer for 30 or more days within a year  
19 from the commencement of employment is entitled to paid sick days as specified in this section.”  
20 Further, California Labor Code Sections 246(b)-(d) provide for the sick day accrual requirements.  
21 From time to time, DEFENDANTS failed to have a policy or practice in place to provide  
22 PLAINTIFF and other members of the CALIFORNIA CLASS with sick days and/or paid sick  
23 leave. As of January 1, 2024, DEFENDANTS failed to adhere to the law in that they failed to  
24 provide and allow employees to use at least 40 hours or five days of paid sick leave per year.

25 53. California Labor Code Section 246(i) requires an employer to furnish its employees  
26 with written wage statements setting forth the amount of paid sick leave available. From time to  
27 time, DEFENDANTS violated California Labor Code Section 246 by failing to furnish PLAINTIFF  
28 and other members of the CALIFORNIA CLASS with wage statements setting forth the amount of

1 paid sick leave available.

2       54. Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take  
3 off-duty meal and rest breaks and was not fully relieved of duty for their rest and meal periods.  
4 PLAINTIFF was required to perform work as ordered by DEFENDANTS for more than five (5)  
5 hours during a shift without receiving an off-duty meal break. Further, DEFENDANTS failed to  
6 provide PLAINTIFF with a second off-duty meal period each workday in which they were required  
7 by DEFENDANTS to work ten (10) hours of work. When DEFENDANTS provided PLAINTIFF  
8 with a rest break, they required PLAINTIFF to remain on-duty and on-call for the rest break.  
9 DEFENDANTS' policy caused PLAINTIFF to remain on-call and on-duty during what was  
10 supposed to be their off-duty meal periods. PLAINTIFF therefore forfeited meal and rest breaks  
11 without additional compensation and in accordance with DEFENDANTS' strict corporate policy  
12 and practice. Moreover, DEFENDANTS also provided PLAINTIFF with paystubs that failed to  
13 comply with California Labor Code Section 226. Further, DEFENDANTS also failed to reimburse  
14 PLAINTIFF for required business expenses related to the personal expenses incurred for the use  
15 of their personal cell phone, vehicle, and computer on behalf of and in furtherance of their  
16 employment with DEFENDANTS. To date, DEFENDANTS have not fully paid PLAINTIFF the  
17 minimum, overtime and double time compensation still owed to them, or any penalty wages owed  
18 to them under California Labor Code Section 203. The amount in controversy for PLAINTIFF  
19 individually does not exceed the sum or value of \$75,000.

#### 20                                   **CLASS ACTION ALLEGATIONS**

21       55. PLAINTIFF brings this Class Action on behalf of PLAINTIFF, and a California  
22 Class defined as all persons who are or previously were employed by Defendant Innovative  
23 Employee Solutions and/or Defendant Accurate Background and/or Defendant Accurate  
24 Background Intermediate and/or and Defendant Accurate Background Holdings who performed  
25 work for Defendant Accurate Background and/or Defendant Accurate Background Intermediate  
26 and/or and Defendant Accurate Background Holdings in California and classified as non-exempt  
27 employees (the "CALIFORNIA CLASS") at any time during the period beginning four (4) years  
28

1 prior to the filing of this Complaint and ending on the date as determined by the Court (the “CLASS  
2 PERIOD”).

3 56. PLAINTIFF and the other CALIFORNIA CLASS members have uniformly been  
4 deprived of wages and penalties from unpaid wages earned and due, including but not limited to  
5 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,  
6 illegal meal and rest period policies, failure to reimburse for business expenses, failure to  
7 compensate for off-the-clock work, failure to provide accurate itemized wage statements, failure to  
8 maintain required records, and interest, statutory and civil penalties, attorney’s fees, costs, and  
9 expenses.

10 57. The members of the class are so numerous that joinder of all class members is  
11 impractical.

12 58. Common questions of law and fact regarding DEFENDANTS’ conduct, including  
13 but not limited to, off-the-clock work, unpaid meal and rest period premiums, failure to accurately  
14 calculate the regular rate of pay for overtime compensation, failure to accurately calculate the  
15 regular rate of compensation for missed meal and rest period premiums, failure to provide legally  
16 compliant meal and rest periods, failure to reimburse for business expenses, failure to provide  
17 accurate itemized wage statements, and failure to ensure they are paid at least minimum wage and  
18 overtime, exist as to all members of the class and predominate over any questions affecting solely  
19 any individual members of the class. Among the questions of law and fact common to the class are:

- 20 a. Whether DEFENDANTS maintained legally compliant meal period policies and  
21 practices;
- 22 b. Whether DEFENDANTS maintained legally compliant rest period policies and  
23 practices;
- 24 c. Whether DEFENDANTS failed to pay PLAINTIFF and the CALIFORNIA CLASS  
25 members accurate premium payments for missed meal and rest periods;
- 26 d. Whether DEFENDANTS failed to pay PLAINTIFF and the CALIFORNIA CLASS  
27 members accurate overtime wages;

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- e. Whether DEFENDANTS failed to pay PLAINTIFF and the CALIFORNIA CLASS members at least minimum wage for all hours worked;
- f. Whether DEFENDANTS failed to compensate PLAINTIFF and the CALIFORNIA CLASS members for required business expenses;
- g. Whether DEFENDANTS issued legally compliant wage statements;
- h. Whether DEFENDANTS committed an act of unfair competition by systematically failing to record and pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all time worked;
- i. Whether DEFENDANTS committed an act of unfair competition by systematically failing to record all meal and rest breaks missed by PLAINTIFF and other CALIFORNIA CLASS members, even though DEFENDANTS enjoyed the benefit of this work, required employees to perform this work and permits or suffers to permit this work;
- j. Whether DEFENDANTS committed an act of unfair competition in violation of California Business and Professions Code Sections 17200, *et seq.* (the “UCL”), by failing to provide the PLAINTIFF and the other members of the CALIFORNIA CLASS with the legally required meal and rest periods.

59. PLAINTIFF is a member of the CALIFORNIA CLASS and suffered damages as a result of DEFENDANTS’ conduct and actions alleged herein.

60. PLAINTIFFS’ claims are typical of the claims of the CALIFORNIA CLASS, and PLAINTIFF has the same interests as the other members of the class.

61. PLAINTIFF will fairly and adequately represent and protect the interests of the CALIFORNIA CLASS members.

62. PLAINTIFF retained able class counsel with extensive experience in class action litigation.

63. Further, PLAINTIFF’S interests are coincident with, and not antagonistic to, the interest of the other CALIFORNIA CLASS members.

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1           64. There is a strong community of interest among PLAINTIFF and the members of the  
2 CALIFORNIA CLASS to, inter alia, ensure that the combined assets of DEFENDANTS are  
3 sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries  
4 sustained.

5           65. The questions of law and fact common to the CALIFORNIA CLASS members  
6 predominate over any questions affecting only individual members, including legal and factual  
7 issues relating to liability and damages.

8           66. A class action is superior to other available methods for the fair and efficient  
9 adjudication of this controversy because joinder of all class members is impractical. Moreover,  
10 since the damages suffered by individual members of the class may be relatively small, the expense  
11 and burden of individual litigation makes it practically impossible for the members of the class  
12 individually to redress the wrongs done to them. Without class certification and determination of  
13 declaratory, injunctive, statutory, and other legal questions within the class format, prosecution of  
14 separate actions by individual members of the CALIFORNIA CLASS will create the risk of:

15           a. Inconsistent or varying adjudications with respect to individual members of the  
16 CALIFORNIA CLASS which would establish incompatible standards of conduct  
17 for the parties opposing the CALIFORNIA CLASS; and/or,

18           b. Adjudication with respect to individual members of the CALIFORNIA CLASS  
19 which would, as a practical matter, be dispositive of the interests of the other  
20 members not party to the adjudication or substantially impair or impeded their ability  
21 to protect their interests.

22           67. Class treatment provides manageable judicial treatment calculated to bring an  
23 efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of the  
24 conduct of DEFENDANTS.

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1 **FIRST CAUSE OF ACTION**

2 **Unlawful Business Practices**

3 **(Cal. Bus. and Prof. Code §§ 17200, *et seq.*)**

4 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

5 68. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and  
6 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
7 Complaint.

8 69. DEFENDANTS are each a “person” as that term is defined under California  
9 Business and Professions Code Section 17021.

10 70. California Business and Professions Code Sections 17200, *et seq.* (the “UCL”)  
11 defines unfair competition as any unlawful, unfair, or fraudulent business act or practice. Section  
12 17203 authorizes injunctive, declaratory, and/or other equitable relief with respect to unfair  
13 competition as follows:

14 Any person who engages, has engaged, or proposes to engage in unfair competition  
15 may be enjoined in any court of competent jurisdiction. The court may make such  
16 orders or judgments, including the appointment of a receiver, as may be necessary to  
17 prevent the use or employment by any person of any practice which constitutes unfair  
18 competition, as defined in this chapter, or as may be necessary to restore to any person  
19 in interest any money or property, real or personal, which may have been acquired  
20 by means of such unfair competition. (Cal. Bus. & Prof. Code § 17203).

21 71. By the conduct alleged herein, DEFENDANTS have engaged and continues to  
22 engage in business practices which violate California law, including but not limited to, the  
23 applicable Wage Order(s), the California Code of Regulations and the California Labor Code  
24 including Sections 201, 202, 203, 204, 210, 226.7, 510, 512, 558, 1194, 1197, 1197.1, 1198, and  
25 2802, for which this Court should issue declaratory and other equitable relief pursuant to California  
26 Business and Professions Code Section 17203 as may be necessary to prevent and remedy the  
27 conduct held to constitute unfair competition, including restitution of wages wrongfully withheld.

28 72. By the conduct alleged herein, DEFENDANTS’ practices were unlawful and unfair  
in that these practices violated public policy, were immoral, unethical, oppressively unscrupulous  
or substantially injurious to employees, and were without valid justification or utility for which this

1 Court should issue equitable and injunctive relief pursuant to Section 17203 of the California  
2 Business and Professions Code, including restitution of wages wrongfully withheld.

3 73. By the conduct alleged herein, DEFENDANTS' practices were deceptive and  
4 fraudulent in that DEFENDANTS' uniform policy and practice failed to provide the legally  
5 mandated meal and rest periods and the required amount of compensation for missed meal and rest  
6 periods, failed to pay minimum and overtime wages owed, and failed to reimburse all necessary  
7 business expenses incurred, due to a systematic business practice that cannot be justified, pursuant  
8 to the applicable California Labor Code and Industrial Welfare Commission requirements in  
9 violation of California Business and Professions Code Sections 17200, *et seq.*, and for which this  
10 Court should issue injunctive and equitable relief, pursuant to California Business and Professions  
11 Code Section 17203, including restitution of wages wrongfully withheld.

12 74. By the conduct alleged herein, DEFENDANTS' practices were also unlawful,  
13 unfair, and deceptive in that DEFENDANTS' employment practices caused PLAINTIFF and the  
14 other members of the CALIFORNIA CLASS to be underpaid during their employment with  
15 DEFENDANTS.

16 75. By the conduct alleged herein, DEFENDANTS' practices were also unfair and  
17 deceptive in that DEFENDANTS' uniform policies, practices and procedures failed to provide  
18 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS members as  
19 required by California Labor Code Sections 226.7 and 512.

20 76. Therefore, PLAINTIFF demands on behalf of PLAINTIFF and on behalf of each  
21 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off-duty meal  
22 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for each  
23 workday in which a second off-duty meal period was not timely provided for each ten (10) hours  
24 of work.

25 77. PLAINTIFF further demands on behalf of PLAINTIFF and on behalf of each  
26 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which a rest period was  
27 not timely provided as required by law.

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1           78. By and through the unlawful and unfair business practices described herein,  
2 DEFENDANTS have obtained valuable property, money and services from PLAINTIFF and the  
3 other members of the CALIFORNIA CLASS, including earned wages for all time worked, and has  
4 deprived them of valuable rights and benefits guaranteed by law and contract, all to the detriment  
5 of these employees and to the benefit of DEFENDANTS so as to allow DEFENDANTS to unfairly  
6 compete against competitors who comply with the law.

7           79. All the acts described herein as violations of, among other things, the Industrial  
8 Welfare Commission Wage Orders, the California Code of Regulations, and the California Labor  
9 Code, were unlawful and in violation of public policy, were immoral, unethical, oppressive, and  
10 unscrupulous, were deceptive, and thereby constitute unlawful, unfair, and deceptive business  
11 practices in violation of California Business and Professions Code Sections 17200, *et seq.*

12           80. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled to,  
13 and do, seek such relief as may be necessary to restore to them the money and property which  
14 DEFENDANTS have acquired, or of which PLAINTIFF and the other members of the  
15 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and unfair  
16 business practices, including earned but unpaid wages for all time worked.

17           81. PLAINTIFF and the other members of the CALIFORNIA CLASS are further  
18 entitled to, and do, seek a declaration that the described business practices are unlawful, unfair, and  
19 deceptive, and that injunctive relief should be issued restraining DEFENDANTS from engaging in  
20 any unlawful and unfair business practices in the future.

21           PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain, speedy  
22 and/or adequate remedy at law that will end the unlawful and unfair business practices of  
23 DEFENDANTS. Further, the practices herein alleged presently continue to occur unabated. As a  
24 result of the unlawful and unfair business practices described herein, PLAINTIFF and the other  
25 members of the CALIFORNIA CLASS have suffered and will continue to suffer irreparable legal  
26 and economic harm unless DEFENDANTS are restrained from continuing to engage in these  
27 unlawful and unfair business practices.

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1 **SECOND CAUSE OF ACTION**

2 **Failure To Pay Minimum Wages**

3 **(Cal. Lab. Code §§ 1194, 1197 and 1197.1)**

4 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

5 82. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and  
6 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
7 Complaint.

8 83. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for  
9 DEFENDANTS' willful and intentional violations of the California Labor Code and the Industrial  
10 Welfare Commission requirements for DEFENDANTS' failure to accurately calculate and pay  
11 minimum wages to PLAINTIFF and CALIFORNIA CLASS members.

12 84. Pursuant to California Labor Code Section 204, other applicable laws and  
13 regulations, and public policy, an employer must timely pay its employees for all hours worked.

14 85. California Labor Code Section 1197 provides the minimum wage for employees  
15 fixed by the commission is the minimum wage to be paid to employees, and the payment of a less  
16 wage than the minimum so fixed is unlawful.

17 86. California Labor Code Section 1194 establishes an employee's right to recover  
18 unpaid wages, including minimum wage compensation and interest thereon, together with the costs  
19 of suit.

20 87. DEFENDANTS maintained a uniform wage practice of paying PLAINTIFF and the  
21 other members of the CALIFORNIA CLASS without regard to the correct amount of time they  
22 work. As set forth herein, DEFENDANTS' uniform policy and practice was to unlawfully and  
23 intentionally deny timely payment of wages due to PLAINTIFF and the other members of the  
24 CALIFORNIA CLASS.

25 88. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,  
26 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of implementing  
27 a uniform policy and practice that denies accurate compensation to PLAINTIFF and the other  
28 members of the CALIFORNIA CLASS in regard to minimum wage pay.

1           89. In committing these violations of the California Labor Code, DEFENDANTS  
2 inaccurately calculated the correct time worked and consequently underpaid the actual time worked  
3 by PLAINTIFF and other members of the CALIFORNIA CLASS. DEFENDANTS acted in an  
4 illegal attempt to avoid the payment of all earned wages, and other benefits in violation of the  
5 California Labor Code, the Industrial Welfare Commission requirements and other applicable laws  
6 and regulations.

7           90. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,  
8 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct  
9 minimum wage compensation for their time worked for DEFENDANTS.

10          91. During the CLASS PERIOD, PLAINTIFF and the other members of the  
11 CALIFORNIA CLASS were paid less for time worked than they were entitled to, constituting a  
12 failure to pay all earned wages.

13          92. By virtue of DEFENDANTS' unlawful failure to accurately pay all earned  
14 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true  
15 time they worked, PLAINTIFF and the other members of the CALIFORNIA CLASS have suffered  
16 and will continue to suffer an economic injury in amounts which are presently unknown to them,  
17 and which will be ascertained according to proof at trial.

18          93. DEFENDANTS knew or should have known that PLAINTIFF and the other  
19 members of the CALIFORNIA CLASS were under-compensated for their time worked.  
20 DEFENDANTS systematically elected, either through intentional malfeasance or gross  
21 nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice  
22 and procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay  
23 PLAINTIFF and the other members of the CALIFORNIA CLASS the correct minimum wages for  
24 their time worked.

25          94. In performing the acts and practices herein alleged in violation of California labor  
26 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked  
27 and provide them with the requisite compensation, DEFENDANTS acted and continues to act  
28 intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of the

1 CALIFORNIA CLASS with a conscious and utter disregard for their legal rights, or the  
2 consequences to them, and with the despicable intent of depriving them of their property and legal  
3 rights, and otherwise causing them injury in order to increase company profits at the expense of  
4 these employees.

5 95. PLAINTIFF and the other members of the CALIFORNIA CLASS therefore request  
6 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the assessment  
7 of any statutory penalties against DEFENDANTS, in a sum as provided by the California Labor  
8 Code and/or other applicable statutes. To the extent minimum wage compensation is determined  
9 to be owed to the CALIFORNIA CLASS members who have terminated their employment,  
10 DEFENDANTS' conduct also violates Labor Code Sections 201 and/or 202, and therefore these  
11 individuals are also be entitled to waiting time penalties under California Labor Code Section 203,  
12 which penalties are sought herein on behalf of these CALIFORNIA CLASS members.  
13 DEFENDANTS' conduct as alleged herein was willful, intentional and not in good faith. Further,  
14 PLAINTIFF and other CALIFORNIA CLASS members are entitled to seek and recover statutory  
15 costs.

### 16 **THIRD CAUSE OF ACTION**

#### 17 **Failure To Pay Overtime Compensation**

18 **(Cal. Lab. Code §§ 204, 510, 1194 and 1198)**

19 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

20 96. PLAINTIFF and the other members of the CALIFORNIA CLASS reallege and  
21 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
22 Complaint.

23 97. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for  
24 DEFENDANTS' willful and intentional violations of the California Labor Code and the Industrial  
25 Welfare Commission requirements for DEFENDANTS' failure to pay these employees for all  
26 overtime worked including work performed in excess of eight (8) hours in a workday, and/or twelve  
27 (12) hours in a workday, and/or forty (40) hours in any workweek.

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1           98. Pursuant to California Labor Code Section 204, other applicable laws and  
2 regulations, and public policy, an employer must timely pay its employees for all hours worked.

3           99. California Labor Code Section 510 provides that employees in California shall not  
4 be employed more than eight (8) hours per workday and/or more than forty (40) hours per  
5 workweek unless they receive additional compensation beyond their regular wages in amounts  
6 specified by law.

7           100. California Labor Code Section 1194 establishes an employee's right to recover  
8 unpaid wages, including minimum and overtime compensation and interest thereon, together with  
9 the costs of suit. California Labor Code Section 1198 further states that the employment of an  
10 employee for longer hours than those fixed by the Industrial Welfare Commission is unlawful.

11           101. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS members  
12 were required by DEFENDANTS to work for DEFENDANTS and were not paid for all the time  
13 they worked, including overtime work.

14           102. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,  
15 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of implementing  
16 a uniform policy and practice that failed to accurately record overtime worked by PLAINTIFF and  
17 other CALIFORNIA CLASS members and denied accurate compensation to PLAINTIFF and the  
18 other members of the CALIFORNIA CLASS for overtime worked, including, the overtime work  
19 performed in excess of eight (8) hours in a workday, and/or twelve (12) hours in a workday, and/or  
20 forty (40) hours in any workweek.

21           103. In committing these violations of the California Labor Code, DEFENDANTS  
22 inaccurately recorded overtime worked and consequently underpaid the overtime worked by  
23 PLAINTIFF and other CALIFORNIA CLASS members. DEFENDANTS acted in an illegal  
24 attempt to avoid the payment of all earned wages, and other benefits in violation of the California  
25 Labor Code, the Industrial Welfare Commission requirements and other applicable laws and  
26 regulations.

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1           104. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,  
2 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct  
3 overtime compensation for their time worked for DEFENDANTS.

4           105. California Labor Code Section 515 sets out various categories of employees who are  
5 exempt from the overtime requirements of the law. None of these exemptions are applicable to  
6 PLAINTIFF and the other members of the CALIFORNIA CLASS. Further, PLAINTIFF and the  
7 other members of the CALIFORNIA CLASS are not subject to a valid collective bargaining  
8 agreement that would preclude the causes of action contained herein this Complaint. Rather,  
9 PLAINTIFF brings this Action on behalf of PLAINTIFF and the CALIFORNIA CLASS based on  
10 DEFENDANTS' violations of non-negotiable, non-waivable rights provided by the State of  
11 California.

12           106. During the CLASS PERIOD, PLAINTIFF and the other members of the  
13 CALIFORNIA CLASS were paid less for overtime worked than they were entitled to, constituting  
14 a failure to pay all earned wages.

15           107. DEFENDANTS failed to accurately pay PLAINTIFF and the other members of the  
16 CALIFORNIA CLASS overtime wages for the time they worked which was in excess of the  
17 maximum hours permissible by law as required by California Labor Code Sections 510, 1194, and  
18 1198, even though PLAINTIFF and the other members of the CALIFORNIA CLASS were  
19 regularly required to work, and did in fact work overtime, and did in fact work overtime as to which  
20 DEFENDANTS failed to accurately record and pay as evidenced by DEFENDANTS' business  
21 records and witnessed by employees.

22           108. By virtue of DEFENDANTS' unlawful failure to accurately pay all earned  
23 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true  
24 amount of overtime they worked, PLAINTIFF and the other members of the CALIFORNIA  
25 CLASS have suffered and will continue to suffer an economic injury in amounts which are presently  
26 unknown to them, and which will be ascertained according to proof at trial.

27           109. DEFENDANTS knew or should have known that PLAINTIFF and the other  
28 members of the CALIFORNIA CLASS were undercompensated for their time worked.

1 DEFENDANTS systematically elected, either through intentional malfeasance or gross  
2 nonfeasance, to not pay them for their labor as a matter of uniform company policy, practice and  
3 procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay PLAINTIFF  
4 and the other members of the CALIFORNIA CLASS the correct overtime wages for their overtime  
5 worked.

6 110. In performing the acts and practices herein alleged in violation of California labor  
7 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked  
8 and provide them with the requisite compensation, DEFENDANTS acted and continues to act  
9 intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of the  
10 CALIFORNIA CLASS with a conscious of and utter disregard for their legal rights, or the  
11 consequences to them, and with the despicable intent of depriving them of their property and legal  
12 rights, and otherwise causing them injury in order to increase company profits at the expense of  
13 these employees.

14 111. Therefore, PLAINTIFF and the other members of the CALIFORNIA CLASS request  
15 recovery of overtime wages, according to proof, interest, statutory costs, as well as the assessment  
16 of any statutory penalties against DEFENDANTS, in a sum as provided by the California Labor  
17 Code and/or other applicable statutes. To the extent overtime compensation is determined to be  
18 owed to the CALIFORNIA CLASS members who have terminated their employment,  
19 DEFENDANTS' conduct also violates California Labor Code Sections 201 and/or 202, and  
20 therefore these individuals are also be entitled to waiting time penalties under California Labor  
21 Code 203, which penalties are sought herein. DEFENDANTS' conduct as alleged herein was  
22 willful, intentional, and not in good faith. Further, PLAINTIFF and other CALIFORNIA CLASS  
23 members are entitled to seek and recover statutory costs.

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1 **FOURTH CAUSE OF ACTION**

2 **Failure To Provide Required Meal Periods**

3 **(Cal. Lab. Code §§ 226.7 & 512)**

4 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

5 112. PLAINTIFF and the other members of the CALIFORNIA CLASS reallege and  
6 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
7 Complaint.

8 113. During the CLASS PERIOD, DEFENDANTS failed to provide all the legally  
9 required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA CLASS members as  
10 required by the applicable Wage Order and Labor Code. The nature of the work performed by  
11 PLAINTIFF and CALIFORNIA CLASS members did not prevent these employees from being  
12 relieved of all of their duties for the legally required off-duty meal periods. As a result of their  
13 rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS members were often not  
14 fully relieved of duty by DEFENDANTS for their meal periods. Additionally, DEFENDANTS'  
15 failure to provide PLAINTIFF and the CALIFORNIA CLASS members with legally required meal  
16 breaks prior to their fifth (5th) hour of work is evidenced by DEFENDANTS' business records.  
17 Further, DEFENDANTS failed to provide PLAINTIFF and CALIFORNIA CLASS members with  
18 a second off-duty meal period in some workdays in which these employees were required by  
19 DEFENDANTS to work ten (10) hours of work. As a result, PLAINTIFF and other members of  
20 the CALIFORNIA CLASS forfeited meal breaks without additional compensation and in  
21 accordance with DEFENDANTS' strict corporate policy and practice.

22 114. DEFENDANTS further violated California Labor Code Section 226.7 and the  
23 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS  
24 members who were not provided a meal period, in accordance with the applicable Wage Order, one  
25 additional hour of compensation at each employee's regular rate of pay for each workday that a  
26 meal period was not provided.

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1           115. As a proximate result of the aforementioned violations, PLAINTIFF and  
2 CALIFORNIA CLASS members have been damaged in an amount according to proof at trial, and  
3 seek all wages earned and due, interest, penalties, expenses and costs of suit.

4                                   **FIFTH CAUSE OF ACTION**

5                                   **Failure To Provide Required Rest Periods**

6                                   **(Cal. Lab. Code §§ 226.7 & 512)**

7                                   **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

8           116. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and  
9 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
10 Complaint.

11           117. From time to time, PLAINTIFF and other CALIFORNIA CLASS members were  
12 required to work in excess of four (4) hours without being provided ten (10) minute rest periods.  
13 Further, these employees were denied their first rest periods of at least ten (10) minutes for some  
14 shifts worked of at least two (2) to four (4) hours, a first and second rest period of at least ten (10)  
15 minutes for some shifts worked of between six (6) and eight (8) hours, and a first, second and third  
16 rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more. PLAINTIFF  
17 and other CALIFORNIA CLASS members were also not provided with one-hour wages *in lieu*  
18 thereof. As a result of their rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS  
19 members were periodically denied their proper rest periods by DEFENDANTS and  
20 DEFENDANTS' managers. In addition, DEFENDANTS failed to compensate PLAINTIFF and  
21 other CALIFORNIA CLASS members for their rest periods as required by the applicable Wage  
22 Order and Labor Code. As a result, DEFENDANTS' failure to provide PLAINTIFF and the  
23 CALIFORNIA CLASS members with all the legally required paid rest periods is evidenced by  
24 DEFENDANTS' business records.

25           118. DEFENDANTS further violated California Labor Code Sections 226.7 and the  
26 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS  
27 members who were not provided a rest period, in accordance with the applicable Wage Order, one  
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1 additional hour of compensation at each employee's regular rate of pay for each workday that rest  
2 period was not provided.

3 119. As a proximate result of the aforementioned violations, PLAINTIFF and  
4 CALIFORNIA CLASS members have been damaged in an amount according to proof at trial, and  
5 seek all wages earned and due, interest, penalties, expenses and costs of suit.

6 **SIXTH CAUSE OF ACTION**

7 **Failure To Provide Accurate Itemized Statements**

8 **(Cal. Lab. Code § 226)**

9 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

10 120. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and  
11 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
12 Complaint.

13 121. California Labor Code Section 226 provides that an employer must furnish  
14 employees with an "accurate itemized" statement in writing showing:

- 15 a. Gross wages earned,
- 16 b. total hours worked by the employee, except for any employee whose compensation  
17 is solely based on a salary and who is exempt from payment of overtime under  
18 subdivision (a) of Section 515 or any applicable order of the Industrial Welfare  
19 Commission,
- 20 c. the number of piece-rate units earned and any applicable piece rate if the employee  
21 is paid on a piece-rate basis,
- 22 d. all deductions, provided that all deductions made on written orders of the employee  
23 may be aggregated and shown as one item,
- 24 e. net wages earned,
- 25 f. the inclusive dates of the period for which the employee is paid,
- 26 g. the name of the employee and his or her social security number, except that by  
27 January 1, 2008, only the last four digits of his or her social security number of an  
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employee identification number other than social security number may be shown on the itemized statement,

h. the name and address of the legal entity that is the employer, and

i. all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

122. When DEFENDANTS did not accurately record PLAINTIFFS' and other CALIFORNIA CLASS members' missed meal and rest breaks, or were paid inaccurate missed meal and rest break premiums, or were not paid for all hours worked, DEFENDANTS violated California Labor Code Section 226 in that DEFENDANTS failed to provide PLAINTIFF and other CALIFORNIA CLASS members with complete and accurate wage statements which failed to show, among other things, all deductions, the accurate gross wages earned, net wages earned, the total hours worked and all applicable hourly rates in effect during the pay period and the corresponding amount of time worked at each hourly rate, and correct rates of pay for penalty payments or missed meal and rest periods.

123. In addition to the foregoing, DEFENDANTS failed to provide itemized wage statements to PLAINTIFF and members of the CALIFORNIA CLASS that complied with the requirements of California Labor Code Section 226(a)(1)-(9).

124. DEFENDANTS knowingly and intentionally failed to comply with California Labor Code Section 226(a)(1)-(9), causing injury and damages to PLAINTIFF and the other members of the CALIFORNIA CLASS. These damages include, but are not limited to, costs expended calculating the correct wages for all missed meal and rest breaks and the amount of employment taxes which were not properly paid to state and federal tax authorities. These damages are difficult to estimate. Therefore, PLAINTIFF and the other members of the CALIFORNIA CLASS may elect to recover liquidated damages of fifty dollars (\$50.00) for the initial pay period in which the violation occurred, and one hundred dollars (\$100.00) for each violation in a subsequent pay period pursuant to California Labor Code Section 226, in an amount according to proof at the time of trial (but in no event more than four thousand dollars (\$4,000.00) for PLAINTIFF and each respective member of the CALIFORNIA CLASS herein).

1 **SEVENTH CAUSE OF ACTION**

2 **Failure To Pay Wages When Due**

3 **(Cal. Lab. Code § 203)**

4 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

5 125. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and  
6 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
7 Complaint.

8 126. California Labor Code Section 200 provides that:

9 As used in this article:

- 10 (d) "Wages" includes all amounts for labor performed by employees of every  
11 description, whether the amount is fixed or ascertained by the standard of time,  
12 task, piece, commission basis, or other method of calculation.  
13 (e) "Labor" includes labor, work, or service whether rendered or performed under  
14 contract, subcontract, partnership, station plan, or other agreement if the labor to  
15 be paid for is performed personally by the person demanding payment.

16 127. California Labor Code Section 201 provides, in relevant part, that "If an employer  
17 discharges an employee, the wages earned and unpaid at the time of discharge are due and payable  
18 immediately."

19 128. California Labor Code Section 202 provides, in relevant part, that:

20 If an employee not having a written contract for a definite period quits his or her  
21 employment, his or her wages shall become due and payable not later than 72 hours  
22 thereafter, unless the employee has given 72 hours previous notice of his or her  
23 intention to quit, in which case the employee is entitled to his or her wages at the time  
24 of quitting. Notwithstanding any other provision of law, an employee who quits without  
25 providing a 72-hour notice shall be entitled to receive payment by mail if he or she so  
26 requests and designates a mailing address. The date of the mailing shall constitute the  
27 date of payment for purposes of the requirement to provide payment within 72 hours  
28 of the notice of quitting.

29 129. There was no definite term in PLAINTIFF'S or any CALIFORNIA CLASS  
30 members' employment contract.

31 130. California Labor Code Section 203 provides:

32 If an employer willfully fails to pay, without abatement or reduction, in accordance with  
33 Sections 201, 201.5, 202, and 205.5, any wages of an employee who is discharged or  
34 who quits, the wages of the employee shall continue as a penalty from the due date  
35 thereof at the same rate until paid or until an action therefor is commenced; but the  
36 wages shall not continue for more than 30 days.

1           131. The employment of PLAINTIFF and many CALIFORNIA CLASS members  
2 terminated, and DEFENDANTS have not tendered payment of wages to these employees who  
3 missed meal and rest breaks, as required by law.

4           132. Therefore, as provided by California Labor Code Section 203, on behalf of  
5 themselves and the members of the CALIFORNIA CLASS whose employment has ended,  
6 PLAINTIFF demands up to thirty (30) days of pay as penalty for not paying all wages due at time  
7 of termination for all employees who terminated employment during the CLASS PERIOD and  
8 demand an accounting and payment of all wages due, plus interest and statutory costs as allowed  
9 by law.

#### 10                                   **EIGHTH CAUSE OF ACTION**

#### 11                                   **Failure To Reimburse Employees for Required Expenses**

12                                   **(Cal. Lab. Code §§ 2802)**

13                                   **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

14           133. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and  
15 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this  
16 Complaint.

17           134. California Labor Code Section 2802 provides, in relevant part, that:  
18           An employer shall indemnify his or her employee for all necessary expenditures or  
19           losses incurred by the employee in direct consequence of the discharge of his or her  
20           duties, or of his or her obedience to the directions of the employer, even though  
                 unlawful, unless the employee, at the time of obeying the directions, believed them to  
                 be unlawful.

21           135. From time to time during the CLASS PERIOD, DEFENDANTS violated California  
22 Labor Code Section 2802, by failing to indemnify and reimburse PLAINTIFF and the  
23 CALIFORNIA CLASS members for required expenses incurred in the discharge of their job duties  
24 for DEFENDANTS' benefit. DEFENDANTS failed to reimburse PLAINTIFF and the  
25 CALIFORNIA CLASS members for expenses which included, but were not limited to, the use of  
26 their personal cell phones, vehicles, and computers, , all on behalf of and for the benefit of  
27 DEFENDANTS. Specifically, DEFENDANTS required PLAINTIFF and other CALIFORNIA  
28 CLASS members to use their personal cell phones, vehicles, and computers, to execute their



1 essential job duties on behalf of DEFENDANTS. DEFENDANTS' uniform policy, practice and  
2 procedure was to not reimburse PLAINTIFF and the CALIFORNIA CLASS members for  
3 expenses resulting from the use of their personal cell phones, vehicles, and computers, within the  
4 course and scope of their employment for DEFENDANTS. These expenses were necessary to  
5 complete their principal job duties. DEFENDANTS are estopped by DEFENDANTS' conduct to  
6 assert any waiver of this expectation. Although these expenses were necessary expenses incurred  
7 by PLAINTIFF and the CALIFORNIA CLASS members, DEFENDANTS failed to indemnify  
8 and reimburse PLAINTIFF and the CALIFORNIA CLASS members for these expenses as an  
9 employer is required to do under the laws and regulations of California.

10 136. PLAINTIFF therefore demands reimbursement for expenditures or losses incurred  
11 by them and the CALIFORNIA CLASS members in the discharge of their job duties for  
12 DEFENDANTS, or their obedience to the directions of DEFENDANTS, with interest at the  
13 statutory rate and costs under California Labor Code Section 2802.

14 **PRAYER FOR RELIEF**

15 WHEREFORE, PLAINTIFF prays for a judgment against all DEFENDANTS, jointly and  
16 severally, as follows:

17 1. On behalf of the CALIFORNIA CLASS:


- 18 a. That the Court certify the First Cause of Action asserted by the CALIFORNIA  
19 CLASS as a class action pursuant to California Code of Civil Procedure Section 382;  
20 b. An order temporarily, preliminarily and permanently enjoining and restraining  
21 DEFENDANTS from engaging in similar unlawful conduct as set forth herein;  
22 c. An order requiring DEFENDANTS to pay all overtime wages and all sums  
23 unlawfully withheld from compensation due to PLAINTIFF and the other members  
24 of the CALIFORNIA CLASS; and  
25 d. Restitutionary disgorgement of DEFENDANTS' ill-gotten gains into a fluid fund  
26 for restitution of the sums incidental to DEFENDANTS' violations due to  
27 PLAINTIFF and to the other members of the CALIFORNIA CLASS.

28 2. On behalf of the CALIFORNIA CLASS:

- a. That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action asserted by the CALIFORNIA CLASS as a class action pursuant to California Code of Civil Procedure Section 382;
  - b. Compensatory damages, according to proof at trial, including compensatory damages for overtime compensation due to PLAINTIFF and the other members of the CALIFORNIA CLASS, during the applicable CLASS PERIOD plus interest thereon at the statutory rate;
  - c. Meal and rest period compensation pursuant to California Labor Code Sections 226.7, 512 and the applicable IWC Wage Order;
  - d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per each member of the CALIFORNIA CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and an award of costs for violation of California Labor Code Section 226;
  - e. The wages of all terminated employees from the CALIFORNIA CLASS as a penalty from the due date thereof at the same rate until paid or until an action therefore is commenced, in accordance with California Labor Code Section 203.
  - f. The amount of the expenses PLAINTIFF and each member of the CALIFORNIA CLASS incurred in the course of their job duties, plus interest, and costs of suit.
3. On all claims:
- a. An award of interest, including prejudgment interest at the legal rate;
  - b. Such other and further relief as the Court deems just and equitable; and
  - c. An award of penalties, attorneys' fees, and costs of suit, as allowable under the law, including and pursuant to, but not limited to, California Labor Code Sections 218.5, 226, 246 and/or 1194.

Dated: March 13, 2025

**ZAKAY LAW GROUP, APLC**

By:   
Shani Zakay, Esq.  
Attorney for PLAINTIFF


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**DEMAND FOR A JURY TRIAL**

PLAINTIFF demands a jury trial on issues triable to a jury.

Dated: March 13, 2025

**ZAKAY LAW GROUP, APLC**

By:   
Shani Zakay, Esq.  
Attorney for PLAINTIFF