Case 1:18-cv-05485 Document 1 Filed 10/01/18 Page 1 of 10 PageID #: 1

Lawrence Spasojevich (LS 0945) Law Offices of James F. Sullivan, P.C. 52 Duane Street, 7th Floor New York, New York 10007 T: (212) 374-0009 F: (212) 374-9931 Attorneys for Plaintiff

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF NEW YORK

ISMAEL HERNANDEZ MILIAN, on behalf of himself and similarly situated individuals,

Case No.

Plaintiff,

COMPLAINT

-against-

YOSSI'S FISH MARKET, CORP. D/B/A YOSSI'S FISH MARKET and "JOHN DOE",

ECF Case,

Defendants.

Plaintiff, ISMAEL HERNANDEZ MILIAN, on behalf of himself and similarly situated individuals, by and through his undersigned attorneys, Law Offices of James F. Sullivan, P.C., file this Complaint against Defendants, YOSSI'S FISH MARKET, CORP. D/B/A YOSSI'S FISH MARKET (hereinafter "YOSSI") and "JOHN DOE" (collectively, "the Defendants"), and state as follows:

INTRODUCTION

1. Plaintiff alleges that, pursuant to the Fair Labor Standards Act, as amended, 29 U.S.C. §§ 201, et seq. ("FLSA"), she and similarly situated individuals are entitled to recover from the Defendants: (1) unpaid wages at the minimum wage rate; (2) unpaid wages at the overtime rate for all work hours over forty (40) hours in a work week; (3) liquidated damages; (4) prejudgment and post-judgment interest; and (5) attorneys' fees and costs.

2. Plaintiff further alleges that, pursuant to the New York Labor Law ("NYLL"), she and similarly situated individuals are entitled to recover from the Defendants: (1) unpaid wages at the minimum wage rate; (2) unpaid wages at the overtime rate for all work hours over forty (40) hours in a work week; (3) statutory penalties; (4) liquidated damages; (5) prejudgment and post-judgment interest; and (6) attorneys' fees and costs.

JURISDICTION AND VENUE

3. This Court has jurisdiction over this controversy pursuant to 29 U.S.C. §216(b), 28 U.S.C. §§ 1331, 1337 and 1343, and has supplemental jurisdiction over Plaintiff's state law claims pursuant to 28 U.S.C. § 1367.

4. Venue is proper in the Eastern District pursuant to 28 U.S.C. § 1391 because the conduct making up the basis of the complaint took place in this judicial district.

PARTIES

5. Plaintiff is an adult resident of Kings County, New York.

6. Upon information and belief, Defendant, YOSSI, is a domestic business corporation employing over fifteen (15) individuals, organized and existing under the laws of the State of New York, with a place of business located at 5324 13th Avenue, Brooklyn, New York 11219.

Case 1:18-cv-05485 Document 1 Filed 10/01/18 Page 3 of 10 PageID #: 3

7. Upon information and belief, Defendant, "JOHN DOE", is an owner, officer, director and/or managing agent of YOSSI, who maintains a business address of 5324 13th Avenue, Brooklyn, New York 11219, and who participated in the day-to-day operations of YOSSI, and acted intentionally and maliciously and is an "employer" pursuant to the FLSA, 29 U.S.C. § 203(d) and Regulations promulgated thereunder, 29 C.F.R. § 791.2, as well as NYLL§ 2 and the Regulations thereunder, and is jointly and severally liable with YOSSI.

8. At all relevant times, YOSSI was, and continues to be, an "enterprises engaged in commerce" within the meaning of the FLSA.

9. At all relevant times, Plaintiff and similarly situated individuals' work regularly involved interstate commerce.

10. At all relevant times, the work performed by Plaintiff and similarly situated individuals was directly essential to the business operated by YOSSI.

11. At all relevant times, Defendants knowingly and willfully failed to pay Plaintiff and similarly situated individuals a wage at the minimum wage rate and a wage at the overtime rate for all hours worked over forty (40) hours in a work week in contravention of the FLSA and NYLL.

12. Plaintiff has fulfilled all conditions precedent to the institution of this action and/or such conditions have been waived.

STATEMENT OF FACTS

13. In 2017, the minimum wage in the City of New York was \$11.00 an hour.

14. In 2018, the minimum wage in the City of New York was \$12.00 an hour.

15. Plaintiff was hired by Defendants in or around April 2017 to work as fish monger

Case 1:18-cv-05485 Document 1 Filed 10/01/18 Page 4 of 10 PageID #: 4

16. Plaintiff worked sixty (60) hours a week, 8:00 a.m. to 7:00 p.m., Sunday through Thursday, and Friday 8:00 a.m. to 1:00 p.m.

17. Plaintiff was paid an hourly rate of \$11.00 for all hours worked.

18. Plaintiff was not paid the overtime rate for all hours worked over forty (40) in a work week.

19. Plaintiff's employment was terminated on March 2, 2018.

20. Defendant, "JOHN DOE", is an individual who, upon information and belief, owns the stock of YOSSI, owns YOSSI, and manages and makes all business decisions, including but not limited to, the decisions of what salary the employees will receive and the number of hours the employees will work.

21. Defendant, "JOHN DOE", exercised control over the terms and conditions of Plaintiff and similarly situated individuals' employment, in that he has and has had the power to: (i) hire and fire employees, (ii) determine rates and methods of pay, (iii) determine work schedules, (iv) supervise and control the work of the employees, and (v) otherwise affect the quality of the employees' employment.

22. Defendants knowingly and willfully operated their businesses with a policy of not paying Plaintiff and similarly situated individuals a wage at the minimum wage rate and overtime wages for the total hours worked over forty (40) hours in a work week, in violation of the FLSA and NYLL and the supporting Federal and New York State Department of Labor Regulations.

23. Plaintiff and similarly situated individuals have been substantially damaged by the Defendants' wrongful conduct.

STATEMENT OF CLAIMS

COUNT 1

[Violation of the Fair Labor Standards Act]

24. Plaintiff and similarly situated individuals re-allege and re-aver each and every allegation and statement contained in paragraphs "l" through "23" of this Complaint as if fully set forth herein.

25. At all relevant times, upon information and belief, Defendants were and continue to be an employer engaged in interstate commerce and/or the production of goods for commerce within the meaning of the FLSA, 29 U.S.C. §§ 206(a) and 207(a). Further, Plaintiff and similarly situated individuals are covered individuals within the meaning of the FLSA, 29 U.S.C. §§ 206(a) and 207(a).

26. At all relevant times, Defendants employed Plaintiff and similarly situated individuals within the meaning of the FLSA.

27. Upon information and belief, at all relevant times, Defendants have had gross revenues in excess of \$500,000.

28. Plaintiff and similarly situated individuals were and continue to be entitled to be paid a wage at the minimum wage rate for all hours worked and an overtime wage for all hours worked over forty (40) hours in a work week as provided for in the FLSA.

29. Defendants failed to pay Plaintiff and similarly situated individuals compensation a wage at the minimum wage rate for all hours worked and an overtime wage for all hours work over forty (40) in a work week as provided for in the FLSA.

30. At all relevant times, each of the Defendants had, and continue to have a policy and practice of refusing to pay Plaintiff and similarly situated individuals a wage at the minimum

Case 1:18-cv-05485 Document 1 Filed 10/01/18 Page 6 of 10 PageID #: 6

wage rate and an overtime wage for all hours worked over forty (40) in a work week, which violated and continues to violate the FLSA, 29 U.S.C. §§ 201, et seq., including 29 U.S.C. §§ 206(a)(1), 207(a)(1), and 215(a).

31. Defendants knowingly and willfully disregarded the provisions of the FLSA, as evidenced by their failure to compensate Plaintiff and similarly situated individuals at the minimum wage rate and an overtime wage, when they knew or should have known such was due and that non-payment of wages and non-payment of overtime wages would financially injure Plaintiff and similarly situated individuals.

32. Records, if any, concerning the number of hours worked by Plaintiff and similarly situated individuals and the actual compensation paid to Plaintiff and similarly situated individuals are in the possession and custody of the Defendants. Plaintiff and similarly situated individuals intends to obtain these records by appropriate discovery proceedings to be taken promptly in this case and, if necessary, will then seek leave of Court to amend this Complaint to set forth the precise amount due.

33. Defendants failed to properly disclose or apprise Plaintiff and similarly situated individuals of their rights under the FLSA.

34. As a direct and proximate result of Defendants' willful disregard of the FLSA, Plaintiff and similarly situated individuals are entitled to liquidated damages pursuant to the FLSA.

35. Due to the intentional, willful and unlawful acts of the Defendants, Plaintiff and similarly situated individuals suffered damages, in an amount not presently ascertainable, of unpaid wages, unpaid overtime, an equal amount as liquidated damages, and prejudgment interest thereon.

Case 1:18-cv-05485 Document 1 Filed 10/01/18 Page 7 of 10 PageID #: 7

36. Plaintiff and similarly situated individuals are entitled to an award of their reasonable attorneys' fees, costs and expenses, pursuant to 29 U.S.C. § 216(b).

COUNT 2

[Violation of the New York Labor Law §§ 190 et. al.]

37. Plaintiff and similarly situated individuals re-allege and re-aver each and every allegation and statement contained in paragraphs "l" through "36" of this Complaint as if fully set forth herein.

38. The wage provisions of the NYLL apply to Defendants and protect the Plaintiff and similarly situated individuals.

39. Defendants, pursuant to their policies and practices, refused and failed to pay a wage at the minimum wage rate for all hours worked and an overtime wage for all hours worked over forty (40) hours in a work week to Plaintiff and similarly situated individuals.

40. By failing to compensate Plaintiff and similarly situated individuals a wage for all hours worked at the minimum wage rate and an overtime wage for all hours worked over forty (40) hours in a work week, Defendant violated Plaintiff's statutory rights under the NYLL.

41. The foregoing conduct, as alleged, constitutes a willful violation of the NYLL without a good or reasonable basis.

42. Therefore, Defendants knowingly and willfully violated Plaintiff and similarly situated individuals' rights by failing to pay Plaintiff and similarly situated individuals a wage for all hours worked at the minimum wage rate and an overtime wage.

43. Due to the Defendants' NYLL violations, Plaintiff and similarly situated individuals are entitled to recover from Defendants their unpaid wages, an overtime wage for all hours worked over forty (40) in a work week, reasonable attorneys' fees, and costs and disbursements of this

action, pursuant to NYLL § 663(1) et al. and § 198. Plaintiff and similarly situated individuals also seek liquidated damages pursuant to NYLL § 663(1).

COUNT 3

[Failure to provide a Wage Notice]

44. Plaintiff and similarly situated individuals re-allege and re-aver each and every allegation and statement contained in paragraphs "1" through "43" of this Complaint as if fully set forth herein.

45. The New York State Wage Theft Prevention Act and NYLL § 195(1) requires every employer to notify its employees, in writing, among other things, of the employee's rate of pay and regular pay day.

46. Defendants have willfully failed to supply Plaintiff and similarly situated individuals with a wage notice, as required by NYLL, § 195(1), within ten (10) days of the start of their employment.

47. Through their knowing or intentional failure to provide the Plaintiff and similarly situated individuals with the wage notice required by the NYLL, Defendants willfully violated NYLL Article 6, §§ 190 et. seq., and supporting New York State Department of Labor Regulations.

48. Due to Defendants' willful violations of NYLL, Article 6, § 195(1), Plaintiff and similarly situated individuals are entitled to statutory penalties of fifty (\$50.00) dollars each day that Defendants failed to provide Plaintiff and similarly situated individuals with a wage notice and reasonable attorney's fees and costs as provided for by NYLL, Article 6 §198(1-b).

COUNT 4

[Failure to provide Wage Statements]

49. Plaintiff and similarly situated individuals re-allege and re-aver each and every allegation and statement contained in paragraphs "1" through "48" of this Complaint as if fully set forth herein.

50. Defendants have willfully failed to supply Plaintiff and similarly situated individuals with an accurate wage statement, as required by NYLL, § 195(3).

51. Through their knowing or intentional failure to provide the Plaintiff and similarly situated individuals with a wage statement as required by the NYLL, Defendants willfully violated NYLL Article 6, §§ 190 et. seq., and supporting New York State Department of Labor Regulations.

52. Due to Defendants' willful violations of NYLL, Article 6, § 195(3), Plaintiff and similarly situated individuals are entitled to statutory penalties of two hundred and fifty dollars (\$250.00) dollars each day that Defendants failed to provide Plaintiff and similarly situated individuals with wage statement and reasonable attorney's fees and costs as provided for by NYLL, Article 6 §198(1-d).

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, ISMAEL HERNANDEZ MILIAN, on behalf of himself and similarly situated individuals respectfully requests that this Court grant the following relief:

(a) An award of unpaid wages at the minimum wage rate and unpaid overtime wages for all hours worked over forty (40) in a work week due under the FLSA;

(b) An award of liquidated damages as a result of Defendants' failure to pay wages for all hours worked and overtime wages pursuant to 29 U.S.C. § 216;

Case 1:18-cv-05485 Document 1 Filed 10/01/18 Page 10 of 10 PageID #: 10

(c) An award of unpaid wages and unpaid wages at the minimum wage rate and at the overtime rate for all hours worked over forty (40) hours in a work week pursuant to the NYLL;

(d) An award of liquidated damages and statutory penalties as a result of Defendants' failure to pay wages for all hours worked at the minimum wage rate, wages at the overtime rate for all hours worked over forty (40) hours in a work week, failure to provide wage notices, and failure to provide wage statements pursuant to the NYLL;

(e) An award of prejudgment and post-judgment interest;

(f) An award of costs and expenses associated with this action, together with reasonable attorneys' fees; and,

(g) Such other and further relief as this Court determines to be just and proper.

Dated: New York, New York September 28, 2018

Respectfully submitted. By: Lawrence Spasojevich (LS 0945)

Lawrence Spasojevich (LS 0945) Law Offices of James F. Sullivan, P.C. 52 Duane Street, 7th Floor New York, New York 10007 T: (212) 374-0009 F: (212) 374-9931 Attorneys for Plaintiff Ls@jfslaw.net

Case 1:18-cv-05485 Document 1-1 Filed 10/01/18 Page 1 of 2 PageID #: 11

JS 44 (Rev. 11/15)

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. *(SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)*

| I. (a) PLAINTIFFS | | | DEFENDANTS | | | | | |
|--|---|---|------------|---|---|--|--|--|
| ISMAEL HERNANDEZ MILIAN, on behalf of himself and similarly situated individuals, | | | | YOSSI'S FISH MARKET, CORP. D/B/A YOSSI'S FISH MARKET and "JOHN DOE", | | | | |
| (b) County of Residence of First Listed Plaintiff Kings | | | | County of Residence of First Listed Defendant Kings | | | | |
| (EXCEPT IN U.S. PLAINTIFF CASES) | | | | <i>(IN U.S. PLAINTIFF CASES ONLY)</i> NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED. | | | | |
| Law Offices of James F. 52 Duane Street, 7th Floo | udness and Telephone Number Sullivan, P.C. | ") rk 10007 | | Attorneys (If Known) | | | | |
| 212-374-0009 | DI, NEW TOIK, NEW TO | IK 10007 | | | | | | |
| II. BASIS OF JURISDI | CTION (Place an "X" in O | ne Box Only) | | | RINCIPAL PARTIES | (Place an "X" in One Box for Plaintiff | | |
| □ 1 U.S. Government Plaintiff | | | | (For Diversity Cases Only) P1 en of This State | | | | |
| 2 U.S. Government Defendant | | | | en of Another State | 2 🗖 2 Incorporated and a of Business In . | | | |
| | | | | Citizen or Subject of a Foreign Country | | | | |
| IV. NATURE OF SUIT | | ly) RTS | FC | ORFEITURE/PENALTY | BANKRUPTCY | OTHER STATUTES | | |
| Ito Insurance Ito Insurance Ito Marine Ito Marine Ito Negotiable Instrument Ito Recovery of Overpayment & Enforcement of Judgment Ito Recovery of Defaulted Student Loans (Excludes Veterans) Ito Recovery of Overpayment of Veteran's Benefits Ito Stockholders' Suits Ito Stockholders' Suits Ito Contract Product Liability Ito Franchise Real PROPERTY 210 Land Condemnation 220 Foreclosure 230 Rent Lease & Ejectment 240 Torts to Land 245 Tort Product Liability 290 All Other Real Property | PERSONAL INJURY 310 Airplane 315 Airplane Product Liability 320 Assault, Libel & Slander 330 Federal Employers' Liability 340 Marine 345 Marine Product Liability 350 Motor Vehicle 355 Motor Vehicle 355 Motor Vehicle 360 Other Personal Injury 362 Personal Injury 440 Other Civil Rights 441 Voting 441 Housing/ Accommodations | PERSONAL INJURY 365 Personal Injury - Product Liability 367 Health Care/ Pharmaceutical Personal Injury Product Liability 368 Asbestos Personal Injury Product Liability PERSONAL PROPER 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage 735 Property Damage Product Liability PRISONER PETITION Habeas Corpus: 463 Alien Detainee 510 Motions to Vacate Sentence 530 General 535 Death Penalty Other: 540 Mandamus & Othe 555 Prison Condition 556 Civil Rights | | 25 Drug Related Seizure of Property 21 USC 881 00 Other | 422 Appeal 28 USC 158 423 Withdrawal 28 USC 157 PROPERTY RIGHTS 820 Copyrights 830 Patent 840 Trademark SOCIAL SECURITY 861 HIA (1395ff) 862 Black Lung (923) 863 DIWC/DIWW (405(g)) 865 RSI (405(g)) FEDERAL TAX SUITS 870 Taxes (U.S. Plaintiff or Defendant) 871 IRS—Third Party 26 USC 7609 | 375 False Claims Act 376 Qui Tam (31 USC 3729(a)) 400 State Reapportionment 410 Antitrust 430 Banks and Banking 450 Commerce 460 Deportation 470 Racketeer Influenced and Corrupt Organizations 480 Consumer Credit 490 Cable/Sat TV 850 Securities/Commodities/ Exchange 890 Other Statutory Actions 891 Agricultural Acts 893 Environmental Matters 895 Freedom of Information Act 896 Arbitration 899 Administrative Procedure Act/Review or Appeal of Agency Decision 950 Constitutionality of State Statutes | | |
| | | Conditions of Confinement | | | | | | |
| | moved from \Box 3 te Court | Appellate Court | Reop | (specify) | r District Litigation | | | |
| VI. CAUSE OF ACTIO | | | | Do not cite jurisdictional stat | | | | |
| VII. REQUESTED IN COMPLAINT: | | IS A CLASS ACTION | | EMAND \$ | | r if demanded in complaint: : □ Yes ⅩNo | | |
| VIII. RELATED CASH IF ANY | E(S) (See instructions): | JUDGE | | | DOCKET NUMBER | | | |
| DATE 09/28/2018 | | SIGNATURE OF ATT | ORNEY (| FRECORD | | | | |
| FOR OFFICE USE ONLY RECEIPT # AM | (MOUNT | APPLYING IFP | | JUDGE | MAG. JU | DGE | | |

Case 1:18-cv-05485 Document 1-1 Filed 10/01/18 Page 2 of 2 PageID #: 12 CERTIFICATION OF ARBITRATION ELIGIBILITY

Local Arbitration Rule 83.10 provides that with certain exceptions, actions seeking money damages only in an amount not in excess of \$150,000, exclusive of interest and costs, are eligible for compulsory arbitration. The amount of damages is presumed to be below the threshold amount unless a certification to the contrary is filed.

Case is Eligible for Arbitration

I, _____, counsel for____, counsel for_____, counsel for_____, counsel for_____, counsel for______, counsel for_____, counsel for_____, counsel for_____, counsel for_____, counsel for_____, counsel for______, counsel for__

_____, do hereby certify that the above captioned civil action is ineligible for



monetary damages sought are in excess of \$150,000, exclusive of interest and costs,

the complaint seeks injunctive relief,

the matter is otherwise ineligible for the following reason

DISCLOSURE STATEMENT - FEDERAL RULES CIVIL PROCEDURE 7.1

Identify any parent corporation and any publicly held corporation that owns 10% or more or its stocks:

RELATED CASE STATEMENT (Section VIII on the Front of this Form)

Please list all cases that are arguably related pursuant to Division of Business Rule 50.3.1 in Section VIII on the front of this form. Rule 50.3.1 (a) provides that "A civil case is "related" to another civil case for purposes of this guideline when, because of the similarity of facts and legal issues or because the cases arise from the same transactions or events, a substantial saving of judicial resources is likely to result from assigning both cases to the same judge and magistrate judge." Rule 50.3.1 (b) provides that "A civil case shall not be deemed "related" to another civil case merely because the civil case: (A) involves identical legal issues, or (B) involves the same parties." Rule 50.3.1 (c) further provides that "Presumptively, and subject to the power of a judge to determine otherwise pursuant to paragraph (d), civil cases shall not be deemed to be "related" unless both cases are still pending before the court."

NY-E DIVISION OF BUSINESS RULE 50.1(d)(2)

| 1.) | Is the civil action be County? | - | ed in the Eas es 🗹 | tern District removed fro No | m a New | York State Court located in Na | assau or Suffolk | |
|--|--|--|-----------------------------|-----------------------------------|-------------|----------------------------------|---------------------------|--|
| 2.) | If you answered "no a) Did the events or County? | omiss | re: sions giving i es | rise to the claim or claims No | s, or a sub | ostantial part thereof, occur in | Nassau or Suffolk | |
| | | | sions giving i es | rise to the claim or claims No | s, or a sub | ostantial part thereof, occur in | the Eastern | |
| | c) If this is a Fair Deb received: | ot Colle | ection Practice | e Act case, specify the Cour | nty in whic | ch the offending communication | was | |
| If your answer to question 2 (b) is "No," does the defendant (or a majority of the defendants, if there is more than one) reside in Nassau or Suffolk County, or, in an interpleader action, does the claimant (or a majority of the claimants, if there is more than one) reside in Nassau or Suffolk County? | | | | | | | | |
| BAR ADMISSION | | | | | | | | |
| I am currently admitted in the Eastern District of New York and currently a member in good standing of the bar of this court. | | | | | | | | |
| I | | V | Yes | | | No | | |
| Are you currently the subject of any disciplinary action (s) in this or any other state or federal court? | | | | | | | | |
| | | | Yes | (If yes, please explain | | Νο | | |
| | | | | | | | | |
| | I certify the accurac | y of all | Information | provided above. | | | | |
| | Signature: | \leq | | | | | | |
| | | and the second sec | | | | | Last Modified: 11/27/2017 | |

Case 1:18-cv-05485 Document 1-2 Filed 10/01/18 Page 1 of 2 PageID #: 13

AO 440 (Rev. 06/12) Summons in a Civil Action

| UNITED STAT | TES DISTRICI | COURT | | | | |
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| Eastern D | District of New York | a giona | | | | |
| ISMAEL HERNANDEZ MILIAN, on behalf of himself and similarly situated individuals |))) | | | | | |
| Plaintiff(s) | -) | | | | | |
| V. |) Civil Acti |) Civil Action No. 1:18-cv-05485 | | | | |
| YOSSI'S FISH MARKET, CORP. D/B/A YOSSI'S FISH MARKET |) | | | | | |
| |) | | А | | | |
| Defendant(s) | _) | an a | | | | |
| SUMMON | S IN A CIVIL ACTI | ON CONTRACTOR | | | | |
| To: (Defendant's name and address) YOSSI'S FISH MARK 5324 13th Avenue Brooklyn, New York 1 | | | | | | |

A lawsuit has been filed against you.

Within 21 days after service of this summons on you (not counting the day you received it) — or 60 days if you are the United States or a United States agency, or an officer or employee of the United States described in Fed. R. Civ. P. 12 (a)(2) or (3) — you must serve on the plaintiff an answer to the attached complaint or a motion under Rule 12 of the Federal Rules of Civil Procedure. The answer or motion must be served on the plaintiff or plaintiff's attorney, whose name and address are:

Law Offices of James F. Sullivan P.C. 52 Duane Street, 7th Floor New York, NY 10007

If you fail to respond, judgment by default will be entered against you for the relief demanded in the complaint. You also must file your answer or motion with the court.

> DOUGLAS C. PALMER CLERK OF COURT

Date:

Signature of Clerk or Deputy Clerk

Case 1:18-cv-05485 Document 1-2 Filed 10/01/18 Page 2 of 2 PageID #: 14

AO 440 (Rev. 06/12) Summons in a Civil Action (Page 2)

Civil Action No. 1:18-cv-05485

PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (l))

| This summons for <i>(nam</i> | e of individual and title, if any) | | · | | | | |
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ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: <u>Yossi's Fish Market Sued Over Allegedly Unpaid Minimum, OT Wages</u>