UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF FLORIDA WEST PALM BEACH DIVISION

GREGORY MADDEN, on behalf of himself and on behalf of all others similarly situated,

Plaintiff,

v.

Case No.:

JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, and CYNTHIA BELLINO, an individual,

Defendants.

1

COMPLAINT AND DEMAND FOR JURY TRIAL

Plaintiff, GREGORY MADDEN ("Plaintiff"), by and through undersigned counsel, on behalf of himself and on behalf of all others similarly situated, brings this action against Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, and CYNTHIA BELLINO, in her individual capacity (collectively "Defendants"), and in support of his claims states as follows:

JURISDICTION AND VENUE

This is an action for damages under the Fair Labor Standards Act ("FLSA"), 29
 U.S.C. § 201 <u>et seq.</u> for failure to pay overtime wages under 29 U.S.C. § 215(a)(3). This
 Complaint is filed as a collective action under 29 U.S.C. § 216(b).

This Court has subject matter jurisdiction under 28 U.S.C. § 1331 and 29 U.S.C. §
 201 et seq.

3. Venue is proper in the Southern District of Florida, because all of the events giving rise to these claims occurred in Martin County, Florida, which lies within the Southern District of Florida.

PARTIES

4. Plaintiff is a resident of Martin County, Florida and former employee of Defendants.

5. Defendant, JUST BELIEVE RECOVERY CENTER L.L.C, is a Florida limited liability company and operates an addiction treatment facility in Jensen Beach, Martin County, Florida.

6. Defendant, JBRC MEDICAL, LLC, is a Florida limited liability company and operates an addiction treatment facility in Jensen Beach, Martin County, Florida.

Defendant, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE,
 LLC, is a Florida limited liability company and operates an addiction treatment facility in Jensen
 Beach, Martin County, Florida.

8. Defendant, CYNTHIA BELLINO, is a resident of Martin County, Florida and is the Managing Member and Registered Agent of JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, and numerous other similar companies located in Florida.

GENERAL ALLEGATIONS

9. Plaintiff has satisfied all conditions precedent, or they have been waived.

10. Plaintiff has hired the undersigned attorneys and agreed to pay them a fee.

11. Plaintiff requests a jury trial for all issues so triable.

12. At all times material hereto, Named Plaintiff GREGORY MADDEN was employed by Defendants as a Technician.

13. The putative class of similarly situated employees consists of all other Technicians employed by Defendants within the last three years. These similarly situated persons will be referred to as "Members of the Class" or "the Class."

14. At all times material hereto, Plaintiff and Members of the Class were "engaged in the production of goods" for commerce within the meaning of Sections 6 and 7 of the FLSA, and as such were subject to the individual coverage of the FLSA.

15. At all times material hereto, Plaintiff and Members of the Class were "employees" of Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, within the meaning of the FLSA.

16. At all times material hereto, Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC were an "employer" within the meaning of the FLSA, 29 U.S.C. § 203(d).

17. Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, continue to be an "employer" within the meaning of the FLSA.

18. At all times material hereto, Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, were and continue to be an enterprise covered by the FLSA. <u>See</u> 29 U.S.C. §§ 203(r) and 203(s).

19. At all times relevant to this action, Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, engaged in interstate commerce within the meaning of the FLSA. <u>See</u> 29 U.S.C. § 203(s).

20. At all times relevant to this action, the annual gross sales volume of Defendants exceeded \$500,000 per year.

21. Defendant, CYNTHIA BELLINO, is the Managing Member and Registered Agent of Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, and JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC.

22. As part of her duties, Defendant, CYNTHIA BELLINO, supervised Plaintiff, and exercised control over the wages, hours, and working conditions of Plaintiff and Members of the Class.

23. Defendant, CYNTHIA BELLINO, also controlled the payroll practices of Defendants, JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, and JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC.

24. Through the exercise of dominion and control over all employee-related matters at Defendants' facility, Defendant, CYNTHIA BELLINO, in her individual capacity, is also an "employer" within the meaning of the FLSA.

25. At all times material hereto, the work performed by Plaintiff and Members of the Class was directly essential to the business performed by Defendants.

FACTS

26. Named Plaintiff GREGORY MADDEN began working Defendants as a Technician in June 2017, and he worked in this capacity until March 2018.

27. At various times material hereto, Plaintiff and Members of the Class worked hours in excess of forty (40) hours within a work week for Defendants, and they were entitled to be compensated for these overtime hours at a rate equal to one and one-half times their individual regular hourly rate.

28. Defendants failed to pay Plaintiff and Members of the Class an overtime premium for all of their overtime hours, in violation of the FLSA.

29. Defendants' failure to pay Plaintiff and Members of the Class an overtime premium was not accidental. Instead, Defendants' unlawful payroll practices were part of a calculated scheme, orchestrated by Defendants, to avoid paying overtime to its employees.

30. JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, and JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, are all controlled by Defendant, CYNTHIA BELLINO, the Managing Member and Registered Agent. Each company shares the same facility, resources, patients, employees and substantially overlap with each other that there is no meaningful distinction among the three companies.

31. Defendants would require Plaintiff and the Putative Class to work in different areas of Defendants' facility and pay them as if they were working for a different company.

32. For example, during the pay period that ran from October 10 through October 20, 2017, Plaintiff received three different checks from each Defendant company for the same pay period in an attempt by Defendants to fraudulently avoid paying overtime.

(a) Plaintiff received a check from Defendant, JUST BELIEVE RECOVERY CENTER L.L.C, that compensated Plaintiff for forty-six (46) hours of work.

- (b) Plaintiff received a check from Defendant, JBRC MEDICAL, LLC, that compensated Plaintiff for approximately twenty (20) hours of work.
- (c) Plaintiff received a check from Defendant, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, that compensated Plaintiff for approximately thirty-six (36) hours of work.

33. Despite having worked over one hundred (100) hours during this pay period, Defendant failed to pay Plaintiff an overtime premium.

34. By failing to accurately record all of the hours worked by Plaintiff and Members of the Class, Defendants have failed to make, keep, and preserve records with respect to each of its employees in a manner sufficient to determine their wages, hours, and other conditions of employment, in violation of the FLSA. See 29 C.F.R. § 516.2

35. Defendants' actions were willful, and showed reckless disregard for the provisions of the FLSA.

COLLECTIVE ACTION ALLEGATIONS

36. Plaintiff brings this case as an "opt-in" collective action on behalf of similarly situated employees of Defendants (the "Class") pursuant to 29 U.S.C. § 216(b). The Class is composed of Technicians whom Defendants failed to compensate for all overtime hours worked in accordance with the FLSA.

37. Therefore, notice is properly sent to: "All Technicians whom Defendants failed to compensate for all of the overtime hours that they worked from March 2015 to the present."

38. The total number and identities of the Class Members may be determined from the records of Defendants, and the Class may easily and quickly be notified of the pendency of this action.

39. Plaintiff is similar to the Class because he and the Class have been unlawfully denied full payment of their overtime wages as mandated by the FLSA.

40. Plaintiff's experience with Defendants' payroll practices is typical of the experience of the Class.

41. Defendants' failure to pay all overtime wages due at the rates required by the personal circumstances of the named Plaintiff or of the Class is common to the Class.

42. Overall, Plaintiff's experience as a Technician who worked for Defendants is typical of the experience of the Class.

43. Specific job titles or job duties of the Class do not prevent collective treatment.

44. Although the issue of damages can be individual in character, there remains a common nucleus of operative facts concerning Defendants' liability under the FLSA in this case.

COUNT I – FLSA OVERTIME VIOLATIONS

45. Plaintiff realleges and readopts the allegations of Paragraphs 1 through 45 of this Complaint, as fully set forth herein. Plaintiff brings this action on behalf of himself and all other similarly situated employees in accordance with 29 U.S.C. § 216(b). Plaintiff anticipates that as this case proceeds, other individuals will sign consent forms and join this collective action as plaintiffs.

46. During the statutory period, Plaintiff and the Class worked overtime hours while employed by Defendants, and they were not properly compensated for all of these hours under the FLSA.

47. Defendants failed to compensate Plaintiff and the Class for all of the overtime hours that Plaintiff and the Class worked.

48. The Members of the Class are similarly situated because they were all employed by Defendants as Technicians, were compensated in the same manner, and were all subject to Defendants' common policy and practice of failing to pay its Technicians for all of the overtime hours that they worked.

49. This reckless practice violates the provisions of the FLSA, specifically 29 U.S.C. \$ 207(a)(1). As a result, Plaintiff and the Members of the Class who have opted into this action are each entitled to an amount equal to their unpaid overtime wages as liquidated damages.

50. All of Defendants' conduct, as alleged and described above, constitutes a willful violation of the FLSA within the meaning of 29 U.S.C. § 255(a).

51. As a result of the foregoing, Plaintiff and the Class have suffered damages.

WHEREFORE, Plaintiff and all similarly situated employees who join this collective action demand:

- (a) Designation of this action as a collective action on behalf of Plaintiff and the prospective Class that he seeks to represent, in accordance with the FLSA;
- (b) Prompt issuance of notice pursuant to 29 U.S.C. § 216(b) to all similarly situated members of the FLSA putative class, apprising them of the pendency of this action and permitting them to assert timely FLSA claims in this action by filing individual consent to sue forms pursuant to 29 U.S.C. § 216(b);
- (c) Equitable tolling of the statute of limitations from the date of the filing of this complaint until the expiration of the deadline for filing consent to sue forms under 29 U.S.C. § 216(b);

- (d) Leave to add additional plaintiffs by motion, the filing of written consent forms, or any other method approved by this Court;
- Judgment against Defendants for an amount equal to the unpaid overtime wages of Plaintiff and all opt-in Members of the Class at the applicable overtime rate;
- (f) A declaratory judgment stating that the practices complained of herein are unlawful under the FLSA;
- (g) Judgment against Defendants for an amount equal to the unpaid back wages of Plaintiff and all opt-in Members of the Class at the applicable overtime rate, as liquidated damages;
- Judgment against Defendants stating that their violations of the FLSA were willful;
- To the extent liquidated damages are not awarded, an award of prejudgment interest;
- (j) All costs and attorney's fees incurred in prosecuting these claims; and
- (k) For such further relief as this Court deems just and equitable.

JURY TRIAL DEMAND

Plaintiff demands trial by jury as to all issues so triable.

Case 2:18-cv-14446-RLR Document 1 Entered on FLSD Docket 10/31/2018 Page 10 of 10

Dated this day of October, 2018.

Respectfully submitted,

CHRISTOPHER/J. SABA Florida Bar Number: 0092016 Direct Dial: (813) 321-4086 PATRICK K. ELLIOTT Florida Bar Number: 1000970 Direct Dial: WENZEL FENTON CABASSA, P.A. 1110 North Florida Avenue, Suite 300 Tampa, Florida 33602 Main Number: (813) 224-0431 Facsimile: (813) 229-8712 Email: csaba@wfclaw.com Email: pelliott@wfclaw.com Email: tsoriano@wfclaw.com

Case 2:18-cv-14446-RLR Document 1-1 Entered on FLSD Docket 10/31/2018 Page 1 of 1

JS 44 (Rev. 06/17) FLSD Revised 06/01/2017

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.)* NOTICE: Attorneys MUST Indicate All Re-filed Cases Below.

I. (a) PLAINTIFFS GREGORY MADDEN, on behalf of himself and on behalf of all others similarly situated,

DEFENDANTS	JUST BELIEVE RECOVERY CENTER L.L.C,
	JBRC MEDICAL, LLC, JUST BELIEVE

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Case 2:18-cv-14446-RLR Document 1-2 Entered on FLSD Docket 10/31/2018 Page 1 of 2

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

UNITED STATES DISTRICT COURT

for the

Southern District of Florida

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GREGORY MADDEN, on behalf of himself and on behalf of all others similarly situated,

Plaintiff(s)

v.

Civil Action No.

JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, and CYNTH

Defendant(s)

SUMMONS IN A CIVIL ACTION

)

To: (Defendant's name and address)

JUST BELIEVE RECOVERY CENTER L.L.C c/o Registered Agent: CYNTHIA A BELLINO 1802 NE Jensen Beach Blvd Jensen Beach, FL 34957

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:

CHRISTOPHER J. SABA WENZEL FENTON CABASSA, P.A. 1110 North Florida Avenue, Suite 300 Tampa, Florida 33602

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.

CLERK OF COURT

Date:

Case 2:18-cv-14446-RLR Document 1-2 Entered on FLSD Docket 10/31/2018 Page 2 of 2

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

Civil Action No.

PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (1))

received by me on (date)	······································		
I personally served	the summons on the individual at	t (place)	
		on (date)	; or
□ I left the summons	at the individual's residence or us	sual place of abode with (name)	
	, a person	of suitable age and discretion who	resides there,
on (date)	, and mailed a copy to the	ne individual's last known address;	or
□ I served the summo	ons on (name of individual)		, who
designated by law to a	accept service of process on behal	f of (name of organization)	
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I returned the summ	nons unexecuted because		; 0
Other (specify):			
My fees are \$	for travel and \$	for services, for a total of	\$0.00
I declare under penalty	of perjury that this information i	s true.	
		Server's signature	
		Printed name and title	

Server's address

Case 2:18-cv-14446-RLR Document 1-3 Entered on FLSD Docket 10/31/2018 Page 1 of 2

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

UNITED STATES DISTRICT COURT

for the

Southern District of Florida

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GREGORY MADDEN, on behalf of himself and on behalf of all others similarly situated,

Plaintiff(s)

v.

Civil Action No.

JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, and CYNTH

Defendant(s)

SUMMONS IN A CIVIL ACTION

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To: (Defendant's name and address)

JBRC MEDICAL, LLC c/o Registered Agent: CYNTHIA A BELLINO 10200 South Ocean Dr Apt 709 Jensen Beach, FL 34957

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:

CHRISTOPHER J. SABA WENZEL FENTON CABASSA, P.A. 1110 North Florida Avenue, Suite 300 Tampa, Florida 33602

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.

CLERK OF COURT

Date:

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

Civil Action No.

PROOF OF SERVICE

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

This summons for (nam	e of individual and title, if any)			
ceived by me on (date)	· · ·			
□ I personally served	the summons on the individual	at (place)		
		on (date)	; or	
□ I left the summons a	at the individual's residence or	usual place of abode with (name)		
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on (date)	, and mailed a copy to	the individual's last known address; or		
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□ I returned the summ	ons unexecuted because		; or	
Other (specify):				
My fees are \$	for travel and \$	for services, for a total of \$	0.00	
I declare under penalty	of perjury that this information	n is true.		
		Server's signature		
		Printed name and title		
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Server's address

Case 2:18-cv-14446-RLR Document 1-4 Entered on FLSD Docket 10/31/2018 Page 1 of 2

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

UNITED STATES DISTRICT COURT

for the

Southern District of Florida

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GREGORY MADDEN, on behalf of himself and on behalf of all others similarly situated,

Plaintiff(s)

v.

Civil Action No.

JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, and CYNTH

Defendant(s)

SUMMONS IN A CIVIL ACTION

)

To: (Defendant's name and address)

JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC c/o Registered Agent: MS. CYNTHIA A BELLINO 10200 SOUTH OCEAN DRIVE APT. 709 JENSEN BEACH, FL 34957

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:

CHRISTOPHER J. SABA WENZEL FENTON CABASSA, P.A. 1110 North Florida Avenue, Suite 300 Tampa, Florida 33602

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.

CLERK OF COURT

Date:

Case 2:18-cv-14446-RLR Document 1-4 Entered on FLSD Docket 10/31/2018 Page 2 of 2

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

Civil Action No.

PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (1))

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\square I left the summons	at the individual's residence or us	sual place of abode with (name)	
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□ I served the summo	ns on (name of individual)		, who
designated by law to a	accept service of process on beha	lf of (name of organization)	
		on (date)	; or
□ I returned the summ	nons unexecuted because		; c
Other (specify):			
My fees are \$	for travel and \$	for services, for a total of \$	0.00
I declare under penalty	of perjury that this information	is true.	
		Server's signature	
		Printed name and title	

Server's address

Case 2:18-cv-14446-RLR Document 1-5 Entered on FLSD Docket 10/31/2018 Page 1 of 2

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

UNITED STATES DISTRICT COURT

for the

Southern District of Florida

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GREGORY MADDEN, on behalf of himself and on behalf of all others similarly situated,

Plaintiff(s)

v.

Civil Action No.

JUST BELIEVE RECOVERY CENTER L.L.C, JBRC MEDICAL, LLC, JUST BELIEVE RECOVERY CENTER OF PORT SAINT LUCIE, LLC, and CYNTH

Defendant(s)

SUMMONS IN A CIVIL ACTION

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To: (Defendant's name and address)

CYNTHIA BELLINO 1802 NE Jensen Beach Blvd Jensen Beach, FL 34957

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:

CHRISTOPHER J. SABA WENZEL FENTON CABASSA, P.A. 1110 North Florida Avenue, Suite 300 Tampa, Florida 33602

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.

CLERK OF COURT

Date: _____

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Civil Action No.

PROOF OF SERVICE

(This section should not be filed with the court unless required by Fed. R. Civ. P. 4 (1))

L personally s	erved the summons on the individual a	t (place)	
D I personally s	erved the summons on the marvidual a		
		on (date)	; or
🗇 I left the sum	mons at the individual's residence or us	sual place of abode with (name)	
	, a person	of suitable age and discretion who res	ides there,
on (date)	, and mailed a copy to the	he individual's last known address; or	
□ I served the s	ummons on (name of individual)		, who i
designated by la	w to accept service of process on beha	lf of (name of organization)	
		on (date)	; or
I returned the	summons unexecuted because		; 0
Other (specify).			
My fees are \$	for travel and \$	for services, for a total of \$	0.00
I declare under p	enalty of perjury that this information	is true.	
:		Constructions	
		Server's signature	
		Printed name and title	

Server's address

ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: <u>Just Believe Recovery Center Facing Lawsuit Over Allegedly Unpaid Overtime Allegations</u>