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IN THE UNITED STATES DISTRICT COURT
FOR THE CENTRAL DISTRICT OF CALIFORNIA

JULIE A. SU,
Acting Secretary of Labor, United States
Department of Labor

Plaintiff,

v.

L & Y FOOD, INC.; JRC CULINARY
GROUP, INC.; A1 MEAT SOLUTIONS,
INC.; MOON POULTRY, INC.; LOTUS
PLUS, INC.; LOTUS POULTRY, INC.;
FARMERS PROCESS, INC.; DURFEE
POULTRY, INC.; FU QIAN CHEN LU;
CAMERON ZHONG LU; RYAN
ZHONG LU; BRUCE SHU HUA LOK;

Defendants.

Case No. 2:24-cv-02606-SPG-PD

**CONSENT JUDGMENT AND
PERMANENT INJUNCTION
AGAINST ALL DEFENDANTS**

Plaintiff Julie A. Su, Acting Secretary of Labor, United States Department of
Labor, and Corporate Defendants L & Y Food, Inc.; JRC Culinary Group, Inc.; A1
Meat Solutions, Inc.; Moon Poultry, Inc.; Lotus Plus, Inc.; Lotus Poultry, Inc.;

1 Farmers Process, Inc.; Durfee Poultry, Inc. (“Corporate Defendants”); and
2 Individual Defendants Fu Qian Chen Lu; Cameron Zhong Lu; Ryan Zhong Lu;
3 Bruce Shu Hua Lok (“Defendants,” and, together with Plaintiff and Corporate
4 Defendants, the “Parties”) have agreed to resolve the matters in controversy in this
5 civil action and agree to the entry of this Consent Judgment and Permanent
6 Injunction (“Consent Judgment”) as provided below.

7 **STATEMENTS BY AND AGREEMENTS BETWEEN THE PARTIES**

8 A. On March 30, 2024, the Acting Secretary filed her Complaint in the
9 above-captioned proceeding, naming Defendants L & Y Food, Inc.; JRC Culinary
10 Group, Inc.; Moon Poultry, Inc.; Fu Qian Chen Lu; Ryan Zhong Lu; and Bruce Shu
11 Hua Lok, who acknowledge that they have been duly served with a copy of their
12 respective summons and a copy of the Acting Secretary’s Complaint in this action.

13 B. On April 17, 2024, the Acting Secretary filed her First Amended
14 Complaint in the above-captioned proceeding, naming all Defendants—A1 Meat
15 Solutions, Inc.; Lotus Plus, Inc.; Lotus Poultry, Inc.; Farmers Process, Inc.; Durfee
16 Poultry, Inc.; and Cameron Zhong Lu; in addition to existing Defendants L & Y
17 Food, Inc.; JRC Culinary Group, Inc.; Moon Poultry, Inc.; Fu Qian Chen Lu;
18 Cameron Zhong Lu; Bruce Shu Hua Lok—alleging violations of Sections 7, 11(a),
19 11(c), 12, and 15(a)(1)-(5) of the FLSA, 29 U.S.C. §§ 207, 211(a), 211(c), 212,
20 215(a)(1)-(5). Defendants A1 Meat Solutions, Inc.; Lotus Plus, Inc.; Lotus Poultry,
21 Inc.; Farmers Process, Inc.; Durfee Poultry, Inc.; and Cameron Zhong Lu waive
22 service of summons. All Defendants acknowledge receipt of the Amended
23 Complaint and agree to the filing of the same.

24 C. Defendants admit that the Court has jurisdiction over the Parties and
25 the subject matter of this this civil action, and that venue lies in the Central District
26 of California.

27 D. The Parties agree to waive findings of fact and conclusions of law and
28 agree to the entry of this Consent Judgment without further contest.

1 E. Defendants agree herein to resolve all allegations of the Acting
2 Secretary's First Amended Complaint.

3 F. Individual Defendants Fu Qian Chen Lu and Bruce Shu Hua Lok admit
4 that they employ all employees, including deboner, packer, cleaner, and other
5 employees that processed poultry and red meat for L & Y Food, Inc.; A1 Meat
6 Solutions, Inc.; Lotus Plus, Inc.; Lotus Poultry, Inc.; Farmers Process, Inc.; Durfee
7 Poultry, Inc.; JRC Culinary Group, Inc.; Moon Poultry, Inc. at the 3219 Durfee Ave.,
8 El Monte, CA 91732; 608 Monterey Pass, Monterey Park, CA 91754; 598 Monterey
9 Pass, Monterey Park, CA 91754; and 15861 Salvatierra St., Irwindale, CA 91706
10 locations.

11 G. Individual Defendant Cameron Zhong Lu admits that he employs all
12 employees, including deboner, packer, cleaner, and other employees that processed
13 poultry and red meat for A1 Meat Solutions, Inc., and Lotus Plus, Inc. at the 3219
14 Durfee Ave., El Monte, CA 91732.

15 H. Individual Defendant Ryan Zhong Lu admits that he employs all
16 employees, including deboner, packer, cleaner, and other employees that processed
17 poultry for JRC Culinary Group, Inc., and Moon Poultry, Inc. at 15861 Salvatierra
18 St., Irwindale, CA 91706.

19 I. Defendants represent that they and all individuals and entities acting on
20 their behalf or at their direction have notice of, and understand, the provisions of this
21 Consent Judgment.

22 J. Entry of this Consent Judgment marks the resolution of all claims by
23 Defendants and/or the Acting Secretary relating to the Acting Secretary's inspection
24 into Defendants' Compliance with the FLSA for the time periods listed herein in the
25 Exhibit 1.

26 **PERMANENT INJUNCTION**

27 Pursuant to the statements and agreements above, upon joint motion of the
28 attorneys for the Parties, and for cause shown,

1 **IT IS HEREBY ORDERED, ADJUDGED, AND DECREED** that
2 Defendants, their officers, agents (including any entities contracted to provide labor
3 or payroll services), servants, employees, attorneys,¹ entities, and all others in
4 concert or participation with them (including any of Defendant’s relations that
5 Defendants use to operate businesses under Defendants’ control²) are permanently
6 enjoined as provided in Paragraphs 1–5 of the Court’s April 1, 2024, Temporary
7 Restraining Order (“TRO”) (ECF No. 13).³

8 **FURTHER, IT IS HEREBY ORDERED, ADJUDGED, AND DECREED**
9 that, pursuant to Section 17 of the FLSA, 29 U.S.C. § 217, Defendants and the
10 persons and entities identified in the previous paragraph are permanently enjoined
11 and restrained from violating the FLSA, including through any of the following
12 manners:

13 1. Contrary to Sections 6 and 15(a)(2) of the FLSA, paying any of their
14 employees who in any workweek are engaged in commerce or in the production of
15 goods for commerce or who are employed in an enterprise engaged in commerce
16 within the meaning of the FLSA, wages at a rate less than the local prevailing
17 minimum wage, which cannot be less than \$7.25 per hour (or at a rate less than such
18 other applicable minimum rate as may hereafter be established by amendment to the
19 FLSA).

20 2. Contrary to Sections 7 and 15(a)(2) of the FLSA, paying any of their
21 employees who in any workweek are engaged in commerce or in the production of
22 goods for commerce or who are employed in an enterprise engaged in commerce
23 within the meaning of the FLSA, less than one and half times the particular

24 _____
25 ¹ Nothing in this Order shall be construed as limiting an attorney of record’s ability
26 to advise his or her clients.

27 ² Such agents include family members acting under Defendant(s)’ direction or
28 control.

³ Documents subject to Paragraph 5 of the TRO must be produced within 7 days of
DOL’s request.

1 employee's regular hourly rate for hours worked in excess of 40 hours in a
2 workweek; the regular hourly rate shall include all sums paid in a workweek,
3 including any production bonuses, as required under Section 7(e) of the FLSA.
4 29 U.S.C. § 207(e) and 29 CFR Part 778.

5 3. Contrary to Sections 11(c) and 15(a)(5) of the FLSA, failing to make,
6 keep, and preserve records of their employees and of the wages, hours and other
7 conditions and practices of employment maintained by them, as prescribed by the
8 regulations issued, and from time to time amended, pursuant to Section 11(c) of the
9 FLSA and found in 29 C.F.R. Part 516, including for each employee, the hours
10 worked each day and each workweek, the employee's regular hourly rate of pay,
11 total daily or weekly straight time earnings, overtime rate of pay, total premium pay
12 for overtime hours and identification of each deduction made from the employee's
13 earnings along with a description of the basis/reason and method of calculation of
14 the deduction.

15 4. Contrary to Section 11(a) of the FLSA, interfering or obstructing any
16 investigation of the Acting Secretary, including by directing employees not to speak
17 to the Acting Secretary or her representatives and/or otherwise deterring them from
18 cooperating in any investigation of the Acting Secretary through threats and
19 intimidation.

20 5. Contrary to Section 15(a)(3) of the FLSA, engaging in any retaliatory
21 action, such as adversely changing the terms and conditions, discharging, name-
22 calling and threatening, or in any other manner discriminating against any employee
23 because such employee has filed any complaint or instituted or caused to be
24 instituted any proceeding under the FLSA, has testified or is about to testify in any
25 such proceeding, or has otherwise exercised their rights under the FLSA by, among
26 other things, testifying or otherwise reporting information to the Acting Secretary,
27 or questioning whether the employer is paying the employee in compliance with
28 prevailing law. Prohibited discriminatory and retaliatory actions include telling

1 employees who engaged in the protected activity as listed above that communication
2 with the Acting Secretary will result in immigration, legal, criminal or other action
3 against them and/or otherwise deterring employees from cooperating with or
4 speaking to the Acting Secretary's representatives through threats, bribes or
5 intimidation. Other prohibited discriminatory and retaliatory actions include but are
6 not necessarily limited to taking any of the following acts against anyone who
7 engaged in the protected activity listed above: termination; discharge; layoffs;
8 threats of termination, discharge or lay off; initiating an I-9 audit or otherwise
9 reverifying the employment eligibility of an employee; reduction to employees'
10 work schedules or wages; intimidation; failure to hire; and providing negative
11 references.

12 6. Contrary to Sections 12(c) and 15(a)(4) of the FLSA, employing minor
13 children in occupations for periods and under conditions which constitute oppressive
14 child labor in an enterprise engaged in commerce or in the production of goods for
15 commerce, including:

16 a. suffering or permitting to work any person under the age of 16
17 years in violation of 29 C.F.R. § 570.35, including by requiring such persons to work
18 more than 40 hours in any 1 week when school is not in session; work more than 18
19 hours in any 1 week when school is in session; work more than 8 hours in any 1 day
20 when school is not in session; work more than 4 hours in any 1 day when school is
21 in session, including Fridays; and work between 7:00 a.m. and 7:00 p.m. in any 1
22 day, except during the summer (June 1 through Labor Day) when the evening hour
23 will be 9:00 p.m.;

24 b. suffering or permitting to work any person under the age of 16
25 years in an occupation prohibited by 29 C.F.R. § 570.33, including but not limited
26 to: work in freezers and meat coolers and all work in the preparation of meat for sale,
27 except as permitted by 29 C.F.R. § 570.34(j) and occupations that the Secretary of
28 Labor may, pursuant to section 3(l) of the FLSA, find and declare to be hazardous

1 for the employment of minors between 16 and 18 years of age or detrimental to their
2 health or well-being such as occupations in or about slaughtering and meat packing
3 establishments; and

4 c. suffering or permitting to work any person under the age of 18
5 years in any hazardous occupation prohibited by 29 C.F.R. § 570.61 and 29 C.F.R.
6 § 570.58, including but not limited to all deboning occupations and all occupations
7 involved in the operation of power-driven hoisting apparatus such as forklifts or
8 other high-lifts.

9 7. Contrary to Section 12(a) of the FLSA, shipping or delivering for
10 shipment in commerce any goods produced in an establishment in the United States
11 in or about which within thirty days prior to the removal of such goods therefrom
12 any oppressive child labor has been employed.

13 8. Contrary to Section 15(a)(1) of the FLSA, transporting, offering for
14 transportation, shipping, delivering, or selling in commerce, and/or shipping,
15 delivering, or selling with knowledge that shipment or delivery or sale thereof in
16 commerce is intended, any goods that have been processed and/or produced by any
17 employee whom Defendants failed to pay the overtime premium rate for hours
18 worked over forty in the workweek.

19 9. Requesting, soliciting, suggesting, or coercing, directly, or indirectly,
20 any employee to return or to offer to return to Defendants or to someone else for
21 Defendants, any money in the form of cash, check, or any other form, for wages
22 previously due or to become due in the future, or other forms of monetary damages
23 or relief, to said employee under the provisions of this Consent Judgment, or the
24 FLSA; or accepting or receiving from any employee, either directly or indirectly,
25 any money in the form of cash, check, or any other form, for wages or monetary
26 damages heretofore or hereafter paid to the employee under the provisions of this
27 Consent Judgment or the FLSA.

28 10. By April 26, 2024, Defendant Fu Qian Chen Lu (Chen Lu) shall execute

1 the deed of trust attached hereto as **Exhibit 3** to secure the payments described in
2 paragraph 36. This deed of trust shall be recorded against real property owned by
3 Chen Lu, either directly or through an entity of which he is the owner and officer.
4 This property shall not be encumbered and shall have sufficient equity to satisfy the
5 remaining judgment amount of \$2,631,620.35 plus interest against Defendants. The
6 Acting Secretary shall record the deed of trust attached as Exhibit 3 once signed.
7 Defendants agree not to further encumber the property until the deed of trust is
8 recorded. If Defendants default on their payment obligations, they shall be given 30
9 days' written notice to cure the default (served electronically to Defendants' counsel
10 of record). If Defendants fail to cure their default, Defendants will cooperate with
11 and assist the Acting Secretary in executing on the deed of trust. Within 30 days of
12 Defendants satisfying the payment obligations of the Consent Judgment, including
13 any interest or penalties for paying the amount due late, the Acting Secretary will
14 provide Defendants with a deed of reconveyance to effectuate the cancellation and
15 removal of the deed of trust associated with this Consent Judgment. Defendants will
16 then record the deed of reconveyance provided by the Acting Secretary to terminate
17 the Acting Secretary's deed of trust.

18 11. Withholding payment of \$ 1,872,837.61, which constitutes the back
19 wages found to be due by the Defendants under the FLSA to the employees, who are
20 identified by name in **Exhibit 1**, which is incorporated in and made part of this
21 Consent Judgment.

22 **IT IS FURTHER ORDERED, ADJUDGED, AND DECREED** that,
23 pursuant to Section 17 of the FLSA, 29 U.S.C. § 217, Defendants, their agents,
24 servants, employees, companies, and all persons and entities acting at their direction
25 or in concert or participation with their direction, shall take the following affirmative
26 actions:

27 12. Within ten (10) days of the date of entry of this Consent Judgment, and
28 within fourteen (14) days of any subsequent change to the information below for a

1 period of four (4) years, Defendants shall:

2 a. provide the Acting Secretary with the name of all business(es)
3 they operate or use which produces (as defined by 29 U.S.C. § 203(j) and 29 C.F.R.
4 § 570.108) poultry or meat, or which sells or delivers poultry or meat;

5 b. provide the Acting Secretary with the names of any poultry or
6 meat processing company any Defendant has retained to produce (as defined in 29
7 U.S.C. § 203(j) and 29 C.F.R. § 570.108) poultry or meat, or which sell or deliver
8 poultry, and include the company name, contact person, telephone number, and
9 business address of each company;

10 c. provide to the Acting Secretary all addresses for any location at
11 which they are processing poultry or meat or engaged in any work related to the
12 processing, sale, or delivery of poultry or meat;

13 d. notify the Acting Secretary of any third-party entities, including
14 contractors, that are providing staffing services to Defendants, with an explanation
15 of the services being provided, and to provide the Acting Secretary with a copy of
16 any contract(s) entered into with such entities; and

17 e. provide the Acting Secretary with Defendants' address,
18 telephone number, and email address, where they agree to be contacted for purposes
19 of communicating about and carrying out the provisions of this Consent Judgment.

20 13. For a period of four (4) years beginning on the date of this Consent
21 Judgment, Defendants must immediately notify and inform the Acting Secretary of
22 any change to any of the information it previously provided to the Acting Secretary
23 as required in Paragraph 12 above, including changes to its business name or
24 corporate form, the location where it operates, and the retention or allowance of any
25 other business or entity to manage employees or process poultry for it or at its
26 facilities. Defendants shall also inform the Acting Secretary of any changes to their
27 contact information. Defendants shall notify the Acting Secretary of any such
28 changes no later than three (3) business days after any such changes have taken

1 effect.

2 14. Within ten (10) days of the date of this Consent Judgment or, as
3 applicable, upon commencing poultry processing operations, Defendants shall send
4 a package consisting of a copy of the Notice of Rights attached hereto as **Exhibit 2**,
5 followed in sequence by a copy of this Consent Judgment, to all employees, and in
6 a language that they understand, and post this Consent Judgment and Notice of
7 Rights in such languages in a location or locations visible to all employees, including
8 the entrance to the workplace, any break areas, and in the primary workroom. Within
9 three (3) days of posting the package in the worksite, Defendants shall send
10 photographs to a Wage and Hour representative demonstrating that this provision
11 has been adhered to.

12 15. For a period of at least four (4) years beginning on the date of this
13 Consent Judgment, Defendants shall ensure that a copy of this Consent Judgment
14 and **Exhibit 2** is provided to the following persons or entities and in a language
15 understood by the recipient as follows:

16 a. all future employees upon their retention who are hired or rehired
17 following the entry of this Consent Judgment;

18 b. all persons to whom they offer employment;

19 c. all persons or entities providing labor or payroll services to
20 Defendants or their business operations;

21 d. all businesses and workers processing poultry at any poultry
22 processing facility owned, operated, or controlled by any Defendant; and

23 e. any individual or entity responsible for hiring, firing,
24 supervising, paying, or otherwise managing Defendants' employees.

25 16. Within thirty (30) days of the date of this Consent Judgment,
26 Defendants shall provide FLSA training to all managers and supervisors working at
27 its poultry processing facilities addressing, at a minimum, the FLSA provisions
28 governing minimum wage, overtime, recordkeeping, child labor, anti-retaliation,

1 and interference. Defendants shall pay an independent third-party contractor, who
2 is not involved in this litigation and is approved by a representative of the Acting
3 Secretary, to conduct this training. A contractor will not be considered independent
4 if it is related to Defendants on the date of this Consent Judgment or represents
5 Defendants involved in this action in any dealings with other parties or the
6 Department of Labor. The training shall be for one session of not less than one hour
7 with an opportunity for questions and answers. Any contractor must make
8 reasonable efforts to communicate with Defendants' employees in languages with
9 which the employees are comfortable, or if the situation requires, the contractor will
10 hire an interpreter as dictated by a particular employee's circumstances. Defendants
11 shall provide the Acting Secretary seven days' notice in advance of the training and
12 permit the Acting Secretary's representative to attend the training. Defendants shall
13 provide proof that this training has occurred within seven (7) days of completing this
14 required training. Defendants shall provide the FLSA training required under this
15 Paragraph on an annual basis for a period of at least four (4) years.

16 17. For a period of six (6) months beginning on the date of this Consent
17 Judgment, Defendants shall not terminate, fire, layoff, or furlough any employee,
18 including employees involved in processing poultry, such as deboners, packers,
19 cleaners, or others, or participate in the termination, firing, layoff, or furloughing in
20 any manner of employees involved in the processing of poultry, without first giving
21 the employee and the Acting Secretary notice at least seven (7) days prior to such
22 action describing who is being terminated, fired, laid off, or furloughed, and the non-
23 retaliatory business justification for doing so.

24 18. For every employee employed from January 25, 2024, through
25 March 21, 2024, Defendants shall only provide neutral employment references,
26 including employees involved in the processing of poultry, such as deboners,
27 packers, cleaners, or others, upon request from any subsequent employer or any third
28 party, by only providing the dates of the employment, job title of position held, and

1 relevant pay information; no reference shall be made to any employment law
2 proceedings.

3 19. For a period of four (4) years beginning on the date of this Consent
4 Judgment, Defendants shall allow the Acting Secretary, her representatives, or
5 agents to enter any location where any Defendant is processing, producing, shipping,
6 or delivering for shipment any poultry to provide a one-hour FLSA Notice of Rights
7 training to all nonmanagerial employees of Defendants and/or to freely speak to
8 employees about Defendants' compliance with this Consent Judgment and the
9 FLSA. Defendants will tell employees that they can stop working during this training
10 and Defendants will compensate employees for their time attending this training.
11 The Acting Secretary or her representatives shall be authorized to enter these
12 locations four times per year to provide the training and speak with employees and
13 shall be permitted to return as necessary to train any employees who may have been
14 absent.

15 20. For a period of four (4) years beginning on the date of this Consent
16 Judgment, Defendants shall post signs that are at least three (3) feet long and three
17 (3) feet high at the entrances of any poultry processing facilities that they own,
18 operate or control, in English, Spanish, and the Guatemalan languages of Qeqchi,
19 and Mam, and in a manner that is conspicuous and visible to all employees and the
20 public, stating that no one under the age of 18 is allowed to engage in deboning
21 work, work in a meat cooler, or operate power driven machinery.

22 21. At all of Defendants' poultry and meat processing operations,
23 Defendants shall:

24 a. Compensate all employees for all hours worked, including but
25 not limited to time they spend waiting to be paid, waiting to count the number of
26 boxes they have cut at the end of the day, waiting for poultry product to arrive,
27 donning and doffing clothing or equipment mandatory to perform their job, and
28 performing work that benefits Defendants in any manner.

1 b. Defendants may only change the wage rates for a legitimate, non-
2 pretextual business reason, which they must be prepared to provide the Acting
3 Secretary, should she request this information in the future.

4 c. With respect to any employees who were working at the poultry
5 and meat processing facilities owned, operated or controlled by Defendants at
6 3219 Durfee Avenue, El Monte, CA; 608 Monterey Pass Road, Monterey Park, CA;
7 and 598 Monterey Pass Road, Monterey Park, CA; who were laid off, fired, or
8 terminated on or after January 26, 2024 and not yet hired back to a facility owned,
9 operated, or controlled by Defendants, Defendants shall give a hiring preference to
10 these employees to the extent there are positions available at any entity that produces
11 poultry that Defendants sell. A “hiring preference” means that any available
12 openings will be offered to these employees first before the positions are filled by
13 other employees. In providing an offer, Defendants shall keep the offer open for at
14 least seven (7) calendar days. Within 10 days of request by the Acting Secretary after
15 entry of this Consent Judgment, Defendants shall provide a report to the Acting
16 Secretary detailing (1) the offers of employment they have made to these employees
17 under this Consent Judgment, including such employees’ names and contact
18 information; and (2) employees’ acceptances or rejections of such offers.

19 d. Defendants shall require either a certificate of age pursuant to
20 29 C.F.R. 570 Subpart B or documentary evidence of age that meets the
21 requirements of 29 C.F.R. § 570.7, for any employee if there is any reason to believe
22 that the employee’s age may be below the applicable minimum age for the
23 occupation in which the employee is to be employed. Such certificate or
24 documentary evidence of age should always be obtained where the employee claims
25 to be only 1 or 2 years above the applicable minimum age for the occupation in
26 which the employee is to be employed. A certificate or documentary evidence of age
27 shall also be obtained for every employee claiming to be older than 2 years above
28 the applicable minimum age if the employee’s physical appearance indicates that

1 this may not be true.

2 22. Within sixty (60) days of commencing operations, Defendants shall
3 engage, at their own expense, an independent third-party monitor (“Independent
4 Monitor”) to monitor compliance with the FLSA and the terms of this Consent
5 Judgment at all facilities where Defendants process poultry. Starting four months
6 after Defendants retain the Independent Monitor, the Independent Monitor shall
7 conduct at least quarterly unannounced visits to monitor Defendants’ worksites, and
8 more frequently if the Independent Monitor or the Acting Secretary determines
9 additional monitoring to be warranted. The Independent Monitor shall be selected
10 from a list of potential monitors provided by the Acting Secretary or as otherwise
11 agreed upon with the Acting Secretary. The monitoring provision shall be in effect
12 for three (3) years from the date of entry of this Consent Judgment.

13 a. To ensure Defendants’ compliance with the FLSA and this
14 Consent Judgment, the Independent Monitor must document, at a minimum: notes
15 from employee interviews; the name, address, phone number of each employee
16 performing work at the relevant facility and whether the employee is classified as
17 FLSA exempt, FLSA non-exempt; if the employee is paid based on a daily rate; if
18 the employee is paid in cash or by check; the start and end times of each employee’s
19 work day for every work day during the period covered by the third-party audit; the
20 regular rate of pay for each employee; the gross weekly straight time and overtime
21 wages owed to each employee for each pay period covered by the third-party audit
22 based on the employee’s hours worked and regular rate of pay; and the gross weekly
23 straight time and overtime wages actually paid to each employee for each pay period
24 covered by the third party audit;

25 b. The Independent Monitor shall conduct interviews with workers
26 at the facilities where Defendants process poultry. Such interviews and other
27 communications between workers and the Independent Monitor may be kept
28 confidential (except to authorized representatives of the U.S. Department of Labor)

1 at the option of each worker and copies of all notes and interviews conducted by the
2 monitor must be turned over by the monitor to the District Director, Los Angeles
3 District Office, U.S. Department of Labor, along with the audit report, if requested
4 by the District Director, Los Angeles District Office, U.S. Department of Labor.

5 c. If Defendants and the Acting Secretary are not able to agree on a
6 monitor, the Acting Secretary may file a motion asking the Court to select the
7 Independent Monitor.

8 d. The Independent Monitor must have the ability to communicate
9 with Defendants' employees in their primary language(s), or, must be provided with
10 an interpreter as necessary at Defendants' expense.

11 e. Defendants shall cooperate fully with the Independent Monitor,
12 including by permitting it to enter facilities where Defendants process poultry
13 without prior notice; inspect the working conditions at such facilities; inspect all
14 books, records, and documents requested by the Independent Monitor, including
15 employee time, payroll, and personnel records; and perform other duties necessary
16 to conduct the monitoring.

17 f. Subject to Paragraph 22(h), if the Independent Monitor finds
18 violations of the FLSA, or regulations issued under the FLSA, that result in back
19 wages due, Defendants shall pay the wages due within 30 days, prepare a written
20 report concerning the violations found and payments made, and provide a copy of
21 such report to the District Director of the Wage and Hour Division's Los Angeles
22 District Office.

23 g. Subject to Paragraph 22(h), if the Independent Monitor directs
24 changes in Defendants' policies and/or procedures, or directs Defendants to take
25 action to comply with the FLSA or regulations issued under the FLSA, Defendants
26 must do so promptly.

27 h. Should Defendants disagree with the findings and/or directives
28 of the Independent Monitor, Defendants shall notify the Acting Secretary in writing

1 within ten (10) business days of receiving the disputed instruction from the
2 Independent Monitor describing the issues in dispute and explaining the reasons why
3 they disagree with the Independent Monitor. The Acting Secretary shall thereafter
4 make a determination. If Defendants disagree with the Acting Secretary's
5 determination, the Acting Secretary at her discretion may present this issue to the
6 Court for adjudication.

7 23. If any Defendant hires, rents to, retains or utilizes a third-party service
8 provider to provide labor to process poultry or meat within an establishment owned,
9 operated or controlled by such Defendant, either directly or through a corporation
10 owned by a Defendant,⁴ ("Defendant's facility"), and/or otherwise to provide
11 timekeeping or payroll services with respect to those workers processing poultry
12 within Defendant's facility, then:

13 a. Defendant shall enter into a written contract with such third-party
14 requiring that the third-party affirmatively:

15 i. acknowledge receipt and review of the Consent Judgment;

16 ii. agree to provide a copy of the Consent Judgment and
17 Exhibit 2 to any employees or workers who work within Defendant's facility;

18 iii. agree to comply with the federal minimum wage,
19 overtime, recordkeeping, and child labor provisions of the FLSA as well as all state
20 law wage requirements;

21 iv. agree to screen all current and future workers for age to
22 ensure that no oppressive child labor is being employed at Defendant's facility;

23 v. agree to implement and maintain a timekeeping system
24 that accurately records the hours worked by employees consisting of the minimum
25 requirements: employees must clock-in their start time and end time each day;

26 _____
27 ⁴ Defendants' facilities include but are not limited to: 3219 Durfee Ave., El Monte,
28 CA 91732, 608 Monterey Pass, Monterey Park, CA 91754, 598 Monterey Pass,
Monterey Park, CA 91754.

1 employees must record their own hours and neither the third-party service provider
2 nor Defendant shall clock-in for employees except to correct any timekeeping errors,
3 such as when an employee fails to appropriately clock-in or out;

4 vi. agree to allow Defendant access to all payroll and
5 timekeeping records it creates for employees working within Defendant's facility;

6 vii. agree to comply with any investigation conducted by the
7 Acting Secretary pursuant to Section 11 of the FLSA, including freely interviewing
8 any employees or workers performing work within Defendants' facility; and

9 viii. agree to quarterly monitoring per the terms set forth in
10 Paragraph 22;

11 b. At Defendant's expense, the Independent Monitor selected
12 pursuant to Paragraph 22 above, shall conduct annual monitoring of any payroll or
13 labor provider to ensure that such provider's payroll and labor practices with respect
14 to the workers processing poultry within Defendant's facility are being compensated
15 in compliance with the FLSA, that no oppressive child labor is being employed
16 within Defendant's facility, and that the third-party is otherwise complying with the
17 above terms of the contract as set forth above in Paragraphs 24(a)(i) to (viii);

18 c. Defendants shall notify the Acting Secretary of any suspected or
19 actual violations of the FLSA which are occurring with respect to any workers
20 performing work within Defendant's facility within three (3) business days of
21 learning of such suspected or actual violations.

22 24. Defendants are permanently enjoined from communicating, directly or
23 indirectly, in any manner to any third party, such as other owners of poultry
24 processing companies, regarding whether any employee may have or may be
25 perceived to have engaged in protected activity under the FLSA, including but not
26 limited to any connection any employee may have with a Department of Labor, and
27 are specifically enjoined from taking any other action to restrict or blacklist such
28 employee from seeking or obtaining any other work.

1 25. Defendants have an ongoing duty to provide the Acting Secretary with
2 access to all records required to be made, kept, or preserved under Section 11 of the
3 FLSA, including all other time, piece rate, employee, and payroll records, upon
4 request and no later than three (3) days after such request is made.

5 26. Should Defendants maintain a video monitoring system of employees
6 and/or workers, Defendants shall immediately provide the Acting Secretary with
7 access to review this footage upon request. The requirements of this Paragraph shall
8 remain in effect for a period of at least four (4) years beginning on the of this Consent
9 Judgment.

10 27. Defendants have an ongoing duty to provide an earnings statement to
11 each of their employees, and ensure that any employee employed to assist in the
12 processing of poultry, such as deboners, packers, cleaners, or others, each time they
13 are paid, beginning with the first paycheck issued following entry of this Consent
14 Judgment, with the following information: (1) gross wages paid to the employee
15 each workweek; (2) total hours worked each workweek; (3) a list of itemized
16 deductions from employees' pay; (4) net wages earned; (5) the inclusive start and
17 end dates of the pay period; (6) the employee's name and employee identification
18 number; (7) the applicable hourly rates (including straight time and overtime rates)
19 and corresponding number of hours worked at each hourly rate, or, as applicable, the
20 applicable piece rates (including the precise formula used to calculate the piece rate
21 and overtime rates) and corresponding number of pieces worked at each piece rate;
22 (8) total straight-time wages paid; (9) the calculation of any bonuses, and (10) total
23 overtime wages paid. Defendants shall produce these earnings statements to the
24 Acting Secretary upon request and no later than three (3) days after such request is
25 made.

26 28. All documents produced by Defendants as required under this Consent
27 Judgment must be produced in an electronic, searchable format to the extent
28 Defendants' documents are maintained or may be generated in such a format. If a

1 document is neither maintained nor may be generated in an electronic, searchable
2 format, then Defendants shall produce the document in an electronic format with all
3 metadata intact to the extent such metadata exists. If a subject document is produced
4 in a comma-separated-values (“CSV”) file, such as an Excel spreadsheet, then the
5 documents must be produced in such format and not converted to a PDF. Documents
6 must be organized in a manner that clearly identifies the nature of the documents.

7 29. Defendants have an ongoing duty to comply with the FLSA as specified
8 above and in all other respects, including compensating employees for any wait time
9 as required under 29 C.F.R. Part 785. Defendants shall also provide any “rest and
10 recovery periods and other nonproductive time” as required under California Labor
11 Code Section 226.2 and compensate any time donning and doffing equipment as
12 required under 29 C.F.R. Part 790; and reimburse any expenses incurred by an
13 employee in furtherance of his employer’s interests and properly reimbursable by
14 the employer as required under Section (e)(2) of the FLSA, 29 U.S.C. § 207(e)(2),
15 such as expenses incurred by employees in connection with the purchase or
16 maintenance of equipment, tools, clothing, and supplies required for the employee’s
17 work.

18 30. Defendants, their agents, servants, and employees, and any person in
19 active concert or participation with them, shall not in any way directly or indirectly,
20 demand, require or accept any of the back wages, monetary damages, or liquidated
21 damages from the individuals listed on the operative Exhibit 1. Defendants shall not
22 threaten or imply that adverse action will be taken against any employee because of
23 their receipt of funds to be paid under this Consent Judgment. Violation of this
24 Paragraph may subject Defendants to equitable and legal damages, including
25 punitive damages and civil contempt.

26 31. Defendants have an ongoing duty to maintain payroll practices at any
27
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1 business they own, operate, or control, currently and in the future, as follows:

2 a. Defendants shall accurately record the information required by
3 29 C.F.R. § 516.2 in the payroll records, including, for each employee (1) all hours
4 worked by each workday and workweek, including all pre- and post-shift work such
5 as maintaining clothing, tools, and supplies, and donning and doffing; (2) the rate(s)
6 of pay for each of the hours worked during a workweek; (3) the number of pieces
7 completed by each workday and workweek, if employee is paid per piece; (4) the
8 calculation of any non-discretionary bonuses (i.e., production or incentive bonus);
9 (5) the total weekly straight-time earnings due for the hours worked during the
10 workweek; (6) the total premium pay for overtime hours; and (7) the dollar value of
11 all equipment, tools, clothing, and supplies paid for and used in or specifically
12 required for the employee's work;

13 b. Defendants shall record all wages paid to employees, regardless
14 of the manner of payment, on payroll records;

15 c. Defendants shall not alter or manipulate time or payroll records
16 to reduce the number of hours actually worked by an employee, and Defendants shall
17 not encourage workers to under-report their hours worked; and

18 d. Defendants shall not direct supervisors, employees, or payroll
19 preparers to falsify time or payroll records in any manner including reducing the
20 number of hours worked by employees, and Defendants shall direct supervisors and
21 payroll providers to encourage workers to report all hours worked.

22 32. If Defendants choose to calculate pay through any type of individual
23 production-based system, such as a piece rate or production bonus system,
24 Defendants shall provide the notice in Exhibit 2 to all production-based employees
25 immediately upon hire (or rehire), and in a language understandable to them, and
26 shall place the notice prominently around the workplace.

27 33. For purposes of contacting the Acting Secretary under the terms of this
28

1 Consent Judgment, Defendants shall notify:

2 Wage Hour Division, Los Angeles District Office

3 Attention: District Director Kimchi Bui

4 312 Spring Street, Ste 701

5 Los Angeles, California 90012

6 **JUDGMENT**

7 34. **JUDGMENT IS HEREBY ENTERED**, pursuant to Section 16(c)
8 and (e) of the FLSA, in favor of the Acting Secretary as a judgment owed to the
9 United States of America and against Defendants in the total amount
10 of \$5,108,789.00. This total amount comprises \$1,872,837.61 in unpaid overtime
11 compensation; an additional equal amount as liquidated damages, pursuant to
12 authority expressly provided in Section 16 of the FLSA, 29 U.S.C. § 216; civil
13 money penalties, which have been assessed and finally determined pursuant to
14 29 U.S.C. § 216(e), in the amount of \$ 171,919.00 for Defendants’ illegal
15 employment of minors and \$ 50,000.00 for Defendants’ minimum wage and
16 overtime violations; \$ 141,194.78 in compensatory damages for Defendants’
17 retaliation; and \$ 1,000,000.00 in disgorgement of profits associated with revenues
18 earned from the shipment or delivery for shipment in commerce of child labor “hot
19 goods” in violation of Section 12(a) of the FLSA, 29 U.S.C. § 212(a).

20 35. Within one (1) year of entry of this Consent Judgment, the Acting
21 Secretary shall file a supplemental Exhibit 1 listing the amount of back wages,
22 liquidated damages, and other damages paid or to be paid to employees subject to
23 this Consent Judgment.

24 Pursuant to this Judgment, **IT IS HEREBY ORDERED THAT:**

25 36. Defendants shall pay the monies owed above as follows: Defendants
26 shall pay an initial payment in the amount of \$ 2,554,394.50 no later than
27 May 15, 2024. This payment shall cover the \$ 1,872,837.61 in liquidated damages
28 and \$ 681,556.89 in disgorgement. Defendants shall pay the remaining balance of

1 \$ 2,554,394.50 plus interest at a rate of 8%, consisting of disgorgement, retaliation
2 damages, back wages, and civil money penalties per the following schedule:

3 PAYMENT DATE	BEGINNING BALANCE	PAYMENT	PRINCIPAL	INTEREST	TYPE OF PAYMENT
4 6/31/2024	\$2,554,394.50	\$328,952.54	\$311,923.25	\$17,029.30	Disgorgement then Retaliation Damages
5 7/30/2024	\$2,242,471.25	\$328,952.54	\$314,002.74	\$14,949.81	Retaliation damages/Back wages
6 8/30/2024	\$1,928,468.52	\$328,952.54	\$316,096.09	\$12,856.46	Backwages
7 9/30/2024	\$1,612,372.43	\$328,952.54	\$318,203.39	\$10,749.15	Backwages
8 10/30/2024	\$1,294,169.03	\$328,952.54	\$320,324.75	\$8,627.79	Backwages
9 11/30/2024	\$973,844.28	\$328,952.54	\$322,460.25	\$6,492.30	Backwages
10 12/30/2024	\$651,384.03	\$328,952.54	\$324,609.98	\$4,342.56	Backwages
11 1/30/2025	\$326,774.05	\$328,952.54	\$326,774.05	\$2,178.49	Backwages then CMPs

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14 Defendants shall make the back wage and damages payments required by this
15 Consent Judgment (plus interest as applicable) online by ACH transfer, credit card,
16 debit card, or digital wallet by going to
17 <https://www.pay.gov/public/form/start/77761888>, or by going to www.pay.gov and
18 searching “WHD Back Wage Payment - WE Region”. Payments shall reference BW
19 Case Number #1987649. Defendants shall make the civil money penalty payments
20 required by this Consent Judgment online by ACH transfer, credit card, debit card,
21 or digital wallet by going to <https://www.pay.gov/public/form/start/77761888>, or by
22 going to www.pay.gov and searching “WHD Civil Money Penalty - WE Region.”

23 37. In the event of any default in the timely making of any payment due
24 hereunder, the full judgment amount, which then remains unpaid, plus post-
25 judgment interest at the rate of 10% per year, from the date of Defendants’ default
26 until paid in full, shall become due and payable upon the Acting Secretary’s sending
27 by ordinary mail a written demand to the last available addresses of Defendants then
28 known to the Acting Secretary with electronic copies also concurrently e-served on

1 Defendants or, if applicable, their counsel. Upon the Acting Secretary’s request, the
2 Court will issue an amended judgment reflecting the amounts due based on
3 Defendant’s default.

4 38. The Acting Secretary shall distribute the proceeds from the settlement
5 payments described in Paragraphs 34 and 36 in the amounts set forth in Exhibit 1,
6 less deductions for employees’ share of payroll taxes and income tax withholding
7 on the back wage amounts, to the employees identified therein, or if necessary, to
8 the employees’ estates. Any monies not distributed to employees because of an
9 inability to locate the proper persons or because of their refusal to accept it, the
10 Acting Secretary shall deposit the payment into the Treasury of the United States as
11 miscellaneous receipts under 29 U.S.C. § 216(c). Defendants shall deposit the
12 employer’s portion of payroll taxes with the relevant taxing authorities.

13 **FURTHER, IT IS HEREBY ORDERED THAT**

14 39. The filing, pursuit, and/or resolution of this proceeding with the entry
15 of this Judgment shall not act as or be asserted as a bar to any action or claim under
16 FLSA § 16(b), 29 U.S.C. § 216(b), as to any employee not named on the attached
17 Exhibit 1, nor as to any employee named on the attached Exhibit 1 for any period
18 not specified therein, nor as to any employer other than Defendant.

19 40. Defendants hereby waive any and all claims and defenses against the
20 Acting Secretary and her representatives that they could have brought as of the date
21 of the entry of the Consent Judgment, including any claims or defenses arising from
22 the Acting Secretary’s execution of the search warrants and investigations of
23 Defendants’ properties located at 3219 Durfee Ave., El Monte, CA 91732; and 608
24 Monterey Pass Ave., Monterey Park, CA 91754; and 598 Monterey Pass Ave.,
25 Monterey Park, CA 91754 on January 26, 2024, and 15861 Salvatierra St., Irwindale,
26 CA 91706 on March 20, 2024, and agree not to appeal entry of this Consent
27 Judgment and Permanent Injunction.

28 41. Each Party shall bear its own fees and other expenses incurred by such

1 Party in connection with any stage of this proceeding, including but not limited to
2 attorneys' fees, which may be available under the Equal Access to Justice Act, as
3 amended.

4 42. The Court shall retain jurisdiction of this action for purposes of
5 enforcing compliance with the terms of this Consent Judgment for a period of six
6 years following the issuance of this Consent Judgment.

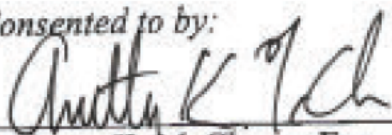
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8 **IT IS SO ORDERED.**

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11 Dated: April 30, 2024



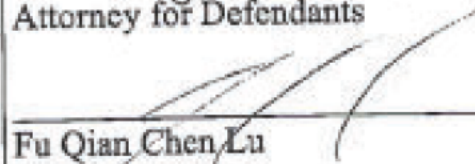
12
13 HON. SHERILYN PEACE GARNETT
14 UNITED STATES DISTRICT JUDGE
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Consented to by:



Date: 4/17/24

Anthony K. McClaren, Esq.
Attorney for Defendants



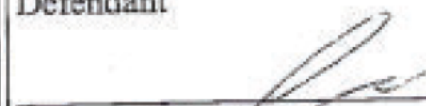
Date: 4/17/24

Fu Qian Chen Lu
Defendant



Date: 4/17/24

Bruce Shu Hua Lok
Defendant



Date: 4/17/24

Cameron Zhong Lu
Defendant



Date: 4/17/24

Ryan Zhong Lu
Defendant



Date: 4/17/24

L & Y FOOD, INC.
Defendant



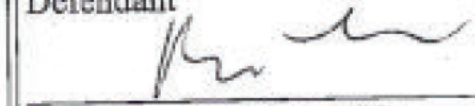
Date: 4/17/24

JRC CULINARY GROUP, INC.
Defendant



Date: 4/17/24

A1 MEAT SOLUTIONS, INC.
Defendant



Date: 4/17/24

MOON POULTRY, INC.
Defendant



Date: 4/17/24

LOTUS PLUS, INC.
Defendant



Date: 4/17/24

LOTUS POULTRY, INC.
Defendant

ANTS L & Y FOOD, INC.

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LOTUS PLUS, INC.
Defendant

Date: _____

LOTUS POULTRY, INC.
Defendant

Date: _____

FARMERS PROCESS, INC.
Defendant

Date: _____

DURFEE POULTRY, INC.
Defendant

For Plaintiff Acting Secretary of Labor,
United States Department of Labor

SEEMA NANDA
Solicitor of Labor
MARC A. PILOTIN
Regional Solicitor
ANDREW SCHULTZ
BORIS ORLOV
Counsels for Wage and Hour

 Date: 4/17/2024

SONYA SHAO
Senior Trial Attorney

NISHA PAREKH
KARINA WEGMAN-SCHAAFF
Trial Attorneys
*Attorneys for Plaintiff Julie A. Su,
United States Acting Secretary of Labor*

EXHIBIT 1

First Name	Last Name	BW Start Date	BW End Date
Rigoberto	Acatitla	2/28/2022	1/14/2024
Sergio	Acatitla	12/11/2023	1/21/2024
Edwin	Aguilar	6/6/2022	7/17/2022
Jose	Aguilar	12/5/2022	1/14/2024
Luis	Aguilar	10/23/2023	12/31/2023
Sergio Rico	Aguilar	5/10/2021	5/23/2021
Juan Manuel	Ajanel Herrera	4/24/2023	1/14/2024
Francisco	Ajcal	12/10/2023	1/14/2024
Benito	Alavez	7/19/2021	12/31/2023
Jesus	Albores	11/7/2022	5/7/2023
Antonio	Alcaraz Rodriguez	8/2/2021	1/14/2024
David	Alejandro Cruz Caballero	1/16/2023	1/14/2024
Kavan	Alexander Laughon	3/29/2021	11/21/2021
Pedro	Algua	11/20/2023	1/14/2024
Martin Ramon	Alpizar	1/2/2023	1/14/2024
Martin	Alvarado	1/2/2023	1/14/2024
Victor	Alvarado	4/12/2021	12/19/2021
Mariela Del Carmen	Alvarez	6/20/2022	7/31/2022
Jose Luis	Ambrocio Ventura	11/6/2023	1/14/2024
Israel	Anario Lopez	7/17/2023	7/30/2023
Adelita	Andrade	3/13/2023	12/31/2023
Aurelio	Andrade	1/2/2023	1/14/2024
Brandon	Andrade	4/11/2022	8/28/2022
Brian	Andrade	1/31/2022	12/17/2023
Jaime	Andrade	5/10/2021	12/31/2021
Cruz	Antemate Anota	12/4/2023	12/17/2023
Gustavo Abel	Antonio	11/7/2022	1/14/2024
Jose	Antonio Santos Hernandez	4/23/2021	7/4/2021
Alejandro	Argueta	4/12/2021	3/13/2022
Jose	Argueta	6/19/2021	8/13/2023
Jose Miguel	Arrioja	11/7/2022	1/14/2024
Edyn	Ax	11/20/2023	12/3/2023
Hermelindo	Ax Ical	3/28/2022	12/23/2023

1	Martin	Ax Ical	12/10/2023	1/14/2024
2	Adelaida	Baltazar	3/29/2021	1/14/2024
3	Hilda	Banuelos	1/2/2023	1/14/2024
4	Sergio	Banuelos	3/29/2021	5/23/2021
5	Norma	Barajas	11/6/2023	1/14/2024
6	Juan Salvador	Barrales	11/20/2023	1/14/2024
7	Alejandro	Barrios	11/20/2023	1/14/2024
8	Norberto	Bautista Blas	9/26/2022	6/4/2023
9	Fernando	Bazan	5/23/2022	1/14/2024
10	Luis	Bazan	6/6/2022	6/19/2022
11	Fernando	Becerra	11/20/2023	1/14/2024
12	Noe	Bravo Espinoza	7/19/2021	8/29/2021
13	Andres	Buatista Santiago	7/5/2021	8/29/2021
14	Manuel	Bucio Mora	2/28/2022	12/31/2023
15	Henry	Caal	12/11/2023	1/21/2024
16	Juan	Caal	4/12/2021	1/14/2024
17	Lester Alexander	Caal	11/7/2022	11/20/2022
18	Oliverio	Caal	1/17/2022	1/30/2022
19	Ruben	Caal	12/10/2023	1/14/2024
20	Sergio	Caal	3/29/2021	5/23/2021
21	Juan Alberto	Caal Cho	6/6/2022	12/3/2023
22	Marlo Wilder	Caal Raymundo	3/29/2021	12/19/2021
23	Miguel	Caal Tec	4/23/2021	1/14/2024
24	Odilia	Caan	3/27/2023	7/2/2023
25	Tomas	Calel	3/29/2021	7/4/2021
26	Adan	Camacho	11/20/2023	1/14/2024
27	Alejandro	Camacho	2/28/2022	1/14/2024
28	Robert	Camacho Lopez	3/29/2021	4/11/2021
	Jesus	Campos	6/20/2022	7/3/2022
	Rudy	Cao	6/6/2022	7/31/2022
	Salvador	Carrillo	5/24/2021	12/19/2021
	Saul	Carrillo	1/17/2022	1/14/2024
	Teodoro	Carrillo	1/17/2022	6/4/2023
	Saul	Carrillo Faustino	11/8/2021	12/19/2021
	Teodoro	Carrillo Faustino	3/29/2021	12/19/2021
	Rigoberto	Casarrubias	11/20/2023	12/17/2023
	Jose	Castaneda	8/16/2021	1/14/2024

1	Maria	Castaneda	8/9/2021	12/3/2023
2	Miguel	Castaneda	11/20/2023	1/14/2024
3	Benito	Castaneda Rodriguez	3/27/2023	7/14/2023
4	Paola	Castellon	7/4/2022	7/17/2022
5	Brian	Castillo	12/18/2023	1/14/2024
6	Severiano	Castillo Pacheco	3/29/2021	1/14/2024
7	German	Castro Pacheco	12/19/2022	12/3/2023
8	Luis Miguel	Castro Pacheco	10/23/2021	11/21/2021
9	Marcos	Castro Pacheco	1/1/2024	1/14/2024
10	Jesus	Cervantes	11/20/2023	1/14/2024
11	Carlos	Cervantes Palomar	11/20/2023	12/17/2023
12	Julio	Cesar Pacheco	9/25/2023	1/14/2024
13	Eduardo	Chavez	1/2/2023	12/17/2023
14	Juan Antonio	Chavez	11/20/2023	12/17/2023
15	Juan Carlos	Chavez	10/10/2022	1/14/2024
16	Marcos	Chavez	2/28/2022	1/14/2024
17	Severo	Chavez	9/26/2022	10/9/2022
18	Carlos	Chavez Gutierrez	10/10/2022	1/14/2024
19	Eduardo	Chavez Morales	1/1/2024	1/14/2024
20	Jose	Che	1/3/2022	7/3/2022
21	Rumaldo	Che	1/17/2022	1/14/2024
22	Estuardo	Che Ba	11/8/2021	1/14/2024
23	Pedro	Che Ba	1/1/2024	1/14/2024
24	Juan Gabriel	Che Rax	10/24/2022	1/14/2024
25	Mario	Chen Cu	1/1/2024	1/14/2024
26	Domingo	Chia	1/2/2023	1/14/2024
27	Manuel David	Chitic Pec	12/4/2023	12/31/2023
28	Cristina	Cho Coj Tec	11/7/2022	6/18/2023
	Blanca	Choc	12/10/2023	1/14/2024
	Domingo	Choc	12/5/2022	12/18/2022
	Francisco	Choc	4/24/2023	5/7/2023
	Mario	Choc	7/17/2023	12/17/2023
	Rony	Choc	12/4/2023	1/14/2024
	Eliseo	Choc Choc	10/24/2022	11/6/2022
	Jose	Choc Choc	3/29/2021	1/14/2024
	Robin	Choc Coy	8/1/2022	1/14/2024

1	Monica	Choj Coc	10/24/2022	11/20/2022
2	Julio	Cholom	4/25/2022	5/8/2022
3	Evaristo	Chub	3/13/2023	5/7/2023
4	Sucely	Chub Tec	8/15/2022	1/15/2023
5	Reginaldo	Chub Xol	12/19/2022	2/26/2023
6	Pedro	Coc	11/21/2022	12/18/2023
7	Santo	Coc Cuc	5/10/2021	5/23/2021
8	Teodoro	Coc Ical	1/17/2022	1/14/2024
9	Gregorio	Coc Quix	4/25/2022	6/4/2023
10	Otoniel	Cordero	3/29/2021	4/11/2021
11	Horacio	Cordoba	9/26/2022	4/9/2023
12	Juan Carlos	Cordoba	7/17/2023	1/14/2024
13	Aracely	Cordova	10/10/2022	10/23/2022
14	Juan C	Correa	1/1/2024	1/14/2024
15	Javier	Coy	1/1/2024	1/14/2024
16	Pedro	Coy	4/24/2023	5/21/2023
17	Jose Alfredo	Coyac Martinez	11/20/2023	1/14/2024
18	Aquiles	Crisanto Basilio	4/24/2021	1/14/2024
19	Lorenzo	Crisanto Basilio	3/29/2021	1/14/2024
20	Juan	Cristobal Bonifacio	3/29/2021	11/5/2023
21	Severiano	Cristobal Solis	5/24/2021	12/19/2021
22	Emilio	Cruz	1/17/2022	1/30/2022
23	Guadalupe Ron	Cruz	1/1/2024	1/14/2024
24	Israel	Cruz	11/20/2023	1/14/2024
25	Joel	Cruz	12/5/2022	12/31/2023
26	Mario	Cruz	4/23/2021	1/14/2024
27	Ramos	Cruz	10/23/2023	12/3/2023
28	Sergio	Cruz	5/24/2021	10/10/2021
	Victor	Cruz	12/5/2022	1/14/2024
	Joel	Cruz Crisanto	4/26/2021	12/19/2021
	Oscar	Cruz Mariano	3/29/2021	12/19/2021
	Wilser	Cub Che	12/10/2023	1/14/2024
	Hermelindo	Cuc	3/29/2021	8/1/2021
	Sandra	Cuc	4/25/2022	5/22/2022
	Santiago	Cuc	7/19/2021	12/17/2023
	Vicente	Cuc	12/10/2023	1/14/2024
	Amalia	Cuc Caal	12/4/2023	12/17/2023

1	Daniel	Cuc Caal	12/10/2023	12/23/2023
2	Joaquin	Cuc Che	10/23/2023	1/14/2024
3	Leonel	Cuc Che	11/21/2022	1/14/2024
4	Mario	Cuc Che	8/2/2021	12/19/2021
5	Miguel Angel	Cuc Che	1/17/2022	12/31/2023
6	Rosario	Cuc Choc	12/10/2023	12/23/2023
7	Denis Danillo	Cuc Cuz	7/31/2023	10/8/2023
8	Angelica	Cucul	12/10/2023	12/23/2023
9	Maiko	Cuyuch	3/29/2021	4/25/2021
10	Alvaro Reginaldo	Cuz Pop	4/10/2023	7/16/2023
11	Francisco	De La Torre	8/2/2021	5/8/2022
12	Gustavo David	Delgado Ramirez	3/29/2021	12/3/2023
13	Alejandro	Diaz	12/4/2023	12/31/2023
14	Juan	Diaz	11/20/2023	1/14/2024
15	Juan Carlos	Diaz	12/4/2023	12/31/2023
16	Luis	Diaz	9/26/2022	11/20/2022
17	Alejandro	Diaz Gatica	11/20/2023	1/14/2024
18	Alejandro	Diaz Hernandez	12/4/2023	1/14/2024
19	Juan Carlos	Diaz Montejo	11/20/2023	1/14/2024
20	Marlon	Diaz Nufio	12/5/2022	1/14/2024
21	Juan	Diego Manriquez	4/26/2021	5/23/2021
22	Rosa Maria	Dolores	8/28/2023	10/8/2023
23	Luis	Doroteo	12/11/2023	1/21/2024
24	Heron	Duarte	11/20/2023	12/3/2023
25	Javier	Duenas	8/1/2022	8/14/2022
26	Yolva	Duran	11/7/2022	1/14/2024
27	Francisco	Enriquez	9/26/2022	10/9/2022
28	Inocente	Enriquez	1/17/2022	1/14/2024
	Narda	Espinoza	11/20/2023	12/17/2023
	Teresa	Espinoza	11/20/2023	1/14/2024
	Jorge	Esteva	4/3/2021	1/14/2024
	Celerino	Esteva Bautista	8/2/2021	1/14/2024
	Abel	Estrada Morales	11/6/2023	12/3/2023
	Jorge	Flores	1/2/2023	1/14/2024
	Edgar	Fredy	5/8/2023	12/3/2023
	Aledjandro	Garcia	4/24/2021	6/6/2021
	Francisco	Garcia	11/20/2023	12/3/2023

1	Jose Juan	Garcia	11/20/2023	12/17/2023
2	Marcos	Garcia	1/3/2022	1/14/2024
3	Oscar	Garcia	1/2/2023	1/14/2024
4	Rufino Lopez	Garcia	3/29/2021	12/19/2021
5	Samuel	Garcia	6/20/2022	1/14/2024
6	Juan Jose	Garcia Rodriguez	1/1/2024	1/14/2024
7	Marco	Garcia Ventura	8/2/2021	12/19/2021
8	Daniel	Gaspar Mendez	4/12/2021	12/19/2021
9	Juan	Gavino Bravo	11/20/2023	12/3/2023
10	Irene	Gomez	11/7/2022	1/14/2024
11	Misael	Gonzales	12/5/2022	12/18/2022
12	Eleazar	Gonzales Gomez	12/5/2022	1/14/2024
13	Alberto	Gonzalez	7/4/2022	1/14/2024
14	Alfonso	Gonzalez	11/7/2022	1/14/2024
15	Dario	Gonzalez	1/2/2023	1/14/2024
16	Erick	Gonzalez	1/2/2023	1/14/2024
17	Fernando	Gonzalez	1/2/2023	1/14/2024
18	Luis Fernando	Gonzalez	12/4/2023	1/14/2024
19	Manuel	Gregorio Samuel	8/16/2021	9/26/2021
20	Maria del Rocio	Gutierrez	10/24/2022	1/15/2023
21	Martha	Gutierrez	11/8/2021	7/2/2023
22	Aide	Hernandez	2/28/2022	7/31/2022
23	Eleuterio	Hernandez	12/11/2023	1/21/2024
24	Elvia	Hernandez	11/7/2022	1/14/2024
25	Genaro	Hernandez	11/20/2023	1/14/2024
26	Guadalupe	Hernandez	1/2/2023	12/17/2023
27	Ismael	Hernandez	11/6/2023	1/14/2024
28	Juan	Hernandez	1/2/2023	12/17/2023
	Maria Albertina	Hernandez	1/2/2023	1/15/2023
	Varela	Hernandez	11/6/2023	11/19/2023
	Vicente	Hernandez	11/20/2023	12/3/2023
	Yobani	Hernandez	12/11/2023	1/21/2024
	Juan	Herrera	6/5/2023	6/18/2023
	Martha	Herrera	11/20/2023	1/14/2024
	Alejandro	Ical	5/8/2021	11/20/2022
	Angel	Ical	12/4/2023	1/14/2024
	Fernando	Ical	9/26/2022	12/3/2023

1	German	Ical	12/10/2023	1/14/2024
2	Juan	Ical	12/4/2023	12/17/2023
3	Manuel	Ical	9/26/2022	1/14/2024
4	Roni	Ical	4/25/2022	1/14/2024
5	Evaristo	Ical Chub	1/1/2024	1/14/2024
6	Zacarias	Ical Xol	11/20/2023	1/14/2024
7	Hector	Ich Olivero	11/20/2023	1/14/2024
8	Lidia Leticia	Ixm Chiac	11/6/2023	1/14/2024
9	Hugo	Jesus Sanchez	12/19/2022	1/14/2024
10	Adan	Jimenez	1/1/2024	1/14/2024
11	Ana	Jimenez	11/20/2023	12/17/2023
12	Hilario	Juanico	8/29/2022	9/25/2022
13	Anita	Juarez	1/2/2023	1/15/2023
14	Eduardo	Juarez	2/28/2022	1/14/2024
15	Lourdes	Juarez	1/2/2023	1/14/2024
16	Yuritza	Leon	1/31/2022	9/24/2023
17	Fabian	Limon Castaneda	8/1/2022	8/14/2022
18	Indalecio	Loeza	12/4/2023	1/14/2024
19	Angel	Lopez	1/1/2024	1/14/2024
20	Aura	Lopez	1/1/2024	1/14/2024
21	Aylin	Lopez	11/7/2022	1/14/2024
22	Carlos	Lopez	1/17/2022	1/30/2022
23	Huriel	Lopez	12/11/2023	1/21/2024
24	Juan Manuel	Lopez	4/24/2023	1/14/2024
25	Misael	Lopez	11/6/2023	12/3/2023
26	Romero Cristino	Lopez	11/20/2023	1/14/2024
27	Senen	Lopez	2/28/2022	5/22/2022
28	Estelaina	Lopez Moreno	11/20/2023	1/14/2024
	Ciliezar	Lopez Palma	9/26/2022	8/13/2023
	Jose	Lopez Rosas	10/9/2022	1/14/2024
	Lorenzo	Lopez Rosas	9/26/2022	12/17/2023
	Marcelo	Lopez Rosas	10/9/2022	1/14/2024
	Abel	Loza	11/20/2023	1/14/2024
	Francisco Juan	Loza	11/20/2023	1/14/2024
	Jose	Loza	11/20/2023	1/14/2024
	Indalecio	Lueza	11/20/2023	12/31/2023
	Laura	Luna	1/2/2023	1/15/2023

1	Ricardo	Luna	5/23/2022	10/23/2022
2	Gerardo	Maas	5/23/2022	7/3/2022
3	Julio	Macario	11/20/2023	12/3/2023
4	Hugo	Macias	3/29/2021	11/5/2023
5	Jessica	Macin	12/4/2023	1/14/2024
6	Eliseo	Macz	12/5/2022	12/18/2022
7	Fernando	Macz	6/6/2022	9/24/2023
8	Guillermo	Macz	9/25/2023	12/3/2023
9	Ramiro	Macz	4/11/2022	8/13/2023
10	Victor	Macz Choc	10/10/2022	8/13/2023
11	Raul	Magallon	7/19/2021	1/14/2024
12	Salvador	Magallon	2/28/2022	5/7/2023
13	Sergio	Magallon	7/19/2021	1/14/2024
14	Jose	Manuel Chavez	8/28/2023	1/14/2024
15	Saturnino	Manzano Espinoza	3/29/2021	1/14/2024
16	Amilcar	Maquin	7/17/2023	10/8/2023
17	Cesar	Mariano Pax	3/29/2021	6/20/2021
18	Chely Guadalupe	Marquez	11/20/2023	1/14/2024
19	Alba Luz	Martinez	11/20/2023	1/14/2024
20	Carlos	Martinez	7/3/2023	10/8/2023
21	Diego	Martinez	12/5/2022	1/15/2023
22	Ester	Martinez	12/11/2023	1/21/2024
23	Ezequiel	Martinez	12/5/2022	1/14/2024
24	Francisco	Martinez	12/5/2022	11/5/2023
25	Jorge	Martinez	4/24/2023	11/5/2023
26	Juan	Martinez	3/29/2021	6/20/2021
27	Juan Carlos	Martinez	12/4/2023	1/14/2024
28	Luis	Martinez	12/11/2023	1/21/2024
	Luis David	Martinez	9/26/2022	1/14/2024
	Oliverio	Martinez	12/5/2022	1/14/2024
	Patricia	Martinez	10/10/2022	1/14/2024
	Rene	Martinez	1/2/2023	1/14/2024
	Salvador	Martinez	12/6/2021	1/14/2024
	Teresa	Martinez	7/4/2022	1/1/2023
	Victor	Martinez	12/5/2022	1/14/2024
	Luis David	Martinez Ruiz	12/5/2022	1/14/2024
	Janet	Martinez Saldivar	5/23/2022	6/4/2023

1	Ezequiel	Martinez Santiago	10/11/2021	12/19/2021
2	Magda	Mascote	5/10/2021	5/23/2021
3	Gerardo	Mass	7/4/2022	6/18/2023
4	Manuel	Mass XIC	8/16/2021	9/12/2021
5	Leobardo	Matamoros	1/2/2023	1/14/2024
6	Pascual	Matamoros	1/2/2023	12/31/2023
7	Donaldo	Mateos	11/20/2023	1/14/2024
8	Juan	Mejia	6/5/2023	6/18/2023
9	Kevin	Mejia	1/2/2023	7/30/2023
10	Adrian	Melchor	12/4/2023	12/17/2023
11	Gaspar Daniel	Mendez	1/17/2022	1/14/2024
12	Mario	Mendez	11/20/2023	1/14/2024
13	Pedro	Mendez	11/20/2023	12/17/2023
14	Walter	Mendez	4/10/2023	1/14/2024
15	Felicito	Mendez B.	3/29/2021	6/20/2021
16	Oscar	Mendez Palomar	10/23/2021	12/31/2023
17	Edgar	Miranda	3/29/2021	5/23/2021
18	Carlos	Modesto Reina	4/23/2021	1/14/2024
19	Leonardo	Montanez	10/10/2022	1/14/2024
20	Alberto	Montejo	11/20/2023	1/14/2024
21	Gerson	Montoya Ulloa	11/20/2023	1/14/2024
22	Eddy	Morales	6/6/2022	12/3/2023
23	Jonathan	Morales	11/20/2023	1/14/2024
24	Juan	Morales	11/6/2023	1/14/2024
25	Maria	Morales	11/6/2023	1/14/2024
26	Miguel Angel	Morales	3/29/2021	1/14/2024
27	Moises	Morales	1/2/2023	1/14/2024
28	Orlando	Morales	11/6/2023	1/14/2024
	Pedro	Morales	11/20/2023	12/3/2023
	Tomas	Morales	11/20/2023	1/14/2024
	Hugo	Moreno	3/29/2021	1/15/2023
	Ramses	Motta	3/29/2021	12/31/2023
	Jose Isabel	Munoz Coyac	11/20/2023	12/17/2023
	Francisco	Murillo	1/2/2023	1/14/2024
	Hugo	Murillo	4/10/2023	1/14/2024
	Otoniel	Murillo	4/10/2023	1/14/2024
	Omar	Murillo Hernandez	4/10/2023	1/14/2024

1	Roberto	Naranjo	11/20/2023	1/14/2024
2	Alfredo	Oceguera Leiva	11/20/2023	12/3/2023
3	Carina	Ochoa	6/20/2022	5/21/2023
4	Christopher	Ochoa	11/7/2022	1/1/2023
5	Elizabeth Yavikza	Ochoa	11/20/2023	12/17/2023
6	Emely	Ojeda	6/20/2022	12/31/2023
7	Claudia	Orozco	1/2/2023	12/17/2023
8	Dariaan	Ortiz	12/11/2023	1/21/2024
9	Ernesto	Ortiz	11/20/2023	12/31/2023
10	Jorge	Ortiz	11/7/2022	1/14/2024
11	Felix	Ortiz Lopez	11/7/2022	11/20/2022
12	Alfredo	Oseguera	12/4/2023	12/31/2023
13	Salvador	Pablo	3/29/2021	11/5/2021
14	David	Pablo Concepcion	3/29/2021	12/19/2021
15	German	Pacheco Castro	10/11/2021	12/19/2021
16	Kevin Alexis	Padua Suastegui	11/20/2023	12/3/2023
17	Marcos	Palomar	11/20/2023	1/14/2024
18	Gabriel	Palomar Medina	11/20/2023	1/14/2024
19	Jose Luis	Paredes	4/12/2021	4/25/2021
20	Roberto	Paredes	8/1/2022	12/3/2023
21	Rolando	Paredes	12/4/2023	1/14/2024
22	Sara	Pascual	12/4/2023	12/31/2023
23	Dominga	Perechu Ixcol	2/28/2022	1/14/2024
24	Braulio	Perez	6/20/2022	12/17/2023
25	Francisco	Perez	4/11/2022	5/22/2022
26	Geronimo	Perez	3/29/2021	10/10/2021
27	Isaac	Perez	11/7/2022	1/14/2024
28	Jose	Perez	1/2/2023	1/14/2024
	Juan Badillo	Perez	11/20/2023	12/31/2023
	Juana	Perez	1/3/2022	1/14/2024
	Laura	Perez	3/29/2021	12/31/2023
	Sebastian	Perez	7/19/2021	12/19/2021
	Leonel	Perez Bazan	5/23/2022	1/14/2024
	Luis	Perez Bazan	5/23/2022	1/14/2024
	Antonio	Perez Gomez	7/4/2022	1/14/2024
	Griselda	Pineda Ochao	11/20/2023	12/3/2023
	Nelson	Pinto	3/29/2021	12/17/2023

1	Manuel	Pom	1/1/2024	1/14/2024
2	Julia	Pop	12/18/2023	1/14/2024
3	Milton	Pop	11/6/2023	1/14/2024
4	Rosa	Pop	1/2/2023	1/14/2024
5	Vicente	Pop	1/2/2023	12/17/2023
6	Jacinto	Pop Ical	12/4/2023	1/14/2024
7	Heron	Puebla	11/20/2023	1/14/2024
8	Jose	Pullido	9/26/2022	10/9/2022
9	Edgar	Putul	11/7/2022	12/17/2023
10	Francisco	Ramirez	3/29/2021	12/19/2021
11	Osbaldo	Ramirez	11/20/2023	1/14/2024
12	Pablo	Ramirez	4/11/2022	1/14/2024
13	Marlon	Ramirez Tut A	12/5/2022	1/14/2024
14	Cruz	Ramos	11/6/2023	11/19/2023
15	Juan	Ramos	11/7/2022	1/14/2024
16	Justo	Ramos	11/20/2023	1/14/2024
17	Abelardo	Rax	1/17/2022	12/17/2023
18	Abelino	Rax	12/11/2023	1/21/2024
19	Abraham	Rax	5/23/2022	1/14/2024
20	Alvaro	Rax	8/2/2021	1/14/2024
21	Javier	Rax	12/10/2023	12/23/2023
22	Lidia	Rax	12/18/2023	1/14/2024
23	Rudy	Rax	7/3/2023	12/17/2023
24	Walter	Rax	8/2/2021	10/8/2023
25	Juan	Rax Bol	1/16/2023	9/24/2023
26	Andres	Raya	1/2/2023	12/17/2023
27	Anai	Rea Bemol	7/1/2023	7/14/2023
28	Alejandra	Reyes	11/20/2023	12/3/2023
	Pedro	Reyes	4/10/2023	4/23/2023
	Arnulfo	Reyes Rosales	8/16/2021	11/19/2023
	Daniel	Rios	3/29/2021	1/14/2024
	Pablo	Rivera	12/11/2023	1/21/2024
	Arturo	Rivera Flores	4/12/2021	11/19/2023
	Emmanuel	Rojo	3/29/2021	12/31/2023
	Mario	Rolando Chen	11/6/2023	12/31/2023
	Abelardo	Romero	10/9/2022	3/12/2023
	Guadalupe	Ron Cruz	11/20/2023	12/17/2023

1	Ruben	Rueda	6/20/2022	1/14/2024
2	Mariana	Ruiz	8/12/2023	8/25/2023
3	Rony	Ruiz	10/23/2021	1/14/2024
4	Rudy	Ruiz	9/27/2021	10/24/2021
5	Agustin	Sanchez	3/29/2021	4/11/2021
6	Andrea	Sanchez	6/20/2022	7/31/2022
7	Fabiola	Sanchez	2/28/2022	10/9/2022
8	Jesus	Sanchez	12/5/2022	12/31/2023
9	Jocelyn	Sanchez	6/6/2022	7/31/2022
10	Nereida	Sanchez	1/31/2022	1/14/2024
11	Porfirio	Sanchez	11/20/2023	1/14/2024
12	Ramiro	Sanchez	11/20/2023	1/14/2024
13	Andres	Sanchez Castillo	6/21/2021	4/9/2023
14	Frankli	Sanchez Martinez	12/5/2022	1/14/2024
15	Karla Evelin	Sandoval	11/20/2023	12/31/2023
16	Carlos	Santa Maria	11/20/2023	1/14/2024
17	Julissa	Santos	11/20/2023	12/3/2023
18	Diego	Santos Cruz	12/6/2021	12/19/2021
19	Vicente	Saquil	12/5/2022	12/18/2022
20	Cesar	Sarabia	3/29/2021	8/1/2021
21	Anali	Saucedo	11/20/2023	1/14/2024
22	Gabriel	Sebastian	6/20/2022	10/8/2023
23	Gerardo	Sergio	12/10/2023	1/14/2024
24	Eddy Jose	Socop Perechu	11/6/2023	12/3/2023
25	Edwin Manuel	Socop Perechu	11/6/2023	12/3/2023
26	Noe	Sosa	11/6/2023	11/19/2023
27	Cynthia	Soto	7/17/2023	7/30/2023
28	Hipolito	Soto	11/20/2023	1/14/2024
	Jaime	Sozimo	11/7/2022	1/14/2024
	Brandon	Stephan Camba	3/29/2021	11/21/2021
	Ruben	Tapia	1/2/2023	1/14/2024
	Jesus	Tavera	11/6/2023	11/19/2023
	Elvira	Tec	8/29/2022	12/4/2022
	Gaudencio	Tec	1/1/2024	1/14/2024
	Leuterio	Tejada	11/8/2021	10/8/2023
	David	Teletor	1/2/2023	12/3/2023
	Roberto	Tenorios Toros	11/20/2023	12/17/2023

1	Yesenia	Tinoco Torres	11/6/2023	12/3/2023
2	Leobardo	Toledo Ojeda	11/6/2023	12/17/2023
3	Rey	Toledo Ojeda	12/18/2023	1/14/2024
4	Elias	Torres	8/12/2023	8/25/2023
5	Fernanda	Torres	12/18/2023	1/14/2024
6	Pedro	Tzib	11/7/2022	1/14/2024
7	Leovardo	Tzir	3/28/2022	4/24/2022
8	Marcos	Uriel Sanchez Martinez	7/31/2023	1/14/2024
9	Jorge	Valenzuela	11/7/2022	11/20/2022
10	Armando	Varela Meza	10/23/2023	12/3/2023
11	Raquel	Varela Meza	7/19/2021	11/19/2023
12	Javier	Vargas	11/6/2023	1/14/2024
13	Julia	Vasquez	11/20/2023	12/3/2023
14	Yolanda	Vasquez Bernal	11/20/2023	12/17/2023
15	Araceli	Vazquez	4/10/2023	4/23/2023
16	Teresa	Vazquez F	10/23/2021	12/19/2021
17	Leonel	Velasco Cardoza	10/23/2021	12/19/2021
18	Alejandro	Velasquez	5/23/2022	6/5/2022
19	Christopher	Velasquez	11/7/2022	1/14/2024
20	Florinda	Velasquez Castro	2/28/2022	1/14/2024
21	Armando	Velazquez Castadena	11/20/2023	12/17/2023
22	Arturo	Venegas Tovar	11/20/2023	1/14/2024
23	Gerardo	Venegas Tovar	12/4/2023	12/17/2023
24	Ana	Ventura	12/11/2023	1/21/2024
25	Carlos Juan	Ventura Mateo	7/17/2023	7/30/2023
26	Eulises	Villavicencio	12/4/2023	1/14/2024
27	Salvador	Xal	9/26/2022	1/14/2024
28	Fredy	Xi	1/17/2022	1/30/2022
	Mayra Marilena	Xiloj Lastor	6/6/2022	7/30/2023
	Alexander	Xol	12/10/2023	1/14/2024
	Henry	Xol	11/6/2023	1/14/2024
	Ramiro	Xol	1/1/2024	1/14/2024
	Ricardo	Xol	12/10/2023	1/14/2024
	Reginaldo	Xol Chub	11/7/2022	12/18/2022
	Carlos	Xol Tiul	12/10/2023	12/23/2023

1	Manuel Jose	Zamudio	12/5/2022	1/1/2023
2	Edgar	Zapeta	10/23/2023	11/19/2023

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EXHIBIT 2

AVISO A EMPLEADOS DE SUS DERECHOS

El Departamento de Trabajo hace cumplir La Ley Federal de Normas Justos De Trabajo.
SU ESTATUS MIGRATORIO NO IMPORTA Y NO AFECTA SUS DERECHOS
LABORALES.

- Según esta ley federal, su empleador debe pagarle:
 - El pago de sobretiempo, que se calcula tomando la tasa de su tarifa regular más la mitad de su tarifa regular por las horas trabajadas en exceso de 40 en una semana laboral. Para calcular la “tarifa regular” para los empleados a los que se les pagan por pieza y por hora y les dan un bono de producción, generalmente, el cálculo es tomando la compensación bruta total ganada en la semana y dividida por el total de las horas trabajadas durante esa semana. No se puede renunciar a su derecho a sobretiempo a su “tarifa regular” real firmando un contrato para trabajar por un salario mínimo o una cantidad fija.
 - Su empleador debe documentar y reportar correctamente cada hora que trabaja y todos los pagos que recibe.
- Su empleador y supervisores no pueden amenazarlo ni tomar medidas en su contra por hablar con un representante del departamento de trabajo, participar en un caso legal del departamento de trabajo, o ejercer sus derechos ante la La Ley de Normas Justos De Trabajo
- **Es ilegal que cualquier persona le haga daño porque ejerció sus derechos bajo la La Ley de Normas Justos De Trabajo.**
- **Es ilegal que su empleador tome medidas como las siguientes porque ejerció sus derechos bajo la La Ley de Normas Justos De Trabajo:**
 - Preguntarle si y que le dijo al Departamento de Trabajo;
 - Llamarle nombres despectivos;
 - Tratarlo de manera diferente que antes, incluso decirle que debe tener más cuidado de no ser despedido como un empleado en período de prueba;
 - Despedirlo a usted o a cualquier amigo o familiar que trabaje con usted;
 - Negarse a pagarle por todas las horas que trabaja;
 - Negarse a emplear a un familiar suyo;
 - Hacer cualquier otra amenaza o tomar cualquier acción dañina contra usted;
- También es ilegal que alguien le obligue a decir o firmar un documento con información falsa sobre las horas que trabaja, el pago que recibe o cualquier otra cosa relacionada con sus derechos a la FLSA. Cualquier documento que haya firmado con la promesa de proporcionar información falsa a un juez o a cualquier otra persona no tiene valor legal y no puede usarse en su contra.
- Estas leyes se aplican a usted sin importancia de su estatus migratorio.

Si desea hablar con el DOL, puede comunicarse con (213) 894-6375

NOTICE TO EMPLOYEES OF YOUR RIGHTS

The Department of Labor (DOL) enforces the federal Fair Labor Standards Act (FLSA).
**YOUR IMMIGRATION STATUS DOES NOT MATTER AND DOES NOT IMPACT
YOUR WORKPLACE RIGHTS**

- Under this law, your employer must pay you:
 - The overtime premium, at a rate of time and one half your “regular rate” for the hours you work over 40 in a workweek. To calculate the “regular rate” for piece rate employees and hourly employees paid a production bonus, generally, take the total compensation for the week and divide it by the total hours you worked that week. Your right to overtime at your actual “regular rate” cannot be waived by signing a contract to work for minimum wage or a fixed amount.
 - Your employer must correctly document and report each hour you work and all pay you receive.
- Your employer and supervisors cannot threaten you or take action against you for speaking to a DOL representative, participating in a DOL legal case, or exercising your FLSA rights.
- **It is illegal for anyone to harm you because you exercised your rights under the FLSA.**
- **It is illegal for your employer to take actions like the following because you exercised your FLSA rights:**
 - Ask you if and what you said to the DOL;
 - Call you derogatory names;
 - Treat you differently than before, including tell you that now you must be more careful to not be fired like an employee on their probationary period,
 - Fire you or any friends or relatives that work with you;
 - Refuse to pay you for all hours you work;
 - Refuse to hire a relative of yours;
 - Make any other threat or take any harmful action against you.
- It is also illegal for anybody to make you sign a document with false information about the hours you work, pay you receive, or anything else related to your FLSA rights. Any document you have signed promising to tell false information to a judge or anyone else has no legal value and cannot be used against you.
- These laws apply to you regardless of your immigration status.

If you want to talk to DOL, you can call it at (213) 894-6375

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Exhibit 3

RECORDING REQUESTED BY:
 United States Department of Labor
 Office of the Solicitor
 Attn: Sonya Shao, Trial Attorney
 312 N. Spring Street, Room 720
 Los Angeles, CA 90012-4701

WHEN RECORDED MAIL TO:
 United States Department of Labor
 Office of the Solicitor
 Attn: Sonya Shao, Trial Attorney
 312 N. Spring Street, Room 720
 Los Angeles, CA 90012-4701

United States Department of Labor v. L&Y Food, Inc., et al.
 Civil Case No. 2:24-cv-02606-SPG-PD

DEED OF TRUST

This Deed of Trust, made this ____ day of April, 2024, between Fu Qian Chen Lu, herein called TRUSTOR, whose address is _____, and FIRST AMERICAN TITLE COMPANY, a California Corporation, herein called TRUSTEE, and UNITED STATES DEPARTMENT OF LABOR, herein called BENEFICIARY.

Witnesseth: That TRUSTOR IRREVOCABLY GRANTS, TRANSFERS, AND ASSIGNS TO TRUSTEE IN TRUST, WITH POWER OF SALE, that property in Los Angeles County, California, described as:

ATTACHED HERETO AS EXHIBIT A, excluding paragraph (10) of the provisions incorporated herein by reference to collect and apply such rents, issues and profits,

For the Purpose of Securing payment in the sum of \$2,554,394.50 per Consent Judgment filed in *Su v. L&Y Food, Inc., et al.*, Case No. 2:24-cv-02606-SPG-PD (C.D. Cal.), with interest thereon according to the terms of said Consent Judgment herewith made by Trustor payable to order of the Beneficiary, and extensions or renewals thereof.

To Protect the Security of This Deed of Trust, Trustor Agrees: By the execution and delivery of this Deed of Trust hereby, that provisions (1) to (14), inclusive, excluding (10), of the fictitious deed of trust recorded in Los Angeles County, in the book and at the page of Official Records in the office of the county recorder of the county where said property is located, noted below opposite the name of such county, namely:

COUNTY	BOOK	PAGE	COUNTY	BOOK	PAGE	COUNTY	BOOK	PAGE	COUNTY	BOOK	PAGE	COUNTY	BOOK	PAGE
Alameda	435	684	Imperial	1091	501	Modoc	184	851	San Diego			Solano	1105	182
Alpine	1	250	Inyo	147	598	Mono	32	429	Series 2	1961	183887	Sonoma	1851	689
Amador	104	348	Kern	3427	60	Monterey	2194	538	San Francisco	A332	905	Stanislaus	1715	456
Butte	1145	1	Kings	792	833	Napa	639	86	San Joaquin	2470	311	Sutter	572	297
Calaveras	145	152	Lake	362	39	Nevada	305	320	San Luis Obispo	1151	12	Tehama	401	289
Colusa	296	617	Lassen	171	471	Orange	5889	611	San Mateo	4078	420	Trinity	93	366
Contra Costa	3978	47	Los Angeles	T2055	899	Placer	895	301	Santa Barbara	1878	860	Tulare	2294	275
Del Norte	78	414	Madera	810	170	Plumas	151	5	Santa Clara	5336	341	Tuolumne	135	47
El Dorado	568	456	Marin	1508	339	Riverside	3005	523	Santa Cruz	1431	494	Ventura	2062	386
Fresno	4626	572	Mariposa	77	292	Sacramento	4331	62	Shasta	684	528	Yolo	653	245
Glenn	422	184	Mendocino	579	530	San Benito	271	383	Sierra	29	335	Yuba	334	486
Humboldt	657	527	Merced	1547	538	San Bernardino	5567	61	Siskiyou	468	181			

(which provisions identical in all counties, are printed on Exhibit A attached to this form) hereby are adopted and incorporated herein and made a part hereof as fully as though set forth herein at length; that said Trustor will observe and perform said provisions; and that the references to property, obligations, and parties in said provisions shall be construed to refer to the property, obligations, and parties set forth in this Deed of Trust.

The Trustor requests that a copy of any Notice of Default and of any Notice of Sale hereunder be mailed to him at his address herein before set forth.

 FU QIAN CHEN LU, TRUSTOR

 Date

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California)
County of _____)

On _____ before me, _____

NAME

TITLE

personally appeared _____

who proved to me on the basis of satisfactory evidence to be the person(s) whose names(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signatures(s) on the instrument the person(s) or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal

Signature _____

DO NOT RECORD THIS PAGE**To Protect the Security of This Deed of Trust, Trustor Agrees:**

(1) To keep said property in good condition and repair; not to remove or demolish any building thereon; to complete or restore promptly and in good and workmanlike manner any building which may be constructed, damaged or destroyed thereon; and to pay when due all claims for labor performed and materials furnished therefor; to comply with all laws affecting said property or requiring any alterations or improvements to be made thereon; not to commit or permit waste thereof; not to commit, suffer or permit any act upon said property in violation of law; to cultivate, irrigate, fertilize, fumigate, prune and do all other acts which from the character or use of said property may be reasonably necessary, the specific enumerations herein not excluding the general.

(2) To provide, maintain and deliver to Beneficiary fire, vandalism and malicious mischief insurance satisfactory to and with loss payable to Beneficiary. The amount collected under any fire or other insurance policy may be applied by Beneficiary upon any indebtedness secured hereby and in such order as Beneficiary may determine, or at option of Beneficiary the entire amount so collected or any part thereof may be released to Trustor.

Such application or release shall not cure or waive any default or notice of default hereunder or invalidate any act done pursuant to such notice. The provisions hereof are subject to the mutual agreements of the parties as below set forth.

(3) To appear in and defend any action or proceeding purporting to affect the security hereof or the rights or powers of Beneficiary or Trustee; and to pay all costs and expenses, including cost of evidence of title and attorney's fees in a reasonable sum, in any such action or proceeding in which Beneficiary or Trustee may appear, and in any suit brought by Beneficiary to foreclose this Deed of Trust.

(4) To pay, at least ten days before delinquency all taxes and assessments affecting said property, including assessments on appurtenant water stock; subject to the mutual agreements of the parties as below set forth, to pay when due, all encumbrances, charges and liens, with interest, on said property or any part thereof, which appear to be prior or superior hereto; all costs, fees and expenses of this Trust.

Should Trustor fail to make any payment or to do any act as herein provided, the Beneficiary or Trustee, but without obligation so to do and without notice to or demand upon Trustor and without releasing Trustor from any obligation hereof, may; make or do the same in such manner and to such extent as either may deem necessary to protect the security hereof, Beneficiary or Trustee being authorized to enter upon said property for such purposes; appear in and defend any action or proceeding purporting to affect the security hereof or the rights or powers of Beneficiary or Trustee; pay, purchase, contest or compromise any encumbrance, charge or lien which in the judgment of either appears to be prior or superior hereto, and, in exercising any such powers, pay necessary expenses, employ counsel and pay his reasonable fees.

(5) To pay immediately and without demand all sums so expended by Beneficiary or Trustee, with interest from date of expenditure at the amount allowed by law in effect at the date hereof, and to pay for any statement provided for by law in effect at the date hereof regarding the obligation secured hereby any amount demanded by the Beneficiary not to exceed the maximum allowed by law at the time when said statement is demanded.

(6) That any award of damages in connection with any condemnation for public use or injury to said property or any part thereof is hereby assigned and shall be paid to Beneficiary who may apply or release such moneys received by him in the same manner and with the same effect as above provided for disposition of proceeds of fire or other insurance. The provisions hereof are subject to the mutual agreements of the parties as below set forth.

(7) That by accepting payment of any sum secured hereby after its due date, Beneficiary does not waive his right either to require prompt payment when due of all other sums so secured or to declare default for failure to pay.

(8) That at any time from time to time, without liability therefor and without notice, upon written request of Beneficiary and presentation of this Deed and said note for endorsement, and without affecting the personal liability of any person for payment of the indebtedness secured hereby, Trustee may; reconvey any part of said property; consent to the making of any map or plat thereof; join in granting any easement thereon; or join in any extension agreement or any agreement subordinating the lien or charge hereof.

(9) That upon written request of the Beneficiary stating that all sums secured hereby have been paid, and upon surrender of this Deed and said note to Trustee for cancellation and retention and upon payment of its fees, Trustee shall reconvey, without warranty, the property then held hereunder. The recitals in such reconveyance of any matters or facts shall be conclusive proof of the truthfulness thereof. The guarantee in such reconveyance may be described as 'the person or persons legally entitled thereto.' Five years after issuance of such full reconveyance, Trustee may destroy said note and this Deed unless directed in such request to retain them.

(10) That as additional security, Trustor hereby gives to and confers upon Beneficiary the right, power and authority, during the continuance of these Trusts, to collect the rents, issues and profits of said property, reserving unto Trustor the right, prior to any default by Trustor in payment of any indebtedness secured hereby or in performance of any agreement hereunder, to collect and retain such rents, issues and profits as they become due and payable. Upon any such default, Beneficiary may at any time without notice, either in person, by agent, or by a receiver to be appointed by a court, and without regard to the adequacy of any security for the indebtedness hereby secured, enter upon and take possession of said property or any part thereof, in his own name sue for or otherwise collect such rents, issues and profits, including those past due and unpaid, and apply the same, less costs and expenses of operation and collection, including reasonable attorney's fees, upon any indebtedness secured hereby, and in such order as Beneficiary may determine. The entering upon and taking possession of said property, the collection of such rents, issues and profits and the application thereof as aforesaid, shall not cure or waive any default or notice of default hereunder or invalidate any act done pursuant to such notice.

(11) That upon default by Trustor in payment of any indebtedness secured hereby or in performance of any agreement hereunder, Beneficiary may declare all sums secured hereby immediately due and payable by delivery to Trustee of written declaration of default and demand for sale and of written notice of default and of election to cause to be sold said property, which notice Trustee shall cause to be filed for record. Beneficiary also shall deposit with Trustee this Deed, said note and all documents evidencing expenditures secured hereby.

After the lapse of such time as may then be required by law following the recording of said notice of default, and notice of sale having been given as then required by law, Trustee, without demand on Trustor, shall sell said property at the time and place fixed by it in said notice of sale, either as a whole or in separate parcels, and in such order as it may be determined, at public auction to the highest bidder for cash in lawful money of the United States, payable at time of sale. Trustee may postpone sale of all or any portion of said property by public announcement at such time and place of sale, and from time to time thereafter may postpone such sale by public announcement at the time fixed by the preceding postponement. Trustee shall deliver to such purchaser its deed conveying the property so sold, but without any covenant or warranty, express or implied. The recitals in such deed or any matters or facts shall be conclusive proof of the truthfulness thereof. Any person, including Trustor, Trustee, or Beneficiary as hereinafter defined, may purchase at such sale.

After deducting all costs, fees and expenses of Trustee and of this Trust, including cost of evidence of Title in connection with sale, Trustee shall apply the proceeds of sale to payment of; all sums expended under the terms hereof, not then repaid, with accrued interest at the amount allowed by law in effect at the date hereof; all other sums then secured hereby, and the remainder, if any, to the person or persons legally entitled thereto.

(12) Beneficiary, or any successor in ownership of any indebtedness secured hereby, may from time to time, by instrument in writing, substitute a successor or successors to any Trustee named herein or acting hereunder, which instrument, executed by the Beneficiary and duly acknowledged and recorded in the office of the recorder of the county or counties where said property is situated, shall be conclusive proof of proper substitution of such successor Trustee or Trustees, who shall, without conveyance from the Trustee predecessor, succeed to all its title, estate, powers and duties. Said instrument must contain the name of the original Trustor, Trustee and Beneficiary hereunder, the book and page where this Deed is recorded and the name and address of the new Trustee.

(13) That this Deed applies to, insures to the benefit of, and binds all parties hereto, their heirs, legatees, devisees, administrators, executors, successors and assigns. The term Beneficiary shall mean the owner and holder, including pledges, of the note secured hereby, whether or not named as Beneficiary herein. In this Deed, whenever the context so requires, the masculine gender includes the feminine and/or neuter, and the singular includes the plural.

(14) That Trustee accepts this Trust when this Deed, duly executed and acknowledged, is made a public record as provided by law. Trustee is not obligated to notify any party hereto of pending sale under any other Deed of Trust or of any action or proceeding in which Trustor, Beneficiary or Trustee shall be a party unless brought by Trustee.

Fu Qian Chen Lu
Trustor's Signature for this Deed of Trust

Date