

To: Toto Hall and/or Simmons

From: Michael Crabtree

Date: 06-28-2025

Subject: Formal Notice of Outstanding Wages and Workplace Violations

Dear Toto Hall and/or Simmons,

I, Michael Crabtree, am formally notifying you of multiple unresolved wage issues and workplace violations that occurred during my employment with *Grills Gone Tootly Wild*. You have consistently failed to compensate me for work I performed and have made unlawful deductions from my pay, in violation of Utah employment law. Below is a detailed breakdown of the claims:

1. Unpaid Wages and Tips (April 17 – June 6, 2025)

You failed to pay me my portion of all electronic and cash tips earned between April 17 and June 6, 2025. These tips were never remitted to me, despite my full participation in work duties during this period.

2. Unpaid Work-Related Labor (Excluding Four Specific Dates)

Aside from four specific instances where I did not accompany you into town (outlined below), I was primarily engaged in work-related tasks that you failed to compensate me for performing:

- **Such tasks included but were not limited to:**
 - Draining, loading, unloading, and disposing of grey water and trash.
 - Loading empty gas cans, propane tanks, and equipment.
 - Unloading empty gas cans, and empty propane tanks to refill them.
 - Reloading the refilled gas cans and propane tanks.
 - Unloading, hooking up, and/or manually transporting the refilled gas can and propane tanks to where they belong.
 - Picking up and/or dropping off packages
 - Delivering/picking up broken/fixed equipment.
 - Shopping for food truck supplies.
 - Loading and/or unloading said food truck supplies.

- This includes the time I spent traveling to and from Sand Mountain with you to perform such work-related duties.
- **The four non-working dates are:**
 1. The day you and Mark went to Nephi for permits/licensing.
 2. The first day you picked up Alex, and I chose to stay.
 3. The second day you picked up Alex, and I chose to stay.
 4. The day you went to purchase a fryer, which I later assembled upon your return.

A vast majority of the time I spent away from Sand Mountain with you was solely spent on performing the abovementioned work-related tasks, which you are legally required to compensate me in full, which includes all applicable worked overtime.

3. Partial and Inadequate Payments

You paid me the following amounts:

- \$200 (April)
- \$100 (May)
- \$100 (early June)
- \$1,400 (June 10)

Totaling: **\$1,800**, which does not reflect the total amount of hours I worked, my overtime, tips, or unlawful wage deductions.

4. Unlawful Deductions

You deducted \$10 from my wages after you freely asked me if I wanted a black plastic zip-up bag for my laundry. This deduction was neither authorized nor disclosed in advance, making it unlawful.

5. Unauthorized Deduction for Break Time

You deducted two hours from my pay while I was off the clock but still performing work duties (monitoring for customers). This time was not voluntary and legally qualifies as compensable work. You owe me **\$28** for this unlawful deduction.

6. Tampering with Timecards

You locked up timecards and prevented me from logging my hours accurately. You also altered or failed to record certain hours, resulting in unpaid labor.

7. Late Payment Penalties

Due to your failure to pay me in a timely manner, I incurred late fees. You are responsible for reimbursing those costs.

8. Work on June 6, 2025

On this date, I worked from 7:00 a.m. to 6:00 p.m., performing tasks such as oil changes, loading, and final packing. I worked 11 hours and am owed **\$154**.

9. Work on June 7–8, 2025 (Vehicle Repair)

I repaired your vehicle over the course of two days:

- June 7: 7:00 a.m. to 7:30 p.m. (12.5 hours)
- June 8: 8:00 a.m. to 5:30 p.m. (8.5 hours)

Total: 21 hours

Amount due: **\$294**

Additional Concerns:

Unsafe Working Conditions

You knowingly allowed unqualified employees (Alex and Mark) to handle food without valid food handler cards in violation of Utah state law. I witnessed the results of Alex serving raw undercooked chicken strips to a minor. Alex's continued employment beyond the legal 14-day grace period constitutes multiple public health violations.

You are also aware of the fact that Mark served raw undercooked chicken strips. Mark's continued employment beyond the 14-day grace period constitutes multiple public health violations.

Yet you still chose to allow both Alex and Mark to continue handling food long after they served bad food.

Verifiable Evidence

I have an audio recording of one of our conversations where you acknowledged Alex lacked a food handler's card and still intended to use him due to staffing needs. I also possess screen recordings of your notes, contact information for Alex and Mark, and plan to present this documentation as evidence.

Illegal Business Practices

You are underreporting your cash income from food sales and tips to both the IRS and the BLM. Furthermore, you paid employees under the table, exposing me to potential legal risks by association. Plus, I took and prepared orders for customers. The cash you earned from my work including tips makes me an accomplice to your underreporting of your cash earnings to government entities.

Unlawful Deduction for Phone Incident

You are attempting to deduct \$25 from my pay for mistakenly taking your phone. I learned of this through notes to which I have access and have preserved via screen recording. The only way you would have known that is if you read the text that I sent you. You also have not responded to that text.

Final Demand:

Given the extent of your violations and the impact on my livelihood and family, I am demanding full restitution. As compensation, I am offering you two options:

1. **Provide a reliable, mechanically sound family-sized vehicle** (with no open recalls) equivalent in value to the wages and damages you owe me.
2. **Prepare to face legal action** in a court of competent jurisdiction.

Please note: I initially accepted this job with the intent of purchasing a vehicle, which I cannot acquire due to your failure to pay me. Your actions have directly harmed not only me but my wife and two children as well.

I have suffered late payment fees, I lost my phone service, the same phone service you had me purchase so that way we could contact each other. I have lost out on job offers, and much more.

It is because of these things and your ongoing failure to pay me my wages that this matter has moved beyond a wage dispute. You have created both financial harm and legal consequences that now compel me to seek legal remedy if you fail to choose No.1.

Sincerely,

Michael Crabtree