

JCL LAW FIRM, APC

Jean-Claude Lapuyade (State Bar #248676)
Sydney Castillo-Johnson (State Bar #343881)
Perssia Razma (State Bar #351398) 5440
Morehouse Drive, Suite 3600
San Diego, CA 92121
Telephone: (619) 599-8292
Facsimile: (619) 599-8291
jlapyade@jcl-lawfirm.com
scastillo@jcl-lawfirm.com
prazma@jcl-lawfirm.com

ZAKAY LAW GROUP, APLC

Shani O. Zakay (State Bar #277924)
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Telephone: (619) 255-9047
Facsimile: (858) 404-9203
shani@zakaylaw.com

Attorneys for Plaintiff MANUEL VILLA

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF FRESNO

MANUEL VILLA, an individual(s), on behalf
of himself and on behalf of all persons similarly
situated,

Plaintiff,

v.

TRILLIUM PUMPS USA, INC., a Delaware
Corporation; and DOES 1-50, Inclusive,

Defendants.

Case No.: 22CECG01104

**DECLARATION OF JEAN-CLAUDE
LAPUYADE, ESQ. IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND PAGA
SETTLEMENT**

Hearing Date: April 11, 2024
Hearing Time: 3:30 p.m.

Judge: Hon. Jonathan M. Skiles
Dept: 403

1 I, Jean-Claude Lapuyade, Esq., declare as follows:

2 1. I am over eighteen years of age and if called as a witness, I could and would competently
3 testify to the following facts from my own personal knowledge. I am an attorney-at-law and the owner
4 of the law firm of JCL LAW FIRM, APC (hereinafter "Class Counsel"). I am counsel of record for
5 Plaintiff MANUEL VILLA (hereafter "Plaintiff" or "Class Representative") in this wage and hour class
6 and PAGA action filed against Defendant TRILLIUM PUMPS USA, INC. ("Defendant").

7 2. This declaration is being submitted in support of Plaintiff's Motion for Final Approval of
8 Class Action Settlement.

9 3. Attached hereto as **Exhibit "1"** is a true and correct copy of the fully executed Class
10 Action and PAGA Settlement Agreement (hereinafter "Settlement Agreement"). Attached thereto as
11 **Exhibit A** is a true and correct copy of the Notice of Class Action and PAGA Settlement ("Class
12 Notice").

13 4. Attached hereto as **Exhibit "2"** is a true and correct copy of the November 14, 2023
14 Preliminary Approval Order.

15 5. Attached hereto as **Exhibit "3"** is a true and correct copy of the September 21, 2023,
16 proof of filing the proposed Settlement with the LWDA.

17 6. Attached hereto as **Exhibit "4"** is true and correct copy of the March 18, 2024, proof of
18 filing this motion seeking final approval of this Settlement with the LWDA.

19 7. Attached hereto as **Exhibit "5"** is a true and correct copy of the JCL Law Firm, APC's
20 "Firm Resume" detailing the credentials and a summary of cases on which Counsel has been appointed
21 Class Counsel.

22 **Introduction**

23 8. The Settlement represents an excellent result for the Class and avoids the delays, risks,
24 and costs of further litigation. After disseminating the notice to the members of the Class, there were
25 no objections and one single request for exclusion, which means that more than 99.55% of the Class
26 has elected to participate in the Settlement.

27 9. The Settlement is particularly favorable in light of the fact that liability and class
28 certification in this case were far from certain in light of the defenses asserted by Defendant. Given the

1 complexities of this case, the defenses asserted, the uncertainty of class certification, along with the
2 uncertainties of proof at trial and appeal, the proposed settlement is fair, reasonable and adequate, and
3 should be finally approved.

4 10. Over the course of two years, the Parties engaged in the investigation of the claims,
5 including the production of documents, class data, and other information, allowing for the full and
6 complete analysis of liabilities and defenses to the claims in this Action. The procedural history and
7 investigation performed was detailed at length in support of the motion for preliminary approval. The
8 Settlement was the product of one arms-length mediation and contentious negotiations through an all-
9 day mediation presided over by Hon. Brian C. Walsh (Ret.), a respected jurist and experienced mediator
10 of wage and hour class actions.

11 11. This Settlement is the result of extensive and hard-fought litigation as well as negotiations
12 before an experienced and well-respected mediator. Defendant has expressly denied and
13 continues to deny any wrongdoing or legal liability arising out of the conduct alleged in the Action.
14 Plaintiff and Class Counsel have determined that it is desirable and beneficial to the Class to resolve
15 the Released Class Claims in accordance with this Settlement. Class Counsel are experienced and
16 qualified to evaluate the class claims, the viability of the defenses asserted, and the risks and benefits
17 of trial and settlement, and Class Counsel are experienced in wage and hour class actions, as Class
18 Counsel has previously litigated and certified similar claims against other employers.

19 12. The Parties attended an arms-length mediation session with Hon. Brian C. Walsh (Ret.),
20 a respected jurist and experienced mediator of wage and hour class actions, in order to reach this
21 Settlement. In preparation for the mediation, Defendant provided Class Counsel with necessary
22 information for the members of the Class, including a sampling of time data, payroll data and data
23 concerning the composition of the Class. Plaintiff analyzed the data with the assistance of damages
24 expert, Berger Consulting, and prepared and submitted a mediation brief and damage valuation to the
25 Mediator. At the conclusion of the all-day mediation, the Parties agreed to this Settlement. The final
26 settlement terms were negotiated and set forth in the Agreement now presented for this Court's
27 approval.

28 ///

1 13. From November 2022 through February 2023, the settlement agreement and exhibits
2 thereto were finalized and executed. On September 21, 2023, the Motion for Preliminary Approval was
3 filed. On November 14, 2023, the Court issued its Order granting preliminary approval of the settlement
4 as fair and reasonable to the Class

5 14. Class Counsel in this matter has extensive class action experience and has represented
6 thousands of persons in class actions including employment litigation, wage and hour class actions, and
7 complex litigation. Class Counsel has previously litigated wage and hour class actions involving
8 employees and claims similar to this case and have been approved as experienced class counsel in courts
9 throughout California. As such, Class Counsel is experienced and knowledgeable in this area of law.
10 Class Counsel have participated in every aspect of the settlement discussions and have concluded the
11 settlement is fair, adequate and reasonable and in the best interests of the Class.

12 15. The Action generally alleges that Plaintiff and other Class Members were not properly
13 paid all minimum and overtime wages for hours worked, were not provided meal and rest periods, were
14 not timely paid earned wages, were not paid at the proper regular rate of pay, were not provided
15 reimbursement for required expenses, were not provided accurate itemized wage statements, were not
16 paid all wages at the time of termination. The Action seeks unpaid wages, penalties, attorney fees,
17 litigation costs, and any other equitable or legal relief allegedly due to Plaintiff and the other Class
18 Members by virtue of the foregoing claims.

19 16. Where both sides face significant uncertainty, the attendant risks favor settlement. *Hanlon*
20 *v. Chrysler Corp.*, 150 F.3d 1011, 1026 (9th Cir. 1998). Here, a number of defenses asserted by
21 Defendant present serious threats to the claims of the Plaintiff and the other Class Members. Defendant
22 asserted that Defendant's practices complied with all applicable Labor laws. Defendant argued that all
23 work time was paid for and that the regular rate calculation was lawful. Defendant contended that their
24 meal and rest period policies fully complied with California law and that Defendant's timekeeping
25 system recorded meal periods, and was not required to record rest periods. Finally, Defendant could
26 argue that the Supreme Court decision in *Brinker v. Superior Court*, 53 Cal. 4th 1004 (2012), weakened
27 Plaintiff's claims, on liability, value, and class certifiability as to the meal and rest period claims.
28 Defendant also argues that based on their facially lawful practices, they acted in good faith and without

1 willfulness, which if accepted would negate the claims for waiting time penalties and/or inaccurate
2 wage statements. In fact, under the current state of the law, it is questionable whether these penalties
3 could be awarded at all based upon the alleged meal and rest period violations. If successful, Defendant's
4 defenses could eliminate or substantially reduce any recovery to the Class. While Plaintiff believes that
5 these defenses could be overcome, Defendant maintains these defenses have merit and therefore present
6 a serious risk to recovery by the Class.

7 17. There was also a significant risk that, if the Actions were not settled, Plaintiff would be
8 unable to obtain class certification and thereby not recover on behalf of any employees other than
9 themselves. Defendant argued that the individual experience of each putative class member varied with
10 respect to the claims. Defendant could also contest class certification by arguing injury and good faith
11 were case by case determinations that precluded class certification. Plaintiff is aware of cases where
12 class certification of similar claims was denied. *See e.g. Cacho v. Eurostar, Inc.*, 43 Cal. App. 5th 885
13 (2019) (denying certification of meal and rest break claims). Defendant also contended that individual
14 differences in work experiences not only impacted damages but would also impact certification. Finally,
15 even if class certification was successful, as demonstrated by the California Supreme Court decision in
16 *Duran v. U.S. Bank National Assn.*, 59 Cal. 4th 1 (2014), there are significant hurdles to overcome for
17 a class wide recovery even where the class has been certified. While other cases have approved class
18 certification in wage and hour claims, class certification in this action would have been hotly disputed
19 and was by no means a foregone conclusion.

20 18. In sum, the Settlement is a fair and reasonable result, and provides the Class with a
21 significant recovery, particularly when viewed in light of the fact that the Defendant asserted serious
22 and substantial defenses both to liability and to class certification. Given the complexities of this case,
23 the defenses, along with the uncertainties of proof and appeal, the proposed Settlement is fair,
24 reasonable and adequate, and should be finally approved.

25 19. As demonstrated by the decision in *Duran*, the complexities and duration of further
26 litigation cannot be overstated. There is little doubt that Defendant would post a bond and appeal in the
27 event of an adverse judgment. A post-judgment appeal by Defendant would have required many more
28 years to resolve, assuming the judgment was affirmed. If the judgment was not affirmed in total, then

1 the case could have dragged on for years after the appeal. The benefits of a guaranteed recovery today
2 outweigh an uncertain result three or more years in the future.

3 20. Plaintiff and Class Counsel recognize the expense and length of continuing to litigate and
4 trying this Action against Defendant through possible appeals which could take several years.
5 Class Counsel has also taken into account the uncertain outcome and risk of litigation, especially in
6 complex class actions such as this Action. Class Counsel is also mindful of and recognizes the inherent
7 problems of proof under, and alleged defenses to, the claims asserted in the Action. Based upon their
8 evaluation, Plaintiff and Class Counsel have determined that the Settlement set forth in the Agreement
9 is in the best interest of the Class Members.

10 21. The Settlement in this case is fair, reasonable and adequate considering Defendant's
11 defenses to Plaintiff's claims. As set forth in the Declaration of Jean Claude Lapuyade in support of
12 preliminary approval which discussed the value of the class claims in detail, the Gross Settlement
13 Amount compares favorably to the value of the claims. The calculations to compensate for the amount
14 due to the Class Members at the time this Settlement was negotiated were calculated by Plaintiff's
15 expert, Berger Consulting, in advance of mediation. For the individuals whose claims are at issue in this
16 Action, Plaintiff analyzed the data and determined the potential maximum damages for the class claims.
17 For the Class, Plaintiff estimated Defendant's exposure for meal period claims to be \$503,456, the
18 estimated exposure for rest period claims to be \$739,368, the estimated exposure for unpaid wages due
19 to rounding to be \$76,241, the estimated exposure for unreimbursed business expenses to be \$120,000,
20 the estimated exposure for miscalculation of regular rate of pay to be \$55,348, and the estimated
21 exposure for derivative claims for wage statement violations and waiting time penalties to be \$398,400
22 and \$926,074, respectively. However, these wage statement and waiting time penalties claims
23 potentially have a much smaller value, even if damages were awarded, to the extent that they are only
24 derivative of other claims alleged¹. In total, Class Counsel projected Defendant's liability for exposure
25 for class claims (excluding PAGA Penalties) at \$2,818,887.

26
27 ¹ While Plaintiff alleged claims for statutory penalties pursuant to Labor Code Sections 203 and 226, at
28 mediation, Plaintiff recognized that these claims were subject to various defenses asserted by
Defendant, including, but not limited to, a good faith dispute defense as to whether any premium wages
for meal or rest periods or other wages were owed given Defendant's position that Plaintiff was
properly compensated. *See Nordstrom Commission Cases*, 186 Cal. App. 4th 576, 584 (2010) ("There

1 22. Consequently, the Gross Settlement Amount represents approximately 23% of
2 Defendants' class-wide liability exposure for damages and statutory penalties, assuming these amounts
3 could all be proven in full at trial. The above maximum calculations should then be adjusted in
4 consideration for both the risk of certification and the risk of establishing class-wide liability on all
5 claims. Given the amount of the Settlement as compared to the potential value of the claims, the
6 Settlement is most certainly fair and reasonable

7 **A. Class Counsel is Experienced in Similar Litigation**

8 23. Plaintiff is represented by competent and experienced counsel to pursue his claims. I
9 established the JCL Law Firm, APC ("Firm"), in 2010. The Firm is a boutique plaintiff firm representing
10 aggrieved employees and consumers throughout California in wage and hour class actions and complex
11 multi-party product liability matters. The Firm currently consists of myself, Jean-Claude Lapuyade,
12 Esq. (Partner/Owner), Sydney Castillo-Johnson, Esq. (Associate Attorney), Monnett De La Torre, Esq.
13 (Associate Attorney), Perssia P. Razma (Associate Attorney), Andrea Amaya (Associate Attorney),
14 Tesla Stone (Paralegal), Jennifer Hemming (Paralegal), Madelyn Uchiyama (Legal Assistant) and
15 Nicole Teller (Legal Assistant).

16 24. I am qualified to represent the Plaintiff, the Class Members, the State of California, and
17 the Aggrieved Employees. I have extensive experience with wage and hour class and representative
18 actions litigation like this matter, and employment matters in general. Additionally, I have extensive
19 complex mass tort litigation experience and complex construction product liability experience. I can,
20 will and have adequately represented the interests of the Plaintiff, the Class Members, the State of
21 California, and the Aggrieved Employees throughout this action.

22 25. I have represented consumers and employees in California class actions, and complex
23 multi-party product liability actions exclusively for more than 14 years. I have been in practice as a
24 plaintiffs' civil litigation attorney since April 2007.

25 26. I am qualified to represent the Plaintiff, the State of California, and the Aggrieved
26 Employees. I have extensive experience with wage and hour class and representative actions litigation

27 _____
28 is no willful failure to pay wages if the employer and employee have a good faith dispute as to whether
and when the wages were due.") As a result, the viability of Plaintiff's claims on these theories was
uncertain.

1 like this matter, and employment matters in general. My credentials are reflected in the JCL Law Firm,
2 APC, Firm Resume, a true and correct copy of which is attached hereto as **Exhibit “5.”** Some of the
3 major cases the Firm has undertaken are also set forth in **Exhibit “5.”**

4 27. Since 2010, I have successfully tried two (2) cases to conclusion, each resulting in a
5 favorable verdict for the firm’s clients.

6 28. Finally, I have published appellate experience in *William Blanchette et al., v. The*
7 *Superior Court of Imperial County, (GHA Enterprises)*, 8 Cal.App.5th 521.

8 29. Consequently, I have been named to the prestigious Thomson Reuters, Super Lawyers,
9 Rising Star in 2015, 2016, 2017 and, again, in 2018. According to Thomson Reuters, the Super Lawyers,
10 Rising Star list recognizes the top 2.5% of eligible attorneys. (see
11 https://www.superlawyers.com/about/selection_process.html.)

12 **Strength of Plaintiff’s Case**

13 30. Here, the Settlement is clearly within the “ballpark” of reasonableness because the
14 Settlement provides a sizeable recovery to the Participating Class Member and need not necessarily
15 obtain 100 percent of the damages sought to be fair, reasonable, and ultimately, meaningful. *Wershba*,
16 91 Cal.App.4th at 250. While the Gross Settlement Amount of Six Hundred Fifty Thousand Dollars
17 (\$650,000.00) represents a discount on Defendant’s potential exposure if Plaintiff established liability
18 on all claims and was awarded the full amount of the estimated damages at trial, this compromise is
19 reasonable because (1) the formidable defenses raised by Defendant presented a risk that could award
20 significantly less in damages than Plaintiff’s estimate and (2) any theoretical post-trial recovery may
21 require many more years of litigation, resulting in added fees and costs without any guarantee of
22 recovery for the Class.

23 31. As detailed at the time of preliminary approval, the Gross Settlement Amount is fair and
24 reasonable considering the nature and magnitude of the claims being settled and the various potential
25 impediments to recovery. Class Counsel developed varied economic damages models measuring
26 Defendant’s liability exposure while accounting for the uncertainties of continued litigation. The
27 various models were informed by Class Counsel’s investigation, including the analysis of a significant
28 sample of time and payroll data. Detailed in greater depth during the preliminary approval process,

1 Class Counsel projected a range of Defendant's liability exposure for the claims asserted on behalf of
2 the Class. The Gross Settlement Amount represents approximately 23% of Defendants' class-wide
3 liability exposure for damages and statutory penalties as estimated by Class Counsel at the time of
4 mediation.

5 32. The calculation methodology used to compensate the Participating Class Member for the
6 alleged damages was negotiated at the time of the Settlement. More importantly, the methodology is
7 fair, objective, and impartial. The calculation methodology is based on the number of Workweeks each
8 Participating Class Member worked for Defendant during the Class Period. The number of Workweeks
9 for the Participating Class Member is established through Defendant's data and documented
10 compensation records. The Settlement Administrator is responsible for calculating the Individual Class
11 Payments by dividing the Net Settlement Amount by the total number of Workweeks worked by all
12 Participating Class Members during the Class Period and multiplying the result by each Participating
13 Class Member's Workweeks. This process establishes an objectively fair and reasonable procedure to
14 compensate the Class.

15 33. Clearly the goal of this litigation to obtain redress for the class has been met by this
16 Settlement. Given the amount of the Settlement, the risks of litigation and the arm's length negotiations
17 between experienced counsel, the settlement is fair and reasonable, and is therefore entitled to final
18 approval.

19 **The Penalties Under PAGA Are Reasonable**

20 34. Here, Plaintiff and Defendant negotiated a good faith PAGA Penalties payment in the
21 amount of \$40,000 which is over 6% of the Gross Settlement Amount. Seventy-Five percent (75%) of
22 the PAGA Penalties (\$30,000) will be paid to the LWDA with the remaining twenty-five percent (25%)
23 of the PAGA Penalties (\$10,000) to be distributed to the Aggrieved Employees which is within the
24 range of PAGA penalties approved by courts and should be approved.

25 35. Further on September 21, 2023, Class Counsel gave the LWDA notice of this Settlement
26 and proposed allocation by filing a copy of the Settlement and the Motion for Preliminary Approval
27 with the LWDA. On March 18, 2024, Plaintiff gave the LWDA notice of this motion seeking final
28 approval of this settlement.

36. This PAGA Payment amount compares favorably to the estimated amount of PAGA penalties. With the assistance of an expert, Plaintiff estimated Defendant's potential PAGA exposure to be \$1,155,100 if successful at trial. Importantly, however, these calculations were performed at the maximum statutory rate for the penalties, when in fact, it is likely that any penalties awarded would be at a lower rate. California Labor Code Section 2699(e)(1) permits a Court to award a lesser amount than the maximum civil penalty if based on the facts and circumstances to do otherwise would result in an award that is "unjust, arbitrary and oppressive or confiscatory."

37. In *Carrington v. Starbucks Corp.*, 30 Cal. App. 5th 504 (2018), the Court of Appeal affirmed a judgment after trial which only provided for a PAGA penalty of \$5 per pay period. Even if we assume that violations for all 4,569 pay periods were established, using the valuation from *Carrington* results in a more realistic recovery of \$22,845 under PAGA. This means that the \$40,000 PAGA allocation is a reasonable percentage of this potential PAGA recovery. The PAGA claim was disputed by Defendant, and therefore this Settlement represents a genuine and meaningful recovery as to this dispute claim. Defendant maintains that Plaintiff and the Aggrieved Employees were properly compensated, and that they did not violate the Labor Code. Accordingly, Defendant disputes and denies Plaintiff's allegations and claims asserted in the complaint which are resolved by the Settlement Agreement. Defendant asserted additional defenses to the PAGA claim, not only as to liability but also as to the amount of the penalties. Defendant could argue that no penalties prior to the PAGA notification should be awarded because the violations were not intentional, and at least one Court has so ruled. These defenses present a risk to the PAGA claims and the potential that some or all of the PAGA penalties sought may not be awarded.

I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this 18th day of March 2024, at San Diego, California.

JCL LAW FIRM, APC

By: Jean-Claude Lapuyade

EXHIBIT 1

ZAKAY LAW GROUP, APLC

Shani O. Zakay (State Bar #277924)
Jackland K. Hom (State Bar #327243)
Julieann Alvarado (State Bar #334727)
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Telephone: (619)255-9047
Facsimile: (858) 404-9203
shani@zakaylaw.com
jackland@zakaylaw.com
julieann@zakaylaw.com

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Facsimile: (619) 599-8291
jlapuyade@jcl-lawfirm.com
scastillo@jcl-lawfirm.com
mdelatorre@jcl-lawfirm.com

SUPERIOR COURT OF CALIFORNIA

COUNTY OF FRESNO

MANUEL VILLA, an individual(s), on behalf
of himself and on behalf of all persons similarly
situated,

Plaintiff,

v.

TRILLIUM PUMPS USA, INC., a Delaware
Corporation; and DOES 1-50, Inclusive;

Defendants.

Case No.: 22CECG01104

[Action Filed 04/11/2022]

**STIPULATION OF SETTLEMENT OF
CLASS AND PAGA ACTION CLAIMS
AND RELEASE OF CLAIMS**

Judge: Honorable Rosemary McGuire
Dept.: 502

1 This Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims is
2 entered into by and between plaintiff MANUEL VILLA (hereinafter “Plaintiff”), an individual, on
3 behalf of the Settlement Class, and in his representative capacity on behalf of the State of California
4 and the Aggrieved Employees, and Defendant TRILLIUM PUMPS USA, INC. (“Defendant”):

5 **I. DEFINITIONS**

- 6 A. “Action” shall mean the putative class action lawsuit *Villa v. Trillium Pumps USA,*
7 *Inc.*, Fresno County Superior Court, Case No. 22CECG01104, filed April 11, 2022.
- 8 B. “Aggrieved Employees” shall mean all non-exempt employees who are or previously
9 were employed by Defendant and performed work in California during the PAGA
10 Period.
- 11 C. “Agreement” or “Settlement Agreement” means this Stipulation of Settlement of
12 Class Action and Release of Claims.
- 13 D. “Class Counsel” shall mean Jean-Claude Lapuyade, Esq. of JCL Law Firm, APC, and
14 Shani Zakay of Zakay Law Group, APLC.
- 15 E. “Class Counsel Award” means the award of fees and expenses that the Court
16 authorizes to be paid to Class Counsel for the services they have rendered to Plaintiff
17 and the Settlement Class in the Action, consisting of attorneys’ fees not to exceed
18 one-third of the Gross Settlement Amount (i.e., \$216,666.67 out of \$650,000.00) **plus**
19 costs of up to \$25,000.00. Attorneys’ fees will be divided equally between Class
20 Counsel (50% to JCL Law Firm, APC and 50% to Zakay Law Group, APLC).
- 21 F. “Class Data” means information regarding Class Members that Defendant will in
22 good faith compile from its records and provide to the Settlement Administrator. It
23 shall be formatted as a Microsoft Excel spreadsheet and shall include: each Class
24 Member’s full name; last known address; Social Security Number; the total number
25 of workweeks and pay periods that each Class Member performed work for
26 Defendant during the Class Period, and the total number of PAGA Pay Periods for
27 each Class Member, if applicable.

- 1 G. "Class Members" or the "Class" means all non-exempt employees who are or
2 previously were employed by Defendant and performed work in California during the
3 Class Period.
- 4 H. "Class Period" means the period between April 11, 2018, through and including
5 December 2, 2022.
- 6 I. "Class Representative Service Award" means the amount that the Court authorizes to
7 be paid to the Class Representative, in addition to his Individual Settlement Payment
8 and his pro-rata share of the PAGA Settlement, in recognition of his efforts and risks
9 in assisting with the prosecution of the Action and in exchange for executing a
10 General Release of claims including a Civil Code 1542 waiver from the named
11 Plaintiff, in an amount not to exceed \$10,000.00.
- 12 J. "Class Representative" or "Plaintiff" shall mean Plaintiff MANUEL VILLA.
- 13 K. "Court" means the Superior Court for the State of California, County of Fresno
14 (which is currently presiding over the Action) or such other court of competent
15 jurisdiction.
- 16 L. "Defendant" shall mean TRILLIUM PUMPS USA, INC.
- 17 M. "Effective Date" means the earliest date, following entry by the Court (or Courts) of
18 an Order (or Orders) and judgment finally approving this Settlement, upon which one
19 of the following have occurred: (i) if no objection is filed to the settlement and no
20 objector appears at the hearing on final approval, the date of the Court's entry of the
21 order granting final approval, (ii) if an objection is filed to the settlement and/or an
22 objector appears at the hearing on final approval, then the earlier of the following: (a)
23 the expiration of all potential appeal periods without a filing of a notice of appeal of
24 the final approval order or judgment, i.e., sixty (60) days after the entry of the final
25 approval order and judgment; (b) final affirmance of the final approval order and
26 judgment by an appellate court as a result of any appeal(s), or (c) final dismissal or
27 denial of all such appeals (including any petition for review, rehearing, certiorari,
28

etc.) such that the final approval order and judgment concerning the Actions is no longer subject to further judicial review. If this settlement is approved through motions in both Courts, then Effective Date shall mean the latter of both approvals.

N. “Funding Date” shall mean sixty-five (65) calendar days after the Effective Date and is the date Defendant transfers the Gross Settlement Amount into the QSF in accord with the terms of this Agreement.

O. “Gross Settlement Amount” means Six Hundred Fifty Thousand Dollars and Zero Cents (\$650,000.00) that Defendant must pay into the QSF in connection with this Settlement, inclusive of the sum of the Individual Settlement Payments, the Class Representative Service Award, the Class Counsel Award (including attorneys’ fees, costs and expenses), PAGA Settlement and the Settlement Administration Costs and *exclusive* of the employer’s share of payroll tax, if any, triggered by any payment under this Settlement.

P. “Individual Settlement Payment” means the amount payable from the Net Settlement Amount to each Settlement Class Member and excludes any amounts distributed to Aggrieved Employees pursuant to PAGA.

Q. “Net Settlement Amount” or “NSA” means the Gross Settlement Amount, less Class Counsel Award, Class Representative Service Award, PAGA Settlement, and Settlement Administration Costs.

R. “Notice Packet” means the Class Notice to be provided to the Class Members by the Settlement Administrator in the form set forth as Exhibit A to this Agreement (other than formatting changes to facilitate printing by the Settlement Administrator).

S. “PAGA” means the California Labor Code Private Attorneys General Act of 2004, Labor Code § 2698 *et seq.*

T. “PAGA Pay Periods” means for purposes of calculating the distribution of the Aggrieved Employee Payment, as defined herein, means the number of pay periods

1 of employment during the PAGA Period that each Aggrieved Employee worked in
2 California.

3 U. "PAGA Payment Ratio" means the respective pay periods during the PAGA Period
4 for each Aggrieved Employee divided by the sum total of the pay periods for all
5 Aggrieved Employees during the PAGA Period.

6 V. "PAGA Period" means the period between February 2, 2021, through and including
7 December 2, 2022.

8 W. "PAGA Settlement" shall mean Forty Thousand Dollars and Zero Cents (\$40,000.00)
9 to be allocated from the Gross Settlement Amount of which Seventy-Five Percent
10 (75%) shall be paid to the LWDA ("LWDA Payment") and the remaining Twenty-
11 Five Percent (25%) paid to the Aggrieved Employees ("Aggrieved Employee
12 Payment").

13 X. "Parties" means Plaintiff and Defendant, collectively, and "Party" shall mean either
14 Plaintiff or Defendant, individually.

15 Y. "Payment Ratio" means the respective Workweeks for each Class Member divided
16 by the sum total Workweeks for all Class Members.

17 Z. "QSF" means the Qualified Settlement Fund established, designated and maintained
18 by the Settlement Administrator to fund the Gross Settlement Amount.

19 AA. "Released Class Claims" means all class claims alleged in the operative complaint,
20 or which could have reasonably been alleged in the operative complaint based on the
21 facts alleged, which occurred during the Class Period, including (a) all claims for
22 failure to pay minimum wages under Cal. Labor Code §§ 1194, 1197 and 1197.1; (b)
23 all claims for failure to pay overtime wages under Cal. Labor Code §§ 510, *et seq.*;
24 (c) all claims for failure to provide required meal periods under Cal. Labor Code §§
25 226.7 and 512 and the applicable IWC Wage Order; (d) all claims for failure to
26 provide required rest breaks under Cal. Labor Code §§ 226.7 and 512 and the
27 applicable IWC Wage Order; (e) all claims for failure to provide accurate itemized
28

1 wage statements under Cal. Labor Code § 226; (f) all claims for failure to provide
2 wages when due under Cal. Labor Code §§ 201, 202 and 203; (g) claims for failure
3 to reimburse employees for required expenses under Cal. Labor Code § 2802; (h)
4 claims under the California Business and Professions Code § 17200 *et. seq.* including
5 injunctive relief related to the California Labor Code violations covered by this
6 release; (i) liquidated damages; (j) interest; (k) attorneys' fees; and (l) costs; and
7 expressly excluding all other claims, including claims for vested benefits, wrongful
8 termination, unemployment insurance, disability, social security, workers'
9 compensation, and class claims outside the Class Period.

10 BB. "Released PAGA Claims" means all PAGA claims alleged in the operative complaint
11 and Plaintiff's PAGA Notice to the LWDA which occurred during the PAGA Period,
12 and expressly excluding all other claims for vested benefits, wrongful termination,
13 unemployment insurance, disability, social security, workers' compensation, and
14 PAGA claims outside of the PAGA Period.

15 CC. "Released Parties" means Defendant TRILLIUM PUMPS USA, INC. and its
16 affiliated companies, owners, parents, members, subsidiaries, related companies and
17 business concerns, past and present, including successors and predecessors, and each
18 of them, as well as each of their insurers, partners, trustees, directors, shareholders,
19 officers, agents, attorneys, servants and employees, past and present, and each of
20 them.

21 DD. "Response Deadline" means the date forty-five (45) days after the Settlement
22 Administrator mails Notice Packets to Class Members and the last date on which
23 Class Members may submit requests for exclusion or objections to the Settlement.

24 EE. "Settlement" means the disposition of the Action pursuant to this Agreement.

25 FF. "Settlement Administrator" means ILYM Group Inc., 14771 Plaza Drive, Ste. L,
26 Tustin, CA 92780; Tel: 1-888-250-6810; Fax: 1-888-845-6185. The Settlement
27 Administrator establishes, designates and maintains, as a QSF under Internal Revenue
28

Code section 468B and Treasury Regulation section 1.468B-1, into which the amount of the Gross Settlement Amount is deposited for the purpose of resolving the claims of Settlement Class Members. The Settlement Administrator shall maintain the funds until distribution in an account(s) segregated from the assets of Defendant and any person related to Defendant. *All accrued interest shall be paid and distributed to the Settlement Class Members as part of their respective Individual Settlement Payment.*

GG. “Settlement Class Members” or “Settlement Class” means all Class Members who have not submitted a timely and valid request for exclusion by the Response Deadline as provided in this Agreement.

HH. “Workweeks”, for purposes of calculating the distribution of the Net Settlement Amount, means the number of weeks of employment during the Class Period that each Class Member was employed by Defendant in California, excluding weeks during which the Class Member did not perform any work for Defendant.

II. RECITALS

A. On February 2, 2022, Plaintiff filed a Notice of Violations with the Labor and Workforce Development Agency (LWDA) and served the same on Defendant.

B. On April 11 2021, Plaintiff filed the class action lawsuit for:

1. Unfair Competition in Violation of Bus. and Prof. Code sections 17200 *et seq*;
2. Failure to pay minimum wages in violation of California Labor Code sections 1194, 1197 and 1197.1;
3. Failure to pay overtime wages in violation of California Labor Code sections 510 *et seq*;
4. Failure to provide required meal periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order;
5. Failure to provide required rest periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order;

6. Failure to provide accurate itemized wage statements in violation of California Labor Code section 226;

7. Failure to provide wages when due in violation of California Labor Code sections 201, 202 and 203;

8. Failure to reimburse employees for required expenses in violation of California Labor Code section 2802;

9. Violation of the Private Attorneys General Act [Labor Code section 2698].

C. The Class Representative believes he has meritorious claims based on alleged violations of the California Labor Code, and the Industrial Wage Commission Orders, and that class certification is appropriate because the prerequisites for class certification can be satisfied in the Action, and this action is manageable as a PAGA representative action.

D. Defendant denies any liability or wrongdoing of any kind associated with the claims alleged in the Action, disputes any wages, damages and penalties claimed by the Class Representative are owed, and further contends that, for any purpose other than settlement, the Action is not appropriate for class or representative action treatment. Defendant contends, among other things, that at all times they complied with the California Labor Code and the Industrial Wage Commission Orders.

E. The Class Representative is represented by Class Counsel. Class Counsel conducted an investigation into the facts relevant to the Action, including conducting an independent investigation as to the allegations, reviewing documents and information exchanged through informal discovery, and reviewing documents and information provided by Defendant pursuant to informal requests for information to prepare for mediation. Based on their own independent investigation and evaluation, Class Counsel are of the opinion that the Settlement with Defendant is fair, reasonable and adequate, and is in the best interest of the Settlement Class in light of all known facts and circumstances, including the risks of significant delay,

1 defenses asserted by Defendant, uncertainties regarding class certification, and
2 numerous potential appellate issues. Although it denies any liability, Defendant is
3 agreeing to this Settlement solely to avoid the inconveniences and cost of further
4 litigation. The Parties and their counsel have agreed to settle the claims on the terms
5 set forth in this Agreement.

6 F. On November 2, 2022, the Parties participated in mediation presided over by Hon.
7 Brian C. Walsh (Ret.), a respected jurist and experienced mediator of wage and hour
8 class and PAGA actions. The mediation concluded a settlement after the Parties
9 agreed to a Mediator's Proposal which was memorialized in the form of a
10 Memorandum of Understanding ("MOU").

11 G. This Agreement replaces and supersedes the MOU and any other agreements,
12 understandings, or representations between the Parties. This Agreement represents
13 a compromise and settlement of highly disputed claims. Nothing in this Agreement
14 is intended or will be construed as an admission by Defendant that the claims in the
15 Action of Plaintiff or the Class Members have merit or that Defendant bears any
16 liability to Plaintiff or the Class on those claims or any other claims, or as an
17 admission by Plaintiff that Defendant's defenses in the Action have merit.

18 H. The Parties believe that the Settlement is fair, reasonable and adequate. The
19 Settlement was arrived at through arm's-length negotiations, taking into account all
20 relevant factors. The Parties recognize the uncertainty, risk, expense and delay
21 attendant to continuing the Action through trial and any appeal. Accordingly, the
22 Parties desire to fully, finally, and forever settle, compromise and discharge all
23 disputes and claims arising from or relating to the Action.

24 I. The Parties agree to certification of the Class for purposes of this Settlement only.

25 J. Neither this Stipulation of Settlement, nor any of its terms and conditions, nor any of
26 the negotiations connected with it, is a concession or admission, and none shall be
27 used against Defendant as an admission or indication with respect to any claim of any
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1 fault, concession, or omission by Defendant or that class certification is proper under
2 the standard applied to contested certification motions. The Parties stipulate and
3 agree to the certification of the proposed classes for settlement purposes only. The
4 Parties further agree that this Stipulation of Settlement will not be admissible in this
5 or any other proceeding as evidence that either (i) a class action should be certified or
6 (ii) Defendant is liable to Plaintiff or any Class Member, other than according to the
7 terms of this Stipulation of Settlement. .

8 Based on these Recitals that are a part of this Agreement, the Parties agree as follows:

9 **III. TERMS OF AGREEMENT**

10 A. Settlement Consideration and Settlement Payments by Defendant.

11 1. Settlement Consideration. In full and complete settlement of the Action, and
12 in exchange for the releases set forth below, Defendant will pay the sum of
13 the Individual Settlement Payment, the Class Representative Service Award,
14 the Class Counsel Award, PAGA Settlement, and the Settlement
15 Administration Costs, as specified in this Agreement, equal to the Gross
16 Settlement Amount of Six Hundred Fifty Thousand Dollars and Zero Cents
17 (\$650,000.00). The Parties agree that this is a non-reversionary Settlement and
18 that no portion of the Gross Settlement Amount shall revert to Defendant.
19 Other than the Defendant's share of employer payroll taxes and as provided
20 for in Section III(A)(2) below, if any, Defendant shall not be required to pay
21 more than the Gross Settlement Amount.

22 2. Class Size. At the time of mediation, Plaintiff estimated that the Settlement
23 Class was comprised of approximately 278 individuals who collectively
24 worked approximately 20,344 Workweeks ("Projected Workweeks") during
25 the Class Period. In regard hereto, Defendant will provide a declaration under
26 penalty of perjury before the deadline for filing the motion for preliminary
27 approval of the settlement, confirming the number of Class Members and
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1 Workweeks they worked during the Class Period. If the actual workweek
2 number increases by more than 7% of the estimate herein, the Settlement
3 Amount will increase proportionally for the number of workweeks over 107%
4 of 20,344 (For example, if the actual Workweek number is 12% greater than
5 20,344, the Gross Settlement Amount will increase by 5%).

6 3. Settlement Payment. Defendant shall pay the Gross Settlement Amount to the
7 Settlement Administrator on the Funding Date.

8 4. Defendant's Share of Payroll Taxes. Defendant's share of employer side
9 payroll taxes is in addition to the Gross Settlement Amount and shall be paid
10 together with the Gross Settlement Amount. The Settlement Administrator
11 shall be responsible for calculating and remitting Defendant's share of
12 employer side payroll taxes.

13 B. Release by Settlement Class Members. As of the Funding Date, in exchange for the
14 consideration set forth in this Agreement, Plaintiff and the Settlement Class Members,
15 on behalf of themselves and their respective former and present representatives,
16 agents, attorneys, heirs, administrators, successors and assigns, release the Released
17 Parties from the Released Class Claims for the Class Period.

18 C. Release by the Aggrieved Employees. As of the Funding Date, in exchange for the
19 consideration set forth in this Agreement, the Plaintiff and the Aggrieved Employees,
20 on behalf of themselves and their respective former and present representatives,
21 agents, attorneys, heirs, administrators, successors and assigns, along with the LWDA
22 and the State of California, release the Released Parties from the PAGA Released
23 Claims for the PAGA Period.

24 D. General Release by Plaintiff. As of the Funding Date, for the consideration set forth
25 in this Agreement, Plaintiff waives, releases, acquits and forever discharges the
26 Defendant from any and all claims, whether known or unknown, which exist or may
27 exist on his behalf as of the date of this Agreement, including but not limited to any
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1 and all tort claims, contract claims, wage claims, wrongful termination claims,
2 disability claims, benefit claims, public policy claims, retaliation claims, statutory
3 claims, personal injury claims, emotional distress claims, invasion of privacy claims,
4 defamation claims, fraud claims, quantum meruit claims, and any and all claims
5 arising under any federal, state or other governmental statute, law, regulation or
6 ordinance, including, but not limited to claims for violation of the Fair Labor
7 Standards Act, the California Labor Code, the Wage Orders of California's Industrial
8 Welfare Commission, other state wage and hour laws, the Americans with
9 Disabilities Act, the Age Discrimination in Employment Act (ADEA), the Employee
10 Retirement Income Security Act, Title VII of the Civil Rights Act of 1964, the
11 California Fair Employment and Housing Act, the California Family Rights Act, the
12 Family Medical Leave Act, California's Whistleblower Protection Act, California
13 Business & Professions Code Section 17200 et seq., and any and all claims arising
14 under any federal, state or other governmental statute, law, regulation or ordinance.
15 Plaintiff also waives and relinquishes any and all claims, rights or benefits that he
16 may have under California Civil Code § 1542, which provides as follows:

17
18 ***A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE***
19 ***CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO***
20 ***EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE***
21 ***RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE***
22 ***MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE***
23 ***DEBTOR OR RELEASED PARTY.***

24
25 Thus, notwithstanding the provisions of section 1542, and to implement a full and
26 complete release and discharge of the Defendant, Plaintiff expressly acknowledges
27 this Settlement Agreement is intended to include in its effect, without limitation, all
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1 claims Plaintiff does not know or suspect to exist in Plaintiff's favor at the time of
2 signing this Settlement Agreement, and that this Settlement Agreement contemplates
3 the extinguishment of any such claims. Plaintiff warrants that Plaintiff has read this
4 Settlement Agreement, including this waiver of California Civil Code section 1542,
5 and that Plaintiff has consulted with or had the opportunity to consult with counsel of
6 Plaintiff's choosing about this Settlement Agreement and specifically about the
7 waiver of section 1542, and that Plaintiff understands this Settlement Agreement and
8 the section 1542 waiver, and so Plaintiff freely and knowingly enters into this
9 Settlement Agreement. Plaintiff further acknowledges that Plaintiff later may discover
10 facts different from or in addition to those Plaintiff now knows or believes to be true
11 regarding the matters released or described in this Settlement Agreement, and even so
12 Plaintiff agrees that the releases and agreements contained in this Settlement
13 Agreement shall remain effective in all respects notwithstanding any later discovery
14 of any different or additional facts. Plaintiff expressly assumes any and all risk of any
15 mistake in connection with the true facts involved in the matters, disputes, or
16 controversies released or described in this Settlement Agreement or with regard to any
17 facts now unknown to Plaintiff relating thereto.

18 E. Conditions Precedent: This Settlement will become final and effective only upon the
19 occurrence of all of the following events:

- 20 1. The Court enters an order granting preliminary approval of the Settlement;
- 21 2. The Court enters an order granting final approval of the Settlement and a Final
22 Judgment;
- 23 3. If an objector appears at the final approval hearing, the time for appeal of the
24 Final Judgment and Order Granting Final Approval of Class Action
25 Settlement expires; or, if an appeal is timely filed, there is a final resolution of
26 any appeal from the Judgment and Order Granting Final Approval of Class
27 Action Settlement; and

1 4. Defendant fully funds the Gross Settlement Amount.

2 F. Nullification of Settlement Agreement. If this Settlement Agreement is not
3 preliminarily or finally approved by the Court, fails to become effective, or is reversed,
4 withdrawn or modified by the Court, or in any way prevents or prohibits Defendant
5 from obtaining a complete resolution of the Released Claims, or if Defendant fails to
6 fully fund the Gross Settlement Amount:

7 1. This Settlement Agreement shall be void *ab initio* and of no force or effect,
8 and shall not be admissible in any judicial, administrative or arbitral
9 proceeding for any purpose or with respect to any issue, substantive or
10 procedural;

11 2. The conditional class certification (obtained for any purpose) shall be void *ab*
12 *initio* and of no force or effect, and shall not be admissible in any judicial,
13 administrative or arbitral proceeding for any purpose or with respect to any
14 issue, substantive or procedural; and

15 3. None of the Parties to this Settlement will be deemed to have waived any
16 claims, objections, defenses or arguments in the Actions, including with
17 respect to the issue of class certification.

18 4. If Defendant fails to fully fund the Gross Settlement Amount, Defendant shall
19 bear the sole responsibility for any cost to issue or reissue any curative notice
20 to the Settlement Class Members and all Settlement Administration Costs
21 incurred to the date of nullification.

22 G. Certification of the Settlement Class. The Parties stipulate to conditional class
23 certification of the Class for the Class Period for purposes of settlement only. In the
24 event that this Settlement is not approved by the Court, fails to become effective, or is
25 reversed, withdrawn or modified by the Court, or in any way prevents or prohibits
26 Defendant from obtaining a complete resolution of the Released Claims, the
27 conditional class certification (obtained for any purpose) shall be void *ab initio* and of
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no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural.

H. Tax Liability. The Parties make no representations as to the tax treatment or legal effect of the payments called for, and Class Members and/or Aggrieved Employees are not relying on any statement or representation by the Parties in this regard. Class Members and/or Aggrieved Employees understand and agree that they will be responsible for the payment of any taxes and penalties assessed on the Individual Settlement Payments and/or Aggrieved Employees' individual shares of the PAGA Settlement described and will be solely responsible for any penalties or other obligations resulting from their personal tax reporting of Individual Settlement Payments and/or Aggrieved Employee Payments of the PAGA Settlement.

I. Circular 230 Disclaimer. Each Party to this Agreement (for purposes of this section, the "acknowledging party" and each Party to this Agreement other than the acknowledging party, an "other party") acknowledges and agrees that: (1) no provision of this Agreement, and no written communication or disclosure between or among the Parties or their attorneys and other advisers, is or was intended to be, nor shall any such communication or disclosure constitute or be construed or be relied upon as, tax advice within the meaning of United States Treasury Department circular 230 (31 CFR part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his, her or its own, independent legal and tax counsel for advice (including tax advice) in connection with this Agreement, (b) has not entered into this Agreement based upon the recommendation of any other Party or any attorney or advisor to any other Party, and (c) is not entitled to rely upon any communication or disclosure by any attorney or adviser to any other party to avoid any tax penalty that may be imposed on the acknowledging party, and (3) no attorney or adviser to any other Party has imposed any limitation that protects the confidentiality of any such attorney's or adviser's tax strategies (regardless of whether such limitation is legally binding) upon disclosure by

the acknowledging party of the tax treatment or tax structure of any transaction, including any transaction contemplated by this Agreement.

J. Preliminary Approval Motion. At the earliest practicable time, Plaintiff shall file with the Court a Motion for Order Granting Preliminary Approval and supporting papers, which shall include this Settlement Agreement. Plaintiff will provide Defendant with a draft of the Motion at least 3 court days prior to the filing of the Motion to give Defendant an opportunity to propose changes or additions to the Motion.

K. Settlement Administrator. The Settlement Administrator shall be responsible for: establishing and administering the QSF; calculating, processing and mailing payments to the Class Representative, Class Counsel, LWDA and Class Members; printing and mailing the Notice Packets to the Class Members as directed by the Court; receiving and reporting the objections and requests for exclusion; calculating, deducting and remitting all legally required taxes from Individual Settlement Payments and distributing tax forms for the Wage Portion and Non-Wage Portion of the Individual Settlement Payments and/or Aggrieved Employee Payments of the PAGA Settlement; processing and mailing tax payments to the appropriate state and federal taxing authorities; providing declaration(s) as necessary in support of preliminary and/or final approval of this Settlement; and other tasks as the Parties mutually agree or the Court orders the Settlement Administrator to perform. The Settlement Administrator shall keep the Parties timely apprised of the performance of all Settlement Administrator responsibilities by among other things, sending a weekly status report to the Parties' counsel stating the date of the mailing, the of number of Elections Not to Participate in Settlement it receives (including the numbers of valid and deficient), and number of objections received.

L. Notice Procedure.

1. Class Data. No later than ten (10) court days after the Preliminary Approval Date, Defendant shall provide the Settlement Administrator with the Class

1 Data for purposes of preparing and mailing Notice Packets to the Class
2 Members.

3 2. Notice Packets.

- 4 a) The Notice Packet shall contain the Notice of Class Action Settlement
5 in a form substantially similar to the form attached as Exhibit A. The
6 Notice of Class Action Settlement shall inform Class Members and
7 Aggrieved Employees that they need not do anything in order to
8 receive an Individual Settlement Payment and/or Aggrieved
9 Employees' individual shares of the PAGA Settlement and to keep the
10 Settlement Administrator apprised of their current mailing address, to
11 which the Individual Settlement Payments and/or Aggrieved
12 Employee Payments of the PAGA Settlement will be mailed following
13 the Funding Date. The Notice of Class Action Settlement shall set
14 forth the release to be given by all members of the Class who do not
15 request to be excluded from the Settlement Class and/or Aggrieved
16 Employees' in exchange for an Individual Settlement Payment and/or
17 Aggrieved Employee Payments of the PAGA Settlement, the number
18 of Workweeks worked by each Class Member during the Class Period
19 and PAGA Period, if any, and the estimated amount of their Individual
20 Settlement Payment if they do not request to be excluded from the
21 Settlement and each Aggrieved Employee's share of the PAGA
22 Settlement, if any. The Settlement Administrator shall use the Class
23 Data to determine Class Members' Workweeks and PAGA Pay
24 Periods. The Notice will also advise the Aggrieved Employees that
25 they will release the Released PAGA Claims and will receive their
26 share of the PAGA Settlement regardless of whether they request to
27 be excluded from the Settlement.

b) The Notice Packet's mailing envelope shall include the following language: "IMPORTANT LEGAL DOCUMENT- YOU MAY BE ENTITLED TO PARTICIPATE IN A CLASS ACTION SETTLEMENT; A PROMPT REPLY TO CORRECT YOUR ADDRESS IS REQUIRED AS EXPLAINED IN THE ENCLOSED NOTICE."

3. Notice by First Class U.S. Mail. Upon receipt of the Class Data, the Settlement Administrator will perform a search based on the National Change of Address Database to update and correct any known or identifiable address changes. No later than fourteen (14) calendar days after receiving the Class Data from Defendant, the Settlement Administrator shall mail copies of the Notice Packet to all Class Members via regular First-Class U.S. Mail. The Settlement Administrator shall exercise its best judgment to determine the current mailing address for each Class Member. The address identified by the Settlement Administrator as the current mailing address shall be presumed to be the best mailing address for each Class Member.

4. Undeliverable Notices. Any Notice Packets returned to the Settlement Administrator as undeliverable or non-delivered on or before the Response Deadline shall be re-mailed to any forwarding address provided. If no forwarding address is provided, the Settlement Administrator shall promptly attempt to determine a correct address by lawful use of skip-tracing, or other search using the name, address and/or Social Security number of the Class Member involved, and shall then perform a re-mailing, if another mailing address is identified by the Settlement Administrator. Class Members who received a re-mailed Notice Packet shall have their Response Deadline extended fifteen (15) days from the original Response Deadline.

1 5. Disputes Regarding Individual Settlement Payments. The Class Data
2 provided by Defendant shall be deemed accurate and complete; however,
3 Class Members will have the opportunity, should they disagree with
4 Defendant's records regarding the start and end dates of employment to
5 provide documentation and/or an explanation to show contrary dates. If there
6 is a dispute, the Settlement Administrator will consult with the Parties to
7 determine whether an adjustment is warranted. The Settlement Administrator
8 shall determine the eligibility for, and the amounts of, any Individual
9 Settlement Payments under the terms of this Agreement. The Settlement
10 Administrator's determination of the eligibility for and amount of any
11 Individual Settlement Payment shall be binding upon the Class Member and
12 the Parties. Any adjustments to Individual Settlement Payments made
13 pursuant to this section shall be apportioned from the Net Settlement Amount
14 and shall under no circumstance require Defendant to contribute additional
15 monies above and beyond the Gross Settlement Amount.

16 6. Disputes Regarding Administration of Settlement. Any disputes not resolved
17 by the Settlement Administrator concerning the administration of the
18 Settlement will be resolved by the Court under the laws of the State of
19 California. Before any such involvement of the Court, counsel for the Parties
20 will confer in good faith to resolve the disputes without the necessity of
21 involving the Court.

22 7. Exclusions. The Notice Packet shall contain the Notice of Class Action
23 Settlement in a form substantially similar to the form attached as **Exhibit B.**
24 The Notice of Class Action Settlement shall inform Class Members and
25 Aggrieved Employees that they need not do anything in order to receive an
26 Individual Settlement Payment and/or Aggrieved Employee Payment of the
27 PAGA Settlement and to keep the Settlement Administrator apprised of their
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1 current mailing address, to which the Individual Settlement Payments and/or
2 Aggrieved Employees Payment of the PAGA Settlement will be mailed
3 following the Funding Date. The Notice of Class Action Settlement shall set
4 forth the release to be given by all members of the Class who do not request
5 to be excluded from the Settlement Class and/or Aggrieved Employees' in
6 exchange for an Individual Settlement Payment and/or Aggrieved Employee
7 Payment of the PAGA Settlement, the number of Workweeks worked by each
8 Class Member during the Class Period and PAGA Period, if any, and the
9 estimated amount of their Individual Settlement Payment if they do not
10 request to be excluded from the Settlement and each Aggrieved Employee
11 Payment, if any. The Settlement Administrator shall use the Class Data to
12 determine Class Members' Workweeks and PAGA Pay Periods. The Notice
13 will also advise the Aggrieved Employees that they will release the Released
14 PAGA Claims and will receive their share of the PAGA Settlement regardless
15 of whether they request to be excluded from the Settlement.

- 16 8. Objections. The Notice of Class Action Settlement contained in the Notice
17 Packet shall state that Class Members who wish to object to the Settlement
18 may submit to the Settlement Administrator a written statement of objection
19 ("Notice of Objection") by the Response Deadline. The postmark date of
20 mailing shall be deemed the exclusive means for determining whether a
21 Notice of Objection was served timely. The Notice of Objection must be
22 signed by the Settlement Class Member and state: (1) the case name and
23 number; (2) the name of the Settlement Class Member; (3) the address of the
24 Settlement Class Member; (4) the last four digits of the Settlement Class
25 Member's Social Security number; (5) the basis for the objection; and (6) if
26 the Settlement Class Member intends to appear at the Final
27 Approval/Settlement Fairness Hearing. Class Members who fail to make
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1 objections in writing in the manner specified above may still make their
2 objections orally at the Final Approval/Settlement Fairness Hearing with the
3 Court's permission. Settlement Class Members will have a right to appear at
4 the Final Approval/Settlement Fairness Hearing to have their objections heard
5 by the Court. At no time shall any of the Parties or their counsel seek to solicit
6 or otherwise encourage Class Members to file or serve written objections to
7 the Settlement or appeal from the Order and Final Judgment. Class Members
8 who submit a written request for exclusion may not object to the Settlement.
9 Class Members may not object to the PAGA Settlement.

10 M. Monitoring and Reviewing Settlement Administration. The Parties have the right to
11 monitor and review the administration of the Settlement to verify that the monies
12 allocated under the Settlement are distributed in the correct amount, as provided for in
13 this Stipulation of Settlement.

14 N. Funding and Allocation of the Gross Settlement Amount. Defendant is required to pay
15 the Gross Settlement Amount on or before the Funding Date, plus any employer's
16 share of payroll taxes, if any, as mandated by law within the time specified herein.

17 1. Individual Settlement Payments. Individual Settlement Payments shall be
18 paid from the Net Settlement Amount and shall be paid pursuant to the
19 formula set forth herein. Using the Class Data, the Settlement Administrator
20 shall add up the total number of Workweeks for all Class Members. The
21 respective Workweeks for each Class Member will be divided by the total
22 Workweeks for all Class Members, resulting in the Payment Ratio for each
23 Class Member. Each Class Member's Payment Ratio will then be multiplied
24 by the Net Settlement Amount to calculate each Class Member's estimated
25 Individual Settlement Payments. Each Individual Settlement Payment will be
26 reduced by any legally mandated employee tax withholdings (e.g., employee
27 payroll taxes, etc.). Individual Settlement Payments for Class Members who
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1 submit valid and timely requests for exclusion will be redistributed to
2 Settlement Class Members who do not submit valid and timely requests for
3 exclusion on a pro rata basis based on their respective Payment Ratios.

4 2. Calculation of Individual Payments to the Aggrieved Employees. Using the
5 Class Data, the Settlement Administrator shall add up the total number of
6 PAGA Pay Periods for all Aggrieved Employees during the PAGA Period.
7 The respective PAGA Pay Periods for each Aggrieved Employee will be
8 divided by the total PAGA Pay Periods for all Aggrieved Employees, resulting
9 in the “PAGA Payment Ratio” for each Aggrieved Employee. Each
10 Aggrieved Employee’s PAGA Payment Ratio will then be multiplied by the
11 Aggrieved Employee Payment to calculate each Aggrieved Employee’s
12 estimated share of the PAGA Settlement.

13 3. Allocation of Individual Settlement Payments. For tax purposes, Individual
14 Settlement Payments shall be allocated as follows: 25% as wages (“Wage
15 Portion”); 75% as penalties and interest (“Non-Wage Portion”). The Wage
16 Portion is subject to wage withholdings and shall be reported on IRS Form W-
17 2. The Non-Wage Portion shall not be subject to wage withholdings and shall
18 be reported on IRS Form 1099.

19 4. Allocation of Aggrieved Employee Payments. For tax purposes, Aggrieved
20 Employee Payments shall be allocated and treated as 100% penalties and shall
21 be reported on IRS Form 1099.

22 5. No Credit Toward Benefit Plans. The Individual Settlement Payments and
23 individual shares of the PAGA Settlement made to Settlement Class Members
24 and/or Aggrieved Employees under this Settlement Agreement, as well as any
25 other payments made pursuant to this Settlement Agreement, will not be
26 utilized to calculate any additional benefits under any benefit plans to which
27 any Class Members may be eligible, including, but not limited to profit-

1 sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans,
2 sick leave plans, PTO plans, and any other benefit plan. Rather, it is the
3 Parties' intention that this Settlement Agreement will not affect any rights,
4 contributions, or amounts to which any Class Members may be entitled under
5 any benefit plans.

6 6. Income to Settlement Class Members. All monies received by Settlement Class
7 Members under the Settlement which are attributable to wages shall constitute
8 income to such Settlement Class Members solely in the year in which such
9 monies actually are received by the Settlement Class Members. It is the intent
10 of the Parties that Individual Settlement Payments and individual shares of the
11 PAGA Settlement provided for in this Settlement agreement are the sole
12 payments to be made by Defendant to Settlement Class Members and/or
13 Aggrieved Employees in connection with this Settlement Agreement, with the
14 exception of Plaintiff, and that the Settlement Class Members and/or Aggrieved
15 Employees are not entitled to any new or additional compensation or benefits as
16 a result of having received the Individual Settlement Payments and/or their
17 shares of the PAGA Settlement.

18 7. Mailing. Individual Settlement Payments and Aggrieved Employee Payments
19 shall be mailed by regular First-Class U.S. Mail to Settlement Class Members'
20 and/or Aggrieved Employees last known mailing address no later than fifteen
21 (15) calendar days after the Funding Date.

22 8. Expiration. Any checks issued to Settlement Class Members and Aggrieved
23 Employees shall remain valid and negotiable for one hundred and eighty (180)
24 days from the date of their issuance. If a Settlement Class Member and/or
25 Aggrieved Employee does not cash his or her settlement check within 90 days,
26 the Settlement Administrator will send a letter to such persons, advising that
27 the check will expire after the 180th day, and invite that Settlement Class
28

1 Member and/or Aggrieved Employee to request reissuance in the event the
2 check was destroyed, lost or misplaced. In the event an Individual Settlement
3 Payment and/or Aggrieved Employee's individual share of the PAGA
4 Settlement check has not been cashed within one hundred and eighty (180)
5 days, all funds represented by such uncashed checks, plus any interest accrued
6 thereon, shall be transmitted to the Controller of the State of California to be
7 held pursuant to the Unclaimed Property Law, California Civil Code § 1500
8 *et seq.*, in the names and corresponding amounts associated with each Class
9 Member and/or Aggrieved Employee whose check(s) are cancelled.

- 10 9. Class Representative Service Award. In addition to the Individual Settlement
11 Payment and his Aggrieved Employee Payment, Plaintiff will apply to the
12 Court for an award of not more than Ten Thousand Dollars and Zero Cents
13 (\$10,000.00), as the Class Representative Service Award. Defendant does not
14 presently intend to oppose a Class Representative Service Award of not more
15 than \$10,000.00 for Plaintiff. The Settlement Administrator shall pay the
16 Class Representative Service Award, either in the amount stated herein if
17 approved by the Court or some other amount as approved by the Court, to
18 Plaintiff from the Gross Settlement Amount no later than fifteen (15) calendar
19 days after the Funding Date. Any portion of the requested Class
20 Representative Service Award that is not awarded to the Class Representative
21 shall be part of the Net Settlement Amount and shall be distributed to
22 Settlement Class Members as provided in this Agreement. The Settlement
23 Administrator shall issue an IRS Form 1099 — MISC to Plaintiff for his Class
24 Representative Service Award. Plaintiff shall be solely and legally
25 responsible to pay any and all applicable taxes on his Class Representative
26 Service Award and shall hold harmless the Defendant from any claim or
27 liability for taxes, penalties, or interest arising as a result of the Class
28

1 Representative Service Award. The Class Representative Service Award shall
2 be in addition to Plaintiff's Individual Settlement Payment as a Settlement
3 Class Member. Approval of this Settlement shall not be conditioned on Court
4 approval of the requested amount of the Class Representative Service Award.
5 If the Court reduces or does not approve the requested Class Representative
6 Service Award, Plaintiff shall not have the right to revoke the Settlement, and
7 it will remain binding.

8 10. Class Counsel Award. Defendant understands a motion by Class Counsel for
9 attorneys' fees not to exceed one-third of the Gross Settlement Amount
10 currently estimated to be Two Hundred Sixteen Thousand Six Hundred Sixty-
11 Six Dollars and Sixty-Seven Cents (\$216,666.67), plus costs and expenses
12 supported by declaration not to exceed Twenty-Five Thousand Dollars and
13 Zero Cents (\$25,000), from the Gross Settlement Amount will be filed. Any
14 portion of the requested Class Counsel Award that is not awarded to Class
15 Counsel shall be part of the Net Settlement Amount and shall be distributed
16 to Settlement Class Members as provided in this Agreement. The Settlement
17 Administrator shall allocate and pay the Class Counsel Award to Class
18 Counsel from the Gross Settlement Amount no later than fifteen (15) calendar
19 days after the Funding Date. Class Counsel shall be solely and legally
20 responsible to pay all applicable taxes on the payment made pursuant to this
21 paragraph. The Settlement Administrator shall issue an IRS Form 1099 —
22 MISC to Class Counsel for the payments made pursuant to this paragraph. If
23 the Court reduces or does not approve the requested Class Counsel Award,
24 Plaintiff and Class Counsel shall not have the right to revoke the Settlement,
25 or to appeal such order, and the Settlement will remain binding.

26 11. PAGA Settlement. Forty Thousand Dollars and Zero Cents (\$40,000.00) shall
27 be allocated from the Gross Settlement Amount for settlement of claims for
28

civil penalties under the Private Attorneys General Act of 2004 (“PAGA Settlement”). The Settlement Administrator shall pay seventy-five percent (75%) of the PAGA Settlement (\$30,000.00) to the California Labor and Workforce Development Agency no later than fifteen (15) calendar days after the Funding Date (hereinafter “LWDA Payment”). Twenty-five percent (25%) of the PAGA Settlement (\$10,000.00) will be distributed to the Aggrieved Employees as described in this Agreement (hereinafter “Aggrieved Employee Payment”). For purposes of distributing the PAGA Settlement to the Aggrieved Employees, each Aggrieved Employee shall receive their pro-rata share of the Aggrieved Employee Payment using the PAGA Payment Ratio as defined above.

12. Settlement Administration Costs. The Settlement Administrator shall be paid for the costs of administration of the Settlement from the Gross Settlement Amount. The estimate of the Settlement Administration Costs is \$11,000.00. The Settlement Administrator shall be paid the Settlement Administration Costs no later than fifteen (15) calendar days after the Funding Date.

O. Final Approval Motion. Class Counsel and Plaintiff shall use best efforts to file with the Court a Motion for Order Granting Final Approval and Entering Judgment, within twenty-eight (28) days following the expiration of the Response Deadline, which motion shall request final approval of the Settlement and a determination of the amounts payable for the Class Representative Service Award, the Class Counsel Award, the PAGA Settlement, and the Settlement Administration Costs. Plaintiff will provide Defendant with a draft of the Motion at least 3 business days prior to the filing of the Motion to give Defendant an opportunity to propose changes or additions to the Motion.

1. Declaration by Settlement Administrator. No later than fourteen (14) days after the Response Deadline, the Settlement Administrator shall submit a

1 declaration in support of Plaintiff's motion for final approval of this
2 Settlement detailing the number of Notice Packets mailed and re-mailed to
3 Class Members, the number of undeliverable Notice Packets, the number of
4 timely requests for exclusion, the number of objections received, the amount
5 of the average Individual Settlement Payment and highest Individual
6 Settlement Payment, the Settlement Administration Costs, and any other
7 information as the Parties mutually agree or the Court orders the Settlement
8 Administrator to provide.

9 2. Final Approval Order and Judgment. Class Counsel shall present an Order
10 Granting Final Approval of Class Action Settlement to the Court for its
11 approval, and Judgment thereon, at the time Class Counsel files the Motion
12 for Final Approval.

13 N. Review of Motions for Preliminary and Final Approval. Class Counsel will provide
14 an opportunity for Counsel for Defendant to review the Motions for Preliminary and
15 Final Approval, including the Order Granting Final Approval of Class Action
16 Settlement, and Judgment before filing with the Court. The Parties and their counsel
17 will cooperate with each other and use their best efforts to affect the Court's approval
18 of the Motions for Preliminary and Final Approval of the Settlement, and entry of
19 Judgment.

20 O. Cooperation. The Parties and their counsel will cooperate with each other and use
21 their best efforts to implement the Settlement.

22 P. Interim Stay of Proceedings. The Parties agree to stay all proceedings in the Actions,
23 except such proceedings necessary to implement and complete the Settlement, pending
24 the Final Approval/Settlement Fairness Hearing to be conducted by the Court

25 Q. Amendment or Modification. This Agreement may be amended or modified only by
26 a written instrument signed by counsel for all Parties or their successors-in-interest.
27
28

- 1 R. Entire Agreement. This Agreement and any attached Exhibit constitute the entire
2 Agreement among these Parties, and no oral or written representations, warranties or
3 inducements have been made to any Party concerning this Agreement or its Exhibit
4 other than the representations, warranties and covenants contained and memorialized
5 in this Agreement and its Exhibit.
- 6 S. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
7 represent they are expressly authorized by the Parties whom they represent to negotiate
8 this Agreement and to take all appropriate Action required or permitted to be taken by
9 such Parties pursuant to this Agreement to effectuate its terms, and to execute any other
10 documents required to effectuate the terms of this Agreement. The persons signing
11 this Agreement on behalf of Defendant represents and warrants that he/she is
12 authorized to sign this Agreement on behalf of Defendant. Plaintiff represents and
13 warrants that he is authorized to sign this Agreement and that he has not assigned any
14 claim, or part of a claim, covered by this Settlement to a third-party.
- 15 T. No Public Comment: Plaintiff and their counsel agree that they will not issue any press
16 releases, initiate any contact with the press, respond to any press inquiry, post details
17 about the settlement, or have any communication with the press about the fact, amount
18 or terms of the Settlement Agreement. Class Counsel further agrees not to use the
19 Settlement Agreement or any of its terms for any marketing or promotional purposes.
20 Nothing herein will restrict Class Counsel from including publicly available
21 information regarding this settlement in future judicial submissions regarding Class
22 Counsel's qualifications and experience. Further, Class Counsel will not include,
23 reference or use the Settlement Agreement for any marketing or promotional purposes,
24 either before or after the Motion for Preliminary Approval is filed.
- 25 U. Binding on Successors and Assigns. This Agreement shall be binding upon, and inure
26 to the benefit of, the successors or assigns of the Parties, as previously defined.
27
28

- 1 V. California Law Governs. All terms of this Agreement and the Exhibit and any disputes
2 shall be governed by and interpreted according to the laws of the State of California.
- 3 W. Counterparts. This Agreement may be executed in one or more counterparts. All
4 executed counterparts and each of them shall be deemed to be one and the same
5 instrument provided that counsel for the Parties to this Agreement shall exchange
6 among themselves copies or originals of the signed counterparts.
- 7 X. This Settlement Is Fair, Adequate and Reasonable. The Parties believe this Settlement
8 is a fair, adequate and reasonable settlement of this Action and have arrived at this
9 Settlement after extensive arms-length negotiations, taking into account all relevant
10 factors, present and potential.
- 11 Y. Jurisdiction of the Court. The Parties agree that the Court shall retain jurisdiction with
12 respect to the interpretation, implementation and enforcement of the terms of this
13 Agreement and all orders and judgments entered in connection therewith, and the
14 Parties and their counsel submit to the jurisdiction of the Court for purposes of
15 interpreting, implementing and enforcing the settlement and all orders and judgments
16 entered in connection with this Agreement.
- 17 Z. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,
18 the Court shall first attempt to construe the provisions valid to the fullest extent
19 possible consistent with applicable precedents so as to define all provisions of this
20 Agreement valid and enforceable.
- 21 AA. No Unalleged Claims. Plaintiff and Class Counsel represent that they do not currently
22 intend to pursue any claims against the Defendant, including, but not limited to, any
23 judicial, arbitral, or administrative forum, except for the already asserted individual
24 claim/complaint by Plaintiff against Defendant, and any and all claims relating to or
25 arising from Plaintiff's employment with Defendant, regardless of whether Class
26 Counsel is currently aware of any facts or legal theories upon which any claims or
27 causes of action could be brought against the Defendant, including those facts or legal
28

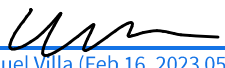
1 theories alleged in the operative complaint in this Action. The Parties further
2 acknowledge, understand and agree that this representation is essential to the
3 Agreement and that this Agreement would not have been entered into were it not for
4 this representation.

5 BB. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class
6 certification for purposes of this settlement only.

7 CC. No Admissions by the Parties. Plaintiff has claimed and continues to claim that the
8 Released Claims have merit and give rise to liability on the part of Defendant.
9 Defendant has claimed and continues to claim that the Released Claims have no merit
10 and do not give rise to liability. This Agreement is a compromise of disputed claims.
11 Nothing contained in this Agreement and no documents referred to and no action taken
12 to carry out this Agreement may be construed or used as an admission by or against
13 the Defendant or Plaintiff or Class Counsel as to the merits or lack thereof of the claims
14 asserted. Other than as may be specifically set forth herein, each Party shall be
15 responsible for and shall bear its/his own attorney's fees and costs.

16 IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

17
18 DATED: Feb 16, 2023

19 
Manuel Villa (Feb 16, 2023 05:56 PST)
20 MANUEL VILLA

21
22
23
24
25
26 IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

1 DATED: March 16, 2023

Chad Casey

TRILLIUM PUMPS USA, INC.

Chad Casey

Printed Name

Legal Counsel - North America

Title

8 IT IS SO AGREED AS TO FORM BY COUNSEL:

10 DATED: February 16, 2023

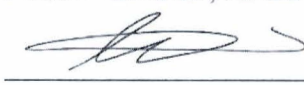
JCL LAW FIRM, A.P.C.

11 By: 

12 Attorneys for Plaintiff and the Settlement Class
13 Members

15 DATED: February 16, 2023

ZAKAY LAW GROUP, APLC

16 By: 

17 Attorneys for Plaintiff and the Settlement Class
18 Members

20 DATED: March 16, 2023

LITTLER MENDELSON, P.C.

22 By: 

23 Jason H. Borchers, Esq.
24 Attorneys for Defendant

EXHIBIT A

**NOTICE OF PENDENCY OF CLASS ACTION SETTLEMENT
AND FINAL HEARING DATE**

(Villa v. Trillium Pumps USA, Inc., Fresno County Superior Court, Case No. 22CECG01104)

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT. PLEASE
READ THIS NOTICE CAREFULLY.**

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Individual Settlement Payment is: \$<<[REDACTED]>>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive no money from the Settlement. Instructions are set forth below.
Object	You may write to the Court about why you believe the settlement should not be approved. Directions are provided below.

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of this lawsuit pending in the Superior Court for the State of California, County of Fresno (the “Court”) has been reached between Plaintiff Manuel Villa (“Plaintiff”) and Defendant Trillium Pumps USA, Inc., a Delaware Corporation (hereinafter “Defendant”). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class, which is defined as:

All non-exempt employees who are or previously were employed by Defendant and performed work in California during the Class Period.

The “Class Period” is the period of time between April 11, 2018, through and including December 2, 2022.

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On April 11, 2022, Plaintiff filed a Complaint against Defendant in the Superior Court of the State of California, County of Fresno. Plaintiff asserted claims that Defendant: (a) Violated California Business and Professions Code § 17200 *et seq.*; (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1; (c) Failed to pay overtime wages in violation of California Labor Code §§ 510, *et seq.*; (d) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512, and the applicable IWC Wage Order; (e) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512, and the applicable IWC Wage Order; (f) Failed to provide accurate and complete itemized wage statements in violation of California Labor Code § 226; (g) Failed to provide wages when due in violation of California Labor Code §§ 201, 202, and 203; (h) Failed to reimburse employees for required expenses in violation of Cal Lab. Code section 2802; (i) unlawful deductions; and (j) Violations of the Private Attorney General Act (Cal. Lab. Code §§2698 *et seq.*

Defendant denies and disputes all claims asserted in the Action. Specifically, Defendant contended (and continues to contend) that the Action could not properly be maintained as a class action; that Defendant properly paid members of the class all wages and overtime that was due; that Defendant provided members of the class with all legally required meal breaks and rest breaks; that Defendants paid any members of the class all wages due them at the time of their terminations; that Defendant provided accurate, itemized wage statements to members of the class; that Defendant did not unlawfully deduct wages; that Defendant did not violate California Business and Professions Code section 17200 *et seq.*; and that Defendant is not liable for any of the penalties claimed or that could be claimed in the Action.

On November 2, 2022, the Parties participated in an all-day mediation with Hon. Brian C. Walsh (Ret.) a respected jurist and an experienced mediator of wage and hour class actions. The mediation concluding with a settlement, after both sides agreed to a Mediator's proposal. The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firms of JCL Law Firm, APC and Zakay Law Group, APLC to serve as Class Counsel.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Six Hundred Fifty Thousand Dollars and Zero Cents (\$650,000.00) (the “Gross Settlement Amount”) to fund the settlement. The Gross Settlement Amount includes the payment of all Individual Settlement Payments to Settlement Class Members, Class Counsel Award, Settlement Administration Costs, the LWDA Payment, Aggrieved Employee Payment, and the Class Representative Service Award to the Plaintiff.

After the Judgment becomes Final, Defendant will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed and the Judgment is affirmed.

Amounts to be Paid From the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:

- Settlement Administration Costs. Payment to the Settlement Administrator, estimated not to exceed \$11,000.00 for expenses, including expenses of sending this Notice, processing opt outs, and distributing settlement payments.

- Class Counsel Award. Payment to Class Counsel of an award of attorneys' fees of no more than 1/3 of the Gross Settlement Amount (currently \$216,666.67) and costs and expenses of not more than \$25,000.00 for all expenses incurred as documented in Class Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses. Class Counsel's Fees Payment will be divided equally between Class Counsel (50% to Zakay Law Group, APC and 50% to The JCL Law Firm, APC).
- Class Representative Service Payment. Class Representative Service Payment of up to Ten Thousand Hundred Dollars (\$10,000.00) to Plaintiff, or such lesser amount as may be approved by the Court, to compensate him for services on behalf of the Class in initiating and prosecuting the Action, and for the risks he undertook.
- PAGA Settlement. A payment of \$40,000 relating to Plaintiff's claim under the Private Attorneys General Act ("PAGA"), \$30,000.00 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA") and the remaining \$10,000.00 will be distributed to Aggrieved Employees as part of the PAGA Settlement.
- Calculation of Payments to Settlement Class Members. After all the above payments of the court-approved Class Counsel Award, the Class Representative Service Award, the PAGA Settlement, and the Settlement Administration Costs are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). The Individual Settlement Payment for each Participating Class Member will be calculated by dividing the Net Settlement Amount by the total number of workweeks for all Settlement Class Members that occurred during the Class Period and multiplying the result by each individual Participating Class Member's workweeks that occurred during the Class Period. A "workweek" is defined as a normal seven-day week of work during the Class Period in which, according to Defendant's records, a member of the class worked at least one-day during any such workweek.
- Calculation of Aggrieved Employee Payment to Aggrieved Employees. The PAGA Settlement shall be distributed to Aggrieved Employees irrespective of whether they exclude themselves or opt-out. The PAGA Settlement will be divided by the total number of pay periods worked by all Aggrieved Employees during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective PAGA Employee during the PAGA Period. "Aggrieved Employees" means all non-exempt employees who are or previously were employed by Defendant and performed work in California during the PAGA Period. The PAGA Period means the period of April 21, 2020, through and including August 26, 2022.

If the Settlement is approved by the Court, you will automatically be mailed a check for your Individual Settlement Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to insure you receive your payment.

Tax Matters. Twenty-five percent (25%) of each Individual Settlement Payment is allocated to wages. Taxes are withheld from this amount, and each Participating Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Seventy-five percent (75%) of each Individual Settlement Payment is allocated to interest, penalties and other non-wage payments, and no taxes will be withheld, and each Participating Class Member will be issued an Internal Revenue Service Form 1099 for such payment. In addition, no taxes will be withheld from the PAGA Penalties paid to Aggrieved Employees, and each PAGA Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant's counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. Upon entry of final judgment and funding in full of the Gross Settlement Amount by Defendant, Plaintiff, and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims means all class claims alleged in the operative complaint, or which could have reasonably been alleged in the operative complaint based on the facts alleged, which occurred during the Class Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and class claims outside the Class Period. The Released PAGA Claims shall be released as follows. As of the Effective Date and upon funding in full of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall release all Released PAGA Claims, irrespective of whether they opted-out of the class settlement, and will be bound by this PAGA Release (the "PAGA Release"). "Released PAGA Claims" means all PAGA claims alleged in the operative complaint and Plaintiff's PAGA Notice to the LWDA which occurred during the PAGA Period, and expressly excluding all other claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and PAGA claims outside of the PAGA Period.

This means that, if you do not timely and formally exclude yourself from the settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant about the legal issues resolved by this Settlement. It also means that all of the Court's orders in this Action will apply to you and legally bind you.

5. How much will my payment be?

Defendant's records reflect that you have <<____>> Workweeks worked during the Class Period (April 11, 2018, through and including December 2, 2022).

Based on this information, your estimated Individual Settlement Payment is <<____>>.

Defendant's records reflect that you have <<____>> pay periods worked during the PAGA Period (April 21, 2020, through and including August 26, 2022).

Based on this information, your estimated Aggrieved Employee Payment is <<____>>.

If you wish to challenge/dispute the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than _____ [forty-five (45) days after the Notice or re-mailed Notice].

6. How can I get a payment?

To get money from the settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: _____ . (800) _____ .

The Court will hold a hearing on _____ to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at www._____.com

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or “opt out.” **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or “opt out,” you will be bound by the PAGA Release, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the PAGA Settlement.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than _____. The address for the Settlement Administrator is _____. The request for exclusion should indicate clearly that you wish to opt out of the class action and settlement of the case. The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class.

Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member's name, current address, telephone number, and describe why you believe the Settlement is unfair and whether you intend to appear at the final approval hearing. All written objections or other correspondence must also state the name and number of the case, which ***Villa v. Trillium Pumps USA, Inc., Fresno County Superior Court, Case No. 22CECG01104***. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

Written objections must be delivered or mailed to the Settlement Administrator no later than _____. The address for the Settlement Administrator is _____.

The addresses for the Parties' counsel are as follows:

Class Counsel:

Jean-Claude Lapuyade, Esq.
JCL Law Firm, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel.: (619) 599-8292
Fax: (619) 599-2891
E-Mail: jlapuyade@jcl-lawfirm.com

Class Counsel:

Shani O. Zakay, Esq.
Zakay Law Group, APLC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 255-9047
Email: shani@zakaylaw.com
Website: www.zakaylaw.com

Counsel for Defendant:

Jason H. Borchers, Esq.
Littler Mendelson, P.C.
5200 North Palm Avenue, Suite 302
Fresno, CA 93704
T: 559-244-7500
F: 559-244-7525
jborchers@littler.com

9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at **00:00 AM/PM on** _____, at the Fresno County Superior Court, located at 1130 "O" Street Fresno, CA 93724, before Judge Jon M. Skiles. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

You may attend in person, but you may also attend remotely if you wish. Remote appearances may be scheduled through <https://www.fresno.courts.ca.gov/divisions/civil/remote-appearance-information>

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at _____ or write to ***Villa v. Trillium Pumps USA, Inc., Fresno County Superior Court, Case No. 22CECG01104***, Settlement Administrator, c/o _____.

This notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Final Judgment or other Settlement documents by writing to JCL Law firm, APC, 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your settlement payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks to the Settlement Class Members who cashed his or her Individual Settlement Payment check using the same work shift formula used for distribution of the Net Settlement Amount. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

EXHIBIT 2

SUPERIOR COURT OF CALIFORNIA - COUNTY OF FRESNO Civil Department - Non-Limited		Entered by:
TITLE OF CASE: Manuel Villa vs. Trillium Pumps USA, Inc. / COMPLEX / CLASS ACTION		
LAW AND MOTION MINUTE ORDER		Case Number: 22CECG01104

Hearing Date: **November 14, 2023** Hearing Type: **Motion - Prelim Approval Class Settlement Case Management Conference**
 Department: **403** Judge: **Jon M Skiles**
 Court Clerk: **J. Xiong** Reporter: **Not Reported**

Appearing Parties:	
Plaintiff:	Defendant: Not Present
Counsel via Zoom: J. Joyce	Counsel:

☐ Off Calendar

☒ Continued to April 11, 2024 at 3:30 PM in Department 403 for Case Management Conference.

☐ Submitted on points and authorities with/without argument. ☐ Matter is argued and submitted.

☐ Upon filing of points and authorities.

☐ Motion is granted ☐ in part and denied in part. ☐ Motion is denied ☐ with/without prejudice.

☐ Taken under advisement

☒ No party requested oral argument pursuant to Local Rule 2.2.6 and CRC 3.1308(a)(1).

☒ Tentative ruling becomes the order of the court. No further order is necessary.

☒ Pursuant to CRC 3.1312(a) and CCP section 1019.5(a), no further order is necessary. The minute order adopting the tentative ruling serves as the order of the court.

☒ Service by the clerk will constitute notice of the order.

☒ See attached copy of the Tentative Ruling.

☐ Judgment debtor ___ sworn and examined.

☐ Judgment debtor ___ failed to appear.
 Bench warrant issued in the amount of \$ ___

JUDGMENT:

☐ Money damages ☐ Default ☐ Other ___ entered in the amount of:
 Principal \$___ Interest \$___ Costs \$___ Attorney fees \$___ Total \$___
☐ Claim of exemption ☐ granted ☐ denied. Court orders withholdings modified to \$___ per ___

FURTHER, COURT ORDERS:

☐ Monies held by levying officer to be ☐ released to judgment creditor. ☐ returned to judgment debtor.
☐ \$___ to be released to judgment creditor and balance returned to judgment debtor.
☐ Levying Officer, County of ___, notified. ☐ Writ to issue
☐ Notice to be filed within 15 days. ☐ Restitution of Premises

☒ Other: Counsel is to file an updated joint case management conference with the court 10 days before the next court date. Upon Court's own motion, Zoom is authorized for the next hearing.

(35)

Tentative Ruling

Re: ***Villa v. Trillium Pumps USA, Inc.***
Superior Court Case No. 22CECG01104/COMPLEX

Hearing Date: November 14, 2023 (Dept. 403)

Motion: By Plaintiff Manuel Villa for Preliminary Approval of Class
Action Settlement

Tentative Ruling:

To grant preliminary approval of the class action settlement. To reduce, in the proposed notice, the amount sought in costs and costs to administer.

Explanation:

1. Class Certification

a. Standards

First, the court must determine whether the proposed class meets the requirements for certification before it can grant preliminary approval of the proposed settlement. An agreement of the parties is not sufficient to establish a class for settlement purposes. There must be an independent assessment by a neutral court of evidence showing that a class action is proper. (*Luckey v. Superior Court* (2014) 228 Cal.App.4th 81, 93-95.)

"Class certification requires proof (1) of a sufficiently numerous, ascertainable class, (2) of a well-defined community of interest, and (3) that certification will provide substantial benefits to litigants and the courts, i.e., that proceeding as a class is superior to other methods." (*In re Tobacco II Cases* (2009) 46 Cal.4th 298, 313, citing *Fireside Bank v. Superior Court* (2007) 40 Cal.4th 1069, 1089, internal citations omitted.)

b. Numerosity and Ascertainability

"Ascertainability is achieved by defining the class in terms of objective characteristics and common transactional facts making the ultimate identification of class members possible when that identification becomes necessary. While often it is said that class members are ascertainable where they may be readily identified without unreasonable expense or time by reference to official records, that statement must be considered in light of the purpose of the ascertainability requirement. Ascertainability is required in order to give notice to putative class members as to whom the judgment in the action will be *res judicata*." (*Nicodemus v. Saint Francis Memorial Hospital* (2016) 3 Cal.App.5th 1200, 1212, internal citations and quote marks omitted.)

Here, plaintiff Manuel Villa ("Plaintiff") seeks to certify a class consisting of all non-exempt employees who are or previously were employed by defendant Trillium Pumps USA, Inc. ("Defendant") and performed worked in California during the period from April

11, 2018 to December 2, 2022. Plaintiff estimates that the class has 278 members. Therefore, it appears that the class is sufficiently numerous to warrant certification. Also, the class of all non-exempt employees would be readily ascertainable by reference to Defendant's payroll records and other personnel information. Therefore, the proposed class is sufficiently numerous and ascertainable to be certified for the purpose of settlement.

c. Community of Interest

"[T]he 'community of interest requirement embodies three factors: (1) predominant common questions of law or fact; (2) class representatives with claims or defenses typical of the class; and (3) class representatives who can adequately represent the class.'" (*Fireside Bank v. Superior Court*, *supra*, 40 Cal.4th at p. 1089, citing *Richmond v. Dart Industries, Inc.* (1981) 29 Cal.3d 462, 470.)

"The test of typicality 'is whether other members have the same or similar injury, whether the action is based on conduct which is not unique to the named plaintiffs, and whether other class members have been injured by the same course of conduct.'" (*Seastrom v. Neways, Inc.* (2007) 149 Cal.App.4th 1496, 1502, internal citations omitted.) "[R]epresentative claims are 'typical' if they are reasonably co-extensive with those of absent class members; they need not be substantially identical." (*Hanlon v. Chrysler Corp.* (9th Cir. 1998) 150 F.3d 1011, 1020.) "It is axiomatic that a putative representative cannot adequately protect the class if [her] interests are antagonistic to or in conflict with the objectives of those he purports to represent. (*Richmond v. Dart Industries, Inc.*, *supra*, 29 Cal.3d at p. 470.)

Here, it appears that there are common questions of law and fact, as Defendant allegedly failed to: pay minimum wage; pay for all hours worked in overtime wages; maintain statutorily compliant meal periods; maintain statutorily compliant rest periods; failed to provide accurate wage statements; failed to pay wages timely; and violated Business and Professions Code section 17200. The claims apply with equal force and effect to the putative class through Defendant's policies and practices. The named class representative also has the same claims as the other class members. Plaintiff shows that he will be able to adequately represent the class and has experienced and qualified counsel for him and the rest of the class. There is also evidence to establish that class counsel are experienced and qualified to represent the class based on the declarations of counsel. There is no evidence to suggest that Plaintiff has any conflicts that would make him unable to represent the class.

Therefore, the proposed class has a sufficient community of interests to be certified for the purpose of settlement.

d. Superiority of Class Certification

It also appears that certifying the class would be superior to any other available means of resolving the disputes between the parties. Absent class certification, the employees would have to litigate their claims individually, which would result in wasted time and resources relitigating the same issues and presenting the same testimony and evidence. Class certification will allow the employees' claims to be resolved in a relatively

efficient and fair manner. (*Sav-On Drugs Stores, Inc. v. Superior Court* (2004) 34 Cal.4th 319, 340.) Also, class certification is frequently granted in employee wage and hour claims, as class litigation eliminates the possibility of repetitious litigation and provides small claimants with a method of obtaining redress for claims which would otherwise be too small to warrant individual litigation. (See *id.*) Therefore, the proposed class's claims are sufficiently superior to be certified for the purpose of settlement.

2. Settlement

a. Legal Standards

"[I]t is the court that bears the responsibility to ensure that the recovery represents a reasonable compromise, given the magnitude and apparent merit of the claims being released, discounted by the risks and expenses of attempting to establish and collect on those claims by pursuing litigation. 'The court has a fiduciary responsibility as guardians of the rights of the absentee class members when deciding whether to approve a settlement agreement.' The courts are supposed to be the guardians of the class." (*Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129, internal citations omitted.) "[T]o protect the interests of absent class members, the court must independently and objectively analyze the evidence and circumstances before it in order to determine whether the settlement is in the best interests of those whose claims will be extinguished." (*Id.* at p. 130.)

b. Fairness and Reasonableness of the Settlement

"In determining whether a class settlement is fair, adequate and reasonable, the trial court should consider relevant factors, such as 'the strength of plaintiffs' case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of discovery completed and the stage of the proceedings, the experience and views of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement.' The list of factors is not exclusive and the court is free to engage in a balancing and weighing of factors depending on the circumstances of each case." (*Wershba v. Apple Computer, Inc.* (2001) 91 Cal.App.4th 224, 244–245, internal citations omitted, disapproved of on other grounds by *Hernandez v. Restoration Hardware, Inc.* (2018) 4 Cal.5th 260.)

Here, it does appear that the settlement is fair and reasonable. The gross settlement is \$650,000.00, which will be non-reversionary. The employees will be paid shares based on the number of weeks they worked during the settlement period.

The values of the various claims were calculated based on informal discovery, which was reviewed by an expert to analyze time and pay records. Those values were then negotiated through counsel with the aid of the Honorable Brian C. Walsh (ret.). The gross settlement contemplated to challenges of going to trial, which carried significant risks and costs including substantial discovery, especially when considering the defenses raised by defendant.

The settlement was reached after arm's length negotiations during a mediation with an experienced mediator, which weighs in favor of finding that the settlement was fair, adequate, and non-collusive. The parties also exchanged informal discovery, and class counsel analyzed the records to determine the potential value of the alleged violations. In addition, class counsel is well experienced in class litigation, and provided information as to their assessments of the strength of plaintiff's case, the risk, expense and complexity of the litigation, the risk of maintaining class action status, and the extent of discovery completed. Thus, class counsel's opinion that the settlement is fair, adequate, and reasonable is entitled to considerable deference. There is also no evidence that the settlement is the product of collusion. Therefore, the court finds that the proposed settlement amount is fair, adequate and reasonable.

c. Proposed Class Notice

The proposed notice appears to be adequate, as the class administrator will mail out notices to the class members based on defendant's records. The notices will provide the class members with information regarding their time to opt out or object, the nature and amount of the settlement, the impact on class members if they do not opt out, the amount of attorney's fees and costs, the service award to the named class representative, and the settlement administrator's fees and costs. Therefore, the court intends to find that the proposed class notice is adequate.

3. Attorney's Fees and Costs

Plaintiff's counsel seeks approval of attorney's fees in the amount of \$216,666.67, which is one-third of the gross settlement amount. Courts commonly award fees of one-third of the gross settlement, so counsel's request is facially reasonable. Further, counsel seeks approval of costs up to \$25,000.00.

While courts may award attorney's fees based on a percentage of the total recovery, courts may also perform a lodestar cross-check to ensure that the fees are reasonable in light of the number of hours worked and the attorneys' reasonable hourly rates. (*Laffitte v. Robert Half Int'l Inc.* (2016) 1 Cal.5th 480, 503-504.) Counsel submits evidence sufficient for the court to proceed on a lodestar cross-check.

Neither of the two firms representing Plaintiff clearly state their hourly rates. Rather, counsel state ranges between \$375 and \$575 (Zakay Decl., ¶ 4), or not at all (see generally Lapuyade Decl.). The time entries submitted by Lapuyade suggest ranges between \$300 and \$550. (See Lapuyade Decl., ¶ 44 and Ex. 4.) The reasonable hourly rate is that prevailing in the community for similar work. (*PCLM Group v. Drexler* (2000) 22 Cal.4th 1085, 1095.) These rates are somewhat high compared to local rates. To find that counsels' rates are reasonable, in spite of the significant departure from that of the community of Fresno County, the court further evaluates the time entries provided to confirm that the work performed is consistent with the experience that the rates sought command. The work should not include tasks that would be covered by, or be disproportionate to, that breadth of experience.

Plaintiff's counsel provides a proposed lodestar calculation of fees at \$148,747.00, with a proposed lodestar multiplier of 1.46. A careful review of the entries by JCL Law Firm

shows that the time billed is mostly consistent with the rates asserted and the court approves the rates as sought. However, the court does not credit \$17,958.00 of billed time by Jean Claude Lapuyade for generic legal research that should have been factored into his 15 years of experience; and \$80.00 of billed time by Sydney Castillo-Johnson for purely clerical tasks that may not be billed at attorney rates. Further, the court does not credit \$3,362.50 of billed time by Shani Zakay for generic legal research that should have been factored into his 12 years of experience, as well as time billed for the twice-prepared motion for preliminary approval; \$1,686.00 of billed time by Jackland Hom for the same, as well as for purely clerical tasks; and \$396.00 of billed time by Jaclyn Joyce for the same. In sum, the court does not credit \$23,509.50 of the time proffered. The court sets the lodestar at \$125,237.50. The lodestar multiplier sought is therefore 1.73. Counsel is instructed to support the multiplier sought with the final approval motion. The filing should address the factors identified in *Serrano v. Priest* used to support the application of a lodestar multiplier. (*Ketchum v. Moses* (2001) 24 Cal.4th 1122, 1138-1139 citing *Serrano v. Priest* (1977) 20 Cal.3d 25, 49.)

As to costs, the proposed notice seeks to provide notice of costs not to exceed \$25,000.00. In support of preliminary approval however, counsel submits costs totaling \$9,962.04. No explanation was provided as to why the notice is for over 2.5 times the actual costs.

With the above set forth, the court approves the notice regarding fees in an amount not to exceed \$216,666.67, but reduces and approves notice of costs sought, not to exceed \$11,000.

4. Payment to Class Representative

Plaintiff seeks preliminary approval of a \$10,000 "Class Representative Service Award". Incentive payments to class representatives are routinely awarded in class action wage and hour settlements, and similar payments have been approved in other cases. Here, plaintiff submits a declaration but does not detail the general terms the work he did on the case or the considerations made in choosing to represent the class. The court approves the proposed notice regarding a service award to Plaintiff. Plaintiff is instructed to support his request for a service reward with the final approval motion.

5. Payment to Class Administrator

Plaintiff seeks approval of up to \$11,000.00 in administration costs, paid to ILYM Group, Inc. Plaintiff submits a detailed bid which estimates costs by line-item. The bid shows a value not to exceed \$9,990.00. The declaration submitted in support by Lisa Mullins, President of ILYM Group, Inc. further declared that no additional charges will be incurred unless the class size increases or additional services are requested and that the costs to administer would be \$9,990.00. No explanation was provided why, despite the bid and declaration, Plaintiff seeks a notice of up to \$11,000.00 in administration costs.

At this stage, \$9,900.00 appears reasonable. The court intends to find that the administration costs are reasonable as provided by Mullins, and it will approve the appointment of ILYM Group, Inc. With the final approval motion, Plaintiff is directed to submit a declaration from ILYM Group, Inc. providing evidence of the actual cost of

providing the administration services. The court approves the notice to the class regarding administration costs, but for an amount not to exceed \$9,900.

6. Private Attorneys General Act ("PAGA") Action

Under Labor Code section 2699, "[t]he superior court shall review and approve any settlement of any civil action filed pursuant to [PAGA]. The proposed settlement shall be submitted to the agency at the same time that it is submitted to the court." (Lab. Code, § 2699, subd. (i)(2).)

The statute does not explain what exactly the trial court should consider when reviewing a proposed PAGA settlement. However, recently the Court of Appeal in *Moniz v. Adecco USA, Inc.*, (2021) 72 Cal.App.5th 56, did provide some guidance. The court explained that "many federal district courts have applied the 'fair, reasonable, and adequate' standard from class action cases to evaluate PAGA settlements." (*Id.* at pp. 75-76.)

"Despite the fact that "'a representative action under PAGA is not a class action'", and is instead a 'type of qui tam action', a standard requiring the trial court to determine independently whether a PAGA settlement is fair and reasonable is appropriate. Class actions and PAGA representative actions have many differences, with one salient difference being that certain due process protections afforded to unnamed class members are not part of PAGA litigation because aggrieved employees do not own personal claims for PAGA civil penalties. Nonetheless, the trial court must 'review and approve' a PAGA settlement, and the Supreme Court has in dictum referred to this review as a 'safeguard [].' The Supreme Court has also observed that trial court approval 'ensur[es] that any negotiated resolution is fair to those affected.' When trial court approval is required for certain settlements in other qui tam actions in this state, the statutory standard is whether the settlement is 'fair, adequate, and reasonable under all the circumstances.' Thus, while PAGA does not require the trial court to act as a fiduciary for aggrieved employees, adoption of a standard of review for settlements that prevents 'fraud, collusion or unfairness', and protects the interests of the public and the LWDA in the enforcement of state labor laws is warranted. Because many of the factors used to evaluate class action settlements bear on a settlement's fairness—including the strength of the plaintiff's case, the risk, the stage of the proceeding, the complexity and likely duration of further litigation, and the settlement amount—these factors can be useful in evaluating the fairness of a PAGA settlement." (*Moniz v. Adecco USA, Inc.*, *supra*, 72 Cal.App.5th at pp. 76-77, internal citations omitted.)

"Given PAGA's purpose to protect the public interest, we also agree with the LWDA and federal district courts that have found it appropriate to review a PAGA settlement to ascertain whether a settlement is fair in view of PAGA's purposes and policies. We therefore hold that a trial court should evaluate a PAGA settlement to determine whether it is fair, reasonable, and adequate in view of PAGA's purposes to remediate present labor law violations, deter future ones, and to maximize enforcement of state labor laws." (*Moniz v. Adecco USA, Inc.*, *supra*, 72 Cal.App.5th at p. 77, internal citations and footnote omitted.)

Pursuant to California Rules of Court, rule 3.1312(a), and Code of Civil Procedure section 1019.5, subdivision (a), no further written order is necessary. The minute order adopting this tentative ruling will serve as the order of the court and service by the clerk will constitute notice of the order.

Issued By: JS on 11/7/2023
(Judge's initials) (Date)

SUPERIOR COURT OF CALIFORNIA - COUNTY OF FRESNO Civil Department, Central Division 1130 "O" Street Fresno, California 93724-0002 (559) 457-2000	<i>FOR COURT USE ONLY</i>
TITLE OF CASE: Manuel Villa vs. Trillium Pumps USA, Inc. / COMPLEX / CLASS ACTION	
CLERK'S CERTIFICATE OF MAILING	CASE NUMBER: 22CECG01104

I certify that I am not a party to this cause and that a true copy of the:

Minute Order and Tentative Ruling

was placed in a sealed envelope and placed for collection and mailing on the date and at the place shown below following our ordinary business practice. I am readily familiar with this court's practice for collecting and processing correspondence for mailing. On the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service with postage fully prepaid.

Place of mailing: **Fresno, California 93724-0002**

On Date: **11/15/2023**

Clerk, by _____, Deputy


J. Xiong

Jean-Claude Lapuyade
 JCL Law Firm, APC
 5440 Morehouse Dr, Suite 3600
 San Diego, CA 92121

Jason H. Borchers
 Littler Mendelson, P.C.
 5200 N. Palm Ave., Suite 302
 Fresno, CA 93704

☐ Clerk's Certificate of Mailing Additional Address Page Attached

EXHIBIT 3

Laura Gonzalez Mendez

From: DIR PAGA Unit <lwdadonotreply@dir.ca.gov>
Sent: Thursday, September 21, 2023 4:22 PM
To: Laura Gonzalez Mendez
Subject: Thank you for your Proposed Settlement Submission

09/21/2023 04:21:36 PM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Proposed Settlement

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: http://labor.ca.gov/Private_Attorneys_General_Act.htm

EXHIBIT 4

EXHIBIT 5

JCL LAW FIRM, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 599-8292
Fax: (619) 599-8291

FIRM RESUME

Areas of Practice: Employee Class Actions, Wage and Hour Class Actions, Civil Litigation, and Unlawful Housing Practices.

ATTORNEY BIOGRAPHIES

Jean-Claude Lapuyade, Esq.
California Bar Number 248676
Founding Partner

Biography:

Mr. Lapuyade is a San Diego based labor and employment attorney representing aggrieved California employees and the victims of unlawful housing practices throughout the State of California. Mr. Lapuyade's litigation practice focuses on representing California employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, and misclassification, wrongful termination cases and tenants in unlawful housing class actions. Mr. Lapuyade prides himself on providing his clients with aggressive, attentive and result driven representation through the litigation process, trial and arbitration. Since 2007, Mr. Lapuyade successfully recovered in excess of \$200 million in monetary awards for his clients.

Mr. Lapuyade served as co-editor of the Insurance Column for Consumer Attorneys of San Diego from 2011 to 2014. As editor, Mr. Lapuyade was responsible for publishing monthly articles in the Trial Bar News periodical analyzing complex insurance coverage issues. Mr. Lapuyade is a four-time recipient of the Super Lawyers Rising Star by Thomson Reuters. To be eligible for inclusion in Rising Stars, a candidate must be either 40 years old or younger or in practice for 10 years or less. While up to 5 percent of the lawyers in a state are named to Super Lawyers, no more than 2.5 percent are named to Rising Stars.

Bar Admissions:

- California
- U.S. District Court Southern District of California
- U.S. District Court Central District of California
- U.S. District Court Eastern District of California
- U.S. District Court Northern District of California

Professional Associations:

- California Employment Lawyers Association, 2007 to Present
- Consumer Attorneys of San Diego, 2007 to 2020
- American Bar Association, Section of Litigation, Member, 2007 to 2020
- American Bar Association, Labor & Employment Section, Member, 2007 to 2020
- American Bar Association, Tort, Trial & Insurance Section, Member, 2007 to 2020
- California Bar Association, Labor & Employment Section, Member, 2007 to Present
- California Bar Association, Litigation Section, Member, 2007 to Present

Education:

- **California Western School of Law**
 - J.D. - 2006
 - Honors: Deans Merit Scholarship, California Western School of Law 2005 - 2006
- **University of Arizona**
 - B.A. - 2001
 - Major: History

Honors:

- Super Lawyers Rising Star, Thomson Reuters, 2015 - 2018
- Distinguished Advocate Award for Outstanding Oral Advocacy, 2005 - 2006

Sydney Castillo-Johnson, Esq.
California Bar Number 343881
Associate Attorney

Biography:

Ms. Castillo-Johnson is a San Diego based labor and employment attorney representing California employees throughout the state of California. Ms. Castillo-Johnson's litigation practice focuses on representing current and former employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, misclassification, and wrongful termination.

Ms. Castillo-Johnson volunteered her time at California Western School of Law first as a student intern and later as a student manager with the Community Law Project which offers legal services to the low-income community of San Diego.

Education:

- **California Western School of Law**
 - J.D.- 2022
 - Honors:
 - Dean's Honor List: Spring 2021, Fall 2021
 - Public Service Honor Society Fall 2021
 - 3L Academic Merit Scholarship
 - Dean's Diversity, Service, and Leadership Scholarship
 - Activities: Community Law Project Student Manager
- **Azusa Pacific University**
 - B.A. – 2018
 - Major: Criminal Justice

Monnett De La Torre, Esq.
California Bar Number 272884
Senior Associate

Biography:

Ms. De La Torre is a San Diego and Ventura County based labor and employment attorney representing aggrieved California employees throughout the State of California. Ms. De La Torre's litigation practice focuses on representing California employees in wage and hour class and representative actions for unpaid wages, missed meal and rest breaks, misclassification, penalties, and wrongful termination cases. Ms. De La Torre has extensive experience handling internal workplace investigations. Ms. De La Torre has handled matters before the Department of Fair Employment and Housing, Equal Employment Opportunity Commission and Department of Labor.

Ms. De La Torre is a two-time recipient of the Super Lawyers Rising Star by Thomas Reuters. To be eligible for inclusion in Rising Stars, a candidate must be either 40 years old or younger or in practice for 10 years or less. While up to five percent of the lawyers in a state are named to Super Lawyers, no more than 2.5 percent are named to Rising Stars.

Bar Admissions:

- California
- U.S. District Court Southern District of California

Professional Associations:

- California Employment Lawyers Association, 2022 to Present
- Consumer Attorneys of San Diego, 2010-2015
- American Bar Association, Labor & Employment Section, Member, 2015 to Present
- California Bar Association, Labor & Employment Section, Member, 2015 to Present
- San Diego La Raza Lawyers Association, 2010-2015
- Ventura County Bar Association, 2015-Present
- Women Lawyers of Ventura County, 2015-Present

Education:

- **New England School of Law**
 - J.D.- 2010

- Honors:
 - Dean's List Consecutive years
- **University of California, San Diego**
 - B.A.- 2006
 - Major: Economics
 - Minor: Latin American Studies

Honors:

- Super Lawyers Rising Star, Thomson Reuters, 2021 and 2022
- Pacific Cost Business Times, "Top 40 under 40" Award
- Daily Transcripts "Top Young Attorney: nominee, consecutive years"

REPORTED CASES

- *Blanchette et al., v. Superior Court (GHA Homes)*, 8 Cal.App.5th 521, 2017
- *Chmurny v. State*, 392 Md. 159, 2006

EXAMPLES OF THE JCL LAW FIRM'S
REPRESENTATIVE CLASS ACTION & REPRESENTATIVE CASES

- *Ware v. Shake Shack Enterprises, LLC*, Alameda Superior Court Case No. 21CV002063 (October 19, 2023) Hon. Brad Seligman approved a \$1,330,000.00 class action and PAGA action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Trinh v. Precision Metal Products, Inc., et al.*, San Diego Superior Court Case No. 37-2022-00000965-CU-OE-CTL (October 16, 2023) Hon. Matthew C. Braner approved a \$450,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off the clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Anderson v. Barton Myers Associates, Inc., et al.*, Los Angeles Superior Court Case No. 21STCV43314 (October 12, 2023) Hon. Elihu M. Berl approved a \$900,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *DeSanctis v. Douglas Products and Packaging Company, LLC*, Contra Costa Superior Court Case No. C21-01874 (October 11, 2023) Hon. Charles S. Treat approved a \$372,500.00 class action and PAGA action settlement for, *inter alia*, failure to pay for all hours worked. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Jackson v. White Fir, LLC, et al.*, Sacramento Superior Court Case No. 34-2021-00301656 (October 6, 2023) Hon. Lauri A. Damrell approved a \$750,000.00 class action and PAGA action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Kneisly v. SR Machining, Inc., et al.*, Riverside Superior Court Case No. CVRI2201491 (October 5, 2023) Hon. Harold W. Hopp approved a \$220,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Mendez v. Bondz, Inc., et al.*, San Joaquin Superior Court Case No. STK-CV-UOE-2020-0007486 (September 14, 2023) Hon. George J. Abdallah, Jr. approved a \$180,000.00 class action and PAGA action settlement for, *inter alia*, failure to comply with piece-rate laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Baray v. Curation Foods, Inc., et al.*, Santa Barbara Superior Court Case No. 21CV02834 (August 29, 2023) Hon. James F. Rigali approved a \$495,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Rodriguez, et al. v. Ferma Greenbox, Inc., et al.*, Alameda Superior Court Case No. RG21101104 (August 23, 2023) Hon. Evelio Grillo approved a \$200,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *O'Quinn v. Laugh Factory, Inc.*, Los Angeles Superior Court Case No. 19STCV28155 (August 1, 2023) Hon. Carolyn B. Kuhl approved a \$144,000.00 class action and PAGA action settlement for, *inter alia*, unlawful tip pooling. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Toler v. Total Testing Solutions, LLC*, Los Angeles Superior Court Case No. 21STCV38452 (July 27, 2023) Hon. Elihu M. Berle approved a \$160,000.00 class action and PAGA action settlement for meal and

rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.

- *Rodriguez v. EAH, Inc.*, Santa Cruz Superior Court Case No. 21CV00884 (July 25, 2023) Hon. Marjorie Carter approved a \$1,450,000.00 class action and PAGA action settlement for, *inter alia*, failure to compensate overtime and redeemed sick pay at the regular rate of pay. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Neutall v. Urban Alchemy*, San Francisco Superior Court Case No. CGC-20-588622 (July 13, 2023) Hon. Richard B. Ulmer approved a \$980,000.00 class action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel.
- *Rodriguez v. RM Parks Place, Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2021-6050 (June 7, 2023) Hon. Erin Guy Castillo approved a \$175,000.00 class action and PAGA action settlement for, *inter alia*, wage statement violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Chrestensen v. Northeastern Rural Health Clinics* Lassen, Superior Court Case No. 63703 (April 13, 2023) Hon. Leonard J. La Casse approved a \$270,000.00 class action and PAGA action settlement for, *inter alia*, unpaid overtime wages. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Hernandez, et al. v. Parenting Network, Inc.*, Tulare Superior Court Case No. VCU287027 (March 14, 2023) Hon. Bret Hilman approved a \$225,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Sarmiento v. Caduceus Healthcare Inc.*, San Diego Superior Court Case No. 37-2021-00002597 (March 10, 2023) Hon. Richard S. Whitney approved a \$315,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Garces, et al. v. DriverDo, LLC*, Los Angeles Superior Court Case No. 19STCV32773 (January 24, 2023) Hon. Carolyn B. Kuhl approved a \$700,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *De Jesus v. Guardian Angel Home Care, Inc.*, San Diego Superior Court Case No. 37-2020-00021049-CU-OE-CTL (July 29, 2022) Hon. Ronald F. Frazier approved a \$300,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Kaur v. Aces 2020 I, LLC, et al.*, Contra Costa Superior Court Case No. MSC20-02482 (December 22, 2022) Hon. Edward G. Weil approved a \$585,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Molina v. Hawaiian Airlines, Inc.*, Los Angeles Superior Court Case No. 20STCV28079 (November 23, 2022) Hon. Maren Nelson approved a \$250,000 class action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the Plaintiff.
- *Lang Jr. v. Pathways Community Services LLC*, San Diego Superior Court Case No. 37-2019-00049969-CU-OE-CTL (September 9, 2022) Hon. James A. Mangione approved a \$160,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Martinello v. Century Wilshire, Inc.*, Los Angeles Superior Court Case No. 20STCV32613 (March 1, 2022) Hon. Carolyn Kuhl approved a \$550 billing rate and appointed Jean Claude Lapuyade, Esq. of the JCL Law Firm, APC, as Class Counsel.
- *Wilson v. Spreen Inc. (dba Spreen Honda)*, San Bernardino Superior Court Case No. CIVSB2119857 (April 6, 2022) Hon. David Cohn approved a \$300,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Ledesma v. TVJ Sons I, Inc.; Porter and Howard, Inc.* Santa Barbara Superior Court Case No. 20CV03573 (November 10, 2021) Hon. Jed Beebe approved a \$350,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC represented the State of California and the Aggrieved Employees.
- *Jacobs v. Rush Media Company, LLC; XLT Management Services, Inc.*, Los Angeles Superior Court Case No. 20STCV32350 (May 2, 2022) Hon. Daniel J. Buckley appointed the JCL Law Firm, APC as Class Counsel and approved a \$330,000 class action settlement for, *inter alia*, independent contractor misclassification.
- *Chavez v. HTL Conrad Domestic, LLC; HTL Conrad Domestic Employer, LLC*, San Diego Superior Court Case No. 37-2020-00016193-CU-OE-CTL (June 9, 2022) Hon. John S. Meyer approved a \$850,000 PAGA action settlement for, *inter alia*, failure to compensate overtime at the regular rate of pay. The JCL Law Firm, APC acted as representative PAGA counsel for the State of California and the Aggrieved Employees.
- *Renteria v. Love's Country Stores of California*, San Bernardino Superior Court Case No. CIVDS20164481 (June 14, 2022) Hon. David Cohn approved a \$2.2 million dollar class action and PAGA action settlement

for, *inter alia*, unpaid overtime and sick pay. The JCL Law Firm, APC acted as Class Counsel and as representative PAGA counsel for the State of California.

- *Lopez v. Adidas America, Inc.*, Ventura Superior Court Case No. 56-2021-005498444-CU-OE-VTA (April 4, 2022) Hon. Mark Borrell approved a \$1.5 million dollar class action and PAGA action settlement for, *inter alia*, inaccurate overtime calculations, and appointed the JCL Law Firm, APC as Class Counsel.
- *Felix v. TVI, Inc., d.b.a. Savers*, Santa Clara Superior Court Case No. 21CV376407 (February 18, 2022) Hon. Sunil R. Kulkarni approved a \$1.8 million dollar class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Munoz v. AMTCR*, San Bernardino Superior Court Case No. CIV-DS2001914 (August 24, 2021) Hon. David Cohn approved a \$1.8 million dollar class and PAGA settlement for, *inter alia*, inaccurate itemized wage statements. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)
- *Nunes v. Home Depot U.S.A., Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2020-0011011 (October 20, 2021 – Hon. Roger Ross approved a \$1.5 million dollar class and PAGA settlement for, *inter alia*, miscalculated meal period premiums and appointed Jean-Claude Lapuyade, Esq. as Class Counsel.)
- *Pillsbury v. T&T Restaurants CA, Inc.*, Del Norte Superior Court Case No. CVUJ-20-1214 (December 14, 2021 – Hon. Darren McElfresh approved \$550 billing rate and appointed Jean-Claude Lapuyade, Esq. as Class Counsel in a wage and hour class action settlement.)
- *Latin v. OneMain General Service Corporation*, Stanislaus County Superior Court Case No. CV-20-002498 (October 22, 2021) Hon. Stacy Speiller approved a PAGA action settlement for \$700,000 wage statement violations. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.
- *Elias Kaser v. Aviation Consultants, Inc.*, Orange County Superior Court Case No. 30-2021-01191204-CU-OE-CXC (September 22, 2021 – Hon. Peter J. Wilson approved \$550 billing rate in a representative California Labor Code Private Attorney General Act settlement).
- *Rodriguez v. RSI Home Products, Inc.*, San Bernardino Superior Court Case No. CIVDS2023354 (July 30, 2021 – Hon. David Cohn approved a \$1.45 million class and PAGA settlement for, *inter alia*, failure to comply with piece-rate laws, and appointed the JCL Law Firm, APC as Class Counsel)
- *Jer Vang v. Bridge Property Management*, Alameda County Superior Court, Case No RG19047434 (January 8, 2021 – Hon. Winifred Smith approved a class and PAGA settlement for, *inter alia*, unpaid off the clock work. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)
- *Johnson v. Volt Management Corp., Inc. et al.*, Los Angeles County Superior Court, Case No. 19STCV16466 (December 11, 2020 – Hon. Amy Hogue approved a PAGA Settlement negotiated on behalf of the State of California and the aggrieved employees by the JCL Law Firm, APC.)
- *Salazar v. Frontier Auto Sales Inc., dba Frontier Toyota*, Los Angeles Superior Court, Case No. 19STCV20382 (November 24, 2020 – Hon. John P. Doyle appointed the JCL Law Firm, APC as class counsel and approved a class and PAGA settlement for, *inter alia*, missed meal and rest periods.)
- *Villalobos v. Alterra Group, LLC et al.*, Los Angeles County Superior Court, Case No. 19STCV19448 (November 11, 2020 – Hon. Richard Fruin approved a PAGA Settlement for, *inter alia*, unreimbursed business expenses. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.)
- *Stevens et al., v. Bank of England*, San Diego County Superior Court Case No. 37-2019-00018662-CU-OE-CTL (October 16, 2020 – Hon. John Meyer appointed JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for, *inter alia*, off-the-clock work.)
- *Frazier v. ASA Carlton, Inc.*, San Diego Superior Court Case No. 37-2019-00036147 (October 9, 2020 Hon. Kenneth Medel appointed the JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for off-the-clock work.)
- *Krake et al., v. Central Valley Diner, Inc.*, Placer County Superior Court Case No. SCV0041645 (September 4, 2020 – Hon. Michael Jones appointed JCL Law Firm as class counsel and granted final approval of wage and hour class action for meal period violations.)
- *Conner v. Ascendant Marketing, LLC et al.*, San Diego Superior Court Case No. 37-2019-00026864-CU-OE-CTL (July 24, 2020 Hon. Joel Wohlfeil granted approval of PAGA Settlement for, among other things, off-the-clock work. JCL Law Firm, APC acted as lead counsel.)
- *Guerrero v. Estancia Operations, LLC.*, San Diego Superior Court Case No. 37-2019-00028963 (August 25, 2020 – Hon. Katherine Bacal approved PAGA Settlement for, *inter alia*, missed meal and rest periods. JCL Law Firm, APC, acted as lead counsel.)
- *Moreno v. Dash Lube, et al.*, United States District Court, Southern District of California, Case No. 18cv1922 DMS (AHG) (December 13, 2019 – Granted class certification of Labor Code Section 226 claim and appointed JCL Law Firm, APC, as Class Counsel.)

- *Perkins et al., v. Tahiti Enterprises, Inc., et al.*, Orange County Superior Court Case No. 30-2016-00863095 (October 22, 2019 – Hon. Peter Wilson appointed JCL Law Firm, APC, as Class Counsel and granted final approval for an unlawful housing class action settlement arising out of Civil Code Section 1940.1.)
- *Hill v. Stemak Holdings, Ltd.*, San Diego Superior Court Case No., 37-2018-00000747 (January 28, 2020 – Hon. Kenneth Medel appointed JCL Law Firm, APC as class counsel and granted final approval of wage and hour class action for unpaid overtime.)
- *Shachno et al., v. KT Hotels, LLC, et al.* San Diego Superior Court Case No. 37-2018-00043601 (May 31, 2019 – Hon. Gregory Pollack appointed JCL Law Firm, APC, as Class Counsel and granted preliminary approval for the wage and hour class action settlement involving nearly 900 current and former employees. Final approval scheduled for October 4, 2019)
- *Almanza v. The Express Group, Inc.*, San Bernardino Superior Court Case No. CIVDS1722542 (April 19, 2019 – Hon. David Cohn appointed the JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement for *inter alia*, missed meal and rest periods and independent contractor misclassification.)
- *Moschetto v. Pillow Global, Inc.* San Diego Superior Court, Case No. 37-2017-00024031-CU-OE-CTL (April 5, 2019 – Hon. John S. Meyer appointed JCL LAW Firm, APC, as Class Counsel and granted final approval for a wage and hour wage class action settlement involving misclassified house cleaners.)
- *Burke v. Friendship Hotel, LLC*, San Diego County Superior Court Case No. 37-2017-00022517-CU-OE-CTL (March 10, 2019 – final approval granted on for an unlawful housing class action arising under Civil Code Section 1940.2)
- *Terrado et al., v. Accredited Debt Relief, LLC*, San Diego County Superior Court Case No. 37-2018-00014181-CU-OE-CTL (February 8, 2019 – Hon. Gregory W. Pollock appointed JCL Law Firm, APC as Class Counsel and granted final approval for a wage and hour class action settlement for meal and rest period violations);
- *Macaspac v. San Antonio Regional Hospital*, San Bernardino Superior Court Case No. CIVDS1512625, (July 27, 2018 – Hon. Thomas S. Garza appointed JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement involving claims for on duty meal and rest periods.);
- *Summerlin et al. v. Maplebear, Inc. dba Instacart*, Los Angeles Superior Court Case No. BC603030 (2018 - certified and settled wage and hour class action.)
- *Ortega v. Prime Healthcare*, San Diego Superior Court Case No. 37-2014-00011240-CU-OE-CTL (2018 – Approved PAGA only settlement for on duty meal and rest periods)
- *Engstrom v. Bender-Rosenthal, Inc.* San Diego Superior Court Case No. 37-2016-00012373-CU-OE-CTL (2017 - Certified and settled class action for employee misclassification);
- *Crawford v. Outlook Amusements, Inc.*, Los Angeles Superior Court Case No. BC617160 (2017 - Certified and settled wage and hour class action.);
- *Hernandez v. Sunglass Hut Trading, LLC*, San Bernardino Superior Court Case No. CIVDS1505181 (2016 - Certified and settled wage and hour class action);
- *Burns v. Shalom, LLC*, San Diego Superior Court, Case No., 37-2013-00058356-CU-BT-CTL (2015 - certified and settled class action for unlawful housing practices arising out of Civil Code Section 1940.1);