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Attorneys for Plaintiff Manuel Gutierrez, on behalf of himself
and all others similarly situated

SUPERIOR COURT OF CALIFORNIA

FOR THE COUNTY OF ORANGE

MANUEL GUTIERREZ, on behalf of himself
and all others similarly situated,

Plaintiff,

v.

KITE ELECTRIC INCORPORATED, a
California corporation; and DOES 1 through 10,
Inclusive

Defendants.

Case No. 30-2020-01133960-CU-OE-CXC
SUPPLEMENTAL DECLARATION OF
NATHALIE HERNANDEZ OF ILYM
GROUP, INC. IN SUPPORT OF MOTION
FOR FINAL APPROVAL OF CLASS AND
PAGA ACTION SETTLEMENT
(Related to ROA 144)

Date: August 4, 2022
Time: 2:00 p.m.
Dept: CX 102
Judge: Honorable Peter J. Wilson

Filed: February 24, 2020
Trial date: Not set

1 I, Nathalie Hernandez declare as follows:

2 1. I am a resident of the United States of America and am over the age of 18. I am a
3 Case Manager for ILYM Group, Inc., (herein after referred to as “ILYM Group”), the professional
4 settlement services provider who has been retained by the Parties’ Counsel and subsequently
5 appointed by the Court to serve as the Claims Administrator for the above captioned *Gutierrez v.*
6 *Kite Electric Incorporated* matter. I am authorized to make this declaration on behalf of ILYM
7 Group and myself. I have personal knowledge of the facts herein, and, if called upon to testify, I
8 could and would testify competently to such facts.

9 2. ILYM Group has extensive experience in administering Class Action Settlements,
10 including direct mail services, database management, claims processing and settlement fund
11 distribution services for Class Actions ranging in size from 26 to 4.5 million Settlement Class
12 Members.

13 3. ILYM Group was engaged by the Parties’ Counsel and subsequently approved and
14 appointed by the Court to provide notification services and claims administration, pursuant to the
15 terms of the Settlement, in the above referenced Action. Duties performed to-date and to be
16 performed after Final Approval of the Settlement is granted, include: (a) printing and mailing the
17 *Notice of Class Action Settlement, Employment Information Sheet, and Change of Address Form*
18 (referred to as “Notice Packet”); (b) receiving and processing requests for exclusion; (c) resolving
19 Settlement Class Members’ disputes over the number of workweeks Defendants have record of
20 them working during the Class Period, which was pre-printed on their individualized Employment
21 Information Sheet; (d) calculating individual settlement award amounts; (e) processing and
22 mailing settlement award checks; (f) handling tax withholdings as required by the Settlement and
23 the law; (g) preparing, issuing and filing tax returns and other applicable tax forms; (h) handling
24 the distribution of any unclaimed funds pursuant to the terms of the Settlement; and (i) performing
25 other tasks as the Parties mutually agree to and/or the Court orders ILYM Group to perform.

26 4. On March 4, 2022, ILYM Group received the Court approved text for the Notice
27 Packet from Counsel for Plaintiff. ILYM Group prepared a draft of the formatted Notice Packet,
28 which was approved by the Parties’ Counsel and translated into Spanish prior to mailing.

1 5. On April 7, 2022, ILYM Group received the class data file from Counsel for
2 Defendants, which contained the name, social security number, last known mailing address, last
3 known telephone number, dates of employment, and the total number of applicable workweeks
4 and pay periods worked for each Settlement Class Member. The data file was uploaded to our
5 database and checked for duplicates and other possible discrepancies. The Class List contained
6 100 individuals.

7 6. As part of the preparation for mailing, all 100 names and addresses contained in the
8 Class List were then processed against the National Change of Address (“NCOA”) database,
9 maintained by the United States Postal Service (“USPS”), for purposes of updating and confirming
10 the mailing addresses of the Settlement Class Members before mailing of the Notice Packet. The
11 NCOA contains requested change of addresses filed with the USPS. To the extent that an updated
12 address was found in the NCOA database, the updated address was used for the mailing of the
13 Notice Packet. To the extent that no updated address was found in the NCOA database, the original
14 address provided by Counsel for Defendants was used for the mailing of the Notice Packet.

15 7. On April 22, 2022, the Notice Packet was mailed, via U.S First Class Mail, to all
16 100 individuals contained in the Class List. Attached hereto, as **Exhibit A**, is a true and correct
17 copy of the mailed Notice Packet.

18 8. As of the date of this declaration, 10 Notice Packets have been returned to our office
19 as undeliverable. ILYM Group performed a computerized skip trace on the 10 returned Notice
20 Packets that did not have a forwarding address, in an effort to obtain an updated address for purpose
21 of re-mailing the Notice Packet. As a result of this skip trace, 2 updated addresses were obtained
22 and the Notice Packets were promptly re-mailed to those Settlement Class Members, via U.S First
23 Class Mail.

24 9. As of the date of this declaration, a total of 2 Notice Packets have been re-mailed.
25 Specifically, 2 have been re-mailed as a result of ILYM Group’s skip tracing efforts.

26 10. As of the date of this declaration, a total of 8 Notice Packets have been deemed
27 undeliverable. Specifically, 8 have been deemed undeliverable as no updated address was found
28 notwithstanding the skip tracing.

11. As of the date of this declaration, ILYM Group has not received requests for exclusion. The deadline to request exclusion from the Settlement was June 6, 2022.

12. As of the date of this declaration, ILYM Group has not received any objections to the Settlement. The deadline to file an objection to the Settlement was June 6, 2022.

13. As of the date of this declaration, ILYM Group has not received any disputes from Class Members.

14. As of the date of this declaration, ILYM Group will report a total of 100 Participating Claimants, representing 100% of the 100 Settlement Class Members.

15. Participating Claimants will receive a proportional share of the Net Settlement Fund through individual settlement payments, based on the number of workweeks and pay periods worked by Class Members during the Class Period. The Net Settlement Fund is the amount remaining after deduction of the Court-approved payments from the Gross Settlement Fund for Class Counsel Fees and Litigation Costs, the Class Representative Enhancement Award, Claims Administration Fees to ILYM Group, LWDA and the Aggrieved Employees allocation, e.g.,

Gross Settlement Fund	\$ 458,991.00
Previously Paid by Defendant	\$ 238, 991.00
Available Gross Settlement Fund	\$ 220,000.00
Class Counsel Fees	\$ 152,997.00
Class Counsel Litigation Costs	\$ 8,995.09
Enhancement Award	\$ 10,000.00
Administration Fees	\$ 7,500.00
LWDA Payment	\$ 7,500.00
Aggrieved Employees	\$ 2,500.00
Net Settlement Fund (estimated)	\$ 30,507.91

To determine a Participating Claimant's individual settlement award payment, the distribution shall be based upon their number of Workweeks in relation to the aggregate number of Workweeks worked by all Participating Class Members during the Class Period. All Class Members who worked during the PAGA Period will also receive a proportionate share of the \$2,500 PAGA

1 Payment based on their number of Pay Periods during the PAGA Period in relation to the aggregate
2 number of Pay Periods worked by all Participating Class Members during the PAGA Period. Based
3 on these calculations, the Participating Claimants will receive an estimated average gross payment
4 of \$305.08, the estimated highest gross payment being \$485.73, with the lowest being \$4.91. The
5 78 PAGA Members will receive an average PAGA payment of \$32.05, the highest PAGA payment
6 of \$46.55, and the lowest PAGA payment being \$0.82. Class Representative Manuel Gutierrez's
7 estimated individual settlement amount is \$54.78.

8 16. ILYM Group's total fees and costs for services in connection with the administration
9 of this Settlement, which includes fees and costs incurred to-date, as well as anticipated fees and
10 costs for completion of the settlement administration, are \$7,500.00. Attached hereto, as **Exhibit**
11 **B**, is a true and correct copy of ILYM's invoice. ILYM Group's work in connection with this matter
12 will continue with the calculation of the settlement award payments, issuance and mailing of the
13 settlement award checks, the necessary tax filing and reporting on such payments, and any other
14 tasks that the Parties mutually agree to and/or the Court orders ILYM Group to perform.
15 Furthermore, the Court's Order approving the Settlement and Judgment may be viewed by
16 Settlement Class Members at www.ilymgrouclassaction.com/kite.

17 I declare under penalty of perjury under the laws of the State of California and the United
18 States that the foregoing is true and correct to the best of my knowledge and that this Declaration
19 was executed this 15th day of July 2022, at Tustin, California.

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22
23 *Nathalie Hernandez*
24 Nathalie Hernandez
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EXHIBIT “A”

*A court authorized this Notice. This is not a solicitation.
This is not a lawsuit against you and you are not being sued.
However, your legal rights are affected whether you act or don't act.*

NOTICE OF CLASS ACTION SETTLEMENT

To: All persons employed by Kite Electric in California as a non-exempt electrician at any time during the period from February 24, 2016 through February 19, 2021 (the “Class” or “Class Members”).

If you are a Class Member, as described above, you are eligible for a payment from the Class Action Settlement. You do not need to return a claim form.

PLEASE READ THIS NOTICE CAREFULLY.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	To receive your Settlement Payment, you do not need to do anything. Your payment will be automatically mailed to you after the Court grants final approval of the Settlement. The amount of your Settlement Payment is shown on page 9 of this Notice. <u>NOTE:</u> You must keep a current address on file with the Settlement Administrator to ensure receipt of your check.
UPDATE YOUR ADDRESS	Update your personal information with the Settlement Administrator to make sure your Settlement Payment is sent to the correct address. (A Change of Address Form and return envelope are enclosed with this Notice.)
EXCLUDE YOURSELF	If you do not wish to participate in the Settlement, you can exclude yourself from the Settlement and retain all rights you may have against Kite for the Class Claims. However, PAGA does not allow PAGA Members to exclude themselves, so if you exclude yourself from the Settlement, you will not receive a share of the Class funds, and will not release the Class claims, but you will still receive your share of the PAGA Payment and will release only your PAGA claims.
OBJECT	Write to the Court if you think the Settlement is not fair. You may speak in Court about why you think the Settlement is not fair. <u>NOTE:</u> If you ask to exclude yourself from the Settlement, you cannot also object.

- **THIS NOTICE EXPLAINS YOUR RIGHTS AND THE DEADLINES TO EXERCISE THEM**
- **DEFENDANT SUPPORTS THE SETTLEMENT AND WILL NOT RETALIATE AGAINST ANY CLASS MEMBER FOR EXERCISING THE RIGHTS DESCRIBED IN THIS NOTICE**

WHAT THIS NOTICE CONTAINS

BASIC INFORMATION

1. Why did I get this Notice? Page 3
2. What is this Action about? Page 3
3. Who are the Parties and Proposed Class Members in this Action? Page 3
4. Why is this a Class Action? Page 3
5. Who are the attorneys for the Plaintiff and the Class? Page 4
6. Why is there a Settlement? Page 4

THE TERMS OF THE SETTLEMENT

7. What is the Settlement Amount? Page 4
8. How much will my Settlement Payment be? Page 4

HOW TO GET A PAYMENT

9. How can I get my Settlement Payment? Page 5
10. What do I do if I think my number of Work Weeks and/or Pay Periods is wrong? Page 5
11. When can I expect to receive my Settlement Payment? Page 5
12. What am I giving up to get a Settlement Payment? Page 5

EXCLUDING YOURSELF FROM THE SETTLEMENT

13. How do I get out of the Class and the Settlement? Page 6
14. If I don't exclude myself from the Settlement, can I sue Kite for the same thing later? Page 6
15. If I exclude myself, can I get money from this Settlement? Page 6

OBJECTING TO THE SETTLEMENT

16. How do I tell the Court if I don't like the Settlement? Page 7
17. What's the difference between objecting and requesting to be excluded from the Action? Page 7

THE COURT'S FINAL FAIRNESS HEARING

18. When and where will the Court decide whether to approve the Settlement? Page 7
19. Do I have to come to the Final Approval Hearing? Page 8
20. May I appear and speak at the Final Approval Hearing? Page 8

GETTING MORE INFORMATION

21. Who can I contact if I have questions about the Settlement? Page 8

ADDITIONAL IMPORTANT INFORMATION Page 8

BASIC INFORMATION

1. **Why did I get this Notice?**

You received this Notice because Kite Electric Incorporated's records show you worked for Kite as a non-exempt electrician in California sometime from February 24, 2016, through February 19, 2021.

The purpose of this Notice is to explain the lawsuit, the Settlement, your legal rights, what benefits are available, who is eligible for them, and how to get them.

The Court in charge of the case is the Superior Court of the State of California, County of Orange, and the case is known as *Gutierrez v. Kite Electric Incorporated*, Case No. 30-2020-01133960-CU-OE-CXC (the "Action").

2. **What is this Action about?**

On January 28, 2020, Plaintiff notified Kite Electric Incorporated ("Kite") and the Labor and Workforce Development Agency ("LWDA") of his intention to file a representative action against Kite, as an agent for the State of California and on behalf of all PAGA Members, alleging violation of several California Labor Code provisions and seeking civil penalties under the Private Attorneys General Act of 2004, ("PAGA", California Labor Code §2698, et seq). On February 24, 2020, Plaintiff filed a complaint on behalf of the Class, and on behalf of the State of California and PAGA Members, alleging that Kite did not provide Class Members all wages, including overtime wages due for all hours worked, and failed to provide legally compliant rest breaks, or compensation for missed rest breaks, and this caused inaccurate wage statements, and failure to timely pay all wages due when leaving employment.

Kite denies all allegations in the Action and contends it complied with California law at all times. The Settlement is not an admission of any wrongdoing by Kite or an indication any law was violated.

3. **Who are the Parties, Proposed Class Members, and PAGA Members in this Action?**

Plaintiff Manual Gutierrez was employed in California by Kite as a non-exempt electrician in Orange County, California from June to October 2019.

Kite Electric Incorporated, ("Kite") a California Corporation, is the Defendant.

Class Members are defined as all non-exempt electricians employed by Kite in California at any time from February 24, 2016 through February 19, 2021. There are an estimated 100 members of the Class.

PAGA Members, a subgroup of the Class, are defined as all non-exempt electricians employed by Kite in California at any time from December 21, 2018 through February 19, 2021. There are an estimated 71 PAGA Members.

4. **Why is this a Class Action?**

In a class action, one or more people called Class Representatives (in this case, Manual Gutierrez) sue on behalf of themselves and other people who they allege have similar claims. This group of people is called a "class." Each person receiving this notice is a "Class Member" for purposes of this Settlement.

5. Who are the attorneys for the Plaintiff and the Class?

COHELAN KHOURY & SINGER

Jeff Geraci / Diana M. Khoury
605 “C” Street, Suite 200
San Diego, California 92101-5305
Telephone: (619) 595-3001

LAW OFFICE OF SAHAG MAJARIAN, II

Sahag Majarian II
18250 Ventura Blvd.
Tarzana, California 91356
Telephone: (818) 609-0807

If you have questions regarding this Settlement, you should contact Plaintiff’s Counsel or the Settlement Administrator. Do NOT contact the attorneys for Kite, its managers, or supervisors.

6. Why is there a Settlement?

The Court did not decide in favor of Plaintiff or Kite. There was no trial. Both sides agreed to settle the Action to avoid the cost and risks of a trial and ensure Class Members get compensation from the Settlement.

THE TERMS OF THE SETTLEMENT

7. What is the Settlement Amount?

The proposed Settlement provides for a maximum settlement amount of **\$458,991** to fully and finally resolve all claims in the Action (referred to as the “Gross Settlement Amount”). The Gross Settlement Amount includes amounts already paid by Kite to Class Members of \$238,991 after Mr. Gutierrez filed charges against Kite on behalf of the State of California and all PAGA Members, and before the Parties agreed to a settlement of all claims described in this Notice. In addition to the prior amount paid, Kite will pay an additional maximum sum of \$220,000 from which Class Counsel will apply to the Court for: (1) attorneys’ fees of up to one-third of the Gross Settlement; (2) litigation costs estimated to be \$9,500; (3) a Class Representative service payment of \$10,000 to Manual Gutierrez for his work, efforts and burdens in prosecuting the Action, and for undertaking the risks of a judgment for costs in the event of an unsuccessful outcome, and obtaining the benefits on behalf of the Class; (4) administration expenses estimated to be \$7,500, and (5) a payment to the California Labor Workforce and Development Agency, under PAGA of \$7,500 (75% of \$10,000) for the government’s share of civil penalties alleged, and a payment of \$2,500 (25% of \$10,000) to be distributed proportionately to all PAGA Members based on the number of their Pay Periods worked during the PAGA Period.

The exact amount of attorneys’ fees and litigation costs, Class Representative Service Payment, and Administration expenses will be determined by the Court at a Final Approval Hearing. The remaining portion of the Settlement, the “Net Settlement,” estimated at \$30,003.00 will be apportioned and paid entirely to all Class Members who do not request to be excluded from the Settlement, (“Participating Class Member”), based on the number of Work Weeks worked anytime during the Class Period (February 24, 2016 to February 19, 2021).

8. How much will my Settlement Payment be?

The estimated amount of your Settlement Payment is shown on the Employment Information Sheet, page 9 of this Notice. It is based on the number of Work Weeks you worked during the Class Period. If you are a PAGA Member, your share of penalties will be based on the number of Pay Periods worked during the PAGA Period. The amount shown is an estimate. The actual amount you receive may be more or less than the estimated amount shown, depending on a number of factors including whether other Class Members request exclusion from the Settlement and how much the Court approves in attorneys’ fees, litigation expenses, and other costs of suit. This Settlement Payment is in addition to the amount Kite paid to you in 2020.

HOW TO GET A SETTLEMENT PAYMENT

9. How can I get my Settlement Payment?

If you do nothing, you will automatically receive your Settlement Payment if the Court approves the Settlement at the Final Approval Hearing. You must, however, notify the Settlement Administrator of any change in your name or mailing address if your name, or address to which this Notice was mailed, is not correct. **It is your responsibility to keep the Settlement Administrator informed of any change in your mailing address. Your Settlement Payment will be mailed to the last known address it has on file for you.** A Change of Address Form and preprinted return envelope are enclosed for your convenience. You may call the Settlement Administrator at 1-888-250-6810 to confirm receipt of your Change of Address Form.

10. What do I do if I think my Number of Work Weeks and/or Pay Periods is wrong?

The amount of your Settlement Payment is based on the number of Work Weeks you worked during the Class Period and PAGA Penalties are based on the number of Pay Periods worked during the PAGA Period. The number of Work Weeks and Pay Periods shown on the Employment Information Sheet (on page 9), was obtained from Kite's records. If you believe this information is not correct, you may send a letter to the Settlement Administrator stating what you believe is the correct information. Your letter must be postmarked on or before June 6, 2022. You should include any documents or other information supporting your belief the information in the Employment Information Sheet is not correct. The Settlement Administrator will resolve any dispute about the number of Work Weeks and Pay Periods based on Kite's records and any information you provide, subject to the Court's review and final decision.

11. When can I expect to receive my Settlement Payment?

If you do not exclude yourself from the Settlement, and there are no objections submitted, your share of the Settlement will be mailed to you about 90 days after the Court grants final approval of the Settlement and enters judgment. **Your share of the Settlement will be mailed to the address the Settlement Administrator has on file for you, which is the address this Notice was mailed to.** Again, if this address is not right, or if you move after you receive this Notice, you must inform the Settlement Administrator by returning the enclosed Change of Address Form.

The Settlement Payment will be allocated 20% for wages, and 80% penalties and interest. Participating Class Members will be responsible for correctly characterizing this compensation for tax purposes and paying taxes due, if any. The Administrator will issue an IRS W-2 for the amount of the wages and IRS 1099 forms for the penalties and interest together with your Settlement Payment. If checks remain uncashed after 180 days of issuance, the Settlement Administrator will place a stop payment on those checks and send the funds, in your name, to the State of California's Secretary of State, Unclaimed Property Division for further handling.

12. What am I giving up to get a Settlement Payment?

After the Court has approved the Settlement, unless you excluded yourself, you are staying in the Class and you can't sue, continue to sue, or be part of any other lawsuit against Defendants concerning the legal issues in this Action. You will be bound by the judgment in this Action and you will "give up" or release these claims:

Released Claims: All Class Members who do not return a valid and timely request for exclusion fully release and discharge Kite Electric Incorporated and its past, present, and future officers, directors, principals, heirs, joint employers, client employers, employees, agents, representatives, accountants, auditors, attorneys, consultants, insurers, reinsurers, partners, investors, shareholders, parent companies, subsidiaries, affiliates, predecessors, successors, assigns, and joint venturers ("Released Parties") from any and all claims, debts, liabilities, demands, obligations, damages, liens and/or actions or causes of action of any kind that were alleged

in the Complaint, or that could have been alleged based on the same nucleus of operative facts, including any claims that have been or could have been alleged against the Released Parties, or any of them, arising out of the same nucleus of operative facts alleged in the Complaint, and including claims under California Labor Code sections 201, 202, 203, 226(a), 226(e), 226.7, 558, 1174, 1174.5, 1194, 1194.2, 2699, subd.(f), 2699.3, and the Wage Orders promulgated thereunder; and California Business & Professions Code section 17200 *et seq.* The Released Claims specifically exclude claims for workers' compensation, unemployment insurance and state disability compensation, claims under the Employment Retirement Income Security Act of 1974, and claims for previously vested benefits under any Employer-sponsored benefits plan.

EXCLUDING YOURSELF FROM THE CLASS AND SETTLEMENT

13. How do I get out of the Class and the Settlement?

If you wish to pursue a separate lawsuit, with a separate attorney at your own expense, or do not want to participate in the Settlement for other reasons, you should exclude yourself from this case (that is, "opt out" of the Class and this Settlement). To opt out of the Class and Settlement, you must return a valid and timely written request for exclusion. Your request for exclusion must include: (a) the case name and case number; (b) your full name, current address, telephone number, and last four digits of your social security number; and (c) your signature. The request for exclusion should state in substance:

"I wish to be excluded from the case entitled *Gutierrez v. Kite Electric Incorporated*, Case No. 30-2020-01133960-CU-OE-CXC in the Superior Court of California, County of Orange and the Settlement. I understand by requesting to be excluded from the Class and Settlement, I will not receive a share of the Class settlement funds described in this Notice."

Your request for exclusion letter must be mailed to the Settlement Administrator postmarked no later than **June 6, 2022** in the envelope provided or in a separate envelope addressed to:

Kite Electric Class Action Settlement Administrator
c/o ILYM Group, Inc.
P. O. Box 2031
Tustin, CA 92781

If you were employed during the PAGA Period, and you return a valid and timely request for exclusion from the Class, you will still receive a share of the PAGA Penalties based on the number of Pay Periods you worked during the PAGA Period, because there is no right to opt out of a PAGA settlement. You will release only the claims alleged in the Action for PAGA penalties for violations of the California Labor Code.

14. If I don't exclude myself from the Settlement, can I sue Kite for the same thing later?

No. Unless you exclude yourself from this Action, you give up any right to sue Kite for the claims settled in this Lawsuit. ***If you have a claim or lawsuit already against Kite, you must speak to your lawyer in that case immediately.*** You must ask to exclude yourself from this Lawsuit to continue your own lawsuit.

15. If I exclude myself, can I get money from this Settlement?

No. If you exclude yourself, you will not receive a Settlement Payment, and you will not be bound by the releases or Judgment. The Settlement Payment you would have received will be distributed to Participating Class Members. But if you are a PAGA Member, employed sometime during the PAGA Period (December 21, 2018 through February 19, 2021), you will still receive a share of the \$2,500 PAGA Penalties based on the number of Pay Periods you worked during the PAGA Period.

OBJECTING TO THE SETTLEMENT

16. How do I tell the Court that I don't like the Settlement?

If you don't think the Settlement is fair, you may object to the Settlement and tell the Court why you disagree with the Settlement. But if you only think your Settlement Payment was miscalculated, or the number of Work Weeks is wrong, please use the process in Paragraph 10 to notify the Administrator.

Your written objection to the Settlement should state the case name and number: *Gutierrez v. Kite Electric Incorporated*, Case No. 30-2020-01133960. Be sure to include your full name, current address and telephone number, and the specific reasons you object to the Settlement. Mail your written objection, and any documents you intend to use in support of your objection, to the address listed below, on or before **June 6, 2022** to:

Kite Electric Class Action Administrator
ILYM Group, Inc.
P. O. Box 2031
Tustin, CA 92781

You, or your lawyer at your expense, are welcome to attend the Final Approval Hearing to discuss your objections directly with the Court, without the need to return a written objection. The Final Approval Hearing is set for July 7, 2022, at 2:00 p.m. in Dept. CX102 of the Orange County Superior Court.

If you wish to preserve your right to appeal if your objection is denied, you, or a lawyer on your behalf, must file formal papers with the Court intervening in the Action, before a final judgment is entered.

17. What's the difference between objecting and requesting to be excluded from the Action?

Objecting is telling the Court you don't like something about the Settlement. You may object only if you stay in the Class. Requesting to be excluded from the Class and the Settlement is telling the Court you don't want to be part of the Class and the Settlement. If you request to be excluded, you have no basis to object because the case no longer affects you.

If you remain in the Class and object to the Settlement, the Court will consider your objections when deciding whether to grant final approval of the Settlement. If you have submitted a timely written objection, you do not need to appear to discuss the objection with the Court.

You should not return to the Settlement Administrator both an objection and a request for exclusion. In the event you return both a valid and timely request for exclusion, **and** a written objection, the valid and timely request for exclusion will be accepted, and your written objection will be rejected.

THE COURT'S FINAL FAIRNESS HEARING

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

The Court will hold a Final Approval Hearing in Department CX-102 of the Superior Court of California, County of Orange, Civil Complex Center located at 751 West Santa Ana Blvd., Santa Ana, California 92715 on July 7, 2022, at 2:00 p.m. At this hearing, the Court will determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court will also be asked to approve Class Counsel's request for attorneys' fees and litigation costs, the Class Representative Service payment, and the Settlement Administrator's fees and expenses.

The Court may reschedule the Final Approval Hearing without further notice to Class Members. However, any Class Member who has submitted a written objection will be notified by Class Counsel of any rescheduling of the date and time of the Final Approval Hearing. Should the Court grant Final Approval of the Settlement and Enter Judgment, the Court's Order approving the Settlement and Judgment may be viewed on the Administrator's website, www.ilymgroupclassaction.com/kite.

19. Do I have to come to the Final Approval Hearing?

No. Class Counsel will answer any questions the Judge may have. If you return a written objection, you do not have to come to Court to talk about it. If you mailed your written objection in the manner discussed in Paragraph 16, the Court will consider it. You or your own lawyer, at your own expense, are also welcome to come to the hearing and discuss your objections with the Court.

20. May I appear and speak at the Final Approval Hearing?

Yes, but you cannot speak at the Final Approval Hearing if you have excluded yourself from the Settlement.

GETTING MORE INFORMATION

21. Who can I contact if I have questions about the Settlement?

This Notice is only a summary of the case and the Settlement. For more detailed information, you may view a complete copy of the settlement agreement, and any of the papers filed in the Action, at the Filing Department of the Orange County Superior Court, Civil Complex Center located at 751 West Santa Ana Blvd., Santa Ana, California, 92701 during regular Court hours.

You may also examine case records online on the Orange County Superior Court's website, at <https://civilwebshopping.occourts.org/Search.do#searchAnchor>. Once you've read the Court's "Information Disclaimer" and clicked "Accept Terms," type case number "01133960" and year field "2020," confirm you are not a robot and click "search." The documents filed in this case are listed in the Register of Actions, many may be available to view at a minimal charge.

You may also contact the attorneys for the Plaintiff and the Class who are listed above in Paragraph 5 if you have any questions about the Settlement. You may also contact the Court-appointed Settlement Administrator by calling toll free at 888-250-6810 or by writing to the Administrator at: Kite Electric Class Action Administrator, ILYM Group, Inc., P. O. Box 2031, Tustin, CA 92781

PLEASE DO NOT CONTACT THE CLERK OF THE COURT, THE JUDGE, OR KITE ELECTRIC, ITS SUPERVISORS, OR ATTORNEYS ABOUT THIS SETTLEMENT.

ADDITIONAL IMPORTANT INFORMATION

A. **Kite supports the Settlement** and will not retaliate in any manner against any Class Member who stays in the Class and receives a Settlement Payment or requests to opt out of the Action.

B. **It is your responsibility to ensure the Settlement Administrator** has your current mailing address and telephone number on file. This will be the address Settlement Payments will be mailed to.

C. **Settlement Payment checks must be cashed soon after receipt.** Checks which are not cashed after 180 days of the date of issuance will be forwarded to California's Secretary of State Controller, Unclaimed Property Division for further handling on behalf of the Class Member whose check was voided. If your check is lost or misplaced, immediately contact the Settlement Administrator and request a replacement.

Tribunal Superior de California, Condado de Orange
Manuel Gutierrez vs. Kite Electric Incorporated
Caso n° 30-2020-01133960-CU-OE-CXC

*Este aviso ha sido autorizado por un tribunal. Esto no es publicidad.
Esto no se trata de una demanda en su contra y no se le está demandando a usted.
No obstante, independientemente de que actúe o no, sus derechos legales se verán afectados.*

AVISO DE ACUERDO DE DEMANDA COLECTIVA

Para: Todas las personas empleadas por Kite Electric en California como electricistas no exentos en cualquier momento del período comprendido entre el 25 de febrero de 2016 y el 19 de febrero de 2021 (la “Demanda Colectiva” o los “Miembros de la Demanda Colectiva”).

Si usted es miembro de la demanda colectiva, como se indica anteriormente, usted tiene derecho a recibir un pago del acuerdo de la demanda colectiva. No es necesario que devuelva un formulario de reclamación.

LE ROGAMOS QUE LEA ESTE AVISO DETENIDAMENTE.

RESUMEN DE SUS DERECHOS Y OPCIONES LEGALES EN ESTE ACUERDO	
NO HACER NADA	No es necesario que haga nada para recibir su pago del acuerdo. Le enviaremos su pago por correo automáticamente una vez que el tribunal apruebe definitivamente este acuerdo. El monto de su pago del acuerdo se indica en la página 9 de este aviso. <u>NOTA:</u> es necesario que su dirección esté actualizada en los registros del administrador del acuerdo para asegurar que usted reciba su cheque.
ACTUALIZAR SU DIRECCIÓN	Actualice su información personal ante el administrador del acuerdo para que su pago del acuerdo se envíe a la dirección correcta. (En este aviso se adjuntan un formulario de cambio de dirección y un sobre de devolución).
EXCLUIRSE DEL ACUERDO	Se puede excluir del acuerdo si no quiere participar en él y conservará todos los derechos que pueda tener contra Kite en relación con las reclamaciones de la demanda colectiva. Sin embargo, PAGA no permite la exclusión de los Miembros de PAGA, por lo que al excluirse del acuerdo no recibirá su parte de los fondos de la demanda colectiva y no descargará las reclamaciones de la demanda colectiva, pero sí recibirá su parte del pago de PAGA y descargará únicamente las reclamaciones de PAGA.
PRESENTAR UNA OBJECCIÓN	Si considera que el acuerdo no es justo, puede escribir al Tribunal. Si lo desea, puede pronunciarse ante el Tribunal sobre los motivos por los que considera que el Acuerdo no es justo. <u>NOTA:</u> No puede presentar una objeción si pide excluirse del Acuerdo.

- **EN ESTE AVISO SE EXPONEN SUS DERECHOS Y LOS PLAZOS PARA EJERCERLOS**
- **EL DEMANDADO ESTÁ A FAVOR DEL ACUERDO Y NO TOMARÁ REPRESALIAS CONTRA LOS MIEMBROS DE LA DEMANDA COLECTIVA POR EJERCER LOS DERECHOS CONTENIDOS EN ESTE AVISO**

INFORMACIÓN BÁSICA

1. ¿Por qué recibí este aviso?Page 11
2. ¿De qué trata esta demanda?Page 11
3. ¿Quiénes son las partes y los miembros de la demanda colectiva propuesta en esta demanda? Page 11
4. ¿Por qué esta es una demanda colectiva?Page 12
5. ¿Quiénes son los abogados que representan al Demandado y a los Demandantes?Page 12
6. ¿Por qué se ha llegado a un acuerdo?Page 12

CONDICIONES DEL ACUERDO

7. ¿Cuál es el monto del acuerdo?Page 12
8. ¿Cuál será el monto de mi pago del acuerdo?.....Page 13

CÓMO RECIBIR UN PAGO DEL ACUERDO

9. ¿Cómo puedo recibir mi pago del acuerdo?Page 13
10. ¿Qué debo hacer si considero que la cantidad de semanas de trabajo y/o periodos de pago no es correcta?Page 13
11. ¿Cuándo puedo esperar recibir mi pago del acuerdo?Page 13
12. ¿A qué estoy renunciando para recibir un pago del acuerdo?Page 14

CÓMO EXCLUIRSE DEL ACUERDO

13. ¿Cómo puedo excluirme de la demanda colectiva y del acuerdo?Page 14
14. Si no me excluyo de la demanda colectiva, ¿puedo recibir dinero del acuerdo?.....Page 15
15. Si me excluyo de la demanda colectiva, ¿puedo recibir dinero del acuerdo?.....Page 15

OBJETAR EL ACUERDO

16. ¿Cómo puedo comunicarle al tribunal que no estoy conforme con el acuerdo?Page 15
17. ¿Cuál es la diferencia entre presentar una objeción y solicitar que se me excluya de la demanda colectiva?Page 16

LA AUDIENCIA DEFINITIVA DEL TRIBUNAL

18. ¿Cuándo y dónde decidirá el tribunal si se aprueba o no el acuerdo?Page 16
19. ¿Debo comparecer en la audiencia de aprobación definitiva?.....Page 16
20. ¿Puedo comparecer y tomar la palabra en la audiencia de aprobación definitiva?Page 16

CÓMO OBTENER INFORMACIÓN ADICIONAL

21. Si tengo alguna pregunta sobre el acuerdo, ¿a quién debo contactar?Page 17

INFORMACIÓN ADICIONAL IMPORTANTE.....Page 17

1. ¿Por qué recibí este aviso?

Usted recibió este aviso porque según los registros de Kite Electric Incorporated usted estuvo empleado por Kite como electricista no exento en California en cualquier momento comprendido entre el 24 de febrero de 2016 y el 19 de febrero de 2021.

Este aviso tiene como objetivo explicar la demanda, el acuerdo, sus derechos legales, los beneficios disponibles, quiénes califican para recibirlos y cómo obtenerlos.

El Tribunal a cargo del caso es el Tribunal Superior del Estado de California, Condado de Orange, y el caso se titula *Gutierrez v. Kite Electric Incorporated*, Caso n° 30-2020-01133960-CU-OE-CXC (la “Demanda”).

2. ¿De qué trata esta demanda?

El 28 de enero de 2020, el Demandante informó a Kite Electric Incorporated ("Kite") y a la Agencia de Desarrollo Laboral ("LWDA") sobre su intención de presentar una demanda representativa contra Kite, como representante del Estado de California y en nombre de todos los Miembros de PAGA, alegando el incumplimiento de varias disposiciones del Código Laboral de California y solicitando sanciones civiles en virtud de la Ley de Abogados Generales Privados de 2004, ("PAGA", Código Laboral de California §2698, y siguientes). El 24 de febrero de 2020, el Demandante presentó una demanda en nombre del Colectivo, y en nombre del Estado de California y de los Miembros de PAGA, en la que se alega que Kite no proporcionó a los Miembros de la Demanda Colectiva todos los salarios, entre ellos los salarios por horas extras correspondientes a todas las horas de trabajo, y no concedió las pausas de descanso estipuladas por la ley, ni la indemnización por los descansos no realizados, por lo que las declaraciones salariales son inexactas, y no se pagaron oportunamente todos los salarios adeudados al finalizar el empleo.

Por su parte, Kite desmiente todas las acusaciones de la Demanda y señala que en todo momento ha cumplido con las leyes de California. El Acuerdo no constituye el reconocimiento de ninguna irregularidad por parte de Kite ni constituye indicios de que se haya violado ninguna ley.

3. ¿Quiénes son las partes, los miembros de la demanda colectiva propuesta y los miembros PAGA en esta demanda?

El demandante Manuel Gutiérrez fue empleado en California por Kite como electricista no exento en el Condado de Orange, California, de junio a octubre de 2019.

El Demandado es Kite Electric Incorporated, ("Kite") una sociedad de California.

Los miembros de la demanda colectiva son todos los electricistas no exentos empleados por Kite en California en cualquier momento entre el 24 de febrero de 2016 y el 19 de febrero de 2021. Se estima que los miembros de la demanda colectiva ascienden a aproximadamente 100.

Los Miembros de PAGA, un subgrupo de la Demanda Colectiva, son todos los electricistas no exentos empleados por Kite en California en cualquier momento entre el 21 de diciembre de 2018 y el 19 de febrero de 2021. Se estima que los miembros de PAGA ascienden a 71.

4. ¿Por qué esta es una demanda colectiva?

En una demanda colectiva, una o más personas a las que se denomina representantes del colectivo (en este caso, Manuel Gutiérrez) demandan en su propio nombre y en el de otras personas que, a su juicio, tienen reclamaciones similares. Este grupo de personas se denomina "colectivo". Todas las personas que han recibido este aviso son "miembros de la demanda colectiva" a los efectos de este acuerdo.

5. ¿Quiénes son los abogados que representan al Demandado y a los Demandantes?

COHELAN KHOURY & SINGER

Jeff Geraci / Diana M. Khoury
605 "C" Street, Suite 200
San Diego, California 92101-5305
Teléfono: (619) 595-3001

LAW OFFICE OF SAHAG MAJARIAN, II

Sahag Majarian II
18250 Ventura Blvd.
Tarzana, California 91356
Teléfono: (818) 609-0807

Si tiene preguntas sobre este Acuerdo, póngase en contacto con el abogado de los demandantes o con el administrador del Acuerdo. NO se comunique con los abogados de Kite, sus gerentes o supervisores.

6. ¿Por qué se ha llegado a un acuerdo?

El Tribunal no se ha pronunciado a favor del demandante ni de Kite. No ha habido juicio. Ambas partes decidieron llegar a un acuerdo sobre la demanda para evitar los costos y los riesgos de un juicio, y garantizar que los miembros de la demanda colectiva reciban una compensación del acuerdo.

CONDICIONES DEL ACUERDO

7. ¿Cuál es el monto del acuerdo?

El Acuerdo propuesto establece un monto máximo de acuerdo de **\$458,991** para resolver por completo y de forma definitiva todas las reclamaciones en la Demanda (denominado el "Monto Bruto del Acuerdo"). El Monto Bruto del Acuerdo incluye los montos que Kite ya ha pagado a los Miembros de la Demanda Colectiva, que ascienden a \$238,991, después de que el Sr. Gutiérrez presentara las acusaciones contra Kite en nombre del Estado de California y de todos los Miembros de PAGA, y antes de que las Partes llegaran a un acuerdo sobre todas las reclamaciones contempladas en este Aviso. Además de la cantidad pagada anteriormente, Kite pagará una suma máxima adicional de \$220,000 de la cual los Abogados de la Demanda Colectiva solicitarán al Tribunal: (1) los honorarios de los abogados de hasta un tercio del Acuerdo Bruto; (2) los costos del litigio estimados en \$9,500; (3) un pago por servicios al Representante de la Demanda Colectiva de \$10,000 otorgado a Manuel Gutierrez por su trabajo, esfuerzos y esfuerzos en la interposición de la Demanda, y por asumir los riesgos de una sentencia por costos en caso de un resultado infructuoso, y por obtener los beneficios en nombre de la Demanda Colectiva; (4) gastos de administración estimados en \$7,500, y (5) un pago a la Agencia de Fuerza Laboral y Desarrollo de California, en virtud de PAGA de \$7,500 (75% de \$10,000) por la parte del gobierno de las sanciones civiles alegadas, y un pago de \$2,500 (25% de \$10,000) que se distribuirá proporcionalmente a todos los Miembros de PAGA en función de su cantidad de Períodos de Pago trabajados durante el Período PAGA.

El Tribunal determinará el monto exacto de los honorarios de los abogados y los costos del litigio, el pago por servicios del representante de la demanda colectiva y los gastos de administración en una audiencia de aprobación definitiva. La parte restante del Acuerdo, el "Acuerdo Neto", que se estima en \$30,003.00, se prorrateará y se pagará en su totalidad a todos los Miembros de la Demanda Colectiva que no soliciten excluirse del Acuerdo, ("Miembro participante de la Demanda Colectiva"), en función de la cantidad de Semanas Laborales que hayan trabajado en cualquier momento durante el Período de la Demanda Colectiva (del 24 de febrero de 2016 al 19 de febrero de 2021).

8. ¿Cuál será el monto de mi pago del acuerdo?

El monto estimado de su Pago del Acuerdo se indica en la ficha de información sobre el empleo, en la página 9 de este aviso. Este monto se basa en la cantidad de Semanas de Trabajo que usted trabajó durante el Período de la Demanda Colectiva. Si usted es un Miembro de PAGA, su parte de las sanciones se basará en la cantidad de Períodos de Pago que haya trabajado durante el Período de PAGA. El monto que se indica es una estimación. La cantidad que usted reciba realmente puede ser mayor o menor que la cantidad estimada que se indica, dependiendo de una serie de factores, incluyendo si otros Miembros de la Demanda Colectiva solicitan que se les excluya del Acuerdo y la cantidad que el Tribunal apruebe en concepto de honorarios de abogados, gastos de litigio y otros costos de la demanda. Este pago del Acuerdo es adicional a la cantidad que Kite ha pagado a usted en 2020.

CÓMO RECIBIR UN PAGO DEL ACUERDO

9. ¿Cómo puedo recibir mi pago del acuerdo?

Si no hace nada, recibirá automáticamente su Pago del Acuerdo cuando el Tribunal apruebe el Acuerdo en la Audiencia de Aprobación Definitiva. Sin embargo, debe informar al Administrador del Acuerdo sobre cualquier cambio respecto a su nombre o dirección postal en caso de que el nombre o la dirección a la que se envió este Aviso no sean correctos. **Usted es responsable de que el Administrador del Acuerdo esté informado de cualquier cambio en su dirección postal. Su pago del Acuerdo se enviará a la última dirección conocida que tenga registrada el Administrador del Acuerdo.** Para su comodidad, se adjuntan un formulario de cambio de dirección y un sobre de devolución preimpreso. Si lo desea, puede llamar al Administrador del Acuerdo al 1-888-250-6810 para confirmar que ha recibido su formulario de cambio de dirección.

10. ¿Qué debo hacer si considero que la cantidad de semanas de trabajo y/o periodos de pago no es correcta?

El monto de su Pago del Acuerdo se basa en la cantidad de semanas de trabajo que usted trabajó durante el período de la demanda colectiva y las sanciones de PAGA se basan en la cantidad de períodos de pago que trabajó durante el período de PAGA. La cantidad de Semanas de Trabajo y Períodos de Pago que se indican en la Hoja de Información de Empleo (en la página 9), se obtuvo de los registros de Kite. Si usted considera que esta información no es correcta, puede enviar una carta al Administrador del Acuerdo indicando la información que usted considera correcta. Su carta debe llevar matasellos a más tardar el día 6 de junio de 2022. Debe incluir cualquier documento u otra información en que se fundamente su convicción de que la información de la ficha de información sobre el empleo no es correcta. El Administrador del Acuerdo decidirá cualquier controversia sobre la cantidad de Semanas de Trabajo y Períodos de Pago según los registros de Kite y cualquier información que usted proporcione, a reserva de la revisión y decisión definitiva del Tribunal.

11. ¿Cuándo puedo esperar recibir mi pago del acuerdo?

Si no se excluye del Acuerdo y no hay objeciones, se le enviará su parte del Acuerdo aproximadamente 90 días a partir de la aprobación definitiva del Acuerdo y la sentencia por parte del Tribunal. ***Su parte del acuerdo se enviará por correo a la dirección que tiene registrada el administrador del acuerdo, que es la dirección a la que se ha enviado este aviso.*** De nuevo, si esta dirección no es la correcta, o si se muda después de recibir este aviso, deberá informar al Administrador del Acuerdo remitiéndole el formulario de cambio de dirección que se adjunta.

Se asignará un 20% del pago del Acuerdo en concepto de salarios, y un 80% en concepto de multas e intereses. Los miembros participantes de la demanda colectiva tendrán la responsabilidad de clasificar correctamente este pago a efectos fiscales y de pagar los impuestos correspondientes, si los hubiera. El Administrador emitirá un formulario W-2 del IRS por el monto de los salarios y formularios 1099 del IRS por las multas e intereses junto

con su pago del Acuerdo. En caso de que los cheques no se hayan cobrado transcurridos 180 días desde su fecha de emisión, el Administrador del Acuerdo suspenderá el pago de dichos cheques y enviará los fondos, a su nombre, a la División de Propiedad No Reclamada de la Secretaría de Estado de California para su gestión posterior.

12. ¿A qué estoy renunciando para recibir un pago del acuerdo?

Una vez que el Tribunal haya aprobado el Acuerdo, a menos que usted se excluya, continuará formando parte de la demanda colectiva y no podrá demandar, seguir demandando o ser parte de ningún otro juicio contra el Demandado en relación con las cuestiones legales planteadas en esta Demanda. Usted quedará obligado por la sentencia en esta Demanda y "renunciará" o liberará estas reclamaciones:

Reclamaciones liberadas: Todos los miembros de la demanda colectiva que no remitan una solicitud de exclusión válida y oportuna liberan y exoneran completamente a Kite Electric Incorporated y a sus funcionarios, directores, directores, herederos, empleadores conjuntos, empleadores clientes, empleados, agentes, representantes, contables, auditores, abogados, consultores, aseguradores, reaseguradores, socios, inversores, accionistas, empresas matrices, subsidiarias, afiliadas, predecesores, sucesores, cesionarios y empresas conjuntas ("Partes exoneradas") de todas y cada una de las reclamaciones, deudas, responsabilidades, demandas, obligaciones, daños y perjuicios, gravámenes y/o acciones o causas de acción de cualquier tipo que se alegaron en la Demanda, o que podrían haberse alegado en función del mismo núcleo de hechos operativos, incluyendo todas las reclamaciones que se han alegado o podrían haberse alegado contra las Partes Exoneradas, o cualquiera de ellas, derivadas del mismo núcleo de hechos operativos alegados en la Demanda, e incluyendo las reclamaciones en virtud de los artículos 201, 202, 203, 226(a), 226(e), 226 del Código Laboral de California. 7, 558, 1174, 1174.5, 1194, 1194.2, 2699, subdivisión (f), 2699.3, y las Órdenes salariales promulgadas en virtud de las mismas; y la sección 17200 y siguientes del Código de Negocios y Profesiones de California. Las Reclamaciones Exoneradas excluyen específicamente las reclamaciones por compensación de trabajadores, seguro de desempleo y compensación estatal por discapacidad, reclamaciones en virtud de la Ley de Seguridad de Ingresos de Jubilación de 1974, y reclamaciones por beneficios previamente adquiridos en virtud de cualquier plan de beneficios patrocinado por el Empleador.

CÓMO EXCLUIRSE DE LA DEMANDA Y DEL ACUERDO

13. ¿Cómo puedo excluirme de la demanda colectiva y del acuerdo?

Si desea entablar una demanda por separado, con un abogado distinto a su cargo, o no desea participar en el acuerdo por otras razones, debe excluirse de este caso (es decir, excluirse de la demanda colectiva y de este acuerdo). Para excluirse de la demanda colectiva y del acuerdo, debe remitir una solicitud de exclusión válida y oportuna por escrito. Su solicitud de exclusión debe incluir (a) el nombre y número del caso; (b) su nombre completo, dirección actual, número de teléfono y los últimos cuatro dígitos de su número de seguridad social; y (c) su firma. La solicitud de exclusión debe indicar básicamente lo siguiente:

“Yo deseo que se me excluya del caso titulado *Gutierrez v. Kite Electric Incorporated*, caso n° 30-2020-01133960-CU-OE-CXC del Tribunal Superior de California, Condado de Orange y del acuerdo. Entiendo que al solicitar que se me excluya de la demanda colectiva y del acuerdo no recibiré una parte de los fondos del acuerdo que se indican en este aviso.”

Debe enviar su carta de solicitud de exclusión al administrador del acuerdo con matasellos postal a más tardar el **6 de junio de 2022** dentro del sobre adjunto o en un sobre aparte dirigido a:

Kite Electric Class Action Settlement Administrator
c/o ILYM Group, Inc.
P. O. Box 2031
Tustin, CA 92781

Si usted fue empleado durante el Período PAGA y remite una solicitud válida y oportuna de exclusión de la demanda colectiva, recibirá de todos modos la parte que le corresponda de las sanciones PAGA en función de la cantidad de períodos de pago que haya trabajado durante el Período PAGA, ya que no existe el derecho de excluirse de un acuerdo PAGA. Usted renunciará únicamente a las reclamaciones presentadas en la demanda por las sanciones PAGA correspondientes a las violaciones del Código Laboral de California.

14. Si no me excluyo del acuerdo, ¿puedo demandar a Kite por lo mismo más adelante?

No. A menos que se excluya de esta demanda, usted renuncia a cualquier derecho a demandar a Kite por las reclamaciones que se han resuelto en esta demanda. ***Si ya tiene una reclamación o demanda contra Kite, debe comunicarse con el abogado encargado de ese caso inmediatamente.*** Es necesario que solicite que se le excluya de esta demanda para poder mantener su propia demanda.

15. Si me excluyo de la demanda colectiva, ¿puedo recibir dinero del acuerdo?

No. Si se excluye, no recibirá ningún pago del acuerdo ni quedará obligado por las exoneraciones o la sentencia. Se distribuirá el pago del acuerdo que habría recibido usted entre los miembros participantes de la demanda colectiva. No obstante, si usted es un Miembro de PAGA, que trabajó en algún momento durante el Período PAGA (desde el 21 de diciembre de 2018 hasta el 19 de febrero de 2021), igualmente recibirá una parte de las Sanciones PAGA de \$2,500 en función de la cantidad de períodos de pago que haya trabajado durante el Período PAGA.

OBJETAR EL ACUERDO

16. ¿Cómo puedo comunicarle al tribunal que no estoy conforme con el acuerdo?

Si no le parece que el acuerdo es justo, puede presentar una objeción al acuerdo y explicarle al Tribunal por qué no está conforme con el acuerdo. No obstante, si solamente considera que se ha calculado mal su pago del acuerdo, o que la cantidad de semanas de trabajo no es correcta, siga el proceso previsto en el párrafo 10 para comunicárselo al administrador.

Su objeción escrita debe indicar el nombre y el número del caso: *Gutierrez v. Kite Electric Incorporated*, caso n° 30-2020-01133960. No olvide incluir su nombre completo, su dirección actual y su número de teléfono, además de los motivos específicos por los que tiene objeciones al acuerdo. Envíe su objeción por escrito, y cualquier documento que desee utilizar para justificar su objeción, a la dirección que se indica a continuación a más tardar el día **6 de junio de 2022**:

Kite Electric Class Action Administrator
ILYM Group, Inc.
P. O. Box 2031
Tustin, CA 92781

Puede asistir a la audiencia de aprobación definitiva, o su propio abogado, para discutir sus objeciones directamente con el Tribunal, sin necesidad de presentar una objeción por escrito. La audiencia de aprobación definitiva está fijada para el 7 de julio de 2022 a las 2:00 p.m. en el departamento CX102 del Tribunal Superior del Condado de Orange.

Si desea mantener su derecho a presentar un recurso en caso de que se le deniegue la objeción, deberá presentar usted, o un abogado en su nombre, documentos formales ante el Tribunal que interponga el recurso antes de que se dicte la sentencia definitiva.

17. ¿Cuál es la diferencia entre presentar una objeción y solicitar que se me excluya de la demanda colectiva?

Presentar una objeción es informarle al tribunal que no está conforme con el acuerdo. Solo puede presentar una objeción si sigue formando parte de la demanda colectiva. Al solicitar excluirse de la demanda colectiva y del acuerdo, usted le comunica al tribunal que no quiere formar parte de la demanda colectiva ni del acuerdo. En caso de que solicite excluirse, no tendrá fundamentos para presentar ninguna objeción puesto que el caso ya no le afectará.

Si sigue formando parte de la demanda colectiva y presenta una objeción al acuerdo, el tribunal tomará en consideración sus objeciones al decidir si aprobará definitivamente el acuerdo. Si usted ha presentado oportunamente su objeción por escrito no es necesario que comparezca ante el tribunal para presentar su objeción.

No debe remitir al administrador del acuerdo una objeción por escrito y una solicitud de exclusión simultáneamente. En caso de que usted envíe de forma válida y oportuna una solicitud de exclusión **además de** una objeción por escrito, se aceptará su solicitud de exclusión y se rechazará su objeción.

LA AUDIENCIA DEFINITIVA DEL TRIBUNAL

18. ¿Cuándo y dónde decidirá el tribunal si se aprueba o no el acuerdo?

El Tribunal celebrará la audiencia de aprobación definitiva en el Departamento CX-102 del Tribunal Superior de California, Condado de Orange, Centro del Complejo Civil ubicado en 751 West Santa Ana Blvd., Santa Ana, California 92715 el 7 de julio de 2022 a las 2:00 p.m. En esta audiencia, el Tribunal determinará si es conveniente aprobar definitivamente el Acuerdo como justo, razonable y adecuado. También se pedirá al Tribunal que apruebe la solicitud de los Abogados del Grupo de los honorarios de los abogados y los costos del litigio, el pago del Servicio del Representante de la Demanda Colectiva, y los honorarios y gastos del Administrador del Acuerdo.

Es posible que el Tribunal cambie la fecha de la Audiencia de Aprobación Definitiva sin necesidad de informar a los Miembros de la Demanda Colectiva. Sin embargo, los Miembros de la Demanda Colectiva que hayan presentado una objeción por escrito recibirán un aviso del Abogado de la Demanda Colectiva sobre cualquier cambio en la fecha y hora de la Audiencia de Aprobación Definitiva. En caso de que el Tribunal apruebe definitivamente el Acuerdo y dicte sentencia, la orden de aprobación del Acuerdo y de la sentencia del Tribunal podrá consultarse en el sitio web del Administrador, www.ilymgroupclassaction.com/kite.

19. ¿Debo comparecer en la audiencia de aprobación definitiva?

No. El abogado de la demanda colectiva responderá a cualquier pregunta que tenga el juez. Si usted presenta una objeción por escrito, no es necesario que comparezca ante el Tribunal para exponerla. Si envía su objeción por escrito como se indica en el párrafo 16, el Tribunal la tendrá en cuenta. Asimismo, usted o su propio abogado, a su cargo, pueden presentarse en la audiencia y discutir sus objeciones con el Tribunal.

20. ¿Puedo comparecer y tomar la palabra en la audiencia de aprobación definitiva?

Sí, pero no puede intervenir en la Audiencia de Aprobación Definitiva si se ha excluido del Acuerdo.

CÓMO OBTENER INFORMACIÓN ADICIONAL

21. **Si tengo alguna pregunta sobre el acuerdo, ¿a quién debo contactar?**

Este Aviso no es más que un resumen del caso y del Acuerdo. Si desea obtener información más detallada, puede consultar una copia completa del acuerdo de conciliación, y cualquiera de los documentos presentados en la Demanda, en el Departamento de Presentaciones del Tribunal Superior del Condado de Orange, Centro del Complejo Civil ubicado en 751 West Santa Ana Blvd., Santa Ana, California, 92701 durante el horario de atención habitual del Tribunal.

También puede consultar los expedientes de los casos en línea en el sitio web del Tribunal Superior del Condado de Orange en <https://civilwebshopping.occourts.org/Search.do#searchAnchor>. Una vez que haya leído la "Exención de responsabilidad de la información" del Tribunal y haya hecho clic en "Aceptar las condiciones", escriba el número de caso "01133960" y la casilla del año "2020", confirme que no es un robot y haga clic en "buscar". En el registro de demandas figuran los documentos presentados en este caso, y muchos de ellos pueden estar disponibles para su consulta pagando un precio mínimo.

También puede ponerse en contacto con los abogados del Demandante y de la Demanda Colectiva que se indican en el apartado 5 si tiene alguna pregunta sobre el Acuerdo. Asimismo, puede comunicarse con el Administrador del Acuerdo designado por el Tribunal llamando al número de teléfono gratuito 888-250-6810 o escribiendo al administrador del acuerdo a: Kite Electric Class Action Administrator, ILYM Group, Inc., P. O. Box 2031, Tustin, CA 92781.

LE ROGAMOS QUE NO SE PONGA EN CONTACTO CON EL SECRETARIO DEL TRIBUNAL, EL JUEZ O CON KITE ELECTRIC, SUS SUPERVISORES O ABOGADOS PARA OBTENER INFORMACIÓN SOBRE ESTE ACUERDO.

INFORMACIÓN ADICIONAL IMPORTANTE

A. **Kite está a favor del acuerdo** y no tomará represalias de ninguna manera contra los miembros de la demanda colectiva que no se excluyan del acuerdo y reciban un pago del mismo, ni contra quienes se excluyan del mismo.

B. **Usted es responsable de asegurarse de que el administrador del acuerdo** cuente con su dirección postal y número de teléfono actualizados. Los pagos del acuerdo se enviarán a la dirección que figura en sus registros.

C. **Los cheques de pago del acuerdo deberán cobrarse a la brevedad posible una vez recibidos.** Los cheques que no se hayan cobrado tras 180 días contados a partir de la fecha de emisión se remitirán a la División de Propiedad No Reclamada de la Secretaría de Estado de California, que lo gestionará en nombre del miembro de la demanda colectiva cuyo cheque se ha anulado. En caso de pérdida o extravío del cheque, comuníquese inmediatamente con el administrador del acuerdo para solicitar un reemplazo.

Superior Court of California, County of Orange
Manuel Gutierrez vs. Kite Electric Incorporated
Case No. 30-2020-01133960-CU-OE-CXC

CHANGE OF ADDRESS FORM

I wish to change my name or mailing address or other contact information to the following:

Name: _____

Former Name (if applicable): _____

Street and Apt. No., if any: _____

City, State and Zip Code: _____

Telephone(s): (Home): _____; (Cell): _____

Email: _____

I understand all future correspondence in this Action, including but not necessarily limited to important notices or Settlement Payments, will be sent to the address listed above and not to the address previously used. I request and consent to the use of the address listed above for these purposes.

Submitted by: _____

DATED: _____, 2022

Print Name: _____

Signature: _____

**PLEASE RETURN THIS FORM IN THE ENVELOPE PROVIDED
OR VIA UNITED STATES FIRST-CLASS MAIL TO:**

Kite Electric Class Action Settlement Administrator
c/o ILYM Group, Inc.
P. O. Box 2031
Tustin, CA 92781

FORMULARIO DE CAMBIO DE DIRECCIÓN

Yo deseo cambiar mi nombre, dirección postal u otra información contacto a la siguiente:

Nombre: _____

Nombre anterior (si aplica): _____

Calle, número y apartamento, si aplica: _____

Ciudad, estado y código postal: _____

Teléfono(s): (Casa): _____; (Móvil): _____

Email: _____

Entiendo que toda la correspondencia futura en el marco de esta demanda, incluyendo entre otras cosas los avisos importantes o los pagos del acuerdo, se enviará a la dirección que se indica en este documento y no a la dirección que se utilizaba anteriormente. Yo solicito y autorizo que se utilice la dirección indicada anteriormente para estos fines.

Presentado por:

FECHA: _____ de 2022

Nombre: _____

Firma: _____

**LE ROGAMOS QUE ENVÍE ESTE FORMULARIO EN EL SOBRE ADJUNTO O POR
CORREO DE PRIMERA CLASE DE LOS ESTADOS UNIDOS A LA DIRECCIÓN:**

Kite Electric Class Action Settlement Administrator
c/o ILYM Group, Inc.
P. O. Box 2031
Tustin, CA 92781

FORMULARIO DE CAMBIO DE DIRECCIÓN

¿TIENE ALGUNA PREGUNTA? LLAME SIN COSTO ALGUNO AL 888-250-6810

Superior Court of California, County of Orange
Manuel Gutierrez vs. Kite Electric Incorporated
Case No. 30-2020-01133960-CU-OE-CXC

EMPLOYMENT INFORMATION SHEET

Class Member's Address on File with the Settlement Administrator:

Name: _____

Address: _____

City, State, Zip Code: _____

The number of Work Weeks you worked during the Class Period (February 24, 2016 to February 19, 2021) according to Kite's records is «Class_Weeks».

The number of Pay Periods you worked during the PAGA Period, (December 21, 2018 to February 19, 2021) according to Kite's records is «PAGA_Pay_Periods».

Based on the information above, it is estimated that if you do not request exclusion from the Class and Settlement, you will receive an estimated **\$«Total Estimated Settlement Amount»**, less applicable payroll taxes. The amount shown is an estimate. The actual amount you receive may be more or less than the estimate shown, depending on a number of factors.

You do not have to take any action to receive your share of the Settlement. Your share of the Settlement will be mailed to you at the address shown above.

If your address has changed, or is different than the address shown above, you must notify the Settlement Administrator by returning the enclosed Change of Address Form to the Settlement Administrator in the enclosed envelope or at the address shown below. You may contact the Settlement Administrator, toll-free, to confirm receipt of the Change of Address Form at 1-888-250-6810.

Please Note: It is highly recommended you immediately deposit or cash your check when you receive it. It will be voided after 180 days and funds represented by uncashed checks will be forwarded to California's Secretary of State, Controller, Unclaimed Property Division for further handling.

Tribunal Superior de California, Condado de Orange
Manuel Gutierrez vs. Kite Electric Incorporated
Caso n° 30-2020-01133960-CU-OE-CXC

FICHA DE INFORMACIÓN DE EMPLEO

La dirección del miembro de la demanda colectiva que figura en los registros del administrador del acuerdo es:

Nombre: _____

Dirección: _____

Ciudad, estado, código postal: _____

Según los registros de Kite, la cantidad de semanas de trabajo que usted trabajó durante el período de la demanda colectiva (del 24 de febrero de 2016 al 19 de febrero de 2021) es «Class_Weeks».

La cantidad de períodos de pago que trabajó durante el período PAGA, (del 21 de diciembre de 2018 al 19 de febrero de 2021) según los registros de Kite es «PAGA_Pay_Periods».

De acuerdo con la información indicada anteriormente, se estima que, si no solicita que se le excluya de la demanda colectiva y del acuerdo, recibirá aproximadamente **\$«Total Estimated Settlement Amount»**, menos los impuestos sobre la nómina que correspondan. El monto indicado es una estimación. Es posible que reciba una cantidad mayor o menor que la estimada, dependiendo de varios factores.

No es necesario que haga nada para recibir su parte del acuerdo. Se le enviará su parte del Acuerdo por correo a la dirección indicada anteriormente.

Si ha cambiado su dirección, o es diferente de la dirección indicada anteriormente, debe comunicárselo al administrador del acuerdo remitiendo el formulario de cambio de dirección adjunto al administrador del acuerdo en el sobre adjunto o a la dirección indicada que figura a continuación. Puede comunicarse con el administrador del acuerdo, sin costo alguno, para confirmar que ha recibido el formulario de cambio de dirección, llamando al 1-888-250-6810.

Nota importante: Le recomendamos encarecidamente que deposite o cobre inmediatamente su cheque al recibirlo. Se anularán los cheques que no se hayan cobrado después de 180 días y se enviarán a la División de Propiedad No Reclamada de la Secretaría de Estado de California para su gestión.

EXHIBIT “B”

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

Case Name: Kite Electric

Requesting Attorneys Name: Diana M. Khoury
E-Mail: DKhoury@ckslaw.com
ILYM Contact: Jonathan Paul
E-Mail: Jonathan@ilymgroup.com
Contact Number: 310.948.7117

ESTIMATE FOR ADMINISTRATION SOLUTIONS

ASSUMPTIONS	
Total Number of Class Members	100
Estimated Mail Returned as Undeliverable	20%
NCOA	Yes
Certified Spanish Translation	No
Case Duration (Year(s))	1

Activity	Rate Type	Unit Cost	Volume	Amount
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CASE STARTUP				
Initial Setup - Import and Formatting of Data*	Hourly	\$150.00	2	\$300.00
Programming of Class Database	Hourly	\$175.00	2	\$350.00

*ILYM assumes that data will be in a standard format. Client will be notified immediately if not in standard format to correct data or ILYM can convert to standard format @ \$150.00 per hour.

Subtotal \$650.00

PROJECT MANAGEMENT & NOTICING				
Project Manager (Case notification and maintenance)	Hourly	\$120.00	5	\$600.00
Staff Hours for Processing Opt-Outs	Hourly	\$70.00	2	\$140.00
NCOA	Flat Rate	\$250.00	1	\$250.00
Weekly Reports	Flat Rate	\$750.00	1	\$750.00

Subtotal \$1,740.00

NOTIFICATION/MAILING				
Fulfillment of Notice	Per Piece	\$0.75	100	\$75.00
USPS First Class 1oz Postage	Per Piece	\$0.55	100	\$55.00
Re-Mails (Forward/Skip trace Undeliverables)	Per Piece	\$1.50	20	\$30.00
Toll Free Customer Service Representative	Flat Fee	\$280.00	1	\$280.00
Storage, Photocopies, Deliveries	Flat Fee	\$180.00	1	\$180.00

Subtotal \$620.00

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

Activity	Rate Type	Unit Cost	Volume	Amount
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DISTRIBUTION (Includes EIN, Bank Acct * /QSF Setup)				
Distribution Setup & Management	Hourly	\$150.00	3	\$450.00
Account Reconciliation & Distribution Reporting	Hourly	\$125.00	3	\$375.00
1st Check Stub & Release - Print & Mail (W-2/1099)	Per Check	\$0.75	100	\$75.00
USPS First Class 1oz Postage	Per Piece	\$0.55	100	\$55.00
Re-Mails (Forward/Skip trace Undeliverables up to 10%)	Per Piece	\$4.00	10	\$40.00
Preparation of Taxes	Hourly	\$120.00	10	\$1,200.00
Annual Filing of Tax Return	Per Year	\$1,200.00	1	\$1,200.00
Escheat Funds to State Controller	Per Piece	\$750.00	1	\$750.00

**Additional Bank fees may apply*

Subtotal \$4,145.00

CASE CONCLUSION				
Data Manager Final Reporting	Hourly	\$100.00	1	\$100.00
Project Manager Final Reporting	Hourly	\$120.00	1	\$120.00
Declaration	Hourly	\$125.00	1	\$125.00

Subtotal \$345.00

TOTAL CASE ESTIMATE: \$7,500.00

Terms and Conditions

All services to be provided by ILYM Group, Inc. (hereinafter, "ILYM") to Client shall be subject to the following terms and conditions:

Services: Subject to the terms hereof, ILYM agrees to provide the Client with Administration Services (hereinafter, "services") as specified in the Proposal provided to Client to which these Terms and Conditions are attached. The estimate is in good faith and does not cover any applicable taxes and fees. The estimate does not make provision for any services or class members/size not delineated in the request for proposal or stipulations. Such services do not in any way constitute legal services or advice. ILYM is performing its services as an Independent Contractor and neither it nor its employees shall be deemed to be employees of the Client.

Mailing and Data Conversion: ILYM's database administration assumes the Client will provide complete data that includes all information required to send notifications and complete the administration process. Data must be provided in a complete, consistent, standardized electronic format. ILYM's standard format is Microsoft Excel, however, ILYM may accept other formats at its discretion. Further developments or enhancements to non-standardized data will be billed to Client by ILYM on a time and materials basis, according to ILYM's Standard Rates.

Charges for Services: Charges to the Client for services shall be on a time and materials basis at our prevailing rates, as the same may change from time to time. Any fee estimates set forth in the proposal are estimates only, based on information provided by Client to ILYM. Actual fees charged by ILYM to Client may be greater or less than such estimate, and Client shall be responsible for the payment of all such charges and expenses in accordance with Section 5 hereof. Charges incurred related to resolving post distribution withholdings and related corrective files due to voids and re-issues of payments and related correspondence with state and federal taxing authorities will not be charged to the Client to the extent that funds are received from the taxing authorities offset these charges. ILYM may derive financial benefits from financial institutions in connection with the deposit and investment of settlement funds with such institutions, including without limitation, discounts on eligible banking services and fees, and loans at favorable rates.

Indemnification: Client will indemnify and hold ILYM (and the officers, employees, affiliates and agents harmless against any Losses incurred by ILYM, arising out of, in connection with, or related to (i) any breach of the terms by Client; (ii) the processing and handling of any payment by ILYM in accordance with Client's instructions, including without limitation, the imposition of any stop payment or void payment on any check or the wrongful dishonor of a check by ILYM pursuant to Client's instructions.

Payment of Charges: ILYM reserves the right to request payment of postage charges and 50% of the final administration charges at the start of the case. ILYM bills are due upon receipt unless otherwise negotiated and agreed to with the Client. In the event settlement terms provide that ILYM is to be paid out of the Settlement Fund, ILYM will request that Counsel endeavor to make alternate payment arrangements for ILYM charges that are due at the onset of the case. The entire remaining balance is due and payable at the time the Settlement Account is funded by, or no later than the time of disbursement. Decisions of the court and actions of the parties, including disapproval or withdrawal of a settlement, do not affect the Client's liability to ILYM for payment of services. Services are not provided on a contingency fee basis.

Confidentiality: ILYM maintain reasonable and appropriate security measures and safeguards to protect the security and confidentiality of Client data provided to ILYM by Client in connection herewith. Should ILYM ever be notified of any judicial order or other proceedings in which a third party seeks to obtain access to the confidential data created by or for the Client, ILYM will promptly notify the Client, unless prohibited by applicable law. The Client shall have the option to (1) provide legal representation at the Client's expense to avoid such access or (2) promptly reimburse ILYM for any of its costs, including attorneys' fees, reasonably incurred in avoiding, attempting to avoid or providing such access and not paid by the entity seeking the data. If ILYM is required, pursuant to a court order, to produce documents, disclose data, or otherwise act in contravention of the obligations imposed by this Agreement, or otherwise, with respect to maintaining the confidentiality, proprietary nature and secrecy of the produced documents or disclosed data, ILYM will not be liable for breach of said obligation.

Data Rights: ILYM does not convey nor does the Client obtain any right in the programs, system data, or materials utilized or provided by ILYM in the ordinary course of business in the performance of this Agreement.

Document Retention: Unless directed otherwise in writing by Client, ILYM will destroy undeliverable mail on the effective date of the settlement or the date that the disposition of the case is no longer subject to appeal or review, whichever is later. ILYM will maintain claim forms and other correspondence for one year after final distribution of funds or benefits, or until the date that the disposition of the case is no longer subject to appeal or review, whichever is later.

Limitation of damages: ILYM is not responsible to the Client for any special, consequential or incidental damages incurred by Client. Any liability of ILYM to the Client shall not exceed the total amount billed to the Client for the particular services that give rise to any loss.

Termination: The services to be provided under this Agreement may be terminated, at will by the Client upon at least 30 calendar days' prior written notice to ILYM. The Client's obligation to pay for services or projects in progress at the time of notice of withdrawal shall continue throughout that 30 day period. ILYM may terminate this Agreement (i) with 10 calendar days' prior written notice, if the Client is not current in payment of charges or (ii) in any event, upon at least 3 months' prior written notice to the Client.

Notice: Any notice required or permitted hereunder shall be in writing and shall be delivered personally, or sent by registered mail, postage prepaid, or overnight courier service to the responsible officer or principal of ILYM or the Client, as applicable, and shall be deemed given when so delivered personally, or, if mailed, five days after the date of deposit in United States mail, or, if sent by courier, one business day after delivery to such courier service.

Force Majeure: To the extent performance by ILYM of any of its obligations hereunder is substantially prevented by reason of any act of God or by reason of any other matter beyond ILYM's reasonable control, then such performance shall be excused and this Agreement, at ILYM's option, be deemed suspended during the continuation of such condition and for a reasonable time thereafter.

Waiver of Rights: No failure or delay on the part of a party in exercising any right hereunder will operate as a waiver of, or impair, any such right. No single or partial exercise of any such right will preclude any other or further exercise thereof or the exercise of any other right. No waiver of any such right will be effective unless given in a signed writing.

Jurisdiction: The parties hereto submit to the jurisdiction of the Court of the applicable case for purposes of any suit, action or proceeding to enforce any provision of, or based on any right arising out of, this Agreement. The parties hereto hereby waive any objection to the laying of venue of any such suit, action or proceeding in the Court.

Entire Agreement: These terms and conditions and the proposal embody the entire agreement between the parties with respect to the subject matter hereof, and cancels and supersedes all prior negotiations, representations, and agreements related thereto, either written or oral, except to the extent they are expressly incorporated herein. No changes in, additions to, or waivers of, the terms and conditions set forth herein will be binding upon any party, unless approved in writing by such party's authorized representative.