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Attorneys for Plaintiffs

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF LASSEN**

JACQUELINE MARSHALL, LANCE
PHILLIPS, KRISTIN KNOWLES, CHRIS
ANDERSON, KAYVAN MARSHALL,
KANE EDWARDS, JORDAN MOSER,
KYLE EVANS, JENNA DIAZ, TERRI
MAURICIO, JOANN LEE, TEISLEYE
SMITH, LAUREN YOUNG, HEATHER
IMHOF, STEPHANIE SWISHER, JOHN
SICKMAN and MARK HARMON,
individuals, on behalf of themselves and
on behalf of all persons similarly situated,

Plaintiffs,

v.

PHI AIR MEDICAL, LLC, a Limited
Liability Company; PHI HEALTH, LLC, a
Limited Liability Company; and Does 1
through 50, Inclusive,

Defendants.

CASE No. **63485**

**DECLARATION OF NORMAN BLUMENTHAL
IN SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS SETTLEMENT**

Hearing Date: December 8, 2022
Hearing Time: 10:00 a.m.

Dept: 2
Judge: Hon. Mark R. Nareau

Action Filed: March 17, 2021
Trial Date: Not Set

1 I, NORMAN B. BLUMENTHAL, declare as follows:

2 1. I am the managing partner of the law firm of Blumenthal Nordrehaug Bhowmik De
3 Blouw LLP, counsel of record for Plaintiffs Jacqueline Marshall, Lance Phillips, Kristin Knowles,
4 Christopher Anderson, Kayvan Marshall, Kane Edwards, Jordan Moser, Kyle Evans, Jenna Diaz,
5 Terrianne Mauricio, Joann Lee, Teisleye Smith, Lauren Young, Heather Imhof, Stephanie Swisher,
6 John Sickman, and Mark Harmon (“Plaintiffs”) in this matter. As such, I am fully familiar with the
7 facts, pleadings and history of this matter. The following facts are within my own personal knowledge,
8 and if called as a witness, I could testify competently to the matters stated herein. This declaration is
9 being submitted in support to the Plaintiffs’ motion for final approval of the class settlement.

10 2. Over the course of the litigation, a number of attorneys in my firm have worked on this
11 matter. Their credentials are reflected in the Blumenthal Nordrehaug Bhowmik De Blouw LLP firm
12 resume, a true and correct copy of which is attached hereto as Exhibit #1. Some of the major cases our
13 firm has undertaken are also set forth in Exhibit #1. The bulk of the attorneys involved in this matter
14 at Blumenthal Nordrehaug Bhowmik De Blouw LLP have had substantial class litigation experience in
15 the areas of employment class actions, unfair business practices and other complex litigation. The
16 attorneys at my firm have extensive experience in cases involving labor code violations and overtime
17 claims. Class Counsel has litigated similar overtime cases against other employers on behalf of
18 employees, including cases against Health Net, Cigna, Okta, Securitas, El Pollo Loco, Total Renal,
19 Panda Express, Walt Disney Resorts, Pharmaca, Nortek Security, California Fine Wine, Solarcity, Space
20 Exploration, Union Bank, Verizon, Apple, Wells Fargo, Kaiser, Universal Protection Services, and
21 California State Automobile Association. Class Counsel have been approved as experienced class
22 counsel during contested motions in state and federal courts throughout California. It is this level of
23 experience which enabled the firm to undertake the instant matter and to successfully combat the
24 resources of the defendants and their capable and experienced counsel. Class Counsel have participated
25 in every aspect of the settlement discussions and have concluded the settlement is fair, adequate and
26 reasonable and in the best interests of the Class.

1 3. Summary of the Proposed Settlement.

2 (a) A true and correct copy of the Class Action Settlement Agreement(the “Agreement”)
3 between the parties is attached hereto as Exhibit #2.¹ Plaintiffs and Defendant PHI Health, LLC
4 (“Defendant”) reached a full and final settlement of the above-captioned action, which is embodied in
5 the Agreement filed concurrently with the Court. As consideration for this Settlement, the Gross
6 Settlement Amount to be paid by Defendant is Three Hundred Thirty Thousand Dollars (\$330,000).
7 (Agreement at III(38).) Under the Settlement, the Gross Settlement Amount includes all Settlement
8 Shares to Participating Class Members, all Settlement Administration Expenses, Class Counsel Fees
9 Payment and Class Counsel Litigation Expenses Payment, PAGA Payment, and the Class
10 Representative Service Payments. (Agreement at III(38)-(41).)

11 (b) The Gross Settlement Amount does not include Defendant's share of payroll taxes.
12 (Agreement at III(38).) The Gross Settlement Amount shall be all-in with no reversion to Defendant.
13 (Agreement at III(38).)

14 (c) Defendant shall fund the Gross Settlement Amount and the amount necessary to pay
15 Defendant's share of payroll taxes within fifteen (15) days of the Effective Date. (Agreement at
16 III(42)(e). Within fifteen (15) days after Defendant funds the Gross Settlement Amount, the Settlement
17 Administrator will pay the Settlement Shares to Participating Class Members, Class Counsel’s attorneys’
18 fees and costs, the PAGA Payment, the Class Representative Service Payment, and employer and
19 employee tax withholdings applicable to the Net Settlement Amount allocated to wages. (Agreement
20 at III(42)(e).)

21 (d) The Net Settlement Amount shall equal the Gross Settlement Amount less Court-approved
22 the Class Representative Service Payments, the Class Counsel Fees Payment, Class Counsel Litigation
23 Expenses Payment, the PAGA Payment, and the Settlement Administration Expenses. (Agreement at
24 I(22).) The Net Settlement Amount will be distributed as the Settlement Shares to each Participating
25 Class Member defined at I(26) as a Class Member who does not timely exclude himself or herself from
26 the Settlement and will therefore receive his or her share of the Net Settlement Amount automatically
27

28 ¹ Capitalized terms are defined in the Agreement.

1 without the need to return a claim form. (Agreement at III(40).) The Settlement Shares for Class
2 Members will be calculated as follows: the Settlement Administrator shall divide the Net Settlement
3 Amount by the total number of weeks included in the dates of employment to determine a dollar amount
4 per week ("Weekly Rate"); and (iii) the Settlement Administrator shall then take the number of weeks
5 worked by each Participating Class Member and multiply it by the Weekly Rate to calculate their
6 Settlement Share. (Agreement at III(40)(b).) Workweeks will be based on Defendant's records, however
7 Class Members will have the right to challenge their workweeks.

8 (e) Class Members were sent the Court approved Class Notice using the procedure approved
9 by the Court by mailing the notice packets after updating class members' addresses using the National
10 Change of Address database and, for any notice packets returned as undeliverable, re-mailing such
11 notices to any forwarding address provided or updated address located. Declaration of Stephen Gomez
12 ("Gomez Decl.") 7. Class Members were provided with the opportunity to exclude themselves or "opt
13 out" if they did not want to participate in the settlement. (Agreement at III(42)(c), Ex. A.) Gomez Decl.
14 5, Exh. A. One (1) Class Members submitted a valid request for exclusion. Gomez Decl. 12. The
15 remaining Class Members are deemed Participating Class Members who are bound by the Settlement
16 and will be entitled to receive a Settlement Share. (Agreement at III(43)(c).) All Aggrieved
17 Employees will be paid their allocation of the PAGA Payment and will remain bound by the release of
18 the PAGA Released Claims regardless of their request for exclusion. (Agreement at III(43)(b).) The
19 Class Notice also advised Class Members of their right to object to the Settlement and/or dispute their
20 workweeks. (Agreement at III(42)(c); Gomez Decl. 5, Exh. A.)

21 (f) A Participating Class Member must cash his or her Settlement Share check within 180 days
22 after it is mailed. (Agreement at III(42)(f).) The Settlement Administrator will send a reminder to
23 Participating Class Members who have not cashed their checks within 120 days after its last mailing to
24 the affected individual. (Agreement at III(42)(f)).) Any settlement checks not cashed within 180 days
25 will be voided and any the funds from such uncashed checks will be paid to the California State
26 Controller's Unclaimed Property Fund in the name of and for the benefit of the individual who did not
27 cash their check. (Agreement at III(44)(j).)

28 (g) Simpluris was appointed by the Court as the Settlement Administrator for the Settlement.

1 (Agreement at III(41), Preliminary Approval Order at 10.). From the Gross Settlement Amount, the
2 Settlement Administrator shall be paid for the expenses of administering the Settlement in an amount
3 not to exceed \$5,000. (Agreement at III(39)(d).) As set forth in the Gomez Decl. at 15, the Settlement
4 Administration Expenses, including fees and costs incurred to-date, as well as anticipated fees and costs
5 for completion of the settlement administration, are \$4,295.

6 (h) Subject to Court approval, the Agreement provides for Class Counsel to be awarded a sum
7 not to exceed one-third (1/3) of the Gross Settlement Amount, as the Class Counsel Fees Payment.
8 (Agreement at III(39)(b).) Class Counsel will also be allowed to apply separately for an award of Class
9 Counsel Litigation Expenses Payment in an amount not to exceed \$20,000. (Agreement at III(39)(b).)
10 Subject to Court approval, the Agreement provides for a payment of no more than \$6,500 to each
11 Plaintiff as their Class Representative Service Payments. (Agreement at III(39)(a).) In support of this
12 separate motion for attorneys' fees, reimbursement of expenses and service awards, Class Counsel is
13 providing evidentiary support, for these requests, including lodestar.

14 (i) Subject to Court approval, Ten Thousand Dollars (\$10,000) will be paid from the Gross
15 Settlement Amount for PAGA penalties under the California Private Attorneys General Act, Cal. Labor
16 Code Section 2698, et seq. ("PAGA"). Pursuant to the express requirements of Labor Code § 2699(I),
17 the PAGA Payment shall be allocated as follows: 75% (\$7,500) to the LWDA as the LWDA's share of
18 the PAGA Payment pursuant to PAGA and 25% (\$2,500) will be distributed to the Aggrieved
19 Employees based on their respective pay periods worked during the PAGA Period. (Agreement at
20 III(39)(c).) As set forth in the accompanying proof of service, the LWDA has been served with
21 this motion and the Agreement.

22 (j) The Settlement is fair, adequate and reasonable to the class and should be finally approved
23 for the same reasons the Court granted preliminary approval of the Settlement, agreeing that the
24 settlement is "fair, adequate, and reasonable". (Preliminary Approval Order at 3.) In sum, the Settlement
25 valued at \$330,000 is an excellent result for the Class. This result is particularly favorable in light of the
26 fact that liability and class certification in this case were far from certain in light of the defenses asserted
27 by Defendant. Given the complexities of this case, the defenses asserted, the uncertainty of class
28 certification, along with the uncertainties of proof at trial and appeal, the proposed settlement is fair,

1 reasonable and adequate, and should be finally approved.

2
3 4. Procedural status of the settlement - In accordance with the Preliminary Approval Order
4 dated July 26, 2022 ("Preliminary Approval Order"), the approved Class Notice has been disseminated
5 to the Class. The reaction of the Class unequivocally supports approval of the Settlement. On August
6 23, 2022, the Settlement Administrator mailed the Court-approved Class Notice to the Class Members,
7 which provided each class member with the terms of the Settlement, including notice of the claims at
8 issue and the financial terms of the settlement, including the attorneys' fees, costs, and service award
9 that were being sought, how individual settlement awards would be calculated, and the specific,
10 estimated payment amount to that individual. See Gomez Decl. at ¶ 8, Exh. A. In disseminating the
11 notice, the Settlement Administrator followed the notice procedures authorized by the Court in its
12 Preliminary Approval Order. Significantly, there have been no objections and only one (1) request for
13 exclusion. Gomez Decl. at ¶¶ 12, 14. As such, nearly the entire Class will participate in the Settlement
14 and will be sent a settlement check.

15
16 5. Description of Plaintiffs' claims -The Action generally alleges that Plaintiffs and other
17 Class Members were not properly paid all overtime wages for hours worked, were not provided meal
18 and rest periods, were not timely paid earned wages, were not provided reimbursement for required
19 expenses, were not provided accurate itemized wage statements, were not paid all wages at the time of
20 termination. The Action seeks unpaid wages, penalties, attorney fees, litigation costs, and any other
21 equitable or legal relief allegedly due and owing to Plaintiffs and the other Class Members by virtue of
22 the foregoing claims.

23
24 6. Procedural History of the Litigation

25 (a) On October 1, 2020, Plaintiffs Jacqueline Marshall, Lance Phillips, Kristin Knowles,
26 Christopher Anderson, Kayvan Marshall, Kane Edwards, Jordan Moser, Kyle Evans, Jenna Diaz,
27 Terrianne Mauricio, Joann Lee, Teisleye Smith, Lauren Young, Heather Imhof, Stephanie Swisher, John
28 Sickman, Mark Harmon, Erik Rubalcava, Joseph Loehner, Kelli Rossetto-Schrader, Britney Ewers,

1 Tracie Stiers, Marissa Johanson, Carole Covey, Olsa Hanh and Lauren Schindler filed a Complaint
2 against Defendant in the Superior Court of the State of California, County of Lassen, Case No. 62973
3 (“Class Action”). Plaintiffs asserted claims against Defendant for: (1) unfair competition in violation
4 of Cal. Bus & Prof. Code §§ 17200, et seq.; (2) failure to pay overtime wages in violation of Cal. Labor
5 Code § 510; (3) failure to pay minimum wages in violation of Cal. Labor Code §§ 1194, 1197, 1197.1;
6 (4) failure to provide required meal periods in violation of Cal. Labor Code §§ 226.7 and 512; (5) failure
7 to provide required rest periods in violation of Cal. Labor Code §§ 226.7 and 512; (6) failure to
8 reimburse employees for expenses in violation of Labor Code § 2802; (7) failure to provide accurate
9 itemized wage statements in violation of California Labor Code § 226; and (8) failure to provide wages
10 at termination in violation of Cal. Lab. Code § 201, 202, and 203.

11 (b) On December 14, 2020, Defendant removed the Class Action to the United States District
12 Court, Eastern District of California.

13 (c) On March 17, 2021, Plaintiff Jacqueline Marshall filed a separate Representative Action
14 Complaint against Defendant and PHI Air Medical, LLC in the Superior Court of the State of California,
15 County of Lassen, Case No. 63485 (the “Action” or “PAGA Action”). Plaintiff Marshall asserted claims
16 that Defendant: violated the Private Attorney General Act, California Labor Code §§ 2698, et seq.
17 (“PAGA”).

18 (d) On December 1, 2021, the Parties filed a Stipulation to Dismiss Without Prejudice Plaintiffs
19 Erik Rubalcava, Joseph Loehner, Kelli Rossetto-Schrader, Britney Ewers, Tracie Stiers, Marissa
20 Johanson, Carole Covey, Olsa Hanh and Lauren Schindler. On December 6, 2021, the United States
21 District Court, Eastern District of California granted the Stipulation to Dismiss Without Prejudice
22 Plaintiffs Erik Rubalcava, Joseph Loehner, Kelli Rossetto-Schrader, Britney Ewers, Tracie Stiers,
23 Marissa Johanson, Carole Covey, Olsa Hanh and Lauren Schindler.

24 (e) Over the course of litigation, the Parties engaged in the investigation of the claims, including
25 production of documents, class data, and other information, allowing for the full and complete analysis
26 of liabilities and defenses to the claims in the Action. There was extensive written discovery performed
27 by the Parties. The information for mediation obtained by Plaintiffs included: (1) time punch data
28 showing employees' shifts and their time worked; (2) Payroll data for employees; (3) Defendant's

1 employee wage and hour policies; (5) the employment files for the Plaintiffs; and, (7) samples of wage
2 statements provided by Defendant. Plaintiffs and Defendant agreed to discuss resolution of the Action
3 through a mediation.

4 (f) Prior to mediation, the Parties engaged in the above investigation and the exchange of
5 documents and information in connection with the Action. On July 27, 2021, the Parties participated
6 in an all-day mediation presided over by Mark Rudy, Esq., a respected and experienced mediator of
7 wage and hour class actions. Following the mediation, each side, represented by its respective counsel,
8 were able to agree to settle the Action based on a mediator's proposal which was memorialized in the
9 form of a Memorandum of Understanding. At all times, the negotiations were arm's length and
10 contentious.

11 (g) Pursuant to the terms of the Settlement Agreement, on November 12, 2021, Plaintiff Marshall
12 filed a First Amended Class and Representative Action Complaint in the PAGA Action to add the
13 Plaintiffs in the Class Action to the PAGA Action in order to seek approval of the settlement through
14 the PAGA Action.

15 (h) On August 2, 2022, the Parties filed a Stipulation for Dismissal of the Entire Action without
16 Prejudice pursuant to FRCP 41(a)(1)(A)(ii) of the Class Action. On August 8, 2022, the United States
17 District Court, Eastern District of California granted the Stipulation for Dismissal of the Entire Action
18 without Prejudice pursuant to FRCP 41(a)(1)(A)(ii) of the Class Action

19 (i) The Parties continued to negotiate the terms of the settlement and prepared the final
20 Agreement which was signed by the Parties and was presented to this Court for preliminary approval.
21 Accordingly, for purposes of this Settlement, the "Class" is defined as "all individuals who are or
22 previously were employed by Defendant in California who were classified as non-exempt employees
23 at any time during the Class Period." (Agreement at ¶I(3).) The Class Period is from August 2,
24 2019 through October 27, 2021. (Agreement at ¶I(II).)

25 (j) Class Counsel has conducted a thorough investigation into the facts of the class action. Over
26 the course of a year, Class Counsel has diligently evaluated the Class Members' claims against
27 Defendant. Prior to the settlement negotiations, counsel for Defendant provided Class Counsel with
28 access to necessary information for the Class. In addition, Class Counsel previously negotiated

1 settlements with other employers in actions involving nearly identical issues and analogous defenses.
2 Based on the foregoing data and their own independent investigation, evaluation and experience, Class
3 Counsel believes that the settlement with Defendant on the terms set forth in the Agreement is fair,
4 reasonable, and adequate and is in the best interest of the Class in light of all known facts and
5 circumstances, including the risk of significant delay, defenses asserted by Defendant, and potential
6 appellate issues.

7

8 7. History of Settlement Discussions

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

17 (b) The Parties attended an arms-length mediation session with Mark Rudy, a respected and
18 experienced mediator of wage and hour class actions, in order to reach this Settlement. In preparation
19 for the mediation, Defendant provided Class Counsel with necessary information for the members of
20 the Class, including time data, payroll data and data concerning the composition of the Class. Class
21 Counsel analyzed the data with the assistance of damages expert, Berger Consulting, and prepared and
22 submitted a mediation brief and damage valuation to the Mediator. At the conclusion of the all-day
23 mediation, the Parties agreed to this Settlement.

24 (c) From September 2021 to February 2022, the settlement agreement and exhibits thereto were
25 finalized. The Class Action Settlement Agreement was thereafter executed and then presented by
26 motion to this Court for preliminary approval. On July 26, 2022, the Court issued its Order granting
27 preliminary approved of the settlement as fair and reasonable to the Class.

28 (d) Plaintiffs and Class Counsel believe that this settlement is fair, reasonable and adequate.

1 In my judgment as experienced Class Counsel, this Settlement should be finally approved.

2
3 8. The outcome of this case would have been uncertain and fraught with risks.

4 (a) Here, a number of defenses asserted by Defendant present serious threats to the claims of
5 the Plaintiffs and the other Class Members. Defendant asserted that Defendant's practices complied with
6 all applicable Labor laws. Defendant argued that all work time was recorded and paid, and that there
7 was no miscalculation of the regular rate. Defendant contend that its meal and rest period policies fully
8 complied with California law in light of the enactment of Labor Code §887. Defendant's timekeeping
9 system recorded meal periods and paid some meal and rest premiums which meant that Defendant could
10 therefore argue that any missed meals were compensated. Further, Defendant argued that Defendant was
11 not required to record rest periods and that there was no evidence that rest periods were not provided
12 given the facially lawful policies. Finally, Defendant could argue that the Supreme Court decision in
13 *Brinker v. Superior Court*, 53 Cal. 4th 1004 (2012), weakens Plaintiffs' claims, on liability, value, and
14 class certifiability as to the meal and rest period claims. Defendant also argues that based on its facially
15 lawful practices, it acted in good faith and without willfulness, which if accepted would negate the
16 claims for waiting time penalties and/or inaccurate wage statements. In fact, under the current state of
17 the law, it is questionable whether these penalties could be awarded at all based upon the alleged meal
18 and rest period violations. If successful, Defendant's defenses could eliminate or substantially reduce
19 any recovery to the Class. While Plaintiffs believe that these defenses could be overcome, Defendant
20 maintains these defenses have merit and therefore present a serious risk to recovery by the Class.

21 (b) There was also a significant risk that, if the Actions were not settled, Plaintiffs would be
22 unable to obtain class certification and thereby not recover on behalf of any employees other than
23 themselves. Defendant argued that the individual experience of each putative class member varied with
24 respect to the claims. Defendant could also contest class certification by arguing injury and good faith
25 were case by case determinations that precluded class certification. Plaintiffs are aware of cases where
26 class certification of similar claims was denied. See e.g. *Cacho v. Eurostar, Inc.*, 43 Cal. App. 5th 885,
27 256 Cal. Rptr. 3d 547 (2019) (denying certification of meal and rest break claims). Defendant also
28 contended that individual differences in work experiences not only impacted damages but would also

1 impact certification. Finally, even if class certification was successful, as demonstrated by the
2 California Supreme Court decision in *Duran v. U.S. Bank National Assn.*, 59 Cal. 4th 1 (2014), there
3 are significant hurdles to overcome for a class wide recovery even where the class has been certified.
4 While other cases have approved class certification in wage and hour claims, class certification in this
5 action would have been hotly disputed and was by no means a foregone conclusion.

6 (c) As demonstrated by the decision in *Duran*, the complexities and duration of further litigation
7 cannot be overstated. There is little doubt that Defendant would post a bond and appeal in the event of
8 an adverse judgment. A post-judgment appeal by Defendant would have required many more years to
9 resolve, assuming the judgment was affirmed. If the judgment was not affirmed in total, then the case
10 could have dragged on for years after the appeal. The benefits of a guaranteed recovery today outweigh
11 an uncertain result three or more years in the future. Plaintiffs and Class Counsel recognize the expense
12 and length of a trial against Defendant through possible appeals which could take at least another two
13 or three years. Class Counsel also have taken into account the uncertain outcome, the risk of litigation,
14 especially in complex actions such as this one. Class Counsel are also mindful of and recognize the
15 inherent problems of proof under, and alleged defenses to, the claims asserted in the Action. Moreover,
16 post-trial motions and appeals would have been inevitable. Costs would have mounted and recovery
17 would have been delayed if not denied, thereby reducing the benefits of an ultimate victory. Plaintiffs
18 and Class Counsel believe that the Settlement confers substantial benefits upon the Class. Based upon
19 their evaluation, Plaintiffs and Class Counsel have determined that the Settlement set forth in the
20 Agreement is in the best interest of the Class.

21 (d) The calculations to compensate for the amount due to the Class Members at the time this
22 Settlement was negotiated were calculated by Plaintiffs' expert, Berger Consulting, in advance of
23 mediation. For the individuals whose claims are at issue in this Actions, Plaintiffs analyzed the data for
24 putative class members and determined the potential maximum damages for the class claims. For the
25 Class, Plaintiffs determined that the maximum potential unpaid overtime due to the alleged
26 miscalculation of the regular rate was \$34,775, the potential off-the-clock damages were \$39,367 for
27 an alleged 5 min each day for donning and doffing, the maximum damages for unreimbursed expenses
28 were estimated to be \$34,040 based upon \$40 per month for cell phone usage, the alleged underpaid

1 meal and rest period premiums were \$2,296, and the meal period and rest period claims based upon
2 alleged on-duty policies had no monetary value because of the newly enacted Proposition 11 codified
3 in Labor Code §887 permitted the on-duty breaks. In total, the damages for the Class were calculated
4 to have a maximum total value of \$110,478. In addition, Plaintiffs calculated that the maximum value
5 of the waiting time penalties were \$147,685, and the maximum value of the wage statement penalties
6 were \$181,350, however, these wage statement and waiting time penalties claims potentially have a
7 much smaller value, even if damages were awarded, to the extent that they are only derivative of the
8 meal and rest break claims. Even greater detail as to the valuation of the class claims was presented in
9 the Declaration of Kyle Nordrehaug submitted in support of preliminary approval.

10 (e) In sum, the Settlement is a fair and reasonable result, and provides the Class with a
11 significant recovery, particularly when viewed in light of the fact that the Defendant asserted serious
12 and substantial defenses both to liability and to class certification. Currently, the average Class
13 Settlement Share is approximately \$1,232.87 and the highest Class Settlement Share is approximately
14 \$2,249.80. See Gomez Decl. ¶ 11. Given the complexities of this case, the defenses, along with the
15 uncertainties of proof and appeal, the proposed Settlement is fair, reasonable and adequate, and should
16 be finally approved.

17 (f) It is impossible to predict with certainty whether, under the facts of this case, Plaintiffs would
18 prevail against the Defendant's factual and legal defenses. While Plaintiffs and Class Counsel believe
19 in the merits of the claims, Defendant has asserted real and substantial defenses to these claims and to
20 class certification. Settlement in this case clearly benefits the Class when measuring the strengths of
21 Plaintiffs' case and the risk of establishing class wide liability and damages.

22
23 I declare under penalty of perjury under the laws of the State of California that the foregoing is
24 true and correct. Executed this 8th day of November, 2022, at San Diego, California.

25
26 /s/ Norman Blumenthal
27 NORMAN B. BLUMENTHAL
28

Blumenthal Nordrehaug Bhowmik De Blouw LLP

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FIRM RESUME

Areas of Practice: Employee, Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation, Business Litigation.

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Action, Civil Litigation, Wage and Hour Class Actions, Transactional Law

Admitted: 1973, Illinois; 1976, California

Biography: Law Clerk to Justice Thomas J. Moran, Illinois Supreme Court, 1973-1975, while on Illinois Court of Appeals. Instructor, Oil and Gas Law: California Western School of Law, 1981; University of San Diego School of Law, 1983. Sole Practitioner 1976-1987. Partner, Blumenthal & Ostroff, 1988-1995. Partner, Blumenthal, Ostroff & Markham, 1995-2001. Partner, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2018. Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP, 2018 - present.

Member: San Diego County, Illinois State and American Bar Associations; State Bar of California.

Educated: University of Wisconsin (B.A., 1970); Loyola University of Chicago (J.D., 1973);

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation

Admitted: 1999, California

Biography: Associate, Blumenthal, Ostroff & Markham, 1999-2001. Associate, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Member: State Bar of California, Ninth Circuit Court of Appeals, Third Circuit Court of Appeals

Educated: University of California at Berkeley (B.A., 1994); University of San Diego School of Law (J.D. 1999)

Awards: Top Labor & Employment Attorney 2016; Top Appellate Reversal - Daily Journal 2015; Super Lawyer 2015-2018

Aparajit Bhowmik

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2006, California

Educated: University of California at San Diego (B.A., 2002); University of San Diego School of Law (J.D. 2006)

Biography: Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Awards: Rising Star 2015

Nicholas J. De Blouw

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: Wayne State University (B.A. 2008); California Western School of Law (J.D. 2011)

Piya Mukherjee

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2010, California

Educated: University of California, San Diego (B.S. 2006); University of Southern California, Gould School of Law (J.D. 2010)

Victoria Rivapalacio

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: University of California at San Diego (B.A., 2003); George Washington University Law School (J.D. 2010)

Ricardo Ehmann

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

Educated: University of California, San Diego (B.A. 1998); Loyola Law School (J.D. 2001)

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

Educated: University of Michigan (B.A. 2008); California Western School of Law (J.D. 2011)

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: San Diego State University; California Western School of Law

Christine Levu

Associate Attorney

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REPORTED CASES

Sakkab v. Luxottica Retail N. Am., Inc., 803 F.3d 425 (9th Cir. 2015) (The panel reversed the district court's order granting Luxottica Retail North America, Inc.'s motion to compel arbitration of claims and dismissing plaintiff's first amended complaint, in a putative class action raising class employment-related claims and a non-class representative claim for civil penalties under the Private Attorney General Act.);

Securitas Security Services USA, Inc. v. Superior Court, 234 Cal. App. 4th 1109 (Cal. Feb. 27, 2015) (Court of Appeal concluded the trial court correctly ruled that *Iskanian* rendered the PAGA waiver within the parties' dispute resolution agreement unenforceable. However, the Court of Appeal then ruled the trial court erred by failing to invalidate the non-severable class action waiver from the agreement and remanded the entire complaint, including class action and PAGA claims, be litigated in the Superior Court);

Sussex v. United States Dist. Court for the Dist. of Nev., 781 F.3d 1065 (9th Cir. 2015) (The panel determined that the district court clearly erred in holding that its decision to intervene mid-arbitration was justified under *Aerojet-General*. Specifically, the panel held that the district court erred in predicting that an award issued by the arbitrator would likely be vacated because of his "evident partiality" under 9 U.S.C. § 10(a)(2).);

Provost v. YourMechanic, Inc., 2020 Cal. App. Lexis 955 (Oct. 15, 2020) (Court of Appeals affirmed denial of arbitration of PAGA claim, and held in a case of first impression, that there was no additional standing rules for PAGA claim brought by independent contractor);

In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles, 75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E*Trade Mortg. Corp., 514 F.3d 1001 (9th Cir. 2008); Silvas v. E*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391

(S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 630 F. Supp. 2d 1222 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 2008 U.S. Dist. LEXIS 102380 (S.D. Cal. 2008); Louie v. Kaiser Found. Health Plan, Inc., 2008 U.S. Dist. LEXIS 78314 (S.D. Cal. 2008); Weltman v. Ortho Mattress, Inc., 2010 U.S. Dist. LEXIS 20521 (S.D. Cal. 2010); Weltman v. Ortho Mattress, Inc., 2008 U.S. Dist. LEXIS 60344 (S.D. Cal. 2008); Curry v. CTB McGraw-Hill, LLC, 2006 U.S. Dist. LEXIS 5920; 97 A.F.T.R.2d (RIA) 1888; 37 Employee Benefits Cas. (BNA) 2390 (N.D. Cal. 2006); Reynov v. ADP Claims Servs. Group, 2006 U.S. Dist. LEXIS 94332 (N.D. Cal. 2006); Kennedy v. Natural Balance Pet Foods, Inc., 2010 U.S. App. LEXIS 248 (9th Cir. 2010); Kennedy v. Natural Balance Pet Foods, Inc., 2008 U.S. Dist. LEXIS 38889 (S.D. Cal. 2008); Kennedy v. Natural Balance Pet Foods, Inc., 2007 U.S. Dist. LEXIS 57766 (S.D. Cal. 2007); Sussex v. Turnberry/MGM Grand Towers, LLC, 2009 U.S. Dist. LEXIS 29503 (D. Nev. 2009); Picus v. Wal-Mart Stores, Inc., 256 F.R.D. 651 (D. Nev. 2009); Tull v. Stewart Title of Cal., Inc., 2009 U.S. Dist. LEXIS 14171 (S.D. Cal. 2009); Keshishzadeh v. Gallagher, 2010 U.S. Dist. LEXIS 46805 (S.D. Cal. 2010); Keshishzadeh v. Arthur J. Gallagher Serv. Co., 2010 U.S. Dist. Lexis 116380 (S.D. Cal. 2010); In re Pet Food Prods. Liab. Litig., MDL Docket No. 1850 (All Cases), 2008 U.S. Dist. LEXIS 94603 (D.N.J. 2008); In re Pet Food Prods. Liab. Litig., 629 F.3d 333 (3rd Cir. 2010); Puentes v. Wells Fargo Home Mortgage, Inc., 160 Cal. App. 4th 638 (2008); Rezec v. Sony Pictures Entertainment, Inc., 116 Cal. App. 4th 135 (2004); Badillo v. Am. Tobacco Co., 202 F.R.D. 261 (D. Nev. 2001); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin., 2010 U.S. App. Lexis 23025 (9th Cir. 2010); Dirienzo v. Dunbar Armored, Inc., 2011 U.S. Dist. Lexis 36650 (S.D. Cal. 2011); Rix v. Lockheed Martin Corp., 2011 U.S. Dist Lexis 25422 (S.D. Cal. 2011); Weitzke v. Costar Realty Info., Inc., 2011 U.S. Dist Lexis 20605 (S.D. Cal. 2011); Goodman v. Platinum Condo. Dev., LLC, 2011 U.S. Dist. LEXIS 36044 (D. Nev. 2011); Sussex v. Turnberry/MGM Grand Towers, LLC, 2011 U.S. Dist. LEXIS 14502 (D. Nev. 2011); Smith v. Kaiser Foundation Hospitals, Inc., 2010 U.S. Dist. Lexis 117869 (S.D. Cal. 2010); Dobrosky v. Arthur J. Gallagher Serv. Co., LLC, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, Metrow v. Liberty Mut. Managed Care LLC, No. EDCV 16-1133 JGB (KKx), 2017 U.S. Dist. LEXIS 73656 (C.D. Cal. May 1, 2017); Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); Orozco v. Illinois Tool Works Inc., Class Certification Granted, 2017 U.S. Dist. LEXIS 23179 (E.D. Cal. Feb. 16, 2017); Rieve v. Coventry Health Care, Summary Judgment *Sua Sponte* Granted for Plaintiff, Rieve v. Coventry Health Care, Inc., 870 F. Supp. 2d 856 (C.D. Cal. 2012)

CLASS ACTION & REPRESENTATIVE CASES

4G Wireless Wage Cases, Orange County Superior Court, JCCP No. 4736; Classic Party Rentals Wage & Hour Cases, Los Angeles Superior Court, Case No. JCCP No. 4672; Abu-Arafeh v. Norco Delivery Service, Inc., San Francisco County Superior Court, Case No. CGC-14-540601; Aburto v. Verizon, U.S. District Court, Southern District California, Case No. 11-cv-0088; Adkins v. Washington Mutual Bank, Class Certification Granted, San Diego County Superior Court, Case No. GIC819546; Agah v. CompUSA, U.S. District Court, Central District of California, Case No. SA CV05-1087 DOC (Anx); Akers v. The San Diego Union Tribune, San Diego County Superior Court, Case No 37-2010-00088571; Altman v. SolarCity Corporation, San Diego County Superior Court, Case No. 37-2014-00023450-CU-OE-CTL; Aquino v. Macy's West Stores, Orange County Superior Court, Case No. 30-2010-00395420; Baker v. Advanced Disability Management, Inc., Sacramento County Superior Court, Case No. 34-2014-00160711; Barcia v. Contain-A-Way, U.S. District Court, Southern District California, Case No. 07 cv 0938; Bates v. Verengo, Inc., Orange County Superior Court, Case No. 30-2012-00619985-CU-OE-CXC; Battle v. Charming Charlie Inc., San Diego

County Superior Court, Case No. 37-2014-00005608; Behar v. Union Bank, Orange County Superior Court, Case No. 30-2009-00317275; Bell v. John Stewart Company, Alameda County Superior Court, Case No. RG14728792; Bennett v. Custom Built Personal Training, Monterey County Superior Court, Case No. M127596; Bermant v. Bank of America, Investment Services, Inc., Los Angeles Superior Court, Civil Action No. BC342505; Bethley v. Raytheon Company, United States District Court, Central District of California, Case No. SACV10-01741; Betorina v. Randstad US, L.P., U.S. District Court Northern District of California, Case No. 3:15-cv-03646-MEJ; Beverage v. Edcoa Inc., Sacramento County Superior Court, Case No. 2013-00138279; Bova v. Washington Mutual Bank / JP Morgan Chase, U.S. District Court, Southern District California, Case No. 07-cv-2410; Bowden v. Sunset Parking Services, LLC & LAZ Parking California, LLC - Settled San Diego County Superior Court, Case No. 37-2012-00101751-CU-OE-CTL; Briseno v. American Savings Bank, Class Certification Granted, Orange County Superior Court, Case No. 774773; Brueske v. Welk Resorts, San Diego Superior Court, Case No. 37-2010-00086460; Bueche v. Fidelity National Management Services, U.S. District Court, Eastern District of California, Case No. 13-cv-01114; Bunch v. Pinnacle Travel Services, LLC, Los Angeles County Superior Court, Case No. BC552048; Butler v. Stericycle, Inc & Appletree Answering Services of California, Inc., Sacramento County Superior Court, Case No. 34-2015-00180282; Cabral v. Creative Communication Tech., Class Certification Granted, Los Angeles Superior Court, Case No. BC402239; Cardoza v. Wal-Mart Associates, Inc., U.S. District Court Northern District of California, Case No. 4:15-cv-01634-DMR; Castro v. Vivint Solar, Inc., San Diego County Superior Court, Case No. 37-2014-00031385-CU-OE-CTL; Cavazos v. Heartland Automotive Services, Inc., Riverside County Superior Court, Case No. PSC 1401759; Cohen v. Bosch Tool, San Diego Superior Court, Case No. GIC 853562; Comstock v. Washington Mutual Bank - Class Certification Granted, San Diego County Superior Court, Case No. GIC820803; Conley v. Norwest, San Diego County Superior Court, Case No. N73741; Connell v. Sun Microsystems, Alameda Superior Court, Case No. RG06252310; Corrente v. Luxe Valet, Inc., San Francisco County Superior Court, Case No. CGC-15-545961; Cruz v. Redfin Corporation, U.S. District Court Northern District of California, Case No. 3:14-cv-05234-THE; Culley v. Lincare Inc. & Alpha Respiratory Inc., U.S. District Court eastern District of California, Case No. 2:15-cv-00081-GEB-CMK; Cunningham v. Leslie's Poolmart, Inc., U.S. District Court, Central District of California, Case No. 13-cv-02122-CAS; Curry v. California Testing Bureau/McGraw Hill, U.S. District Court, Northern District of California, Case No. C-05-4003 JW; Daniels, et al. v. Philip Morris,(In Re Tobacco Cases II) – Class Certification Granted, San Diego Superior Court, Case No. JCCP 4042; Davis v. Genex Holdings Inc., Santa Clara County Superior Court, Case No. 1-13-cv-240830; Davis v. Clear Connection, LLC, San Diego County Superior Court, Case No. 37-2014-00035173-CU-OE-CTL; Day v. WDC Exploration, Orange County Superior Court, Case No. 30-2010-00433770; Dedrick v. Hollandia Dairy, San Diego County Superior Court, Case No. 37-2014-00004311-Cu-OE-CTL; Delmare v. Sungard Higher Education - Settled U.S. District Court, Southern District of California, Case No. 07-cv-1801; Del Rio v. Tumi Stores, Inc., San Diego County Superior Court, Case No. 37-2015-00022008-CU-OE-CTL; Dewane v. Prudential, U.S. District Court, Central District of California, Case No. SA CV 05-1031; Diesel v. Wells Fargo Bank, Orange County Superior Court, Case No. 30-2011-00441368; Dirienzo v. Dunbar Armored, U.S. District Court, Southern District of California, Case No. 09-cv-2745; Dobrosky v. Arthur J. Gallagher Service Company, LLC, Class certification Granted, No. EDCV 13-0646 JGB (Spx); Dodds v. Zaven Tootikian, Los Angeles County Superior Court, Case No. BC494402; Drumheller v. Radioshack Corporation, United States District Court, Central District of California, Case No. SACV11-355; Enger v. Kaiser Foundation Health Plan, U.S. District Court, Southern District of California, Case No. 09-cv-1670; Escobar v. Silicon Valley Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 1-14-cv272514; Fierro v. Chase Manhattan - Class Certification Granted, Settled San Diego Superior Court, Case No. GIN033490; Figueroa v. Circle K Stores, Inc., San Diego County Superior Court, Case No. 37-2012-00101193-CU-OE-CTL; Finch v. Lamps Plus, (Lamps Plus Credit Transaction Cases), San Diego Superior Court, Case No. JCCP 4532; Fletcher v. Verizon, U.S. District Court, Southern

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Division, Case No. 16-CV-00906-DB; Mrazik v. C.H. Robinson Company – U.S. District Court, Central District of California, Case No. 12-CV-02067-CAS-PLA; Horn v. Rise Medical Staffing, LLC – U.S. District Court, Eastern District of California, Case No. 2:17-cv-01967-MCE-KJN; Pasallo v. GSG Protective Services CA Inc. – San Diego Superior Court, Case No. 37-2018-00037611-CU-OE-CTL; Smith v. Pacific Personnel Services, Inc. – U.S. District Court, Northern District of California, Case No. 17-cv-03594-SK; Terrado v. Accredited Debt Relief, LLC – San Diego Superior Court, Case No. 37-2018-00014181-CU-OE-CTL; Escobedo v. Pacific Western Bank – Los Angeles Superior Court, Case No. BC682686; Wade v. Automobile Club of Southern California – Orange County Superior Court, Case No. 30-2017-00960268-CU-OE-CXC; Montano v. American Automobile Association of Northern California – Contra Costa County Superior Court, Case No. CIVMSC18-01539; Perez v. Summit Interconnect, Inc. – Orange County Superior Court, Case No. 30-2018-00995403-CU-OE-CXC; Wolleson v. Gosch Imports, Inc. – Riverside County Superior Court, Case No. RIC170356; Banuelos v. Ortho Mattress, Inc. – Orange County Superior Court, Case No. 30-2020-01161304-CU-OE-CXC; Castellanos v. Miller Automotive Group, Inc. – Los Angeles County Superior Court, Case No. BC699211; Tressler v. Spoonful Management, LLC – Los Angeles County Superior Court, Case No. BC71940; Delph v. Employee Retention Services, LLC – San Diego County Superior Court, Case No. 37-2018-00007885; Romero v. May Trucking Company – U.S. District Court, Central District of California, Case No. 5:17-cv-02166-JGB-SHK; Miranda v. Genex Services, LLC – San Bernardino County Superior Court, Case No. CIVDS1700779; Moore v. Zirx Transportation Services, Inc. – Los Angeles County Superior Court, Case No. CGC-18-566655; Sottile v. Motion Recruitment Partners – Santa Clara County Superior Court, Case No. 18CV321677; Shahbazian v. Fast Auto Loans, Inc. – U.S. District Court, Central District of California, Case No. 2:18-cv-03076-ODW-KS; Salazar v. Johnson & Johnson Consumer Inc. – Los Angeles County Superior Court, Case No. BC702468; Conti v. L’Oreal USA S/D, Inc. – U.S. District Court, Eastern District of California, Fresno, Case No. 1:19-CV-00769-LJO-SKO; Mercado v. Security Industry Specialists, Inc. – Santa Clara County Superior Court, Case No. 17CV320059; Vikili v. Dignity Health – San Francisco County Superior Court, Case No. CGC-18-569456; Bagby v. Swissport SA, LLC – Los Angeles County Superior Court, Case No. BC691058; Henry v. Motion Entertainment Group, LLC – San Francisco County Superior Court, Case No. CGC18565643; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Lanuza v. AccentCare, Inc. – San Francisco County Superior Court, Case No. CGC-18-565521; Thomas v. Easy Driving School, LLC – San Diego County Superior Court, Case No. 37-2018-00047639-CU-OE-CTL; Erickson v. Erickson – Contra Costa County Superior Court, Case No. MSC18-00307; Martin v. Menzies Aviation (USA) Inc. – San Francisco County Superior Court, Case No. CGC-18-566072; Mortimer v. Healthsouth Bakersfield Rehabilitation Hospital, LLC – Kern County Superior Court, Case No. BCV-18-102761; Alcaraz v. Red Lion Hotels Corporation – San Francisco County Superior Court, Case No. CGC-18-570310; Calhoun v. Total Transportation and Distribution, Inc. – San Diego County Superior Court, Case No. 37-2018-00058681-CU-OE-CTL; Rataul v. Overton Security Services, Inc. – Alameda County Superior Court, Case No. RG18891882; Beltran v. Compass Bank – San Diego County Superior Court, Case No. 37-2019-00024475-CU-OE-CTL; Kirshner v. Touchstone Golf, LLC – San Diego County Superior Court, Case No. 37-2018-00028865-CU-OE-CTL; Pizarro v. The Home Depot, Inc. – U.S. District Court for the Northern District of Georgia-Atlanta Division; Hatanaka v. Restore Rehabilitation, LLC – San Diego County Superior Court, Case No. 37-2018-00034780-CU-OE-CTL; Faria v. Carriage Funeral Holdings, Inc. – Contra Costa County Superior Court, Case No. MSC18-00606; Ontiveros v. Baker Concrete Construction, Inc. – Santa Clara County Superior Court, Case No. 18CV328679; Morales v. Redlands Automotive Services, Inc. – San Bernardino County Superior Court, Case No. CIVDS1807525; Ramirez v. Carefusion Resources, LLC – U.S. District Court, Southern District of California; Amster v. Starbucks Corporation – San Bernardino Superior Court, Case No. CIVDS1922016; Kutzman v. Derrel’s Mini Storage, Inc. – U.S. District, Eastern District of California, Case No. 1:18-cv-00755-AWI-JLT; Marks v. Universal Propulsion Company, Inc. – Solano County Superior Court, Case No. FCS051608; Martinez v. Geil Enterprises,

Inc. – Fresno County Superior Court, Case No. 17CECG01480; Teniente v. Cirrus Asset Management, Inc. – Los Angeles County Superior Court, Case No. 20STCV16302; Blackshear v. California Fine Wine & Spirits LLC – Sacramento County Superior Court, Case No. 34-2018-00245842; Warnick v. Golden Gate America West LLC – Los Angeles County Superior Court, Case No. BC714176; Bennett v. Dnata Aviation USA, Inc. – San Francisco County Superior Court, Case No. CGC-18-566911; George v. PF Stockton Fitness LLC – Sacramento County Superior Court, Case No. 34-2019-00261113-CU-OE-GDS; Oshana v. Farmers and Merchants Bank of Central California – Stanislaus County Superior Court, Case No. CV-19-003427; Vasquez v. Packaging Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-01935-PSG-PLA; Palomino v. Zara USA Inc. – Orange County Superior Court, Case No. 30-2018-00992682-CU-OE-CXC; Simmons v. Joe & The Juice LA, LLC – San Francisco County Superior Court; Pacia v. CIM Group, L.P. – Los Angeles County Superior Court, Case No. BC709666; Flores v. Plastic Express – Los Angeles County Superior Court, Case No. BC71971; Madera v. William Warren Properties, Inc. – Orange County Superior Court, Case No. 30-2019-01055704-CU-OE-CXC; Hernandez v. Quality Custom Distribution – Orange County Superior Court, Case No. 30-2018-01010611-CU-OE-CXC; Arango v. Schlumberger Technology Corporation – Orange County Superior Court, Case No. 30-2019-01056839-CU-OE-CXC; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Ramirez v. J E H Enterprises, Inc. – San Francisco County Superior Court, Case No. CGC-19-574691; Sullen v. First Service Residential California, LLC – San Francisco County Superior Court, Case No. CGC-19-575131; Valentino v. East Bay Tire Co. – Solano County Superior Court, Case No. FCS053067; Murphy v. Rockler Retail Group, Inc. – Sacramento Superior Court, Case No. 34-2019-00251220; Shahbazian v. Onewest Bank – Los Angeles County Superior Court, Case No. 19STCV23722; Bruemmer v. Tempur Retail Stores LLC – Marin County Superior Court, Case No. CIV1803646; Antonios v. Interface Rehab, Inc. – Orange County Superior, Case No. 30-2019-01067547-CU-OE-CXC; Tavallodi v. DC Auto, Inc. – San Bernardino, Case No. CIVDS1833598; Miranda v. The Lloyd Pest Control Co. – San Diego County Superior Court, Case No. 37-2018-00052510-CU-OE-CTL; Soenardi v. Magnussen Imports, Inc. – Santa Clara County Superior Court, Case No. 18CV340003; Thai v. Team Industrial Services, Inc. – Los Angeles County Superior Court, Case No. 19STCV21953; Castillo v. A.J. Kirkwood & Associates, Inc. – Los Angeles County Superior Court, Case No. 19STCV04435; Moss v. Jabil Inc. – Alameda County Superior Court, Case No. HG20050536; Billosillo, Jr. v. Crown Energy Services, Inc. – San Diego County Superior Court, Case No. 37-2018-00058254-CU-OE-CTL; Tarkington v. Freetime, Inc. – San Diego County Superior Court, Case No. 37-2019-00011473-CU-OE-CTL; McIntyre v. J.J.R. Enterprises, Inc. – Sacramento County Superior Court, Case No. 34-2019-00251220; Bucur v. Pharmaca Integrative Pharmacy, Inc. – San Diego County Superior Court, Case No. 37-2019-00009409-CU-OE-CTL; Batin v. McGee Air Services, Inc. – Santa Clara County Superior Court, Case No. 19CV347733; Terry v. McGee Air Services, Inc. – King County Superior Court of Washington, Case No. 19-2-3321-5 KNT; Weiss v. Niznik Behavioral Health Resources, Inc. – San Diego County Superior Court, Case No. 37-2019-00039441-CU-OE-CTL; Cavada v. Inter-Continental Hotels Group, Inc. – U.S. District Court, Southern District of California, Case No. 3:19-cv-01675-GPC-AHG; Lesevic v. Spectraforce Technologies, Inc. – U.S. District Court, Northern District of California, Case No. 5:19-cv-03126-LHK; Mutchler v. Circle K Stores, Inc. – San Diego County Superior Court, Case No. 37-2020-00016331-CU-OE-CTL; Azima v. CSI Medical Group – Santa Clara County Superior Court, Case No. 19CV345450; Porras v. Baypointe Enterprises, LLC – Los Angeles County Superior Court, Case No. 19STCV31015; Mitchell v. Mack Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1928334; Watts v. T.R.L. Systems, Incorporated – Orange County Superior Court, Case No. 30-2019-01102457-CU-OE-CXC; Price v. DMSD Restaurants Inc. – San Diego County Superior Court, Case No. 37-2019-00024062-CU-OE-CTL; Jacobs v. Nortek Security & Control LLC – San Diego County Superior Court, Case No. 37-2019-0019735-CU-OE-CTL; Gonzalez v. Hub International Midwest – San Bernardino County Superior Court, Case No. CIVDS1900463; Cisneros v. Bluepearl California, Inc. – San Mateo Superior Court, Case No. 19-

CIV-05707; Garcia v. Gallagher Basset Services – San Bernardino Superior Court, Case No. CIVDS2004140; Callow v. Adventist Health System/West – Placer County Superior Court, Case No. SCV0043607; Dominguez v. Kimco Facility Services, LLC – Los Angeles County Superior Court, Case No. 19STCV37592; Searles v. Robert Heath Trucking, Inc. – Los Angeles County Superior Court, Case No. 19STCY30808; Rangel v. Pioneer Hi-Bred international, Inc. – Yolo County Superior Court, Case No. CV-19-1797; Ivon v. Sinclair Television of California, Humboldt County Superior Court, Case No. DR190699; Williams v. Henkels & McCoy, Inc. – San Bernardino County Superior Court, Case No. CIVDS2003888; Cano v. Larry Green Chrysler Jeep Dodge, Inc. – Riverside County Superior Court, Case No. BLC1900184; Lopez v. Cepheid – Santa Clara County Superior Court, Case No. 19CV358827; Hernandez v. Quick Dispense, Inc. – Los Angeles County Superior Court, Case No. 19STCV29405; Lopez v. Lacoste USA, Inc. – San Bernardino County Superior Court, Case No. CIVDS1914626; Duhe v. Hospital Couriers Nevada, LLC – Contra Costa County Superior Court, Case No. MSC19-01377; Law v. Sequoia Equities, Incorporated – Contra Costa Superior Court, Case No. C19-01925; Dvorak v. Rockwell Collins, Inc. – San Diego County Superior Court, Case No. 37-2019-00064397-CU-OE-CTL; Noguera v. Metal Container Corporation – Riverside County Superior Court, Case No. RIC2003235; Leon v. Miller Event Management, Inc. – San Luis Obispo Superior Court, Case No. 19CV-0435; Leon v. Miller Event Management, Inc. – San Luis Obispo County Superior Court, Case No. 19CV-0435, Camacho-Bias v. Serve U Brands Inc. – Butte County Superior Court, Case No. 20CV00603; La Pietra v. Entertainment Partners Services, LLC – Los Angeles County Superior Court, Case No. 19STCV39529; Celis v. Theatre Box - San Diego, LLC – San Diego County Superior Court, Case No. ____; Ignacio v. Laboratory Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-06079-AB-RAO; Kovnas v. Cahill Contractors LLC – Alameda County Superior Court, Case No. RG19037852; Hersh v. Mrs. Gooch's Natural Food – Los Angeles County Superior Court, Case No. 19STCV10444; Miller v. The Permanente Medical Group – Alameda County Superior Court, Case No. RG19045904; Vasquez v. Autoalert, LLC – Orange County Superior Court, Case No. 30-2019-01114549-CU-OE-CXC; Cavanaugh v. Morton Golf, LLC – Sacramento County Superior Court, Case No. 34-2019-00270176; Coley v. Monroe Operations, LLC – Alameda County Superior Court, Case No. RG20063188; Ramirez v. Sierra Aluminum Company – U.S. District Court, California Central District Court, Case No. 5:20-cv-00417-JGB-KK; Marrero v. Stat Med, P.C. – Alameda County Superior Court, Case No. HG19043214; Enriquez v. Solari Enterprises, Inc. – Los Angeles County Superior Court, Case No. 20STCV11129; Craig v. Hometown Heart – San Francisco County Superior Court, Case No. CGC-20-582454; Lopez v. Hy0Lang Electric California, Inc. – San Diego County Superior Court, Case No. 37-2020-00012543-CU-OE-CTL; Heuklom v. Clara Medical Group, P.C. – San Francisco County Superior Court, Case No. CGC-20-585918; Dominguez v. Lifesafer of Northern California – Monterey County Superior Court, Case No. 20CV002586; Kiseleva v. Totalmed Staffing Inc. – U.S. District Court, California Northern District, Case No. 5:19-cv-06480; Vires v. Sweetgreen, Inc. – Santa Clara County Superior Court, Case No. 20CV365918; Kim v. Wireless Vision, LLC – San Bernardino County Superior Court, Case No. CIVDS2000074; Senoren v. Air Canada Corporation – Los Angeles County Superior Court, Case No. 20STCV13942; Clark v. Quest Diagnostics Incorporated – San Bernardino County Superior Court, Case No. CIVDS2018707; Green v. Shipt, Inc. – Los Angeles County Superior Court, Case No. 20STCV01001; Respass v. The Scion Group LLC – Sacramento County Superior Court, Case No. 34-2020-00285265; Jackson v. Decathlon USA LLC – Alameda County Superior Court, Case No. RG2003024; Avacena v. FTG Aerospace Inc. – Los Angeles County Superior Court, Case No. 20STCV28767; Perez v. Butler America, LLC – Los Angeles County Superior Court, Case No. 20STCV20218; Christensen v. Carter's Retail, Inc. – Orange County Superior Court, Case No. 30-2020-01138792-CU-OE-CXC; Astudillo v. Torrance Health Association, Inc. – Los Angeles County Superior Court, Case No. 20STCV18424; Hansen v. Holiday AI Management Sub LLC – Contra Costa County Superior Court, Case No. CIVMSC20-00779; Almahdi v. Vitamin Shoppe Industries Inc – Santa Clara County Superior Court, Case No. 20CV365150; Krisinda v. Loyal Source Government Services LLC – U.S. District Court, California

Southern District, Case No. 3:20-cv-879-LAB-NLS; Ettedgui v. WB Studio Enterprises Inc – U.S. District Court, California Central District, Case No. 2:20-CV-08053-MCS (MAAx); Fernandez v. Nuvision Federal Credit Union – Orange County Superior Court, Case No. 30-2020-01161691-CU-OE-CJC; Aviles v. UPS Supply Chain Solutions, Inc. – Riverside County Superior Court, Case No. RIC2000727; Alcocer v. DSV Solutions, LLC – San Bernardino Superior Court, Case No. CIVDS2010345; Wilson v. Wholesome Harvest Baking, LLC – U.S. District Court, California Northern District, Case No. 4:20-cv-05186-YGR; Gregory v. Verio Healthcare, Inc. – Los Angeles County Superior Court, Case No. 20STCV37254; Rose v. Impact Group, LLC – Orange County Superior Court, Case No. 30-2020-01141107-CU-OE-CXC; Monasterio v. Citibank, N.A. – San Mateo County Superior Court, Case No. 20-CIV-03650; Martinez-Lopez v. Medamerica, Inc. – San Diego County Superior Court, Case No. 37-2020-00034393-CU-OE-CTL; Cox v. PRB Management, LLC – Solano County Superior Court, Case No. FCS055514; Nash v. K. Hovnanian Companies, LLC – Riverside County Superior Court, Case No. RIC2003319; Kyler v. Harbor Freight Tools USA, Inc. – San Diego County Superior Court, Case No. 37-2020-00015828-CU-OE-CTL; Roberts v. Solantic Corporation – Los Angeles County Superior Court, Case No. 20STCV41117; Price v. Mistras Group, Inc. – Los Angeles County Superior Court, Case No. 20STCV22485; Macias v. ABM Electrical & Lighting Solutions, Inc. – San Diego County Superior Court, Case No. 37-2020-00024997-CU-OE-CTL; Basu-Kesselman v. Garuda Labs, Inc. – San Francisco County Superior Court, Case No. CGC-20-585229; Armstrong v. Prometric LLC – Los Angeles County Superior Court, Case No. 20STCV29967; Ashlock v. Advantis Medical Staffing, LLC – San Diego County Superior Court, Case No. 37-2020-00022305-CU-OE-CTL; Wilson v. WXI Global Solutions, LLC – Los Angeles County Superior Court, Case No. 20STCV25007; Gandhale v. Select Rehabilitation, LLC – Monterey County Superior Court, Case No. 20CV002240; Starvoice v. G4S Secure Solutions (USA) Inc. – San Diego County Superior Court, Case No. 37-2020-00029421-CU-OE-CTL; Mbise v. Axlehire, Inc. – Alameda County Superior Court, Case No. RG20067350; Points v. C&J Services, Inc. – Kern County Superior Court, Case No. BCV-20-102483; Marshall v. PHI Air Medical, LLC – Lassen County Superior Court, Case No. 62973; Jauregui v. Cytotec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

CLASS ACTION SETTLEMENT AGREEMENT

This Class Action Settlement Agreement (“Agreement”) is made by and between plaintiffs Jacqueline Marshall, Lance Phillips, Kristin Knowles, Christopher Anderson, Kayvan Marshall, Kane Edwards, Jordan Moser, Kyle Evans, Jenna Diaz, Terrienne Mauricio, Joann Lee, Teisleye Smith, Lauren Young, Heather Imhof, Stephanie Swisher, John Sickman, and Mark Harmon (“Plaintiffs”) and defendant PHI Health, LLC¹ (“Defendant”). Plaintiffs and Defendant collectively are referred to in this Agreement as the “Parties.”

I. DEFINITIONS

In addition to other terms defined in this Agreement, the terms below have the following meaning in this Agreement:

1. “Action” collectively means the Class Action and the PAGA Action, as those terms are defined in this Agreement.
2. “Aggrieved Employees” means all individuals who are or previously were employed by Defendant in California who were classified as non-exempt employees at any time during the PAGA Period.
3. “Class” means all individuals who are or previously were employed by Defendant in California who were classified as non-exempt employees at any time during the Class Period.
4. “Class Action” means the Complaint pending before the United States District Court, Eastern District of California, Case No. 2:20-cv-02475-MCE-DMC.
5. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP.
6. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts to be paid to Class Counsel for fees and expenses, respectively, as approved by the Court, to compensate Class Counsel for their legal work in connection with the Action, including their pre-filing investigation, their filing of the Action, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Action.
7. “Class Data” means, for each Class Member, his or her name; last-known mailing address; Social Security number; his or her employee identification number; and his or her dates of employment and/or weeks worked during the Class Period as a Class Member and pay periods worked during the PAGA Period.
8. “Class Member” is a member of the Class.

¹ The other named Defendant, PHI Air Medical, LLC, is the prior name of the same entity, which converted to PHI Health, LLC in 2019.

9. “Class Notice” means the Notice of Proposed Settlement of Class Action and Hearing Date for Final Court Approval substantively in the form attached hereto as Exhibit A to this Agreement and incorporated by reference into this Agreement.
10. “Class 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) along with a Spanish translation of the Class Notice.
11. “Class Period” means the period of time from August 2, 2019 through October 27, 2021.
12. “Class Representative Service Payment” means the service payment made to each of the Plaintiffs in their capacity as Class Representative in order to compensate them for initiating the Action, performing work in support of the Action, undertaking the risk of liability for Defendant’s expenses in the event Plaintiffs were unsuccessful in the prosecution of the Action, and for the general release of all claims by the Plaintiffs.
13. “Court” means the Superior Court of California, County of Lassen.
14. “Defendant” means PHI Health, LLC.
15. “Defendant’s Counsel” means James C. Fessenden and Kathryn M. Evans of Fisher & Phillips LLP.
16. “Effective Date” means the date by which all of the following have occurred:
 1. This Agreement is approved by the Court; and
 2. The Judgment becomes Final as defined in Section I(17) of this Agreement.
17. “Election Not to Participate in Settlement” means the written request by a Class Member to exclude himself or herself from the Settlement submitted in accordance with the instructions in the Class Notice.
18. “Final” means the last of the following dates, as applicable:
 1. If no objection to the Settlement is made, the date the Judgment is entered.
 2. If an objection to the Settlement is made and Judgment is entered, but no appeal is filed, the last date on which a notice of appeal from the Judgment may be filed and none is filed.
 3. If Judgment is entered and a timely appeal from the Judgment is filed, the date the Judgment is affirmed and is no longer subject to appeal.

19. “Final Approval Hearing” means the hearing to be conducted by the Court to determine whether to approve finally and implement the terms of this Agreement and enter the Judgment.
20. “Gross Settlement Amount” means Three Hundred Thirty Thousand Dollars (\$330,000) and is the total amount to be paid by Defendant as provided by this Agreement. This Gross Settlement Amount is an all-in amount without any reversion to Defendant and shall be inclusive of all payments of Settlement Shares to the Participating Class Members, Settlement Administration Expenses, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payments, and the PAGA Payment, and excluding any employer payroll taxes, if any, due on the portion of the Settlement Shares allocated to wages. The taxes shall not be paid from the Gross Settlement, and shall be the separate additional obligation of Defendant.
21. “Judgment” means the Final Approval Order and Judgment entered by the Court substantially in the forms attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
22. “Net Settlement Amount” means the Gross Settlement Amount less the Court-approved amounts for the Class Representative Service Payments, the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, the PAGA Payment, and the Settlement Administration Expenses.
23. “Non-Participating Class Member” means a Class Member who submits a valid and timely Election Not to Participate in Settlement.
24. “PAGA Action” means the Complaint pending before the Superior Court of California County of Lassen, Case No. 63485.
25. “PAGA Period” means the period of time from January 11, 2020 through October 27, 2021.
26. “Participating Class Member” means a Class Member who does not submit a valid and timely Election Not to Participate in Settlement.
27. “Preliminary Approval of the Settlement” means the Court’s Order Granting Preliminary Approval of the Settlement substantially in the form attached hereto as Exhibit B to this Agreement and incorporated by this reference herein.
28. “Released Parties” means: Defendant, including any prior names used by Defendant, Defendant’s respective past, present and future parents, subsidiaries, affiliated entities, corporations, divisions, and successors and assigns, and the past, present and future shareholders, managers, owners, officers, partners, members, directors, agents, employees, attorneys, insurers, predecessors, successors and assigns of Defendant.
29. “Settlement” means the disposition of the Action and all related claims effectuated by this Agreement.

- 30. “Settlement Administrator” means the third party settlement administrator proposed by the Parties, as approved by the Court.
- 31. “Settlement Share” means each Participating Class Member’s share of the Net Settlement Amount as provided by this Agreement.

II. RECITALS

- 30. On July 9, 2020, Plaintiff Jacqueline Marshall sent a correspondence to the Labor and Workforce Development Agency (“LWDA”) and Defendant outlining various violations of the California Labor Code under Private Attorneys General Act, Cal. Labor Code §§ 2698 *et seq.* (“PAGA”).
- 31. On October 1, 2020, Plaintiffs filed a Complaint against Defendant and PHI Air Medical, LLC in the Superior Court of the State of California, County of Lassen. Plaintiffs asserted claims that Defendant:
 - a. Violated California Business and Professions Code § 17200 *et seq.*;
 - b. Failed to pay overtime wages in violation of California Labor Code §§ 510, *et seq.*;
 - c. Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197, 1197.1;
 - 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 reimburse employees for required expenses in violation of California Labor Code § 2802.
 - g. Failed to provide accurate itemized wage statements in violation of California Labor Code § 226; and;
 - h. Failed to provide wages when due in violation of California Labor Code §§ 201, 202 and 203; and,
- 32. On December 8, 2020, Defendant filed a general denial along with twenty-eight (28) affirmative defenses to the Class Action Complaint.
- 33. On December 14, 2020, Defendant removed the Action to the United States District Court, Eastern District of California.
- 34. On March 17, 2021, Plaintiff Jacqueline Marshall filed a separate Representative Action Complaint against Defendant and PHI Air Medical, LLC in the Superior Court of the State of California, County of Lassen, Plaintiff Marshall asserted

claims that Defendant: violated the Private Attorney General Act, California Labor Code §§ 2698, *et seq.* (“PAGA”).

35. On July 27, 2021, the Parties participated in an all-day mediation presided over by Mark Rudy, a respected mediator of wage and hour representative and class actions. Following the mediation, each side, represented by its respective counsel, were able to agree to settle the Action which was memorialized in the form of a Memorandum of Understanding. This Agreement replaces and supersedes the Memorandum of Understanding and any other agreements, understandings, or representations between the Parties
36. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendant that the claims in the Action of Plaintiffs or the Class have merit or that Defendant bears any liability to Plaintiffs or the Class on those claims or any other claims, or as an admission by Plaintiffs that Defendant’s defenses in the Action have merit. The Parties agree to certification of the Class for purposes of this Settlement only. If for any reason the settlement does not become effective, this Agreement shall not be admissible, and Defendant reserves all available defenses to the claims in the Action, including but not limited to the the right to contest certification of any class for any reason.

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

III. SETTLEMENT TERMS AND CONDITIONS

37. **Amended Complaint.** The Parties agree to stay the Class Action and will stipulate to the filing of an amended complaint that adds the Plaintiffs and all of the class action claims currently pending in the Class Action, to the case pending as the PAGA Action. If and when preliminary approval is granted by the Lassen County Superior Court, the Class Action will be dismissed without prejudice.
38. **Gross Settlement Amount.** Subject to the terms and conditions of this Agreement, the Gross Settlement Amount that Defendant will pay under this Settlement is Three Hundred Thirty Thousand Dollars (\$330,000.00). This amount is all-inclusive of all payments contemplated in this resolution, excluding any employer-side payroll taxes on the portion of the Settlement Shares allocated to wages which shall be separately paid by Defendant to the Settlement Administrator. All of the Gross Settlement Amount will be disbursed pursuant to this Agreement without the need to submit a claim form and none of the Gross Settlement Amount will revert to Defendant.
39. **Payments from the Gross Settlement Amount.** Subject to the terms and conditions of this Agreement, the Settlement Administrator will make the following payments out of the Gross Settlement Amount:
 - a. **To Plaintiffs:** In addition to the Settlement Shares to be paid to Plaintiffs, Plaintiffs will apply to the Court for an award of not more than \$6,500 each as Class Representative Service Payments, which is combined total

of \$110,500 in Class Representative Service Payments. Defendant will not oppose Class Representative Service Payment of no more than \$6,500 for each of the Plaintiffs. The Settlement Administrator will pay the Class Representative Service Payments approved by the Court out of the Gross Settlement Amount. If the Court approves a Class Representative Service Payment of less than \$6,500 for each of the Plaintiffs, the remainder will be retained in the Net Settlement Amount for distribution to Participating Class Members. Payroll tax withholding and deductions will not be taken from the Class Representative Service Payments and instead a Form 1099 will be issued to each of the Plaintiffs with respect to the payments who will assume full responsibility and liability for the taxes due on their Class Representative Service Payment. To receive the payment, Plaintiffs each agree to a Civil Code section 1542 waiver and a general release of all claims as set forth below.

- b. **To Class Counsel:** Class Counsel will apply to the Court for an award of not more than One-Third of the Gross Settlement Amount, which is presently \$110,000, as their Class Counsel Fees Payment and an amount not more than \$20,000 for all expenses incurred as documented in Class Counsel's billing records as their Class Counsel Litigation Expenses Payment. Defendant will not oppose their request for a Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment consistent with this Agreement and approved by the Court. The Settlement Administrator will pay the amounts approved by the Court out of the Gross Settlement Amount. If the Court approves a Class Counsel Fees Payment or a Class Counsel Litigation Expenses Payment of less than these amounts, which are presently \$110,000, and \$20,000 respectively, the remainder will be retained in the Net Settlement Amount for distribution to Participating Class Members. Payroll tax withholding and deductions, if any, will not be taken from the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment and instead one or more Forms 1099 will be issued to Class Counsel with respect to those payments. The payment of the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment shall be made to Class Counsel by the Settlement Administrator out of the Gross Settlement Amount.
- c. **The PAGA Payment.** The Parties will seek approval from the Court for the PAGA Payment of \$10,000 out of the Gross Settlement Amount, which shall be allocated 75% (\$7,500) to the LWDA as the LWDA's share of the settlement of civil penalties paid under this Agreement pursuant to the PAGA and 25% (\$2,500) will be distributed to the Aggrieved Employees based on their respective pay periods worked during the PAGA Period. If the Court approves a PAGA Payment of less than \$10,000, the remainder will be retained in the Net Settlement Amount for distribution to Participating Class Members. All Aggrieved Employees will be sent their share of the PAGA Payment and will be subject to the release of the Released PAGA Claims as set forth below, whether or not they opt out of the Settlement. One hundred percent (100%) of the PAGA

Payment is in settlement of claims for penalties and not be subject to wage withholdings, and shall be reported on IRS Form 1099.

- d. **To the Settlement Administrator.** The Settlement Administrator will pay out of the Gross Settlement Amount to itself its reasonable fees and expenses that are documented and approved by the Court in an amount not to exceed \$5,000 (“Settlement Administration Expenses”). To the extent the Settlement Administration Expenses that are documented and approved by the Court are less than \$5,000, the remainder will be retained in the Net Settlement Amount for distribution to Participating Class Members.

40. **Payments From the Net Settlement Amount.** The Net Settlement Amount shall include the following payments after the deductions have been made from the Gross Settlement Amount as described in this Agreement. The Net Settlement Amount shall include the following:

- a. **Settlement Share.** Subject to the terms and conditions of this Agreement, the Settlement Administrator will pay a Settlement Share from the Net Settlement Amount to each Participating Class Member. The submission of a claim form is not required to be paid.
- b. **Calculation.** Each Participating Class Member will be entitled, provisionally, to a share or shares of the Net Settlement Amount. The Settlement Share for each Participating Class Member will be calculated as follows: (i) Defendant shall provide the Settlement Administrator with the Class Data; (ii) the Settlement Administrator shall then divide the Net Settlement Amount by the total number of workweeks worked by the Participating Class Members during the Class Period to determine a dollar amount per week (“Weekly Rate”); and (iii) the Settlement Administrator shall then take the number of workweeks worked by each Participating Class Member and multiply it by the Weekly Rate to calculate their Settlement Share.
- c. **Withholding.**
 - i. Subject to approval by the Court, One-Third of each Participating Class Member’s Settlement Share is in settlement of wage claims (the “Wage Portion”). Accordingly, the Wage Portion is subject to wage withholdings, and shall be reported on IRS Form W-2 and shall be paid for from the Gross Settlement Amount. The Settlement Administrator shall be responsible for remitting to the tax authorities employees’ and employer’s share of all payroll taxes on the Wage Portion.
 - ii. Subject to approval by the Court, Two-Thirds of each Participating Class Member’s Settlement Share is in settlement of claims for interest and claims for penalties allegedly due to employees (collectively the “Non-Wage Portion”). The Non-

Wage Portion shall not be subject to wage withholdings, and shall be reported on IRS Form 1099.

- iii. The Participating Class Members are solely responsible for any and all taxes owed. The Participating Class Members agree to hold harmless Defendant, Class Counsel, and Defendant's Counsel for any tax liability, including penalties and interest, arising out of or relating to the Participating Class Members' failure to pay taxes on any amounts paid pursuant to this Settlement.
 - d. **Effect of Non-Participating Class Members.** Non-Participating Class Members will receive no Settlement Share, and their Election Not to Participate in Settlement will reduce neither the Gross Settlement Amount nor the Net Settlement Amount. Their respective Settlement Shares will remain a part of the Net Settlement Amount for distribution to Participating Class Members on a *pro rata* basis relative to their Settlement Shares.
 - e. **Class Size Modification.** Defendant has represented that the Class Members worked approximately 3,685 workweeks at any time during the Class Period. Any increase in the number of workweeks will not exceed 10% of 3,685; therefore, the maximum available workweeks without an increase in the Gross Settlement Amount is 4,053.5 workweeks. If the ultimate accounting exceeds 4,053.5 workweeks, either the Gross Settlement Amount will increase pro rata per additional workweek beyond 4053.5 or, if Defendant chooses, the Class Period shall be deemed to end on the date that the total number of workweeks in the Class Period does not exceed 4,053.5 workweeks. Defendant will provide a declaration under penalty of perjury prior to the filing for preliminary approval or settlement confirming the number of Class Members and workweeks they worked during the Class Period. In the event this provision is triggered, and Defendant does not choose to end the Class Period on the date the total number of workweeks in the Class Period does not exceed 4,053.5, the Gross Settlement Amount will increase pro rata based on the work weeks beyond 4053.5, the Attorneys Fees paid from the Gross Settlement Amount requested will increase proportionally, the Settlement Administration Costs paid from the Gross Settlement Amount will increase as necessary, and all such changes will be incorporated into the Class Notice Packet without the need for further/additional approval of the Court.
41. **Appointment of Settlement Administrator.** After obtaining a quote from mutually acceptable and qualified settlement administrators, the Parties have mutually agreed to ask the Court to appoint Simpluris as the qualified administrator, to serve as the Settlement Administrator, which, as a condition of appointment, will agree to be bound by this Agreement with respect to the performance of its duties and its compensation. The Settlement Administrator's duties will include preparing, printing, and mailing the Class Notice Packet to all

Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets that are returned to the Class Member's new address; setting up a toll-free telephone number to receive calls from Class Members; receiving and reviewing for validity completed Elections Not to Participate in Settlement; providing the Parties with weekly status reports about the delivery of Class Notice Packets and receipt of completed Elections Not to Participate in Settlement; calculating Settlement Shares; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; and otherwise administering the Settlement pursuant to this Agreement. The Settlement Administrator will have the authority to resolve all disputes concerning the calculation of a Participating Class Member's Settlement Share, subject to the dollar limitations and calculations set forth in this Agreement. The Settlement Administration Expenses, including the cost of printing and mailing the Class Notice Packet, will be paid out of the Gross Settlement Amount.

The Settlement Administrator shall have its own Employer Identification Number under Internal Revenue Service Form W-9 and shall use its own Employer Identification Number in calculating payroll withholdings for taxes and shall transmit the required employers' and employees' share of the withholdings to the appropriate state and federal tax authorities. The Settlement Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.

42. Procedure for Approving Settlement.

a. Motion for Preliminary Approval of Settlement by the Court.

- i. After Execution of this Settlement Agreement, Plaintiffs will file a Preliminary Approval Motion with the Court for an order giving Preliminary Approval of the Settlement, setting a date for the Final Approval Hearing, and approving the Class Notice (the "Motion for Preliminary Approval"). Any disagreement among the Parties concerning the Class Notice, the proposed orders, or other documents necessary to implement the Settlement will be referred to mediator Mark Rudy for resolution. The Motion for Preliminary Approval shall be filed within sixty (60) days of Execution of this Settlement Agreement.
- ii. At the hearing on the Motion for Preliminary Approval, the Parties will jointly appear, support the granting of the motion, and submit a Proposed Order Granting Preliminary Approval of the Settlement substantially in the form evidenced by Exhibit B to this Agreement and incorporated by reference into this Agreement.
- iii. Should the Court decline to preliminarily approve material aspects of the Settlement (including but not limited to the scope of release to be granted by Participating Class Members or the binding effect of the Settlement on Participating Class Members), the Parties

shall work together in good faith to address any concerns raised by the Court and propose a revised Settlement for the Court's approval.

- b. **Notice to Class Members.** After the Court enters an Order Granting Preliminary Approval of the Settlement, every Class Member will be sent the Class Notice Packet (which will include the Class Notice completed to reflect the Order Granting Preliminary Approval of the Settlement and showing the Class Member's Settlement Share) as follows:
 - i. No later than 14 days after the Court enters an Order Granting Preliminary Approval of the Settlement, Defendant will provide to the Settlement Administrator an electronic database containing each Class Member's Class Data. If any or all of the Class Data is unavailable to Defendant, Defendant will so inform Class Counsel and the Parties will make their best efforts to reconstruct or otherwise agree upon the Class Data prior to when it must be submitted to the Settlement Administrator. This information will otherwise remain confidential and will not be disclosed to anyone, except as required to applicable taxing authorities, in order to carry out the reasonable efforts described in section III.E.2.c., or pursuant to Defendant's express written authorization or by order of the Court. All Class Data will be used for settlement notification and settlement administration and shall not be used for any other purpose by Class Counsel. This provision shall not be construed to impede Class Counsel's ability to discharge their fiduciary duties to the Class, and if additional disclosures are necessary, Class Counsel will obtain written authorization of Defendant and/or an order from the Court.
 - ii. The Settlement Administrator shall update the Class Data using the National Change of Address database prior to mailing the Class Notice Packets. Using best efforts to mail it as soon as possible, and in no event later than 14 days after receiving the Class Data, the Settlement Administrator will mail the Class Notice Packets to all Class Members via first-class regular U.S. Mail using the mailing address information provided by Defendant, unless modified by any updated address information that the Settlement Administrator obtains in the course of administration of the Settlement. The envelope of the Class Notice Packet shall be substantially in the form attached hereto as Exhibit A and shall include an advisory about the content.
 - iii. If a Class Notice Packet is returned because of an incorrect address, the Settlement Administrator will promptly re-mail the Class Notice Packet to the Class Member no later than seven (7) business days after the receipt of the undelivered Class Notice. The Settlement Administrator will use the Class Data and otherwise work with Defendant to find a more current address.

The Settlement Administrator will be responsible for taking reasonable steps, consistent with its agreed-upon job parameters, Court orders, and fee, as agreed to with Class Counsel and according to the following deadlines, to trace the mailing address of any Class Member for whom a Class Notice Packet is returned by the U.S. Postal Service as undeliverable. These reasonable steps shall include, at a minimum, the tracking of all undelivered mail; performing address searches for all mail returned without a forwarding address using available email addresses, phone numbers, social security numbers, credit reports, LinkedIn, and Facebook; and promptly re-mailing to Class Members for whom new addresses are found. If the Class Notice Packet is re-mailed, the response date for written objections, disputes and opt-outs will be extended an additional 15 days, this extended response date will be set forth in the re-mailed Class Notice, and the Settlement Administrator will note for its own records and notify Class Counsel and Defendant's Counsel of the date of each such re-mailing as part of a weekly status report provided to the Parties.

iv. As part of its weekly status report, the Settlement Administrator will inform Class Counsel and Defendant's Counsel of the number of Elections Not to Participate in Settlement it receives (including the numbers of valid and deficient), and number of objections received.

v. Not later than 10 days before the date by which the Plaintiffs file the motion for final approval of the Settlement, the Settlement Administrator will provide the Parties for filing with the Court a declaration of due diligence setting forth its compliance with its obligations under this Agreement and detailing the Elections Not to Participate in Settlement it received (including the numbers of valid and deficient Elections) and objections received. Prior to the Final Approval Hearing, the Settlement Administrator will supplement its declaration of due diligence if any material changes occur from the date of the filing of its prior declaration.

c. **Objections to Settlement; Disputes as to Workweeks allocated to Class Members; Elections Not to Participate in Settlement.** Participating Class Members may submit objections to the Settlement and/or objections to the Class Counsel Fees Payment and/or Class Counsel Litigation Expenses Payment. Class Members may also submit disputes as to workweeks allocated to them and Elections Not to Participate in Settlement pursuant to the following procedures:

i. **Objections to Settlement.** The Class Notice will provide that only Participating Class Members who wish to object to the Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and/or the Class Representative Service Payments may object to the proposed Settlement, either in writing

or orally at the Final Approval Hearing. Objections in writing must be submitted to the Settlement Administrator, postmarked not later than forty-five (45) calendar days after the Settlement Administrator mails the Class Notice Packets. Written objections must set forth the grounds for the objection(s) and comply with the instructions in the Class Notice. If a Class Notice Packet is re-mailed, the response date for written objections will be extended an additional 15 days. Alternatively, Class Members shall be entitled to be heard at the Final Approval Hearing (whether individually or through separate counsel) to orally object to the Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and/or the Class Representative Service Payments. Non-Participating Class Members shall have no ability to comment on or object to the Settlement.

- ii. **Disputes as to Workweeks.** Each Class Member shall also have forty-five (45) calendar days after the Settlement Administrator mails the Class Notice Packets in which to dispute the workweeks the Class Notice allocates to them during the Class Period. Any notice of dispute shall be directed to the Settlement Administrator. Any dispute as to this allocation shall be resolved by the Settlement Administrator, with input and assistance from Defendant's Counsel, where applicable. If a Class Notice Packet is re-mailed, the response date for disputes will be extended an additional 15 days.
- iii. **Election Not to Participate in Settlement.** The Class Notice also will provide that Class Members who wish to exclude themselves from the Settlement must mail to the Settlement Administrator postmarked not later than forty-five (45) calendar days after the Settlement Administrator mails the Class Notice Packets, a signed Election Not to Participate in Settlement. If a Class Notice Packet is re-mailed, the response date for opt-outs will be extended an additional 15 days. To be valid, an Election Not to Participate in Settlement must be timely and must comply with the instructions in the Class Notice. If a question is raised about the authenticity of a signed Election Not to Participate in Settlement, the Settlement Administrator will have the right to demand additional proof of the Class Member's identity. A Non-Participating Class Member will not participate in or be bound by the Settlement and the Judgment, except that an Aggrieved Employee will still be paid their allocation of the PAGA Payment and will remain bound by the release of the Released PAGA Claims regardless of their request for exclusion. Defendant will remain free to contest any claim brought by any Non-Participating Class Member that would have been barred by this Agreement, and nothing in this Agreement will constitute or be construed as a waiver of any defense Defendant has or could assert against such a claim. A Class Member who does not complete and mail a timely Election Not to Participate in

Settlement in the manner and by the deadline specified above and in the Class Notice will automatically become a Participating Class Member and will be bound by all terms and conditions of the Settlement, including the Released Class Claims by the Class, if the Settlement is approved by the Court, and by the Judgment, regardless of whether he or she has objected to the Settlement. Persons who submit an Election Not to Participate in Settlement shall not be permitted to file objections to the Settlement or appear at the Final Approval Hearing to voice any objections to the Settlement.

All Participating Class Members who do not submit a valid and timely Election Not to Participate in Settlement will receive a Settlement Share, without the need to file a claim form, and will be bound by all of the terms of the Settlement, including without limitation, the release of the Released Class Claims by the Participating Class Members set forth in this Agreement.

iv. **Report.** Not later than ten (10) calendar days after the deadline for submission of Elections Not to Participate in Settlement, the Settlement Administration will provide Defendant's Counsel with a complete and accurate list of all Participating Class Members and all Non-Participating Class Members (the "Final Report").

d. **Right of Defendant to Reject Settlement.** Defendant in its sole discretion, shall have the right but not the obligation to revoke the Settlement if (a) ten percent (10%) or more of the Class Members exercise their rights to exclude themselves and opt out of the Settlement, (b) any of the Plaintiffs opt-out or object to the settlement, (c) there is evidence that Class Counsel encouraged any Class Member or Aggrieved Employee to opt out. Defendant shall exercise its revocation rights, if at all, within fourteen (14) days of receiving the Final Report by providing written notice to Class Counsel. If Defendant exercises its revocation rights, the Parties will have no further obligations under the Settlement, including any obligation by Defendant to pay the Gross Settlement Amount, or any amounts that otherwise would have been owed under this Agreement, except that Settlement Administration Expenses as of the date that Defendant exercises the right to void the Settlement pursuant to this Paragraph will be paid by Defendant.

a. **No Solicitation.** The Parties and their respective counsel represent that neither the Parties nor their respective counsel have or will solicit any Class Member to object to the Settlement, appeal from the Judgment, or elect not to participate in the Settlement. If a Class Member submits an Election Not to Participate in Settlement, Class Counsel will not solicit, represent, or otherwise encourage that Non-Participating Class Member to participate in separate litigation against Released Parties and agrees that such representation would create a conflict of interest.

b. Additional Briefing and Final Approval.

- i. Unless otherwise ordered by the Court, Class Counsel will file with the Court their motion for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payments no later than the date Plaintiffs file the Motion for Final Approval, and the application will be scheduled to be heard by the Court at the Final Approval Hearing.
- i. Not later than sixteen (16) court days before the Final Approval Hearing, Plaintiffs will file with the Court a motion for final approval of the Settlement, the PAGA Payment, and payment of the Settlement Administration Expenses.
- ii. If any opposition is filed to the motion for final approval and/or the motion for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payments, and the PAGA Payment, then not later than five (5) court days before the Final Approval Hearing, both Parties may file a reply in support of the motion for final approval, and Plaintiffs and Class Counsel may also file a reply in support of their motion for the Class Representative Service Payment, the Class Counsel Fees Payments, and the Class Counsel Litigation Expenses Payment.
- iii. If the Court does not grant final approval of the Settlement or grants final approval conditioned on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Participating Class Members), then the Parties shall work together in good faith to address any concerns raised by the Court and propose a revised Settlement for the Court's approval. However, an award by the Court of a lesser amount than that sought by Plaintiffs and Class Counsel for the PAGA Payment, Class Representative Service Payments, the Class Counsel Fees Payment, or the Class Counsel Litigation Expenses Payment, will not constitute a material modification to the Settlement within the meaning of this paragraph.
- iv. Upon final approval of the Settlement by the Court at or after the Final Approval Hearing, the Parties will present for the Court's approval and entry the Judgment substantially in the form attached hereto as Exhibit C. After entry of the Judgment, the Court will have continuing jurisdiction over the Action and the Settlement solely for purposes of (i) enforcing this Agreement, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as may be appropriate under court rules or applicable law.

- c. **Waiver of Right to Appeal.** Provided that the Judgment is consistent with the terms and conditions of this Agreement, Plaintiffs and Participating Class Members who did not timely submit an objection to the Settlement, Defendant, and their respective counsel hereby waive any and all rights to appeal from the Judgment, including all rights to any post-judgment proceeding and appellate proceeding, such as, but not limited to, a motion to vacate judgment, a motion for new trial, and any extraordinary writ. The waiver of appeal does not include any waiver of the right to oppose any appeal, appellate proceedings or post-judgment proceedings. If an appeal is taken from the Judgment, the time for consummation of the Settlement (including making payments under the Settlement) will be suspended until such time as the appeal is finally resolved and the Judgment becomes Final.
- d. **Vacating, Reversal, or Material Modification of Judgment on Appeal or Review.** If, after a notice of appeal, a petition for review, or a petition for *certiorari*, or any other motion, petition, or application, the reviewing Court vacates, reverses, or modifies the Judgment such that there is a material modification to the Settlement (including, but not limited to, the scope of release to be granted by Participating Class Members), and that Court's decision is not completely reversed and the Judgment is not fully affirmed on review by a higher Court, then the Parties shall work together in good faith to address any concerns raised by the reviewing Court and propose a revised Settlement for the approval of the Court not later than fourteen days after the reviewing Court's decision vacating, reversing, or materially modifying the Judgment becomes Final. A vacation, reversal, or modification of the Court's award of the Class Representative Service Payments or the Class Counsel Fees Payment or Class Counsel Litigation Expenses Payment will not constitute a vacation, reversal, or material modification of the Judgment within the meaning of this paragraph, provided that Defendant's obligation to make payments under this Settlement will remain limited by the Gross Settlement Amount.
- e. **Timing of Settlement Funding and Provision of Settlement Shares and Other Payments.** Defendant shall fund the Gross Settlement Amount by depositing the money with the Settlement Administrator. Defendant shall fund the Gross Settlement Amount and the amount necessary to pay Defendant's share of payroll taxes within fifteen (15) days of the Effective Date. Within fifteen (15) days after Defendant funds the Gross Settlement Amount, the Settlement Administrator will make payment of all Settlement Shares to all Participating Class Members, even if their Class Notice was undeliverable, as well as payment of Settlement Administration Expenses, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, the Class Representative Service Payments and the PAGA Payment in accordance with this Agreement.
- f. **Uncashed Settlement Checks.** Before checks are mailed, the Settlement Administrator shall update address information through the National Change of Address database. A Participating Class Member or Aggrieved

Employee must cash his or her Settlement Share check within 180 days after it is mailed to him or her. The expiration date of the check must be conspicuously printed on the check, and shall be mailed in an envelope substantially in the form attached hereto as Exhibit A. If a check is returned to the Settlement Administrator or not cashed within 120 days after the last mailing, the Settlement Administrator will make all reasonable efforts to re-mail it to the affected individual at his or her correct address by use of available email addresses, phone numbers, social security numbers, credit reports, LinkedIn and Facebook. If a Participating Class Member's or Aggrieved Employee's check is not cashed within 120 days after its last mailing to the affected individual, the Settlement Administrator will also send the individual a notice informing him or her that unless the check is cashed in the next 60 days, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced but not cashed. If the check remains uncashed by the expiration of the 60 day period after this notice, the funds from such uncashed checks will be paid to the California State Controller's Unclaimed Property Fund in the name of and for the benefit of the individual who did not cash their check, and the Participating Class Member or Aggrieved Employee will remain bound by the Settlement. The Parties agree that this disposition results in no "unpaid residue" within the meaning of California Code of Civil Procedure Section 384, as the entire Net Settlement Amount will be paid out to Participating Class Members and/or Aggrieved Employees, whether or not they all cash their Settlement Share checks.

- g. **Final Report by Settlement Administrator to Court.** Within ten days after final disbursement of all funds from the Gross Settlement Amount, the Settlement Administrator will provide the Parties with a declaration proving a final report on the disbursements of all funds from the Gross Settlement Amount.

43. **Release of Claims.**

- a. **Participating Class Members.** Upon the Effective Date, the Released Parties shall be released from the Participating Class Members of any and all claims that were alleged or could have been alleged based on the facts in the operative complaint in the Action which occurred or are alleged to have occurred during the Class Period ("Released Class Claims"), including claims for violation California Business and Professions Code § 17200 *et seq.*; (2) failure to pay overtime wages in violation of California Labor Code § 510, *et seq.*; (3) failure to pay minimum wages in violation of California Labor Code §§ 1194, 1197, & 1197.1; (4) failure to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order; (5) failure to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order; (6) failure to reimburse employees for required expenses in violation of California Labor Code § 2802; (7) failure to provide accurate itemized wage statements in violation of California

Labor Code § 226; (8) failure to provide wages when due in violation of California Labor Code §§ 201, 202 and 203; and (9) violation of the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.* (“PAGA”) based upon the forgoing alleged violations. This release expressly excludes all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and Class claims outside of the Class Period.

- b. **State of California and Aggrieved Employees.** Upon the Effective Date, the Released Parties shall be released from the State of California and the Aggrieved Employees of all PAGA claims for civil penalties under California Labor Code Sections 2698 *et. seq.*, predicated on the violations of the applicable California Labor Code sections and applicable Wage Orders that were alleged or could have been alleged based on the facts in the in the LWDA Notices submitted by Plaintiffs and the operative complaint in the Action which occurred during the PAGA Period, irrespective of theory, including claims for PAGA penalties based on violations of California Labor Code sections 201 to 203, 204, 210, 226(a), 226.3, 226.7, 246, 351, 510, 512, 558(a)(a)(2), 1194, 1197, 1197.1, 1198, 2699, 2802, the California Industrial Welfare Commission Wage Orders, and any other claims asserted in the operative Complaint in the Action or in the LWDA Notices submitted by Plaintiffs (“Released PAGA Claims”). The Released PAGA Claims may be released against all Released Parties. The Release Period for the PAGA Action shall be the PAGA Period. The release of the Released PAGA Claims shall be effective as to all Aggrieved Employees, regardless of whether an Aggrieved Employee submitted a request for an exclusion from the Class. The Released PAGA Claims do not include, claims for vested benefits, wrongful termination, claims under the Fair Employment and Housing Act, unemployment insurance, disability, social security, worker’s compensation, and PAGA claims outside of the PAGA Period.
- c. **Plaintiffs.** Upon the Effective Date, Plaintiffs generally, release and discharge the Released Parties from any and all claims, transactions or occurrences between them (“Plaintiffs’ Released Claims”). This release of Plaintiffs’ Released Claims releases the Released Parties from any claim that Plaintiffs could maintain in any action against any Released Party that occurred during the Class Period. Notwithstanding the foregoing, this waiver and release of claims does not extend to any rights which as a matter of law cannot be waived and released by private agreement, including rights to sue to enforce this Agreement and rights to vested benefits, unemployment benefits, disability benefits, social security benefits, workers’ compensation benefits and claims outside the Class Period.

Plaintiffs acknowledge that they may discover facts or law different from, or in addition to the facts or law that they know or believe to be true with respect to the claims and matters released by way of this Agreement and agree, nonetheless, that this Agreement and the releases contained in it

shall be and remain effective in all respects, notwithstanding such different or additional facts or the discovery of them. The Parties declare and represent that they intend this Agreement to be complete and not subject to any claim of mistake, and that the releases herein express full and complete releases, and that they intend that the releases herein shall be final and complete.

- d. **Plaintiffs' Waiver of Rights Under California Civil Code Section 1542.** As partial consideration for the Class Representative Service Payments, the Plaintiffs' Released Claims shall include all such claims, whether known or unknown by the releasing party. Thus, even if Plaintiffs discover facts and/or claims in addition to or different from those that they now know or believe to be true with respect to the subject matter of the Plaintiffs' Released Claims, those claims will remain released and forever barred. Therefore, with respect to Plaintiffs' Released Claims, Plaintiffs expressly waive and relinquish the provisions, rights and benefits of section 1542 of the California Civil Code, which reads:

A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release, and that if known by him or her, would have materially affected his or her settlement with the debtor or released party.

- e. **Class Counsel.** Upon the Effective Date, and except as otherwise provided by this Agreement and the Judgment, Class Counsel and any counsel associated with Class Counsel waive any claim to costs and attorneys' fees and expenses against Released Parties arising from or related to the Action and/or this Settlement.
44. **No Effect on Other Benefits.** The Settlement Shares will not result in any additional benefit payments (such as 401(k) or bonus) beyond those provided by this Agreement to Plaintiffs or Participating Class Members, and Plaintiffs and Participating Class Members will be deemed to have waived all such claims, whether known or unknown by them, as part of their release of claims under this Agreement.
45. **Limitation on Public Statements About Settlement.** Neither Plaintiffs nor Class Counsel shall publicize the Settlement, other than filing documents with the Court. Plaintiffs and Class Counsel agree that they will not issue any press releases or have any contact with the media about the fact, amount, or terms of the Settlement. This provision shall not prohibit Class Counsel from communicating with Class Members after preliminary approval is granted for the sole purpose of administering the Settlement. This provision also does not limit Class Counsel from complying with ethical obligations or from posting court-filed documents on their website for viewing by Class Members after preliminary approval. Nothing in this provision shall prevent Defendant or Plaintiffs from making any required disclosures.

III. MISCELLANEOUS TERMS

46. No Admission of Liability or Class Certification for Other Purposes.

- a. Defendant and the Released Parties deny that they have engaged in any unlawful activity, have failed to comply with the law in any respect, have any liability to anyone under the claims asserted in the Action, or that but for the Settlement, a class should be certified in the Action. This Agreement is entered into solely for the purpose of compromising highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission of liability or wrongdoing by Defendant or the Released Parties, or an admission by Plaintiffs that any of the claims were non-meritorious or any defense asserted by Defendant was meritorious. This Settlement and the fact that Plaintiffs and Defendant were willing to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (other than solely in connection with effectuating the Settlement pursuant to this Agreement). Nothing in this Agreement shall be constructed as an admission by Defendant of any liability or wrongdoing as to Plaintiffs, Class Members, or any other person, and Defendant specifically disclaims any such liability or wrongdoing. Moreover, it is not, and it should not be construed as, any admission of fact or law in this matter or any other matter that a class action or class certification is appropriate. The Parties have entered into this settlement with the intention of avoiding further disputes and litigation with the attendant inconvenience, expenses and risks. Nothing in this Agreement shall be construed as an admission by Plaintiffs that Plaintiffs' claims do not have merit or that class action is inappropriate.
- b. Whether or not the Judgment becomes Final, neither the Settlement, this Agreement, any document, statement, proceeding or conduct related to the Settlement or the Agreement, nor any reports or accounting of those matters, will be (i) construed as, offered or admitted in evidence as, received as, or deemed to be evidence for any purpose adverse to Plaintiffs or Defendant or any of the Released Parties, including, but not limited to, evidence of a presumption, concession, indication or admission by any of the Released Parties of any liability, fault, wrongdoing, omission, concession or damage; or (ii) disclosed, referred to or offered in evidence against any of the Released Parties, in any further proceeding in the Action, or any other civil, criminal or administrative action or proceeding except for purposes of effectuating the Settlement pursuant to this Agreement.
- c. This section and all other provisions of this Agreement notwithstanding, any and all provisions of this Agreement may only be admitted in evidence and otherwise used in any and all proceedings for the limited purpose of enforcing any or all terms of this Agreement or defending any claims released or barred by this Agreement.

47. **Integrated Agreement.** After this Agreement is signed and delivered by all Parties and their counsel, this Agreement and its exhibits will constitute the entire agreement between the Parties relating to the Settlement, and it will then be deemed that no oral representations, warranties, covenants, or inducements have been made to any Party concerning this Agreement or its exhibits other than the representations, warranties, covenants, and inducements expressly stated in this Agreement and its exhibits.
48. **Attorney Authorization.** Class Counsel and Defendant's Counsel warrant and represent that they are authorized by Plaintiffs and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents required to effectuate the terms of this Agreement including any amendments to this Agreement. The Parties and their counsel will cooperate with each other and use their best efforts to effect the implementation of the Settlement. In the event the Parties are unable to reach agreement on the form or content of any document needed to implement the Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Agreement, the Parties will seek the assistance of mediator Mark Rudy for resolution.
49. **No Prior Assignments:** The Parties represent, covenant and warrant that they have not directly or indirectly assigned, transferred, encumbered or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged in this Settlement.
50. **No Tax Advice:** Neither Class Counsel nor Defendant's Counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
51. **Modification of Agreement.** Except as set forth in section 48 hereinabove this Agreement, and any and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
52. **Agreement Binding on Successors.** This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
53. **Applicable Law.** All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the laws of the State of California.
54. **Cooperation in Drafting.** The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.

55. **Fair Settlement.** The Parties and their respective counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Action and have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, current and potential.
56. **Use and Return of Documents and Data.** All originals, copies, and summaries of documents and data provided to Class Counsel by Defendant in connection with the mediation or other settlement negotiations in this matter may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule. Within thirty days after Defendant fully funds the Gross Settlement Amount, Class Counsel will return or destroy and confirm in writing to Defendant the destruction of all such documents and data.
57. **Headings.** The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
58. **Notice.** All notices, demands or other communications given under this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, addressed as follows:

To Plaintiffs and the Class:

Norman B. Blumenthal
Kyle R. Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
2255 Calle Clara
La Jolla, CA 92037
Tel.: (858) 551-1223
Fax: (858) 551-1232
E-Mail: norm@bamlawca.com
kyle@bamlawca.com

To Defendant:

FISHER & PHILLIPS LLP
James C. Fessenden
Kathryn M. Evans
4747 Executive Drive, Suite 1000
San Diego, California 92121
Telephone: (858) 597-9600
Facsimile: (858) 597-9601
E-Mail: jfessenden@fisherphillips.com
kmevans@fisherphillips.com

59. **Execution in Counterparts.** This Agreement may be executed in one or more counterparts by facsimile, electronically or email which for purposes of this

Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument provided that counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

60. **Stay of Litigation.** The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process from the mediation with Mark Rudy on July 27, 2021 until the earlier of the Effective Date or the date this Agreement shall not longer be of any force or effect.
61. **Continuing Jurisdiction.** The Court shall retain continuing jurisdiction over the Action under CCP section 664.6 to ensure the continuing implementation of this Agreement and enforcement of the Settlement until performance in full of the terms of this Settlement.

[Signatures begin after section V.]

V. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: Feb 15, 2022


Jacqueline Marshall (Feb 15, 2022 12:59 PST)

Plaintiff JACQUELINE MARSHALL

Dated: Feb 22, 2022


Lance Phillips (Feb 22, 2022 10:58 PST)

Plaintiff LANCE PHILLIPS

Dated: Feb 15, 2022


Kristin Knowles (Feb 15, 2022 19:47 PST)

Plaintiff KRISTEN KNOWLES

Dated: Feb 15, 2022


christopher anderson (Feb 15, 2022 10:45 PST)

Plaintiff CHRIS ANDERSON

Dated: Feb 17, 2022


Kayvan Marshall (Feb 17, 2022 17:10 PST)

Plaintiff KAYVAN MARSHALL

Dated: Feb 15, 2022


Kane C Edwards (Feb 15, 2022 10:57 PST)

Plaintiff KANE EDWARDS

Dated: Feb 15, 2022


Jordan Moser (Feb 15, 2022 14:00 PST)

Plaintiff JORDAN MOSER

Dated: Feb 16, 2022


Kyle Evans (Feb 16, 2022 11:09 PST)

Plaintiff KYLE EVANS

Dated: Feb 16, 2022


Jenna Diaz (Feb 16, 2022 09:33 PST)
Plaintiff JENNA DIAZ

Dated: Feb 15, 2022


terri mauricio (Feb 15, 2022 12:42 MST)
Plaintiff TERRI MAURICIO

Dated: Feb 17, 2022


Joann Lee (Feb 17, 2022 10:39 PST)
Plaintiff JOANN LEE

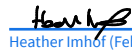
Dated: Feb 15, 2022


Teisleye smith (Feb 15, 2022 13:10 PST)
Plaintiff TEISLEYE SMITH

Dated: Feb 15, 2022


Lauren Young (Feb 15, 2022 12:41 PST)
Plaintiff LAUREN YOUNG

Dated: Feb 18, 2022


Heather Imhof (Feb 18, 2022 16:34 PST)
Plaintiff HEATHER IMHOF

Dated: Feb 15, 2022


Stephanie Swisher (Feb 15, 2022 11:13 PST)
Plaintiff STEPHANIE SWISHER

Dated: Feb 18, 2022


John Sickman (Feb 18, 2022 10:15 PST)
Plaintiff JOHN SICKMAN

Dated: Feb 15, 2022


Mark Harmon (Feb 15, 2022 10:06 PST)
Plaintiff MARK HARMON

Dated: _____

[name]
For Defendant PHI Health, LLC and PHI Air Medical,
LLC

Dated: _____

Norman Blumenthal
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: _____

James C. Fessenden
Kathryn M. Evans
Fisher & Phillips LLP
Attorney for Defendant

Dated: Feb 16, 2022


Jenna Diaz (Feb 16, 2022 09:33 PST)

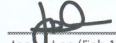
Plaintiff JENNA DIAZ

Dated: Feb 15, 2022


Terri Mauricio (Feb 15, 2022 12:42 MST)

Plaintiff TERRI MAURICIO

Dated: Feb 17, 2022


Joann Lee (Feb 17, 2022 10:39 PST)

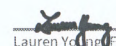
Plaintiff JOANN LEE

Dated: Feb 15, 2022


Teisleye Smith (Feb 15, 2022 13:10 PST)

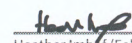
Plaintiff TEISLEYE SMITH

Dated: Feb 15, 2022


Lauren Young (Feb 15, 2022 12:41 PST)

Plaintiff LAUREN YOUNG

Dated: Feb 18, 2022


Heather Imhof (Feb 18, 2022 16:34 PST)

Plaintiff HEATHER IMHOF

Dated: Feb 15, 2022


Stephanie Swisher (Feb 15, 2022 11:13 PST)

Plaintiff STEPHANIE SWISHER

Dated: Feb 18, 2022


John Sickman (Feb 18, 2022 10:15 PST)

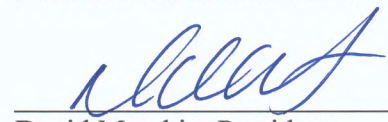
Plaintiff JOHN SICKMAN

Dated: Feb 15, 2022


Mark Harmon (Feb 15, 2022 10:06 PST)

Plaintiff MARK HARMON

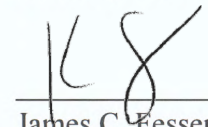
Dated: Feb 28, 2022


David Motzkin, President
For Defendant PHI Health, LLC and PHI Air Medical,
LLC

Dated: _____

Norman Blumenthal
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: 03/02/2022


James C. Fessenden
Kathryn M. Evans
Fisher & Phillips LLP
Attorney for Defendant

Dated: _____
Plaintiff JENNA DIAZ

Dated: _____
Plaintiff TERRI MAURICIO

Dated: _____
Plaintiff JOANN LEE

Dated: _____
Plaintiff TEISLEYE SMITH

Dated: _____
Plaintiff LAUREN YOUNG

Dated: _____
Plaintiff HEATHER IMHOF

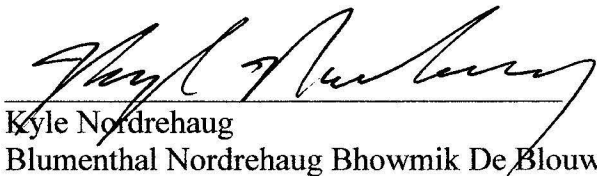
Dated: _____
Plaintiff STEPHANIE SWISHER

Dated: _____
Plaintiff JOHN SICKMAN

Dated: _____
Plaintiff MARK HARMON

Dated: _____

[name]
For Defendant PHI Health, LLC and PHI Air Medical,
LLC

Dated: 2/22/22

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiffs

Dated: _____
James C. Fessenden
Kathryn M. Evans
Fisher & Phillips LLP
Attorney for Defendant

EXHIBIT A

[NOTICE OF PROPOSED SETTLEMENT OF CLASS ACTION AND HEARING DATE FOR
FINAL COURT APPROVAL]

EXHIBIT “A”

**NOTICE OF PROPOSED SETTLEMENT OF CLASS ACTION
AND HEARING DATE FOR FINAL COURT APPROVAL**

Marshall v. PHI Health, LLC,
Superior Court of the State of California, County of Lassen, Case No. 63485

**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. The actual amount you receive may be different and will depend on a number of factors. Additional information is set forth below and your estimate Settlement Share is set forth in Section 5.
Exclude Yourself On or before [60 days from mailing]	To exclude yourself, 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 and you will not be bound by the Settlement. However, if you are also an Aggrieved Employee and exclude yourself, you will still be paid your allocation of the PAGA Payment and will remain subject to the release of the Released PAGA Claims regardless of whether you submit a request for exclusion. Instructions are set forth below in Section 7.
Object On or before [60 days from mailing]	Write to the Court about why you do not agree with the Settlement or appear at the Final Approval Hearing to make an oral objection. Instructions are provided below in Section 8.
Final Approval Hearing	The Court will hold a Final Approval Hearing at _____ on _____, at the Lassen County Superior Court, Spring Street Courthouse, located at 312 North Spring Street, Lassen, CA 90012, in Department 1 before Judge Daniel J. Buckley. This hearing may change as explained below in Section 9.

Your options are further explained in this Class Notice. To exclude yourself from, or object to, the settlement you must take action by certain deadlines. If you want to participate in the Settlement as proposed, you do not need to do anything to obtain your share of the Settlement. Defendant will not retaliate against you for any actions you take with respect to the Settlement.

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of the above-captioned action pending in the Superior Court of the State of California, in and for the County of Lassen (the “Court”), has been reached between Plaintiffs Jacqueline Marshall, Lance Phillips, Kristin Knowles, Christopher Anderson, Kayvan Marshall, Kane Edwards, Jordan Moser, Kyle Evans, Jenna Diaz, Terrienne Mauricio, Joann Lee, Teisleye Smith, Lauren Young, Heather Imhof, Stephanie Swisher, John Sickman, and Mark Harmon (“Plaintiffs”) and Defendant PHI Health, LLC (“Defendant”) and has been granted preliminary approval by the Court. You may be entitled to receive money from this Settlement.

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

All individuals who are or previously were employed by Defendant in California who were classified as non-exempt employees at any time during the Class Period.

The “Class Period” is August 2, 2019 through October 27, 2021.

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

2. What is this class action lawsuit about?

On October 1, 2020, Plaintiffs filed a proposed class action Complaint in the Court alleging the following class claims against Defendant: unfair competition, failure to pay minimum wages, failure to pay overtime wages, failure to provide required meal periods, failure to provide required rest periods, failure to provide required expense reimbursement, failure to provide accurate itemized wage statements, and failure to pay wages when due. On December 14, 2020, Defendant removed this class action Complaint to the United States District Court, Eastern District of California. In light of this Settlement, this class action was dismissed without prejudice once the Court grants preliminary approval.

On March 17, 2021, Plaintiff Jacqueline Marshall filed a separate Representative Action Complaint against in the Superior Court of the State of California, County of Lassen, Plaintiff Marshall asserted a claim for civil penalties under the Private Attorney General Act, California Labor Code §§ 2698, *et seq.* (“PAGA”) based upon alleged violations of the Labor Code. As part of this Settlement, on November 10, 2021 Plaintiff filed a First Amended Complaint which added the Plaintiffs and all of the class action claims currently pending in the Class Action, to the case pending as the PAGA Action. This lawsuit is now referred to in this Class Notice as the “Action.”

Defendant denies that it has done anything wrong and disputes all the claims in the Action. Specifically, Defendant contends that Plaintiffs and the Class Members were, at all times, properly compensated for wages under California law; that Plaintiffs and the Class Members were provided with meal and rest periods in compliance with California law; that Defendant did not fail to pay to Plaintiffs or any Class Members any wages allegedly due at the time of their termination; that Defendant did not fail to provide required expense reimbursement; that

Defendant complied with California wage statement requirements; that Defendant did not violate California Business and Professions Code section 17200 *et seq.*; that Defendant is not liable for any of the penalties sought or that could be sought in the Action; and that this Action cannot be maintained as a class or representative action.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiffs to serve as the Class Representatives, and the law firms Blumenthal Nordrehaug Bhowmik De Blouw LLP to serve as Class Counsel.

The Court has not ruled on the merits of Plaintiffs' claims. However, to avoid additional expense, inconvenience, and interference with the business operations of Defendant, the Parties concluded that it is in their best interests and the interests of the Class to settle the Action now on the terms summarized in this Class Notice. The Settlement was reached after mediation and arm's-length negotiations between the Parties. The Plaintiffs and Class Counsel think the settlement is in the best interest of all Class Members.

Accordingly, the Settlement constitutes a compromise of disputed claims and should not be construed as an admission of liability on the part of Defendant, which expressly denies all liability.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an "all in" amount of Three Hundred Thirty Thousand Dollars (\$330,000.00) (the "Gross Settlement Amount") to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Settlement Shares to Class Members, the Settlement Administration Expenses, the Class Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the PAGA Payment for civil penalties under PAGA. Any employer-side payroll taxes on the portion of the Settlement Shares allocated to wages shall be separately paid by Defendant.

Within thirty (30) days of the Effective Date, Defendant will fund the Gross Settlement Amount by depositing the money with the Settlement Administrator. The "Effective Date" is the date the Judgment is entered, unless there are objections or an appeal, in which case, it is the date the entered Judgment is no longer subject to appeal or review. Fifteen (15) days after the Settlement is funded, the Settlement Administrator will mail checks for the Settlement Shares to Participating Class Members

Amounts to be Paid From the Gross Settlement Amount. The proposed payments, subject to Court approval, will be deducted from the Gross Settlement Amount before payments of Settlement Shares are made to Class Members who do not request exclusion ("Participating Class Members"):

- Settlement Administration Expenses. Payment to the Settlement Administrator, estimated not to exceed \$5,000, for expenses, including expenses of notifying the Class Members of the Settlement, processing opt outs, and distributing settlement checks and tax forms.

- Attorneys' Fees and Costs. Payment to Class Counsel of reasonable attorneys' fees not to exceed one-third (1/3) of the Gross Settlement Amount, which presently equals \$110,000, and an additional amount to reimburse actual litigation costs incurred by the Plaintiffs not to exceed \$20,000. Class Counsel has been prosecuting the Action on behalf of Plaintiffs and the Class on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. The amounts stated are what Class Counsel will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.
- Class Representative Service Payments. A Class Representative Service Payment in an amount not more than \$6,500 to each of the Plaintiffs as service awards, or such lesser amount as may be approved by the Court, to compensate them for services on behalf of the Class in initiating and prosecuting the Action, and for the risks they undertook. The amounts stated are what Plaintiffs will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.
- PAGA Payment. A payment of \$10,000 relating to Plaintiffs' claim under PAGA, \$7,500 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$2,500 will be distributed to the Aggrieved Employees based on their respective pay periods worked during the PAGA Period, which is January 11, 2020 through October 27, 2021. "Aggrieved Employees" are all individuals who are or previously were employed by Defendant in California who were classified as non-exempt employees at any time during the PAGA Period.

Calculation of Payments to Class Members. After all of the payments of the court-approved Attorneys' Fees and Costs, the Class Representative Service Payments, the PAGA Payment, and the Settlement Administration Expenses are deducted from the Gross Settlement Amount, the remaining portion, the "Net Settlement Amount", shall be distributed as Settlement Shares to the Participating Class Members. The Net Settlement Amount is estimated to be at least \$_____. The Settlement Administrator will pay a Settlement Share from the Net Settlement Amount to each Participating Class Member. The Settlement Share for each Participating Class Member will be calculated as follows: (a) the Settlement Administrator shall divide the Net Settlement Amount by the total number of workweeks worked by the Participating Class Members during the Class Period to determine a dollar amount per week ("Weekly Rate"); and (b) the Settlement Administrator shall then take the number of workweeks worked by each Participating Class Member and multiply it by the Weekly Rate to calculate their Settlement Share. The number of weeks worked will be based on Defendant's records, however, Class Members may challenge the number of weeks worked as explained below.

If the Settlement is approved by the Court and you do not exclude yourself, you will automatically be mailed a check for your Settlement Share 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 ensure you receive your payment.

Tax Matters. One-third (1/3) of each Participating Class Member's Settlement Share is in settlement of wage claims (the "Wage Portion"). Accordingly, the Wage Portion is subject to

wage withholdings, and shall be reported on IRS Form W-2. Two-thirds (2/3) of each Participating Class Member's Settlement Share is in settlement of claims for non-wages (expense reimbursement, penalties and interest) allegedly due to employees (collectively the "Non-Wage Portion"). The Non-Wage Portion shall not be subject to wage withholdings, and shall be reported on IRS Form 1099. The employee portion of all applicable income and payroll taxes will be the responsibility of the Participating Class Members. Neither Class Counsel nor Defendant's Counsel intend anything contained in this Class Notice to constitute advice regarding taxes or taxability. The tax issues for each Participating Class Member are unique to him/her, and each Participating Class Member may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement and your receipt of the Settlement Share payment 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 Class Claims. Upon the Effective Date, the Released Parties shall be released from the Participating Class Members of any and all claims that were alleged or could have been alleged based on the facts in the operative complaint in the Action which occurred or are alleged to have occurred during the Class Period ("Released Class Claims"), including claims for (1) violation of California Business and Professions Code § 17200 *et seq.*; (2) failure to pay overtime wages in violation of California Labor Code § 510, *et seq.*; (3) failure to pay minimum wages in violation of California Labor Code §§ 1194, 1197, & 1197.1; (4) failure to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order; (5) failure to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order; (6) failure to reimburse employees for required expenses in violation of California Labor Code § 2802; (7) failure to provide accurate itemized wage statements in violation of California Labor Code § 226; (8) failure to provide wages when due in violation of California Labor Code §§ 201, 202 and 203; and (9) violation of the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.* ("PAGA") based upon the forgoing alleged violations and claims that could have been alleged based on the foregoing violations. This release expressly excludes all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and Class claims outside of the Class Period (although the payments available under this Agreement will not result in or trigger any additional benefits payments).

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 and any other Released Party about the Released Class Claims resolved by this Settlement. It also means that all of the Court's orders in the Action will apply to you and legally bind you.

Released PAGA Claims. Upon the Effective Date, the Released Parties shall be released from the State of California and the Aggrieved Employees of all PAGA claims for civil penalties under California Labor Code Sections 2698 *et seq.*, predicated on the violations of the applicable California Labor Code sections and applicable Wage Orders that were alleged or could have been alleged based on the facts in the in the LWDA Notices submitted by Plaintiffs

and the operative complaint in the Action which occurred during the PAGA Period, irrespective of theory, including claims for PAGA penalties based on violations of California Labor Code sections 201 to 203, 204, 210, 226(a), 226.3, 226.7, 246, 351, 510, 512, 558(a)(a)(2), 1194, 1197, 1197.1, 1198, 2699, 2802, the California Industrial Welfare Commission Wage Orders, and any other claims asserted in the operative Complaint in the Action or in the LWDA Notices submitted by Plaintiffs (“Released PAGA Claims”). The release of the Released PAGA Claims shall be effective as to all Aggrieved Employees, regardless of whether an Aggrieved Employee submitted a request for an exclusion from the Class. The Released PAGA Claims do not include, claims for vested benefits, wrongful termination, claims under the Fair Employment and Housing Act, unemployment insurance, disability, social security, worker’s compensation, and PAGA claims outside of the PAGA Period (although the payments available under this Agreement will not result in or trigger any additional benefits payments).

The terms of the actual court-approved settlement agreement ultimately control.

5. How much will my payment be?

The Weekly Rate is estimated to be <<\$_____>>. Defendant’s records reflect that you worked <<_____>> weeks during the Class Period (August 2, 2019 through October 27, 2021).

Based on this information, your estimated Settlement Share from the Net Settlement Amount is <<_____>>.

If you wish to challenge 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 Class Notice no later than _____ [forty-five (45) days after the mailing of the Class Notice or 60 days in the case of re-mailing].

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 Share will be mailed automatically to the same address as this Class 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 Final Approval Hearing on _____ at _____ to decide whether to approve the Settlement and fix the amounts to be paid as attorneys’ fees and costs to Class Counsel and as service payments to Plaintiffs. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed approximately three months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient.

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 not receive a Settlement Share from the Settlement,**

and you will not be bound by its terms, which means you will retain the right to sue Defendant for the Released Class Claims. However, Aggrieved Employees who opt out will still be paid their allocation of the PAGA Payment and will remain subject to the release of the Released PAGA Claims regardless whether they submit a request for exclusion.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request to opt-out postmarked no later than _____ [forty-five (45) days after the date of the Notice or 60 days after the Notice in the case of re-mailing]. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *Marshall v. PHI Health* lawsuit. The request to opt-out should state the Class Member's full name, address, telephone number, the last-four digits social security number for verification purposes, the approximate dates of employment in California by Defendant. Please include the name and number of the case, which is *Marshall v. PHI Health*, Case No. 63485. The request to opt-out must be completed and signed by you. No other person may opt-out for a living member of the Class.

The address for the Settlement Administrator is _____. 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 don't agree with 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 should state your (the Class Member's) name, current address, telephone number, and the dates of your employment in California with Defendant, and describe why you object to the Settlement and whether you intend to appear at the Final Approval Hearing. All written objections or other correspondence should also state the name and number of the case, which is *Marshall v. PHI Health*, in the Superior Court of the State of California, County of Lassen, Case No. 63485.

The written objections must be mailed to the Settlement Administrator at _____ no later than _____ [forty-five (45) days after the date of the Notice or 60 days after the Notice in the case of re-mailing].

Alternatively, Class Members may appear remotely at the Final Approval Hearing on _____ at _____ a.m. to make an oral objection without submitting a written objection or to otherwise participate in the Final Approval Hearing. Remote appearances may be permitted. To appear remotely at the hearing, you must schedule a remote appearance as explained on the Court's website at https://www.lassencourt.ca.gov/online_services/remoteappearance.shtml. You can make arrangements through Court Call at 1-888-882-6878 to make an appearance by phone.

To object to the Settlement, you must not opt out, and if the Court approves the Settlement despite your objection, you will be bound by the terms of the Settlement in the same way as Class Members who do not object

The addresses for Parties' counsel are as follows:

CLASS COUNSEL:

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik DeBlouw LLP
2255 Calle Clara
La Jolla, CA 92037
Tel.: (858) 551-1223
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COUNSEL FOR DEFENDANT:

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

The Court will hold a Final Approval Hearing at _____ (Pacific Standard Time) on _____, in Department ____ of the Superior Court of California, County of Lassen, Hall of Justice Courthouse, 2610 Riverside Drive, Susanville, California 96130, before Judge _____. 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 and to fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as service payments to Plaintiffs. If there are objections, the Court will consider them. This hearing may be rescheduled by the Court without further notice to you. If you are interested in participating in the Final Approval Hearing, you should confirm the date, time and location by contacting Class Counsel. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the. If the hearing is continued, notice will be posted on Class Counsel's website at www.bamlawca.com under "Class Notices" for *Marshall v. PHI Health*. In addition, hearing dates are posted on the Internet via the Online Calendar page for the California Superior Court for the County of Lassen (https://www.lassencourt.ca.gov/online_services/onlinecalendar.shtml).

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

You may call the Settlement Administrator at _____ or write to *Marshall v. PHI Health* Settlement Administrator, c/o _____.

This Class Notice summarizes the proposed settlement. More details are in the Settlement Agreement, which is the controlling document. You may receive a copy of the Settlement Agreement, the Judgment, the motion for attorneys' fees, costs and service awards, the motion for final approval or other Settlement documents by going to Class Counsel's website at www.bamlawca.com under "Class Notices" for *Marshall v. PHI Health*. You may get more details by examining the Court's file on the Internet via the Online Case Search page for the California Superior Court for the County of Lassen (https://www.lassencourt.ca.gov/online_services/casesearch.shtml) and entering the Case No. 63485. If you wish to view the Court files in person, you must submit a Research and Copy Request Form along with a valid ID to the Clerk's Office in the Hall of Justice, located at 2610 Riverside Drive, Susanville, CA 96130.

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 Share.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed, and this expiration date is printed on the check. In such event, the Settlement Administrator shall direct all unclaimed funds to be paid to the California State Controller's Unclaimed Property Fund in the name of the Participating Class Member where you may claim the funds.
- If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

EXHIBIT B

[ORDER GRANTING PRELIMINARY APPROVAL OF THE SETTLEMENT]

EXHIBIT "B"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LASSEN

JACQUELINE MARSHALL, LANCE
PHILLIPS, KRISTIN KNOWLES, CHRIS
ANDERSON, KAYVAN MARSHALL,
KANE EDWARDS, JORDAN MOSER,
KYLE EVANS, JENNA DIAZ, TERRI
MAURICIO, JOANN LEE, TEISLEYE
SMITH, LAUREN YOUNG, HEATHER
IMHOF, STEPHANIE SWISHER, JOHN
SICKMAN and MARK HARMON,
individuals, on behalf of themselves and on
behalf of all persons similarly situated,

Plaintiff,

vs.

PHI AIR MEDICAL, LLC, a Limited Liability
Company; PHI HEALTH, LLC, a Limited
Liability Company; and Does 1 through 50,
Inclusive,

Defendants.

CASE NO.: **63485**

**[PROPOSED] PRELIMINARY
APPROVAL ORDER**

Hearing Date: _____
Hearing Time: _____

Judge:
Dept.:

Complaint Filed: March 17, 2021
Trial date: None Set

PRELIMINARY APPROVAL ORDER

1 This matter came before the Honorable _____ of the Superior Court of the
2 State of California, in and for the County Lassen, on _____[DATE], for hearing on the
3 unopposed motion by Plaintiffs Jacqueline Marshall, Lance Phillips, Kristin Knowles, Christopher
4 Anderson, Kayvan Marshall, Kane Edwards, Jordan Moser, Kyle Evans, Jenna Diaz, Terrianne
5 Mauricio, Joann Lee, Teisleye Smith, Lauren Young, Heather Imhof, Stephanie Swisher, John
6 Sickman, and Mark Harmon (“Plaintiffs”) for preliminary approval of the Settlement with
7 Defendant PHI Health, LLC (“Defendant”). The Court, having considered the briefs, argument of
8 counsel and all matters presented to the Court and good cause appearing, hereby GRANTS
9 Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement.

10
11 **IT IS HEREBY ORDERED:**

12 1. The Court preliminarily approves the Class Action Settlement Agreement
13 (“Agreement” or “Settlement”) attached as Exhibit ____ to the Declaration of Kyle Nordrehaug in
14 Support of Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement. This is based
15 on the Court’s determination that the Settlement set forth in the Agreement is within the range of
16 possible final approval, pursuant to the provisions of Section 382 of the California Code of Civil
17 Procedure and California Rules of Court, rule 3.769.

18 2. This Order incorporates by reference the definitions in the Agreement, and all
19 terms defined therein shall have the same meaning in this Order as set forth in the Agreement.

20 3. The Gross Settlement Amount that Defendant shall pay is Three Hundred Thirty
21 Thousand Dollars (\$330,000.00). It appears to the Court on a preliminary basis that the settlement
22 amount and terms are fair, adequate and reasonable as to all potential Class Members when
23 balanced against the probable outcome of further litigation and the significant risks relating to
24 certification, liability and damages issues. It further appears that investigation and research have
25 been conducted such that counsel for the Parties are able to reasonably evaluate their respective
26 positions. It further appears to the Court that the Settlement will avoid substantial additional costs
27 by all Parties, as well as avoid the delay and risks that would be presented by the further
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1 prosecution of the Action. It further appears that the Settlement has been reached as the result of
2 serious and non-collusive, arms-length negotiations.

3 4. The Court preliminarily finds that the Settlement appears to be within the range of
4 reasonableness of a settlement that could ultimately be given final approval by this Court. The
5 Court has reviewed the monetary recovery that is being granted as part of the Settlement and
6 preliminarily finds that the monetary settlement awards made available to the Class is fair,
7 adequate, and reasonable when balanced against the probable outcome of further litigation and the
8 significant risks relating to certification, liability, and damages issues.

9 5. The Agreement specifies for an attorneys' fees award not to exceed one-third of the
10 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$20,000, and a
11 proposed Class Representative Service Payments to the Plaintiffs in an amount not to exceed
12 \$6,500 each. The Court will not approve the amount of attorneys' fees and costs, nor the amount
13 of any service award, until the Final Approval Hearing. Plaintiffs will be required to present
14 evidence supporting these requests, including lodestar, prior to final approval.

15 6. The Court recognizes that Plaintiffs and Defendant stipulate and agree to
16 representative treatment and certification of a class for settlement purposes only. This stipulation
17 will not be deemed admissible in this or any other proceeding should this Settlement not become
18 final. For settlement purposes only, the Court conditionally certifies the following Class: "all
19 individuals who are or previously were employed by Defendant in California who were classified
20 as non-exempt employees at any time during the Class Period." The Class Period is from August
21 2, 2019 through October 27, 2021.

22 7. The Court concludes that, for settlement purposes only, the Class meets the
23 requirements for certification under section 382 of the California Code of Civil Procedure in that:
24 (a) the Class is ascertainable and so numerous that joinder of all members of the Class is
25 impracticable; (b) common questions of law and fact predominate, and there is a well-defined
26 community of interest amongst the members of the Class with respect to the subject matter of the
27 litigation; (c) the claims of the Plaintiffs are typical of the claims of the members of the Class; (d)

1 the Plaintiffs will fairly and adequately protect the interests of the members of the Class; (e) a
2 class action is superior to other available methods for the efficient adjudication of this controversy;
3 and (f) counsel for the Class is qualified to act as counsel for the Class and the Plaintiffs are
4 adequate representatives of the Class.

5 8. The Court provisionally appoints Plaintiffs as the representatives of the Class. The
6 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik
7 of Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class Counsel for the Class.

8 9. The Court hereby approves, as to form and content, the Notice of Proposed
9 Settlement of Class Action and Hearing Date for Final Court Approval (“Class Notice”) attached
10 to the Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and
11 accurately inform the Class of all material elements of the proposed Settlement, of the Class
12 Members’ right to be excluded from the Class by submitting a written opt-out request, and of each
13 member’s right and opportunity to object to the Settlement. The Court further finds that the
14 distribution of the Class Notice substantially in the manner and form set forth in the Agreement
15 and this Order meets the requirements of due process, is the best notice practicable under the
16 circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The
17 Court orders the mailing of the Class Notice by first class mail, both in English and Spanish,
18 pursuant to the terms set forth in the Agreement. If a Class Notice Packet is returned because of an
19 incorrect address, the Settlement Administrator will promptly search for a more current address for
20 the Class Member and re-mail the Class Notice Packet to the Class Member.

21 10. The Court hereby appoints Simpluris as Settlement Administrator. No later than 14
22 days after this Order, Defendant will provide to the Settlement Administrator an electronic
23 database containing the Class Data. The Settlement Administrator will perform address updates
24 and verifications as necessary prior to the first mailing. Using best efforts to mail it as soon as
25 possible, and in no event later than 14 days after receiving the Class Data, the Settlement
26 Administrator will mail the Class Notice Packet to all Class Members via first-class regular U.S.
27 Mail to their last known address.

1 11. The Court hereby preliminarily approves the proposed procedure for exclusion
2 from the Settlement. Any Class Member may individually choose to opt out of and be excluded
3 from the Class as provided in the Class Notice by following the instructions for requesting
4 exclusion from the Class that are set forth in the Class Notice. All requests for exclusion must be
5 postmarked or received no later than forty-five (45) calendar days after the date of the mailing of
6 the Class Notice. If a Class Notice Packet is re-mailed, the response deadline for requests for
7 exclusion will be extended an additional 15 days. Any such person who chooses to opt out of and
8 be excluded from the Class will not be entitled to any recovery under the Settlement and will not
9 be bound by the Settlement or have any right to object, appeal or comment thereon. Class
10 Members who have not requested exclusion shall be bound by all determinations of the Court, the
11 Agreement and the Judgment. A request for exclusion may only opt out that particular individual,
12 and any attempt to effect an opt-out of a group, class, or subclass of individuals is not permitted
13 and will be deemed invalid.

14 12. Any Class Member who has not opted out may appear at the final approval hearing
15 and may object or express the Member's views regarding the Settlement, and may present
16 evidence and file briefs or other papers that may be proper and relevant to the issues to be heard
17 and determined by the Court as provided in the Notice. Class Members will have forty-five (45)
18 calendar days after the date of the mailing of the Class Notice to mail their written objections to
19 the Settlement Administrator. If a Class Notice Packet is re-mailed, the response deadline for
20 written objections will be extended an additional 15 days. Alternatively, Class Members may
21 appear at the Final Approval Hearing to make an oral objection.

22 13. A final approval hearing shall be held before this Court on _____
23 _____ at _____ in Department ____ at the Hall of Justice Courthouse of the
24 Lassen County Superior Court to hear the motion for final approval and the motion for attorneys'
25 fees and costs, and to determine all necessary matters concerning the Settlement, including:
26 whether the proposed settlement of the Action on the terms and conditions provided for in the
27 Agreement is fair, adequate and reasonable and should be finally approved by the Court; whether
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1 the Final Approval Order and Judgment should be entered herein; whether the plan of allocation
2 contained in the Agreement should be approved as fair, adequate and reasonable to the Class
3 Members; and to finally approve attorneys' fees and costs, service awards, and the fees and
4 expenses of the Settlement Administrator. All papers in support of the motion for final approval
5 and the motion for attorneys' fees, costs and service awards shall be filed with the Court and
6 served on all counsel no later than sixteen (16) court days before the hearing and both motions
7 shall be heard at this final approval hearing.

8 14. Neither the Settlement nor any exhibit, document, or instrument delivered
9 thereunder shall be construed as a concession or admission by Defendant in any way that the
10 claims asserted have any merit or that this Action was properly brought as a class or representative
11 action, and shall not be used as evidence of, or used against Defendant as, an admission or
12 indication in any way, including with respect to any claim of any liability, wrongdoing, fault or
13 omission by Defendant or with respect to the truth of any allegation asserted by any person.
14 Whether or not the Settlement is finally approved, neither the Settlement, nor any exhibit,
15 document, statement, proceeding or conduct related to the Settlement, nor any reports or accounts
16 thereof, shall in any event be construed as, offered or admitted in evidence as, received as or
17 deemed to be evidence for any purpose adverse to the Defendant, including, but not limited to,
18 evidence of a presumption, concession, indication or admission by Defendant of any liability,
19 fault, wrongdoing, omission, concession or damage.

20 15. In the event the Settlement does not become effective in accordance with the terms
21 of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to
22 become effective for any reason, this Order shall be rendered null and void and shall be vacated,
23 and the Parties shall revert to their respective positions as of before entering into the Agreement,
24 and expressly reserve their respective rights regarding the prosecution and defense of this Action,
25 including all available defenses and affirmative defenses, and arguments that any claim in the
26 Action could not be certified as a class action and/or managed as a representative action . In such
27 an event, the Court's orders regarding the Settlement, including this Order, shall not be used or
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1 referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of
2 the Agreement with respect to the effect of the Agreement if it is not approved.

3 16. The Court reserves the right to adjourn or continue the date of the final approval
4 hearing and all dates provided for in the Agreement without further notice to Class Members, and
5 retains jurisdiction to consider all further applications arising out of or connected with the
6 proposed Settlement.

7 **IT IS SO ORDERED.**

8 Dated: _____

9 _____
10 HON.
11 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA
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EXHIBIT C

[FINAL APPROVAL ORDER AND JUDGMENT]

EXHIBIT "C"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LASSEN

JACQUELINE MARSHALL, LANCE
PHILLIPS, KRISTIN KNOWLES, CHRIS
ANDERSON, KAYVAN MARSHALL,
KANE EDWARDS, JORDAN MOSER,
KYLE EVANS, JENNA DIAZ, TERRI
MAURICIO, JOANN LEE, TEISLEYE
SMITH, LAUREN YOUNG, HEATHER
IMHOF, STEPHANIE SWISHER, JOHN
SICKMAN and MARK HARMON,
individuals, on behalf of themselves and on
behalf of all persons similarly situated,

Plaintiff,

vs.

PHI AIR MEDICAL, LLC, a Limited Liability
Company; PHI HEALTH, LLC, a Limited
Liability Company; and Does 1 through 50,
Inclusive,

Defendants.

CASE NO.: 63485

**[PROPOSED] FINAL APPROVAL
ORDER AND JUDGMENT**

Hearing Date: _____
Hearing Time: _____

Judge:
Dept.:

Complaint Filed: March 17, 2021
Trial date: None Set

FINAL APPROVAL ORDER AND JUDGMENT

1 The unopposed motion of Plaintiffs Jacqueline Marshall, Lance Phillips, Kristin Knowles,
2 Christopher Anderson, Kayvan Marshall, Kane Edwards, Jordan Moser, Kyle Evans, Jenna Diaz,
3 Terrianne Mauricio, Joann Lee, Teisleye Smith, Lauren Young, Heather Imhof, Stephanie
4 Swisher, John Sickman, and Mark Harmon (“Plaintiffs”) for an order finally approving the Class
5 Action Settlement Agreement (“Agreement” or “Settlement”) with Defendant PHI Health, LLC
6 (“Defendant”), attorneys’ fees and costs, service payments, and the expenses of the Settlement
7 Administrator duly came on for hearing on _____ before the Honorable
8 _____.

9
10 **I.**
11 **FINDINGS**

12 Based on the oral and written argument and evidence presented in connection with the
13 motion, the Court makes the following findings:

- 14 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 15 2. This Court has jurisdiction over the subject matter of this litigation pending before
16 the Superior Court for the State of California, in and for the County of Lassen, and over all Parties
17 to this litigation, including the Class.
- 18 3. Based on a review of the papers submitted by Plaintiffs and a review of the
19 applicable law, the Court finds that the Gross Settlement Amount of Three Hundred Thirty
20 Thousand Dollars (\$330,000.00) and the terms set forth in the Agreement are fair, reasonable, and
21 adequate.
- 22 4. The Court further finds that the Settlement was the result of arm’s length
23 negotiations conducted after Class Counsel had adequately investigated the claims and became
24 familiar with the strengths and weaknesses of those claims. In particular, the amount of the
25 Settlement, and the assistance of an experienced mediator in the settlement process, among other
26 factors, support the Court’s conclusion that the Settlement is fair, reasonable, and adequate.

1 **Preliminary Approval of the Settlement**

2 5. On _____, the Court granted preliminary approval of the Settlement. At
3 this same time, the Court approved conditional certification of the Class for settlement purposes
4 only.

5 **Notice to the Class**

6 6. In compliance with the Preliminary Approval Order, the Court-approved Class
7 Notice was mailed by first class mail to members of the Class at their last-known addresses on or
8 about _____. Mailing of the Class Notice to their last-known addresses was the best
9 notice practicable under the circumstances and was reasonably calculated to communicate actual
10 notice of the litigation and the proposed settlement to the Class. The Class Notice given to the
11 Class Members fully and accurately informed the Class Members of all material elements of the
12 proposed Settlement and of their opportunity to object to or comment thereon or to seek exclusion
13 from the Settlement; was valid, due, and sufficient notice to all Class Members; and complied
14 fully with the laws of the State of California, the United States Constitution, due process and other
15 applicable law. The Class Notice fairly and adequately described the Settlement and provided
16 Class Members adequate instructions and a variety of means to obtain additional information.

17 7. The Response Deadline for opting out or submitting written objections to the
18 Settlement was _____, which for re-mailings was extended by 15 days. There was an
19 adequate interval between notice and the deadline to permit Class Members to choose what to do
20 and to act on their decision. A full and fair opportunity has been afforded to the Class Members to
21 participate in this hearing, and all Class Members and other persons wishing to be heard have had
22 a full and fair opportunity to be heard. Class Members also have had a full and fair opportunity to
23 exclude themselves from the proposed Settlement and Class. Accordingly, the Court determines
24 that all Class Members who did not timely and properly submit a request for exclusion are bound
25 by the Settlement and this Final Approval Order and Judgment.

1 **Fairness of the Settlement**

2 8. The Agreement is entitled to a presumption of fairness. *Dunk v. Ford Motor Co.*
3 48 Cal.App.4th 1794, 1801 (1996).

4 a. The settlement was reached through arm's-length bargaining between the
5 Parties during an all-day mediation before Mark Rudy, an experienced mediator of wage and hour
6 class actions. There has been no collusion between the Parties in reaching the Settlement.

7 b. Plaintiffs' and their counsel's investigation and discovery have been
8 sufficient to allow the Court and counsel to act intelligently.

9 c. Counsel for all Parties are experienced in similar employment class action
10 litigation. Plaintiffs' counsel recommended approval of the Agreement.

11 d. The percentage of objectors and requests for exclusion is small. ____
12 objections were received. _____ requests for exclusion were received.

13 e. The participation rate was high. _____ Class Members will be mailed a
14 settlement payment, representing _____% of the overall Class.

15 9. The consideration to be given to the Class Members under the terms of the
16 Agreement is fair, reasonable and adequate considering the strengths and weaknesses of the claims
17 asserted in this action and is fair, reasonable and adequate compensation for the release of Class
18 Members' claims, given the uncertainties and significant risks of the litigation and the delays
19 which would ensue from continued prosecution of the action.

20 10. The Agreement is approved as fair, adequate and reasonable and in the best
21 interests of the Class Members.

22 **Attorneys' Fees and Costs**

23 11. An award of \$_____ for attorneys' fees, representing one-third of the
24 Gross Settlement Amount, and \$_____ for litigation costs and expenses, is reasonable,
25 in light of the contingent nature of Class Counsel's fee, the hours worked by Class Counsel, and
26 the results achieved by Class Counsel. The requested award has been supported by Class
27 Counsel's lodestar and billing statement.

1 **Class Representative Service Payments**

2 12. The Agreement provides for a Class Representative Service Payments of not more
3 than \$6,500 to each of the Plaintiffs, subject to the Court’s approval. The Court finds that Class
4 Representative Service Payments in the amount of \$_____ to each Plaintiff is reasonable in light
5 of the risks and burdens undertaken by the Plaintiffs in this litigation, for their time and effort in
6 bringing and prosecuting this matter on behalf of the Class, and for their execution of a general
7 release.

8 **Settlement Administration Expenses**

9 13. The Settlement Administrator shall calculate and administer the payment to be
10 made to the Class Members, transmit payment for attorneys’ fees and costs to Class Counsel,
11 transmit the Class Representative Service Payments to the Plaintiffs, issue all required tax
12 reporting forms, calculate withholdings and perform the other remaining duties set forth in the
13 Agreement. The Settlement Administrator has documented \$_____ in fees and expenses, and
14 this amount is reasonable in light of the work performed by the Settlement Administrator.

15 **PAGA Payment**

16 14. The Agreement provides for a PAGA Payment out of the Gross Settlement
17 Amount of \$10,000, which shall be allocated \$7,500 to the Labor & Workforce Development
18 Agency (“LWDA”) as the LWDA’s 75% share of the settlement of civil penalties paid under this
19 Agreement pursuant to the PAGA and \$2,500 to be distributed to the Aggrieved Employees based
20 on their respective pay periods worked during the PAGA Period, which is January 11, 2020
21 through October 27, 2021. “Aggrieved Employees” are all individuals who are or previously were
22 employed by Defendant in California who were classified as non-exempt employees at any time
23 during the PAGA Period. Pursuant to Labor Code section 2699, subdivision (l)(2), the LWDA
24 was provided notice of the Agreement and these settlement terms and has not indicated any
25 objection thereto. The Court finds this PAGA Payment to be reasonable.

1 II.
2 ORDERS

3 Based on the foregoing findings, and good cause appearing, IT IS HEREBY ORDERED:

4 1. The Class is certified for the purposes of settlement only. The Class is hereby
5 defined as follows:

6 All individuals who are or previously were employed by Defendant in California
7 who were classified as non-exempt employees at any time during the Class Period.

8 The "Class Period" is August 2, 2019 through October 27, 2021.

9 2. All persons who meet the foregoing definition are members of the Class, except for
10 those individuals who filed a valid request for exclusion ("opt out") from the Class. [INSERT
11 REFERENCE TO IDENTIFY ANY OPT OUTS].

12 3. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the
13 best interest of the Class.

14 4. Class Counsel are awarded attorneys' fees in the amount of \$_____ and
15 costs in the amount of \$_____. Class Counsel shall not seek or obtain any other
16 compensation or reimbursement from Defendant, Plaintiffs or members of the Class.

17 5. The payment of Class Representative Service Payments in the amount of \$_____ to each of the Plaintiffs is approved.

18 6. The payment of \$_____ to the Settlement Administrator for their fees and
19 expenses is approved.

20 7. The PAGA Payment of \$10,000 is approved to be distributed in accordance with
21 the Agreement.

22 8. Pursuant to Labor Code section 2699, subdivision (l)(2), Class Counsel shall
23 submit a copy of this Final Approval Order and Judgment to the LWDA within 10 days after its
24 entry.

25 9. Neither the Agreement nor this Settlement is an admission by Defendant, nor is this
26 Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of any
27 wrongdoing by Defendant or that this Action is appropriate for class or representative treatment
28

FINAL APPROVAL ORDER AND JUDGMENT

1 (other than for settlement purposes). Neither this Final Approval Order and Judgment, the
2 Agreement, nor any document referred to herein, nor any action taken to carry out the Agreement
3 is, may be construed as, or may be used as an admission by or against Defendant of any fault,
4 wrongdoing or liability whatsoever. The entering into or carrying out of the Agreement, and any
5 negotiations or proceedings related thereto, shall not in any event be construed as, or deemed to be
6 evidence of, an admission or concession with regard to the denials or defenses by Defendant.
7 Notwithstanding these restrictions, Defendant may file in the Action or in any other proceeding
8 this Final Approval Order and Judgment, the Agreement, or any other papers and records on file in
9 the Action as evidence of the Settlement to support a defense of res judicata, collateral estoppel,
10 release, or other theory of claim or issue preclusion or similar defense as to the Released Class
11 Claims.

12 10. Notice of entry of this Final Approval Order and Judgment shall be given to all
13 Parties by Class Counsel on behalf of Plaintiffs and all Class Members. The Final Approval Order
14 and Judgment shall be posted on Class Counsel's website as set forth in the Class Notice to the
15 Class. It shall not be necessary to send notice of entry of this Final Approval Order and Judgment
16 to individual Class Members.

17 11. If the Agreement does not become final and effective in accordance with the terms
18 of the Agreement, then this Final Approval Order and Judgment, and all orders entered in
19 connection herewith, shall be rendered null and void and shall be vacated, and the Parties shall
20 revert to their respective positions as of before entering into the Agreement, and expressly reserve
21 their respective rights regarding the prosecution and defense of this Action, including all available
22 defenses and affirmative defenses, and arguments that any claim in the Action could not be
23 certified as a class action and/or managed as a representative action.

24
25 **IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:**

26 1. Except as set forth in the Agreement and this Final Approval Order and Judgment,
27 Plaintiffs, and all members of the Class, shall take nothing in the Action.

1 2. The Court shall retain jurisdiction to construe, interpret, implement and enforce the
2 Agreement, to hear and resolve any contested challenge to a claim for settlement benefits, and to
3 supervise and adjudicate any dispute arising from or in connection with the distribution of
4 settlement benefits.

5 3. All Parties shall bear their own attorneys' fees and costs, except as otherwise
6 provided in the Agreement and in this Final Approval Order and Judgment.

7 4. Upon the Effective Date, the Released Parties shall be released from the
8 Participating Class Members of any and all claims that were alleged or could have been alleged
9 based on the facts in the operative complaint in the Action which occurred or are alleged to have
10 occurred during the Class Period ("Released Class Claims"), including claims for violation
11 California Business and Professions Code § 17200 *et seq.*; (2) failure to pay overtime wages in
12 violation of California Labor Code § 510, *et seq.*; (3) failure to pay minimum wages in violation of
13 California Labor Code §§ 1194, 1197, & 1197.1; (4) failure to provide required meal periods in
14 violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order; (5)
15 failure to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and
16 the applicable IWC Wage Order; (6) failure to reimburse employees for required expenses in
17 violation of California Labor Code § 2802; (7) failure to provide accurate itemized wage
18 statements in violation of California Labor Code § 226; (8) failure to provide wages when due in
19 violation of California Labor Code §§ 201, 202 and 203; and (9) violation of the Private Attorney
20 General Act, Cal. Labor Code §§ 2698, *et seq.* ("PAGA") based upon the forgoing alleged
21 violations. This release expressly excludes all other claims, including claims for vested benefits,
22 wrongful termination, unemployment insurance, disability, social security, workers' compensation,
23 and Class claims outside of the Class Period.

24 5. Upon the Effective Date, the Released Parties shall be released from the State of
25 California and the Aggrieved Employees of all PAGA claims for civil penalties under California
26 Labor Code Sections 2698 *et. seq.*, predicated on the violations of the applicable California Labor
27 Code sections and applicable Wage Orders that were alleged or could have been alleged based on
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1 the facts in the in the LWDA Notices submitted by Plaintiffs and the operative complaint in the
2 Action which occurred during the PAGA Period, irrespective of theory, including claims for
3 PAGA penalties based on violations of California Labor Code sections 201 to 203, 204, 210,
4 226(a), 226.3, 226.7, 246, 351, 510, 512, 558(a)(a)(2), 1194, 1197, 1197.1, 1198, 2699, 2802, the
5 California Industrial Welfare Commission Wage Orders, and any other claims asserted in the
6 operative Complaint in the Action or in the LWDA Notices submitted by Plaintiffs (“Released
7 PAGA Claims”). The release of the Released PAGA Claims shall be effective as to all Aggrieved
8 Employees, regardless of whether an Aggrieved Employee submitted a request for an exclusion
9 from the Class. The Released PAGA Claims do not include, claims for vested benefits, wrongful
10 termination, claims under the Fair Employment and Housing Act, unemployment insurance,
11 disability, social security, worker’s compensation, and PAGA claims outside of the PAGA Period.

12 6. Plaintiffs have generally released all claims as set forth in the Agreement and have
13 agreed to a waiver of Civil Code section 1542.

14 7. If any Participating Class Member’s check remains uncashed by the expiration
15 date, the funds from such uncashed checks will be paid to the California State Controller’s
16 Unclaimed Property Fund in the name of the Participating Class Member.

17 8. The Court hereby enters judgment in the entire Action as of the filing date of this
18 Order and Judgment, pursuant to the terms set forth in the Settlement. Without affecting the
19 finality of this Order and Judgment in any way, the Court hereby retains continuing jurisdiction
20 over the interpretation, implementation, and enforcement of the Settlement and all orders entered
21 in connection therewith pursuant to California Code of Civil Procedure section 664.6.

22
23 **LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY. IT IS SO ORDERED.**

24
25 Dated: _____

26 _____
27 HON.
JUDGE OF THE SUPERIOR COURT OF CALIFORNIA

28

FINAL APPROVAL ORDER AND JUDGMENT