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Attorneys for Plaintiff, AMBER PALMA
on behalf of herself and all others and similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO

AMBER PALMA, on behalf of herself and
all others similarly situated,

Plaintiff,

v.

VOLUNTEERS OF AMERICA
NORTHERN CALIFORNIA AND
NORTHERN NEVADA, INC., a
California Company, and DOES 1 through
50, inclusive,

Defendants.

Case No. 34-2020-00282148 (consolidated with
Case No. 34-2021-00301329-CU-OE-GDS)
Assigned for All Purposes To:
Hon. Lauri A. Damrell
Dept. 22

**DECLARATION OF ANTHONY DRAPER IN
SUPPORT OF PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS ACTION,
PAGA, AND FCRA SETTLEMENT**

Reservation Number: A-282148-004

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00301329-CU-OE-GDS), with case no. 34-2020-00282148-CU-OE-GDS to serve as the lead action, and all documents to be filed under that case number.

6. As discussed in the Preliminary Approval Motion, Class Counsel conducted a thorough investigation into the factual and legal issues implicated by Plaintiff's claims and was able to objectively assess the settlement's reasonableness through exchange of informal discovery. Specifically, through formal and informal discovery, Defendant produced hundreds of pages of information, including handbooks and related policy materials, timecard records and wage reports of putative Class Members. Defendant also provided Plaintiff with comprehensive pay, attestation, and time data for the putative group, wage statements, and information regarding the number of non-exempt employees during the relevant time-period. Plaintiff also utilized an expert for a detailed review the timekeeping and payroll data provided.

7. On September 21, 2022, after conducting informal discovery, exchanging relevant information, and engaging in numerous discussions regarding the claims alleged, the Parties participated in a full-day, arms-length mediation before experienced California wage and hour mediator Louis Marlin, Esq., however the Parties were not able to reach a settlement on that day. The Parties continued in good faith attempts to resolve the Actions through the assistance of the mediator. Thereafter, on or about August 2023, Defendant substituted its counsel and later agreed to a second mediation.

8. On April 4, 2024, the Parties participated in a second all-day mediation presided over by Hon. Amy Hogue (Ret.). Although an agreement was not reached, the parties continued in settlement discussions. Defendant also provided further information in support of settlement efforts including documents regarding Defendant's financial status which were reviewed by Plaintiff's expert. The mediator continued to assist the Parties throughout the ongoing settlement negotiations and ultimately made a settlement proposal that was accepted by all Parties on August 29, 2024. Thereafter, the Parties exchanged multiple drafts of the proposed settlement agreement and class notice documents and engaged in numerous communications regarding the settlement terms.

1 9. The final terms and provisions of the Class, PAGA and FCRA Settlement
2 Agreement (“Settlement Agreement”) were approved and executed by all the parties on or about
3 March 2025.

4 10. On May 7, 2025, Plaintiff filed the Motion for Preliminary Approval of Class
5 Action and PAGA Settlement scheduled to be heard on May 30, 2025. In advance of the hearing,
6 the Court issued a tentative ruling setting forth issues the Court wanted the Parties to address.

7 11. As a result, on June 5, 2025, the Parties executed an Addendum to Class, PAGA,
8 and FCRA Settlement and, on June 6, 2025, Plaintiff filed a Supplemental Declaration in Support
9 of the Preliminary Approval Motion addressing the issues set forth by the Court in its tentative.
10 (A true and correct copy of the Settlement Agreement and Addendum thereto is attached hereto as
11 **Exhibit 1.**)

12 12. Through her counsel, Plaintiff took into consideration the significant risks that
13 class certification could be denied on the central claim, that the claims would be referred to
14 individual binding arbitration for the majority of the putative class members and/or that a merits
15 decision on the central claim would not favor the Class. Plaintiff’s counsel also considered the
16 expense and length of continued proceedings necessary to continue the Action against Defendant
17 through trial and any possible appeals and the difficulties in establishing the alleged damages.
18 The settlement is fair, reasonable, and adequate, given the significant risks to Plaintiff and Class
19 Members of prevailing on class certification or at trial, and thus leaving employees with no
20 recovery

21 13. James Hawkins APLC has a great deal of experience in wage and hour class action
22 litigation. The law firm and its lawyers have obtained certification of multiple classes, have been
23 approved as class counsel in many other wage/hour class actions, and currently litigating
24 numerous others. Although not an all-inclusive list, over the years the law firm has prosecuted
25 the following class action matters as lead and/or co-lead counsel, all of which implicated similar
26 law and facts to those associated with this action:

- 27 ○ ***Mojica v. Compass Group, Inc., et. al.*** USDC Central District, Case No. 8:13-cv-
28 01754.

- **Dao v. 3M Company, et al.** USDC, CENTRAL DISTRICT, Case No. CV-08-04554.
- **Ortiz v. Kmart**, USDC, CENTRAL DISTRICT, Case No. SACV 06-638 ODW.
- **Morgan v. Aramark Campus, LLC**, USDC, CENTRAL DISTRICT, Case No. SACV08-00412.
- **West v Iron Mountain Information Management, Inc, et. al.**; Los Angeles County Superior Court, Case No. BC393709.
- **Gonzalez v. Superior Industries International, Inc., et al.**, Los Angeles County Superior Court, Case No. BC 357912.
- **Acosta v. Fleetwood Travel Trailers of California, Inc., et al.**, Riverside County Superior Court, Case No. RIC 440630.
- **Walker v. Sharkeez, et al.**, Orange County Superior Court, Case No. 05CC00293.
- **Padron v. Universal Protection Service, et al**, Orange County Superior Court, Case No. 05CC00013.
- **Martinez v. Securitas Security Services USA, et al.**, Santa Clara Superior Court, Case No. 105-CV047499, et al. J.C.C.P. No. 4460.
- **Velasquez-Lopez v. Hotel Cleaning Services, Inc. et al.**, Riverside Superior Court, Case No. RIC 420909.
- **Ruiz, et al. v. Unisourse Worldwide, Inc., et al.**, USDC, CENTRAL DISTRICT, Case No. CV09-05848.
- **Herrador v. Culligan International Company, et al.**, USDC, CENTRAL DISTRICT, Case No. SACV 08-680.
- **Defries v. Domain Restaurants, et al.**, Orange County Superior Court, Case No. 05CC00128.
- **Denton v. BLB Enterprises, Inc., et al.**, Orange County Superior Court, Case No. 07CC01292.
- **Rios v. Sandberg Furniture Manufacturing Co., Inc, et al.**, Los Angeles Superior Court, Case No. BC411477.

- **McMurray v. Dave and Busters, Inc., et al.**, Orange County Superior Court, Case No. 06CC00099.
- **Osuna v. DFG Restaurants, Inc., et al.**, Los Angeles Superior Court, Case No. BC 330145.
- **Burns v. Gymboree Operations, Inc., et al.**, San Francisco Superior Court, Case No. CGC-07-461612.
- **Willems v. Diedrich Coffee, Inc., et al.**, Orange County Superior Court, Case No. 07CC00015.
- **Davila, et al. v. Beckman Coulter, Inc., et al.**, Orange County Superior Court, Case No. 07CC01347.
- **Perez v. Naked Juice Company of Glendora, Inc.**, Los Angeles Superior Court, Case No. BC387088.
- **Coordination Proceeding Special Title [Rule 1550(b)] Wackenhut Wage and Hour Cases**, Los Angeles Superior Court, Case No. JCCP 4545.
- **Placencia v. Amcor Packaging Distribution, Inc.**, Orange County Superior Court, Case No. 30-2013-00694012-CU-OE-CXC.
- **Trani v. Lisi Aerospace, et al.**, Los Angeles Superior Court, Case No. BC495527.
- **Galvan v. Goodwin Co.**, Orange County Superior Court, Case No. 30-2013-00637062-CU-OE-CXC.
- **Reyes v. Bristol Fiberlite**, Orange County Superior Court, Case No. 30-2013-00653425-CU-OE-CXC.
- **Gutierrez v. HMT Tank, USDC Central Dist.**, Case No. CV14-1967-CAS(MAN)
- **Williams v. Il Fornaio America Corp.**, Sacramento County, Case No. 34-2011-0009616.
- **Aguilar v. 7-Eleven, Inc.**, Orange County, Case No. 30-2009-002687141-CU-OE-CXC.
- **Madrigal v. Huntington Beach Market Broiler, Inc.**, Orange County, Case No. 30-2012-00611260.

- **Vang v. Jazz Semiconductor, Inc.**, Orange County, Case no. 30-2011-00460278.
- **Vigueras v. Red Robin International, Inc.**, USDC Central Dist. Case No. SACV 17-1422 JVS (DFMx);
- **Smith v. Space Exploration Technologies Corp.**, Los Angeles Superior Court, Case No. BC55429;
- **Cano v. Financial Statement Services, Inc.**, Orange County Superior Court, Case No. 30-2013-00653349-CU-OE-CXC;
- **Mendez v. Liberty Glass Fabricators, Inc.**, Riverside County Superior Court Case No. RIC1800119;
- **Attia v. Neiman Marcus Group, Inc.**, United States District Court for the Central District of California Case No. 8:16-cv-001504-DOC-FFM;
- **O'Brien, et al. v. Cerida Investment Corp.**, Santa Clara Superior Court Case No. 21CV384527;
- **Gonzalez v. Quality Aluminum Forge, LLC**, Orange County Superior Court Case No. 30-2015-00817941;
- **Shay v. Apple, Inc.**, United States District Court for the Southern District of California Case No. 3:20-cv-1629-JO-BLM;
- **Milligan v. CWI, Inc.**, San Bernardino Superior Court Case No. CIVDS 2013999;
- **Aguilar v. LDI Mechanical, Inc.**, Riverside County Case No. RIC1610019;
- **Abron v. University Healthcare Alliance**, Alameda County Superior Court Case No. RG20066438;
- **Benson v. F21 Opco, LLC**, San Diego Superior Court Case No. 37-2021,00024619-CU-OE-CTL;
- **Allen v. Creative Stone Mfg., Inc.**, San Bernardino County Superior Court Case No. CIVSB2201498;
- **Santamaria v. Bright Horizons Children's Center**, San Bernardino County Superior Court Case No. CIVSB2210140;

- ***Yniguez v. Airgas USA, LLC***, Los Angeles County Superior Court Case No. 20STCV18190;
- ***Cervantez v. Genuine Parts Company***, Los Angeles County Superior Court Case No. 22STCV00981;
- ***Robles v. Jetro Holdings, LLC***, San Diego Superior Court Case No. 37-2021-00015414-CU-OE-CTL;
- ***Hernandez v. Euromarket Designs, Inc.***, Santa Clara County Superior Court Case No. 20CV3770922;
- ***Ayala v. Veg-Land, et al.***, Orange County Superior Court Case No. 30-2014-00738775-CU-OE-CXC;
- ***Puente v. Sully-Miller Contracting Co.***, Orange County Superior Court Case No. 30-2015-00792088-CU-OE-CXC;
- ***Garcia v. Revolution Foods, Inc.***, Los Angeles Superior Court Case No. BC579142;
- ***Attaway, et al. v. Alliance Residential, LLC***, Santa Clara County Superior Court Case No. 20CV365134;
- ***Bowman v. Delta Dental of California***, Alameda County Superior Court Case No. RG21108230;
- ***Hernandez v. Burrtec Waste & Recycling Services, LLC***, United States District Court for the Central District of California Case No. 5:21-CV-001490-JWH-SP;
- ***Grant v. T-Mobile USA, Inc.***, United States District Court for the Central District of California Case No. 2:21-CV-02268;
- ***Dawson v. Wonderful Pistachios and Almonds, LLC***, Kern County Superior Court Case No. BCV-17-100848;
- ***Hamilton, et al. v. Michael Kors Stores (California), Inc.***, Los Angeles County Superior Court Case NO. 19STCV37061;
- ***Ross v. Stater Bros.***, San Bernardino Superior Court Case No. CIVDS1902518;
- ***Walker v. Barrett Business Services, Inc., et al.***, Los Angeles County Superior Court Case No. 20STCV39172;

- **Benitez, et al. v. Medtronic, Inc., et al.**, Orange County Superior Court Case No. 30-2019-01069185-CU-OE-CXC;
- **Montgomery v. Copart, Inc.**, Sacramento County Superior Court Case No. 34-2020-00280733-CU-OE-GDS;
- **Vizcarra-McNamee v. Nordstrom, Inc.**, Orange County Superior Court Case No. 30-2020-01141916-CU-OE-CXC;
- **Ayers v. Cherry Hill Programs, Inc.**, Fresno County Superior Court Case No. 20CECG00821;
- **Sleeper v. Boot Barn, Inc.**, Sacramento County Superior Court Case No. 34-2019-00272000-CU-OE-GDS;
- **Pulido-Dias v. Dirt Cheap, Inc.**, San Bernardino County Superior Court Case No. CIVDS1719694;
- **Villanueva v. Nordstrom, Inc.**, San Bernardino County Superior Court Case No. CIVDS1918706;
- **Bryson v. Madame Tussauds, et al.**, Los Angeles County Superior Court Case No. 19STCV33514
- **Hightower v. Levy Premium, et al.**, Santa Clara County Superior Court Case No. 19CV359262;
- **Marquez v. Maxim Crane Works, L.P., et al**, Los Angeles County Superior Court Case No. 19STCV39548;
- **Rovira v. Silverado Senior Living Management, Inc.**, Orange County Superior Court Case No. 30-2020-01136565-CU-OE-CXC;
- **Hallum, et al. v. FCA US, LLC**, San Bernardino County Case No. CIVDS1936782;
- **Martinez v. Placer Title Co., et al.**, Kern County Case No. BCV-19-103486;
- **Torres v. Van Law Food Products, Inc.**, Orange County Case No. 37-2017-00946312-CU-OE-CXC;
- **Holmes v. Pet Food Express, LLC**, Alameda County Case No. 22CV014140;

- 1 ○ ***Ventura v. Conduent Commercial Solutions, LLC***, Kern County Case No. BCV-22-
2 102043;
- 3 ○ ***Ramirez v. CSI Electrical Contractors, Inc.***, Fresno County Superior Court Case No.
4 18CECG04150;
- 5 ○ ***Magana v. Eibach Springs, Inc.***, Riverside County Superior Court Case No.
6 RIC1708917;
- 7 ○ ***Knox v. Express Messenger Systems, Inc.***, San Bernardino County Superior Court
8 Case No. CIVDS1932323;
- 9 ○ ***Corona, et al. v. G&M Oil Company, Inc.***, Los Angeles County Superior Court Case
10 No. BC640876
- 11 ○ ***Aguilar v. Peach Home Services, Inc., et al.***, Riverside County Superior Court Case
12 No. RIC1823057;
- 13 ○ ***Wilson v. M.C. LLC***, Orange County Superior Court Case No. 30-2019-01103382-
14 CU-OE-CXC.
- 15 ○ ***Nunez v. Nevell Group, Inc.***, Orange County Superior Court Case No. 30-2015-
16 00783269.
- 17 ○ ***Bendorf, et al. v. Sea World LLC, et al.***, San Diego Superior Court Case No. 37-
18 2021-00034922-CU-OE-CTL;
- 19 ○ ***DeMartini, et al. v. Safelite Fulfillment, Inc.***, Marin County Case No.
20 CIV20002076;
- 21 ○ ***Ayala, et al., v. Macy's West Stores, Inc.***, Los Angeles County Case No.
22 20STCV34182;
- 23 ○ ***Wallen, et al. v. United Rentals (North America), Inc., et al.***, Stanislaus County
24 Case No. CV-22-000399;
- 25 ○ ***Granados v. Hyatt Corporation***, United States District Court for the Southern
26 District of California Case No. 3:23-cv-01001-H-VET;
- 27 ○ ***Vigil v. Hyatt Corporation***, United States District Court for the Northern District of
28 California Case No. 4:22-cv-00693;

1 ○ ***Garcia v. U.S. Best Ingredients, Inc.***, Los Angeles Superior Court Case No.
2 21TRCV00813.

3 14. Class Counsel commands a high hourly rate due to our success in overtime, meal
4 and rest period, expense reimbursement, misclassification, vacation pay, and various other wage
5 and hour class actions, and we take pride in being held in very high regard by the legal
6 community.

7 15. James Hawkins APLC is a boutique law firm that specializes in wage and hour
8 class actions and is primarily comprised of several seasoned attorneys and staff. While this matter
9 did not conclusively preclude other employment, it did impact our ability to take on other cases.
10 The hourly rates for the attorneys who worked on this case, James Hawkins, Isandra Fernandez
11 and myself are hourly rates charged by other firms that handle complex litigation in California.

12 16. Mr. Hawkins has been practicing law in California since 1997 and in 2007
13 incorporated his wage and hour class action practice as James Hawkins APLC. Since its inception,
14 Mr. Hawkins has been lead and/or co-lead counsel in hundreds of wage and hour class action cases.

15 17. Ms. Fernandez has been a member of the Florida Bar since January 1996 and a
16 member of the California Bar since August 2002. Ms. Fernandez has specialized in employment
17 related litigation including complex wage and hour civil litigation since 2003. Ms. Fernandez has
18 been, and currently is, co-counsel in over 60 wage and hour class action litigations for our firm
19 and has produced excellent results for this firm's clients in the wage and hour class actions.

20 18. I have been a member of the California Bar since July 2022 and was provisionally
21 licensed prior to that time. I have specialized in complex wage and hour litigation since October
22 2021. I have been, and currently am, co-counsel in over 40 complex wage and hour cases and
23 have successfully litigated wage and hour class and PAGA actions for our firm.

24 19. Ms. Melissa Whitson holds a B.A. in Liberal Studies from California State
25 University Fullerton. Ms. Whitson has been a paralegal in the employment law field for more
26 than 20 years.

27 20. Since on or about September 2021, prior to the inception of the filing of this
28 Action on January 6, 2022, through the present James Hawkins APLC has had to, among other

1 things, expend time on the following: engage in numerous discussions with Plaintiff, conduct
2 comprehensive investigations including but not limited to researching Defendant's structure,
3 business relationship, positions, locations; conduct research and analysis regarding potential class
4 members within the scope of the putative class and potential claims; draft Complaint and PAGA
5 letter; review and draft First Amended Complaint; prepare a discovery plan on class certification
6 issues related to the case; review answers to Complaint and First Amended Complaint; prepare
7 joint status conference reports; attend the same; review Court Minute Orders and CMO;
8 discussion with Defendant's counsel; research status of current law regarding PAGA; engage in
9 discussions with Defendant's counsel regarding first mediation; review hundreds of pages of
10 information provided by Defendant in advance of mediation; discussion with class members;
11 discussions with Plaintiff and expert regarding damages analysis; prepare for first mediation;
12 draft first mediation brief; participate in first full day mediation; discussions with Plaintiff
13 regarding settlement; post-mediation litigation preparation; discussions with defense counsel re
14 same; preparation for second mediation; additional review of documents and data in preparation
15 for second mediation; discussions with client re same; preparation of second mediation brief;
16 participate in second full day mediation; review and analyze financial data; settlement
17 discussions; review and exchange multiple drafts of the formal settlement agreement; discussions
18 with Plaintiff regarding the same; draft preliminary approval motion and supporting documents;
19 review tentative by the Court; attend hearing on preliminary approval motion; discussions with
20 Defendant's counsel and client regarding revisions to the settlement based on Court's tentative
21 ruling; draft supplement to the preliminary approval motion; attend continued hearing regarding
22 preliminary approval motion; communications with Administrator re: order granting preliminary
23 approval; review reports provided by Administrator; draft final approval motion papers and
24 supporting documents. A great amount of time and effort has been expended to properly and
25 comprehensively perform the job required of this case and prepare for all contingencies that may
26 arise, regardless of whether the case settles.

27 21. The attorneys who have worked on this matter are Mr. Hawkins, Ms. Fernandez
28 and myself. My hourly rate is \$475, Ms. Fernandez's hourly rate is \$950 and Mr. Hawkins'

1 hourly rate is \$1,000. The hourly rate for the paralegal, Ms. Melissa Whitson, is \$220. Since the
2 inception of this matter, prior to filing the Complaint, the total amount of attorney time and
3 paralegal time estimated to have been expended and also estimated to be expended in finalizing
4 this matter is 293.6 (Mr. Hawkins 60.2 hours, Ms. Fernandez 144.9 hours, Mr. Draper 48 hours
5 and Ms. Whitson 39.9) which equates to \$232,443 in total fees. (A true and correct copy of
6 James Hawkins APLC attorney billing records is attached hereto as **Exhibit 2.**)

7 22. Here, the parties' contractual agreement to pay counsel's attorneys' fees is
8 reasonable. My firm has been the only counsel to represent Plaintiff and the Class Members in
9 this matter, and we have borne the entire risk and cost of this litigation on a pure contingency
10 basis. To date, Class Counsel has not received any compensation and expended litigation costs on
11 behalf of the class. Class action contingency cases are inherently risky. Upon retention, Class
12 Counsel makes a commitment to litigate the case through trial. These types of cases can take
13 years, hundreds of hours of work and cost an enormous amount of money; these risks are known
14 upon retention. The risks involved coupled with the contingency basis of this case further support
15 Class Counsels' request for attorneys' fees and costs.

16 23. In the course of this litigation, Plaintiff's counsel incurred costs of \$25,963.5
17 through the conclusion of this matter. (A true and correct copy of Plaintiff counsel's Cost Invoice
18 is attached hereto as **Exhibit 3.**)

19 I declare under penalty of perjury that the foregoing is true and correct. Executed on
20 October 29, 2025 at Irvine, California.

21 
22 Anthony Draper

EXHIBIT 1

CLASS, PAGA, and FCRA SETTLEMENT AGREEMENT

This Class, PAGA, and FCRA Action Settlement Agreement (“Agreement”) is made by and between Amber Palma. (“Plaintiff”) and Defendant Volunteers of America Northern California and Northern Nevada, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS

1.1. “Action” means Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Amber Palma v. Volunteers of America Northern California and Northern Nevada, Inc.*, Case No. 34-2020-00282148 (Superior Court of the State of California, County of Sacramento) and Plaintiff’s lawsuit alleging employee background check claims against Defendant captioned *Amber Palma v. Volunteers of America Northern California and Northern Nevada, Inc.*, Case No. 34- 2021-00301329 (Superior Court of the State of California, County of Sacramento)

1.2. “Administrator” means ILYM Group, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.

1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.

1.4. “Aggrieved Employee” means all current and former hourly-paid or non-exempt employees employed by Defendant within the State of California at any time during the PAGA Period.

1.5. “Attorneys’ Fees” means the amount allocated to Class Counsel for reimbursement of reasonable attorneys’ fees up to 35% of the Gross Settlement Amount, which equals Three Hundred Eighty Five Thousand Dollars (\$385,000) to be paid from the Gross Settlement Amount.

1.6. “Attorneys’ Expenses” means the amount allocated to Class Counsel for reimbursement of reasonable expenses incurred to prosecute the Action in an amount not to exceed Twenty Thousand Dollars and Zero Cents (\$20,000..

1.7. “Background Check Class” means all persons who executed Defendant’s disclosure form to obtain consumer reports for employment purposes in the state of California during the Background Check Class Period. The number for this settlement class members is 3,636

1.8. “Background Check Class Period” means the period from May 5, 2016, to June 3, 2024.

1.9. “Background Check Fund” means that portion of the Settlement Amount allocated to settlement of claims relating to Defendant’s background check procedures. The amount of the Background Check Fund is \$36,000.

1.10. “Class Counsel” means James Hawkins, Isandra Fernandez, and Anthony Draper of James Hawkins APLC.

1.11. “Class Data” means Class Member identifying information in Defendant’s possession including, but not limited to, the Class Member’s name, last-known mailing address, Social

Security number, and number of Class Period Workweeks and PAGA Pay Periods as reported by Defendant.

1.12. “Class Member” or “Settlement Class Member” means a member of the Background Check Class and Wage and Hour Class, as either a Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).

1.13. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.

1.14. “Class Notice” means the NOTICE OF CLASS AND PAGA ACTION SETTLEMENT, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.15. “Class Representative” means the named plaintiff, Amber Palma, who is seeking Court approval to serve as Class Representative.

1.16. “Class Representative Service Award” means the payment to Class Representative for initiating the Action and providing services in support of the Action.

1.17. “Court” means the Superior Court of California, County of Sacramento.

1.18. “Defendant” means Volunteers of America Northern California and Northern Nevada, Inc.

1.19. “Defense Counsel” means Alexander M. Medina and Kyle W. Owen from Medina McKelvey, LLP.

1.20. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.21. “Final Approval” means the Court’s order granting final approval of the Settlement.

1.22. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

1.23. “Final Judgment” means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.

1.24. “Gross Settlement Amount” (“GSA”) means the One Million One Hundred Thousand Dollars (\$1,100,000) Defendant shall pay to cover payments to Class Members; Settlement Administration Expenses; Attorneys’ Fees, Attorneys’ Expenses; Service Award; Background Check Fund and the PAGA Penalty Amount. The GSA shall be all in with no reversion to Defendant with no claim form required. The employer’s share of payroll taxes shall not be paid from the GSA and shall remain the sole responsibility of Defendant.

1.25. “Individual Class Payment” (Wage and Hour Class) means the Wage and Hour Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.26. “Individual Class Payment” (Background Check Class) means the Background Check Participating Class Member’s equal share of the Background Check Fund.

1.27. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of Pay Periods worked during the PAGA Period.

1.28. “Judgment” means the judgment entered by the Court based upon the Final Approval.

1.29. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled under Labor Code section 2699, subd. (i).

1.30. “LWDA PAGA Payment” means 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

1.31. “Net Settlement Amount” means the Gross Settlement Amount, less deductions for the following amounts approved by the Court: PAGA Penalty Amount, Class Representative Service Award, Attorneys’ Fees, Attorneys’ Expenses, Administration Expenses and Background Check Fund. The remainder is to be paid to Participating Wage and Hour Class Members as Individual Class Payments.

1.32. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.33. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).

1.34. “PAGA Period” means the period from July 23, 2019, to June 3, 2024.

1.35. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.

1.36. “PAGA Notice” means, collectively, Amber Palma’s July 23, 2020 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).

1.37. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees and 75% to LWDA in settlement of PAGA claims.

1.38. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.39. “Plaintiff” means Amber Palma, the named plaintiff in the Action.

1.40. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

1.41. “Preliminary Approval Order” means the Order Granting Preliminary Approval and Approval of PAGA Settlement.

1.42. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.

1.43. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

1.44. “Released Parties” means: Volunteers of America Northern California and Northern Nevada, Inc.

1.45. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.46. “Response Deadline” means 45 calendar days after the Administrator mails the Class Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice Packets are re-sent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.

1.47. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.

1.48. “Wage and Hour Class” means all non-exempt employees employed by Defendant in California at any time during the Wage and Hour Class Period.

1.49. “Wage and Hour Class Period” means the period from July 23, 2016, to June 3, 2024.

1.50. “Workweek” means the fulltime equivalent of the average workweek worked by Class Members during the Class Release Period. Workweeks shall be calculated based on the total number of hours worked by each class member, divided by the average number of shifts in a workweek (5), divided by the average hours worked in a shift (7.51).

2. RECITALS

2.1. On July 23, 2020, Plaintiff Amber Palma. commenced the Action by filing a Class Action Complaint alleging causes of action against Defendant for (1) failure to pay lawful wages; (2) failure to provide lawful meal periods or compensation in lieu thereof; (3) failure to provide lawful rest periods of compensation in lieu thereof; (4) failure to timely pay wages; (5) knowing and intentional failure to comply with itemized employee wage statement provisions; and (6) violation of the unfair competition law, Case No. 34-2020-00282148 in Sacramento Superior Court .

2.2. On July 23, 2020, Plaintiff provided timely written notice to the Labor and Workforce Development Agency (“LWDA”) and to Defendant of Plaintiff’s intent to pursue a Labor Code section 2698 Private Attorney General Act (“PAGA”) claim.

2.3. On April 20, 2021, Plaintiff filed, upon Court approval, a First Amended Class Action Complaint, adding a cause of action for civil penalties under PAGA. The operative First Amended Class Action Complaint therefore alleged the following causes of action: (1) failure to pay lawful wages; (2) failure to provide lawful meal periods or compensation in lieu thereof; (3) failure to provide lawful rest periods of compensation in lieu thereof; (4) failure to timely pay wages; (5) knowing and intentional failure to comply with itemized employee wage statement provisions; (6) violation of the unfair competition law; (7) and civil penalties under PAGA.

2.4. On May 24, 2021, Plaintiff filed a separate class action in Sacramento County Superior Court, alleging Defendant improperly conducted employee background checks without providing the proper disclosures and obtaining authorization in violation of the Fair Credit Reporting Act (“FCRA”), Investigative Consumer Reporting Agencies Act (“ICRAA”) Consumer Credit Reporting Agencies Act (“CCRAA”) Case No. 34- 2021-00301329.

2.5. On April 4, 2024, the Parties participated in an all-day mediation presided over by Hon. Amy Hogue (Ret.). An agreement was not reached at the conclusion of the mediation. The parties continued in settlement discussions and further exchanged pertinent information in support of settlement efforts. The mediator continued to assist the Parties throughout the ongoing settlement negotiations. The mediator made a settlement proposal that was accepted by all Parties on August 29, 2024.

2.6. Prior to the mediations and through pre-certification discovery in the Action, Plaintiff obtained, through formal and informal discovery, policy documents, personnel file materials, and time and payroll records for a random sampling of the potential class. Plaintiff’s counsel worked with third party consultants to analyze these materials and conducted an investigation sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).

3. MONETARY TERMS

3.1. Gross Settlement Amount. Except as otherwise provided below, Defendant promises to pay \$1,100,000 and no more as the GSA, and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. Defendant shall pay the GSA to a Qualified Settlement Fund (“QSF”) to be established and maintained by the Administrator. The Administrator will disburse the entire GSA without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the GSA will revert to Defendant.

3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:

3.2.1. To Plaintiff: Subject to Court approval, the Class Representative Service Award to the Class Representative of not more than \$7,500 to Amber Palma (in addition to any Individual Class Payment and any Individual PAGA Payment Plaintiff is entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiff’s request for a Class Representative Service Award that does not exceed this amount. If the Court approves the Class Representative Service Award less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Award using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Award.

3.2.2. To Class Counsel: Subject to Court approval, an Attorneys’ Fees payment to Class Counsel of not more than 35% of the GSA, which is currently estimated to be \$385,000 and an Attorneys’ Expense payment to Class Counsel not to exceed \$20,000. Defendant will not oppose requests for these payments provided they do not exceed these amounts. If the Court approves an Attorneys’ Fees payment and/or an Attorneys’ Expense payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff’s Counsel arising from any claim to

any portion of an Attorneys' Fees payment and/or an Attorneys' Expense payment. The Administrator will pay the Attorneys' Fees payment and the Attorneys' Expense payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Attorneys' Fees payment and the Attorneys' Expense payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these payments.

3.2.3. To the Administrator: An Administration Expenses Payment not to exceed \$23,000 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$23,000 the Administrator will retain the remainder in the Net Settlement Amount.

3.2.4. To Each Participating Wage and Hour Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.

3.2.5. Each Participating Background Check Class Member: An Individual Class Payment calculated by dividing the Background Check Fund of \$36,000 equally among the Participating Background Check Class Member.

3.2.5.1. Tax Allocation of Individual Class Payments. 20% of each Wage and Hour Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The remaining 80% of each Wage and Hour Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Background Check Payments will be allocated as non-wages for which IRS Forms 1099 will be issued. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

3.2.5.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis with respect to the Wage and Hour Participating Class Members and equally with respect to the Background Check Participating Class Members.

3.2.6. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$ 55,000 to be paid from the Gross Settlement Amount, with 75% (\$41,250) allocated to the LWDA PAGA Payment and 25% (\$13,750) allocated to the Individual PAGA Payments.

3.2.6.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.6.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS

4.1. Class Workweeks. Wage and hour class member settlement shares will be calculated pro rata based on the workweeks per class member during the class period. Workweeks shall be calculated based on the total number of hours worked by each class member during the Wage and Hour Class Period, divided by the average number of shifts in a workweek (5), divided by the average hours worked in a shift (7.51).

4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted a class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 15 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 15 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Attorneys' Fees payment, the Attorneys' Expenses payment, and the Class Representative Service Award. Disbursement of the Attorneys' Fees payment, the Attorneys' Expenses payment and the Class Representative Service Award shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.4.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Participating Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check, the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b). The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASE OF CLAIMS. Effective on the date when Defendants fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

5.1. Plaintiff's Release. Plaintiff and her respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge the Released Parties from all claims, transactions, or occurrences arising out of or relating to their employment with Defendants, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaints and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaints, Plaintiff's PAGA Notice, or ascertained during the Action and released under 5.2, below ("Plaintiff's Release"). Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time. Plaintiff acknowledges that she may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believe to be true but agree, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

5.1.1. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, 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.

5.2. Release by Participating Wage and Hour Class Members: All Participating Wage and Hour Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from (i) all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Wage and Hour Operative Complaint and ascertained in the course of the Action, including (a) any and all claims involving any alleged failure to pay lawful wages under Labor Code sections 510, 1194, 1197, and IWC Wage Orders; (b) any and all claims alleging any alleged failure to provide meal periods or compensation in lieu thereof under Labor Code sections 512, 226.7, and IWC Wage Orders; (c) any and all claims alleging any alleged failure to provide rest periods or compensation in lieu thereof under Labor Code section 226.7 and IWC Wage Orders; (d) any and all claims alleging any alleged failure to timely pay wages Under Labor Code sections 201–203, and IWC Wage Orders; (e) any and all claims alleging any alleged failure to provide accurate wage statements under Labor Code section 226 and IWC Wage Orders; and (f) any and all claims alleging any alleged failure to

comply with California Business and Professions Code sections 17200, *et seq.* based on the above-listed violation. Except as set forth in Section 5.4 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

5.3. Release by Participating Background Check Class Members : All Background Check Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from all claims, rights, demands, liabilities, and causes of action, known or unknown, that were alleged or that could have been alleged based on the facts alleged in the Action including all claims the Fair Credit Reporting Act, the California Investigative Consumer Reporting Agencies Act, and the California Consumer Credit Reporting Agencies Act. The Background Check Class Released Claims specifically include, without limitation: claims for: (1) Violations of the Fair Credit Reporting Act; (2) Violations of the California Investigative Consumer Reporting Agencies Act; and (3) Violations of the California Consumer. Except as set forth in Section 5.4 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

5.4. Release by Aggrieved Employees: All Aggrieved Employees, whether or not they are Participating Class Members, are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint, the PAGA Notice, and as ascertained in the course of the Action, including alleged violations of California Labor Code §§ 201–203, 210, 226, 226.7, 510, 512, 1194, 1197, 1198.

6. MOTION FOR PRELIMINARY APPROVAL. The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's current checklist for Preliminary Approvals.

6.1. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; and (iii) a draft proposed Class Notice.

6.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

6.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person, by telephone, or remote means, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf

of the Parties by meeting in person, by telephone, or remote means, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

7.1. Selection of Administrator. The Parties have jointly selected ILYM Group, Inc. to serve as the Administrator and verified that, as a condition of appointment, ILYM Group, Inc. agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.

7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.

7.4. Notice to Class Members.

7.4.1. No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and Pay Periods in the Wage and Hour Class Data. The data shall also include number of class members in the Background Check Class.

7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payments and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

7.4.3. Not later than 3 business days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.

7.4.4. The deadlines for Class Members' written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the 45 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

7.4.5. If the Administrator, Defendant or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone,

and in good faith in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.

7.5. Requests for Exclusion (Opt-Outs).

7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than 45 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.

7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge, but subject to court approval. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge, but subject to court approval.

7.5.3. Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under Paragraphs 5.2 and 5.3 of this Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.4 of this Agreement and will receive an Individual PAGA Payment regardless of whether they submit a timely and valid Request for Exclusion.

7.5.5. If a Class Member submits both a valid Request for Exclusion and a valid Objection, the Request for Exclusion shall control.

7.6. Challenges to Calculation of Workweeks and Pay Periods. Each Class Member shall have 45 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise

susceptible to challenge, but subject to court review. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination the challenges.

7.7. Objections to Settlement.

7.7.1. Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Attorneys' Fees payment, Attorneys' Expenses payment and/or Class Representative Service Award.

7.7.2. Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 45 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed). If a written objection is not submitted, a Participating Class Member, and/or their attorney, may still appear at the Final Approval Hearing to object.

7.7.3. Non-Participating Class Members have no right to object to any of the class action components of the Settlement.

7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.

7.8.1. Website, Email Address and Toll-Free Number. The Administrator will establish, maintain, and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Attorneys' Fees payment and Attorneys' Expenses payment and Class Representative Service Award, the Final Approval, and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes, and emails.

7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).

7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments ("Weekly Report"). The Weekly Reports must include the Administrator's assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator's decision shall be final and not appealable or otherwise susceptible to challenge but subject to court review.

7.8.5. Administrator's Declaration. Not later than 14 days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections, and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the GSA, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. CLASS SIZE ESTIMATES. Defendant certifies that the number of workweeks for all class members from July 23, 2016, to February 29, 2024 (the data set prior to mediation), is 89,025 (the "Certified Workweek Amount"). If the Certified Workweek Amount (based on data from July 23, 2016 to February 29, 2024) is greater than 89,025, then Defendant shall adjust the data set period to ensure that the workweek total does exceed 89,025.

9. DEFENDANT'S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendant may, but is not obligated to, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Settlement Administration Expenses incurred to that point. Defendant must notify Class Counsel and the Court of its election to withdraw not later than seven days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

10. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the calendared Final Approval Hearing, or as approved by the Court, Plaintiff will file in Court a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiff shall provide drafts of these documents to Defense Counsel not later than 7 days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person, by telephone, or other remote means, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

10.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no

later than five court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval. The Court's decision to award less than the amounts requested for the Class Representative Service Award, Attorneys' Fees payment, Attorneys' Expenses payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

10.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, the Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

10.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Attorneys' Fees payment and Attorneys' Expenses payment set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

10.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Award or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

11. AMENDED JUDGMENT. If any amended judgment is required under Code of Civil Procedure section 384, the Parties will work together in good faith to jointly submit a proposed amended judgment.

12. ADDITIONAL PROVISIONS

12.1. No Admission of Liability, Class Certification, or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaints have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does grant Preliminary Approval, Final Approval, or enter Judgment, Defendant

reserves the right to contest certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement, and the Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

12.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant, and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant, and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

12.3. No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability to communicate with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

12.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party, including without limitation the Parties' Memorandum of Understanding.

12.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff 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 reasonably required to effectuate the terms of this Agreement, including any amendments to this Agreement.

12.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence, and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

12.7. No Prior Assignments. The Parties separately represent 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 by the Party in this Settlement.

12.8. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant, nor Defense Counsel are providing any 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.

12.9. Modification of Agreement. This Agreement, 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.

12.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.

12.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.

12.12. 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.

12.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during the Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.

12.14. 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.

12.15. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

12.16. Notice. All notices, demands or other communications between the Parties in connection with 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, or the day sent by email or messenger, addressed as follows:

To Plaintiff:

Isandra Fernandez
Anthony Draper
JAMES HAWKINS APLC
9880 Research Drive, Suite 200
Irvine, California 92618

To Defendant:

Alexander M. Medina
Kyle W. Owen
MEDINA McKELVEY, LLP

925 Highland Pointe Drive, Suite 300
Roseville, California 95678

12.17. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), 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 if 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.

12.18. 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, pursuant to CCP section 583.330, the date to bring a case to trial under CCP section 583.310 will be extended for the entire period of this settlement process.

BY PLAINTIFF

Dated: 3/12/2025

DocuSigned by:
Amber Palma
E6A015EDC5B2424...

BY DEFENDANT

Volunteers of America Northern California
and Northern Nevada, Inc.

Dated: _____

By: _____
Its: _____

BY PLAINTIFF'S COUNSEL

Dated: 03/12/2025

JAMES HAWKINS APLC



James R. Hawkins
Isandra Fernandez
Anthony Draper
Attorneys for Plaintiff
Amber Palma.

BY DEFENSE COUNSEL

Dated: _____

MEDINA McKELVEY, LLP

Alexander M. Medina
Kyle W. Owen
Attorneys for Defendant
Volunteers of America Northern California
and Northern Nevada, Inc

925 Highland Pointe Drive, Suite 300
Roseville, California 95678

12.17. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), 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 if 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.

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BY PLAINTIFF

Dated: _____

Amber Palma

BY DEFENDANT

Volunteers of America Northern California
and Northern Nevada, Inc.

Dated: 3/14/2025 _____

DocuSigned by:


By: Christie Holderfegger
Its: President and CEO

BY PLAINTIFF'S COUNSEL

JAMES HAWKINS APLC

Dated: _____

James R. Hawkins
Isandra Fernandez
Anthony Draper
Attorneys for Plaintiff
Amber Palma.

BY DEFENSE COUNSEL

MEDINA McKELVEY, LLP

Dated: March 14, 2025 _____



Alexander M. Medina
Kyle W. Owen
Attorneys for Defendant
Volunteers of America Northern California
and Northern Nevada, Inc

James R. Hawkins (SBN 192925)
Isandra Fernandez (SBN 220482)
Anthony L. Draper (SBN 344391)
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Email: staff@jameshawkinsaplc.com
isandra@jameshawkinsaplc.com
anthony@jameshawkinsaplc.com

Attorneys for Plaintiff AMBER PALMA,
on behalf of herself and all others similarly situated

Alexander M. Medina (SBN 222015)
Kyle W. Owen (SBN 326335)
MEDINA McKELVEY LLP
925 Highland Pointe Drive, Suite 300
Roseville, California 95678
Telephone: (916) 960-2211
Facsimile: (916) 742-5488
Email: alex@medinamckelvey.com
kyle@medinamckelvey.com

Attorneys for defendant VOLUNTEERS OF
AMERICA NORTHERN CALIFORNIA AND
NORTHERN NEVADA, INC.

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SACRAMENTO

AMBER PALMA on behalf of herself and all
others similarly situated,

Plaintiff,

v.

VOLUNTEERS OF AMERICA NORTHERN
CALIFORNIA AND NORTHERN NEVADA,
INC., a California Company, and DOES 1
through 50, inclusive,

Defendants.

Case No. 34-2020-00282148-CU-OE-GDS

**ADDENDUM TO CLASS, PAGA, AND
FCRA SETTLEMENT**

1 **ADDENDUM TO CLASS, PAGA, AND FCRA SETTLEMENT AGREEMENT**

2 This Addendum to Class, PAGA, and FCRA Settlement Agreement (“Addendum”)
3 modifies and supplements portions of the attached Class, PAGA, and FCRA Settlement
4 Agreement, fully executed as of March 12, 2025 (“Original Agreement”), between Plaintiff
5 Amber Palma, individually and on behalf of the Class (as defined in the Original Agreement), the
6 State of California under the California Private Attorneys General Act, and Defendant Volunteers
7 of America Northern California and Northern Nevada, Inc. (collectively referred to as the
8 “Parties”). This Addendum is authorized by the Original Agreement, paragraph 12.5.

9 Unless otherwise specified, capitalized terms in this Addendum have the same meaning as
10 defined in the Original Agreement, and those definitions are incorporated by reference. If there is
11 a conflict between the Original Agreement and the terms and provisions of this Addendum, the
12 terms and provisions of this Addendum shall control. Unless otherwise specified, the Addendum
13 supersedes the provisions of the Original Agreement.

14 By executing this Addendum, the Parties hereby modify and supplement the Original
15 Agreement as follows:

16 1. Paragraph 5.2 is hereby modified to state as follows:

17 **Release by Participating Wage and Hour Class Members:** All Participating Wage and
18 Hour Class Members, on behalf of themselves and their respective former and present
19 representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the
20 Released Parties from (i) all claims that were alleged, or reasonably could have been alleged,
21 based on the Class Period facts stated in the Wage and Hour Operative Complaint including
22 (a) any and all claims involving any alleged failure to pay lawful wages under Labor Code
23 sections 510, 1194, 1197, and IWC Wage Orders; (b) any and all claims alleging any alleged
24 failure to provide meal periods or compensation in lieu thereof under Labor Code sections
25 512, 226.7, and IWC Wage Orders; (c) any and all claims alleging any alleged failure to
26 provide rest periods or compensation in lieu thereof under Labor Code section 226.7 and IWC
27 Wage Orders; (d) any and all claims alleging any alleged failure to timely pay wages Under
28 Labor Code sections 201–203, and IWC Wage Orders; (e) any and all claims alleging any
29 alleged failure to provide accurate wage statements under Labor Code section 226 and IWC
30 Wage Orders; and (f) any and all claims alleging any alleged failure to comply with California
31 Business and Professions Code sections 17200, *et seq.* based on the above-listed violation.
32 Except as set forth in Section 5.4 of this Agreement, Participating Class Members do not
33 release any other claims, including claims for vested benefits, wrongful termination, violation
34 of the Fair Employment and Housing Act, unemployment insurance, disability, social
35 security, workers’ compensation, or claims based on facts occurring outside the Class Period.

36 2. Paragraph 5.4 is hereby modified to state as follows:

1 **Release by Aggrieved Employees:** All Aggrieved Employees, whether or not they are
2 Participating Class Members, are deemed to release, on behalf of themselves and their
3 respective former and present representatives, agents, attorneys, heirs, administrators,
4 successors, and assigns, the Released Parties from all claims for PAGA penalties that were
alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in
the Operative Complaint, the PAGA Notice, including alleged violations of California
Labor Code §§ 201–203, 210, 226, 226.7, 510, 512, 1194, 1197, 1198.

5
6 Other than as set forth herein, the Parties understand and agree that all other terms and
7 provisions set forth in the Original Agreement remain unchanged and are enforceable.

8
9 Dated: June 5, 2025

MEDINA McKELVEY LLP

10
11 By: 

ALEXANDER M. MEDINA
KYLE W. OWEN
Attorneys for defendant VOLUNTEERS OF
AMERICA NORTHERN CALIFORNIA
AND NORTHERN NEVADA

12
13
14
15 Dated: June 5, 2025

JAMES HAWKINS, APLC

16
17 By: 

JAMES R. HAWKINS
ISANDRA Y. FERNANDEZ
ANTHONY L. DRAPER
Attorneys for plaintiff AMBER PALMA

EXHIBIT A

NOTICE OF CLASS AND PAGA ACTION SETTLEMENT

Amber Palma v. Volunteers of America Northern California and Northern Nevada, Inc., Case Nos. 34-2020-00282148 and 34- 2021-00301329 (Sacramento Superior Court)

*The Superior Court for the State of California authorized this Notice. Read it Carefully!
It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.*

You may be eligible to receive money from two employee class action lawsuits (“Actions”) against Volunteers of America Northern California and Northern Nevada, Inc., (“Defendant”) for alleged wage and hour violations and background check violations. The Actions were filed by a former employee Amber Palma (“Plaintiff”) and seek the following: payment of (1) back wages and other relief for a class of non-exempt employees who worked for Defendant in the state of California (“Wage and Hour Class Members”) during the Wage and Hour Class Period (July 23, 2016 to June 3, 2024); (2) payment to all persons who executed Defendant’s disclosure form to obtain consumer reports for employment purposes in the state of California (“Background Check Class Members”) during the Background Check Class Period (May 5, 2016 to June 3, 2024) and (3) penalties under the California Private Attorney General Act (“PAGA”) for all current and former hourly-paid or non-exempt employees employed by Defendant within the State of California during the PAGA Period (July 23, 2019 to June 3, 2024) (“Aggrieved Employees”).

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Wage and Hour Class Payment as non-exempt employee of Defendant is estimated to be \$_____ (less withholding). Your Individual Background Check Class Payment is estimated to be \$_____.** **Your Individual PAGA Payment is estimated to be \$_____** The actual amount you may receive likely will be different and will depend on a number of factors. Also, please note that if no amount is stated for your Individual PAGA Payment, Individual Wage and Hour Class Payment and/or Individual Background Check Class Payment, then according to Defendant’s records you are not eligible for an Individual Payment under the Settlement because you didn’t work during those time periods.

The above estimates are based on Defendant’s records showing that **you worked _____ workweeks as a non-exempt employee of Defendant** during the Wage and Hour Class Period and **you worked _____ pay periods** during the PAGA Period. If you believe that you worked more workweeks during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

If you are part of the Background Check Class, the amount you are receiving is an equal share of the Background Check Settlement Fund of \$36,000.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. Read this notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and

Plaintiff's attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

If you worked for Defendant as a non-exempt employee and/or executed Defendant's disclosure forms for Defendant to obtain background check reports for employment purposes during the Class Periods referenced above, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Wage and Hour Class Payment and/or Background Check Class Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and/or background check claims against Defendant.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims and/or background check claims against Defendant.

Defendant will not retaliate against you for any actions you take with respect to the proposed Settlement

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for Individual Class Payment (s) and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims and/or background check claims against Defendant that are covered by this Settlement (Released Claims) .
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is _____	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for any Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice.
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by _____	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice.
You Can Participate in the _____ Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on _____. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by

	telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by _____	The amount of your Individual Wage and Hour Class Payments (if any) depend on how many workweeks you worked at least one day during the Class Period. The number of Class Period Workweeks you worked according to Defendant’s records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 4 of this Notice. The amount of your individual Background Check Class Payment is a pro rate share of the Background Check Settlement Fund of \$36,000.

1. WHAT IS THE ACTION ABOUT?

Plaintiff Amber Palma is a former non-exempt hourly employee of Defendant. The wage and hour Action accuses Defendant of violating California labor laws by failing to pay failure to pay lawful wages; failure to provide meal periods; failure to permit rest breaks; failure to provide accurate itemized wage statements; failure to pay wages timely and Violation of Business and Professions Code §§ 17200, *et seq.* Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, *et seq.*) (“PAGA”). (Case No. 34-2020-00282148). The background check Action accuses Defendant of improperly conducted employee background checks without providing the proper disclosures and obtaining authorization in violation of the Fair Credit Reporting Act (“FCRA”), Investigative Consumer Reporting Agencies Act (“ICRAA”) Consumer Credit Reporting Agencies Act (“CCRAA”) (Case No. 34- 2021-00301329) Plaintiff is represented by attorneys in the Action: James Hawkins, Isandra Y. Fernandez, and Lance Dacre of James Hawkins APLC (“Class Counsel.”)

Defendant strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendant or Plaintiff is correct on the merits. In the meantime, Plaintiff and Defendant hired a mediator, who is a retired judge, in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims. Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the

best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Defendant Will Pay \$1,100, 000.00 as the Gross Settlement Amount. Defendant has agreed to deposit the Gross Settlement Amount into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement Amount to pay the Individual Wage and Hour Class Payments, Individual Background Check Class Payments, Individual PAGA Payments, Class Representative Service Award, Class Counsel's attorney's fees and expenses, and the Administrator's expenses. Assuming the Court grants Final Approval, Defendant will fund the Gross Settlement Amount not more than fifteen (15) days after the Judgment entered by the Court becomes final. The Judgment will be final on the date the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.
2. Court Approved Deductions from Gross Settlement Amount. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement Amount ("GSA"), the amounts of which will be decided by the Court at the Final Approval Hearing:
 - A. Up to \$385,000 (35% of the GSA) to Class Counsel for attorneys' fees and Attorneys' Expense payment to Class Counsel not to exceed \$20,000 for their litigation expenses. To date, Class Counsel has worked and incurred expenses on the Action without payment.
 - B. Up to \$7,500 as a Class Representative Service Award to Plaintiff for filing the Actions, working with Class Counsel and representing the Classes and Aggrieved Employees. A Class Representative Award will be the only monies Plaintiff will receive other than Plaintiffs' Individual Class Payments and any Individual PAGA Payment.
 - C. Up to \$23,000 to the Administrator for services administering the Settlement.
 - D. Up to \$55,000 for PAGA Penalties, allocated 75% (\$41,250) to the LWDA PAGA Payment and 25% (\$13,750) in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Period Pay Periods.
 - E. The amount of \$36,000 allocated to the settlement of claims relating to Defendant's background check procedures. ("Background Check Fund")

Participating Class Members have the right to object to any of the deductions A through D above. The Court will consider all objections.
3. Net Settlement Amount Distributed to Class Members. After making the above deductions, in amounts approved by the Court, the Administrator will distribute the rest

of the Gross Settlement (the “Net Settlement Amount”) by making Individual Class Payments to Participating Wage and Hour Class Members based on their Class Period Workweeks. The Administration will also making Individual Class Payments to Participating Background Check Class Members based on an equal distribution of the Background Check Fund of \$36,000.

4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 20% of each Wage and Hour Participating Class Member’s Individual Class Payment will be allocated to settlement of wage claims (the “Wage Portion”). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The remaining 80% of each Wage and Hour Participating Class Member’s Individual Class Payment will be allocated to settlement of claims for interest and penalties (the “Non-Wage Portion”). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Background Check Payments will be allocated as non-wages for which IRS Forms 1099 will be issued. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.
5. No Tax Advise-Although Plaintiff and Defendant have agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.
6. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and/or Individual PAGA Payments will show the date when the check expires (the void date). If you don’t cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller’s Unclaimed Property Fund in your name. If the monies represented by your check is sent to the Controller’s Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.
7. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than _____, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the _____ Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member’s name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments, but will preserve their rights to personally pursue wage and hour claims against Defendant.
8. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and Defendant have agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against

Defendant.

9. Administrator. The Court has appointed a neutral company, ILYM Group, Inc. (the “Administrator”) to send this Notice, calculate and make payments, and process Class Members’ Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator’s contact information is contained in Section 9 of this Notice.
10. Participating Class Members’ Release. After the Judgment is final and Defendant has fully funded the Gross Settlement Amount (and separately paid all employer payroll taxes), Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or related entities for wages based on the Class Period facts, as alleged in the Action and resolved by this Settlement.

The Participating Class Members will be bound by the following release:

- A. **Release by Participating Wage and Hour Class Members:** All Participating Wage and Hour Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from (i) all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Wage and Hour Operative Complaint and ascertained in the course of the Action, including (a) any and all claims involving any alleged failure to pay lawful wages under Labor Code sections 510, 1194, 1197, and IWC Wage Orders; (b) any and all claims alleging any alleged failure to provide meal periods or compensation in lieu thereof under Labor Code sections 512, 226.7, and IWC Wage Orders; (c) any and all claims alleging any alleged failure to provide rest periods or compensation in lieu thereof under Labor Code section 226.7 and IWC Wage Orders; (d) any and all claims alleging any alleged failure to timely pay wages Under Labor Code sections 201–203, and IWC Wage Orders; (e) any and all claims alleging any alleged failure to provide accurate wage statements under Labor Code section 226 and IWC Wage Orders; and (f) any and all claims alleging any alleged failure to comply with California Business and Professions Code sections 17200, *et seq.* based on the above-listed violation. Except as set forth in Section 5.4 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.
- B. **Release by Participating Background Check Class Members :** All Background Check Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from all claims, rights, demands, liabilities, and causes of action, known or unknown, that were alleged or that could have been alleged based on the facts alleged in the Action including all claims the Fair Credit Reporting Act, the California Investigative Consumer Reporting Agencies Act, and the California Consumer Credit Reporting Agencies Act. The Background Check Class Released Claims specifically include, without

limitation: claims for: (1) Violations of the Fair Credit Reporting Act; (2) Violations of the California Investigative Consumer Reporting Agencies Act; and (3) Violations of the California Consumer. Except as set forth in Section 5.4 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social

11. Aggrieved Employees and PAGA Release: All Aggrieved Employees, whether or not they are Participating Class Members, are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint, the PAGA Notice, and as ascertained in the course of the Action, including alleged violations of California Labor Code §§ 201–203, 210, 226, 226.7, 510, 512, 1194, 1197, 1198.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Wage and Hour Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member.
2. Individual Background Check Payments: The Administrator will calculate Individual Class Payment calculated by dividing the Background Check Fund of \$36,000 equally among the Participating Background Check Class Members.
3. Individual PAGA Payments: The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$13,750) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.
4. Workweek/Pay Period Challenges. The number of Class Workweeks you worked during the Wage and Hour Class Period as a non-exempt employee, as recorded in Defendant's records, are stated in the first page of this Notice. You have until _____ to challenge the number of Workweeks and/or Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek challenges based on your submission

and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

5. HOW WILL I GET PAID?

Participating Class Members. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them via First Class U.S. Mail, postage prepaid, to the Participating Class Members (i.e., every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees.

Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section __ of this Notice has the Administrator's contact information.

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as **Amber Palma v. Volunteers of America Northern California and Northern Nevada, Inc.**, and include your identifying information (full name, address, telephone number, and approximate dates of employment for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must be sent your request to be excluded by _____, or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendant are asking the Court to approve. At least 16 business days before the _____ Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and includes a request for Attorney Fees, Litigation Expenses and Service Award. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website _____ (url) _____ or the Court's website: ____ (url) _____

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The deadline for sending written objections to the Administrator is _____.** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action as Amber Palma v. Volunteers of America Northern California and Northern Nevada, Inc., and include your name, current address,

telephone number, and approximate dates of employment for Defendant and sign the objection. Section ___ of this Notice has the Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on _____ at (time) in Department ___ of the Sutter County Superior Court, located at _____. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Maximum Settlement will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making any decisions. You can attend (or hire a lawyer to attend) either personally or virtually.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website _____ beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendant and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to (specify entity)'s website at (url). You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to (<https://>_____) and entering the Case Number for the Action, Case No. CVCS22-0000644.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Class Counsel:

Name of Attorney: Isandra Y. Fernandez, Lance Dacre.

Email Address: isandra@jameshawkinsaplc.com; lance@jameshawkinsaplc.com

Name of Firm: James Hawkins APLC

Mailing Address: 9880 Research Dr, Ste 200, Irvine, CA 92618

Telephone: (949) 387-7200

Settlement Administrator:

Name of Company:

Email Address:

Mailing Address:

Telephone:

Fax Number:

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void you should consult the Unclaimed Property Fund _____ for instructions on how to retrieve the funds

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.

EXHIBIT 2

Time Ticket Diary Report

Report Date: 10/29/2025
 Report Time: 3:58PM
 Page: 1 of 29
 User ID: Ceja

JAMES HAWKINS APLC

Date Range: 01/01/1900 to 10/29/2025
 Timekeeper: All
 Client: JUSTINT004 Amber Palmer
 Matter: VOLUNTEER001 Volunteers of America- Amber Palma
 Billing Type: All
 Task Code: All
 Hold Status: All (both Held and Non-Held)
 Billing Status: Unbilled Only
 Sorted by: Timekeeper,Date,Client

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
AD	Anthony Draper									
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 stip & report	06/14/2023 Volunteers of America- Amber Palma	300	1.75	831.25	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 reviewing tentative	08/31/2023 Volunteers of America- Amber Palma	291	0.75	356.25	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 review order	09/06/2023 Volunteers of America- Amber Palma	298	0.25	118.75	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 CMC Statement	11/30/2023 Volunteers of America- Amber Palma	299	1.50	712.50	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 reviewing tentative	12/14/2023 Volunteers of America- Amber Palma	290	1.00	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 reviewing order	04/26/2024 Volunteers of America- Amber Palma	297	0.50	237.50	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 reviewing tentative	08/02/2024 Volunteers of America- Amber Palma	289	1.00	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001 joint status report drafting/reviewing	10/29/2024 Volunteers of America- Amber Palma	283	2.50	1,187.50	BL			No	Unbilled

Time Ticket Diary Report

Report Date: 10/29/2025
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 Page: 2 of 29
 User ID: Ceja

JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/26/2024 Volunteers of America- Amber Palma	286	0.25	118.75	BL			No	Unbilled
		reviewing notice								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/08/2024 Volunteers of America- Amber Palma	287	3.50	1,662.50	BL			No	Unbilled
		preparation for motion for preliminary approval								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/08/2025 Volunteers of America- Amber Palma	285	0.25	118.75	BL			No	Unbilled
		reviewing notice								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/01/2025 Volunteers of America- Amber Palma	282	14.00	6,650.00	BL			No	Unbilled
		preliminary approval motion drafting								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/05/2025 Volunteers of America- Amber Palma	281	2.00	950.00	BL			No	Unbilled
		joint status report								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/13/2025 Volunteers of America- Amber Palma	288	2.25	1,068.75	BL			No	Unbilled
		reviewing tentative								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/26/2025 Volunteers of America- Amber Palma	292	1.25	593.75	BL			No	Unbilled
		reviewing order								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/30/2025 Volunteers of America- Amber Palma	293	1.00	475.00	BL			No	Unbilled
		communications with administrator								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/26/2025 Volunteers of America- Amber Palma	294	1.00	475.00	BL			No	Unbilled
		comms with administrator								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/28/2025 Volunteers of America- Amber Palma	295	0.75	356.25	BL			No	Unbilled
		comms with ILYM								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/02/2025 Volunteers of America- Amber Palma	296	1.25	593.75	BL			No	Unbilled
		comms with adminstrator								

Time Ticket Diary Report

Report Date: 10/29/2025
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 User ID: Ceja

JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/03/2025 Volunteers of America- Amber Palma Reviewing notice	284	0.25	118.75	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/28/2025 Volunteers of America- Amber Palma final accounting drafting	280	11.00	5,225.00	BL			No	Unbilled
Totals For:AD				48.00	22,800.00					
IYF	Isandra Fernandez									
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/22/2020 Volunteers of America- Amber Palma discussions w/ JRH re new case; review file; review docs; conf w/ client; attorney notes; emails re same	22	2.50	2,375.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/25/2020 Volunteers of America- Amber Palma due diligence re complaint and supporting docs	23	1.20	1,140.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/30/2020 Volunteers of America- Amber Palma conf w/ client re complaint and docs	24	0.60	570.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/10/2020 Volunteers of America- Amber Palma draft complaint and supporting docs; research	25	2.10	1,995.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/15/2020 Volunteers of America- Amber Palma continue to draft complaint and docs; emails and crs re same	26	1.50	1,425.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/20/2020 Volunteers of America- Amber Palma lwda; research; prep; emails and crs re same	27	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/23/2020 Volunteers of America- Amber Palma finalize complaint; supporting docs; lwda; emails; crs	28	1.40	1,330.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/23/2020 Volunteers of America- Amber Palma multiple emails and crs re lwda	148	0.50	475.00	BL			No	Unbilled

Time Ticket Diary Report

Report Date: 10/29/2025
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JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/29/2020 Volunteers of America- Amber Palma defense crs re representation; memo	142	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/17/2020 Volunteers of America- Amber Palma emails w/ MLW re process serve; crs	50	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/04/2021 Volunteers of America- Amber Palma notice of cmc and complex case procedure; emails	51	0.80	760.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/23/2021 Volunteers of America- Amber Palma receipt and review of crs re imagine report; emails	138	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/25/2021 Volunteers of America- Amber Palma crs; emails; case management statement; filing crs	55	0.60	570.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/25/2021 Volunteers of America- Amber Palma drafted cmc statement; email; crs	1	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/15/2021 Volunteers of America- Amber Palma Draft stip to amend complaint to add PAGA	204	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/17/2021 Volunteers of America- Amber Palma drafted fac to add paga; drafted stip and amend complaint; emails and crs re same	2	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/18/2021 Volunteers of America- Amber Palma Revise and finalize draft of FAC	205	0.80	760.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/24/2021 Volunteers of America- Amber Palma crs; emails re imagine report; attorney notes	145	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/06/2021 Volunteers of America- Amber Palma crs and emails re depo	164	0.20	190.00	BL			No	Unbilled

Time Ticket Diary Report

Report Date: 10/29/2025
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JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/08/2021 Volunteers of America- Amber Palma first amended complaint; conf re same; emails	56	0.90	855.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/16/2021 Volunteers of America- Amber Palma plf responses to discovery requests; emails and crs; conf	153	1.20	1,140.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/20/2021 Volunteers of America- Amber Palma Receive and review subpoena for plaintiff's records; research re same; call client re same	206	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/29/2021 Volunteers of America- Amber Palma Discussion re status	207	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/20/2021 Volunteers of America- Amber Palma Draft background check complaint	208	2.50	2,375.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/22/2021 Volunteers of America- Amber Palma Revise and finalize background check complaint	209	1.10	1,045.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/24/2021 Volunteers of America- Amber Palma conf; discussions; crs; emails re fcra complaint; review	155	1.50	1,425.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/28/2021 Volunteers of America- Amber Palma Discussion with client	210	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/25/2021 Volunteers of America- Amber Palma receipt and review of defense produced docs; conf w/ client; notes	151	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/29/2021 Volunteers of America- Amber Palma crs depo	165	0.10	95.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/01/2021 Volunteers of America- Amber Palma cmc statement; emails w/ MLW re same	4	0.40	380.00	BL			No	Unbilled

Time Ticket Diary Report

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JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/01/2021 Volunteers of America- Amber Palma case management; emails w/ MLW re filing	62	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/08/2021 Volunteers of America- Amber Palma crs re nationwide; emails	167	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/16/2021 Volunteers of America- Amber Palma receipt and review of defense produced docs; emails; crs; conf w/ client	152	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/03/2021 Volunteers of America- Amber Palma emails re nationwide	168	0.10	95.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/11/2021 Volunteers of America- Amber Palma crs and emails re depo	166	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/23/2021 Volunteers of America- Amber Palma crs and emails re nationwide	169	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/26/2021 Volunteers of America- Amber Palma receipt and review of defense answer; notes; emails re same	48	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/20/2021 Volunteers of America- Amber Palma emails and crs re mediation	182	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/28/2021 Volunteers of America- Amber Palma Discussion with defense re mediation and discovery	211	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/30/2021 Volunteers of America- Amber Palma conf w/ client re status update; emails w/ MLW re same	75	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/08/2021 Volunteers of America- Amber Palma Discuss with class member	212	0.40	380.00	BL			No	Unbilled

Time Ticket Diary Report

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JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/10/2021 Volunteers of America- Amber Palma conf and discussions w/ client re discovery; emails re same	140	1.60	1,520.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/07/2021 Volunteers of America- Amber Palma Review filed; crs to defense re mediation	213	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/12/2021 Volunteers of America- Amber Palma crs and ntc of depo; conf re same	134	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/14/2021 Volunteers of America- Amber Palma fax/pdf same day cmc; emails and crs re same	63	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/15/2021 Volunteers of America- Amber Palma Review file crs to defense re call	214	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/18/2021 Volunteers of America- Amber Palma Discuss with defense re sc and potential mediators	215	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/10/2021 Volunteers of America- Amber Palma Crs to defense re mediation	216	0.10	95.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/14/2021 Volunteers of America- Amber Palma plf ntc of order; branch next day plf ntc of min order; plf ntc; emails w/ MLW; crs	66	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/16/2021 Volunteers of America- Amber Palma Call with defense; discussion with client	217	0.70	665.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/20/2021 Volunteers of America- Amber Palma conf w/ client; memo to file	67	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/23/2021 Volunteers of America- Amber Palma plf ntc of minute order; emails w/ MLW re same; memo	32	0.50	475.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/27/2021 Volunteers of America- Amber Palma plf notice of minute order and notice; emails	68	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/26/2022 Volunteers of America- Amber Palma plf notice of minute order; same day/pdf; emails w/ MLW re same	71	0.70	665.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/27/2022 Volunteers of America- Amber Palma Review file; crs to defense re	218	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/18/2022 Volunteers of America- Amber Palma conf w/ client re status; emails re same	72	0.60	570.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/08/2022 Volunteers of America- Amber Palma Discuss with client; Confirm mediation date; crs with defense	219	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/21/2022 Volunteers of America- Amber Palma review; crs to defense	220	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/30/2022 Volunteers of America- Amber Palma emails and crs; plfs cmc statement; courtesy - emails w/ MLW re same	33	0.60	570.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/31/2022 Volunteers of America- Amber Palma minute order and tentative; emails	76	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/31/2022 Volunteers of America- Amber Palma emails w/ MLW re court doc; order; review	36	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/31/2022 Volunteers of America- Amber Palma Crs with defense re mediation and status conference	221	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/01/2022 Volunteers of America- Amber Palma Crs re mediation; discussion with KC re status conf	222	0.40	380.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/08/2022 Volunteers of America- Amber Palma	81	0.10	95.00	BL			No	Unbilled
		emails re mediation								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/08/2022 Volunteers of America- Amber Palma	82	0.50	475.00	BL			No	Unbilled
		conf and discussions re mediation								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/21/2022 Volunteers of America- Amber Palma	5	1.00	950.00	BL			No	Unbilled
		notice of minute order; research; conf; crs and emails re same								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/21/2022 Volunteers of America- Amber Palma	83	0.30	285.00	BL			No	Unbilled
		ntc of min order								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/27/2022 Volunteers of America- Amber Palma	6	0.50	475.00	BL			No	Unbilled
		legal research; conf re case moving forward								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/07/2022 Volunteers of America- Amber Palma	37	0.50	475.00	BL			No	Unbilled
		plf ntc of minute order; tentative; emails								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/17/2022 Volunteers of America- Amber Palma	154	1.00	950.00	BL			No	Unbilled
		plf IDC responses; emails; conf; review								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/17/2022 Volunteers of America- Amber Palma	86	0.80	760.00	BL			No	Unbilled
		plf IDC response to defense; emails and crs								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/06/2022 Volunteers of America- Amber Palma	223	0.20	190.00	BL			No	Unbilled
		Crs to defense again								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/11/2022 Volunteers of America- Amber Palma	224	0.20	190.00	BL			No	Unbilled
		Crs to defense counsel								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/12/2022 Volunteers of America- Amber Palma	177	4.50	4,275.00	BL			No	Unbilled
		prep; review; research; conf re mediation; discussions with client; class member								

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/14/2022 Volunteers of America- Amber Palma research; review; mediation brief; emails re same	158	2.60	2,470.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/17/2022 Volunteers of America- Amber Palma conf w/ JRH re data; conf w/ expert re analysis; review and research re mediation	188	2.00	1,900.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/18/2022 Volunteers of America- Amber Palma analysis of damages; analysis of data; review expert; conf w/ JRH re mediation; discussion with client in prep for mediation	178	3.30	3,135.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/19/2022 Volunteers of America- Amber Palma research and review for mediation; draft mediation brief	183	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/20/2022 Volunteers of America- Amber Palma revise and finalize med brief; talk to client	202	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/21/2022 Volunteers of America- Amber Palma prep; review and attend mediation	184	8.00	7,600.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/22/2022 Volunteers of America- Amber Palma multiple crs and emails re mediation	186	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/28/2022 Volunteers of America- Amber Palma plf cm statement; conf re same; memo	87	0.60	570.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/30/2022 Volunteers of America- Amber Palma crs with defense re call; talk to defense	225	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/18/2022 Volunteers of America- Amber Palma Receive and review joint report; crs re same	226	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/28/2022 Volunteers of America- Amber Palma Review file; crs to defense re financials	227	0.30	285.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/08/2022 Volunteers of America- Amber Palma	228	0.20	190.00	BL			No	Unbilled
		Crs to defense in response								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/15/2022 Volunteers of America- Amber Palma	229	0.30	285.00	BL			No	Unbilled
		Talk to defense counsel								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/28/2022 Volunteers of America- Amber Palma	90	0.50	475.00	BL			No	Unbilled
		emails; crs; joint report								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/11/2023 Volunteers of America- Amber Palma	91	0.40	380.00	BL			No	Unbilled
		emails w/ MLW re court docs; review signed cert; memo								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/06/2023 Volunteers of America- Amber Palma	230	0.30	285.00	BL			No	Unbilled
		Review filed; crs to mediator re settlement discussions								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/08/2023 Volunteers of America- Amber Palma	231	0.40	380.00	BL			No	Unbilled
		Crs with defense re mediation; respond to mediator								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/14/2023 Volunteers of America- Amber Palma	93	0.40	380.00	BL			No	Unbilled
		crs and conf re status								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/15/2023 Volunteers of America- Amber Palma	232	0.30	285.00	BL			No	Unbilled
		Review file; crs to mediator								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/02/2023 Volunteers of America- Amber Palma	233	0.30	285.00	BL			No	Unbilled
		Talk to mediator								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/06/2023 Volunteers of America- Amber Palma	234	0.40	380.00	BL			No	Unbilled
		Discussion with client								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/08/2023 Volunteers of America- Amber Palma	96	0.40	380.00	BL			No	Unbilled
		joint report; stip to continue; emails								

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/15/2023 Volunteers of America- Amber Palma joint report and stip to continue; emails	97	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/22/2023 Volunteers of America- Amber Palma email w/ MLW re docket; review	99	0.10	95.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/04/2023 Volunteers of America- Amber Palma Call w client	235	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/16/2023 Volunteers of America- Amber Palma Crs to defense re status of settlement	236	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/12/2023 Volunteers of America- Amber Palma Discussion with client; crs with defense	237	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/13/2023 Volunteers of America- Amber Palma Talk to defense and client	238	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/14/2023 Volunteers of America- Amber Palma joint report; emails and crs re same	102	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/19/2023 Volunteers of America- Amber Palma Crs to defense and to mediator	239	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/23/2023 Volunteers of America- Amber Palma emails; crs and joint report; stip to continue	103	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/23/2023 Volunteers of America- Amber Palma Discussion with mediator and defense	240	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/17/2023 Volunteers of America- Amber Palma Crs with mediator	241	0.20	190.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/28/2023 Volunteers of America- Amber Palma joint report and stip to continue; emails	106	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/29/2023 Volunteers of America- Amber Palma receipt and review of sub of atty; brief research; notes	146	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/05/2023 Volunteers of America- Amber Palma Crs with defense re call	242	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/26/2024 Volunteers of America- Amber Palma review docs; research; conf and strategy discussions re second mediation; conf w/ client; emails and crs re same; review file	189	3.50	3,325.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/28/2024 Volunteers of America- Amber Palma mediation brief; emails; crs; research re same	159	2.20	2,090.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/29/2024 Volunteers of America- Amber Palma emails and crs; stip to continue; joint report; confirm	111	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/02/2024 Volunteers of America- Amber Palma multiple crs; emails; review; conf w/ client re second mediation; data review and analysis	192	2.10	1,995.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/03/2024 Volunteers of America- Amber Palma conf w/ JRH and expert re data and damages; analysis re second mediation	194	1.10	1,045.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/04/2024 Volunteers of America- Amber Palma prep; review; second mediation	196	9.10	8,645.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/05/2024 Volunteers of America- Amber Palma multiple crs and emails re second mediation; attorney notes	198	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/18/2024 Volunteers of America- Amber Palma crs and emails re status; update	110	0.50	475.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/19/2024 Volunteers of America- Amber Palma report and stip to continue; proposed order; emails and crs	116	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/14/2024 Volunteers of America- Amber Palma Respond to mediator,	243	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/15/2024 Volunteers of America- Amber Palma Crs from Mediator Judge Hogue	244	0.10	95.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/20/2024 Volunteers of America- Amber Palma Crs to financial expert	245	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/22/2024 Volunteers of America- Amber Palma Discussion with financial expert re info and docs provided by defense;crs to mediator	246	0.70	665.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/23/2024 Volunteers of America- Amber Palma Call with client	247	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/30/2024 Volunteers of America- Amber Palma Receive and review mediator proposal; crs re same	248	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/10/2024 Volunteers of America- Amber Palma Review file; Crs to defense re status of MOU	249	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/24/2024 Volunteers of America- Amber Palma crs to defense re status	250	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/25/2024 Volunteers of America- Amber Palma crs to defense re call; discuss MOU revisions with d.c.	251	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/30/2024 Volunteers of America- Amber Palma crs and emails re status; update	122	0.40	380.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/01/2024 Volunteers of America- Amber Palma crs to defense re status of MOU revisions	252	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/11/2024 Volunteers of America- Amber Palma Further revise MOU send to defense	253	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/18/2024 Volunteers of America- Amber Palma Draft long form settlement agreement	254	1.70	1,615.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/19/2024 Volunteers of America- Amber Palma Continue draft of settlement agreement	255	3.30	3,135.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/27/2024 Volunteers of America- Amber Palma Receive and review further revisions to settlement agreement; crs to defense re same	256	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/01/2024 Volunteers of America- Amber Palma Obtain quotes from Administrator; crs to dc; revised settlement	257	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/21/2024 Volunteers of America- Amber Palma receipt and review of paga settlement; discuss with client	157	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/26/2024 Volunteers of America- Amber Palma e-file for notice; crs; emails; confirm w/ MLW	120	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/08/2024 Volunteers of America- Amber Palma Draft motion for preliminary approval;	258	0.80	760.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/09/2024 Volunteers of America- Amber Palma Crs to defense re error; call Admin; call client	259	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/31/2024 Volunteers of America- Amber Palma Crs with defense re FCRA class	260	0.20	190.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/21/2025 Volunteers of America- Amber Palma Crs with defense re status; discuss with AD re same	261	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/24/2025 Volunteers of America- Amber Palma stip and order; emails and notes	41	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/04/2025 Volunteers of America- Amber Palma Crs with defense re size of class	262	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/05/2025 Volunteers of America- Amber Palma Discussion with defense re class size	263	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/19/2025 Volunteers of America- Amber Palma stip and order; crs; emails	124	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/21/2025 Volunteers of America- Amber Palma Discussion with Admin; revise settlement and send to defense; crs re same	264	1.20	1,140.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/12/2025 Volunteers of America- Amber Palma settlement agreement; conf w/ client; review; redline; crs and emails re same	163	1.30	1,235.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/18/2025 Volunteers of America- Amber Palma Draft class notice	265	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/29/2025 Volunteers of America- Amber Palma Resume draft of MPA	125	1.10	1,045.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/30/2025 Volunteers of America- Amber Palma Revise and finalize MPA	266	3.30	3,135.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/05/2025 Volunteers of America- Amber Palma Discussions with client; draft plaintiff declaration and proposed order	127	0.80	760.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/06/2025 Volunteers of America- Amber Palma Revise supporting declaration; revise and finalize all docs; draft proposed order	267	1.20	1,140.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/07/2025 Volunteers of America- Amber Palma prelim motion and docs	162	1.10	1,045.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/08/2025 Volunteers of America- Amber Palma Finalize all MPA docs in prep for filing	268	0.70	665.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/20/2025 Volunteers of America- Amber Palma CrS with defense re MPA filing	269	0.20	190.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/30/2025 Volunteers of America- Amber Palma review tentative re prelim hearing; discuss with AD	141	0.40	380.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/06/2025 Volunteers of America- Amber Palma addendum to class; paga; fcra settlement; email; conf re same	170	1.00	950.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/10/2025 Volunteers of America- Amber Palma e-filing for request; crs and emails re same	132	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/10/2025 Volunteers of America- Amber Palma supplemental filing; crs and emails re same; confirm	46	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/23/2025 Volunteers of America- Amber Palma Review Notice; crs to ILYM	270	0.30	285.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/25/2025 Volunteers of America- Amber Palma review timeline; discussion with defense re Admin comments	271	0.50	475.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/28/2025 Volunteers of America- Amber Palma Discussion with defense re class data and class cut off	272	0.40	380.00	BL			No	Unbilled

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JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/01/2025 Volunteers of America- Amber Palma	274	0.20	190.00	BL			No	Unbilled
		Discuss with AD re status								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/01/2025 Volunteers of America- Amber Palma	273	0.30	285.00	BL			No	Unbilled
		Crs to defense re status of ww and class cut off confirmation								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/02/2025 Volunteers of America- Amber Palma	275	0.20	190.00	BL			No	Unbilled
		Review file;Crs to ILYM re status of notices								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/04/2025 Volunteers of America- Amber Palma	277	0.10	95.00	BL			No	Unbilled
		Crs from Admin confirming mailing								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/10/2025 Volunteers of America- Amber Palma	276	0.40	380.00	BL			No	Unbilled
		Review response from ILYM re status; respond to same; discuss w/class member								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/24/2025 Volunteers of America- Amber Palma	278	1.00	950.00	BL			No	Unbilled
		Prep supporting docs for filing with MFA								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/28/2025 Volunteers of America- Amber Palma	279	1.20	1,140.00	BL			No	Unbilled
		Review; crs to ILYM requesting status of declaration in support of final approval motion; review same; revise final approval motion; crs to defense								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/29/2025 Volunteers of America- Amber Palma	301	2.70	2,565.00	BL			No	Unbilled
		Revise supporting dec; draft PO; R & R ILYM declaration; crs with d.c; crs with ILYM; further revise and finalize motion								
Totals For: IYF				136.90	130,055.00					

JRH James Hawkins

JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/24/2020 Volunteers of America- Amber Palma	8	0.40	420.00	BL			No	Unbilled
		emails w/ MLW re potential new case; memo								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/29/2020 Volunteers of America- Amber Palma	9	1.10	1,155.00	BL			No	Unbilled
		receipt of summary of issues; reviewed; notes; emails w/ MLW re same								

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Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/01/2020 Volunteers of America- Amber Palma crs and emails w/ referring attorney; atty notes; email MLW; same	11	0.50	525.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/02/2020 Volunteers of America- Amber Palma new client meeting; retainer; client docs; intake; emails; atty notes; crs re same	14	3.20	3,360.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/04/2020 Volunteers of America- Amber Palma receipt of new file; review; conf w/ client; additional docs; emails and crs re same; memo	16	2.10	2,205.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/10/2020 Volunteers of America- Amber Palma receipt of voicemail from client; returned phone call re additional rep; emails w/ MLW re same	17	0.70	735.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/15/2020 Volunteers of America- Amber Palma receipt of additional docs; review; research; notes	20	0.80	840.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/22/2020 Volunteers of America- Amber Palma conf and strategy discussions w/ IYF re new case; filing; docs; memo	21	1.00	1,050.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/23/2020 Volunteers of America- Amber Palma emails re filing; complaint; lwda	29	0.30	315.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/04/2021 Volunteers of America- Amber Palma emails re filing re complex case prod.	52	0.20	210.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/23/2021 Volunteers of America- Amber Palma r/r email re imagine report	139	0.10	105.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/08/2021 Volunteers of America- Amber Palma emails and conf re first amended complaint; notes	57	0.20	210.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/24/2021 Volunteers of America- Amber Palma multiple crs and emails re fcra complaint	156	0.40	420.00	BL			No	Unbilled

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Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/26/2021 Volunteers of America- Amber Palma review defense discovery produced docs; memo; emails re same; emails w/ MLW re calendar	150	0.60	630.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/23/2021 Volunteers of America- Amber Palma multiple emails and crs re filing	149	0.30	315.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/20/2021 Volunteers of America- Amber Palma crs; emails; conf re mediation	181	0.60	630.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/12/2021 Volunteers of America- Amber Palma crs and ntc of depo; conf w/ IYF re same	135	0.40	420.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/08/2022 Volunteers of America- Amber Palma multiple emails; crs and conf re mediation; memo	79	1.10	1,155.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/02/2022 Volunteers of America- Amber Palma conf and strategy discussions w/ expert re data and mediation	174	1.10	1,155.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/15/2022 Volunteers of America- Amber Palma prep; review; analysis for mediation	176	3.40	3,570.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/17/2022 Volunteers of America- Amber Palma analysis of damages; conf w/ expert; review data; conf w/ IYF	187	2.60	2,730.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/18/2022 Volunteers of America- Amber Palma analysis of data; damages; review; prep; conf w/ IYF re strategy re mediation	179	3.50	3,675.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/21/2022 Volunteers of America- Amber Palma participate in mediation	185	7.00	7,350.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/28/2022 Volunteers of America- Amber Palma emails MLW re filing; plf cm statement; crs re same	40	0.20	210.00	BL			No	Unbilled

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Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/30/2022 Volunteers of America- Amber Palma	203	0.60	630.00	BL			No	Unbilled
		multiple emails and crs re stips								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/14/2023 Volunteers of America- Amber Palma	94	0.40	420.00	BL			No	Unbilled
		crs and conf re status of case; memo								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/29/2023 Volunteers of America- Amber Palma	147	0.10	105.00	BL			No	Unbilled
		r/r sub of atty								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/19/2024 Volunteers of America- Amber Palma	108	1.50	1,575.00	BL			No	Unbilled
		conf and discussions re strategy; second mediation; crs; emails re same; attorney notes								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/28/2024 Volunteers of America- Amber Palma	191	3.10	3,255.00	BL			No	Unbilled
		review file; docs; research; data in prep for second mediation; conf w/ expert re data								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/03/2024 Volunteers of America- Amber Palma	193	1.40	1,470.00	BL			No	Unbilled
		data review; analysis of damages; damage model update; conf w/ IYF re same; conf w/ expert; emails and crs re second mediation								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/04/2024 Volunteers of America- Amber Palma	197	8.20	8,610.00	BL			No	Unbilled
		participate in second mediation								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/19/2024 Volunteers of America- Amber Palma	113	1.00	1,050.00	BL			No	Unbilled
		conf and discussions w/ expert; crs and emails; notes to file								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/31/2024 Volunteers of America- Amber Palma	117	0.90	945.00	BL			No	Unbilled
		crs; emails and conf w/ expert re two mediations; data; memo								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/21/2024 Volunteers of America- Amber Palma	160	0.20	210.00	BL			No	Unbilled
		r/r paga settlement; emails								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/02/2024 Volunteers of America- Amber Palma	121	0.60	630.00	BL			No	Unbilled
		multiple emails re status; update; memo								

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Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/24/2025 Volunteers of America- Amber Palma	43	0.10	105.00	BL			No	Unbilled
		emails re stip and order								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/01/2025 Volunteers of America- Amber Palma	126	1.00	1,050.00	BL			No	Unbilled
		strategy discussions w/ IYF; prelim; docs; calendar; emails								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/08/2025 Volunteers of America- Amber Palma	129	0.90	945.00	BL			No	Unbilled
		crs; emails re prelim motion and docs; dec								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/06/2025 Volunteers of America- Amber Palma	171	0.40	420.00	BL			No	Unbilled
		conf and discussions re addendum to class; paga; fcra; settlement; emails								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/10/2025 Volunteers of America- Amber Palma	44	0.30	315.00	BL			No	Unbilled
		emails and crs re supplemental filing								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/23/2025 Volunteers of America- Amber Palma	172	1.20	1,260.00	BL			No	Unbilled
		emails and crs w/ MLW re reports; updated; costs; review; conf re same								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/25/2025 Volunteers of America- Amber Palma	200	6.50	6,825.00	BL			No	Unbilled
		estimate of time through final approval; case close and final accounting; and storage								
Totals For:JRH				60.20	63,210.00					
MLW	Melissa Whitson									
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/24/2020 Volunteers of America- Amber Palma	7	0.60	132.00	BL			No	Unbilled
		receipt of crs and emails re potential new case; crs w/ JRH re same								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/29/2020 Volunteers of America- Amber Palma	10	0.50	110.00	BL			No	Unbilled
		receipt of summary of issues; emails w/ JRH re same								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/01/2020 Volunteers of America- Amber Palma	12	0.60	132.00	BL			No	Unbilled
		emails w/ JRH; calendar new client meeting; memo								

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/02/2020 Volunteers of America- Amber Palma assist JRH w/ new client meeting; intake; retainer; client docs; emails; crs; calendar	13	3.00	660.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/03/2020 Volunteers of America- Amber Palma open new file on network; scan all docs; open file on abacus; calendar; emails; crs re same	15	1.20	264.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/10/2020 Volunteers of America- Amber Palma emails w/ JRH re additional rep; calendar	18	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/15/2020 Volunteers of America- Amber Palma receipt of additional docs; scan; email; calendar	19	0.60	132.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/23/2020 Volunteers of America- Amber Palma prep complaint; docs; lwda; file; first legal; calendar; emails	30	1.10	242.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/29/2020 Volunteers of America- Amber Palma scan def crs; email to IYF; calendar	143	0.20	44.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/17/2020 Volunteers of America- Amber Palma process serve complaint and initial docs; emails w/ IYF re same; calendar	49	0.60	132.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/04/2021 Volunteers of America- Amber Palma first legal; filing ntc of cmc; complex case; calendar	53	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/23/2021 Volunteers of America- Amber Palma crs imagine report; calendar; email	137	0.20	44.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/25/2021 Volunteers of America- Amber Palma file case management statement; calendar; memo	54	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/24/2021 Volunteers of America- Amber Palma scan crs; email to iyf re imagine report; calendar	144	0.20	44.00	BL			No	Unbilled

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Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/08/2021 Volunteers of America- Amber Palma	58	0.50	110.00	BL			No	Unbilled
		prep; file; calendar fac								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/24/2021 Volunteers of America- Amber Palma	59	0.40	88.00	BL			No	Unbilled
		first legal; file; calendar								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/01/2021 Volunteers of America- Amber Palma	61	0.80	176.00	BL			No	Unbilled
		prep docs; file case mang; served complaint and civil; calendar; emails								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/26/2021 Volunteers of America- Amber Palma	47	0.30	66.00	BL			No	Unbilled
		receipt of defense answer; upload; calendar; email								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/30/2021 Volunteers of America- Amber Palma	74	0.30	66.00	BL			No	Unbilled
		emails and conf w/ IYF re client re status								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/12/2021 Volunteers of America- Amber Palma	136	0.20	44.00	BL			No	Unbilled
		receipt of ntc of depo; calendar; emails								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/14/2021 Volunteers of America- Amber Palma	64	0.40	88.00	BL			No	Unbilled
		fax/pdf same day cmc; calendar								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/14/2021 Volunteers of America- Amber Palma	65	0.80	176.00	BL			No	Unbilled
		emails w/ IYF; first legal; filing fax/pdf same day; plf ntc order; filing branch next day plf ntc of min order; calendar								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/23/2021 Volunteers of America- Amber Palma	31	0.60	132.00	BL			No	Unbilled
		first legal; plf ntc of minute order; calendar; email								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/27/2021 Volunteers of America- Amber Palma	69	0.50	110.00	BL			No	Unbilled
		first legal; filing fax/same day plf ntc of min order; ntc; calendar								
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/26/2022 Volunteers of America- Amber Palma	70	0.50	110.00	BL			No	Unbilled
		IYF crs; filing fax pdf same day plf ntc of order; calendar								

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/18/2022 Volunteers of America- Amber Palma emails w/ IYF re client re status	73	0.20	44.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/30/2022 Volunteers of America- Amber Palma first legal network; filing plf cm statement; calendar; email	34	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/31/2022 Volunteers of America- Amber Palma court docs; pulled order; emails w/ IYF re same	35	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/31/2022 Volunteers of America- Amber Palma first legal; plf ntc of min; calendar; emails w/ IYF	77	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/31/2022 Volunteers of America- Amber Palma network legal; plf ntc of min order and tentative	78	0.30	66.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/08/2022 Volunteers of America- Amber Palma emails w/ JRH; confirm; calendar and payment re mediation	80	0.60	132.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/21/2022 Volunteers of America- Amber Palma prep; file ntc; calendar	84	0.30	66.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/07/2022 Volunteers of America- Amber Palma first legal network; plf ntc of min order and tent; calendar	38	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/17/2022 Volunteers of America- Amber Palma prep; file; calendar plf IDC ; emails	85	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/07/2022 Volunteers of America- Amber Palma prep docs; file; calendar for mediation	175	1.80	396.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/18/2022 Volunteers of America- Amber Palma assist w/ data review for mediation	180	1.00	220.00	BL			No	Unbilled

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Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	09/28/2022 Volunteers of America- Amber Palma first legal network; filing fax - plf cm statement; emails w/ IYF re same; calendar	39	0.60	132.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	12/28/2022 Volunteers of America- Amber Palma first legal; joint report; emails; calendar	89	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/11/2023 Volunteers of America- Amber Palma emails w/ IYF re court docs; pulled order; email; calendar	92	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/08/2023 Volunteers of America- Amber Palma file joint report and stip to continue; calendar; email	95	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/15/2023 Volunteers of America- Amber Palma first legal; jint stip and report; calendar	98	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/22/2023 Volunteers of America- Amber Palma pull court docket; emails w/ IYF re same	100	0.20	44.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/14/2023 Volunteers of America- Amber Palma first legal; file joint report; email; calendar	101	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/23/2023 Volunteers of America- Amber Palma first legal; file; calendar; email	104	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	08/28/2023 Volunteers of America- Amber Palma file joint stip; and report to continue; calendar	105	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/19/2024 Volunteers of America- Amber Palma emails and crs re second mediation; calendar; confirm; payment; memo	109	1.00	220.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/26/2024 Volunteers of America- Amber Palma prep files; docs; calendar for second mediation; memo	190	1.10	242.00	BL			No	Unbilled

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JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	03/29/2024 Volunteers of America- Amber Palma first legal; file joint report and stip; calendar	112	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/03/2024 Volunteers of America- Amber Palma assist w/ data review and prep for mediation	195	1.10	242.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/19/2024 Volunteers of America- Amber Palma first legal; file report and stip; calendar	115	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	04/19/2024 Volunteers of America- Amber Palma emails w/ JRH re expert; calendar; payment; confirm	114	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	07/31/2024 Volunteers of America- Amber Palma emails w/ JRH re expert; confirm; notes	118	0.30	66.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	11/26/2024 Volunteers of America- Amber Palma legal doc server; e-filing; stip and continue; calendar; emails	119	0.60	132.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	01/24/2025 Volunteers of America- Amber Palma legal doc server; e-filing; stip and order; calendar	42	0.40	88.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	02/19/2025 Volunteers of America- Amber Palma e-file; stip and order; calendar	123	0.30	66.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	05/08/2025 Volunteers of America- Amber Palma prep motion; docs; dec; file; calendar; emails	130	1.10	242.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/10/2025 Volunteers of America- Amber Palma legal doc server; supp filing; emails; crs; and calendar	45	0.50	110.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	06/10/2025 Volunteers of America- Amber Palma legal docs server; e-file request; calendar	133	0.40	88.00	BL			No	Unbilled

Time Ticket Diary Report

Report Date: 10/29/2025
Report Time: 3:58PM
Page: 28 of 29
User ID: Ceja

JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/23/2025 Volunteers of America- Amber Palma conf w/ JRH; emails and crs re updated reports; costs; review; send; calendar	173	1.50	330.00	BL			No	Unbilled
JUSTINT004 Amber Palmer Time Ticket Text:	VOLUNTEER001	10/25/2025 Volunteers of America- Amber Palma estimate of time for case wrap up through storage	201	4.50	990.00	BL			No	Unbilled
Totals For:MLW				<u>39.90</u>	<u>8,778.00</u>					

Timekeepers Totals

Timekeeper: AD	Type	Unbilled
	Billable Hours	48.00
	Total For AD	<u>48.00</u>
Timekeeper: IYF	Type	Unbilled
	Billable Hours	136.90
	Total For IYF	<u>136.90</u>
Timekeeper: JRH	Type	Unbilled
	Billable Hours	60.20
	Total For JRH	<u>60.20</u>
Timekeeper: MLW	Type	Unbilled
	Billable Hours	39.90
	Total For MLW	<u>39.90</u>

Time Ticket Diary Report

Report Date: 10/29/2025

Report Time: 3:58PM

Page: 29 of 29

User ID: Ceja

JAMES HAWKINS APLC

Client Number	Matter	Date	Ticket	Hours	Amount	Type	Task	Activity	Held	Billing Status
Client Name	Number	Matter Description	Number				Code	Code		

Firm Totals

TYPE	Unbilled
Billable Hours	285.00
Grand Total:	285.00

Time Ticket Diary Report

Report Date: 10/29/2025

Report Time: 3:42PM

Page: 1 of 1

User ID: Ceja

JAMES HAWKINS APLC

Date Range: 01/01/1900 to 10/29/2025

Timekeeper: All

Client: JUSTINT004 Amber Palmer

Matter: VOLUNBCKGRND001 Volunteers of America - BACKGROUND - Amber Palma

Billing Type: All

Task Code: All

Hold Status: All (both Held and Non-Held)

Billing Status: Unbilled Only

Sorted by: Timekeeper,Date,Client

Client Number	Matter	Date	Ticket	Hours	Amount	Type	Task	Activity	Held	Billing Status
Client Name	Number	Matter Description	Number				Code	Code		
KC	Kacey Cook									
JUSTINT004	VOLUNBCKGRND001	10/10/2021	1	1.00	475.00	BL			No	Unbilled
Amber Palmer		Volunteers of America - BACKGROUND - Amber Palma								
Time Ticket Text:	CALL CLIENT RE DISCOVERY RESPONSES									

Totals For:KC

1.00

475.00

Timekeepers Totals

Timekeeper: KC	Type	Unbilled
	Billable Hours	1.00
	Total For KC	1.00

Firm Totals

TYPE	Unbilled
Billable Hours	1.00
Grand Total:	1.00

EXHIBIT 3

Matter Billing Detail

Report Date: 10/28/2025
 Report Time: 2:05PM
 Page: 1 of 3
 User ID: Ceja

JAMES HAWKINS APLC

Date Range: 01/01/1900 to 10/28/2025
 Client: JUSTINT004 - Amber Palmer
 Matter: VOLUNTEER001 - Volunteers of America- Amber Palma

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
		Balance Forward:	\$0.00						
07/23/2020	FIL	Filing Fee- LWDA Filing- CK#8771	\$75.00		Unbilled				
07/23/2020	FST	First Legal Network- FILED- Complaint; summons; civil case cover sheet; IN#30133807	\$1,632.15		Unbilled				
09/17/2020	FST	First Legal Network Process serve: Complaint and initial documents, filing Proof of Service IN#30139041	\$245.81		Unbilled				
01/04/2021	FST	First Legal Network - Filing, Ntc of CMC amd complex case procedure IN#30149229	\$52.25		Unbilled				
02/25/2021	FST	First Legal Network - Filing, case management statement IN#30151807	\$52.25		Unbilled				
04/08/2021	FST	First Legal Network - Filing, First amended class action complaint IN#30157230	\$79.85		Unbilled				
05/24/2021	FST	First Legal Network- Filed- Complaint and Initial Docs IN#30162706	\$478.50		Unbilled				
07/01/2021	FST	First Legal Network- FILED- Case Management Statement SERVED- Complaint; Summons; Civil Case Cover Sheet IN#30166121	\$259.59		Unbilled				
11/14/2021	FST	First Legal Network - Filing fax/pdf same day, CMC statement, IN#30179004	\$52.25		Unbilled				
12/14/2021	FST	First Legal Network - Filing fax/pdf same day, Plaintiffs ntc of order, Filing branch next day plf ntc of min order IN#30185317	\$120.50		Unbilled				
12/27/2021	FST	First Legal Network - Filing fax/pdf same day, Plt's ntc of min. order and ntc. IN#30185317	\$54.50		Unbilled				
01/26/2022	FST	First Legal Network - Filing FAX/PDF same day, plaintiffs ntc of order IN#30188503	\$54.50		Unbilled				
03/31/2022	FST	First Legal Network - Filing - Plf Ntc of Min Order and Tentative IN# 30195930	\$54.50		Unbilled				
04/08/2022	MED	Mediation Services - IN#1500 CK#9908	\$7,000.00		Unbilled				
04/21/2022	FST	First Legal Network - Filing - Notice of Minute Order (2) IN# 30195930	\$120.50		Unbilled				
06/17/2022	FST	First Legal Network- Filinhg-Fax: Plf IDC Response to Def IN#30202789	\$54.50		Unbilled				

Matter Billing Detail

Report Date: 10/28/2025
Report Time: 2:05PM
Page: 2 of 3
User ID: Ceja

JAMES HAWKINS APLC

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
09/28/2022	FST	First Legal Network - Filin: Plf's CM Statement IN#30212421	\$54.50		Unbilled				
12/28/2022	FST	First Legal Network - Filing - Joint Report & Stip, Prop Order IN# 30224217	\$80.00		Unbilled				
01/11/2023	CRT	Court Documents - 01.11.23 pulling signed order off docket	\$4.00		Unbilled				
03/08/2023	FST	First Legal Network - Filing - Joint Report and Stip to Cont IN# 30230586	\$80.00		Unbilled				
03/15/2023	FST	First Legal Network - Filing - Joint Report and Stip to Cont IN# 30230586	\$58.00		Unbilled				
03/22/2023	CRT	Court Documents - 03.22.23 Pulling order off docket	\$4.00		Unbilled				
06/14/2023	FST	First Legal Network - Filing - Joint Report and Stip to Continue IN# 30240914	\$80.00		Unbilled				
06/23/2023	FST	First Legal Network - Filing - Joint Report & Stip to Continue SC IN# 30244254	\$80.00		Unbilled				
08/28/2023	FST	First Legal Network - Filing - Joint Report & Req to COnin CMC IN# 30248438	\$80.00		Unbilled				
03/19/2024	MED	Mediation Services- IN#55733 CK#11625	\$7,950.00		Unbilled				
03/29/2024	FST	First Legal Network - Filing - Report & Stip to Contin, Prop Order IN# 30279435	\$83.50		Unbilled				
04/19/2024	EXA	Expert Analysis IN#11261 CK#11703	\$6,570.00		Unbilled				
04/19/2024	FST	First Legal Network - Filing - Report & Stip to Contin, Prop Order IN# 30279435	\$83.50		Unbilled				
07/31/2024	EXA	Expert Analysis - IN# 01062 CK# 1094	\$180.00		Unbilled				
11/26/2024	LDS	Legal Document Server - E-Filing - Noitce IN# 10843316	\$28.50		Unbilled				
02/19/2025	LDS	Legal Document Server - EFiling - Stip and Order In# 11354358	\$48.50		Unbilled				
05/08/2025	LDS	Legal Document Server - EFiling - Motion for Preliminary Approval of Settlement, Proof of Service Not Summons and Complaint, Proposed Order, Declaration IN# 11931672	\$93.50		Unbilled				
06/10/2025	LDS	Legal Document Server - EFiling - Request IN# 12150182	\$33.50		Unbilled				
06/10/2025	LDS	Legal Document Server - EFiling- Supplemental IN# 12155431	\$33.50		Unbilled				
Total:			\$26,011.65	\$0.00					
Balance:			\$26,011.65						

Matter Billing Detail

JAMES HAWKINS APLC

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
Total Fees Billed- - - - -			\$0.00						
Total Fees Unbilled : - - - - -			\$0.00						
Total Fees Received : - - - - -			\$0.00						
Total Soft Cost Billed : - - - - -			\$0.00						
Total Soft Cost Unbilled : - - - - -			\$0.00						
Total Soft Cost Received : - - - - -			\$0.00						
Total Hard Cost Billed : - - - - -			\$0.00						
Total Hard Cost Unbilled : - - - - -			\$26,011.65						
Total Hard Cost Received : - - - - -			\$0.00						
Total Taxes Billed : - - - - -			\$0.00						
Total Taxes Unbilled : - - - - -			\$0.00						
Total Taxes Received : - - - - -			\$0.00						
Total Late Charges Billed : - - - - -			\$0.00						
Total Late Charges Unbilled: - - - - -			\$0.00						
Total Late Charges Received : - - - - -			\$0.00						
Trust Balance: - - - - -			\$0.00						