

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF ORANGE
CENTRAL JUSTICE CENTER

MAR 15 2023

DAVID H. YAMASAKI, Clerk of the Court

BY: _____, DEPUTY

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE**

OSCAR BENITEZ, LAN LE, SHAQUILLE
HOWARD, and MARIO JORGE
ESTRADA-PERALTA, as individuals and on
behalf of all others similarly situated,

Plaintiffs,

v.

MEDTRONIC, INC., a Minnesota
corporation; MEDTRONIC USA INC., a
Minnesota corporation; COVIDIEN, L.P., a
Delaware Limited Partnership,

Defendants.

Case No.: 30-2019-01069185-CU-OE-CXC

Consolidated With the Following Cases:

Benitez – 30-2019-01106385

Le – 30-2020-01140338

Le – 30-2020-01144725

Howard – 30-2020-01159995

Added Plaintiff: Mario Jorge Estrada-Peralta

Assigned for All Purposes to:

Honorable Peter Wilson

Department CX-101

CLASS ACTION

**ORDER AND JUDGMENT RE FINAL
APPROVAL OF CLASS AND PAGA
ACTION SETTLEMENT**

Hearing Date: March 9, 2023

Hearing Time: 2:00 p.m.

Hearing Place: Department CX-101

1 On February 10, 2022, the Court granted Plaintiffs Oscar Benitez, Shaquille Howard, Lan
2 Le, and Mario Jorge Estrada-Peralta's ("Plaintiffs") motion for preliminary approval of the
3 proposed class action settlement reached between Plaintiffs and Defendants Medtronic, Inc. and
4 Covidien LP ("Defendants") (collectively, the "Parties"). The Court approved the Parties
5 amendment to the settlement on September 15, 2022.

6 This matter having come before this Court for hearing on March 9, 2023 at 2:00 p.m. on
7 Plaintiffs' unopposed Motion for Final Approval of Class and PAGA Action Settlement, as set
8 forth in the Parties' Joint Stipulation of Class Action and PAGA Settlement and Release
9 ("Settlement Agreement," "Settlement," and "Agreement"), adequate notice having been given
10 as required by the Preliminary Approval Order, and the Court, having considered all papers filed
11 and proceedings had herein, and good cause appearing, the Court **ORDERS, ADJUDGES,**
12 **AND DECREES THAT:**

13 1. The Court has jurisdiction over the subject matter of the action and all Parties.

14 2. Based on a review of the papers submitted by Plaintiffs and a review of the
15 applicable law, the Court finds that the Gross Settlement Amount of \$6,528,558.58, and the
16 terms set forth in the parties' Settlement Agreement are fair, reasonable, and adequate. The
17 Settlement Agreement is attached hereto as **Exhibit 1**. The Amendment to the Joint Stipulation
18 of Class Action and PAGA Settlement and Release ("Amended Settlement Agreement") is
19 attached hereto as **Exhibit 2**. Except as otherwise specified herein and for purposes of this Order
20 and Judgment, the terms used in this Order and Judgment have the meaning assigned to them in
21 the Settlement Agreement, Amended Settlement Agreement, Notice of Proposed Class Action
22 Settlement and Fairness Hearing ("Class Notice"), and Opt-Out Form ("Exclusion Form"). The
23 Class Notice and Exclusion form are collectively known as the "Notice Packet."

24 3. The Court has determined the Notice Packet provided to the Class pursuant to the
25 Preliminary Approval Order fully and accurately informed all Class Members of the material
26 elements of the Settlement, constituted the best notice practicable under the circumstances, and
27 constituted valid, due, and sufficient notice to all Class Members.
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1 4. The Court hereby grants final approval of the Agreement as fair, reasonable, and
2 adequate in all respects, determines the Agreement was made in good faith and in the best
3 interests of the Parties, and orders the Parties to effectuate the Agreement in accordance with the
4 terms set forth in the Agreement.

5 5. Pursuant to California Rule of Court 3.769(d), this Court makes final the
6 conditional class certification contained in the Preliminary Approval Order and certifies a class
7 defined as: all current and former non-exempt employees of Defendants, either direct or workers
8 placed through a staffing agency, who worked for Defendants in the State of California from
9 October 21, 2015 through September 15, 2021, other than those who opted-out, for whom an
10 address could be located as of August 23, 2022 (“Class,” “Class Members,” and “Class Period”).

11 6. Plaintiffs are appointed as representatives for the Class Members. Moreover,
12 Justice Law Corporation and James Hawkins APLC are appointed as Class Counsel.

13 7. The Court hereby finds the Notice Packet and all related documents have been
14 mailed to all Class Members as previously ordered by the Court and that such Notice Packet: (a)
15 fairly and adequately described the terms of the Settlement, manner in which Class Members
16 could object to or participate in the Settlement, and manner in which Class Members could opt
17 out of the Class; (b) was the best notice practicable under the circumstances; (c) was valid, due,
18 and sufficient notice to all Class Members; and (d) complied fully with California Rule of Court
19 3.769, due process, and all other applicable laws. The Court finds a full and fair opportunity has
20 been afforded to Class Members to participate in the proceedings convened to determine whether
21 the Settlement should be given final approval.

22 8. The reaction of the Class Members to the Settlement supports the Court’s decision
23 granting Final Approval. There have been no disputes, no objections, and only twenty-one (21)
24 requests for exclusion. The Class Members who requested exclusion are Yen Nga T. Bui, Susan
25 Marie Casillas, Annie Duyen H. M. Duong, Tony Doung, Truong T. Huynh, Danielle Lacy,
26 James Lad Long, Leticia Lopez, Lien T. Luu, Tammy Nguyen, Thong Huu Nguyen, Tram
27 Huathi Nguyen, Thi Y. Nguyen, Najibullah Noor, Yong L. Park, Bahramand Safi, Nghiem Tran,
28 Junying Zhou, Kayleen Lee, Junghye Kim, and Kenny Wong.

1 9. The Court awards \$1,958,567 to Class Counsel as the attorneys' fees (30% of the
2 Gross Settlement Amount) and \$48,281.19 to Class Counsel as the attorneys' costs pursuant to
3 Class Counsel's application, payable pursuant to the Agreement. Pursuant to the Joint
4 Prosecution Agreement, the attorneys' fees will be allocated fifty percent (50%) to Justice Law
5 Corporation and fifty percent (50%) to James Hawkins APLC.

6 10. The Court awards \$7,500 to Plaintiff Benitez and \$5,000 Plaintiff Le, Plaintiff
7 Howard, and Plaintiff Estrada-Peralta each as the Enhancement and General Release Payments
8 (totaling \$22,500), payable pursuant to the Agreement.

9 11. The Court awards \$30,809.93 to the Settlement Administrator as the
10 Administration Fees and Costs for the services it has rendered and will render in administering
11 the Settlement Agreement as described more fully in the Settlement Agreement, payable
12 pursuant to the Settlement Agreement.

13 12. Pursuant to Labor Code Section 2698, *et seq.*, the Court hereby approves
14 allocation of \$500,000 of the Gross Settlement Amount as to resolve the claims under the Private
15 Attorneys General Act of 2004 ("PAGA") and resolve and settle the Settled PAGA Claims.
16 Seventy-five percent (75%) of the PAGA Payment and PAGA Allocation (\$375,000) shall be
17 paid to the California Labor & Workforce Development Agency ("LWDA"), and twenty-five
18 percent (25%) of the PAGA Payment and PAGA Allocation (\$125,000) shall be paid to all Class
19 Members who are employed or have been employed by Defendants in the State of California as
20 non-exempt employees during the period of time beginning on May 10, 2018 and ending on
21 September 15, 2021 ("PAGA Members" and "PAGA Period") as directed in the Agreement,
22 payable pursuant to the Agreement. Requests for Exclusion will have no impact on the
23 settlement of the claims under the PAGA as approved by the Court.

24 13. The Settlement Administrator shall calculate and administer from the Net
25 Settlement Amount the Settlement Payments to be made to the Settlement Class Members
26 (including the allocation from the Gross Settlement Amount of such amounts between taxable
27 wages, interest, and penalties, as specified in the Settlement Agreement), Attorneys' Fees and
28 Costs to Class Counsel, Enhancement and General Release Payments to Plaintiffs, and PAGA

1 Payment and PAGA Allocation to the LWDA and PAGA Members, all of which shall be
2 deducted from the Gross Settlement Amount. The Settlement Administrator is hereby directed to
3 take all other actions in furtherance of the settlement administration as specified in the
4 Settlement Agreement.

5 14. Nothing in this Order and Judgment shall preclude any action to enforce the
6 Parties' obligations under the Settlement or under this Order and Judgment or alter or impact any
7 existing arbitration agreements between Defendants and any Class Member for claims not
8 released by this Order and Judgment.

9 15. Upon completion of administration of the Settlement, the Settlement
10 Administrator will provide written certification of such completion to the Court and the Parties'
11 counsel.

12 16. Without affecting the finality of the Order and Judgment, the Court reserves
13 exclusive and continuing jurisdiction over the action under section 664.6 of the Code of Civil
14 Procedure and California Rule of Court 3.769 and the Parties for purposes of supervising the
15 implementation, enforcement, construction, administration, and effectuation of the Settlement
16 Agreement.

17 17. Notice of entry of judgment shall be provided to the Class by the Settlement
18 Administrator by posting the judgment on a static website the Settlement Administrator has
19 created.

20 18. The Court sets a case review for October 20, 2023 at 9:00 a.m. in Department
21 CX-101. Not later than October 10, 2023 Plaintiffs shall file a compliance status report. Pursuant
22 to Code of Civil Procedure section 384, the compliance status report shall specify the total
23 amount paid to Settlement Class Members and the residual of the unclaimed settlement funds
24 that will be paid to the entity identified as the recipient of such funds in the Settlement
25 Agreement.

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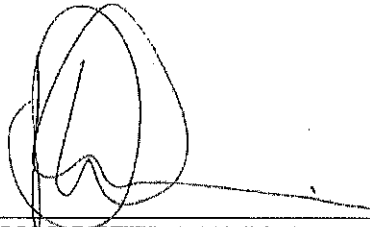
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1 19. The Court HEREBY ORDERS, ADJUDGES, AND DECREES Judgment is
2 hereby entered in accordance with the terms of this Order and Judgment and Settlement
3 Agreement.

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5 IT IS SO ORDERED.

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7 Dated: March 15, 2023

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HON. PETER WILSON
JUDGE OF THE SUPERIOR COURT

EXHIBIT 1

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8 SUPERIOR COURT OF THE STATE OF CALIFORNIA
9 COUNTY OF ORANGE

10 OSCAR BENITEZ, LAN LE,
11 SHAQUILLE HOWARD, and MARIO
12 JORGE ESTRADA-PERALTA as
individuals and on behalf of all others
similarly situated,

13 Plaintiffs,

14 v.

15 MEDTRONIC, INC., a Minnesota
16 Corporation; MEDTRONIC USA INC., a
Minnesota Corporation; COVIDIEN, L.P.,
17 a Delaware Limited Partnership; and
DOES 1-50, inclusive,

18 Defendants.
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Case No. 30-2019-01069185-CU-OE-CXC

Consolidated with the following cases:

Benitez – 30-2019-01106385

Le – 30-2020-01140338

Le – 30-2020-01144725

Howard – 30-2020-01159995

Added Plaintiff: Mario Jorge Estrada-Peralta

ASSIGNED FOR ALL PURPOSES TO
JUDGE PETER WILSON – DEPT. CX102

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

Trial Date: None

Complaint Filed: May 10, 2019 (first filing)

1 This Class Action And PAGA Settlement Agreement, Release and Stipulation is entered into
2 between Defendants Medtronic, Inc. and Covidien LP ("Defendants") and Oscar Benitez, Lan Le,
3 Shaquille Howard and Mario Jorge Estrada-Peralta ("Named Plaintiffs") in the Action (as defined
4 below).

5 DEFINITIONS

6 1. Action. The "Action" means the consolidated lawsuits entitled *Oscar Benitez*
7 *et al. v. Medtronic, Inc. et al. Case Numbers* Case Nos. 30-2019-01069185-CU-OE-CXC, 30-2019-
8 01106385; 30-2020-01140338; 30-2020-01144725; and 30-2020-01159995 *pending in the* Orange
9 County Superior Court.

10 2. Agreement. "Agreement" shall refer to the instant Joint Stipulation of Class
11 Action and PAGA Settlement and Release.

12 3. Class Counsel. "Class Counsel" means Douglas Han and Shunt Tatavos-
13 Gharajeh of the Justice Law Corporation, and Christina Lucio and James Hawkins of James Hawkins
14 APLC. Class Counsel are Co-Lead Counsel.

15 4. Class Members, the Class, and Settlement Class Members. "Class Members"
16 means all current and former non-exempt employees of Defendants, either direct or workers placed
17 through a staffing agency, who worked for Defendants in the state of California from October 21, 2015
18 through September 15, 2021, other than those who opt-out (see Paragraphs 21 and 61c.)

19 5. Class Notice. "Class Notice" means the document mutually agreed upon by the
20 Parties and approved by the Court to be sent to the Class Member in English, Vietnamese and Spanish
21 following preliminary approval that includes the scope of release language for Settled Claims, notifies
22 Class Members of the Settlement, explains the Settlement and Class Members' options, including how
23 Class Members may opt out or object to the Settlement, and explains the facts and methods based on
24 which the Class Member's estimated settlement payments are calculated, substantially in the form
25 attached hereto as "Exhibit A".

26 6. Class Period. "Class Period" means the period of time from October 21, 2015
27 through September 15, 2021.

1 7. Complaint. "Complaint" means the First Amended Consolidated Complaint
2 filed in the Action, filed with the Orange County Superior Court in January of 2021, as well as prior
3 versions of the complaints filed either in the consolidated action, or prior to the actions being
4 consolidated.

5 8. The Court. The "Court" refers to the Orange County Superior Court or other
6 court or courts that will approve the Action, whether individually or together.

7 9. Day. "Day" refers to a calendar day(s) unless otherwise stated. If any
8 designated date or deadline falls on a weekend or holiday, the designated date or deadline will occur
9 on the next business day.

10 10. Defendants. "Defendants" means Medtronic, Inc. and Covidien LP.

11 11. Effective Date. "Effective Date" means the first business day following the
12 last of the following occurrences: (i) if no Class Member and/or PAGA Member timely and properly
13 intervenes, files a timely motion to vacate the Final Judgment under, or objects or otherwise challenges
14 the Settlement, then 61 days after the Court enters an Order Granting Final Approval of the Settlement
15 and Final Judgment; (ii) if a Class Member and/or PAGA Member timely intervenes or files a timely
16 motion to vacate the Final Judgment or objects or otherwise challenges the Settlement, then sixty-one
17 (61) days following the date the Court enters an Order Granting Final Approval of Settlement and
18 Final Judgment, assuming no appeal is filed; or (iii) if a Class Member and/or PAGA Member timely
19 intervenes or files a motion to vacate the Final Judgment, or objects or otherwise challenges the
20 Settlement, and files a timely appeal, then the date of final resolution of that appeal (including any
21 requests for rehearing and/or petitions for *certiorari*), resulting in final and complete judicial approval
22 of the Settlement in its entirety, with no further challenge to the Settlement being possible. Defendants
23 shall deposit all sums necessary to fund the Settlement after the Effective Date based on the schedule
24 explained in Paragraph 66 of this Agreement. In the event an appeal, writ, motion challenging the
25 judgment or other collateral attack is made after the Effective Date, the funds shall not be distributed
26 until all challenges are resolved in a manner that upholds the Settlement in its entirety and shall be
27 returned if the Agreement is not finally and completely approved in all respects.

1 12. Exclusion Period. The "Exclusion Period" means the time period commencing
2 on the date the Class Notice is mailed to Class Members via First Class U.S. and ending sixty (60)
3 days later on the deadline to submit an Opt-Out Request or Objection.

4 13. Final Judgment. "Final Judgment" means the judgment entered and filed by
5 the Court that: (1) finally approves this Agreement and the Settlement and disposes all class issues
6 raised in this Action, bars through collateral estoppel and/or res judicata Settlement Class Members
7 from reasserting Settled Claims against Released Parties; (2) finally approves this Agreement and the
8 Settlement and disposes all PAGA issues and claims raised in this Action, bars through collateral
9 estoppel and/or res judicata PAGA Members from reasserting PAGA Claims against Released Parties;
10 and (3) awards and orders the payment of all required amounts pursuant to the terms of this Agreement
11 (approved Class Counsel's attorneys' fees and costs, Settlement Payments to Class Members and
12 PAGA Payments to PAGA Members, *etc.*). The Final Judgment will constitute a binding and final
13 resolution of any and all claims by the Named Plaintiffs and all Settlement Class Members as to all
14 Settled Claims and all PAGA Members as to all Settled PAGA Claims as set forth in this Agreement.

15 14. Final Settlement Approval Hearing. "Final Settlement Approval Hearing"
16 means the hearing at which the Court shall consider the motion for final approval of this Settlement
17 and determine whether to fully and finally approve the fairness and reasonableness of this Settlement
18 and Agreement, and enter an order barring through collateral estoppel and/or res judicata Settlement
19 Class Members from asserting Settled Claims against Released Parties and all PAGA Members from
20 pursuing Settled PAGA Claims against Released Parties.

21 15. Funding Payments. "Funding Payments" means the payment(s) remitted to the
22 Settlement Administrator ("SA") by or on behalf of Defendants following Final Judgment and the
23 Effective Date in full and complete discharge of the entire monetary obligation of Defendants in an
24 amount equal to the GSA, which, as set forth herein, shall satisfy all outstanding and awarded
25 Settlement Payments, PAGA Payments, attorneys' fees and costs awarded to Class Counsel, the
26 Named Plaintiffs' enhancement awards as awarded by the Court, outstanding payments to the SA as
27 approved by the Court for settlement administration costs, the employer's share of payroll taxes and
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the payment to the Labor Workforce Development Agency (or "LWDA"), minus any amounts already paid under the Agreement.

16. Gross Settlement Amount or GSA. "Gross Settlement Amount" or "GSA" means a maximum total payment of Seven Million Dollars and Zero Cents (\$7,000,000.00), which is the maximum total that Defendants are required to pay to settle this case with respect to the Settled Claims and Settled PAGA Claims, and it will satisfy all outstanding and awarded Settlement Payments, PAGA Payments, attorneys' fees and costs awarded to Class Counsel, the Named Plaintiffs' enhancement awards as awarded by the Court, outstanding payments to the SA as approved by the Court for settlement administration costs, and the payment to the LWDA.

17. Last Known Address. "Last Known Address" means the most recently recorded mailing address for a Class Member and/or PAGA Member contained in Defendants' records. With respect to Class Members who were only placed through a staffing agency, the "Last Known Address" means the addresses that are obtained in response to a subpoena issued to the supplier of the workers placed through a staffing agency. If no address is provided by the supplier for the workers placed through a staffing agency then the Settlement Administrator will conduct a search for possible addresses.

18. Named Plaintiffs. "Named Plaintiffs" individually and collectively means Oscar Benitez, Lan Le, Maria Estrada-Peralta and Shaquille Howard.

19. Net Settlement Amount or "NSA." "Net Settlement Amount" or "NSA" means the Gross Settlement Amount less the amounts deducted pursuant to Paragraphs 56a through 56c of this Agreement, including deductions of the amounts awarded to Class Counsel, the enhancement award to the Named Plaintiffs, the payment to the LWDA to resolve claims under the PAGA, and the costs awarded for settlement administration owed pursuant to this Agreement.

20. Objection. "Objection" means a written request, which a Class Member may submit no later than the last day of the Exclusion Period and in the form specified in Paragraph 64 in order to object to the Settlement, or a personal appearance, or other appearance permitted by the Court, at the Final Approval Hearing to object.

1 21. Opt-Out Request. "Opt-Out Request" must (1) contain the name, address, and
2 telephone number of the person requesting exclusion; (2) be signed by the Class Member; (3) be
3 postmarked or fax stamped within the Exclusion Period [60 days after mailing date] and returned to
4 the Settlement Administrator at the specified address or fax number. (See Paragraph 61.c. and Exhibit
5 "B")

6 22. Order of Final Approval or Order Granting Final Approval of Settlement.
7 "Order of Final Approval" or "Order Granting Final Approval of Settlement" or "Final Approval"
8 means the order issued in conjunction with the entry of the Final Judgment to be submitted by the
9 Named Plaintiffs together with the Motion for Final Approval of the Settlement for entry and filing
10 by the Court as specified in this Settlement. (See Exhibit D)

11 23. PAGA Period. "PAGA Period" means the period of time beginning on May
12 10, 2018, and ending on September 15, 2021.

13 24. PAGA Member. "PAGA Members" means all Class Members who are
14 employed or have been employed by Defendants in the state of California as non-exempt employees
15 during the PAGA Period.

16 25. PAGA Payment and PAGA Allocation. Of the Gross Settlement Amount,
17 \$500,000 shall be paid in Settlement of the PAGA claims. "PAGA Allocation" means the amounts
18 distributed among PAGA Members and is the amount remaining (25% of the PAGA Payment) from
19 the \$500,000.00 after subtracting the \$375,000 allocated to the LWDA (75% of the PAGA Payment).
20 Subject to Court approval, the PAGA Allocation is \$125,000. The PAGA Allocation will be divided
21 by the total number of PAGA Pay Periods Worked credited to all PAGA Members. Each PAGA
22 Member's PAGA Payment is equal to the PAGA Pay Period Rate multiplied by his or her individual
23 PAGA Pay Periods Worked pursuant to the records of Defendants.

24 26. PAGA Pay Periods Worked. "PAGA Pay Periods Worked" means the number
25 of Pay Periods credited to a PAGA Member during the PAGA Period (for the Settled PAGA Claims),
26 as determined by Defendants' records and estimates and as only subject to revision pursuant to this
27 Agreement.

1 27. Parties. "Parties" means Named Plaintiffs, individually on behalf of themselves
2 and on behalf of all Class Members, PAGA Members and interests of the Labor Workforce
3 Development Agency ("LWDA"), and Defendants.

4 28. Pay Period. A "Pay Period" is determined by taking the start date of the Class
5 Member during the Class Period or PAGA Member in the PAGA Period through their termination
6 date for direct employees or the end of their contingent assignment with Defendants for workers
7 placed through a staffing agency or the end of the Settlement Period for current employees or current
8 workers placed through a staffing agency and those days will be divided by 14 to yield the number of
9 pay periods. Any pay period worked by a Class Members or PAGA Member, placed through a staffing
10 agency, for a different entity than Defendants is not included in this calculation.

11 29. Pay Periods Worked. A "Pay Period Worked" means the number Pay Periods
12 worked by a Class Member during the Class Period or PAGA Member during the PAGA Period (for
13 the Settled PAGA Claims), as determined or estimated by Defendants' records and as only subject to
14 revision pursuant to this Agreement. For Class Members who were workers placed through a staffing
15 agency this only includes pay periods when they performed work at one of Defendants' California
16 locations during the Class Period or PAGA Period.

17 30. Pay Period Rate. "Pay Period Rate" for the Settled Claims means the amount
18 yielded from dividing the Net Settlement Amount by the total of all Pay Periods Worked credited to
19 all Settlement Class Members during the Class Period. Each Settlement Class Member's settlement
20 payment is equal to his or her individual Pay Periods Worked during the Class Period and multiplied
21 by the Pay Period Rate. Therefore, the amount of each Settlement Class Member's Individual
22 Settlement Payment is tied to the number of Pay Periods Worked that each Settlement Class Member
23 worked for Defendants in the State of California in comparison to all Pay Periods Worked by all
24 Settlement Class Members in the State of California during the Class Period. Similarly, for the Settled
25 PAGA Claims, "Pay Period Rate" means the amount yielded from dividing the PAGA Allocation by
26 the total of all Pay Periods Worked credited to all PAGA Members during the PAGA Settlement
27 Period.

1 31. Preliminary Approval Order. "Preliminary Approval Order" is the order
2 entered and filed by the Court that preliminarily approves the terms and conditions of this Agreement,
3 including approval of the Parties' Agreement that specifies the content of notice and manner in which
4 notice will be provided to the Class and responded to by the Class, substantially in the form attached
5 hereto as "Exhibit C".

6 32. Released Parties. "Released Parties" means Medtronic, Inc. and Covidien LP
7 and their subsidiaries, affiliates, parents, all third party entities who provided workers to Medtronic,
8 Inc. and Covidien LP in California (including but not limited to Acara (previously known as Superior
9 Talent Resources), 3Bridge Solutions, Advanced Clinical, Aerotek, Artech Information Systems LLC,
10 ATR, Bentley Global Resources LLC, Collabera, Inc., DYPLOYIT, Inc., Employbridge, Engineering
11 Technical Group, Entegee Inc., Green Key Temp LLC, Horizontal Integration, Howroyd Wright
12 Employment Agency, IG Inc., Infotree Service, Inc., Infoway Solutions, Insight Global, InterPros
13 Federation, InSync Staffing, iTech Solutions, Inc., Kelly Services, Inc., Kimco, Lancesoft Inc.,
14 Manpower, Mindlance, On Assignment Staffing Services, Pacific Rim Resources, Populus Group,
15 Randstad North America, Inc., Robert Half International, Real Staffing Group, Superior Staffing,
16 Specialist Staffing Solutions, TAJ Technologies, Tech-Pro, Tekmark Global Solutions, The Apelogao
17 Group, The Ascent Services Group, Three Point Solutions, Inc., US Tech Solutions, Inc.) and attorneys
18 and each of their company-sponsored employee benefit plans, and their respective successors and
19 predecessors in interest, all of their respective officers, directors, employees, administrators,
20 fiduciaries, trustees and agents, and each of their past, present and future officers, directors
21 shareholders, employees, agents, principals, heirs, representatives, accountants, auditors, consultants,
22 attorneys, insurers and reinsurers.

23 33. Settlement Administrator. "Settlement Administrator" or "SA" means Phoenix
24 Class Action Settlement Administration or such other neutral administrator as chosen by the Parties
25 and approved by the Court (see Paragraph 60.)

26 34. Settled Claims. "Settled Claims" means any and all claims alleged in the First
27 Amended Consolidated Class Action and Representative Action Complaint filed on January 4, 2021
28 (the "Complaint") or which could have been alleged in the Complaint based on the allegations, or

facts alleged therein, and shall specifically include without limiting the generality thereof all causes of action listed in the Complaint that arose during the Class Period or PAGA Period. The release of the foregoing claims, extends to all theories of relief regardless of whether the claim is, was or could have been alleged as separate claims, causes of action, lawsuits or based on other theories of relief, whether under California law, state law or common law (including, without limitation, as violations of the California Labor Code, the Wage Orders, applicable regulations, and California's Business and Professions Code Section 17200). "Settled Claims" includes all types of relief available for the above-referenced claims, including, without limitation, any claims for damages, restitution, losses, penalties, fines, liens, attorneys' fees, costs, expenses, debts, interest, injunctive relief, declaratory relief, or liquidated damages, are all claims for wages, statutory and civil penalties, damages and liquidated damages, interest, fees and costs that were alleged or could have been alleged under California law arising out of the allegations of the First Amended Consolidated Class Action and Representative Action Complaint filed on January 4, 2021, including, but not limited to: (1) claims for failure to pay minimum wage and/or overtime compensation for all hours worked; (2) failure to provide meal periods or pay a premium in lieu thereof; (3) failure to authorize and permit rest periods or pay a premium in lieu thereof; (4) failure to timely pay final wages at the time of termination/end of employment; (5) inaccurate wage statements; (6) failure to reimburse employees for business expenses; (7) unfair business practices; (8) claims for penalties under the Private Attorney General Act, including but not limited to under California Labor Code sections 201-204, 210, 218.5, 218.6, 226, 226.3, 226.7, 510, 512, 558, 1174, 1174.5, 1194, 1194.2, 1195, 1197, 1198, 2698 et seq., 2800, 2802, or any applicable Wage Order; and (9) premium pay or liquidated damages of any nature whatsoever, arising out of any conduct, events, or transactions occurring during the Class Period including without limitation, interest, attorneys' fees and costs for the time periods described above through September 15, 2021. The Settled Claims as to the third party entities/staffing agencies who provided workers to Medtronic, Inc. and Covidien LP in California is limited to the alleged violations set forth herein while working for Defendants Medtronic, Inc. and/or Covidien LP in California during the Class Period.

35. Settled PAGA Claims. "Settled PAGA Claims" means any and or all PAGA claims alleged in the Action or which could have been alleged in the Action based on the allegations

or facts alleged therein, and shall specifically include without limiting the generality thereof all causes of action listed in the Complaint. The release of the foregoing claims extends to all theories of seeking relief under PAGA for the specified claims regardless of whether the claim is, was or could have been alleged as separate claims, causes of action, lawsuits or based on other theories of relief, including under the California Labor Code, the Wage Orders, applicable regulations. "Settled PAGA Claims" includes all types of relief available for the above-referenced claims, including, without limitation, any claims for penalties, fines, liens, attorneys' fees, costs, expenses, debts, interest, injunctive relief, declaratory relief, or liquidated damages. The Final Judgment shall expressly provide that it covers and bars Plaintiff, LWDA, the State of California, and any other representative, proxy, or agent thereof, including but not limited to any and all PAGA Members from prosecuting "Settled PAGA Claims" that arose during the PAGA Period. The Settled PAGA Claims as to the third party entities/staffing agencies who provided workers through a staffing agency to Medtronic, Inc. and Covidien LP in California is limited to the alleged violations set forth herein while working for Defendants Medtronic, Inc. and/or Covidien LP in California during the PAGA Period.

36. Settlement Class/Settlement Class Member(s). "Settlement Class Member" means all Class Members other than those who have timely and validly submitted Opt-Out Requests and thereby excluded themselves from releasing Settled Claims from the Settlement.

37. Settlement Payment. "Settlement Payment" means a payment pursuant to a Settlement Class Member's pro rata allocation of the NSA as specified in Paragraph 56.

38. Settlement Proceeds Distribution Deadline. "Settlement Proceeds Distribution Deadline" means a date that is fourteen (14) days after the Funding Payment has been made by Defendants to the SA based on the schedule explained in Paragraph 66 of this Agreement.

39. Updated Address. "Updated Address" means a mailing address that was updated by a reasonable address verification measure of the SA or by an updated mailing address provided by the United States Postal Service for a Class Member or PAGA Member.

RECITALS

40. On or about May 10, 2019, Named Plaintiff Oscar Benitez filed a complaint in Orange County Superior Court asserting PAGA claims.

1 41. Thereafter, on or about October 21, 2019 Named Plaintiff Oscar Benitez filed
2 a class action complaint alleging the following causes of action against Defendants, including: (1)
3 failure to pay wages, including regular, overtime and double time wages; (2) meal period violations;
4 (3) rest break violations; (4) violations of Labor Code section 1194 and 1197; (5) failure to timely pay
5 final wages; (6) failure to provide accurate wage statements; (7) failure to reimburse business
6 expenses; and (8) violation of the California Business and Professions Code ("UCL").

7 42. Whereas on May 26, 2020 Named Plaintiff Lan Le filed a class action complaint
8 against Defendants alleging all of the following claims: (1) failure to provide meal periods; (2) failure
9 to provide rest breaks; (3) failure to timely pay final wages; (4) failure to furnish accurate wage
10 statements; and (5) violation of Unfair Competition Law. Plaintiff Le later filed a motion for leave to
11 file an amended complaint to add the claims of Plaintiff Mario Estrada-Peralta.

12 43. On June 24, 2020, Named Plaintiff Lan Le filed a separate PAGA action against
13 Defendants on behalf of himself and other aggrieved employees, seeking civil penalties under PAGA.

14 44. On September 11, 2020, Named Plaintiff Shaquille Howard filed a class action
15 complaint against Defendants asserting the same or similar claims, and putative class members as
16 Named Plaintiff Oscar Benitez.

17 45. The matters involving each of the Named Plaintiffs were eventually
18 consolidated and the First Amended Consolidated Complaint was filed on January 4, 2021.

19 46. A number of PAGA letters were submitted by the Named Plaintiffs to the
20 LWDA.

21 47. Defendants filed an Answer to the First Amended Consolidated Complaint and
22 denied all allegations and claims asserted therein. Defendants deny that they engaged in any
23 misconduct in connection with its wage-and-hour practices and that they have any liability or engaged
24 in wrongdoing of any kind associated with the claims alleged in the Action, including any Settled
25 PAGA Claims. Defendants further contend that they complied at all times with both federal and state
26 wage-and-hour laws, and all other laws regulating the employer-employee relationship that relate to
27 the employment of Named Plaintiffs and the Class and PAGA Members.

1 48. Defendants and Class Counsel, on behalf of Named Plaintiffs and the Class
2 Members and PAGA Members, attended mediation with Lisa Klerman on July 13, 2021. The Parties
3 hereto agree that the terms and conditions of this Agreement are the result of lengthy, intensive arms-
4 length negotiations between the Parties supervised by an experienced employment law mediator. The
5 Parties agree that the Agreement is entered into in good faith as to each Class Member and PAGA
6 Member and that the Settlement is fair, reasonable and adequate as to each Class Member and PAGA
7 Member.

8 49. Class Counsel is of the opinion that this Settlement is fair, reasonable, and
9 adequate, and in the best interest of the Class and PAGA Members and other relevant interests in light
10 of all known facts and circumstances, including the benefits conferred by the Settlement, the risk of
11 significant delay, the uncertainty and risk of the outcome of further litigation, the burdens of proof
12 necessary to establish liability, defenses asserted to the merits, including but not limited to the
13 affirmative defenses asserted as to Settlement Class Members, the risks of proceeding on any class
14 claims and PAGA claims, including class certification, the difficulties in establishing damages and
15 penalties, and the numerous potential appellate issues. While Defendants specifically deny any
16 liability or wrongdoing in the Action, Defendants agreed to enter into this Settlement to avoid the cost
17 and business disruption associated with defending the Action. Defendants have claimed and continue
18 to claim that the Settled Claims and Settled PAGA Claims have no merit and do not give rise to
19 liability. This Agreement is a compromise of disputed claims. This Agreement, made and entered
20 into by and between the Named Plaintiffs (on behalf of themselves and on behalf of the Class Members
21 and PAGA Members and interests of the LWDA) and Defendants, each with the assistance of its
22 respective counsel or attorneys of record, is intended to fully, finally, and forever settle, compromise
23 and discharge the Settled Claims and Settled PAGA Claims against the Released Parties, subject to
24 the terms and conditions set forth herein.

25 50. Because the Action is pled as a class action, this Settlement must receive
26 preliminary and final approval by the Court. Because the Action is pled as a PAGA action, this
27 Settlement is subject to approval by the Court. Accordingly, the Parties enter into this Agreement on
28 a conditional basis.

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become null and void *ab initio* and shall have no bearing on, and shall not be admissible in connection with, further proceedings in this Action, except that the Court may award less than the amounts listed in Paragraph 56a through 56e without impacting the validity and enforceability of this Agreement, and the Parties will be returned to their respective positions prior to entering this Agreement.

52. Stipulation for Class Certification. The Parties stipulate to the certification of this Settlement Class for purposes of this Settlement only. If, however, the Settlement does not become final for any reason, the Parties' Agreement shall become null and void *ab initio* and shall have no bearing on, and shall not be admissible in connection with, whether class certification would be appropriate in any other context in this Action.

53. Release of Settled Claims. As of the Effective Date and contingent upon Defendants making the Funding Payment as set forth herein, Named Plaintiffs and all Settlement Class Members hereby do and shall be deemed to have fully, finally, and forever released, settled, compromised, relinquished and discharged any and all Settled Claims against any and all Released Parties. The Settlement includes a release of all Settled Claims during the Class Period by Settlement Class Members employed at any time during the Class Period. The Parties will take action to bar any Fair Labor Standard Act ("FLSA") claims pursuant to *Rangel v. PLS Check Cashers of California, Inc.*, 889 F.3d 1106 (9th Cir. 2018).

a. The Parties agree for settlement purposes only that, because the Class Members are so numerous, it is impossible or impracticable to have each Class Member execute this Agreement. Accordingly, the Class Notice will advise all Class Members of the binding nature of the Agreement and such notice shall have the same force and effect as if the Agreement were executed by each Class Member.

b. Named Plaintiffs and Class Counsel represent, covenant, and warrant that they have not directly or indirectly assigned, transferred, encumbered or purported to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action, or rights herein released and discharged, except as set forth herein.

c. The Parties agree that this is a settlement of disputed claims not involving undisputed wages, and that Labor Code Section 206.5 is therefore inapplicable.

1 54. Release of Settled PAGA Claims. As of the Effective Date and contingent upon
2 Defendants making the Funding Payment as set forth herein, Named Plaintiffs, LWDA, the State of
3 California, and any other representative, proxy, or agent thereof, including but not limited to any and
4 all PAGA Members are barred from prosecuting Settled PAGA Claims that arose during the PAGA
5 Time Period against any and all of the Released Parties Subject to Court approval, the Agreement
6 includes a settlement of all Settled PAGA Claims during the PAGA Period by PAGA Members
7 employed at any time during the PAGA Period to the fullest extent permitted under the PAGA,
8 including settlement contemplated in Labor Code section 2699(1)(2).

9 55. Individual Releases of Claims. In addition to the releases made by the
10 Settlement Class Members and PAGA Members set forth in this Agreement, the Named Plaintiffs
11 release, as an individual and in addition to the Settled Claims described above, all claims, whether
12 known or unknown, under federal law or state law against the Released Parties. Named Plaintiffs
13 understand that this release includes unknown claims and that Named Plaintiffs are, as a result,
14 waiving all rights and benefits afforded by Section 1542 of the California Civil Code, which provides:

15
16 **A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE**
17 **CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO**
18 **EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE**
19 **RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE**
20 **MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE**
21 **DEBTOR OR RELEASED PARTY.**

22 The Parties understand and agree that notwithstanding anything to the contrary herein, Named
23 Plaintiffs are not, by way of this release, releasing any claims which cannot be released as a
24 matter of law and that Named Plaintiff Lan Le is not releasing any claims pending in his federal
25 lawsuit pending in the United States District Court, the Southern District of California, Case
26 No. 3:20-cv-02040-AJB-BLM (the "Le FCRA Action") (this includes, without limitation, any
27 individual claims, putative class claims, claims for any remedies, penalties, enhancement,
28 award, attorneys' fees, or costs arising out of or related to any claim asserted in the Le FCRA
Action).

56. Settlement Payments and Calculation of Claims. Subject to the Final Approval of the Settlement and the conditions specified in this Agreement, and in consideration of the mutual covenants and promises set forth herein, Defendants agree to make a payment or payments as set forth herein totaling an amount of, but not to exceed, Seven Million Dollars and Zero Cents (\$7,000,000.00). The GSA shall fully satisfy Defendants' obligations for any and all payments, fees and costs identified in the Agreement, including, but not limited to, any payments to be made to the Named Plaintiff, Settlement Class Members, PAGA Members, the LWDA, Class Counsel's attorneys' fees and out-of-pocket litigation expenses and costs, and settlement administration costs. In no event shall Defendants be required to pay any amounts above the GSA under this Settlement and this Agreement. Notwithstanding anything to the contrary herein, Defendants shall pay the employer's portion of payroll taxes. The Parties agree, subject to Court approval, that the GSA shall be apportioned as follows:

a. Attorneys' Fees. Class Counsel will apply to the Court for an award of attorneys' fees of no more than one-third of the GSA (\$2,333,333). The attorneys' fees shall come from and be deducted from the GSA and paid out as set forth herein. Defendants will not oppose such application. The award of Attorneys' Fees shall be allocated as follows: 50% to James Hawkins APLC and 50% to Justice Law Corporation. The settlement is not contingent on Class Counsel receiving the requested amount of fees out of the GSA. If the Court awards less than that then the monies will be added to the Net Settlement Amount. The award of less than the requested amount of the fees is not a basis for appeal.

b. Attorneys' Costs. Named Plaintiffs and Class Counsel shall request approval of payment of up to but not to exceed Fifty Five Thousand Dollars and Zero Cents (\$55,000.00) in attorneys' costs, including any litigation costs, which will be deducted from the GSA and paid out as set forth herein. Defendants will not oppose such application. Attorneys' fees as specified in the preceding Paragraph and costs as specified in this Paragraph shall cover all claimed and unclaimed attorneys' fees, attorneys' costs and other amounts payable or awardable against Defendants for Class Counsel's work, effort or involvement in the Action and in carrying out the Agreement and includes any and all work, effort or involvement to carry out the terms of the

Agreement and as may be potentially or actually necessary or advisable to defend the Agreement and/or Settlement through appeal, or collateral attack or in any other forum or proceeding. These specified Attorneys' Fees and Costs shall be the sole payment for attorneys' fees and costs and, otherwise, the Parties and Class Members and their counsel shall bear their own fees and costs in connection with the Action. The settlement is not contingent on Class Counsel receiving the requested amount of costs out of the GSA. If the Court awards less than that then the monies will be added to the Net Settlement Amount. The award of less than the requested amount of the costs is not a basis for appeal.

c. Administration Fees and Costs. Class Counsel will also apply to the Court for approval of SA costs in an amount estimated to be up to Forty-Five Thousand Dollars (\$45,000.00), which will be deducted from the GSA. Defendants will not oppose such application. Class Counsel will specify the amount sought for such costs, up to the foregoing maximum, in Named Plaintiff motions for preliminary and Final Approval of the Settlement.

d. Named Plaintiffs' Enhancement and General Release Payment. Class Counsel will apply to the Court for approval of an enhancement award in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) to be paid to each of the Named Plaintiffs, from which fifty percent (50%) shall be deemed consideration for a general release and from which fifty percent (50%) shall be for assuming the risks associated with this litigation (including for assuming the risks in the PAGA case). Defendants will not oppose such applications. The enhancement awards are included in, and shall be deducted from, the GSA. The settlement is not contingent on Named Plaintiffs receiving the requested Enhancement. If the Court awards less than that then the monies not awarded will be added to the Net Settlement Amount. The award of less than the requested Enhancement is not a basis for appeal.

e. PAGA Allocation and Payments. Pursuant to California Labor Code Section 2698, *et seq.*, the Parties designate Five Hundred Thousand Dollars and Zero Cents (\$500,000.00) of the GSA to resolve any PAGA claims (including payment for Named Plaintiffs' claims on their own behalf and on behalf of all PAGA Members for penalties under the PAGA and payment to the LWDA).

i. Seventy-five percent (75%) of that amount, or Three Hundred and Seventy Five Thousand Dollars and Zero Cents (\$375,000.00), will be paid to the LWDA and the remainder to PAGA Members. In the event the LWDA refuses to accept the above amount in full for all civil penalties to PAGA Members in connection with the civil penalty claims alleged in this Action, or in the event the LWDA or anyone on its behalf otherwise challenges the above allocation or the Settlement, the Parties shall work in good faith to revise the allocation so that it is accepted.

ii. The remaining One Hundred and Twenty Five Thousand Dollars and Zero Cents (\$125,000.00) shall be paid to PAGA Members by multiplying the PAGA Pay Period Rate by each individual PAGA Member's PAGA Pay Periods Worked.

f. Net Settlement Amount. The NSA will be the amount remaining after deducting the amounts specified in Paragraphs 56a through 56e above (including deducting the amount in 57e.ii., which will be separately distributed to PAGA Members).

g. Settlement Payments to Settlement Class Members. Only the following individuals will receive Settlement Payments under the Settlement Agreement: (1) the Named Plaintiffs and (2) Settlement Class Members. Settlement Payments will be calculated as follows:

i. The NSA will be divided by the total Pay Periods Worked by all Settlement Class Members during the Class Period as reflected in Defendants' records and estimates based on existing records. All Settlement Class Members shall be paid an amount equal to their individual Pay Periods Worked during the Class Period, multiplied by the Pay Period Rate. Pay Periods Worked shall be determined by the SA based on data to be provided by Defendants, as may be modified by the resolution of any challenges.

ii. The Parties agree that under no circumstances shall Defendants be obligated to pay any amount under this Agreement to any Class Member other than Settlement Class Members and PAGA Members. In addition, the Parties agree that in no event shall Defendants be obligated to pay more than the GSA as provided above.

iii. The Parties acknowledge and agree that the formula used to calculate Pay Periods Worked, individual Settlement Payments, PAGA Pay Periods Worked, and PAGA Payments does not imply that all of the elements of damages covered by the release are not

being taken into account. The above formulas were devised as practical and logistical tools to simplify the payment process.

57. No Credit Toward Benefit Plans. The Settlement Payments made to Settlement Class Members and PAGA Payments made to PAGA Members under this Agreement shall not be utilized to calculate any additional benefits under any benefit plans to which any Settlement Class Members or Class Members or PAGA Members may be eligible, including, but not limited to: profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties' intention that this Agreement will not affect any rights, contributions, or amounts to which any Settlement Class Members, Class Members and PAGA Members may be entitled under any benefit plans.

58. Taxation of Settlement Proceeds. All Settlement Payments shall be paid in a net amount after applicable state and federal tax withholdings, including payroll taxes, if any, have been deducted.

a. The Parties agree that twenty percent (20%) will be allocated to wages and W-2s shall be issued and that the remainder of the amount distributed to each Settlement Class Member will be considered penalties, interest and any other non-wage related amount, if any, and will be reported as such to each Settlement Class Member on an IRS Form 1099. The PAGA Payments to PAGA Members will be designated as payments for alleged penalties and other non-wage amounts.

b. The SA shall calculate, withhold from the Settlement Payments, and remit to applicable governmental agencies sufficient amounts, if any, as may be owed for applicable taxes. The SA will issue appropriate tax forms, if required, to each such Settlement Class Member consistent with the foregoing breakdown. The SA shall remit to applicable governmental agencies sufficient amounts to cover taxes on the wage portion of the Settlement Payments.

c. All Parties represent that they have not received, and shall not rely on, advice or representations from other parties or their agents, including Class Members and PAGA Members, regarding the tax treatment of payments under federal, state, or local law. In this regard, Defendants make no representations regarding the taxability of the Settlement Payments and PAGA Payments.

d. Class Counsel will be issued an IRS Form 1099 for any fees and costs awarded by the Court pursuant to Paragraph 56. Except as provided in Paragraph 57, each Party shall bear his, her or its own attorneys' fees, costs, and expenses incurred in the prosecution, defense, or settlement of the Action. Class Counsel agrees that any allocation of fees between or among each of the Class Counsel or among the Class Counsel and any other attorney that may be representing Named Plaintiffs or the Class, if any, shall be the sole responsibility of Class Counsel. Each Party to this Agreement (for purposes of this section, the "acknowledging party" and each Party to this Agreement other than the acknowledging party, an "other party") acknowledges and agrees that no provision of this Agreement, and no written or oral communication or disclosure or other representation by Defendants and/or Released Parties is or was intended to be, nor shall be construed or be relied upon as, tax advice, and Named Plaintiffs, Class Members and PAGA Members shall not rely on Defendants and/or Released Parties for any tax advice with respect to the Settlement of this Action.

e. The Named Plaintiffs will be issued IRS Form 1099s for any enhancement awards approved by the Court pursuant to Paragraph 56. The enhancement awards payable to the Named Plaintiffs shall be in addition to the Settlement Payments and PAGA Payments that they, as applicable, will receive.

59. Provisional Approval of Settlement. Named Plaintiffs shall file a motion in the Action and take all other action to request that the Court enter the Preliminary Approval Order based on an agreed-upon Settlement schedule, subject to Court approval:

a. Seeking class certification on the terms set forth in this Agreement solely for purposes of class settlement;

b. Preliminarily approving the proposed Settlement and this Agreement, including the payments to the Settlement Class Members, Class Counsel, the Named Plaintiffs, PAGA Members, the SA, and the LWDA;

c. Preliminarily approving the appointment of the Named Plaintiffs as representative of the Class for settlement purposes, if not otherwise accomplished by class certification;

d. Preliminarily approving the appointment of counsel for Named Plaintiffs as Class Counsel;

e. Appointing and approving a SA as chosen by the Parties and approved by the Court, to administer the notice, opt-out requests, objections and Settlement Payment and PAGA Payment procedures required by this Agreement;

f. Approving the form of the Class Notice mutually agreed by the Parties;

g. Scheduling the Final Settlement Approval Hearing for consideration of Final Approval of this Agreement;

h. Requiring that any Class Members who object to the Settlement Agreement submit any objection to the SA postmarked by the end of the Exclusion Period or appear in person or by other Court approved means at the Final Approval Hearing, and that the Parties be given an opportunity to file written responses to any objection(s) with the Court;

i. Approving the procedure for Class Members to submit Opt-Out Requests, and setting a date after which no Class Members shall be allowed to submit Opt-Out Requests; and

j. Approving the procedure for Settlement Class Members to object to the Settlement.

k. Defendants shall not oppose Class Counsel's motions for preliminary approval and Final Approval of the Settlement so long as the motions and supporting papers are consistent with the terms of this Agreement. Class Counsel shall provide Defendants with an opportunity of five (5) days to review, and provide comments on the motions for preliminary and Final Approval of the Settlement before the motion and supporting papers are filed with the Court. The Parties will meet and confer and agree upon the wording of the settlement packages to be sent to Class Members, as well as the proposed orders for preliminary and Final Approval before filing. Failure of the Court to grant the Preliminary Approval Order will be grounds for the Parties to terminate the Settlement and the terms of the Agreement, except that the Parties must work in good faith to comply with any changes to the Settlement proposed by the Court to the extent the changes are acceptable by

both Parties, and the Court may award less than the amounts listed in Paragraph subparts 56a through 56e without impacting the validity and enforceability of this Agreement.

60. Notice Procedure.

a. Settlement Administrator. The Parties will select Phoenix Class Action Settlement Administration or a mutually agreeable third-party SA to distribute the Class Notice and the Settlement Payments and PAGA Payments and handle the tax reporting and field questions with a hotline. The SA (along with any of its agents) shall represent and warrant that it will: (a) provide reasonable and appropriate administrative, physical and technical safeguards for any personally identifiable information ("PII"), which it receives from Defendants; (b) not disclose the PII to Class Counsel, Named Plaintiffs, any party or third parties, including agents or subcontractors, without Defendants' consent; (c) not disclose or otherwise use the PII other than to carry out its duties as set forth herein; (d) promptly provide Defendants with notice if PII is subject to unauthorized access, use, disclosure, modification, or destruction; and (e) continue to protect the PII upon termination of its services.

b. Class Member Data. Within twenty-one days (21) days of the Court granting Preliminary Approval of the Settlement, Defendants shall provide to the SA a list of Class Members and PAGA Members that identifies for each Class Member/PAGA Member, his/her Social Security number (if known), last-known address, and the dates of employment and other Class Member data confirm qualifying Pay Periods Worked and PAGA Pay Periods Worked or will forward the start and end date(s) of employment for the SA to calculate the Pay Periods Worked and PAGA Pay Periods Worked. Defendants agree to consult with the SA as required to provide the list in a format reasonably acceptable for the duties of the SA. The SA will keep the list confidential, use it only for the purposes described herein, take adequate safeguards to protect confidential or private information and return or certify the destruction of the information or continued safeguarding of the information upon completion of the Settlement Administration process. For Class Member placed with Defendants through a staffing agency, Defendants will provide the contact information that is received in response to subpoenas for that contact information. In the event the agency that supplied the Class Member placed through a staffing agency does not respond with the requested contact

information it is the responsibility of Class Counsel to seek said information or for the SA to conduct an address search. The notice that goes to Class Members or PAGA Members for whom Defendants do not have a social security number shall include notice regarding how said individuals can submit that information to the SA as that information is needed for any settlement checks to be paid.

61. Class Notice. The SA will send to each Class Member and PAGA Member by First-Class U.S. Mail the Class Notice, which includes information on how Class Members may opt-out of or object to the Settlement and a procedure by which a Class Member may challenge the number of Pay Periods Worked identified on his/her Class Notice. The Named Plaintiffs will seek approval of language in the Class Notice in the motion for preliminary approval and will seek permission for the Parties in conjunction with the SA to be able to correct immaterial errors on these forms or other mailed materials without approval from the Court, provided the changes do not alter the preliminary approval by the Court.

a. Settlement Administrator Duties. Prior to mailing the Class Notice, the SA will update the addresses for the Class Members and PAGA Members using the National Change of Address database and other available resources deemed suitable by the SA. To the extent this process yields a different address from the one supplied by Defendants ("Updated Address"), that Updated Address shall replace the address supplied by Defendants ("Last Known Address") and be treated as the new Last Known Address for purposes of this Agreement and for subsequent mailings in particular. The Settlement Administrator shall be permitted to provide notices and communicate to the Class and PAGA Members in a format and statement to be provided to the Court, which Named Plaintiffs will submit in conjunction with the motion for preliminary approval and/or motion for Final Approval.

b. Class Notice Procedure. Within seven (7) days after receipt of the above information from Defendants, the SA shall send the Class Notice to each Class Member's and PAGA Member's Last Known Address or Updated Address (if applicable) via First-Class U.S. mail.

c. Exclusion Period. Class Members will have sixty (60) days from the postmark of the initial mailing of the Class Notice by the SA to submit by U.S. mail their Opt-Out Requests, with proof of date of submission to be the postmark date of the completed Opt-Out Request.

1 Opt-Out Requests do not apply to the Settled PAGA Claims and will not exclude PAGA Members
2 from the release of Settled PAGA Claims.

3 d. Objection Period. Class Members will also have sixty (60) days to
4 object to the Settlement by submitting a written objection (see **Exhibit B**) with the SA that sets forth
5 the basis of the objection pursuant to Paragraph 62, which the SA shall submit to the Parties within
6 three (3) business days of receipt, and Class Counsel shall submit to the Court.

7 e. SA Follow-up efforts.

8 i. The SA shall re-mail by First-Class U.S. mail the Class Notice
9 returned by the Post Office with a forwarding address, and shall re-mail by First-Class U.S. mail the
10 Class Notice to any Class Member/PAGA Member who personally provides an updated address to the
11 SA.

12 ii. In the event that the first mailing of the Class Notice to any Class
13 Member/PAGA Member is returned without a forwarding address, the SA will immediately perform
14 skip trace(s) if necessary using social security numbers provided by Defendants and National Change
15 of Address searches, as needed, to verify the accuracy of the addresses provided and will conduct a
16 second round of mailings of the Class Notice by First-Class, U.S. mail within an agreed number of
17 days for those forms returned to sender. If no new information is ascertained by means of a skip trace,
18 or if the Class Notice is returned to SA after using an address obtained from a standard skip trace, the
19 SA will immediately perform a manual "in-depth skip trace" to locate a more recent or accurate
20 address. If an Updated Address is identified by this method, the SA will resend the Class Notice to
21 the Updated Address within three (3) days of identifying the Updated Address.

22 iii. In the SA re-mails the Class Notice, it shall note for its own
23 records the date and the address of each re-mailing. Those Class Members who receive a re-mailed
24 Class Notice, whether by skip-trace or forwarded mail, will have an additional ten (10) days to
25 postmark an Exclusion Form, or file and serve an objection to the Settlement or dispute the information
26 provided in their Class Notice. The Settlement Administrator shall mark on the envelope whether the
27 Class Notice is a re-mailed notice.

f. Documenting Communications. The SA shall date stamp documents it receives, including Opt-Out Requests, Objections and any correspondences and documents from Class Members/PAGA Member.

g. Settlement Administrator Declaration. At least ten (10) days prior to the deadline for the filing of the motion for final approval, the SA shall prepare, subject to Class Counsel's/PAGA Member's and Defendants' input and approval, a declaration setting forth the due diligence and proof of mailing of the Class Notices, the results of the SA's mailings, including tracing and re-mailing efforts, and the Class Members'/PAGA Member's responses to those mailing and provide additional information deemed necessary to approve the settlement.

h. SA Written Reports. Each week during the Exclusion Period, the SA shall provide the Parties with a report listing the number of Class Members that submitted Opt-Out Requests and Objections. Within seven (7) days of the close of the Exclusion Period, the SA will provide a final report listing the number of Class Members who submitted Opt-Out Requests or Objections.

i. SA Calculations of Settlement Payments. Within seven (7) days after resolving all challenges made by Settlement Class Members, and following the Final Approval Order, the SA shall provide to the Parties a report showing its calculation of all Settlement Payments to be made to Settlement Class Members and PAGA Members. After receiving the SA's report, Class Counsel and Defendants' counsel shall review the same to determine if the calculation of payments to Settlement Class Members/PAGA Members is consistent with this Agreement, and shall notify the SA if either counsel does not believe the calculation is consistent with the Agreement. After receipt of comments from counsel, the SA shall finalize its calculation of Settlement Payments and PAGA Payments, at least five (5) days prior to the distribution of such payments, and shall provide Class Counsel and Defendants' Counsel with a final report listing the amount of all payments to be made to each Settlement Class Member from the NSA and listing the amount of all payments to be made to each PAGA Member from the amount allocated for PAGA Payments. The SA will also provide information that is requested and approved by both Parties regarding its duties and other aspects of the Settlement and that is necessary to carry out the terms of the Settlement.

62. Requirements for Recovery of Settlement Payments.

a. Class Members. No claim form is necessary to participate in the Settlement. Unless a Class Member submits a valid and timely Opt-Out Request (as described in Paragraphs 21 and 62d and Exhibit B), a Class Member who takes no action will be a Settlement Class Member, bound by the Judgment, and will receive a payment from the NSA. All Class Members except for those who timely and validly opt-out of the Settlement shall be bound by the release of Settled Claims in this Agreement. All PAGA Members shall be barred from seeking any action for civil penalties for Settled PAGA Claims in this Agreement.

b. Late Submissions. The SA shall not accept as valid any Opt-Out Request postmarked after the end of the Exclusion Period, absent agreement from the Parties or order of the Court. It shall be presumed that, if an Opt-Out Request is not postmarked on or before the last day of the Exclusion Period, the Class Member did not return the Opt-Out Request in a timely manner.

c. Challenges. Class Members will have the right to challenge the number of Pay Periods Worked allocated to them. The following challenge procedure will be established for the Class Member to dispute information on which his/her payment amount is based: Challenges to the number of Pay Periods Worked shall be sent directly to the SA at the address indicated on the Class Notice. A Class Member challenging the number of Pay Periods Worked identified may also submit documentary evidence in order to prove the number of Pay Periods Worked during the Class Period. Defendants shall have the right to respond to the challenge by any Settlement Class Member. No challenge to the number of Pay Periods Worked will be accepted unless sent by U.S. mail within sixty (60) days from the initial mailing of the Class Notice by the SA, with proof of date of submission to be the postmark date unless ordered by the Court. Additional time may be provided to a Class Member only upon a showing of good cause and within an amount of time determined by the SA that will not delay the distribution of Settlement Payments to other Class Members/PAGA Members and in no event beyond the date of filing of the motion for final approval. The SA will inform Class Counsel and Defendants' counsel in writing of any timely filed challenges and will determine all such disputes after consulting with the Parties regarding the number of Pay Periods Worked. Challenges will be resolved without hearing by the SA, who will make a decision based on Defendants' records

1 and any documents or other information presented by the Class Member making the challenge, Class
2 Counsel or Defendants. Subject to Court approval, the SA's determination is final and binding without
3 a right of appeal. The SA will inform the Parties of its final dispositions of all such challenges.

4 d. Opt-Out Procedure. Unless a Class Member timely opts out of the
5 Settlement described in this Agreement (see Exhibit B), he/she shall be bound by the terms and
6 conditions of this Agreement, and shall also be bound by the Final Judgment. A Class Member will
7 not be entitled to opt-out of the Settlement established by this Agreement unless he or she submits to
8 the SA a request or notice of opting out via U.S. mail postmarked on or before the expiration of the
9 Exclusion Period. The request must be in writing on an Opt-Out Request and include the Class
10 Member's name, address, date, signature, to the notice that indicates he or she "opts out" of the
11 Settlement (see Exhibit B). Opt-Out Requests do not apply to the Settled PAGA Claims and will not
12 exclude PAGA Members from the release of Settled PAGA Claims.

13 i. Upon receipt of any Opt-Out Request within the Exclusion
14 Period, the SA shall review the request to verify the information contained therein, and confirm that
15 the request complies with the requirements of this Agreement.

16 ii. Any Class Member who fails to submit via U.S. mail a timely,
17 complete and valid Opt-Out Request shall be barred from opting out of this Agreement or the
18 Settlement. The SA shall not have the authority to extend the deadline for Class Members to file a
19 request to opt out of the Settlement absent agreement by the Parties.

20 iii. Class Members shall be permitted to rescind in writing their
21 request to opt-out by submitting a written rescission statement to the SA no later than the Effective
22 Date and provided individual Settlement Payments can be recalculated to reflect the rescission.

23 iv. Defendants alone have the option to withdraw from the
24 settlement if the number of opt outs exceeds ten percent (10%) of the Class Members. If Defendants
25 exercise the so called "blow up provision" then the settlement will be null and void. Defendants shall
26 provide written notice of such withdrawal to Class Counsel within ten (10) business days of receiving
27 notice from the SA that this provision has been triggered. In the event that Defendants elect to so
28 withdraw, the withdrawal shall have the same effect as a termination of this Agreement for failure to

satisfy a condition of Settlement. In the event that Defendants exercises this option, it will be solely responsible for any Settlement Administrator's costs. In addition, if the Court grants final approval conditioned on any material change to the Settlement, including but not limited to requiring a larger portion of the Net Settlement Amount to be treated as wages, then Defendants have the unilateral right to void the Settlement in its entirety. If that occurs, the Parties will have no further obligations under the Settlement, except that Defendants will pay the Claims Administrator's reasonable fees and expenses incurred as of the date that Defendants exercise the right to void the Settlement.

63. Objections to Settlement. Any Settlement Class Member may object to the Settlement. Any such objection may be submitted to the SA in writing on or before the close of the Exclusion Period or may appear at the Final Approval Hearing object orally. If any Settlement Class Member wishes to object in writing, any such written Objection shall include: (1) the full name of the Settlement Class Member; (2) address of the Settlement Class Member; (3) the basis for the objection; and (4) if the Settlement Class Member intends to appear at the Final Approval Hearing. The Parties shall be permitted to file responses to the Objection in addition to any motion for final approval documents. Settlement Class Members may also appear at the Final Approval Hearing to object. At no time shall any of the Parties or their counsel seek to solicit or otherwise encourage Settlement Class Members to submit written objections to the Settlement or appeal from the Order granting final approval and/or Final Judgment. Class Counsel shall not represent any Settlement Class Members with respect to any such objections.

64. Final Fairness Hearing, Final Approval and Final Judgment.

a. Entry of Final Judgment. At the Final Approval Hearing, Named Plaintiffs will request, and Defendants will concur in said request, that the Court enter a Final Judgment.

b. Motion. Named Plaintiffs will draft and file a motion for final approval and for approval of any attorneys' fees and costs and enhancement award in conformity with any requirements from the Court and will take other action to request the entry of Final Judgment in accordance with this Agreement. The motion for final approval and corresponding paperwork will be subject to input and approval from Defendants and the proposed judgment finally approving the

Settlement shall be subject to the input from and approval by Defendants, provided that Defendants shall have five (5) days from receipt to provide such input. Defendants will concur in or not object to said request that the Court enter Final Judgment finally approving this Agreement. In conjunction with the motion for final approval, Class Counsel shall file a declaration from the SA confirming that the Class Notice and related forms were mailed to all Class Members as required by this Agreement, as well as any additional information Class Counsel, with the input and approval of Defendants, deems appropriate to provide to the Court.

c. Objections. Before and/or at the Final Fairness Hearing, Named Plaintiffs and Defendants, through their counsel of record, may address any written objections from Class Members or any concerns from Class Members who attend the hearing as well as any concerns of the Court.

d. Order. Named Plaintiffs will also draft and submit a proposed Order of Final Approval and Final Judgment in the form that is consistent with this Agreement and subject to prior review, revision and approval by Defendants (See Exhibit D). The Parties shall take all reasonable efforts to secure entry of the Order of Final Approval and Final Judgment. If the Court rejects the Agreement, fails to enter the Order of Final Approval, or fails to enter the Final Judgment, even after good faith efforts by the Parties to meet and confer and remedy where agreement can be reached any perceived deficiencies in the Settlement, this Agreement shall be void *ab initio*, and Defendants shall have no obligation to make any payments under the Agreement, except for payments to the SA for services performed up to that time. The Named Plaintiffs will submit a proposed Order of Final Approval subject to the review and approval of Defendants that will contain provisions:

i. Wherein the Court enters Final Judgment, finding that this Agreement and Settlement is fair, just, equitable, reasonable, adequate and in the best interests of the Class and was reached as a result of intensive, serious, and non-collusive arms-length negotiations and was achieved with the aid of an experienced mediator and in good faith as to each Class Member;

ii. Affirms that each side will bear its own costs and fees (including attorneys' fees), except as provided by the Agreement, and that Defendants shall not be required to

pay any amounts other than as set forth in the Agreement and the Order of Final Approval, and in no event any amount above the GSA (except as to the employer's share of payroll taxes);

iii. That confirms the certification of the Class for purposes of Settlement;

iv. That finds that the Settlement Administration process as carried out afforded adequate protections to Class Members, provided the best notice practicable, and satisfied the requirements of law and due process;

v. That rejects any Objections to the Settlement;

vi. That approves the settlement of PAGA Claims consistent with the Settlement;

vii. That retains Court jurisdiction after entry of judgment to oversee administration and enforcement of the terms of the Agreement; and

viii. That requires the Parties to carry out the provisions of this Agreement.

65. Post-Final Approval Requirements and Procedures. Following entry of the Court's Order Granting Final Approval of Settlement and Final Judgment, the Parties will act to assure the timely execution and fulfillment of all its provisions, including, but not limited to, the following:

a. Should an appeal be taken from the Final Approval of the Settlement, all Parties will support the Order of Final Approval and Final Judgment on appeal;

b. The Parties will assist the SA as needed or requested in the process of identifying and locating Settlement Class Members entitled to Settlement Payments from the NSA and PAGA Members entitled to PAGA Payments and assuring delivery of such payments;

c. Class Counsel will assist the SA as needed or requested in completing the distribution of any uncashed checks as directed by the Court; and

d. Class Counsel will certify to the Court completion of all payments required to be made by this Settlement Agreement.

66. Payment of Settlement. Defendants will deposit the Funding Payment into an account established by the SA within 15 days of the Effective Date. In the event an appeal, writ,

1 motion challenging the judgment or other collateral attack is made, the funds shall not be distributed
2 until the challenge or other collateral attack is resolved in a manner that upholds the settlement in its
3 entirety. The remittance of the Funding Payment to the SA shall constitute full and complete discharge
4 of the entire monetary obligation of Defendants under this Agreement. No Released Party shall have
5 any further monetary obligation or liability to Class Counsel, Named Plaintiffs, or Settlement Class
6 Members under this Agreement after receipt by the SA of the Funding Payment.

7 a. The Parties agree that the Funding Payment will qualify as a settlement
8 fund pursuant to the requirements of Section 468(B)(g) of the Internal Revenue Code of 1986, as
9 amended, and Section 1.468B-1 *et seq.* of the income tax regulations. Furthermore, the SA is hereby
10 designated as the "Administrator" of the qualified Settlement funds for purposes of Section 1.468B-
11 2(k) of the income tax regulations. As such, taxes imposed on the gross income of that settlement
12 fund and any tax-related expenses arising from any income tax returns or other reporting documents
13 that may be required by the Internal Revenue Service or any state or local taxing body will be paid
14 from the Funding Payment by the SA.

15 b. The distribution of Settlement Payments to Settlement Class Members
16 shall occur no later than the Settlement Proceeds Distribution Deadline. The SA shall be deemed to
17 have timely distributed Settlement Payments if it places said payment in the mail (First-Class U.S.).
18 When the SA receives notice from Settlement Class Members that they have not received such
19 Settlement Payments due to changes of address or other circumstances, the SA shall be deemed to
20 have timely distributed those Settlement Payments if (after satisfying itself that the amounts have not
21 been received or negotiated) it re-mails the payments to the updated addresses or provides for delivery
22 by other reasonable methods requested by such Settlement Class Members, provided that any and all
23 requests for re-mailing shall be actually received and acknowledged by the SA before the 150-day
24 deadline referenced in Paragraphs 67 and 68 or will be deemed ineffective, and have no effect and the
25 original mailed amount shall be deemed timely distribution of the Settlement Payment. If any checks
26 are returned to the SA without a forwarding address the SA shall conduct a skip-trace and re-mail the
27 checks. The SA shall mail all Settlement Payments by the Settlement Proceeds Distribution Deadline.
28 To comply with California Rule of Court 3.771, settlement checks shall include the following language

1 on the check: "A Court has approved settlement of the class action and PAGA representative actions
2 and entered judgment for claims asserted in the consolidated lawsuits called *Benitez et al v. Medtronic,*
3 *Inc. and Covidien LP* pending in the Orange County Superior Court, lead case No. 30-2019-01069185-
4 CU-OE-CXC." No person shall have any claim against the SA, Defendants or Released Parties, Class
5 Counsel, Defendants' counsel, or any other agent designated by Named Plaintiffs or Defendants based
6 upon the distribution of Settlement Payments made substantially in accordance with this Agreement
7 or further orders of the Court.

8 c. The distribution of attorneys' fees, costs, and the Named Plaintiffs'
9 enhancement/general release awards shall occur no later than the payment date of the payment under
10 the Settlement Proceeds Distribution Deadline. Under no circumstances shall the foregoing payments
11 be made prior to the distribution of Settlement Payments to Settlement Class Members.

12 d. Upon Defendants' transfer of the Funding Payment to the SA,
13 Defendants, the Released Parties, and Defendants' counsel shall have no further monetary liability or
14 financial responsibility to Class Counsel or to any vendors or third parties employed by the Named
15 Plaintiffs or Class Counsel in connection with the Action.

16 e. Defendants shall not be obligated to make any payments contemplated
17 by this Agreement unless and until the Court enters the Final Approval Order and Final Judgment, and
18 after the Effective Date of the Agreement, and no amounts will be owed or payable until all appeals if
19 taken or other collateral attacks have lapsed or have been favorably resolved in favor of the Settlement
20 and no further challenge to the Settlement is possible.

21 67. Settlement Class Members who are sent Settlement Payments shall have one
22 hundred twenty (120) days after mailing by the SA to cash their settlement checks.

23 68. If such Settlement Class Members do not cash their checks within that period,
24 those checks will become void and a stop payment will be placed on the uncashed checks. Settlement
25 checks that are not cashed within one hundred and twenty (120) days of mailing shall, subject to Court
26 approval, be distributed pursuant to the State Controller Unclaimed Property Fund, or as otherwise
27 directed by California Code of Civil Procedure Section 384 and as ordered by the Court. The Parties
28 agree that if the remaining funds are not able to be distributed to the State Controller Unclaimed

1 Property Fund and if a *cy pres* fund is required, subject to Court instruction, that the SA shall forward
2 the entire amount of any amounts remaining from uncashed checks, plus any interest that has accrued
3 thereon, to Legal Aid at Work, unless not accepted by the Court in which case the Parties will meet
4 and confer about an acceptable *cy pres*. In such event, those Settlement Class Members will be deemed
5 to have waived irrevocably any right in or claim to a Settlement Payment subject to their rights, if any,
6 to recover the Settlement Payments from the Unclaimed Property Fund if ordered or otherwise will be
7 extinguished. Settlement Class Members who fail to negotiate their check(s) in a timely fashion shall,
8 like all Settlement Class Members who did not validly opt out of the Settlement, remain subject to the
9 terms of the Settlement and the Final Judgment.

10 69. The SA shall keep Class Counsel and Defendants' counsel apprised of all
11 distributions from the GSA. Upon completion of administration of the Settlement, the SA shall
12 provide written certification of such completion to the Court, Class Counsel and Defendants' Counsel.

13 70. Binding Effect of Agreement on Settlement Class Members and PAGA
14 Members. Subject to final Court approval, all Settlement Class Members and PAGA Members shall
15 be bound by this Agreement, and Final Judgment shall be entered in the Action. In addition, unless
16 the Class Member opts out of the Settlement described in this Agreement, he/she shall be bound by
17 the Court's Order of Final Approval and Final Judgment. As set forth more fully in Paragraph 74, if
18 the Court does not enter an Order of Final Approval and Final Judgment granting Final Approval of
19 the Settlement, which becomes final, the Settlement shall become null and void, and its terms and all
20 documents setting out its terms shall be inadmissible in further litigation of this Action or any other
21 case.

22 71. Non-Interference with Opt-Out Procedure. The Parties and their counsel agree
23 that they shall not seek to solicit or otherwise encourage Class Members to submit Opt-Out Requests
24 or objections to the Settlement or to appeal from the Final Judgment.

25 72. Waiver of Appeal. Subject to preliminary and Final Approval of this
26 Settlement, all Class Members, except those Class Members who make timely and valid objections
27 pursuant to the terms of this Agreement, expressly waive the right to appeal.

73. Preliminary Timeline for Completion of Settlement. The preliminary schedule for notice, approval, and payment procedures carrying out this Settlement is set forth in the subsections below. This schedule may be modified depending on whether and when the Court grants necessary approvals and orders notice to the Class and PAGA Members, and sets further hearings. In the event of such modification, the Parties shall cooperate in order to complete the Settlement procedures as expeditiously as reasonably practicable.

a. Preliminary Approval Hearing as permitted by the Court;

b. Defendants to provide information described in Paragraph 60.b. (name, address, dates of employment, etc.) no later than twenty-one days (21) days after the Court grants Preliminary Approval of the Settlement;

c. The SA to mail the Class Notice by U.S. First Class mail to Class Members and PAGA Members by approximately fourteen (14) days after receipt from Defendants of the information described in the preceding subparagraph;

d. The SA to conduct trace/search efforts and send a follow up mailing, no later than ten (10) days after initial mailing, to individuals whose Class Notice was returned as undeliverable or whose listed address is found to be inaccurate or outdated;

e. Opt-Out Requests and Objections to the Settlement must be postmarked no later than sixty (60) days after the date of initial mailing of the Class Notice;

f. The SA will provide to the Parties, and to the Court as directed by the Parties, information regarding Opt-Out Requests and written objections or statements of intention to object to the Settlement received from Class Members within seven (7) days of the close of the Exclusion Period;

g. Class Counsel will file a timely motion for final approval of the Settlement and a separate application for award of attorneys' fees and costs and an enhancement award to the Named Plaintiffs by the date set by the Court, or if no date is set, at least sixteen (16) court days prior to the scheduled Final Approval Hearing date;

h. The Parties will request a Final Approval Hearing before the Court within a reasonable time after the close of the Exclusion Period, or as soon thereafter as the Court will

1 hear the Motion for Final Approval. After entry of the Final Approval Order and Judgment Defendants
2 shall remit the Funding Payment to the SA in the time period required by this Agreement.

3 i. Settlement Payments to Settlement Class Members, including the
4 Named Plaintiffs, and payments to Class Counsel for litigation costs and expenses and awarded
5 attorneys' fees, and the enhancement award to Named Plaintiffs, and payment to the LWDA shall be
6 made by the Settlement Proceeds Distribution Deadline by mailing of checks by First Class U.S. mail
7 or by wire (as to Class Counsel's payments only).

8 74. Automatic Voiding of Agreement if Settlement Not Finalized. If for any reason
9 the Effective Date does not occur, the Settlement shall be null and void and the orders, judgment, and
10 dismissal to be entered pursuant to this Agreement shall be vacated; and the Parties will be returned
11 to the status quo prior to entering this Agreement with respect to the Action, as if the Parties had never
12 entered into this Agreement. In addition, in such event, the Agreement and all negotiations, court
13 orders and proceedings relating thereto shall be without prejudice to the rights of any and all Parties
14 hereto, and evidence relating to the Agreement and all negotiations shall not be admissible or
15 discoverable in the Action or otherwise in any other proceeding.

16 75. No Injunctive Relief. The Parties agree that the Settlement does not include
17 injunctive relief against Defendants or the Released Parties.

18 76. Confidentiality.

19 a. Parties and their counsel will keep the Settlement confidential, through
20 the Court's order granting the Parties' Motion for Preliminary Approval, but the Parties will be able
21 to disclose to the Court, when and as necessary before preliminary approval, that they have reached
22 an agreement in principle, subject to completion of a final Agreement and Court approval.

23 b. Named Plaintiffs and Class Counsel agree not to issue a press release or
24 otherwise notify the media about the terms of the Settlement or advertise or market any of the terms
25 of the Settlement through written, recorded or electronic communications. In addition, Class Counsel
26 for Named Plaintiffs' will not disclose the settlement, its terms or the parties on their website or
27 otherwise. Named Plaintiffs and their counsel further agree that if contacted regarding this case, they
28 will state only that the lawsuit exists and has been resolved. However, this will not prevent Class

Counsel from undertaking required submissions and disclosures that are required to obtain approval of the Settlement, including and not limited to, submission of the Settlement to the LWDA in conformity with the PAGA statute.

c. Defendants shall direct all inquiries by Class Members to the SA, which shall provide general information about the lawsuit, including responding to questions about the lawsuit, by providing neutral information about the agreement consistent with the Agreement.

d. Defendants agree they will adopt a neutral reporting policy regarding any future employment inquiries related to Named Plaintiffs. Thus, in the event that any potential or future employers should inquire regarding Defendants' employment of any of the Named Plaintiffs, they will be informed only of Named Plaintiffs' dates of employment with Defendants, job title(s) during their employment with Defendants, and starting and final rates of pay.

77. Non-Disparagement. As permitted by law, Named Plaintiffs agree that each shall not disparage Defendants, Defendants' performance, its employees, officers, or owners, or conduct to any third person or entity, unless compelled to do so by law or required for purposes of the settlement. In the event that Named Plaintiffs are required to make any such statements pursuant to lawful process or as otherwise may be required by law, Named Plaintiffs agree to advise Defendants and their counsel as soon as reasonably possible in advance of such statements to allow Defendants a reasonable opportunity to seek appropriate relief. If prompted by anyone to discuss any dispute he had with Defendants, Named Plaintiffs may state simply that "the matter has been resolved." Notwithstanding anything to the contrary herein, this provision shall not be interpreted to prevent, restrict, or otherwise obstruct Named Plaintiff Lan Le from prosecuting, testifying, or otherwise offering statements or evidence in the context of the Le FCRA Action.

78. Invalidation of Agreement for Failure to Satisfy Conditions. The terms and provisions in "1 through 39 and 51 through 92 of this Agreement are not mere recitals, but are deemed to constitute contractual terms. The Court may allocate less to the Named Plaintiffs, Class Counsel, and/or the LWDA than indicated in Paragraph 56 without impacting the validity and enforceability of the Agreement. The Court may allocate less to the SA than indicated in Paragraph 56 provided the actual amount spent by the SA is less than the maximum set forth in that Paragraph.

1 Without limiting the generality of the foregoing, if this Agreement is terminated for failure to satisfy
2 any material terms or material conditions of this Agreement:

3 a. Defendants are not be obligated to create or maintain any type of
4 settlement fund, and shall not be obligated to make any Settlement Payment to any Class Member,
5 PAGA Member and/or any payment to Class Counsel or to the Named Plaintiffs.

6 b. The Agreement and all negotiations, Court orders and proceedings
7 relating thereto shall be without prejudice to the rights of the Named Plaintiffs, PAGA Members, Class
8 Members, and Defendants, each of whom shall be restored to their respective positions existing prior
9 to the execution of this Agreement, and evidence relating to the Agreement and all negotiations shall
10 not be discoverable or admissible in the Action or any other litigation;

11 c. Defendants will not have waived, and instead expressly reserve, their
12 right to challenge the continuing propriety of class certification for any purpose; and

13 d. To the extent one exists, the Preliminary Approval Order shall be
14 vacated in its entirety and neither this Agreement, the Preliminary Approval Order, nor any other
15 document in any way relating to any of the foregoing, shall be relied upon, referred to or used in any
16 way for any purpose in connection with any further proceedings in this Action or any related action,
17 including class certification proceedings.

18 79. Notices. All notices, requests, demands and other communications required or
19 permitted to be given pursuant to this Agreement shall be in writing, and shall be delivered by First-
20 Class U.S. mail to the attorneys listed in the caption above and the SA, with additional copies to be
21 sent via electronic mail.

22 80. Modification in Writing. This Agreement may be altered, amended, modified
23 or waived, in whole or in part, only in a writing signed by counsel for the Parties and approved by the
24 Court, and supersedes any memorandum of understandings or prior agreement(s). This Agreement
25 may not be amended, altered, modified or waived, in whole or in part, orally. Any waiver of any
26 provision of this Agreement shall not constitute a waiver of any other provision of this Agreement
27 unless expressly so indicated.
28

1 81. Ongoing Cooperation. Named Plaintiffs and Defendants, and each of their
2 respective counsel, shall cooperate in good faith to execute all documents and perform all acts
3 necessary and proper to effectuate and implement the terms of this Agreement, including but not
4 limited to drafting and submitting the motions for Preliminary and Final Approval, and defending the
5 Agreement and Final Judgment against objections and appeals. Named Plaintiffs shall, as necessary,
6 properly and completely take all steps, including but not limited to submitting any required documents
7 to the LWDA and take any other actions necessary to resolve the Released PAGA Claims pursuant to
8 this Agreement. The Parties to this Agreement shall use their best efforts, including all efforts
9 contemplated by this Agreement and any other efforts that may become necessary by order of the
10 Court or otherwise, to effectuate this Agreement and the terms set forth herein.

11 82. No Prior Assignments. The Parties hereto represent, covenant, and warrant that
12 they have not directly or indirectly, assigned, transferred, encumbered, or purported to assign, transfer,
13 or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action
14 or rights herein released and discharged except as set forth herein.

15 83. Binding on Successors. This Agreement shall be binding and shall inure to the
16 benefit of the Parties and their respective successors, assigns, executors, administrators, heirs and legal
17 representatives, including the Released Parties.

18 84. Entire Agreement. This Agreement constitutes the full, complete and entire
19 understanding, agreement and arrangement between Named Plaintiffs and the Class Members/PAGA
20 Members on the one hand, and Defendants and Released Parties on the other hand, with respect to the
21 Settlement of the Action and the Settled Claims against the Released Parties, including Defendants.
22 This Agreement supersedes any and all prior oral or written understandings, agreements and
23 arrangements between the Parties with respect to the Settlement of the Action and the Settled Claims
24 against the Released Parties. Except those set forth and included expressly in this Agreement, there
25 are no other agreements, covenants, promises, representations or arrangements between the Parties
26 with respect to the Settlement of the Action and the Settled Claims/Settled PAGA Claims against the
27 Released Parties. The Parties explicitly recognize California Civil Code Section 1625 and California
28 Code of Civil Procedure Section 1856(a), which provide that a written agreement is to be construed

1 according to its terms, and may not be varied or contradicted by extrinsic evidence, and agree that no
2 such extrinsic oral or written representations or terms shall modify, vary, or contradict the terms of
3 this Agreement.

4 85. Execution in Counterparts. This Agreement may be signed in one or more
5 counterparts. A facsimile scanned shall be treated as an original signature for all purposes. All
6 executed copies of this Agreement, and photocopies thereof (facsimile or email copies of the signature
7 pages), shall have the same force and effect and shall be as legally binding and enforceable as the
8 original. Parties shall execute by hand with "wet" signatures.

9 86. Captions. The captions and section numbers in this Agreement are inserted for
10 the reader's convenience, and in no way define, limit, construe, or describe the scope or intent of the
11 provisions of this Agreement.

12 87. Governing Law. This Agreement shall be interpreted, construed, enforced, and
13 administered in accordance with the laws of the State of California, without regard to conflict of law
14 rules.

15 88. Reservation of Jurisdiction. Notwithstanding the entry and filing of Final
16 Judgment, the Court shall retain jurisdiction under Section 664.6 of the Code of Civil Procedure and
17 California Rule of Court 3.769 for purposes of interpreting and enforcing the terms of this Agreement.

18 89. Mutual Preparation. The Parties have had a full opportunity to negotiate the
19 terms and conditions of this Agreement. Accordingly, this Agreement shall not be construed more
20 strictly against one Party than another merely by virtue of the fact that it may have been prepared by
21 counsel for one of the Parties, it being recognized that, because of the arms-length negotiations
22 between the Parties, all Parties have contributed to the preparation of this Agreement.

23 90. Warranties and Representations. With respect to themselves, each of the Parties
24 to this Agreement and/or their agents or counsel represent, covenant and warrant that (a) they have
25 full power and authority to enter into and consummate all transactions contemplated by this Agreement
26 and have duly authorized the execution, delivery and performance of this Agreement, and (b) the
27 person executing this Agreement has the full right, power and authority to enter into this Agreement
28 on behalf of the Party for whom he/she has executed this Agreement, and the full right, power and

1 authority to execute any and all necessary instruments in connection herewith, and to fully bind such
2 Party to the terms and obligations of this Agreement, except that the Parties understand that the Named
3 Plaintiffs and Class Counsel only have the power to bind Class Members to the extent this Agreement
4 is approved by the Court.

5 91. Representation by Counsel. The Parties acknowledge that they have been
6 represented by counsel throughout all negotiations that preceded the execution of this Agreement, and
7 that this Agreement has been executed with the consent and advice of counsel. Further, the Named
8 Plaintiffs and Class Counsel warrant and represent that there are no liens on the Agreement, and that
9 after entry by the Court of the Final Judgment, Defendants, through the SA, may distribute funds to
10 Settlement Class Members, PAGA Members, Class Counsel, and the Named Plaintiffs as provided by
11 this Agreement.

12 92. Authorization by Named Plaintiffs. Named Plaintiffs authorize Class Counsel
13 to sign this Agreement and further agree not to request to be excluded from the Class and not to object
14 to any terms of this Agreement. Any such Opt-Out Request or objection by the Named Plaintiffs shall
15 therefore be void and of no force or effect.

16 **IT IS SO AGREED:**

17
18 Dated: _____, 2021

19 _____
Oscar Bonitez
20 Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

21 Dated: _____, 2021

22 _____
Lan Le
23 Named Plaintiff/Class and PAGA
24 Representative/Aggrieved Plaintiff

25 Dated: _____, 2021

26 _____
Mario Estrada-Peralta
27 Named Plaintiff/Class and PAGA
28 Representative/Aggrieved Plaintiff

1 authority to execute any and all necessary instruments in connection herewith, and to fully bind such
2 Party to the terms and obligations of this Agreement, except that the Parties understand that the Named
3 Plaintiffs and Class Counsel only have the power to bind Class Members to the extent this Agreement
4 is approved by the Court.

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6 represented by counsel throughout all negotiations that preceded the execution of this Agreement, and
7 that this Agreement has been executed with the consent and advice of counsel. Further, the Named
8 Plaintiffs and Class Counsel warrant and represent that there are no liens on the Agreement, and that
9 after entry by the Court of the Final Judgment, Defendants, through the SA, may distribute funds to
10 Settlement Class Members, PAGA Members, Class Counsel, and the Named Plaintiffs as provided by
11 this Agreement.

12 92. Authorization by Named Plaintiffs. Named Plaintiffs authorize Class Counsel
13 to sign this Agreement and further agree not to request to be excluded from the Class and not to object
14 to any terms of this Agreement. Any such Opt-Out Request or objection by the Named Plaintiffs shall
15 therefore be void and of no force or effect.

16 **IT IS SO AGREED:**

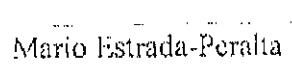
17 Dated: 9-10, 2021

18 
19 Oscar Benitez
20 Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

21 Dated: , 2021

22 
23 Ian Le
24 Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

25 Dated: , 2021

26 
27 Mario Estrada-Peralta
28 Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

1 authority to execute any and all necessary instruments in connection herewith, and to fully bind such
2 Party to the terms and obligations of this Agreement, except that the Parties understand that the Named
3 Plaintiffs and Class Counsel only have the power to bind Class Members to the extent this Agreement
4 is approved by the Court.

5 91. Representation by Counsel. The Parties acknowledge that they have been
6 represented by counsel throughout all negotiations that preceded the execution of this Agreement, and
7 that this Agreement has been executed with the consent and advice of counsel. Further, the Named
8 Plaintiffs and Class Counsel warrant and represent that there are no liens on the Agreement, and that
9 after entry by the Court of the Final Judgment, Defendants, through the SA, may distribute funds to
10 Settlement Class Members, PAGA Members, Class Counsel, and the Named Plaintiffs as provided by
11 this Agreement.

12 92. Authorization by Named Plaintiffs. Named Plaintiffs authorize Class Counsel
13 to sign this Agreement and further agree not to request to be excluded from the Class and not to object
14 to any terms of this Agreement. Any such Opt-Out Request or objection by the Named Plaintiffs shall
15 therefore be void and of no force or effect.

16 **IT IS SO AGREED:**

17
18 Dated: _____, 2021

19 _____
Oscar Benitez
Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

20
21 Dated: 09-10, 2021

22 _____
Lan Le
Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

23
24 Dated: 09-18, 2021

25 _____
Mario Estrada-Peralta
Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

1 Dated: 09/17/21, 2021

2 _____
3 Shaquille Howard
4 Named Plaintiff/Class and PAGA
5 Representative/Aggrieved Plaintiff

6 Dated: _____, 2021

7 Medtronic, Inc.

8 _____
9 By: Rebecca Goldstein
10 Its: Principal Legal Counsel

11 Dated: _____, 2021

12 Covidien LP

13 _____
14 By: Rebecca Goldstein
15 Its: Principal Legal Counsel

16 **APPROVED AS TO FORM ONLY:**

17 Dated: 9/24 /, 2021

18 JUSTICE LAW CORPORATION

19 BY: _____

20 DOUGLAS HAN

21 Attorneys for Oscar Benitez and Shaquille
22 Howard, on behalf of themselves and all others
23 similarly situated and aggrieved employees, and
24 on behalf of the general public.

25 Dated: _____, 2021

26 JAMES HAWKINS APLC.

27 BY: _____

28 CHRISTINA LUCIO

Attorneys for Lan Le and Mario Estrada-Peralta,
on behalf of themselves and all others similarly
situated and aggrieved employees, and on behalf
of the general public

1 Dated: _____, 2021

2
3 Shaquille Howard
4 Named Plaintiff/Class and PAGA
5 Representative/Aggrieved Plaintiff

6 Dated: 9/13, 2021

7 Medtronic, Inc.

8
9 By: Rebecca Goldstein
10 Its: Principal Legal Counsel

11 Dated: 9/13, 2021

12 Covidien LP

13 By: Rebecca Goldstein
14 Its: Principal Legal Counsel

15 APPROVED AS TO FORM ONLY:

16 Dated: _____, 2021

17 JUSTICE LAW CORPORATION

18 BY: _____

19 DOUGLAS HAN

20 Attorneys for Oscar Benitez and Shaquille
21 Howard, on behalf of themselves and all others
22 similarly situated and aggrieved employees, and
23 on behalf of the general public.

24 Dated: _____, 2021

25 JAMES HAWKINS APLC.

26 BY: _____

27 CHRISTINA LUCIO

28 Attorneys for Lan Le and Mario Estrada-Peralta,
on behalf of themselves and all others similarly
situated and aggrieved employees, and on behalf
of the general public

1 Dated: _____, 2021

2 _____
3 Shaquille Howard
4 Named Plaintiff/Class and PAGA
5 Representative/Aggrieved Plaintiff

6 Dated: _____, 2021

7 Medtronic, Inc.

8 _____
9 By: Rebecca Goldstein
10 Its: Principal Legal Counsel

11 Dated: _____, 2021

12 Covidien LP

13 _____
14 By: Rebecca Goldstein
15 Its: Principal Legal Counsel

16 **APPROVED AS TO FORM ONLY:**

17 Dated: _____, 2021

18 JUSTICE LAW CORPORATION

19 BY: _____

20 DOUGLAS HAN
21 Attorneys for Oscar Benitez and Shaquille
22 Howard, on behalf of themselves and all others
23 similarly situated and aggrieved employees, and
24 on behalf of the general public.

25 Dated: September 10, 2021

26 JAMES HAWKINS APLC.

27 BY: _____

28 CHRISTINA LUCIO
Attorneys for Lan Le and Mario Estrada-Peralta,
on behalf of themselves and all others similarly
situated and aggrieved employees, and on behalf
of the general public

EXHIBIT A

ORANGE COUNTY SUPERIOR COURT
Oscar Benitez, Lan Le, Shaquille Howard, and Mario Jorge Estrada-Peralta et al. v.
Medtronic, Inc. and Covidien LP.

Case No. 30-2019-01069185-CU-OE-CXC

Consolidated with the following cases:

Benitez - 30-2019-01106385

Le - 30-2020-01140338

Le - 30-2020-01144725

Howard - 30-2020-01159995

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

To: All current and former non-exempt employees of Defendants, either direct or placed through a staffing agency who worked for Defendants, in the state of California from October 21, 2015 through September 15, 2021

PLEASE READ THIS NOTICE CAREFULLY AS IT MAY AFFECT YOUR LEGAL RIGHTS

WHY DID I GET THIS NOTICE?

You have received this Notice because Medtronic, Inc. and Covidien LP ("Defendants") records reflect that you are or may be a class member in a pending class action listed above that is pending in the Orange County Superior Court, Case No. 30-2019-01069185-CU-OE-CXC - *Consolidated with the following cases:* 30-2019-01106385; 30-2020-01140338; 30-2020-01144725; and 30-2020-01159995 (the "Action"), and you may be entitled to money from the settlement of that Action.

This Notice is court approved and informs you of the terms of the agreement of the Parties to settle the claims as set forth and embodied in a Class Action Settlement Agreement, Release and Stipulation ("Settlement"). This Notice explains what steps you may take to participate in, object to, or exclude yourself from the Settlement.

WHAT IS THIS ACTION ABOUT?

The Action was initially filed on May 10, 2019, on behalf of Plaintiff Oscar Benitez, and later added Lan Le, Shaquille Howard and Mario Jorge Estrada-Peralta ("Named Plaintiffs"), and other similarly situated current and former employees of Defendants. The Action, as amended, pleads claims on behalf of Named Plaintiffs and a proposed class against Defendants for: (1) failure to pay minimum wage and/or overtime compensation for all hours worked; (2) failure to provide meal periods or pay a premium in lieu thereof; (3) failure to authorize and permit rest periods or pay a premium in lieu thereof; (4) failure to timely pay final wages at the time of termination/end of employment; (5) inaccurate wage statements; (6) failure to reimburse employees for business expenses; (7) unfair business practices; and (8) claims

for penalties under the Private Attorney General Act. Named Plaintiffs seek to recover various damages and costs and penalties, including unpaid wages, premiums, restitution, interest, penalties, and attorneys' fees and costs. A copy of the First Amended Consolidated Complaint is on file with the Court.

Defendants deny each and all of the claims and contentions alleged by Named Plaintiffs. Defendants believe strongly that they have multiple valid defenses to the claims and that their employees have been properly paid and treated in accordance with the law. Absent the Settlement, Defendants would contest vigorously the lawsuit. By agreeing to this Settlement, Defendants are not admitting that it has any liability.

After engaging in extensive formal and informal discovery, an all-day mediation before an experienced mediator Lisa Klerman, the Parties agreed to the Settlement, which was preliminarily approved by the trial court in the Action ("Court") on [Date]. Named Plaintiffs and Class Counsel support the Settlement.

Neither the Court nor any other fact finder has decided whether the claims brought by the Named Plaintiffs (or Defendants' defenses) are meritorious. By approving the Settlement and issuing this Notice, the Court is not suggesting which side would win or lose this case if it went to trial. Rather, the Court has determined only that there is sufficient evidence to suggest that the proposed Settlement might be fair, adequate, and reasonable, and any final determination of those issues will be made at the final hearing. Defendants reserves the right, if for any reason the Settlement fails, to contest any factual or legal allegations in the Action and whether this Action should proceed as a class action.

WHAT IS A CLASS ACTION?

In a class action lawsuit, one or more persons sue on behalf of other people who may have similar claims. Oscar Benitez, Lan Le, Shaquille Howard and Mario Jorge Estrada-Peralta are the Class Representatives or Named Plaintiffs in the Action, and have asserted claims on behalf of themselves and the class against Defendants. A class action allows one court to resolve all of the issues in a lawsuit for all the class members who choose not to exclude themselves from the class.

A class member is bound by the determination or judgment entered in the case, whether the class wins or loses, and may not file his or her own lawsuit on the same claims that were decided in the class action.

WHO IS INCLUDED IN THE SETTLEMENT CLASS?

The settlement class includes all current and former non-exempt employees of Defendants, either direct or workers placed through a staffing agency who worked for Defendants, in the state of California from October 21, 2015 through September 15, 2021 (referred to as the "Class Period"), other than those who opt-out (as discussed below). This group individually and collectively will be referred to as "Class Members."

WHAT ARE THE TERMS OF THE CLASS SETTLEMENT?

Defendants will pay a fixed "Gross Settlement Amount" in the amount of Seven Million Dollars and Zero Cents (\$7,000,000.00) in exchange for: the release by Settlement Class Members of Settled Claims (defined below) against Defendants and Released Parties (defined below); final judgment on the Action;

and the other terms set forth in the Settlement. Subject to Court approval, the Gross Settlement Amount will be allocated as follows:

- **Individual Settlement Allocation:** \$_____ shall be allocated to all Settlement Class Members (defined below) and referred to in this notice as the "Net Settlement Amount" or "NSA." Settlement Class Members who do not request to be excluded from the Settlement will receive a pro-rata share of the Net Settlement Amount automatically, which will be referred to in this notice as the "Individual Settlement Allocation." The Individual Settlement Allocation will be calculated by dividing the number of Pay Periods reflected in the company's records and estimates for you during the Class Period by the total Pay Periods worked by all Settlement Class Members during the Class Period as reflected in company records and estimates. Pay Periods worked shall be determined by the Settlement Administrator based on data to be provided by Defendants, as may be modified by the Settlement Administrator's or Court's resolution of any challenges. The Court will resolve any Pay Period disputes not otherwise resolved by the Settlement Administrator and the Parties.
 - Your estimated Individual Settlement Allocation is \$_____.
 - Your estimated number of Pay Periods during the Class Period is _____.

Settlement Class Members who do not request to be excluded from the Settlement will be forever barred from pursuing the Settled Claims against Defendants or any other Released Parties.

You have the right to challenge the number of Pay Periods allocated to you. If you dispute the number of Pay Periods please contact the Settlement Administrator with any and all evidence supporting your dispute. You will have until [INSERT DATE] to submit your dispute.

- **Enhancement Payment:** Named Plaintiffs will request an award not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) each in recognition of their work in this Action on behalf of the Class and a general release of all claims (except as to Plaintiff Le who has retained the claims pending in the United States District Court-- Southern District of California, Case No. 3:20-cv-02040-AJB-BLM).
- **Attorney's Fees and Expenses Payment:** Class Counsel (listed below) will seek a total amount of money not to exceed \$2,333,333 to be paid in accordance with the Settlement for any and all attorney's fees and \$55,000.00 in costs and expenses relating to the Action.
- **Settlement Administration:** The cost of settlement administration will not exceed \$45,000, which pays for tasks such as translating and mailing this Notice, mailing checks and tax forms, reporting to the parties and the Court, and tracking submitted requests for exclusions.
- **PAGA Penalty Payment:** Pursuant to California Labor Code Section 2698 *et seq.*, known as the Private Attorney General Act or "PAGA", the Parties designate \$500,000.00 of the Gross Settlement Amount as payment for Named Plaintiffs' claims on their own behalf and on behalf of all employees for penalties under the PAGA. Seventy-five percent (75%) of that amount, or \$375,000.00, will be paid to California's Labor & Workforce Development Agency ("LWDA"). The remainder shall be divided among PAGA Members, who are all Class Members who are employed or have been employed by Defendants in the state of California as non-exempt employees during the PAGA Class Period (May 10, 2018 through September 15, 2021) and you will not be able to opt-out or exclude yourself from this portion of the settlement.

WHAT AM I RELEASING UNDER THE SETTLEMENT?

Unless you timely exclude yourself from the class (as discussed below), you, on behalf of yourself and anyone who may claim through you, irrevocably and unconditionally forever and fully release (and covenant not to sue or otherwise pursue claims, whether known or unknown, against) any and all Released Parties from any and all Settled Claims.

"Released Parties" means Medtronic, Inc. and Covidien LP and their subsidiaries, affiliates, parents, all third party entities who provided workers to Medtronic, Inc. and Covidien LP in California (including but not limited to Acara (previously known as Superior Talent Resources) 3Bridge Solutions, Advanced Clinical, Aerotek, Artech Information Systems LLC, ATR, Bentley Global Resources LLC, Collabera, Inc., DYPLOYIT, Inc., Employbridge, Engineering Technical Group, Entegee Inc., Green Key Temp LLC, Horizontal Integration, Howroyd Wright Employment Agency, IG Inc., Infotree Service, Inc., Infoway Solutions, Insight Global, InterpPros Federation, InSync Staffing, iTech Solutions, Inc., Kelly Services, Inc., Kimco, Lancesoft Inc., Manpower, Mindlance, On Assignment Staffing Services, Populus Group, Pacific Rim Resources, Randstad North America, Inc., Robert Half International, Real Staffing Group, Superior Staffing, Specialist Staffing Solutions, TAJ Technologies, Tech-Pro, Tekmark Global Solutions, The Apelagao Group, The Ascent Services Group, Three Point Solutions, Inc., US Tech Solutions, Inc.) and attorneys and each of their company-sponsored employee benefit plans, and their respective successors and predecessors in interest, all of their respective officers, directors, employees, administrators, fiduciaries, trustees and agents, and each of their past, present and future officers, directors shareholders, employees, agents, principals, heirs, representatives, accountants, auditors, consultants, attorneys, insurers and reinsurers.

"Settled Claims" means any and all claims alleged in the First Amended Consolidated Class Action and Representative Action Complaint filed on January 4, 2021 (the "Complaint") or which could have been alleged in the Complaint based on the allegations, or facts alleged therein, and shall specifically include without limiting the generality thereof all causes of action listed in the Complaint that arose during the Class Period or PAGA Period. The release of the foregoing claims, extends to all theories of relief regardless of whether the claim is, was or could have been alleged as separate claims, causes of action, lawsuits or based on other theories of relief, whether under California law, state law or common law (including, without limitation, as violations of the California Labor Code, the Wage Orders, applicable regulations, and California's Business and Professions Code Section 17200). "Settled Claims" includes all types of relief available for the above-referenced claims, including, without limitation, any claims for damages, restitution, losses, penalties, fines, liens, attorneys' fees, costs, expenses, debts, interest, injunctive relief, declaratory relief, or liquidated damages. are all claims for wages, statutory and civil penalties, damages and liquidated damages, interest, fees and costs that were alleged or could have been alleged under California law arising out of the allegations of the First Amended Consolidated Class Action and Representative Action Complaint filed on January 4, 2021, including, but not limited to: (1) claims for failure to pay minimum wage and/or overtime compensation for all hours worked; (2) failure to provide meal periods or pay a premium in lieu thereof; (3) failure to authorize and permit rest periods or pay a premium in lieu thereof; (4) failure to timely pay final wages at the time of termination/end of employment; (5) inaccurate wage statements; (6) failure to reimburse employees for business expenses; (7) unfair business practices; (8) claims for penalties under the Private Attorney General Act, including

but not limited to under California Labor Code sections 201-204, 210, 218.5, 218.6, 226, 226.3, 226.7, 510, 512, 558, 1174, 1174.5, 1194, 1194.2, 1195, 1197, 1198, 2698 et seq., 2800, 2802, or any applicable Wage Order; and (9) premium pay or liquidated damages of any nature whatsoever, arising out of any conduct, events, or transactions occurring during the Class Period including without limitation, interest, attorneys' fees and costs for the time periods described above through September 15, 2021. The Settled Claims as to the third party entities/staffing agencies who provided Employees hired through a staffing agency to Medtronic, Inc. and Covidien LP in California is limited to the alleged violations set forth herein while working for Defendants Medtronic, Inc. and/or Covidien LP in California during the Class Period. The Final Judgment shall expressly provide that it covers and bars as a matter of law each and every Class Member other than those who have opted out from asserting any Settled Claims in the future.

WHAT DO I NEED TO DO TO RECEIVE AN INDIVIDUAL SETTLEMENT ALLOCATION?

To receive your Individual Settlement Allocation, you do not need to do anything. You must, however, notify the Settlement Administrator of any change in your name, mailing address and/or telephone number. It is your responsibility to keep the Settlement Administrator informed of any such change, as your Individual Settlement Allocation will be mailed to the address on file. Also, if you only worked for Defendants as a worker placed through a staffing agency, you need to provide the Settlement Administrator with your Social Security Number to receive a payment. To do so, please

Once you receive your Individual Settlement Allocation, you shall have One Hundred and Twenty (120) calendar days after mailing by the Settlement Administrator to cash your Settlement checks. If you do not cash your check within that period, your check will become void and a stop payment will be placed on the uncashed checks. Settlement checks that are not cashed within One Hundred and Twenty (120) days of mailing shall be voided and delivered to California State Controller's Unclaimed Property Fund or as otherwise directed by the Court. You will still be bound by the Settlement even if you don't cash your settlement check(s).

Neither Defendants, nor any Released Party offers tax advice regarding this Settlement. You may consider contacting an accountant and/or tax attorney to determine the appropriate amount of taxes that should be paid on your Individual Settlement Allocation. Payments awarded to you will not form the basis for additional contributions to or benefits under any benefit plans, policies or bonus programs that may exist and/or be offered to you through, by or in conjunction with Defendants or any other Released Party.

WHAT IF I DON'T WANT TO PARTICIPATE IN THIS SETTLEMENT?

You have the right to request exclusion from the Settlement other than the release of PAGA claims. To do so, you must fill out and submit the Opt-Out Form included in this packet to the Settlement Administrator at the following address: _____. To be valid, the Opt-Out Form must be: (1) filled out by you; (2) signed by you; and (3) must be postmarked or fax stamped by [60 days after mailing date] and returned to the Settlement Administrator at the specified address or fax number. Unless you timely request to be excluded from the Settlement, you will be bound by the judgment upon final approval of the Settlement, and you will be barred from pursuing the Settled

Claims. The Opt-Out Form will not impact your inclusion in the settlement and release of claims under the PAGA.

If you timely request to be excluded from the Settlement, you will not be entitled to receive any payment under the Settlement other than related to the PAGA if you are part of that settlement. Class Counsel will not represent your interests if you request to be excluded.

WHAT IF I WANT TO OBJECT TO THIS SETTLEMENT?

Any Settlement Class Member (that is, Class Member who has not asked to be excluded from the Settlement) may object to the Settlement. If you object to the Settlement, you may, but you are not required to, appear at the hearing where the Court will make a final decision whether or not to approve the Settlement ("Final Approval Hearing"). The Final Approval Hearing is scheduled to take place on _____, 2022, at _____ a.m. in Department CX105 of the Orange County Superior Court, located at the address below. The hearing may be continued (moved to another date) without further notice to you.

If you wish to object in writing, you may submit a written objection to the Settlement Administrator at the following address: _____. To be valid, the written objection must be signed by the Class Member and state: (1) the full name of the Class Member; (2) the dates of employment of the Settlement Class Member; (3) the basis for the objection; and (4) if the Class Member intends to appear at the Final Approval Hearing. A Class Member who wishes to object must submit his or her objection to the Settlement Administrator no later than [60 days after mailing date]. The Parties shall be permitted to file responses to the objection in addition to any motion for final approval documents. You may also object in person by appearing at the Final Approval Hearing.

The Court has decided that the law firms listed below under "CLASS COUNSEL" are qualified to represent the Settlement Class Members and PAGA Members. However, you have the right to retain your own attorney, at your own expense, to submit an objection or appear on your behalf at the Final Approval Hearing.

CLASS COUNSEL DOUGLAS HAN SHUNT TATAVOS-GHARAJEH JUSTICE LAW CORPORATION 751 N. Fair Oaks Avenue, Suite 101 Pasadena, CA 91103 Telephone: (818) 230-7502 Facsimile: (818)230-7259 JAMES HAWKINS CHRISTINA LUCIO JAMES HAWKINS, APLC 9880 Research Drive, Suite 200 Irvine, CA 92618 Telephone: (949) 387-7200 Facsimile: (949) 387-6676	DEFENDANT'S COUNSEL JODY A. LANDRY LITTLER MENDELSON, P.C. 501 West Broadway, Suite 900 San Diego, CA 92101 THE COURT CIVIL COMPLEX CENTER 751 West Santa Ana Blvd. Santa Ana, CA 92701
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Submitting an objection will *not* exclude you from the Settlement. If the Court grants final approval of the Settlement, you will still have the right to receive an Individual Settlement Allocation and will be barred from pursuing the Settled Claims. Do not submit both an objection and request for exclusion. If you submit both a request for exclusion and an objection, you will be excluded from the class and the objection will not be considered, and you will remain part of the PAGA settlement.

WHAT HAPPENS IF I DO NOT EXCLUDE MYSELF FROM THIS SETTLEMENT?

The Settlement, if finally approved by the Court, will bind all Settlement Class Members who do not request to be excluded from the Settlement and PAGA members whether or not they receive or timely cash their Individual Settlement Allocations. Final approval of the Settlement will bar any Settlement Class Member who does not request to be excluded from the Settlement from hereafter initiating a lawsuit or proceeding regarding any Settled Claims and PAGA Members from pursuing released PAGA claims. The Class Action Settlement Agreement, Release and Stipulation on file with the Court contains additional details about the scope of the release.

FURTHER INFORMATION

The foregoing is only a summary of the Settlement. The Settlement, pleadings and all other records of this litigation may be examined and copied any time during regular office hours in the Clerk's Office of the Orange County Superior Court listed above as "THE COURT." In addition, you may obtain these records on the Orange County Superior Court's website at <http://www.occourts.org/online-services/case-access/> by clicking "Access Now" next to Civil Case & Document Access. You will need to accept the terms of the Information Disclaimer, and proceed to enter the case number listed at the top of this Notice and the security code provided on the webpage.

If you have any questions about the Settlement, you can contact Class Counsel, whose contact information is listed above in "CLASS COUNSEL" or the Settlement Administrator at:

[List claims administrator information].

You may seek the advice and guidance of your own attorney at your own expense.

Any deadline to submit an exclusion, object or dispute the workweeks will be extended by 10 days if you were re-mailed the notice. Whether the Noticed has been re-mailed or not will be indicated on the envelope.

***PLEASE DO NOT TELEPHONE OR CONTACT THE COURT FOR INFORMATION
REGARDING THIS SETTLEMENT.***

***IF YOU HAVE ANY QUESTIONS ABOUT THE SETTLEMENT OR ANYTHING IN THIS
NOTICE YOU CAN CONTACT THE CLAIMS ADMINISTRATOR AT _____. YOU MAY
ALSO CONTACT CLASS COUNSEL WHOSE INFORMATION IS LISTED ABOVE.***

*ALTERNATIVELY YOU CAN SEEK ADVICE FROM YOUR OWN COUNSEL AT YOUR OWN
EXPENSE.*

4832-5370-9043.2 102223-1001

EXHIBIT B

ORANGE COUNTY SUPERIOR COURT
*Oscar Benitez, Lan Le, Shaquille Howard, and Mario Jorge Estrada-Peralta et al. v.
Medtronic, Inc. and Covidien LP.*

Case No. 30-2019-01069185-CU-OE-CXC

Consolidated with the following cases:

Benitez - 30-2019-01106385

Le - 30-2020-01140338

Le - 30-2020-01144725

Howard - 30-2020-01159995

OPT-OUT FORM

**ONLY USE THIS FORM IF YOU DO NOT WANT TO BE
PART OF THE SETTLEMENT CLASS**

Note: IF YOU REQUEST TO BE EXCLUDED FROM (I.E. "OPT OUT" OF) THE SETTLEMENT, YOU WILL NOT RECEIVE ANY MONEY FROM THE PROPOSED SETTLEMENT.

You may Opt-Out of the proposed Settlement by signing, completing and mailing this Opt-Out Form to the address below.

I, (Type or Print Name) _____,
hereby elect to be excluded from the settlement class in *Oscar Benitez et al. v. Medtronic, Inc. and Covidien LP.* I understand that by requesting to be excluded, I will not receive any benefit from the Settlement for the class action claims, but this will not exclude me or otherwise impact my inclusion in the PAGA Settlement as explained in the class notice I received.

Signature: _____

Dated: _____

Any Other Names Used During Employment at Medtronic, Inc. or Covidien LP:

Address: _____

City, State and ZIP Code: _____

Telephone No. _____

Please mail this Opt-Out Form to the Claims Administrator at the address listed below. The address of the Claims Administrator is:

[List claims administrator information].

Deadline: Your completed Opt-Out Form must be postmarked by [INSERT DATE] in order for you to be excluded from the settlement class.

EXHIBIT C

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ORANGE - CIVIL COMPLEX CENTER

OSCAR BENITEZ, LAN LE,
SHAQUILLE HOWARD, and MARIO
JORGE ESTRADA-PERALTA as
individuals and on behalf of all others
similarly situated,

Plaintiffs,

v.

MEDTRONIC, INC., a Minnesota
Corporation; MEDTRONIC USA INC., a
Minnesota Corporation; COVIDIEN, L.P.,
a Delaware Limited Partnership; and
DOES 1-50, inclusive,

Defendants.

Case No. 30-2019-01069185-CU-OE-CXC

Consolidated with the following cases:

Benitez - 30-2019-01106385

Le - 30-2020-01140338

Le - 30-2020-01144725

Howard - 30-2020-01159995

Added Plaintiff: Mario Jorge Estrada-Peralta

ASSIGNED FOR ALL PURPOSES TO
JUDGE PETER WILSON - DEPT. CX102

**[PROPOSED] ORDER PRELIMINARILY
APPROVING CLASS ACTION
SETTLEMENT AND SETTING HEARING
FOR FINAL APPROVAL OF
SETTLEMENT**

Trial Date: None Yet.

Complaint Filed: May 10, 2019 (first filing)

1 The Court, having read and considered the papers filed in support of the motion, the proposed
2 class notice and other documents, having considered the arguments of counsel, and good cause
3 appearing therefore,

4 **IT IS HEREBY ORDERED:**

5 1. The Joint Stipulation of Class Action and PAGA Settlement and Release (the
6 "Settlement Agreement") of Defendants Medtronic, Inc. and Covidien LP ("Defendants") and
7 Plaintiffs Oscar Benitez, Lan Le, Shaquille Howard and Mario Jorge Estrada-Peralta ("Named
8 Plaintiffs") (Defendants and Named Plaintiffs collectively known as the "Parties"), (attached as
9 Exhibit __ to the Declaration of [name] in Support of the Motion for Preliminary Approval of Class
10 Action Settlement filed on [date]) is preliminarily approved as the terms of the Settlement Agreement
11 fall within the range of approval as fair, adequate and reasonable. Based on a review of the papers
12 submitted by Named Plaintiffs, the Court finds that the Settlement is the result of arms-length
13 negotiations conducted after Named Plaintiffs and/or their counsel adequately investigated the claims
14 and become familiar with the strengths and weaknesses of the claims. The assistance of an
15 experienced mediator in the Settlement process supports the Court's conclusion that the Settlement is
16 non-collusive and reasonable. The Settlement is presumptively valid, subject only to any objections
17 that may be raised at the Final Fairness Hearing and Final Approval by this Court.

18 2. The following persons are conditionally certified as "Class Members" or "Class" for
19 Settlement purposes only: All current and former non-exempt employees of Defendants, either direct
20 or workers placed through a staffing agency, who worked for Defendants in the state of California
21 from October 21, 2015 through September 15, 2021, other than those who opt-out.

22 3. The proposed Class satisfies the requirements of a class because the members of the
23 Class are readily ascertainable, and a well-defined community of interest exists in the questions of
24 law and fact affecting the Parties.

25 4. Named Plaintiffs are appointed as the Class Representative. Douglas Han and Shunt
26 Tatavos-Gharajeh of the Justice Law Corporation, and James Hawkins and Christina Lucio of James
27 Hawkins APLC are appointed as Class Counsel.

28 5. The Parties' proposed notice plan is constitutionally sound and hereby approved as the

best notice practicable. The proposed Notice of Proposed Class Action Settlement ("Class Notice"), attached as Exhibit __ to the Declaration of [name] in Support of the Motion for Preliminary Approval of Class Action Settlement filed on [date], is sufficient to inform Class Members of the terms of the Settlement Agreement, their rights to receive monetary payments under the Settlement Agreement and the date and location of the final approval hearing. In addition, the Class Notice fairly, plainly, accurately, and reasonably informs Class Members of: (1) the nature of the action, the definition of the Class, the identity of Class Counsel, and essential terms of the Settlement; (2) Named Plaintiffs' and Class Counsel's applications for the class representative's enhancement award, and Class Counsel's request for attorneys' fees and litigation costs; (3) a formula used to determine the Class Member's estimated payment; (4) Class Members' rights to appear through counsel if they desire; (5) how to object to the Settlement or submit a request for exclusion from the settlement if a Class Member wishes to do so; and (6) how to obtain additional information regarding the action and the Settlement. (California Rule of Court 3.766.) The Court finds that the notice requirements of California Rule of Court 3.769, subd. (f) are satisfied, and that the Class Notice adequately advises Class Members of their rights under the Settlement. Counsel for the Parties are authorized to correct any typographical errors in the Class Notice and make clarifications, to the extent the same are found or needed, so long as such corrections do not materially alter the substance of the Class Notice and other notice documents.

6. The Court preliminarily approves the settlement of claims under California's Private Attorney General Act or PAGA, Labor Code Section 2699, *et seq.* according to the terms and conditions in the Settlement Agreement. The Court also finds that notice was provided to the LWDA.

7. Phoenix Class Action Settlement Administration (the "Settlement Administrator") is appointed to act as the Settlement Administrator, pursuant to the terms set forth in the Settlement Agreement. The Settlement Administrator is ordered to carry out the Settlement according to the terms of the Settlement Agreement and in conformity with this Order, including disseminating the Notice Packet according to the notice plan described in the Settlement Agreement.

8. The procedures and 60-day deadline for members of the Class to request exclusion from or to object to the Settlement is adopted as described in the Settlement Agreement. Any Class Member

1 who intends to object to final approval of the Settlement Agreement must submit an objection to the
2 Settlement Administrator by mail in accordance with the Settlement Agreement. Any opposition or
3 reply to an objection or the motion for final approval will be due according to California Code of Civil
4 Procedure Section 1005.

5 9. The Parties are ordered to carry out the Settlement according to the terms of the
6 Settlement Agreement.

7 10. The Motion for Final Approval of the Settlement Agreement, including requests to
8 approve the Class Representative Enhancement payment and Class Counsel's request for attorneys'
9 fees and costs, shall be filed and served no later than _____, 2022.

10 11. A final approval hearing will be held on _____, 2022, at 8:30 a.m., to
11 determine whether the Settlement Agreement should be granted final approval as fair, reasonable, and
12 adequate as to the Settlement Class Members. The Court reserves the right to continue the date of the
13 final approval hearing without further notice to the Class Members. The Court retains jurisdiction to
14 consider all further applications arising out of or in connection with the Settlement Agreement.

15 12. In the event the Settlement is not fully and finally approved, or otherwise does not
16 become effective in accordance with the terms of the Settlement Agreement, this Order shall be
17 rendered null and void and shall be vacated, and the Parties shall revert to their respective positions as
18 of before entering into the Settlement Agreement. If the Settlement does not become final for any
19 reason, the fact that the Parties were willing to stipulate to settlement and the circumstances,
20 proceedings and documents related to the proposed settlement and shall have no bearing on, and will
21 not be admissible in connection with litigation, whether through issue preclusion or estoppel or
22 otherwise.

23
24 Dated: _____

HON. PETER WILSON
JUDGE, ORANGE COUNTY SUPERIOR
COURT

25
26 4843-1424-6901.1 102223-1001

EXHIBIT D

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8 SUPERIOR COURT OF THE STATE OF CALIFORNIA
9 FOR THE COUNTY OF ORANGE

10 OSCAR BENITEZ, LAN LE,
11 SHAQUILLE HOWARD, and MARIO
12 JORGE ESTRADA-PERALTA as
individuals and on behalf of all others
similarly situated,

13 Plaintiffs,

14 v.

15 MEDTRONIC, INC., a Minnesota
16 Corporation; MEDTRONIC USA INC., a
17 Minnesota Corporation; COVIDIEN, L.P.,
a Delaware Limited Partnership; and
DOES 1-50, inclusive,

18 Defendants.
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Case No. 30-2019-01069185-CU-OE-CXC

Consolidated with the following cases:

Benitez – 30-2019-01106385

Le – 30-2020-01140338

Le – 30-2020-01144725

Howard – 30-2020-01159995

Added Plaintiff: Mario Jorge Estrada-Peralta

ASSIGNED FOR ALL PURPOSES TO
JUDGE PETER WILSON – DEPT. CX102

**[PROPOSED] ORDER RE FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT AND SETTING HEARING
FOR FINAL APPROVAL OF
SETTLEMENT**

Trial Date: None Yet.

Complaint Filed: May 10, 2019 (first filing)

On _____, 202_ at _____ a.m., a hearing was held on the motion of Oscar Benitez, Lan Le, Shaquille Howard and Mario Jorge Estrada-Peralta ("Named Plaintiffs"), for preliminary approval of the proposed class action settlement reached between Named Plaintiffs and Defendants Medtronic, Inc. and Covidien LP ("Defendants") (collectively, the "Parties"). Preliminary approval was granted. This matter having come before this Court for hearing on ____, 2022 at ____ a.m. on Named Plaintiffs' unopposed Motion for Final Approval of Class Action Settlement, as set forth in the Parties' Joint Stipulation of Class Action and PAGA Settlement and Release ("Settlement Agreement"), pursuant to the Order Preliminarily Approving Class Action Settlement and Setting Hearing for Final Approval of Settlement ("Preliminary Approval Order"), adequate notice having been given as required in said Order, and the Court having considered all papers filed and proceedings had herein, and good cause appearing therefor, it is ORDERED, ADJUDGED AND DECREED THAT:

1. The Court has jurisdiction over the subject matter of the action and all parties.

2. Based on a review of the papers submitted by Plaintiffs and a review of the applicable law, the Court finds that the Gross Settlement Amount of Seven Million Dollars and Zero Cents (\$7,000,000.00), and the terms set forth in the parties' Settlement Agreement are fair, reasonable, and adequate. The Settlement Agreement is attached hereto as "Exhibit A" and is hereby incorporated into this Order as though fully set forth herein. Except as otherwise specified herein and for purposes of this Order, the terms used in this Order have the meaning assigned to them in the Settlement Agreement and Notice of Proposed Class Action Settlement and Fairness Hearing ("Class Notice").

3. The Court has determined that the Class Notice provided to the Class pursuant to the Preliminary Approval Order fully and accurately informed all Class Members of the material elements of the proposed Settlement, constituted the best notice practicable under the circumstances, and constituted valid, due and sufficient notice to all Class Members.

4. The Court hereby grants full, unconditional and final approval of the Settlement as fair, reasonable and adequate in all respects, determines that the Settlement was made in good faith and in the best interests of the Parties, and orders the Parties to effectuate the Settlement in accordance with the terms of the Settlement Agreement. The Court further finds that the Settlement was the result of

arm's-length negotiations conducted after Class Counsel had thoroughly and adequately investigated the claims and became familiar with the strengths and weaknesses of those claims. In particular, the amount of monies allocated to the Class Members, and the assistance of an experienced mediator in the settlement process, among other factors, support the Court's conclusion that the Settlement is fair, reasonable, and adequate. The amounts agreed to be paid by Defendants, including the Settlement Payments to be paid to Settlement Class Members as provided for by the Settlement Agreement, are fair and reasonable under the facts of this case.

5. Pursuant to California Rule of Court 3.769(d), this Court makes final the conditional class certification contained in the Preliminary Approval Order, and thus certifies a class defined as: Any and all non-exempt hourly-paid employees currently and/or formerly employed by Defendants, either direct or placed through a staffing agency, at any time during the Class Period from October 21, 2016 through September 15, 2021 (the "Class Period").

6. The Named Plaintiffs are appointed as representatives for the Class Members, and Douglas Han and Shunt Tatavos-Gharajeh of the Justice Law Corporation and James Hawkins and Christina Lucio of James Hawkins APLC are appointed as Class Counsel.

7. The Court hereby finds that the Class Notice and all related documents have been mailed to all Class Members as previously ordered by the Court, and that such Class Notice fairly and adequately described the terms of the proposed Settlement Agreement, the manner in which Class Members could object to or participate in the Settlement, and the manner in which Class Members could opt out of the Class; was the best notice practicable under the circumstances; was valid, due and sufficient notice to all Class Members; and complied fully with California Rule of Court 3.769, due process and all other applicable laws. The Court further finds that a full and fair opportunity has been afforded to Class Members to participate in the proceedings convened to determine whether the proposed Settlement Agreement should be given final approval. Accordingly, the Court hereby determines that all Class Members who did not file a timely and proper request to be excluded from the Settlement are bound by this Order.

8. The Court finds that the Settlement Agreement is fair, reasonable, and adequate as to the Class, Named Plaintiffs and Defendants. The Court further finds that the Settlement is the product

of good faith, intensive, serious, non-collusive, and arm's-length negotiations between the parties, is supported by an evidentiary record, experienced and qualified Class Counsel who were assisted by an experienced mediator, and all Settlement Class Members, and confers a significant financial benefit to the Class commensurate with the likely recovery if Named Plaintiffs prevailed at trial and the risks of continued litigation. The Court further finds that the Settlement Agreement is consistent with public policy, and fully complies with all applicable provisions of law, including the provisions of California Code of Civil Procedure Section 382 and California Rule of Court 3.760. The nature of the claims, the strength of Defendants' defenses, the amounts paid under the Settlement, the allocation of settlement proceeds among the Class Members and the fact that a settlement represents a compromise of the Parties' respective positions rather than the result of a finding of liability at trial all support the Court's decision granting final approval. The following factors also support the decision granting final approval: the risk, expense, complexity and likely duration of further litigation; the risk of attaining and maintaining class action status throughout the proceedings; and the extent of discovery completed and the stage of the proceedings.

9. The reaction of the Class Members to the proposed Settlement further supports the Court's decision granting Final Approval. The Court is satisfied with the settlement administration statistics and the explanation for those statistics provided by _____ by way of the Declaration of _____.

10. The Court also hereby approves payment of up to _____ (up to \$_____ requested) to Phoenix Class Action Settlement Administration, the appointed Settlement Administrator, for the services it has rendered and will render in administering the Settlement as described more fully in the Settlement Agreement, payable pursuant to the Settlement Agreement. The court also awards \$_____ to each Named Plaintiff as an enhancement and for a general release, payable pursuant to the Agreement.

11. The Court also awards \$_____ (up to \$2,333,333 requested) in Class Counsel fees and \$_____ in costs (up to \$55,000 requested) pursuant to Class Counsel's application, payable pursuant to the Agreement.

1 12. Pursuant to California Labor Code Section 2698, et seq., the Court also hereby
2 approves allocation of Five Hundred Thousand Dollars and Zero Cents (\$500,000.00) of the Gross
3 Settlement Amount as to resolve the claims under the Private Attorneys General Act ("PAGA") and
4 resolve and settle the Settled PAGA Claims, and 75% of that amount, or Three Hundred and Seventy-
5 Five Thousand Dollars and Zero Cents (\$375,000.00), shall be paid to the California Labor &
6 Workforce Development Agency ("LWDA"), while the remainder shall be paid to PAGA Members
7 as directed in the Settlement Agreement, payable pursuant to the Agreement. Requests for Exclusion
8 will have no impact on the settlement of the claims under the PAGA as approved by the Court. All
9 released PAGA claims will be released for all aggrieved employees irrespective of whether a Class
10 Member submits a Request for Exclusion.

11 13. The Settlement Administrator, Phoenix Class Action Administration, shall calculate
12 and administer from the Net Settlement Amount individual Settlement Payments to be made to the
13 Settlement Class Members (including the allocation from the Gross Settlement Amount of such
14 amounts between taxable wages, interest and penalties, as specified in the Settlement Agreement),
15 attorneys' fees and costs to Class Counsel, enhancement award to the Class Representative, and PAGA
16 payment to the LWDA all of which shall be deducted from the Gross Settlement Amount. A total of
17 approximately \$_____ will be distributed to the Settlement Class Members. Phoenix Class
18 Action Administration is hereby directed to take all other actions in furtherance of the settlement
19 administration as specified in the Settlement Agreement.

20 14. The releases, waivers and covenants not to sue by the Named Plaintiffs and Settlement
21 Class Members, as set forth in the Settlement Agreement (including but not limited to paragraphs 53
22 to 55 of the Settlement Agreement and all corresponding definitions) and in the Class Notice, are
23 approved and are hereby incorporated by reference and made a part of this Order as though fully set
24 forth herein. As more specifically set forth in the Settlement Agreement, by operation of the entry of
25 this Order and pursuant to the Settlement, Named Plaintiffs and Settlement Class Members waive and
26 release the Settled Claims as set forth in the Settlement Agreement, which are barred pursuant to this
27 Order, and Named Plaintiffs and Settlement Class Members are permanently barred jointly and
28

severally from prosecuting against Defendants and Released Parties any and all of the Named Plaintiffs' and Settlement Class Members' Settled Claims.

15. The Court approves the settlement of claims under California's Private Attorney General Act or PAGA, Labor Code Section 2699, *et seq.* according to the terms and conditions in the Settlement Agreement. As more specifically set forth in the Settlement Agreement, by operation of the entry of this Order and pursuant to the Settlement, Named Plaintiffs and PAGA Members waive and release the Settled PAGA Claims as set forth in the Settlement Agreement, which are barred pursuant to this Order, and Named Plaintiffs and PAGA Members are permanently barred jointly and severally from prosecuting against Defendants and Released Parties any and all of the Named Plaintiffs' and Settlement PAGA Claims.

16. All rights to appeal this Order have been waived except as specifically permitted in the Settlement Agreement.

17. Nothing in this Order shall preclude any action to enforce the Parties' obligations under the Settlement or under this Order or alter or impact any existing arbitration agreements between Defendants and any Class Member for claims not released by this Order and Judgment.

18. Upon completion of administration of the Settlement, the Settlement Administrator will provide written certification of such completion to the Court and counsel for the Parties.

19. Without affecting the finality of the Judgment in any way, the Court reserves exclusive and continuing jurisdiction over the action under Section 664.6 of the Code of Civil Procedure and California Rule of Court 3.769 and the Parties for purposes of supervising the implementation, enforcement, construction, administration and effectuation of the Settlement Agreement.

20. Notice of entry of this Order shall be given to Class Counsel on behalf of Named Plaintiffs and all Settlement Class Members. It shall not be necessary to send notice of entry of this Order to Class Members.

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1 21. The deadline for filing a report regarding the distribution of funds pursuant to the
2 Settlement Agreement is _____.

3 IT IS SO ORDERED.

4 Dated: _____

HON. PETER WILSON
JUDGE, ORANGE COUNTY SUPERIOR
COURT
EXHIBIT A (Settlement Agreement)

7 4820-2199-4229.1 102223-1001

EXHIBIT 2

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ORANGE

OSCAR BENTTEZ, LAN LE,
SHAQUILLE HOWARD, and MARIO
JORGE ESTRADA-PERALTA as
individuals and on behalf of all others
similarly situated,

Plaintiffs,

v.

MEDTRONIC, INC., a Minnesota
Corporation; MEDTRONIC USA INC., a
Minnesota Corporation; COVIDIEN, L.P.,
a Delaware Limited Partnership; and
DOES 1-50, inclusive,

Defendants.

Case No. 30-2019-01069185-CU-OE-CXC

Consolidated with the following cases:

Benitez - 30-2019-01106385

Le - 30-2020-01140338

Le - 30-2020-01144725

Howard - 30-2020-01159995

Added Plaintiff: Mario Jorge Estrada-Peralta

ASSIGNED FOR ALL PURPOSES TO
JUDGE PETER WILSON - DEPT. CX102

AMENDMENT TO JOINT STIPULATION
OF CLASS ACTION AND PAGA
SETTLEMENT AND RELEASE

Trial Date: None

Complaint Filed: May 10, 2019 (first filing)

In September of 2021 the Parties to this Action entered into a Joint Stipulation Of Class Action And PAGA Settlement And Release ("Agreement"). The Court granted preliminary approval of that settlement on February 10, 2022. As the contact information for some of the Settlement Class could not be located despite reasonable diligence to obtain the information from the Staffing Agencies, the Parties agree to amend the terms "Class Members, the Class, and Settlement Class Members" and "Gross Settlement Amount", paragraph numbers 4 and 16 of the Definition Section of the Agreements as follows:

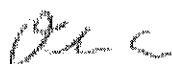
4. Class Members, the Class, and Settlement Class Members. "Class Members" means all current and former non-exempt employees of Defendants, either direct or workers placed through a staffing agency, who worked for Defendants in the state of California from October 21, 2015 through September 15, 2021, other than those who opt-out (see Paragraphs 21 and 61c.) for whom an address could be located as of August 23, 2022.

16. Gross Settlement Amount or GSA. "Gross Settlement Amount" or "GSA" means a maximum total payment of Six Million Five Hundred and Twenty-Eight Thousand and Five Hundred and Fifty-Eight Dollars and Fifty-Eight Cents (\$6,528,558.58), which is the maximum total that Defendants are required to pay to settle this case with respect to the Settled Claims and Settled PAGA Claims, and it will satisfy all outstanding and awarded Settlement Payments, PAGA Payments, attorneys' fees and costs awarded to Class Counsel, the Named Plaintiffs' enhancement awards as awarded by the Court, outstanding payments to the SA as approved by the Court for settlement administration costs, and the payment to the LWDA.

This Amendment To The Class Action And PAGA Settlement Agreement, Release and Stipulation ("Amendment") is entered into between Defendants Medtronic, Inc. and Covidien LP ("Defendants") and Oscar Benitez, Lan Le, Shaquille Howard and Mario Jorge Estrada-Peralta ("Named Plaintiffs") in the Action (as defined in the Agreement). No other changes are being made to the Agreement.

IT IS SO AGREED:

Dated: 08/29/2022, 2022


Oscar Benitez
Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

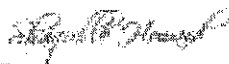
Dated: 8/31/2022, 2022

Lan Le
Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

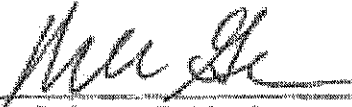
Dated: 8/31/2022, 2022

Mario Estrada-Peralta
Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

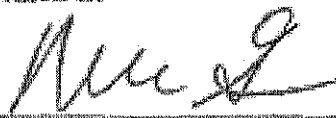
Dated: 08/29/2022, 2022


Shaquille Howard
Named Plaintiff/Class and PAGA
Representative/Aggrieved Plaintiff

Dated: Aug. 26, 2022

Medtronic, Inc.

By: Rebecca Goldstein
Its: Principal Legal Counsel

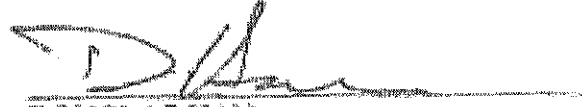
Dated: Aug. 26, 2022

Covidien LP

By: Rebecca Goldstein
Its: Principal Legal Counsel

1 APPROVED AS TO FORM ONLY:

2
3 Dated: 8/29/, 2022

JUSTICE LAW CORPORATION

4
5 BY: 

DOUGLAS HAN

Attorneys for Oscar Benitez and Shaquille Howard, on behalf of themselves and all others similarly situated and aggrieved employees, and on behalf of the general public.

6
7
8
9 Dated: August 30, 2022

JAMES HAWKINS APLC.

10
11 BY: 

CHRISTINA LUCIO

Attorneys for Lan Le and Mario Estrada-Peralta, on behalf of themselves and all others similarly situated and aggrieved employees, and on behalf of the general public

12
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15
16 0889-2514-94373 / 102223-1001

**PROOF OF SERVICE
1013A(3) CCP**

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Avenue, Suite 101, Pasadena, CA 91103 and my electronic service address is mluna@justicelawcorp.com

On November 25, 2025, I served the foregoing document described as

ORDER AND JUDGMENT RE FINAL APPROVAL OF CLASS AND PAGA ACTION SETTLEMENT

for the following case: **Oscar Benitez, et al. v. Medtronic, Inc., et al.**
LWDA/Court Case No.: **LWDA Case No.: CM- 802686-20**
Court Case No.: Case No.: 30-2019-01069185-CU-OE-CXC
[Consolidated with: 30-2019-01106385-CU- OE-CXC; 3-
2020-01140338-CU-OE-CXC;30-2020-01144725-CU-OE
CXC; 30-2020- 01159995-CU-OE-CXC]
Orange County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

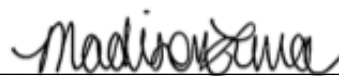
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on November 25, 2025, at Pasadena, California.



Madison Luna