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6 individually and on behalf of similarly situated employees

7
8 **SUPERIOR COURT OF CALIFORNIA**
9 **FOR THE COUNTY OF SOLANO**
10

11 KIMBERLY WEBB, individually and on
12 behalf of all other similarly situated
employees,

13 Plaintiff,

14 vs.

15 PROFESSIONAL HEALTHCARE AT
16 HOME, LLC, a California Limited Liability
17 Company; and DOES 1 to 100, inclusive,

18 Defendants.
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Case No. FCS055317

**Assigned For All Purposes to Hon. Christine A.
Carringer**

CLASS ACTION

**PLAINTIFF'S NOTICE OF MOTION AND
MOTION FOR PRELIMINARY APPROVAL
OF CLASS ACTION AND PAGA
SETTLEMENT**

Date: January 5, 2022

Time: 8:30 a.m.

Dept.: 12

Judge: Hon. Christine A. Carringer

Filed: August 27, 2020

FAC Filed: January 11, 2021

SAC Filed: July 26, 2021

TAC Filed: October 28, 2021

Trial Date: None Set

1 TO ALL PARTIES AND THEIR COUNSEL OF RECORD:

2 PLEASE TAKE NOTICE that on January 5, 2022, at 8:30 a.m., or as soon thereafter as the
3 matter may be heard in Department 12 of the above-entitled Court, Plaintiff Kimberly Webb,
4 individually and on behalf of all other similarly situated individuals, hereby move for entry of an Order
5 for the following:

- 6 1. Preliminarily certifying the proposed class herein for purposes of settlement;
- 7 2. Preliminarily appointing Plaintiff Kimberly Webb as class representative for purposes of
8 settlement;
- 9 3. Preliminarily appointing the Shimoda Law Corp. as Class Counsel for purposes of
10 settlement;
- 11 4. Preliminarily approving the proposed class action settlement, in the amount of \$55,500,
12 which is incorporated herein by reference;
- 13 5. Preliminarily approving the application for payment to Class Counsel of attorneys' fees in
14 the amount of \$19,425 (35% of the Gross Settlement Amount);
- 15 6. Preliminarily approving the application for payment to class counsel of reasonable costs not
16 to exceed \$10,000;
- 17 7. Preliminarily and conditionally approving the Class Representative Enhancement Payment of
18 \$5,500 to Plaintiff Kimberly Webb;
- 19 8. Preliminarily approving the appointment of Simpluris, Inc. as the Claims Administrator and
20 for payment to Simpluris, Inc. for administering said class action settlement in an amount not
21 to exceed \$10,000;
- 22 9. Preliminarily approving the settlement of claims under the Private Attorneys General Act for
23 the total amount of \$5,000, 75% of which will be paid to the Labor and Workforce
24 Development Agency and 25% of which will be paid to Aggrieved Employees;
- 25 10. Approving as to form and content the Notice of Proposed Class Action Settlement, and
26 Hearing Date for Final Court Approval of Settlement ("Notice of Settlement"), which
27 provide Class Members information regarding the settlement, their ability to opt out of, or
28

object to, the class action settlement and which provides instruction on how to dispute an individual's settlement allocation under the proposed settlement agreement;

11. Approving the proposed procedures to notify the class and determining that the proposed notification procedures and process complies with class members' due process rights and directing the Notice of Settlement to be sent by first class mail to Class Members;
12. Scheduling a fairness hearing on the question of whether the proposed settlement should be finally approved as fair, reasonable, and adequate;
13. Directing that any residue from settlement checks that were not cashed by the check cashing deadline be donated to Capital Pro Bono, Inc. under the doctrine of *cy pres*;
14. Preliminarily and conditionally approving and adopting the Proposed Order and its implementation schedule, which is filed herewith and incorporated by reference.

This motion is being made pursuant to Code of Civil Procedure section 382, Labor Code section 2699(1), and California Rule of Court 3.769 and 3.764, on the grounds that the proposed class action and Private Attorneys General Act settlement is fair, reasonable, and adequate as to all class members and should be approved by the Court. This motion will be based on the notice of motion, memorandum of points and authorities, the Declaration of Justin P. Rodriguez, the Declaration of Kimberly Webb, exhibits, the record and files of this case, and any further oral or documentary evidence introduced at the hearing of this motion.

Notice: The Superior Court in and for Solano County has adopted a tentative rulings system that is described in the court's local Rule 3.9. Failure to comply with Rule 3.9 may seriously affect parties' rights in this case.

Dated: November 23, 2021

Shimoda Law Corp.

By: 

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Justin P. Rodriguez
Brittany V. Berzin
Attorneys for Plaintiff

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Case No. FCS055317

**Assigned For All Purposes to Hon. Christine A.
Carringer**

CLASS ACTION

**MEMORANDUM OF POINTS &
AUTHORITIES IN SUPPORT OF
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

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TABLE OF CONTENTS

I.	Introduction and Opening Summary of Argument	1
II.	Procedural and Litigation History.....	2
III.	Investigation and Discovery Conducted	2
IV.	Negotiation and Proposed Settlement.....	3
	a. Plaintiff and Defendant Engaged in Extensive Arm's Length Negotiations	3
	b. The Terms of the Settlement.....	3
	c. Allocation of Settlement Funds	5
V.	Argument	6
	a. Class Action Settlements are Subject to Court Review and Approval Under the California Rules of Court.....	6
	b. The Terms of The Settlement Are Fair and Within the Range of Reasonableness	6
	i. The Settlement is a Result of Extensive, Non-Collusive Arm's Length Negotiations Between the Parties	7
	ii. The Extent of Investigation and Discovery Completed Provided Ample Information to Enter Into an Informed and Reasonable Settlement	7
	iii. Plaintiff's Counsel Is Experienced in Similar Litigation.....	8
	iv. The Settlement is Fair and Reasonable Based on the Strength of Plaintiff's Case and the Risks and Costs of Further Litigation	8
	v. The Proposed Settlement is a Reasonable Compromise of Claims	9
	vi. The Enhancement Payment to the Named Plaintiff for Plaintiff's Services to the Putative Class Is Reasonable and Routinely Awarded by Courts	10
	vii. Awarding Attorneys' Fees as a Percentage of the Common Fund Is Reasonable and Customarily Approved by Courts.....	10
	c. Provisional Certification of the Class is Appropriate	13
	i. The Proposed Settlement Class is Ascertainable and Sufficiently Numerous.....	13
	ii. The Commonality, Predominance, and Typicality Requirements are Met...	14
	iii. The Adequacy Requirement is Met	14
VI.	Conclusion	15

1 **TABLE OF AUTHORITIES**

2 **CALIFORNIA CASES**

3	<i>Bell v. Farmers Ins. Exchange</i> , 115 Cal.App.4th 715(2004)	11
4	<i>City of San Jose v. Superior Court</i> , 12 Cal.3d 447 (1974)	14
5	<i>Dunk v. Ford Motor Co.</i> , 48 Cal. App. 4th 1794 (1996)	7, 11, 13
6	<i>Green v. Obledo</i> , 29 Cal.3d 126 (1981)	6
7	<i>Hebbard v. Calgrove</i> , 28 Cal. App. 3d 1017 (1972)	13
8	<i>Kullar v. Foot Locker Retail, Inc.</i> , 168 Cal.App.4th 116 (2008)	9
9	<i>Laffitte v. Robert Half Internat., Inc.</i> , 1 Cal.5th 480 (2016)	11
10	<i>Lee v. Dynamex, Inc.</i> , 166 Cal.App.4th 1325 (2008)	13
11	<i>McGhee v. Bank of America</i> , 60 Cal.App.3d 442 (1976)	14
12	<i>Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles</i> , 186 Cal. App. 4th 399 (2010)	9
13	<i>Neary v. Regents of Univ. of Cal.</i> , 3 Cal. 4th 273 (1992)	6
14	<i>Noel v. Thrifty Payless, Inc.</i> , 7 Cal.5th 955 (2019)	13
15	<i>North County Contr. 's Assn., Inc. v. Touchstone Ins. Svcs.</i> , 27 Cal. App. 4th 1085 (1994)	6
16	<i>Rebney v. Wells Fargo Bank</i> , 220 Cal.App.3d 1117 (1990)	8
17	<i>Rose v. City of Hayward</i> , 126 Cal.App.3d 926, 932 (1981)	13
18	<i>Sanders v. City of Los Angeles</i> , 3 Cal.3d 252 (1970)	11
19	<i>Serrano v. Priest</i> , 20 Cal.3d 25 (1977)	11
20	<i>Staton v. Boeing Co.</i> , 327 F.3d 938 (9th Cir. 2003)	11
21	<i>Wershba v. Apple Computer, Inc.</i> , 91 Cal. App. 4th 224 (2001)	6, 8, 11

22 **CALIFORNIA STATUTES AND OTHER AUTHORITIES**

23	Cal. Labor. Code section 2699	2,6
24	Cal. Rules of Court, Rule 3.769	6

25 **FEDERAL CASES**

26	<i>Amchem Prods. v. Windsor</i> , 521 U.S. 591 (1997)	14
27	<i>Avila v. Cold Spring Granite Co.</i> , 2017 U.S. Dist. LEXIS 130878 (E.D. Cal. 2017)	8
28	<i>Bellinghausen v. Tractor Supply Co.</i> , 306 F.R.D. 245 (N.D. Cal 2015)	9

1	<i>Benitez et al. v. Wilbur</i> , USDC Eastern District, Case No. 1:08-cv-01122	12
2	<i>Boeing Co. v. Van Gemert</i> , 444 U.S. 472 (1980)	10
3	<i>Boyd v. Bechtel Corp.</i> , 485 F.Supp. 610 (N.D. Cal. 1979)	8
4	<i>Bravo v. Gale Triangle, Inc.</i> , 2017 U.S. Dist. LEXIS 77714 (C.D. Cal. 2017)	8
5	<i>Chavez et al. v. Petrissans et al.</i> , USDC Eastern District, Case No. 1:08-cv-00122	12
6	<i>Classen v. Weller</i> , 145 Cal. App. 3d 27 (1983)	14
7	<i>Dirienzo v. Dunbar Armored, Inc.</i> , USDC Southern District, Case No. 3:09-cv-02745.....	12
8	<i>Gardner v. GC Servs., LP</i> , 2012 U.S. Dist. LEXIS 47043 (S.D. Cal. 2012)	13
9	<i>Gay v. Waiters' & Dairy Lunchmen's Union</i> , 489 F.Supp. 282 (N.D. Cal. 1980),	
10	<i>aff'd</i> 694 F.2d 531 (9th Cir. 1982)	13
11	<i>Green, et al. v. Penske Logistics, L.L.C., et al.</i> , USDC Southern District,	
12	Case No. 3:09-cv-00069	12
13	<i>Hanlon v. Chrysler Corp.</i> , 150 F.3d 1011 (9th Cir. 1998)	6, 14
14	<i>Ingram v. The Coca Cola Co.</i> , 200 F.R.D. 685 (N.D. Ga. 2001)	10
15	<i>In re Activision Sec. Litigation</i> , 723 F. Supp. 1373 (N.D. Cal. 1989)	12
16	<i>In re Heritage Bond Litig.</i> , 2005 U.S. Dist. LEXIS 13555 (C.D. Cal. 2005)	12
17	<i>In re Ikon Office Solutions, Inc. Secur. Litig.</i> , 194 F.R.D. 166 (E.D. Pa. 2000)	12
18	<i>In re Omnivision Technologies, Inc.</i> , 559 F.Supp.2d 1036 (2007)	8,9
19	<i>Jamison v. Butcher & Sherrerd</i> , 68 F.R.D. 479 (E.D. Pa. 1975)	6
20	<i>Martin v. Ameripride Servs.</i> , 2011 U.S. Dist. LEXIS 61796 (S.D. Cal. 2011)	12
21	<i>Mills v. Electric Auto-Lite Co.</i> , 396 U.S. 375 (1970)	11
22	<i>Officers for Justice v. Civil Serv. Comm'n</i> , 688 F.2d 615 (9th Cir. 1982)	8
23	<i>Paul, Johnson, Alston & Hunt v. Gaulty</i> , 886 F.2d 268 (9th Cir. 1989)	11
24	<i>Reed v. 1-800 Contacts, Inc.</i> , 2014 U.S. Dist. LEXIS 255 (S.D. Cal. 2014)	9
25	<i>Richmond v. Dart Ind., Inc.</i> , 29 Cal.3d 462 (1981)	14
26	<i>Romero v. Producers Dairy Foods, Inc.</i> , 2007 U.S. Dist. LEXIS 86270, 2007	
27	WL 3492841 (E.D. Ca. Nov. 14, 2007)	12
28	<i>Schiller v. David's Bridal, Inc.</i> , 2012 U.S. Dist. LEXIS 80776 (E.D. Cal. 2012)	13

1	<i>Singer v. Becton Dickenson and Co.</i> , 2010 U.S. Dist. LEXIS 53416, 2010 WL 2196104	
2	(S.D. Ca. June 1, 2010)	12
3	<i>Van Vranken v. Atlantic Richfield Co.</i> , 901 F. Supp. 294 (N.D. Cal. 1995)	10
4	<i>Vasquez v. Coast Valley Roofing, Inc.</i> , 266 F.R.D. 482 (E.D. Ca. 2010)	12
5	<i>Vincent v. Hughes Air West, Inc.</i> , 557 F.2d 759 (9th Cir. 1977)	11
6	<i>Waters v. Intern. Precious Metals Corp.</i> , 190 F.3d 1291 (11th Cir. 1999)	11
7	<i>Watson v. Raytheon Company</i> , USDC Southern District, Case No. 3:10-cv-00634	12
8	<i>Williams v. MGM-Pathe Communications Co.</i> , 129 F.3d 1026 (9th Cir. 1977)	11
9	<i>Willis et al. v. Cal-Western Transport</i> , USDC Eastern District, Case No. 1:00-cv-05695	12
10	FEDERAL STATUTES AND OTHER AUTHORITIES	
11	Fed. R. Civ. Proc., Rule 23(e).....	6
12	Newberg on Class Actions, (3rd Ed.), 1992, §14.03	11

1 **I. INTRODUCTION AND OPENING SUMMARY OF ARGUMENT**

2 This Motion is brought seeking preliminary approval of a wage and hour class action settlement
3 in the gross amount of \$55,500. *See generally* Exhibit A (Joint Stipulation Regarding Class Action and
4 PAGA Settlement and Release). Plaintiff Kimberly Webb (“Plaintiff”) brought this class action
5 individually and on behalf of other similarly situated employees employed by Defendant Professional
6 Healthcare At Home, LLC (“Defendant”). Plaintiff worked for Defendant in California from about
7 June 26, 2012 to June 26, 2020 and was subject to the same policies and practices that are alleged to be
8 unlawful in this litigation. *See generally* Exhibit B (Plaintiff's Operative Complaint); Declaration of
9 Kimberly Webb (“Decl. Webb”) ¶ 2.

10 Plaintiff has alleged that Defendant failed to include its address on paper copies of paystubs
11 issued to Class Members. *See generally* Exhibit B. Plaintiff has also alleged Defendant is liable for a
12 civil penalties under the Private Attorneys General Act (“PAGA”) based on this violation. *See id.*;
13 Exhibit C (Plaintiff's Ltr. to the LWDA Regarding PAGA Claims). Plaintiff has contended that this is a
14 meritorious class action lawsuit and that this case is appropriate for class certification for settlement
15 purposes as the requisites for class certification in this case can be satisfied. *See* Exhibit B.

16 Defendant has denied all of Plaintiff's allegations in their entirety and any liability or
17 wrongdoing of any kind. *See* Declaration of Justin P. Rodriguez (“Decl. Rodriguez”), ¶ 5. Defendant
18 has denied that this case is meritorious. *See id.* However, subject to approval by the Court, the parties
19 have been able to compromise and settle all asserted claims for monetary compensation as a result of
20 extensive investigations, informal and formal document and data exchanges, and extended negotiations
21 relating to all aspects of the asserted claims. *See* Exhibit A. Plaintiff's counsel is convinced that the
22 proposed settlement is in the best interest of the putative class based on the discovery, investigations,
23 negotiations, and a detailed knowledge of the issues in this case. *See* Decl. Rodriguez, ¶¶ 3, 6-10. The
24 risk that the Court would find no knowing and intentional violation, the difficulties of complex
25 litigation, the Court's discretion to reduce PAGA penalties, the lengthy process of establishing specific
26 damages and various possible delays and appeals were carefully considered by Plaintiff and Plaintiff's
27 counsel in agreeing to the proposed settlement. *See id.*

28 It is well within the discretion of this Court to grant preliminary and conditional approval of the

1 Agreement, which satisfies all of the criteria for preliminary settlement approval under California law.
2 Accordingly, Plaintiff requests that the Court: (1) provisionally and conditionally certify the proposed
3 settlement class; (2) grant preliminary and conditional approval of the proposed Agreement (Exhibit
4 A); (3) set dates for and direct distribution to the class of the Notice of Settlement (Exhibit F), which
5 provides Class Members information regarding the settlement, including information regarding the
6 opportunity to opt-out of, or object to, the settlement and notifies each class member of their expected
7 pro rata share of the settlement; and (4) adopt the implementation schedule contained in the proposed
8 order and schedule a final approval hearing.

9 **II. PROCEDURAL AND LITIGATION HISTORY**

10 Plaintiff filed a class action complaint on approximately August 27, 2020, in the Solano County
11 Superior Court against Defendant. Plaintiff exhausted administrative remedies under the PAGA by
12 providing notice of the claims and violations to the LWDA. *See* Exhibit C; Cal. Lab. Code § 2699.3(a),
13 (c); Decl. Rodriguez, ¶ 3. Then, Plaintiff filed a First Amended Class Action Complaint on
14 approximately January 11, 2021 to include a PAGA claim. Plaintiff filed a Second and Third Amended
15 Complaint to narrow the issues after completing further investigations and discovery. *See id.*; Exhibit
16 B. There is no date set for a motion for certification or trial in this matter. *See* Decl. Rodriguez, ¶ 4.

17 **III. INVESTIGATION AND DISCOVERY CONDUCTED**

18 Plaintiff thoroughly investigated issues affecting certification, the merits of the class claims, and
19 potential damages for such claims. *See id.* Plaintiff worked during the time Defendant's policies and
20 practices at issue in the Complaint were in effect and provided information regarding these policies and
21 practices, enabling pre-filing investigations to take place. *See* Decl. Webb ¶¶ 3, 5. The parties engaged
22 in formal and informal discovery and exchange of documents, including paystubs, payroll data and
23 relevant policies for the entirety of the statute of limitations applicable to the alleged claims. The
24 discovery covered all aspects of the asserted claims, including certification issues, merits issues,
25 damages, the scope and configuration of Class Members, the content and implementation of the
26 policies at issue, among other relevant areas. *See* Decl. Rodriguez, ¶ 7. The information allowed
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1 Plaintiff to determine the extent and frequency of any violations in accordance with Plaintiff's
2 contentions and create an accurate damages model to assess the reasonableness of any settlement. *See*
3 *id.*

4 **IV. NEGOTIATION AND PROPOSED SETTLEMENT**

5 **a. Plaintiff and Defendant Engaged in Extensive Arm's Length Negotiations**

6
7 The final settlement occurred only after extended, and sometimes contentious, arm's length
8 negotiations. Over the course of nearly one year, Plaintiff has been investigating the claims and
9 discussing with Defendant's counsel the merits of the claims and certification issues present in this case.
10 *See id.* at ¶¶ 6-10. The parties exchanged substantial amounts of information and legal analysis
11 regarding the asserted claims. *See id.* Then, only after nearly one year of litigation and negotiation,
12 which included a full day mediation with Hon. Ronald Sabraw (Ret.), the parties able to reach a
13 mutually agreeable settlement. *See id.* at ¶ 8. In light of the claims and defenses at issue, the parties
14 agreed to a Gross Settlement Amount of \$55,500. *See* Exhibit A.

15 **b. The Terms of the Settlement**

16 Under the settlement agreement, Defendant has agreed to the following:

17 1. The following groups of individuals are covered by the Settlement (*See* Exhibit A, ¶¶
18 1.2, 1.8, 1.9, 1.26):

19 All individuals who have worked, or continue to work, for Defendant in
20 California and received hard copies of their paystubs from August 13,
2019 up to November 20, 2021 ("Aggrieved Employees").

21 All individuals who have worked, or continue to work, for Defendant in
22 California and received hard copies of their paystubs from April 20, 2018
up to November 20, 2021 ("Class Members").

23 2. Pay Gross Settlement Amount of \$55,500 to resolve and release the claims alleged in the
24 Complaint. *See id.* at ¶¶ 5.1, 5.2. No portion of the Gross Settlement Amount will revert to Defendant.
25 *See id.* at ¶ 5.6. Aggrieved Employees will still be paid their share of the PAGA Payment regardless of
26 whether they opt out of being Class Members. *See id.* at 7.5.1.

27 3. The parties agree that up to \$5,500 for Plaintiff Kimberly Webb will be paid as a Class
28 Representative Enhancement Payment. This amount will be in addition to any amount Plaintiff may be

1 entitled to under the terms of the Agreement. *See id.* at ¶ 5.4.

2 4. The parties agree that the cost of administering this class action settlement shall be paid
3 from the settlement proceeds. Subject to Court approval, the parties have selected Simpluris, Inc. to act
4 as the class action claims administrator, who has provided a maximum cost estimate of \$4,000 to
5 administer the class settlement. *See* Exhibit D (Simpluris, Inc. Quote). The difference between any
6 actual administration costs and the \$10,000 allocated under the Agreement, if any, will be paid to Class
7 Members on a pro rata basis. *See id.* At ¶ 5.6.

8 5. The parties agree that \$5,000 of the Gross Settlement Amount shall be allocated to
9 resolving claims under the PAGA. Seventy-Five percent (75%) of the PAGA Payment will be paid to
10 the LWDA and Twenty-Five percent (25%) will be paid to Aggrieved Employees. *See* Exhibit A, ¶
11 5.5.

12 6. The parties agree that up to thirty-five percent (35%) of the Gross Settlement Amount
13 (\$19,425) will be paid for Plaintiff's attorneys' fees incurred in the litigation of this case. Defendant
14 will not oppose any application for attorneys' fees so long as it is within this threshold. *See id.* at ¶ 5.2.
15 Additionally, the parties agree that Plaintiff will also be entitled to the actual litigation costs as
16 approved by the Court in an amount not to exceed \$10,000. *See id.* The difference between any actual
17 costs and the \$10,000 will be redistributed to Class Members on a pro rata basis. *See* Exhibit A, ¶ 5.2.
18 The proposed notice to be sent to class members will state this information. *See* Exhibit F.

19 7. Any Claims Administrator Costs, any amounts paid for attorneys' fees and costs, the
20 Class Representative Enhancement Payment, and PAGA Payment will be paid out from the Gross
21 Settlement Amount, not in addition to the Gross Settlement Amount. *See* Exhibit A, ¶¶ 5.1-5.5.

22 8. In consideration for the value received in the Agreement, Class Members who fail to
23 timely opt-out of this settlement will waive all Qualified Claimant's Released Claims as set forth in the
24 Agreement. *See* Exhibit A, ¶¶ 1.30-1.31. Aggrieved Employees will waive all Released PAGA Claims
25 as set forth in the Agreement regardless of whether they opt out of being a Class Member. *See id.* at
26 1.33, 1.34, 7.5.1.

27 9. In consideration for the value received in the settlement agreement, class members who
28 fail to timely opt-out of this settlement will waive all claims for wage statement violations, that were

1 brought or could have been brought based on the allegations in the Complaint, including, but not
2 necessarily limited to any and all claims for alleged violation under Labor Code §§ 226 and 226.3,
3 through the Class Period. *See* Exhibit A, ¶ 1.30-1.31.

4 10. For any portion of the Net Settlement Sum or PAGA Payment allocated to Qualified
5 Claimants and/or Aggrieved Employees that is not claimed by them by cashing their respective
6 settlement checks within 120 days, the remaining amount shall be paid to Capital Pro Bono, Inc. under
7 the doctrine of *cy pres*. *See* Exhibit A, at ¶ 5.6.

8 **c. Allocation of Settlement Funds**

9 Payment to Qualified Claimants and Aggrieved Employees of their Claim Amount will not
10 require the submission of a claim form. A Net Settlement Amount will be determined by subtracting
11 from the Gross Settlement Amount any amounts for approved attorneys' fees and costs, any
12 Enhancement Payment to the Class Representative, the Claims Administrator Costs, and the PAGA
13 Payment. Each Class Member's share will be determined by dividing their total number of payment
14 date(s) for which they received hard paper copies of their paystubs within the Class Period by the total
15 number of payment date(s) for which all Class Members received hard paper copies of their paystubs
16 within the Class Period. That fraction will then be multiplied by the Net Settlement Amount to arrive
17 at the Class Member's individual share of the Net Settlement Amount. Each Aggrieved Employee's
18 share of the 25% portion of the PAGA Payment will be determined by dividing their total number of
19 payment date(s) for which they received hard paper copies of their paystubs within the PAGA Claim by
20 the total number of payment date(s) for which all Aggrieved Employees received hard paper copies of
21 their paystubs within the PAGA Claim Period the total number of payment date(s) for which all Class
22 Members received hard paper copies of their paystubs. That fraction will then be multiplied by the
23 25% portion of the PAGA Payment to arrive at the Aggrieved Employee's individual share. *See*
24 Exhibit A, at ¶ 5.8.

25 //

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1 **V. ARGUMENT**

2 **a. Class Action Settlements are Subject to Court Review and Approval Under the**
3 **California Rules of Court**

4 A class action may not be dismissed, compromised, or settled without Court approval and the
5 decision to approve or reject a settlement is committed to the Court’s sound discretion. *See* Cal. Rules
6 of Court, Rule 3.769; Fed. R. Civ. Proc., Rule 23(e)¹; *Wershba v. Apple Computer, Inc.*, 91 Cal. App.
7 4th 224, 234-35 (2001); *see also* Cal. Lab. Code §§ 2699(l)(2) (requiring Court review of PAGA
8 settlements). However, courts should give “proper deference to the private consensual decision of the
9 parties,” since “the court’s intrusion upon what is otherwise a private consensual agreement negotiated
10 between the parties to a lawsuit must be limited to the extent necessary to reach a reasoned judgment
11 that the agreement is not the product of fraud or overreaching by, or collusion between, the negotiating
12 parties, and that the settlement, taken as a whole, is fair, reasonable and adequate to all concerned.”
13 *Hanlon v. Chrysler Corp.*, 150 F.3d 1011, 1027 (9th Cir. 1998). Where a settlement is reached on terms
14 agreeable to all parties, a court should disapprove of the settlement “only with considerable
15 circumspection.” *Jamison v. Butcher & Sherrerd*, 68 F.R.D. 479, 481 (E.D. Pa. 1975). The law favors
16 settlement of lawsuits, particularly class actions and other complex cases where substantial resources
17 can be conserved by avoiding the time, expense, and rigors of formal litigation. *See Neary v. Regents of*
18 *Univ. of Cal.*, 3 Cal. 4th 273, 277-81 (1992).

19 **b. The Terms of The Settlement Are Fair and Within the Range of Reasonableness**

20 The purpose of the Court’s preliminary evaluation of a proposed class action settlement is to
21 determine only whether the proposed settlement is within the range of possible approval and whether
22 notice to the class of its terms and conditions and the scheduling of a formal fairness hearing is
23 warranted. *See Wershba*, 91 Cal. App. 4th at 234-35. If the Court finds a proposed settlement falls
24 within “the range of reasonableness,” it should grant preliminary approval of the class action settlement.
25 *See, e.g., North County Contr. ’s Assn., Inc. v. Touchstone Ins. Svcs.*, 27 Cal. App. 4th 1085, 1089-90
26 (1994). To make the fairness determination, the Court must consider several factors, including:

27
28 ¹The California Supreme Court has authorized California’s trial courts to rely on these federal resources to decide class
certification issues. *See Green v. Obledo*, 29 Cal.3d 126, 145-46 (1981).

1 the strength of the Plaintiff's case, the risk, expense, complexity and likely
2 duration of further litigation, the risk of maintaining class action status
3 through trial, the amount offered in settlement, the extent of discovery
completed and the stage of the proceedings, the experience and views of
counsel, the presence of a governmental participant, and the reaction of the
class members to the proposed settlement.

4 *Dunk v. Ford Motor Co.*, 48 Cal. App. 4th 1794, 1801 (1996). However, this Court should begin its
5 analysis with a presumption that the proposed settlement is fair. "A presumption of fairness exists
6 where: (1) the settlement is reached through arm's length bargaining; (2) investigation and discovery
7 are sufficient to allow counsel and the court to act intelligently; (3) counsel is experienced in similar
8 litigation; and (4) the percentage of objectors is small." *Id.* at 1802.

9
10 **i. The Settlement is a Result of Extensive, Non-Collusive Arm's Length
Negotiations Between the Parties**

11 Settlement in this case was reached only after litigation and extensive arm's length negotiations
12 lasting nearly one year, which included a full day mediation with Hon. Ronald Sabraw (Ret.). *See Decl.*
13 *Rodriguez*, ¶¶ 6-10. At all times, the negotiations were adversarial and contentious, although still
14 professional in nature. *See id.* Further, while Plaintiff contends she would ultimately prevail on the
15 claims, this is not a certainty and there is substantial risk in proceeding to further litigation. *See id.* at ¶¶
16 6-10. The ability to secure a guaranteed settlement now and ensure class members receive some
17 compensation, rather than proceed to further litigation and potentially recover nothing, was a motivating
18 factor in reaching this settlement. *See id.*

19 **ii. The Extent of Investigation and Discovery Completed Provided Ample
20 Information to Enter Into an Informed and Reasonable Settlement**

21 The parties were in possession of all necessary information during the negotiations. The parties
22 engaged in formal and informal discovery and exchange of documents, including paystubs, payroll data
23 and relevant policies for the entirety of the statute of limitations applicable to the alleged claims, which
24 covered all aspects of the class claims and helped thoroughly vet the extent of Plaintiff's claims against
25 Defendant and create an accurate damages model. *See id.* at ¶ 6-10. Plaintiff was in possession of this
26 information prior to calculating the potential damages in this case. *See id.* As a result, Plaintiff was
27 able to make a reasonable estimation of Defendant's potential liability. *See id.* For these reasons, the
28 settlement now before the Court was reached at a stage where "the parties certainly have a clear view of

1 the strengths and weaknesses of their cases” sufficient to support the settlement. *Boyd v. Bechtel Corp.*,
2 485 F.Supp. 610, 617 (N.D. Cal. 1979).

3 **iii. Plaintiff's Counsel is Experienced in Similar Litigation**

4 Plaintiff's counsel has considerable experience in class actions and wage and hour litigation.
5 Plaintiff's counsel has brought and is currently bringing several wage and hour class and/or PAGA
6 actions. Thus, Plaintiff's counsel is qualified to evaluate the class claims, value of settlement versus
7 moving for certification and going to trial, and the viability of possible affirmative defenses. *See Decl.*
8 *Rodriguez*, ¶¶ 11-18. Plaintiff's counsel believes that the settlement is fair and reasonable in light of the
9 complexities of the case, the uncertainties of class certification and litigation, and the secured benefit to
10 the class. *See id.* at ¶ 6.

11 **iv. The Settlement is Fair and Reasonable Based on the Strength of Plaintiff's Case**
12 **and the Risks and Costs of Further Litigation**

13 A review of the Agreement's terms does not give rise to any doubts about its fairness. Based on
14 the records and facts of this case, Plaintiff has secured a gross recovery of approximately 61% and a net
15 recovery of approximately 14.1% of the claims' maximum likely value. *See id.* at ¶¶ 9-10.
16 Additionally, the average net award per class member is approximately \$122.14. *See id.* This
17 settlement is a reasonable compromise of the class and PAGA claims, and is within the percentile
18 ranges of the total available damages that have been approved in other class settlements. *See Wershba*,
19 91 Cal. App. 4th at 246, 250; *Rebney v. Wells Fargo Bank*, 220 Cal.App.3d 1117, 1139 (1990); *Officers*
20 *for Justice v. Civil Serv. Comm'n*, 688 F.2d 615, 628 (9th Cir. 1982); *see also In re Omnivision*
21 *Technologies, Inc.*, 559 F.Supp.2d 1036, 1042 (2007) (noting that certainty of recovery in settlement of
22 6% of maximum potential recovery after reduction for attorney's fees was higher than median
23 percentage for recoveries in shareholder class action settlements, averaging 2.2%-3% from 2000
24 through 2002); *Bravo v. Gale Triangle, Inc.*, 2017 U.S. Dist. LEXIS 77714 (C.D. Cal. 2017) (approving
25 a settlement where the net recovery to class members was approximately 7.5% of the projected
26 maximum recovery amount); *Avila v. Cold Spring Granite Co.*, 2017 U.S. Dist. LEXIS 130878 (E.D.
27 Cal. 2017): (approving a settlement with a gross recovery of 11% of the projected maximum damages
28 available and a net recovery of approximately 6.7% of the projected maximum recovery);

1 *Bellinghausen v. Tractor Supply Co.*, 306 F.R.D. 245 (N.D. Cal 2015) (approving a settlement where
2 the gross recovery was approximately 8.5% of the projected maximum recovery).

3 **v. The Proposed Settlement is a Reasonable Compromise of Claims**

4 The case of *Kullar v. Foot Locker Retail, Inc.*, 168 Cal. App. 4th 116 (2008) requires additional
5 information be presented to the Court, acting as a fiduciary for the absent class members “to ensure that
6 the recovery represents a reasonable compromise, given the magnitude and apparent merit of the claims
7 being released, discounted by the risks and expenses of attempting to establish and collect on those
8 claims by pursuing the litigation” *Id.* at 129. *Munoz v. BCI Coca-Cola Bottling Co. of Los*
9 *Angeles*, 186 Cal. App. 4th 399 (2010), clarified that a *Kullar* showing does not require the parties to
10 submit an illusory prediction of the outer reaches of exposure without taking into account the actual
11 risks of certification, decertification, dispositive motions, and trial. *Kullar* also does not require an
12 explicit statement of the maximum amount the plaintiff class could recover if it prevailed on all its
13 claims provided there is a record that allows “an understanding of the amount that is in controversy and
14 the realistic range of outcomes of the litigation.” *Id.* at 409. The *Munoz* Court found that the record
15 before the trial court was sufficient, having included the number of class members, payroll data,
16 declarations describing hours and overtime worked, as well as variances in duties and rest and meal
17 period experience, and a companion action alleging less than \$5,000,000 in damages. This information
18 constituted “an adequate basis from which to garner a reasonably adequate understanding of the amount
19 that is in controversy within the meaning of *Kullar*.” *Id.*

20 Plaintiff similarly relied upon payroll data and Class Members data to determine the realistic
21 potential damages suffered by the class as a whole. *See* Decl. Rodriguez, ¶¶ 6-10. This analysis
22 allowed Plaintiff to determine the extent and frequency of potential violations on all claims as to all
23 Class Members. *See id.* Ultimately, Plaintiff secured a percentage of the total demand for the putative
24 class that is within the range of what has been found to be sufficient in several other cases. *See, supra*,
25 Section V.c.iv; *see also, e.g., In re Omnivision Technologies, Inc.*, 559 F.Supp.2d at 1042; *Reed v. 1-*
26 *800 Contacts, Inc.*, 2014 U.S. Dist. LEXIS 255 (S.D. Cal. 2014) (approving a settlement of \$11.7
27 million where the maximum range of damages was \$5,000 for each of the alleged 300,000 instances of
28 unlawful recording violations (\$1.5 billion), equaling approximately .78% of the total demand and

1 approximately \$800 per class member). This settlement represents a reasonable compromise given the
2 percentage of the total demand that was secured, the average recovery per class member, the Court's
3 ability and discretion to cut PAGA penalties, and the uncertainty of class certification. *See* Decl.
4 Rodriguez, ¶¶ 9-10.

5 **vi. The Enhancement Payment to the Named Plaintiff for Plaintiff's Services to the**
6 **Putative Class Is Reasonable and Routinely Awarded by Courts**

7 The Enhancement Payment to the named Plaintiff is intended to recognize the time and effort
8 expended on behalf of the class. Indeed, Courts routinely approve enhancement payments to
9 compensate named plaintiffs for the services they provide and the risks they incurred during the course
10 of the class action litigation. *See Ingram v. The Coca Cola Co.*, 200 F.R.D. 685, 694 (N.D. Ga. 2001).
11 In *Ingram*, the Court approved enhancement payments of \$300,000.00 to each named plaintiff in
12 recognition of the services they provided to the class by responding to discovery, participating in the
13 mediation process, and taking the risk of stepping forward on behalf of the class. *See Id.* at 694; *see*
14 *also Van Vranken v. Atlantic Richfield Co.*, 901 F.Supp. 294 (N.D. Cal. 1995) (approving a \$50,000.00
15 enhancement payment).

16 In this case, Plaintiff provided and explained documents and was available at all times to
17 discuss the case with Plaintiff's counsel. *See* Decl. Rodriguez, ¶ 7; Decl. Webb, ¶ 5. Plaintiff spent a
18 significant amount of time pursuing this litigation for the benefit of all Class Members. *See id.*
19 Plaintiff brought this action knowing there would be a delay in any payment as the litigation
20 progressed, rather than proceeding on individual claims in front of the California Labor Commissioner.
21 *See id.* Payment of \$5,500 to Plaintiff is appropriate given the risk, assistance, time required in
22 bringing this case and resolution of this case.

23 **vii. Awarding Attorneys' Fees as a Percentage of the Common Fund Is Reasonable**
24 **and Customarily Approved by Courts**

25 California state and federal courts have recognized that when a litigant's efforts create or
26 preserve a fund from which others derive benefits, the Court may spread litigation costs proportionally
27 among all the beneficiaries to compensate those who created the fund. *See Boeing Co. v. Van Gemert*,
28 444 U.S. 472, 477-478 (1980) ("A lawyer who recovers a common fund for the benefit of persons other

1 than . . . her client is entitled to a reasonable attorney’s fee from the fund as a whole.”); *Vincent v.*
2 *Hughes Air West, Inc.*, 557 F.2d 759, 769 (9th Cir. 1977); *Mills v. Electric Auto-Lite Co.*, 396 U.S. 375
3 (1970); *Waters v. Intern. Precious Metals Corp.*, 190 F.3d 1291 (11th Cir. 1999); *see also Serrano v.*
4 *Priest*, 20 Cal.3d 25, 34-35 (1977); *Laffitte v. Robert Half Internat., Inc.*, 1 Cal.5th 480, 506 (2016).
5 The purpose of this equitable doctrine is to avoid unjust enrichment of counsel and to “spread litigation
6 costs proportionally among all the beneficiaries so that the active beneficiary does not bear the entire
7 burden alone.” *Vincent*, 557 F.2d at 769; *Williams v. MGM-Pathe Communications Co.*, 129 F.3d 1026,
8 1027 (9th Cir. 1977). California state courts have approved use of a percentage of the fund to calculate
9 reasonable attorney fee awards where the amount of the settlement is certain or is an easily calculable
10 sum of money. *See Dunk*, 48 Cal. App. 4th at 1808.

11 The Ninth Circuit has also held that the common fund doctrine applies when: (1) the class of
12 beneficiaries is sufficiently identifiable; (2) the benefits can be accurately traced; and (3) the fee can be
13 shifted with some exactitude to those benefitting. *See Paul, Johnson, Alston & Hunt v. Graulity*, 886
14 F.2d 268, 271 (9th Cir. 1989). These criteria are “easily met” when “each member of a certified class
15 has an undisputed and mathematically ascertainable claim to part of a lump-sum settlement recovered
16 on her behalf.” *Id.* at 271 (citations omitted). Under the three (3) factors set forth in *Paul, Johnson,*
17 *Alston & Hunt*, the common fund doctrine applies in this case because there is a sufficiently identifiable
18 class of beneficiaries (*e.g.* the settlement class), the benefits can be accurately traced to the settlement
19 Plaintiff and Plaintiff’s counsel were able to negotiate on behalf of the class, and the fee can be shifted
20 with exactitude to those benefiting as the fee request is a specific, lump-sum percentage of the common
21 fund. As set forth in the fee award examples provided below for the Court’s reference, it is an accepted
22 practice in wage and hour class action settlements to award attorneys’ fees based on a percentage of the
23 common fund. *See, e.g., Staton v. Boeing Co.*, 327 F.3d 938, 967-972 (9th Cir. 2003); *Sanders v. City*
24 *of Los Angeles*, 3 Cal.3d 252, 261, 263 (1970); *Wershba*, 91 Cal. App. 4th at 254; *Bell v. Farmers Ins.*
25 *Exchange*, 115 Cal. App. 4th 715, 726, 765 (2004).

26 Historically, attorneys’ fee awards in common fund cases in general range from 20% to 50% of
27 the fund, depending on the circumstances of the case. *See Newberg on Class Actions*, (3rd Ed.), 1992,
28

1 §14.03 (finding 50% to be the upper limit). Awards ranging between 30% and 40% of the fund are
2 generally approved as reasonable in wage and hour settlements below \$10 million:

3 More particularly, courts may award attorneys fees in the 30-40% range in wage and hour
4 class actions that result in recovery of a common fund under \$10 million. *See Vasquez v.*
5 *Coast Valley Roofing, Inc.*, 266 F.R.D. 482, 491-492 (E.D. Ca. 2010) (citing to five
6 recent wage and hour class actions where federal district courts approved attorney fee
7 awards ranging from 30 to 33%); *Singer v. Becton Dickenson and Co.*, 2010 U.S. Dist.
8 LEXIS 53416, 2010 WL 2196104, *8 (S.D. Ca. June 1, 2010) (approving attorney fee
award of 33.33% of the common fund and holding that award was similar to awards in
Romero v. Producers Dairy Foods, Inc., 2007 U.S. Dist. LEXIS 86270, 2007 WL
3492841 (E.D. Ca. Nov. 14, 2007).

9 *See Martin v. Ameripride Servs.*, 2011 U.S. Dist. LEXIS 61796 at *22-23 (S.D. Cal. 2011). Plaintiff's
10 request of thirty-five percent (35%) of the settlement sum for attorneys' fees is within established rates
11 for fee awards in class settlements pursuant to the common fund doctrine, especially in light of the
12 excellent results achieved in this case. *See In re Activision Sec. Litigation*, 723 F.Supp. 1373, 1379
13 (N.D. Cal. 1989); *Watson v. Raytheon Company*, USDC Southern District, Case No. 3:10-cv-00634;
14 *Dirienzo v. Dunbar Armored, Inc.*, USDC Southern District, Case No. 3:09-cv-02745; *Green, et al. v.*
15 *Penske Logistics, L.L.C., et al.*, USDC Southern District, Case No. 3:09-cv-00069; *Benitez et al. v.*
16 *Wilbur*, USDC Eastern District, Case No. 1:08-cv-01122; *Chavez et al. v. Petrissans et al.*, USDC
17 Eastern District, Case No. 1:08-cv-00122; *Willis et al. v. Cal-Western Transport*, USDC Eastern
18 District, Case No. 1:00-cv-05695. To determine whether a percentage is reasonable, a court should
19 consider: (1) the percentage that would likely be negotiated between parties in a similar case; (2) the
20 percentage applied in other class actions; (3) the quality of class counsel; (4) the size of the award; and
21 (5) whether there are any objections by class members. *See In re Ikon Office Solutions, Inc. Secur.*
22 *Litig.*, 194 F.R.D. 166, 193 (E.D. Pa. 2000); *In re Heritage Bond Litig.*, 2005 U.S. Dist. LEXIS 13555,
23 71 (C.D. Cal. 2005) ("the absence of objections or disapproval by class members to class counsel's fee
24 request further supports finding the fee request reasonable").

25 These factors support Plaintiff's request for reasonable attorneys' fees. The typical percentage
26 negotiated between parties ranges from thirty-five to forty percent (35% to 40%) in individual litigation
27 depending on the complexity of the case. In class action litigation, the typical percentage negotiated
28 between parties ranges from thirty to forty percent (30% to 40%) based on the same factors. Plaintiff's

1 request of 35% falls within these typical fee arrangements. *See* Decl. Rodriguez, ¶ 19. The quality of
2 counsel and the average size of settlement payments to Class Members and Aggrieved Employees
3 (\$122.14) also support the fee request when compared to other settlements courts have considered as
4 good results. *See Schiller v. David's Bridal, Inc.*, 2012 U.S. Dist. LEXIS 80776 at *48 (E.D. Cal.
5 2012) ("Class Members will receive an average of approximately \$198.70, with the highest payment to
6 a Class Member being \$695.78 . . . Overall, the Court finds that the results achieved are good, which is
7 highlighted by the fact that there was no objection to the settlement amount or the attorneys' fees
8 requested."); *Gardner v. GC Servs., LP*, 2012 U.S. Dist. LEXIS 47043, 18 (S.D. Cal. 2012) ("the
9 results achieved in this case were very favorable. Class members are provided with immediate
10 monetary relief, with an average award of around several hundred dollars and a minimum award of
11 \$50").

12 **c. Provisional Certification of the Class is Appropriate**

13 Class certification is appropriate when (1) the class is ascertainable and (2) there is "a well-
14 defined community of interest in the questions of law and fact involved affecting the parties to be
15 represented." *Dunk*, 48 Cal. App. 4th at 1806. The "community of interest" element "embodies three
16 factors: (1) common questions of law or fact predominate; (2) class representatives with claims or
17 defenses typical of the class; and (3) class representatives who can adequately represent the class." *Id.*
18 Here, the parties agree that, for the purposes of settlement, these prerequisites are met. *See* Exhibit A.

19 **i. The Proposed Settlement Class is Ascertainable and Sufficiently Numerous**

20 The proposed settlement class is ascertainable because all putative class members can be readily
21 identified through employee personnel and payroll files. *See Noel v. Thrifty Payless, Inc.*, 7 Cal.5th
22 955, 980 (2019); *Rose v. City of Hayward*, 126 Cal.App.3d 926, 932 (1981); *Lee v. Dynamex, Inc.*, 166
23 Cal. App. 4th 1325, 1334 (2008). The numerosity requirement is met because there are approximately
24 105 individuals who fall within the definition of Class Member, which makes joinder of all members
25 impracticable. *See Gay v. Waiters' & Dairy Lunchmen's Union*, 489 F.Supp. 282 (N.D. Cal. 1980),
26 *aff'd* 694 F.2d 531 (9th Cir. 1982); *Hebbard v. Calgrove*, 28 Cal. App. 3d 1017, 1030 (1972) (noting no
27 set minimum to meet the numerosity prerequisite, but a class as few as twenty-eight (28) members is
28 acceptable). Thus, these requirements are satisfied.

1 **ii. The Commonality, Predominance, and Typicality Requirements are Met**

2 The commonality requirement is met when there are questions of law or fact regarding the class
3 as a whole. *See Hanlon*, 150 F.3d at 1019. Commonality requires only that some common legal or
4 factual questions exist; Plaintiff need not show that all issues in the litigation are identical. *See*
5 *Richmond v. Dart Ind., Inc.*, 29 Cal.3d 462, 473 (1981); *City of San Jose v. Superior Court*, 12 Cal.3d
6 447, 460 (1974). Common questions of law or fact must also predominate over individual questions
7 and class-wide treatment of a dispute must be superior to individual litigation.² *See Richmond*, 29
8 Cal.3d at 469. Predominance requires a putative class be sufficiently cohesive to warrant adjudication
9 by representation. *See Hanlon*, 150 F.3d at 1022. The typicality requirement is met when claims of the
10 named representative are typical of those of the class, though “they need not be substantially identical.”
11 *Id.* at 1020; *Classen v. Weller*, 145 Cal. App. 3d 27, 46-47 (1983).

12 The common questions of law and fact in this case stem from Plaintiff’s contention that
13 Defendant failed to include its address on paystubs issued to Class Members who elected to receive
14 paper copies of their paystubs. *See Exhibit B*. The PAGA claims are derivative of these violations.
15 *See id.* Plaintiff and the Class Members seek the same remedies under state law. Under these specific
16 circumstances, the commonality and predominance requirements are satisfied. Regarding the typicality
17 requirement, Plaintiff contends she suffered from the same unlawful policies, treatment, and
18 circumstances as Class Members did, will request the same remedies, and will rely on the same
19 methods of proof to establish liability and damages. *See id.* Thus, the typicality requirement is also
20 satisfied for settlement purposes.

21 **iii. The Adequacy Requirement is Met**

22 The adequacy of representation requirement is met if the named representative and counsel have
23 no interests adverse to those of the putative class members and are committed to vigorously prosecuting
24 the case on behalf of the class. *See Hanlon*, 150 F.3d at 1020; *McGhee v. Bank of America*, 60
25 Cal.App.3d 442, 450-51 (1976). Those standards are met here. Under the proposed settlement,
26 Plaintiff and the putative class members will receive a pro rata share of the settlement based on the
27

28 ²When assessing predominance and superiority, a court may consider that the class will be certified for settlement purposes only and that manageability of trial is therefore irrelevant. *See Amchem Products v. Windsor*, 521 U.S. 591 (1997).

1 number of workweeks they worked for Defendant. *See* Exhibit A. Finally, any settlement class
2 member who wishes to opt-out of the settlement may do so, and he or she may also dispute the number
3 of workweeks stated in the Notice of Settlement (Exhibit F).

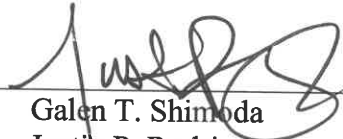
4 There is no conflict of interest between Plaintiff and Class Members. Plaintiff and Plaintiff's
5 counsel have pursued the claims made in the operative Complaint vigorously on behalf of the class.
6 Plaintiff's counsel, with Plaintiff's assistance, thoroughly investigated the claims made in this case by
7 speaking with Plaintiff and reviewing substantial amounts of documents. Plaintiff's counsel thereafter
8 engaged Defendant's counsel in settlement discussions over the course of nearly one year. Moreover,
9 Plaintiff's counsel has experience defending and bringing wage and hour claims. Because Plaintiff's
10 counsel has vigorously pursued Plaintiff's and the class members' claims, the adequacy requirement is
11 met. *See generally* Decl. Rodriguez.

12 VI. CONCLUSION

13 For all of the foregoing reasons, Plaintiff respectfully requests that this Court preliminarily and
14 conditionally certify the class for settlement purposes; grant preliminary and conditional approval to the
15 proposed settlement, including the Plaintiff's Class Representative Enhancement Payment, the payment
16 to the LWDA under PAGA, and Class Counsel's application for reasonable attorneys' fees and costs;
17 approve the Notice of Settlement, including the proposed deadlines for opting-out of and objecting to
18 the settlement; and schedule the final settlement approval hearing. A copy of Plaintiff's proposed order
19 is being filed concurrently herewith.

20
21 Dated: November 23, 2021

Shimoda Law Corp.

22
23 By: 

Galen T. Shimoda

Justin P. Rodriguez

Brittany V. Berzin

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individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SOLANO

KIMBERLY WEBB, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

PROFESSIONAL HEALTHCARE AT
HOME, LLC, a California Limited Liability
Company; and DOES 1 to 100, inclusive,
Defendants.

Case No. FCS055317

**Assigned For All Purposes to Hon. Christine A.
Carringer**

CLASS ACTION

**EXHIBIT LIST AND EXHIBITS IN
SUPPORT OF PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: January 5, 2022

Time: 8:30 a.m.

Dept.: 12

Judge: Hon. Christine A. Carringer

Filed: August 27, 2020

FAC Filed: January 11, 2021

SAC Filed: July 26, 2021

TAC Filed: October 28, 2021

Trial Date: None Set

<u>EXHIBIT</u>	<u>DESCRIPTION</u>
A	Joint Stipulation Regarding Class Action and PAGA Settlement and Release
B	Plaintiff's Operative Complaint
C	Plaintiff's Letter to the LWDA Regarding PAGA Claims
D	Simpluris, Inc. Quote
E	Plaintiff's Itemized Costs
F	Proposed Notice of Settlement
G	Proof of Submission of Proposed Settlement Agreement to LWDA

Dated: November 23, 2021

Shimoda Law Corp.

By: 

Galen T. Shimoda
Justin P. Rodriguez
Brittany V. Berzin
Attorneys for Plaintiff

EXHIBIT A

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**SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SOLANO**

KIMBERLY WEBB, individually and on
behalf of all other similarly situated employees,

Plaintiff,

vs.

PROFESSIONAL HEALTHCARE AT HOME,
LLC, a California Limited Liability Company;
and DOES 1 to 100, inclusive,

Defendants.

Case No.: FCS055317

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

Filed: August 27, 2020
FAC Filed: January 11, 2021
SAC Filed: July 26, 2021
Trial Date: None Set

This Joint Stipulation Regarding Class Action and PAGA Settlement and Release (“Agreement”) is made and entered into between the Plaintiff Kimberly Webb (“Plaintiff”), on behalf of herself, the Labor and Workforce Development Agency, and Aggrieved Employees, and Defendant Professional Healthcare At Home, LLC (“Defendant”). This Agreement is subject to the terms and conditions set forth below and the approval of the Court.

1. DEFINITIONS

The following terms, when used in this Agreement, have the following meanings:

1.1 “Action” means the above stated lawsuit, *Webb v. Professional Healthcare At Home, LLC*, Solano County Superior Court, Case No. FCS055317, filed August 27, 2020.

1.2 “Aggrieved Employee(s)” means all individuals who have worked, or continue to work for Defendant in California and received hard copies of their paystubs during the PAGA Claim Period.

1.3 “Agreement” or “Settlement” or “Settlement Agreement” means this Joint Stipulation Regarding Class Action and PAGA Settlement and Release.

1.4 “Claim Amount” means an individual Qualified Claimant’s and Aggrieved Employee’s allocation of the Net Settlement Amount and PAGA Payment respectively, as defined in Sections 1.21, 1.25, 5.5, and 5.8.

1.5 “Claims Administrator” means and refers to Simpluris, Inc., the third-party entity that will administer the Agreement as outlined in Sections 4 and 7, or any other third-party class action settlement claims administrator agreed to by the Parties and approved by the Court for the purposes of administering this Agreement. The Parties each represent that they do not have any financial interest in the Claims Administrator or otherwise have a relationship with the Claims Administrator that could create a conflict of interest.

1.6 “Claims Administrator Costs” means the fees and expenses reasonably incurred by the Claims Administrator as a result of the procedures and processes expressly required by this Agreement, and shall include all costs of administering the Agreement, including, but not limited to, all tax document preparation, custodial fees, and accounting fees incurred by the Claims Administrator; all costs and fees associated with preparing, issuing and mailing any and all notices and other correspondence to Class Members and/or Aggrieved Employees; all costs and fees associated with communicating with Class

Members and/or Aggrieved Employees, Class Counsel, and Defendant's Counsel; all costs and fees associated with computing, processing, reviewing, and paying the Claim Amounts, and resolving disputes; all costs and fees associated with calculating tax withholdings, if any, making related payment to federal and state tax authorities, if any, and issuing tax forms relating to payments made under the Agreement; all costs and fees associated with preparing any tax returns and any other filings required by any governmental taxing authority or agency; all costs and fees associated with preparing any other notices, reports, or filings to be prepared in the course of administering Claim Amounts; and any other costs and fees incurred and/or charged by the Claims Administrator in connection with the execution of its duties under this Agreement.

1.7 "Class Counsel" means Galen T. Shimoda and Justin P. Rodriguez, of the Shimoda Law Corp.

1.8 "Class Member(s)" means all individuals who have worked, or continue to work for Defendant in California and received hard copies of their paystubs during the Class Period. The estimated number of Class Members is 105.

1.9 "Class Period" means from April 20, 2018 and up to either (1) the Preliminary Approval Date, or (2) November 20, 2021, whichever is earlier.

1.10 "Class Representative" means Plaintiff Kimberly Webb

1.11 "Class Representative's Released Claims" means all claims arising out of or related to Class Representative's employment with Defendant and all rights and benefits of the section 1542 of the Civil Code of the State of California, and does so understanding and acknowledging the significance and consequence of specifically waiving section 1542. Section 1542 of the Civil Code of the State of California states as follows:

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

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

1.12 "Complaint" means the operative Complaint on file in the Action with the Court.

1.13 "Court" means the Solano County Superior Court.

1.14 "Defendant" means Professional Healthcare At Home, LLC.

1.15 "Defendant's Counsel" means Jackson Lewis P.C.

1.16 "Enhancement Payment" means the amount approved by the Court to be paid to the Class Representative in recognition of the time and effort expended on behalf of Class Members for the benefit of Class Members, which is in addition to any Claim Amount paid to the Class Representative as a Qualified Claimant.

1.17 "Effective Date" means either (a) the 60th calendar day after a signed order granting final approval of this Agreement has been filed provided no motion to vacate the judgment, appeal, writ or other appellate proceeding having been filed; or (b) the seventh (7th) calendar day after any motion to vacate the judgment, appeal, writ, or other appellate proceeding opposing the Agreement has been finally

dismissed with no material change to the terms of this Agreement and there is no right to pursue further remedies or relief, whichever is later.

1.18 "Final Approval Date" means the date a signed order granting final approval of this Agreement is filed with the Court.

1.19 "Gross Settlement Amount" is the sum of Fifty Five Thousand Five Hundred Dollars and No Cents (\$55,500.00).

1.20 "LWDA" means the California Labor and Workforce Development Agency.

1.21 "Net Settlement Amount" is the portion of the Gross Settlement Amount available for distribution to Qualified Claimants, as described in this Agreement, after deduction of Plaintiff's attorneys' fees and litigation costs, Claims Administrator Costs, the PAGA Payment, and Enhancement Payment to the Class Representative.

1.22 "Notice of Settlement" means the document substantially in the form attached hereto as Exhibit 1.

1.23 "Notice Period" means forty-five (45) calendar days from the initial mailing of the Notice of Settlement to Class Members and Aggrieved Employees.

1.24 "PAGA" means Private Attorneys General Act.

1.25 "PAGA Payment" means the amount allocated from the Gross Settlement Amount towards resolving claims under the Private Attorneys General Act of 2004, California Labor Code §§ 2698 *et seq.*

1.26 "PAGA Claim Period" means August 13, 2019 up to either (1) to the Preliminary Approval Date or (2) November 20, 2021, whichever is earlier.

1.27 "Parties" mean Defendant and Plaintiff.

1.28 "Preliminary Approval Date" means the date a signed order granting preliminary approval of this Agreement is filed with the Court.

1.29 "QSF" means a Qualified Settlement Fund set up by the Claims Administrator for the benefit of the Qualified Claimants and/or Aggrieved Employees and from which the payments under this Agreement shall be made. Any amounts Defendant has agreed to pay under this Agreement shall remain the property of Defendant until the payments required under the Agreement are made.

1.30 "Qualified Claimant" means any and all Class Members who have not made any timely request to opt-out of the Agreement.

1.31 "Qualified Claimant's Released Claims" means all claims for wage statement violations, that were brought or could have been brought based on the allegations in the Complaint, including, but not necessarily limited to any and all claims for alleged violation under Labor Code §§ 226 and 226.3, through the Class Period. This release excludes the release of claims not permitted by law. The Qualified Claimant's Released Claims exclude claims for workers' compensation or unemployment insurance benefits. This release will cover all Class Members who do not opt out.

1.32 "Qualifying Wage Statements" are the number of payment date(s) for which Class Members and/or Aggrieved Employees received hard paper copies of their paystubs during the Class Period and/or PAGA Claim Period, respectively, in California. The calculation of Qualifying Wage Statements shall be construed from Defendant's records.

1.33 "Released PAGA Claims" means all Private Attorneys General Act claims for civil penalties based on Labor Code §§ 226, 226.3 and any claims for individual liability of these section under Labor Code §§ 558 and 558.1 or related provisions through the PAGA Claim Period and inclusive of any civil penalties, attorneys' fees, interest, liquidated damages, injunctive relief and costs based on those claims. This release will cover all Aggrieved Employees regardless of whether or not they opted-out as Class Members. Aggrieved Employees cannot opt out of this waiver of claims.

1.34 "Released Parties" means Defendant, its shareholders, officers, directors, agents, employees, attorneys, and insurers, as well as Defendant's present and former parent companies, subsidiaries, divisions, related or affiliated companies, including but not limited to Gentiva Home Healthcare, Kindred at Home, and those entities' shareholders, officers, shareholders, directors, agents, employees, attorneys, and insurers. The Released Parties also include, but are not necessarily limited to David Gieringer, Ronald C. Lazas, Kriston Nearhood, Joseph L. Landenwich, Benjamin A. Breier, Douglas Curnutte, and Stephen Cunanan.

2. DESCRIPTION OF THE LITIGATION

2.1 On or about August 13, 2020, Plaintiff sent notice to the LWDA to exhaust administrative remedies under the PAGA. The LWDA did not respond to the notice within the statutorily required time

1 frame and, as such, Plaintiff became authorized to act as a Private Attorneys General on all alleged PAGA
2 claims.

3 2.2 On or about August 27, 2020, Plaintiff filed a class action Complaint in Solano County
4 Superior Court on behalf of herself and Class Members. Plaintiff filed a First Amended Complaint on
5 approximately January 11, 2021 to add a PAGA cause of action based on the violations alleged in the
6 August 13, 2020 notice to the LWDA on behalf of herself and Aggrieved Employees. Plaintiff filed a
7 Second Amended Complaint on July 26, 2021 to narrow the issues after completing some discovery.
8 Plaintiff's operative Third Amended Complaint was filed to further narrow the claims at issue in this
9 action.

10 2.3 Through formal and informal discovery, Defendant and Defendant's Counsel provided
11 Class Counsel with copies of all applicable versions of its policies and procedures, information on Class
12 Members including, but not limited to the total number of Class Members and the number of payment
13 dates for which they received hard paper copies of their paystubs.

14 2.4 After Class Counsel received the data, the Parties engaged in informal settlement
15 negotiations, but were not able to come to a resolution. On August 10, 2021, the Parties participated in a
16 mediation with private mediator Hon. Ronald M. Sabraw (Ret.). At the conclusion of the mediation, the
17 Parties were able to come to a resolution. At all times, the Parties' settlement negotiations have been non-
18 collusive, adversarial, and at arm's length.

19 2.5 Discussions between Plaintiff and Class Counsel, between counsel for the Parties, document
20 productions, extensive legal analysis, the provision of information by Defendant to Plaintiff and the
21 detailed analysis of the records, including expert analysis, have permitted each side to assess the relative
22 merits of the claims and the defenses to those claims.

23 2.6 In the Action, Plaintiff contends that Defendant violated California law by failing to include
24 Defendant's address on wage statements included with live checks mailed to putative class members.
25 Defendant denies Plaintiff's claims. The agreed upon Gross Settlement Amount was reached after
26 evaluating the Parties' theories of potential exposure for the underlying claims and the class data
27 supporting these claims. The Parties, with the assistance of the mediator, also assessed appropriate
28 discounts to the potential liability based on Defendant's factual and legal contentions and defenses.

2.7 The Parties agree that the above-described investigation and evaluation, as well as discovery and the information exchanged to date, are more than sufficient to assess the merits of the respective Parties' positions and to compromise the issues on a fair and equitable basis. Plaintiff, Class Counsel, Defendant, and Defendant's Counsel have concluded that it is desirable that the Action be settled in a manner and upon such terms and conditions set forth herein in order to avoid further expense, inconvenience and distraction of further legal proceedings, and the risk of an adverse outcome each of the Parties potentially face in the Action. Therefore, the Parties desire to resolve the claims in the Action. Plaintiff, Class Counsel, Defendant, and Defendant's Counsel are of the opinion that the Agreement for the consideration and terms set forth herein is fair, reasonable, and adequate in light of all known facts and circumstances.

3. THE CONDITIONAL NATURE OF THIS AGREEMENT

3.1 This Agreement and all associated exhibits or attachments are made for the sole purpose of settling the Action. This Agreement and the settlement it evidences are made in compromise of disputed claims. Because the Action was pled as a class action, this Agreement must receive preliminary and final approval by the Court. Accordingly, the Parties enter into this Agreement and associated settlement on a conditional basis. If the Court does not enter an order granting final approval of the Agreement, or if the Court's approval of the settlement is reversed or materially modified on appellate review, this Agreement shall be deemed null and void; it shall be of no force or effect whatsoever; it shall not be referred to or utilized for any purpose whatsoever; and the negotiation, terms and entry of the Agreement shall remain subject to the provisions of California Evidence Code Sections 1119 and 1152, Federal Rule of Evidence 408, and any other analogous rules of evidence that may be applicable.

3.2 Defendant has denied all claims as to liability, damages, liquidated damages, penalties, interest, fees, restitution, injunctive relief and all other forms of relief asserted in the Action. Defendant has agreed to resolve the Action via this Agreement, but to the extent this Agreement is deemed void or the Final Approval Date does not occur, Defendant does not waive, but rather expressly reserves, all rights to challenge all such claims and allegations in the Action upon all procedural and factual grounds, including, without limitation, the ability to challenge class or collective treatment on any grounds, as well as to assert any and all other potential defenses or privileges.

1 **4. SCOPE**

2 4.1 The scope of the class of individuals encompassed under the Agreement, who are entitled
3 to all benefits as authorized under the Agreement and subject to all obligations and duties required under
4 the Agreement, shall include all Class Members as defined in Section 1.8 and all Aggrieved Employees
5 as defined in Section 1.2. However, the Class shall not include any Class Members who submit valid and
6 timely requests to opt-out of the Agreement and settlement, as set forth in Section 7.5.1.

7 4.2 Individuals entitled to recover under this Agreement will include only those individuals who
8 are identified as being within the scope of this Agreement under Section 4.1.

9 4.3 Any person who believes that he or she is a Class Member or Aggrieved Employee and
10 wishes to participate in the Agreement, but did not receive a Notice of Settlement because his or her name
11 did not appear on the class list provided to the Claims Administrator prior to mailing, may submit a data
12 request to the Claims Administrator. The data request must contain all of the following information: (a)
13 the full name and, if applicable, Social Security Number of the individual making the request; (b) the
14 name used by such employee as of the time his or her employment with Defendant ended; (c) the years
15 during which such employee was employed with Defendant; and (d) a return address to which a response
16 may be sent. Every data request must be postmarked on or before the conclusion of the Notice Period or
17 otherwise submitted to the Claims Administrator such that it is received before the conclusion of the
18 Notice Period. Upon receipt of any data requests, the Claims Administrator shall promptly (in no event
19 more than two business days) transmit the data requests to Defendant's Counsel and request that Defendant
20 review their records.

21 4.4 If Defendant agrees that the person listed in a data request is a Class Member and/or
22 Aggrieved Employee, the Claims Administrator shall promptly mail a Notice of Settlement to the person
23 who submitted the data request, at the address designated for that purpose in the data request. All
24 provisions of this Agreement relating to the Notice of Settlements shall apply to Notice of Settlements
25 sent in response to data requests, and any person who submits a data request and is sent a Notice of
26 Settlement in response shall be treated by the Claims Administrator as a Class Member and/or Aggrieved
27 Employee for all other purposes.

4.5 If Defendant disagrees that the person listed in a data request is a Class Member and/or Aggrieved Employee, Defendant's Counsel and Class Counsel shall attempt to resolve any such dispute in good faith within seven (7) calendar days of Class Counsel being advised in writing of the data request dispute. Defendant's records shall control unless the individual submitting the data request provides persuasive evidence to doubt the accuracy of those records. Each data request dispute that Defendant's Counsel and Class Counsel cannot timely resolve shall be resolved by the Claims Administrator. The Claims Administrator must accept and weigh all the evidence provided in a good faith attempt to resolve the dispute. The Claims Administrator must resolve any dispute submitted to it within seven (7) calendar days after Defendant's Counsel and Class Counsel submit the dispute to the Claims Administrator. The decision by the Claims Administrator shall be final and there shall be no right of appeal.

5. TERMS OF THE SETTLEMENT

The Parties agree as follows:

5.1 Gross Settlement Amount: In consideration and exchange for the releases described in Section 6, Defendant shall pay the Gross Settlement Amount (\$55,500). Funding of the Gross Settlement Amount shall occur within twenty-one (21) calendar days (1) after the Effective Date or (b) 21 calendar days after Defendant's counsel is emailed wiring instructions from the third-party administrator, whichever is last, and is to be held in trust in a QSF by the Claims Administrator. The following payments will be made out of the Gross Settlement Amount: payments to Qualified Claimants, Aggrieved Employees, all attorneys' fees, costs and litigation expenses related to the Action incurred to date, as well as all such fees and costs incurred in documenting the Agreement, administering the Agreement (including Claims Administrator Costs), and obtaining final approval of the Agreement, the Enhancement Payment to the Class Representative and the PAGA Payment.

5.2 Attorneys' Fees and Costs: Class Counsel will apply to the Court for attorney's fees of 35% or \$19,425 of the Gross Settlement Amount, which shall be paid from the Gross Settlement Amount. Defendant has agreed to not oppose Class Counsel's application for attorneys' fees so long as it does not exceed the \$19,425 threshold. Class Counsel will also be entitled to reimbursement for advanced litigation expenses not to exceed \$10,000, which shall be paid from the Gross Settlement Amount. Defendant has agreed to not oppose Class Counsel's request for reimbursement for advanced litigation expenses so long

as they do not exceed the \$10,000 threshold. The Claims Administrator will issue Class Counsel an IRS Form 1099 for the attorneys' fees and costs paid under this Agreement. In the event that the Court awards less than the requested attorney's fees and/or costs, the portion of the requested amounts not awarded to Class Counsel shall be added to the Net Settlement Amount to be distributed to Qualified Claimants on a pro rata basis.

5.3 Claims Administrator Costs: The Claims Administrator Costs shall be paid from the Gross Settlement Amount and shall not exceed \$10,000. The difference between any actual costs and the allocated \$10,000 shall be added to the Net Settlement Amount.

5.4 Enhancement Payment: Class Counsel, on behalf of Plaintiff, shall apply to the Court for an Enhancement Payment to the Class Representative in an amount not to exceed Five Thousand Five Hundred Dollars (\$5,500) to compensate for the risks, time, and expense of her involvement in the Action and securing the benefits of this Agreement for Class Members. The Enhancement Payment is in addition to the Claim Amount Plaintiff would otherwise be due under the Agreement as a Qualified Claimant. Defendant has agreed to not oppose Class Counsel's request for an Enhancement Payment to Plaintiff so long as it does not exceed the amount stated herein. The Enhancement Payment will be designated as a non-wage payment and reported on an IRS Form 1099. In the event that the Court awards less than the Enhancement Payment amount requested, then any portion of the requested amount not awarded to the Class Representative shall be added to the Net Settlement Amount to be distributed to Qualified Claimants on a pro rata basis.

5.5 PAGA Payment: Five Thousand Dollars (\$5,000) of the Gross Settlement Amount shall be allocated to resolving claims under the PAGA. Seventy-Five percent (75%) of the PAGA Payment will be paid to the LWDA and Twenty-Five percent (25%) will be paid to Aggrieved Employees on a pro rata basis as described below in Section 5.5. Any amount not approved by the Court for the allocated PAGA Payment shall be added to the Net Settlement Amount to be distributed to Qualified Claimants on a pro rata basis.

5.6 Treatment of Residue and Cy Pres: For any portion of the Net Settlement Amount or PAGA Payment allocated to Qualified Claimants and/or Aggrieved Employees that were not claimed by cashing their respective settlement checks before the deadline to do so, that remaining amount shall be donated to

Capital Pro Bono, Inc.. No portion of the Gross Settlement Amount will revert to Defendant for any reason.

5.7 No Additional Benefits Contributions: All Claim Amounts paid to Qualified Claimants and Aggrieved Employees shall be deemed to be income solely in the year in which such amounts were actually received. It is expressly understood and agreed that the receipt of such Claim Amounts will not entitle any Qualified Claimant or Aggrieved Employee to any new or additional compensation or benefits under any company bonus or other compensation or benefit plan or agreement in place during the period covered by the Agreement, nor will it entitle any Qualified Claimant Aggrieved Employee to any increased retirement, 401(k) and/or 403(b) benefits or matching benefits, or deferred compensation benefits. It is the intent of this Agreement that the Claim Amounts provided for in this Agreement are the sole payments to be made by Defendant to the Qualified Claimants and Aggrieved Employees in connection with this Agreement (notwithstanding any contrary language or agreement in any benefit or compensation plan document that might have been in effect during the period covered by this Agreement).

5.8 Pro Rata Distribution Formula: Payment to Qualified Claimants and Aggrieved Employees of their Claim Amount will not require the submission of a claim form. A Net Settlement Amount will be determined by subtracting from the Gross Settlement Amount any amounts for approved attorneys' fees and costs, any Enhancement Payment to the Class Representative, the Claims Administrator Costs, and the PAGA Payment. Each Class Member's share will be determined by dividing their Qualifying Wage Statements by the total Qualifying Wage Statements worked by all Class Members. That fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member's individual share of the Net Settlement Amount. Each Aggrieved Employee's share of the 25% portion of the PAGA Payment will be determined by dividing their total Qualifying Wage Statements by the total Qualifying Wage Statements worked by all Aggrieved Employees. That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the Aggrieved Employee's individual share.

5.9 Tax Allocation: The Parties recognize that the Claim Amounts to be paid to Qualified Claimants and/or Aggrieved Employees reflect a settlement of a dispute over claimed penalties. The characterization of Claim Amounts to Qualified Claimants and Aggrieved Employees are as follows:

5.9.1 One hundred percent (100%) of each Qualified Claimants' Claim Amount shall be allocated for disputed statutory penalties and interest, and no amount shall be deducted for any taxes. This portion of the Claim Amount consists of other income, not wages, for which the Qualified Claimants shall receive an IRS Form 1099-MISC.

5.9.2 The entirety (100%) of each Aggrieved Employee's share of the 25% portion of the PAGA Payment shall be allocated for payment of disputed civil penalties, and no amount shall be deducted for any taxes. This portion of the Claim Amount consists of other income, not wages, for which the Aggrieved Employees shall receive an IRS Form 1099-MISC.

5.10 Qualified Claimants and Aggrieved Employees shall be solely responsible for the reporting and payment of their share of any federal, state and/or municipal income or other taxes on payments made pursuant to this Agreement, and shall hold the Parties, Class Counsel, and Defendant's Counsel free and harmless from any claims resulting from treatment of such payments as non-taxable. No party has made any representation to any of the other Parties as to the taxability of any payments pursuant to this Agreement, including the payments to Qualified Claimants, the payments to Aggrieved Employees, the payments to Class Counsel, the payments to the Class Representative, , or the allocation of the Net Settlement Amount or PAGA Payment, or otherwise as to tax implications of any provision of this Agreement.

5.11 No Additional Contribution by Defendant: Defendant's total monetary obligation under this Agreement is limited to the Gross Settlement Amount, only. All other costs and expenses arising out of or in connection with the performance of this Agreement shall be paid from the Gross Settlement Amount, unless expressly provided otherwise herein. However, in the event this agreement is deemed null and void as described in Section 3 because the Court, in its independent determination, finds that the Agreement does not meet the standards for settlement approval, then Defendant and Plaintiff shall be equally responsible for the costs of the Claims Administrator incurred between the date the Agreement was executed and the date of such event.

5.12 Certification For Settlement Purposes: The Parties agree that, for purposes of settlement only, certification of the class as defined in Section 1.8 and 4.1 is appropriate and the requisites for establishing class certification have been met and are met.

1 5.13 Adequacy of Class Counsel and Class Representatives: The Parties agree that, for purposes
2 of settlement only, Class Counsel and Plaintiff are adequate representatives for Class Members and
3 Aggrieved Employees.

4 **6. RELEASE**

5 6.1 Release of Claims by Qualified Claimants: Upon the Effective Date, all Qualified Claimants
6 will be deemed to fully, finally and forever release Qualified Claimant's Released Claims as to all
7 Released Parties. In addition, on the Effective Date, all Qualified Claimants and their successors in
8 interest will be permanently enjoined and forever barred from prosecuting any of Qualified Claimant's
9 Released Claims against any of the Released Parties.

10 6.2 Release of Claims by Aggrieved Employees: Upon the Effective Date, all Aggrieved
11 Employees will be deemed to fully, finally and forever release the Released PAGA Claims as to all
12 Released Parties. In addition, on the Effective Date, all Aggrieved Employees and their successors in
13 interest will be permanently enjoined and forever barred from prosecuting any of the Released PAGA
14 Claims against any of the Released Parties.

15 6.3 Release by Plaintiff: Upon the Effective Date, Plaintiff will be deemed to fully, finally and
16 forever release the Qualified Claimant's Released Claims, Released PAGA Claims, and Class
17 Representative's Released Claims as to all Released Parties. In addition, on the Effective Date, Plaintiff
18 and any successors in interest will be permanently enjoined and forever barred from prosecuting any of
19 the Qualified Claimant's Released Claims, Released PAGA Claims, and Class Representative's Released
20 Claims against any of the Released Parties.

21 **7. SETTLEMENT ADMINISTRATION**

22 7.1 Duties of Claims Administrator: The Claims Administrator shall be responsible for: 1)
23 receiving Class Member and Aggrieved Employee contact information and confirming addresses are
24 valid; 2) calculating estimated Claim Amounts and any and all taxes associated with the Claim Amounts;
25 3) taking appropriate steps to trace and locate any individual Class Members and Aggrieved Employee
26 whose address or contact information as provided to the Claims Administrator is inaccurate or outdated
27 and mailing the Notice of Settlement to Class Members; 4) providing notification to the appropriate state
28 and federal officials of this Agreement as required under the law; 5) receiving, independently reviewing,

and resolving any challenges (in consultation with Class Counsel and Defendant's Counsel) from Class Members or Aggrieved Employees, including any associated documentation, regarding their Qualified Wage Statement calculations; 6) receiving and serving on Class Counsel, Defendant's Counsel, and the Court, copies of any written objections, and/or any opt out statements; 7) establishing a toll free telephone line and responding to inquiries and requests for information or assistance from Class Members and/or Aggrieved Employees; 8) maintaining a QSF; 9) determining and paying the final amounts due to be paid under the Agreement after resolution of all challenges, disputes, opt-outs, awarded attorneys' fees and costs, Claims Administrator Costs, PAGA Payment, any Enhancement Payments, and for funds that cannot be distributed due to the inability to locate Class Members or Aggrieved Employees; 10) determining the validity of any disputes or late opt-outs by previously unidentified Class Members or Aggrieved Employees; 11) paying any residual funds from uncashed checks; 12) reporting to Class Counsel and Defendant's Counsel regarding the statistics of the administration, including (a) the number of initial Notice of Settlements mailed; (b) the number of forwarded Notice of Settlements; (c) the number of re-mailed Notice of Settlements; (d) the number of total undeliverable Notice of Settlements; (e) the number of address traces performed for undeliverable Notice of Settlements; (f) the number of Notice of Settlements undeliverable from traced addresses; (g) the number of total objections received; (h) the number of opt-out requests received; (i) the number of disputes received; (j) the number of disputes resolved; 13) providing a declaration to the Court regarding the final statistics of the administration and compliance with all payment obligations under the Agreement; 14) completing all necessary tax reporting on the QSF and payment of the Claim Amounts to Qualified Members and Aggrieved Employees; and 15) carrying out other related tasks as necessary to effectuate the terms of this Agreement and any Order of the Court. All disputes relating to the Claims Administrator's ability and need to perform its duties shall be referred to the Court, if necessary, which will have continuing jurisdiction over the terms and conditions of this Agreement, until all payments and obligations contemplated by the Agreement have been fully executed.

7.2 Notice to Class Members and Aggrieved Employees: The Notice of Settlement will provide Class Members and Aggrieved Employees with a summary of the terms and conditions of the Agreement, how to participate in the settlement, how to object to the Agreement, how to dispute the individual's

Qualifying Wage Statements, and how to opt-out from the Agreement. The Notice of Settlement will also inform Class Members and Aggrieved Employees of the Gross Settlement Amount, Net Settlement Amount, proposed attorneys' fees and costs allocations, any proposed Enhancement Payments, proposed Claims Administrator Cost allocations, proposed PAGA Payment allocations, the scope of the class, the nature and extent of the released claims, dates set for a fairness hearing and hearing on Class Counsels' motion for attorneys' fees and costs. The Notice of Settlement shall include information regarding Class Member's and Aggrieved Employee's estimated Claim Amount.

7.3 Class Member Data and Mailing: No later than fourteen (14) calendar days after the Preliminary Approval Date, Defendant shall provide the Claims Administrator with the name, last known mailing address, last known telephone number, Social Security Number, and any other information the Claims Administrator needs to effectuate notice to Class Members and Aggrieved Employees as outlined herein. The Claims Administrator shall review the data to determine the number of Qualifying Wage Statements for each Class Member and Aggrieved Employee. No later than fourteen (14) calendar days after receipt of such address information, the Claims Administrator will perform a national change of address ("NCOA") search, update the addresses per the results of the NCOA search, and then mail the Notice of Settlement, substantially in the form attached as Exhibit 1, to each Class Member and Aggrieved Employee by first-class mail, postage prepaid. The Claims Administrator shall maintain all information received from Defendant confidential to itself, and Defendant's Counsel. However, Class Counsel shall be able to review the breakdown of Qualified Wage Statements and estimated Claim Amounts for Class Members and Aggrieved Employees prior to mailing for quality assurance provided the personal identifying information is redacted and/or omitted.

7.4 Returned and/or Re-mailed Notice of Settlements: In the event that a Notice of Settlement is returned to the Claims Administrator as non-delivered on or before the conclusion of the Notice Period, the Notice of Settlement shall be sent to the forwarding address affixed thereto within five (5) calendar days. If no forwarding address is provided, then the Claims Administrator shall promptly attempt to determine a correct address using a single skip-trace, computer or other search using the name, address and/or Social Security number of the individual involved, and shall then perform a single re-mailing within five (5) calendar days. Following each search that does not result in a corrected address, the Claims

Administrator will ask Defendant's counsel if the Class Member is a current employee or not. Only for those Class Members who are current employees of Defendant at the time of the Preliminary Approval Date and for whom a search did not result in a corrected address, Defendant shall cooperate in good faith and make reasonable efforts to obtain a different mailing addresses for that Class Member to the extent they are active employees of Defendant and to the extent it can be located. In the event the Notice of Settlement is forwarded to a new address and/or re-mailed to a Class Member, the deadline for the Class Member to submit any request to opt-out, dispute, or objection shall be the end of the Notice Period or 10 days from the date of the re-mailing, whichever is later. In the event the procedures in this Section are followed and the Class Member does not timely and properly request to opt-out, the Class Member shall be bound by all terms of the Agreement, including the Releases contained in Section 6.

7.5 Responses to Notice of Settlement:

7.5.1 Opt-Outs: The Notice of Settlement shall provide that Class Members who wish to exclude themselves from the Agreement must submit a request to opt-out as provided in this Section. The request to opt-out must (a) state the Class Member's full name and date of birth; (b) a statement that he or she does not want to be a Class Member, does not want to participate in the settlement, and/or wants to be excluded from the settlement; (c) identify the case name and number (i.e. Webb v. Professional Healthcare At Home, LLC, FCS055317); (d) be signed; and (e) be post-marked no later than the conclusion of the Notice Period or the re-mailing timeline stated in Section 7.4. The Class Member must personally sign the request to opt-out. No request to opt-out may be made on behalf of a group of Class Members. The date of the postmark on the return-mailing envelope shall be the exclusive means used to determine whether a request to opt-out has been timely submitted. Any Class Member who requests to opt-out of the Agreement will not be entitled to any benefit of the Agreement or any portion of the Net Settlement Amount, will not be bound by the Agreement, nor will they have any right to object, appeal or comment thereon. Class Members who fail to submit a valid and timely request to opt-out shall be bound by all terms of the Agreement and any order or final judgment thereon, regardless of whether they otherwise have requested to opt-out of the Agreement. Aggrieved Employees cannot opt out of this Agreement as it relates to the PAGA Payment or Released PAGA Claims regardless of whether they opt out of being a Class Member.

1 7.5.2 *Objection Procedures:* Any Class Member who does not opt-out but who wishes
2 to object to this Agreement or otherwise to be heard concerning this Agreement shall send their written
3 objections to the Claims Administrator and also serve copies of the objections on Class Counsel and
4 Defendant's Counsel. The Notice of Settlement shall make clear that the Court can only approve or deny
5 the Agreement, not change the terms of the Agreement. The objection must (a) state the Class Member's
6 full name and date of birth; (b) provide evidence that the individual is, in fact, a Class Member; (c) state
7 the reasons for the objection(s), including any legal analysis and/or supporting documentation; (d) identify
8 the case name and number (i.e. Webb v. Professional Healthcare At Home, LLC, FCS055317) (e) be
9 signed; and (f) be post-marked no later than the conclusion of the Notice Period or the re-mailing timeline
10 stated in Section 7.4. The objecting Class Member must also file a notice of intent to appear with the
11 Court and serve the notice on Class Counsel and Defendant's Counsel, if they intend to appear at the final
12 approval hearing.

13 7.5.3 *Dispute Procedures:* Any Class Member who disputes the number of Qualifying
14 Wage Statements on the Notice of Settlement shall contact the Claims Administrator. The dispute must
15 (a) identify the nature of the dispute; (b) provide any information or documentation supporting the dispute;
16 (c) be signed; and (d) be post-marked no later than the conclusion of the Notice Period or the re-mailing
17 timeline stated in Section 7.4. The Claims Administrator shall promptly (in no event more than two
18 business days) forward all such disputes to Defendant's Counsel and request that Defendant review the
19 dispute. Defendant's records shall presumptively control unless the Class Member can produce
20 documentation evidencing other payment dates in which hard paper copies of wage statements were
21 mailed to the Class Member. If Defendant does agree with submitted information, the Class Member shall
22 be credited or subtracted Qualifying Wage Statements in accordance with their submitted dispute and that
23 final number of Qualified Wage Statements shall govern the calculation of that Class Member's Claim
24 Amount. If Defendant does not agree with the submitted information, Defendant's Counsel will promptly
25 advise Class Counsel of the dispute, which includes turning over any documentation submitted by the
26 Class Member as part of the dispute. Defendant's Counsel and Class Counsel shall attempt in good faith
27 to resolve any such dispute within five (5) calendar days of Class Counsel being advised of the dispute.
28

Each dispute that Defendant's Counsel and Class Counsel cannot timely resolve shall be resolved by the Claims Administrator or Court.

7.5.4 Deficient Opt-Outs, Objections, or Disputes: In the event that a deficient opt-out, objection, or dispute is received on or before the conclusion of the Notice Period, the Claims Administrator shall mail a letter to the Class Member within five (5) calendar days informing them of the deficiency. If a deficiency letter is mailed to a Class Member, the deadline for the Class Member to cure the deficiency shall be the end of the Notice Period or 10 days from the date of the deficiency letter, whichever is later.

7.6 Due Process Acknowledgement: Compliance with the procedures set forth in Sections 7.1 to 7.5.4 shall constitute due and sufficient notice to Class Members of the Action and the Agreement and shall satisfy Class Members' due process rights. Nothing else shall be required of the Parties, Class Counsel or Defendant's Counsel to provide notice of the proposed Agreement.

7.7 Claims Administrator Declaration Regarding Notice Period: Within twenty-one (21) days after the conclusion of the Notice Period, the Claims Administrator shall provide Class Counsel and Defendant's Counsel with a signed declaration under penalty of perjury providing a complete and detailed report regarding the statistics and responses of settlement administration to date and all the Claims Administrators' obligations under Sections 5.8 to 5.9-5.9.3, 7.1 to 7.5.4, and 7.9.

7.8 Claims Administrator Payments to Qualified Claimants, Class Counsel and Plaintiff: Within seven (7) calendar days after the Final Approval Date and the Court's determination of the amount of attorneys' fees and costs payable to Class Counsel, the Enhancement Payment payable to Plaintiff, the PAGA Payment, and Claims Administrator Costs, the Claims Administrator shall calculate the final Net Settlement Amount, the final Claim Amounts for Qualified Claimants and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these calculations Class Counsel and Defendant's Counsel. The Claims Administrator shall also email Defendant and Defendant's counsel the wiring instructions for funding at this time. Defendant shall wire the Gross Settlement Amount and applicable taxes necessary to fund the Settlement as described in Section 5.1. Within seven (7) calendar days after the Gross Settlement Amount is wired, the Claims Administrator shall deliver payment of Class Counsels' attorney's fees and costs, the Enhancement Payment payable to Plaintiff, the 75% portion of the PAGA

Payment payable to the LWDA, Claims Administrator Costs, and payment to Qualified Claimants and/or Aggrieved Employees as required under this Agreement and approved by Court.

7.8.1 The Claims Administrator shall wire the Court-approved attorneys' fees and costs to Class Counsel unless other method is requested by Class Counsel. Class Counsel shall provide the Claims Administrator with the pertinent taxpayer identification number and payment instructions after the Final Approval Date.

7.8.2 The Claims Administrator shall send a check by mail for the Court-approved Enhancement Payment to the Class Representative, care of Class Counsel unless other method is requested by Class Counsel.

7.8.3 Only Qualified Claimants and Aggrieved Employees will receive their Claim Amount.

7.9 Settlement Check Expiration and Uncashed Checks: The Claims Administrator shall issue Claim Amounts to Qualified Claimants and Aggrieved Employees in the form of a check, which shall become null and void if not deposited within one hundred twenty (120) calendar days of issuance. After one hundred twenty (120) calendar days of issuance, the checks shall be voided and funds from all uncashed checks shall be transmitted in accordance with Section 5.6. The Claims Administrator shall deliver these funds within fourteen (14) calendar days after the check cashing deadline.

7.10 Claims Administrator Declaration Regarding Compliance and Settlement Administration: Within twenty-one (21) days after the last day for Qualified Claimants and Aggrieved Employees to cash their settlement checks, the Claims Administrator shall provide Class Counsel and Defendant's Counsel with a signed declaration under penalty of perjury providing a complete and detailed report regarding the settlement administration documenting that all payments under the Agreement have been made, that the Court's final approval order has been complied with, and that all the obligations of the Claims Administrator have been completed.

8. PRELIMINARY SETTLEMENT ADMINISTRATION SCHEDULE

8.1 The schedule may be modified depending on whether and when the Court grants necessary approvals, orders notice to Class Members, and sets further hearings. The schedule may also be modified to correct clerical errors and to reflect the provisions in the Agreement as described above. In the event

of such modification, the Parties shall cooperate to complete the settlement procedures as expeditiously as reasonably practicable. The preliminary schedule for notice, approval, and payment procedures carrying out the Agreement is as follows:

Last day for Defendant to provide Claims Administrator with Class Member information	Within 14 calendar days after the Preliminary Approval Date
Last day for Claims Administrator to complete NCOA search, update Class Member mailing information, and mail Notice of Settlement	Within 14 calendar days after the Claims Administrators' receipt of Class Members' information from Defendant
Last day for Class Members to opt-out, submit disputes, submit objections, and submit data requests	45 calendar days after mailing of Notice of Settlement or within 10 days after Notice of Settlement is re-mailed, whichever is later
Last day for Claims Administrator to provide Parties with signed declaration reporting on settlement administration statistics	Within 21 calendar days after end of the Notice Period
Last day for Claims Administrator to calculate the final Net Settlement Amount, the final Claim Amounts for Qualified Claimants and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these calculations Class Counsel and Defendant's Counsel	Within 7 days after the Final Approval Date
Last day for Defendant to fund settlement	Within 21 calendar days after the Effective Date or (b) 21 calendar days after Defendant is emailed wiring instructions from the third-party administrator, which is last
Last day for Claims Administrator to deliver payment of Class Counsel's attorney's fees and costs, Enhancement Payments, PAGA Payment, Claims Administrator Costs, payment to Qualified Claimants, and payment to Aggrieved Employees	Within 7 calendar days after the Gross Settlement Amount is wired to the settlement administrator
Last day for Qualified Members and Aggrieved Employees to cash settlement checks	120 days after issuance of checks to Qualified Members and Aggrieved Employees

Last day for Claims Administrator to deliver value of uncashed settlement checks to <i>cy pres</i> beneficiaries	Within 14 days after settlement check cashing deadline
Last day for Claims Administrator to provide Parties with compliance declaration	Within 21 days after settlement check cashing deadline

9. DUTIES OF THE PARTIES

9.1 Preliminary Approval: The Parties will cooperate in obtaining, through an unopposed motion to be filed as soon as reasonably practicable, an order from the Court preliminarily approving this Agreement at the earliest possible date concurrently with the Court's certification of the Action as a class action for settlement purposes. The Parties further agree to fully cooperate in the drafting and/or filing of any further documents or filings reasonably necessary to be prepared or filed, shall take all steps that may be requested by the Court relating to, or that are otherwise necessary to the approval and implementation of this Agreement and shall otherwise use their respective best efforts to obtain certification for settlement purposes, approval of, and implementation of this Agreement. The Parties will submit this Agreement to the Court for preliminary approval of its terms and for approval of the steps to be taken to obtain its final approval. Within one week of signing this Agreement Class Counsel shall provide a draft of the Preliminary Approval Motion to Defendant's Counsel. Defendant's Counsel will make best efforts to provide comments and/or proposed revisions within one week after receipt of the draft Preliminary Approval Motion from Class Counsel. With regard to the final approval documents, a similar one-week maximum review and response time shall be observed by the Parties. The Parties will request that the Court's preliminary approval of this Agreement be embodied in an Order Granting Preliminary Approval of Class Action and PAGA Settlement.

9.1.1 Plaintiff's motion shall seek an order: 1) Preliminarily approving the Agreement; 2) Approving as to form and content the proposed Notice of Settlement; 3) Directing the mailing of the Notice of Settlement by first class mail to Class Members and Aggrieved Employees; 4) Preliminarily appointing Plaintiff and Class Counsel as representatives of Class Members; 5) Preliminarily approving settlement administration services to be provided by the Claims Administrator; 6) Preliminarily approving

the proposed Enhancement Payment to Plaintiff; 7) Preliminarily approving the application for payment of reasonable attorneys' fees and reimbursement of litigation-related expenses to Class Counsel; and 8) Scheduling a fairness hearing on the question of whether the proposed Agreement should be finally approved as fair, reasonable and adequate as to the Class Members.

9.1.2 Defendant shall not oppose Plaintiff's motion for approval of the proposed Agreement.

9.1.3 The Parties shall cooperate with each other and the Claims Administrator during the process of giving Class Members notice and opportunity to object to the Agreement, as necessary and appropriate to assure effective communication to individual Class Members of information about their rights and obligations under this Agreement.

9.2 Final Approval and Fairness Hearing: On a date approved by the Court and set forth in the Notice of Settlement, the Court shall hold the Final Approval and Fairness Hearing where objections, if any, may be heard. Class Counsel shall provide the Court as part of the motion for final approval of the Agreement, a declaration by the Claims Administrator of due diligence and proof of mailing of the Notice of Settlement required to be mailed to Class Members by this Agreement, and of the delivery results of the Claim Administrator's mailings including tracing and re-mailing efforts.

9.2.1 Class Counsel will submit a proposed order and judgment for final approval, which shall include findings and orders: 1) Approving the Agreement, adjudging the terms thereof to be fair, reasonable and adequate, and directing that its terms and provisions be carried out; 2) Approving the payment of an Enhancement Payment to the Class Representative; 3) Approving Class Counsel's application for an award of attorneys' fees and reimbursement of out-of-pocket litigation expenses; 4) Approving the Claims Administrator Costs; and 5) Providing that the Court will retain jurisdiction to oversee administration and enforcement of the terms of the Agreement and the Court's orders.

9.2.2 Following entry of the Court's Order granting final approval of the Agreement, the Parties will each act to ensure the fulfillment of all its provisions, including but not limited to the following: 1) Should an appeal be taken from the final approval of the Agreement or motion to set aside the judgement be filed, all parties will support the final approval order on appeal or otherwise; 2) Class Counsel will assist the Claims Administrator as needed or requested in the process of identifying and

1 locating Qualified Claimants and Aggrieved Employees entitled to payments under the Agreement and
2 assuring delivery of such payments; 3) Class Counsel and Defendant's Counsel will cooperate with each
3 other and assist the Claims Administrator as needed or requested in completing the distribution of any
4 residual amounts, as specified above, to the *cy pres* beneficiaries; 4) Class Counsel, in conjunction with
5 the Claims Administrator, will certify to the Court completion of all payments required to be made by this
6 Agreement.

7 9.3 Final Judgment: If the Court approves this Agreement at the final approval and fairness
8 hearing, the Parties will request that the Court enter an Order Granting Final Approval of Class Action
9 and PAGA Settlement and Final Judgment.

10 9.4 Notice to LWDA: Plaintiff agrees to provide notice to the Labor and Workforce
11 Development Agency ("LWDA") of this settlement in accordance with Labor Code § 2699(1)(2).

12 10. MISCELLANEOUS TERMS

13 10.1 Defendant's Right to Withdraw Based on Opt-Outs: If, prior to the Final Approval Date,
14 10% or more of the Class Members have submitted proper and timely requests to opt-out in accordance
15 with the provisions of the Agreement, Defendant may, at its election, rescind the Agreement and all actions
16 taken in its furtherance will be thereby null and void. Defendant must exercise this right of rescission, in
17 writing, to Class Counsel, within seven (7) calendar days after the Claims Administrator notifies the
18 Parties of the total number of opt-outs. If the option to rescind is exercised, then any Claims Administrator
19 Costs shall be paid by Defendant.

20 10.2 Escalation Clause: Defendant has represented that there are no more than 958 payment
21 dates during the Class Period for which Class Members received hard paper copies of paystubs in the
22 mail. In the event the number of payment dates during the Class Period wherein Class Members
23 received hard paper copies of paystubs is more than 1,054 (*i.e.*, greater than 10% more than 958), then
24 the Gross Settlement Amount shall be increased proportionally by the number of those payment dates
25 in excess of 958, multiplied by the Qualifying Wage Statement Value. "Qualifying Wage Statement
26 Value" is calculated as follows: Net Settlement Amount allocated to Class Members (defined in section
27 5.8) divided by 958 payment dates (total Qualifying Wage Statements as of May 17, 2021). For
28 example, if there were 11,900 payment dates represented to exist during the Class Period, but there are

1 actually 15,000 payment dates in the Class Period, and the Qualifying Wage Statement Value is \$5.00
2 per wage statement, Defendant would have to increase the Gross Settlement Amount by \$15,500.00
3 (15,000 payment dates – 11,900 payment dates = 3,100 payment dates x \$5.00/per wage statement).

4 10.3 Circular 230 Disclaimer: EACH PARTY TO THIS AGREEMENT (FOR PURPOSES OF
5 THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY TO THIS AGREEMENT
6 OTHER THAN THE ACKNOWLEDGING PARTY, AN “OTHER PARTY”) ACKNOWLEDGES AND
7 AGREES THAT (1) NO PROVISION OF THIS AGREEMENT, AND NO WRITTEN
8 COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR
9 ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR SHALL ANY SUCH
10 COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON
11 AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY DEPARTMENT
12 CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS
13 RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN, INDEPENDENT LEGAL AND TAX
14 COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS
15 AGREEMENT, (B) HAS NOT ENTERED INTO THIS AGREEMENT BASED UPON THE
16 RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY
17 OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR
18 DISCLOSURE BY ANY ATTORNEY OR ADVISER TO ANY OTHER PARTY TO AVOID ANY
19 TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO
20 ATTORNEY OR ADVISER TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT
21 PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY’S OR ADVISER’S TAX
22 STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON
23 DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX
24 STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED
25 BY THIS AGREEMENT.

26 10.4 No Prior Assignments: The Parties represent, covenant, and warrant that they have not
27 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to
28

any person or entity any portion of any liability, claim, demand, action, cause of action or right released and discharged in this Agreement.

10.5 Waiver of Appeal and Ability to Opt Out: To the extent permitted by applicable law, by signing this Agreement Defendant is waiving any rights to appeal from the Court's approval of the settlement unless the Court materially modifies the settlement. Furthermore, by signing this Agreement Plaintiff is waiving any right or ability to opt out of this Agreement during the Notice Period or otherwise.

10.6 Exhibits Incorporated by Reference: The terms of this Agreement include the terms set forth in any attached Exhibits, which are incorporated by this reference as though fully set forth in this Agreement. Any Exhibits to this Agreement are an integral part of the Settlement.

10.7 Judgment and Retention of Jurisdiction to Enforce: Upon the Final Approval Date, judgment will be entered according to this Agreement, with the Court to retain jurisdiction over the parties to enforce the terms therein.

10.8 Mutual Cooperation: The Parties agree to cooperate fully with one another to accomplish and implement the terms of this Agreement. Such cooperation shall include, but not be limited to, execution of such other documents and the taking of such other action as may reasonably be necessary to fulfill the terms of this Agreement. The Parties to this Agreement shall use their best efforts, including all efforts contemplated by this Agreement and any other efforts that may become necessary by Court order, or otherwise, to effectuate this Agreement and the terms set forth herein.

10.9 No Admission of Liability: Neither the acceptance nor the performance by Defendant of the terms of this Agreement, nor any of the related negotiations or proceedings, is or shall be claimed to be, construed as, or deemed to be, an admission by Defendant of the truth of any of the allegations in the Complaint, the representative character of the Action, the validity of any of the claims that were or could have been asserted by Plaintiff and/or Class Members in the Action, or of any liability or guilt of Defendant in the Action. Nothing in this Agreement shall be construed to be or deemed an admission by Defendant of any liability, culpability, negligence, or wrongdoing toward Plaintiff, the Class Members, or any other person, and Defendant specifically disclaim any liability, culpability, negligence, or wrongdoing toward Plaintiff, the Class Members, or any other person. Each of the Parties has entered into this Stipulation with the intention to avoid further disputes and litigation.

1 10.10 Notices: Unless otherwise specifically provided herein, all notices, demands, or other
2 communications given hereunder shall be in writing and shall be deemed to have been duly given as of
3 the third business day after mailing by United States certified mail, return receipt requested, addressed as
4 follows:

5 To Plaintiff and the Class:

6 Galen T. Shimoda (attorney@shimodalaw.com)
7 Justin P. Rodriguez (jrodriguez@shimodalaw.com)
8 Brittany V. Berzin (bberzin@shimodalaw.com)
9 Shimoda Law Corp.
10 9401 East Stockton Blvd., Suite 120
11 Elk Grove, CA 95624

12 To Defendant:

13 Shannon Bettis Nakabayashi (Shannon.Nakabayashi@jacksonlewis.com)
14 Hardev Chhokar (Hardev.Chhokar@jacksonlewis.com)
15 Jackson Lewis P.C.
16 50 California Street
17 9th Floor
18 San Francisco, CA 94111
19 Telephone: (415) 796-5465
20 Facsimile: (415) 394-9401

21 Courtesy copies of all notices, demands, or other communications given hereunder shall also be
22 emailed to Defendant's counsel at the emails above on the same day they are mailed.

23 10.11 Mutual Drafting of Agreement: The Parties hereto agree that the terms and conditions of
24 this Agreement are the result of lengthy, intensive, arm's-length negotiations between the Parties and that
25 this Agreement shall not be construed in favor of or against any party by reason of the extent to which any
26 party or its counsel participated in the drafting of this Agreement.

27 10.12 Binding Effect of Agreement: The Parties, by signing this Agreement, are bound by the
28 terms herein. The Parties waive their rights to file an appeal, writ, or any challenge whatsoever to the
terms of this Agreement. This Stipulation shall be binding upon and inure to the benefit of the Parties
hereto and their respective heirs, trustees, executors, Claims Administrators, successors, and assigns.

 10.13 Attorneys' Fees and Costs Limitations: Neither Class Counsel nor any other attorneys
acting for, or purporting to act for, the Class, Class Members, or Plaintiff, may recover or seek to recover
any amounts for fees, costs, or disbursements from the Releasees or the Gross Settlement Amount except
as expressly provided in this Agreement. The Parties stipulate and agree that the Solano County Superior

1 Court shall have continuing jurisdiction to enforce the terms of the Agreement pursuant to Civil Procedure
2 Code section 664.6 and that the prevailing party any action necessary to enforce the terms of the
3 Agreement after default by the other party may recover reasonable attorney's fees and costs related thereto.

4 10.14 No Modifications: This Agreement may be amended or modified only by a written
5 instrument signed by counsel for all Parties or their successors-in-interest. This Agreement may not be
6 discharged except by performance in accordance with its terms.

7 10.15 Authorization to Enter Into Settlement Agreement: Counsel for all Parties warrant and
8 represent they are expressly authorized by the Parties whom they represent to negotiate this Agreement
9 and to take all appropriate action required or permitted to be taken by such Parties pursuant to this
10 Agreement to effectuate its terms and to execute any other documents required to effectuate the terms of
11 this Agreement.

12 10.16 Class Member Signatories: Because the Action has not yet been certified, and the Class
13 Members are so numerous, the Parties agree that it is impossible or impractical to have each Class Member
14 sign this Agreement. It is agreed that, for purposes of seeking approval of the Agreement, this Agreement
15 may be executed on behalf of all Class Members by the Class Representative.

16 10.17 Counterparts: This Agreement shall become effective upon its execution by all of the
17 undersigned. Plaintiff, Class Counsel, Defendant and Defendant's Counsel may execute this Agreement
18 in counterparts, and execution of counterparts shall have the same force and effect as if each had signed
19 the same instrument. Facsimile, electronic, and/or scanned copies of signatures shall have the same force
20 and effect of originals.

21 10.18 Choice of Law: The Agreement and any exhibits hereto shall be considered to have been
22 negotiated, executed, and delivered, and to have been wholly performed, in the State of California, and
23 the rights and obligations of the Parties to the Agreement shall be construed and enforced in accordance
24 with, and governed by, the substantive laws of the State of California without giving effect to that State's
25 choice of law principles.

26 10.19 Headings and Captions: Section titles or captions contained in the Agreement are inserted
27 as a matter of convenience and for reference, and in no way define, limit, extend, or describe the scope of
28 this Agreement, or any provision thereof.

1 **10.20 No Retaliation or Discouragement:** The Parties agree they will take no action that could be
2 construed as retaliation against any Class Members for participating or seeking to participate in this class
3 action settlement. The Parties will not discourage any class member from participating or seeking to
4 participate in this class action settlement. This is a material term of the Agreement and non-breaching
5 Parties will seek court intervention if this provision is breached. Should non-breaching Party prevail, they
6 shall be entitled to further attorneys' fees and costs.

7 **10.21 Integrated Agreement:** This Agreement sets forth the entire understanding between the
8 Parties and incorporates the terms of the Parties' Memorandum of Understanding and supersedes any and
9 all prior agreements, oral or written, pertaining to the subject matter hereof. Each party acknowledges
10 that there is no representation, inducement, promise or agreement which has been made, orally or
11 otherwise, by the other party, concerning the terms or conditions of this Agreement, which is not expressly
12 embodied in this Agreement. In entering into this Agreement, the Parties represent that the terms of this
13 Agreement are fully understood and voluntarily accepted by the Parties.

14 **10.22 Binding on Successors and Assigns:** This Agreement will be binding upon, and inure to the
15 benefit of, the successors or assigns of the Parties to this Agreement, as previously defined.

16 **10.23 Invalidity of Any Provision:** Before declaring any provision of this Agreement invalid, the
17 Court will first attempt to construe the provision as valid to the fullest extent possible consistent with
18 applicable precedents so as to define all provisions of this Settlement Agreement valid and enforceable.

19 **10.24 Waiver of Compliance:** No waiver of any condition or covenant contained in this
20 Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply
21 or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

22 **10.25 Captions:** The captions and section numbers in this Agreement are inserted for the reader's
23 convenience, and in no way define, limit, construe or describe the scope or intent of the provisions of this
24 Agreement.

25 IN WITNESS WHEREOF, this Agreement is executed by the Parties and their duly authorized
26 attorneys, as of the day and year herein set forth.

1 **For Plaintiff:**

2 **Date:** _____

3 _____
4 Kimberly Webb

5
6 **For Defendant:**

7 **Date:** 11/5/2021

8 _____
9 By: Keith R. Jewell
10 For Professional Healthcare At Home, LLC

11
12 **APPROVED AS TO FORM**

13 **Shimoda Law Corp.**

14 **Dated:** _____

15 **By:** _____

16 Galen T. Shimoda
17 Justin P. Rodriguez
18 Brittany V. Berzin
19 Attorney for Plaintiff and Aggrieved
20 Employees

21 **APPROVED AS TO FORM**

22 **JACKSON LEWIS P.C.**

23 **Dated:** 11/03/2021

24 **By:** _____

25 Shannon Bettis Nakabayashi
26 Hardev S. Chhokar
27 Attorney for Defendant
28

1 **For Plaintiff:**

2 Date: 11/4/2021

DocuSigned by:

Kimberly Webb

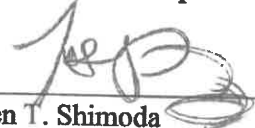
6 **For Defendant:**

8 Date: _____

By: _____
For Professional Healthcare At Home, LLC

12 APPROVED AS TO FORM

14 Dated: 11/5/21

Shimoda Law Corp.
By: 
Galen T. Shimoda
Justin P. Rodriguez
Brittany V. Berzin
Attorney for Plaintiff and Aggrieved
Employees

18 APPROVED AS TO FORM

JACKSON LEWIS P.C.

20 Dated: _____

By: _____
Shannon Bettis Nakabayashi
Hardev S. Chhokar
Attorney for Defendant

Exhibit 1

CALIFORNIA SUPERIOR COURT
FOR THE COUNTY OF SOLANO

KIMBERLY WEBB, individually and on behalf
of all other similarly situated employees,

Plaintiff,

vs.

PROFESSIONAL HEALTHCARE AT HOME,
LLC, a California Limited Liability Company;
and DOES 1 to 100, inclusive,

Defendant.

Case No. **FCS055317**

CLASS ACTION

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

ATTENTION: all individuals who have worked, or continue to work, for Defendant in California and received hard copies of their paystubs from April 20, 2018 to _____ (the "Class Members").

PLEASE READ THIS NOTICE CAREFULLY. THIS NOTICE RELATES TO A PROPOSED SETTLEMENT OF CLASS ACTION LITIGATION AND POTENTIAL DISBURSEMENT OF SETTLEMENT FUNDS TO YOU. IF YOU ARE A CLASS MEMBER, IT CONTAINS IMPORTANT INFORMATION ABOUT YOUR RIGHT TO PARTICIPATE OR TO OPT OUT OF THE SETTLEMENT ACCORDING TO THE PROCEDURES DESCRIBED BELOW.

Pursuant to an order from the Solano County Superior Court ("Court") granting preliminary approval of this class action settlement, entered on _____, you are receiving notice of a proposed class action settlement between Plaintiff Kimberly Webb ("Plaintiff" or "Class Representative") and Defendant Professional Healthcare At Home, LLC ("Defendant") on behalf of Class Members as defined above. You are receiving this notice because Defendant's records indicate you fall within the definition of "Class Member." Defendant's records also indicate that there was/were _____ payment date(s) for which you received hard paper copy/copies of your paystub during the applicable Class Period (as defined below) ("Qualifying Wage Statement"), which means your share of the settlement proceeds is estimated to be _____. Your actual share of the settlement proceeds will vary depending on the total number of Class Members that choose to participate and the resolution of any Qualifying Wage Statement disputes as described in this notice.

The terms of the Agreement and a description of the case are identified in this notice. Pursuant to the Court's order, YOU ARE HEREBY NOTIFIED AS FOLLOWS:

I. BACKGROUND OF THE CASE

On August 27, 2020, Plaintiff, a former employee, filed a Complaint against Defendant in the California Superior Court for the County of Solano on behalf of herself and Class Members. The term "Action" means this putative class action pending in the Superior Court of California for the County of Solano, Case No. FCS055317. The Class Period is April 20, 2018 to _____ (the "Class Period").

In the Action, Plaintiff sought to obtain statutory penalties, civil penalties, fees, and costs on behalf of herself and Class Members. Plaintiff alleged that Defendant violated California law by failing to include Defendant's address on hard paper copies of paystubs issued to Class Members. Defendant denies all of Plaintiff's allegations and maintains that it complied with the law. The Action has been actively litigated. There have been on-going investigations, and there has been an exchange of extensive documentation and information. Furthermore, the Parties have participated in a mediation facilitated by a neutral third party. Based upon the negotiations, and all known facts and circumstances, including the various risks and uncertainties related to legal actions, the Parties reached a class-wide Settlement. By settling, the Parties will avoid the risks associated with a lengthy litigation process, but Defendant has not admitted to any fault. Despite agreeing to and supporting the Agreement, Defendant continues to deny all allegations and claims. Defendant has entered into this settlement to fully, finally, and forever resolve this Action, based on the terms set forth in the

Agreement, in order to avoid the burden and expense associated with ongoing litigation.

The Parties have entered into a Joint Stipulation of Regarding Class Action PAGA Settlement and Release ("Agreement"), which has been preliminarily approved by the Court. The Agreement applies to any and all Class Members as defined above. "Class Member" does not include persons who submit valid request to opt out (as explained below). If you are a Class Member, you have the opportunity to participate in the settlement, or to exclude yourself ("opt out") from the settlement. This notice is to advise you of how you can either participate in the settlement or be excluded from the settlement.

II. SUMMARY OF THE PROPOSED SETTLEMENT

A. The Amount of the Settlement

Under the terms of the Agreement, Defendant agrees to pay a total sum of Fifty-Five Thousand Five Hundred Dollars and No Cents (\$55,500.00) ("Gross Settlement Amount"). Deducted from this Gross Settlement Amount will be sums approved by the Court for attorneys' fees not to exceed 35% of the Gross Settlement Amount which equals \$19,425, attorneys' costs not to exceed \$10,000, Claims Administrator Costs estimated not to exceed \$10,000, Class Representative's Enhancement Payment of \$5,500, and \$5,000 for alleged PAGA penalties (the "PAGA Payment"), which will result in a "Net Settlement Amount" for distribution to all Class Members. The maximum Defendant will pay is the Gross Settlement Amount and no portion of the Gross Settlement Amount will be attributable to payments allocated as wages. As explained further below, the amount of each Class Member's share of the Net Settlement Amount will depend on the number of payment dates during the Class Period for which they received hard paper copy/copies of their paystub(s). Of the \$5,000 allocated to resolving the PAGA claims, 75% of the PAGA Payment will be paid to the State of California Labor and Workforce Development Agency and 25% of the PAGA Payment will be divided among Aggrieved Employees, which are defined as all individuals who have worked, or continue to work for Defendant in California and received hard copies of their paystubs from August 13, 2019 to ____.

The number of your Qualifying Wage Statements and your estimated share of the Net Settlement Amount and PAGA Payment ("Claim Amount") is stated on the first page of this notice. The actual amount received may be more or less than the amount stated depending on the Qualifying Wage Statements of other Class Members, the resolution of any disputes regarding Qualifying Wage Statements, and on the distributions finally approved and allocated by the Court. However, whether Class Members opt out will have no effect on Aggrieved Employees' allocations for the PAGA claims.

B. Claim Amounts and Allocation Between Class Members and Aggrieved Employees

Defendant will pay Claim Amounts through the Claims Administrator, as described below, to each Class Member who does not opt out of the settlement and to Aggrieved Employees. All Claim Amounts will be subject to appropriate taxation. The Parties have agreed, based on the allegations in the Action that all Claim Amounts payable to eligible Class Members will be allocated from the Net Settlement Amount and paid as 100% for disputed statutory penalties, and other non-wage damages for which IRS Forms 1099-MISC. The PAGA Payment to Aggrieved employees will be paid as 100% for civil penalties.

Payment to Class Members who do not opt out and Aggrieved Employees will not require the submission of a claim form. Each Class Member's share will be determined by dividing their Qualifying Wage Statements within the Class Period by the total Qualifying Wage Statements by all Class Members within the Class Period. That fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member's individual share of the Net Settlement Amount. Each Aggrieved Employee's share of the 25% portion of the PAGA Payment will be determined by dividing their Qualifying Wage Statements by the total Qualifying Wage Statements within the PAGA Claim Period. That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the Aggrieved Employee's individual share. Receipt of the Claim Amounts will not entitle any Class Member or Aggrieved Employee to additional compensation or benefits under any compensation, retirement or benefit plan or agreement in place during the period covered by the Settlement.

C. Calculations to Be Based on Defendant's Records and Resolution of Qualifying Wage Statement Disputes

For each Class Member, the amount payable will be calculated by the Claims Administrator from Defendant's records. Defendant's records will be presumed correct unless evidence to the contrary is provided to the Claims Administrator. Defendant's records and any additional evidence will be reviewed by the Claims Administrator in the event of a dispute about Qualifying Wage Statements. If a Class Member disputes the accuracy of Defendant's records, all supporting documents evidencing additional Qualifying Wage Statements must be submitted by the Class Member. The dispute must (a) identify the nature of the dispute; (b) provide any information

or documentation supporting the dispute; (c) be signed; and (d) be post-marked no later than _____. The dispute will be resolved by the Claims Administrator based on the records and evidence provided. The Claims Administrator's decision on all disputes will be final and binding.

D. Release of Claims

For those Class Members who do not opt out and Aggrieved Employees, the Agreement contains the following releases:

Class members who do not opt out will be deemed to have released all claims for wage statement violations, that were brought or could have been brought based on the allegations in the Complaint, including, but not necessarily limited to any and all claims for alleged violation under Labor Code §§ 226 and 226.3, through the Class Period.

Aggrieved Employees will be deemed to have released all Private Attorneys General Act claims for civil penalties based on Labor Code §§ 226, 226.3 and any claims for individual liability of these section under Labor Code §§ 558 and 558.1 through the PAGA Claim Period and inclusive of any civil penalties, attorneys' fees, interest, liquidated damages, injunctive relief and costs based on those claims.

The individuals released ("Released Parties") include means Defendant, its shareholders, officers, directors, agents, employees, attorneys, and insurers, as well as Defendant's present and former parent companies, subsidiaries, divisions, related or affiliated companies, including but not limited to Gentiva Home Healthcare, Kindred at Home, and those entities' shareholders, officers, shareholders, directors, agents, employees, attorneys, and insurers. The Released Parties also include, but are not necessarily limited to David Gieringer, Ronald C. Lazas, Kriston Nearhood, Joseph L. Landenwich, Benjamin A. Breier, Douglas Curnutte, and Stephen Cunanan.

If Class Member have any questions, they can contact Class Counsel or the third-party administrator.

E. Attorneys' Fees and Costs

Defendant has agreed to pay Class Counsel's attorneys' fees and costs to be approved by the Court, up to a maximum of 35% of the Gross Settlement Amount which equals \$19,425, and attorneys' costs not to exceed \$10,000. Class Counsel's attorneys' fees and costs will be paid and deducted from the Gross Settlement Amount.

F. Reasonableness of Settlement

All attorneys for the Parties to the Action believe the amounts payable to Class Members, Aggrieved Employees, and amounts for attorneys' fees and costs requested are fair and reasonable. The Class Representative and Class Counsel support this Settlement. Among the reasons for support are the defenses to liability potentially available to Defendant, the inherent risk of trial on the merits, the risk of denial of class certification, and the delays associated with litigation.

III. WHAT ARE YOUR RIGHTS AS A CLASS MEMBER

A. Participating in the Settlement

If you wish to participate in the settlement and believe your Qualifying Wage Statement information is accurate, **you do not need to take any further action**. Payment will be automatically made to you consistent with the terms of the Agreement and Court Order. If you wish to dispute the Qualifying Wage Statement calculation, you may follow the procedures outlined in Section II.C above. California law protects Class Members from retaliation based on their decision to participate in the Settlement.

B. Excluding Yourself from the Settlement

If you do not wish to participate in the settlement, you may be excluded (i.e., "opt out") by submitting a timely written request to the Claims Administrator. The request to opt-out must (a) state your full name and date of birth; (b) a statement that you do not want to be a Class Member, do not want to participate in the settlement, and/or wants to be excluded from this settlement; (c) identify the

case name and number (i.e. Webb v. Professional Healthcare At Home LLC, FCS055317); (d) be signed; and (e) be post-marked no later than _____. The request to opt out must be signed, dated and mailed by First Class U.S. Mail or the equivalent, to:

[admin info]

The request to opt out must be postmarked no later than _____. If you submit a request to opt out which is not postmarked by _____, your request to opt out will be rejected, and you will be bound by the release and all other terms of the Agreement. If the request to opt out is sent from within the United States it must be sent through the United States Postal Service by First Class Mail, or the equivalent. Do not use a postage meter as that may not result in a postmark appearing on the envelope containing your request to opt out. Any Class Member who submits a complete and timely request to opt out shall, upon receipt by the Claims Administrator, no longer be a Class Member and not receive their share of the class settlement payment. **Aggrieved Employees cannot opt out of this Agreement and will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.**

C. Objection to Settlement

If you do not opt out of the settlement, you can object to the terms of the Agreement. However, if the Court rejects your objection, you will still be bound by the terms of the Agreement. You can ask the Court to deny approval by filing an objection. You cannot ask the Court to order a larger settlement; the Court can only approve or deny the settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. If that is what you want to happen, you must object. The objection must (a) state your full name and date of birth; (b) provide evidence that you are, in fact, a Class Member; (c) state the reasons for the objection(s), including any legal analysis and/or supporting documentation; (d) identify the case name and number (i.e. Webb v. Professional Healthcare At Home LLC, FCS055317) (e) be signed; and (f) be post-marked no later than _____. The objection must be sent to the Claims Administrator at the address identified in section III.B and to counsel for Plaintiff and Defendant at the addresses identified in section IV of this notice.

If you have submitted a written objection as outlined above, you may also appear at the Final Approval Hearing, either in person or through your own attorney, to state your objection. However, you must file a notice of intent to appear with the Court and serve the notice on counsel for Plaintiff and Defendant. If you appear through your own attorney, you are responsible for paying that attorney.

IV. EFFECT OF THE SETTLEMENT: RELEASED RIGHTS AND CLAIMS

After final approval of the settlement has been granted by the Court, each and every Class Member who does not opt out of the settlement and all Aggrieved Employees, will release Defendant and the Released Parties from the released claims described above. In other words, if you are a Class Member during the Class Period (defined above), and you do not exclude yourself from the settlement, you will be deemed to have entered into this release and to have released the above-described claims. In addition, you will be barred from ever suing Defendant and the Released Parties with respect to the claims covered by this settlement. If the settlement is not approved by the Court or does not become final for some other reason, the litigation will continue.

V. FINAL SETTLEMENT APPROVAL HEARING

The Court will hold a hearing in Department ____, [address] on _____ at _____ to determine whether the Agreement should be finally approved as fair, reasonable and adequate. The Court also will be asked to approve Class Counsel's request for attorneys' fees and costs. The hearing may be continued without further notice to Class Members. It is not necessary for you to appear at this hearing, unless you wish to object to the settlement.

VI. ADDITIONAL INFORMATION

If you want additional information about this lawsuit and its proceedings, you can contact Class Counsel or Defendant' Counsel as follows:

Galen T. Shimoda
Justin P. Rodriguez
Brittany V. Berzin
Shimoda Law Corp.
9401 East Stockton Blvd., Suite 120

Shannon Bettis Nakabayashi
Hardev S. Chhokar
JACKSON LEWIS P.C.
50 California Street
9th Floor

Elk Grove, CA 95624
Telephone: (916) 525-0716
Facsimile: (916) 760-3733
On behalf of Plaintiff

San Francisco, CA 94111
Telephone: (415) 796-5465
Facsimile: (415) 394-9401
On behalf of Defendant

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT OR THE CLAIM PROCESS. IF YOU HAVE ANY QUESTIONS, CALL [number]

BY ORDER OF THE COURT

EXHIBIT B

FILED/ENDORSED
Clerk of the Superior Court

OCT 28 2021

By D. HERTZ
DEPUTY CLERK

1 Galen T. Shimoda (Cal. State Bar No. 226752)
2 Justin P. Rodriguez (Cal. State Bar No. 278275)
3 Brittany V. Berzin (Cal. State Bar No. 325121)
4 **Shimoda Law Corp.**
5 9401 East Stockton Boulevard, Suite 120
6 Elk Grove, CA 95624
7 Telephone: (916) 525-0716
8 Facsimile: (916) 760-3733

9 Attorneys for Plaintiff KIMBERLY WEBB
10 on behalf of herself and similarly situated employees

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**SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SOLANO**

KIMBERLY WEBB, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

PROFESSIONAL HEALTHCARE AT
HOME, LLC, a California Limited Liability
Company; and
DOES 1 to 100, inclusive,
Defendants.

Case No. FCS055317

Assigned to Judge Christine Carringer For All
Purposes

CLASS ACTION

**THIRD AMENDED COMPLAINT FOR
DAMAGES:**

1. Wage Statement Violations
2. Private Attorneys General Act

DEMAND FOR JURY TRIAL

Plaintiff KIMBERLY WEBB ("Plaintiff"), on behalf of herself and all other similarly
situated employees, hereby files this Complaint against Defendants PROFESSIONAL
HEALTHCARE AT HOME, LLC, a California Limited Liability Company; and DOES 1 to 100,

THIRD AMENDED CLASS ACTION COMPLAINT

FILED BY FAX

1 inclusive (hereinafter all collectively referred to as "Defendants"). On information and belief,
2 Plaintiff allege the following:

3 **INTRODUCTION**

4 1. This is a class action and Private Attorneys General Act ("PAGA") lawsuit brought by
5 Plaintiff for wage statement violations.

6 **JURISDICTION AND VENUE**

7 2. The Solano County Superior Court has jurisdiction in this matter pursuant to California
8 Code of Civil Procedure section 410.10 to determine alleged violations of the California Labor Code and
9 Wage Order No. 5.

10 3. Venue is proper pursuant to Civil Procedure Code §§ 395(a) and 395.5, in that some of
11 the wrongful acts and violations of law asserted herein occurred within Solano County, and Defendants'
12 obligation to pay wages arose in Solano County pursuant to *Madera Police Officers Assn. v. City of*
13 *Madera*, 36 Cal.3d 403, 414 (1984).

14 4. Plaintiff sought permission pursuant to Labor Code section 2699 *et seq.* to pursue the
15 claims set forth in this Complaint against Defendants as a Private Attorney General on behalf of herself
16 and other similarly situated employees. Pursuant to Labor Code section 2699.3, Plaintiff gave written
17 notice via online submission to the Labor and Workforce Development Agency ("LWDA") on
18 approximately August 13, 2020. Plaintiff provided facts and legal bases for her claims within the notice
19 to the LWDA on all violations asserted under the Private Attorneys General Act cause of action.
20 Plaintiff submitted the \$75.00 filing fee. The August 13, 2020 notice was also sent via certified mail to
21 Defendants on the same day. Plaintiff is informed and believes, that to date, the LWDA has not
22 provided any response to Plaintiff's notice correspondence. Accordingly, Plaintiff is informed and
23 believes that she has exhausted all administrative remedied pursuant to the Private Attorneys General
24 Act and may bring this action on behalf of herself and all similarly situated employees. See Cal. Labor
25 Code § 2699.3(a)(2)(A), (c)(3); *Caliber Bodyworks, Inc. v. Sup. Ct.*, 134 Cal.App.4th 365, 383 n.18, 385
26 n.19 (2005).

27 //

28 //

PARTIES

5. KIMBERLY WEBB is an individual over the age of eighteen (18) and is a resident of the State of California.

6. On information and belief, Plaintiff alleges, PROFESSIONAL HEALTHCARE AT HOME, LLC, is now and/or at all times mentioned in this Complaint was a California Limited Liability Company and the owner and operator of an industry, business and/or facility doing business in the State of California.

7. Defendants DOES 1 through 100 are affiliates, subsidiaries and related entities and the alter egos of each of the other Defendants named herein, corporate or otherwise, who participated in and are liable for the actions herein alleged. Plaintiff will seek to amend this Complaint to allege the true names and capacities of these DOE Defendants when they are ascertained. At all times mentioned herein, each Defendant was the agent or employee of each of the other Defendants and was acting within the course and scope of such agency or employment. The Defendants are jointly and severally liable to Plaintiff.

8. At all times mentioned herein, each Defendant was the agent or employee of each of the other Defendants and was acting within the course and scope of such agency or employment. The Defendants are jointly and severally liable to Plaintiff.

9. Defendants, and each of them, are now and/or at all times mentioned in this Complaint were members of and/or engaged in a joint employment, joint venture, partnership and common enterprise, and were acting within the course and scope of, and in pursuance of said joint employment, joint venture, partnership and common enterprise.

10. Defendants, and each of them, now and/or at all times mentioned in this Complaint approved, ratified, acquiesced, aided or abetted the acts and omissions alleged in this Complaint.

11. Defendants proximately caused Plaintiff to be subjected to the unlawful practices, wrongs, complaints, injuries and/or damages alleged in this Complaint.

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CLASS ALLEGATIONS

12. Plaintiff brings the First Cause of Action on behalf of herself and all others similarly situated as a class action pursuant to California Code of Civil Procedure section 382. The class which Plaintiff seeks to represent is composed of, and defined, as follows:

all individuals who have worked, or continue to work, for Defendants in California at any time from April 20, 2018 to the present who received paper copies of their paystubs.

13. This action has been brought and may be properly maintained as a class action, pursuant to the provision of California Code of Civil Procedure section 382, because there is a well-defined community of interests in the litigation and the proposed class is easily ascertainable.

(a) Numerosity: The putative class is so numerous that the individual joinder of all members is impracticable under the circumstances of this case. While the exact number of class members is unknown to Plaintiff at this time, Plaintiff is informed and believes that Defendants have employed as many as fifty (50) individuals falling within the above stated class definition throughout the State of California during the applicable statute of limitations, who were subjected to the policies and practices outlined in this Complaint. As such, joinder of all members of the putative class is not practicable.

(b) Common Questions Predominate: Common questions of law and fact exist as to all members of the putative class and predominate over questions that affect only individual members of the class. These common questions of law and fact include, without limitation, the following:

- (1) Whether Defendants had a policy and practice to issue paystubs to Plaintiff and putative class members that complied with Labor Code section 226;
- (2) Whether Defendants issued paystubs to Plaintiff and putative class members that did not state the address of the legal entity that employed Plaintiff and putative class members;

(c) Typicality: Plaintiff's claims are typical of the claims of the members of the putative class. The putative class also sustained damages arising out of Defendants' common course of conduct in violation of the law as complained of herein. Plaintiff and all

1 members of the putative class received inaccurate wage statements that did not state all of
2 the information required by Labor Code section 226. As a result, Plaintiff and each
3 member of the putative class will have suffered the same type of harm and seek the same
4 type of recovery based on the same legal theories.

5 (d) Adequacy: Plaintiff will fairly and adequately protect the interests of the members of the
6 putative class. For all relevant times, Plaintiff resided in California and worked for
7 Defendants in California. Moreover, Plaintiff is an adequate representative of the
8 putative class as Plaintiff has no interests that are adverse to those of putative class
9 members. Additionally, Plaintiff has retained counsel who has substantial experience in
10 complex civil litigation and wage and hour matters.

11 (e) Superiority: A class action is superior to other available means for the fair and efficient
12 adjudication of the controversy since individual joinder of all members of the putative
13 class is impracticable. Class action treatment will permit a larger number of similarly
14 situated persons to prosecute their common claims in a single forum simultaneously,
15 efficiently, and without the unnecessary duplication of effort and expense that numerous
16 individual actions would engender. Further, as damages suffered by each individual
17 member of the class may be relatively small, the expenses and burden of the individual
18 litigation would make it difficult or impossible for individual members of the class to
19 redress the wrongs done to them, and an important public interest will be served by
20 addressing the matter as a class action. The cost to the court system of adjudication of
21 such individualized litigation would be substantial. Individualized litigation would also
22 present the potential for inconsistent or contradictory judgments.

23 14. Plaintiff is unaware of any difficulties that are likely to be encountered in the
24 management of this action that would preclude its maintenance as a class action.

25 GENERAL ALLEGATIONS

26 15. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 14 as though fully
27 set forth herein.

28 16. Plaintiff worked for Defendants from approximately June 26, 2012 to June 26, 2020.

1 17. Defendants issued defective paystubs to Plaintiff and similarly situated employees.
2 Specifically, the paystubs did not include the address of the legal entity that employed Plaintiff and
3 similarly situated employees. As a result, Plaintiff and similarly situated employees were not able to
4 promptly and easily determine the address of their employer from their paystubs alone.

5 **CAUSES OF ACTION**
6 **FIRST CAUSE OF ACTION**
7 **WAGE STATEMENT VIOLATIONS**
8 **(As to all Defendants)**

9 18. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 17 as though fully
10 set forth herein.

11 19. Pursuant to California Labor Code section 226(a), an employer must provide an itemized
12 statement to an employee, semimonthly or at the time of each payment of wages, showing:

13 *(1) gross wages earned, (2) total hours worked by the employee, except for*
14 *any employee whose compensation is solely based on a salary and who is*
15 *exempt from payment of overtime under subdivision (a) of Section 515 or*
16 *any applicable order of the Industrial Welfare Commission, (3) the*
17 *number of piece-rate units earned and any applicable piece rate if the*
18 *employee is paid on a piece-rate basis, (4) all deductions, provided that*
19 *all deductions made on written orders of the employee may be aggregated*
20 *and shown as one item, (5) net wages earned, (6) the inclusive dates of the*
21 *period for which the employee is paid, (7) the name of the employee and*
22 *the last four digits of his or her social security number or an employee*
23 *identification number other than a social security number, (8) the name*
24 *and address of the legal entity that is the employer and, if the employer is*
25 *a farm labor contractor, as defined in subdivision (b) of Section 1682, the*
26 *name and address of the legal entity that secured the services of the*
27 *employer, and (9) all applicable hourly rates in effect during the pay*
28 *period and the corresponding number of hours worked at each hourly rate*
by the employee. The deductions made from payment of wages shall be
recorded in ink or other indelible form, properly dated, showing the
month, day, and year, and a copy of the statement and the record of the
deductions shall be kept on file by the employer for at least three years at
the place of employment or at a central location within the State of
California.

20. Plaintiff alleges that Defendants intentionally and knowingly failed to provide an
itemized statement or failed to provide an accurate and complete itemized statement showing the
requirements set forth in California Labor Code section 226(a). Specifically, Defendants did not
include the address of the legal entity that employed Plaintiff and similarly situated employees.

1 Plaintiff and similarly situated employees were not able to promptly and easily determine the address
2 of their employer during the pay period from their paystubs alone

3 21. As a proximate result of Defendants' conduct, Plaintiff and similarly situated
4 employees have been damaged as stated in the section below entitled "DAMAGES," which is
5 incorporated here to the extent pertinent as if set forth here in full.

6 **SECOND CAUSE OF ACTION**
7 **PRIVATE ATTORNEYS GENERAL ACT**
8 **(As to all Defendants)**

9 22. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 21 as though fully
10 set forth herein.

11 23. Plaintiff has alleged to the Labor Commissioner that Defendants have violated the
12 following provisions of the Labor Code in their dealings with him and other similarly situated current
13 and former employees:

- 14 • Violation of Labor Code §§ 226, 226.3 (Failure to Provide Accurate Wage
15 Statements)
- 16 • Violation of Labor Code §§ 558, 558.1 (Provisions Regulating Hours and Days of
17 Work in Any Industrial Welfare Commission Order)

18 24. Plaintiff seeks civil penalties against Defendants as provided in the Labor Code, or, if no
19 civil penalty is provided, default penalties pursuant to Labor Code section 2699(f)(2).

20 25. Plaintiff seeks these civil penalties from Defendants pursuant to Labor Code sections
21 2699(a) and 2699.3.

22 **DAMAGES**

23 WHEREFORE Plaintiff requests relief as follows:

24 1. A jury trial;

25 2. As to the First Cause of Action:

- 26 a. Penalties as provided for in Labor Code section 226, including the greater of all
27 actual damages or fifty dollars (\$50.00) for the initial pay period in which the
28 violation occurred and one hundred dollars (\$100.00) per employee for each

1 *Webb v. Professional Healthcare at Home, LLC*
2 *Solano County Superior Court of California, FCS055317*

3 **PROOF OF SERVICE — CCP §§ 1010.6, 1013a and 2015.5**
4 **and California Rules of Court, Rule 1.21 and Rule 2.150**

5 I, Caitlyn A. Lopez, declare that:

6 I am a citizen of the United States and am over the age of eighteen years and not a party to the
7 within above-entitled action.

8 On October 25, 2021, I served the following documents on the party below:

9 • **THIRD AMENDED COMPLAINT FOR DAMAGES**

10 Shannon B. Nakabayashi (SBN: 215469)
11 Hardev S. Chhokar (SBN: 311802)
12 JACKSON LEWIS P.C.
13 50 California Street, 9th Floor
14 San Francisco, CA 94111-4615
15 Telephone: (415) 394-9400
16 Facsimile: (415) 394-9401
17 Email: hardev.chhokar@jacksonlewis.com
18 shannon.nakabayashi@jacksonlewis.com
19 fatimah.sikin@jacksonlewis.com
20 Suddie.Scott@Jacksonlewis.com

21 [] [By Mail] I am familiar with my employer's practice for the collection and
22 processing of correspondence for mailing with the United States Postal
23 Service and that each day's mail is deposited with the United States Postal
24 Service that same day in the ordinary course of business. On the date set forth
25 above, I served the aforementioned document(s) on the parties in said action
26 by placing a true copy thereof enclosed in a sealed envelope with postage
27 thereon fully prepaid, for collection and mailing on this date, following
28 ordinary business practices, at Elk Grove, California, addressed as set forth
above.

29 [] [By Personal Service] By personally delivering a true copy thereof to the
30 office of the addressee above.

31 [XXX] [By Electronic Mail] I e-mailed the documents(s) to the person(s) shown
32 above. No error was reported by the e-mail service that I used.

33 [] [By Overnight Courier] By causing a true copy and/or original thereof to be
34 personally delivered via the following overnight courier service: UPS.

35 I declare under penalty of perjury under the laws of the State of California that the foregoing is
36 true and correct, and that this declaration was executed on October 25, 2021, at Elk Grove, California

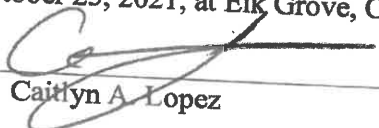
37 
38 Caitlyn A. Lopez

EXHIBIT C



Shimoda Law Corp.
9401 East Stockton Blvd.
Suite #120
Elk Grove, CA 95624
Ph. (916) 525-0716
Fax (916) 760-3733
www.shimodalaw.com

August 13, 2020

For Online Filing:

Labor and Workforce Development Agency
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612

Re: *Webb v. Professional Healthcare At Home, LLC*

Dear Labor Commissioner,

As counsel for Kimberly Webb ("Plaintiff"), I am writing to provide you and the following "employers" notice pursuant to California Labor Code section 2699.3:

Professional Healthcare At Home, LLC
3350 Riverwood Pkwy SE, Suite 1400
Atlanta, GA 30339

David Gieringer
3350 Riverwood Pkwy SE, Suite 1400
Atlanta, GA 30339

Ronald C. Lazas
3350 Riverwood Pkwy SE, Suite 1400
Atlanta, GA 30339

Kristen Nearhood
3350 Riverwood Pkwy SE, Suite 1400
Atlanta, GA 30339

Joseph L. Landenwich
680 South Fourth Street
Louisville, KY 40202

Benjamin A. Breier
680 South Fourth Street
Louisville, KY 40202

//



Douglas Curnutte
680 South Fourth Street
Louisville, KY 40202

Stephen Cunanan
680 South Fourth Street
Louisville, KY 40202

We are setting forth the “facts and theories” to support each of the counts found within this complaint. Please notify us of your intent to investigate any or all of the claims alleged herein against Professional Healthcare At Home, LLC, David Gieringer, Ronald C. Lazas, Kristen Nearhood, Joseph L. Landenwich, Benjamin A. Breier, Douglas Curnutte, and Stephan Cunanan (“Defendants”). Should you decide not to investigate, we request that you allow us to bring the following action on behalf of Plaintiff and all Aggrieved Employees, pursuant to Labor Code section 2699(a). Specifically, Aggrieved Employees shall include, but is not limited to the following: all individuals who have worked, or continue to work, for Defendants in California at any time from one (1) year prior to this notice to the present. Plaintiff is entitled to bring a Private Attorneys General Act (“PAGA”) claim for civil penalties on behalf of these individuals pursuant to *Huff v. Securitas Security Services USA, Inc.*, 23 Cal.App.5th 745, 757 (2018) (finding a plaintiff has PAGA standing if affected by one of the alleged violations; the plaintiff need not have personally experienced all the violations pursued in PAGA action).

A. FACTS

Plaintiff worked for Defendants from approximately June 26, 2012 to June 26, 2020. Plaintiff and Aggrieved Employees were reimbursed for certain expenses from Defendants; however, Defendants failed to fully reimburse Plaintiff and Aggrieved Employees as Defendants included the amounts paid as reimbursement to Plaintiff’s and Aggrieved Employees’ taxable wages. This policy and practice of Defendants to tax Plaintiff’s and Aggrieved Employees’ reimbursement amounts also resulted in unlawful deductions.

Defendants issued defective paystubs to Plaintiff and Aggrieved employees. Specifically, the paystubs did not include the address of the legal entity that employed Plaintiff and Aggrieved Employees. Additionally, rather than stating the total number of overtime hours worked by Plaintiff and Aggrieved Employees and the corresponding overtime rate, Defendants listed an overtime base rate, which was equivalent to Plaintiff’s and Aggrieved Employees’ regular rate of pay and an overtime premium rate, which was equivalent to half of Plaintiff’s and Aggrieved Employees’ regular rate of pay. Thus, Defendants failed to state the actual overtime rate for overtime wages it paid to Plaintiff and Aggrieved Employees. Moreover, by splitting the overtime rate into an overtime base rate and premium rate, Defendants listed twice the number of overtime hours worked by Plaintiff and Aggrieved Employees rather than the correct number



overtime hours worked. For example, during Plaintiff's 3/30/19 to 4/5/19 pay period, rather than stating Plaintiff worked 1.74 overtime hours with a corresponding overtime rate of \$92.70, Plaintiff's paystub stated she worked 1.74 hours earning a rate of \$61.80 and 1.74 hours earning a rate of \$30.90. As a result, Plaintiff and Aggrieved Employees were not able to promptly and easily determine total hours worked and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate from their paystubs alone.

B. ALLEGATIONS AND CHARGES

Count One – Violation of Labor Code § 2802 (Failure to Pay Reimbursements for Expenses)

Labor Code section 2802(a) states that "An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful." Defendants failed to fully reimburse Plaintiff and Aggrieved Employees for expenses they incurred. This was in violation of the law.

Count Two – Violation of Labor Code §§ 221, 223, 224, 225, 225.5 (Failure to Pay Contract Wages and Unlawful Deductions)

Labor Code section 221 states that "[it] shall be unlawful for any employer to collect or receive from an employee any part of wages theretofore paid by said employer to said employee." Labor Code section 223 prohibits employers from paying an employee less than a statutory or contractually obligated amount. Labor Code section 224 prohibits an employer from "collecting or receiving wages that have already been earned by performance or agreed upon requirements," unless they are (1) expressly authorized in writing by the employee; and (2) do not amount to a rebate or deduction from the standard wage set forth in the parties agreement. As stated above, Defendants deducted taxes from reimbursements it paid to Plaintiff and Aggrieved Employees. This was against the law.

Count Three – Violation of Labor Code §§ 226, 226.3 (Failure to Provide Accurate Wage Statements)

Labor Code section 226 requires employers to furnish to employees with "an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, . . . (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the



employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer . . . and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee . . .” For the reasons stated above, Defendants failed to comply with these requirements with respect to Plaintiff and Aggrieved Employees. This is in violation of the law.

Count Four – Violation of Labor Code §§ 558, 558.1 (Provisions Regulating Hours and Days of Work in Any Industrial Welfare Commission Order)

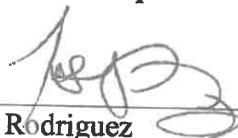
Labor Code section 558 states that it is unlawful for any employer, or other person acting on behalf of an employer, to violate or cause to be violated any of sections 500 to 558.1 of the Labor Code or any order of the Industrial Welfare Commission. Similarly, Labor Code section 558.1 states that it is unlawful for any employer or other person acting on behalf on an employer to violate, or cause to be violated, any provision regulating minimum wages or hours and days of work in any order of the Industrial Welfare Commission, as well as Sections 203, 226, 226.7, 1193.6, 1194, or 2802 of the Labor Code. As described above, Defendants, by and through Defendants’ agents, violated Plaintiff and Aggrieved Employees’ rights provided for under Labor Code sections 558 and 558.1 as well as the incorporated Wage Orders and incorporated statutes therein. David Gieringer, Ronald C. Lazas, Kristen Nearhood, Joseph L. Landenwich, Benjamin A. Breier, Douglas Curnutte, and Stephan Cunanan were officers, directors, shareholders, and/or managing agents of Defendants responsible for the violations stated herein as they were in a position of authority with the power and responsibility to monitor, institute, and/or modify the unlawful practices, but chose to ratify them instead. This is against the law.

If you have any questions or require any further information regarding the facts and theories to support these claims, do not hesitate to contact our office.

Very truly yours,

Shimoda Law Corp.

By: _____

Justin P. Rodriguez 

JPR:bb

cc: Client via e-mail

1 *Webb v. Professional Healthcare At Home, LLC*

2 **PROOF OF SERVICE — CCP §§ 1013a and 2015.5**
3 **and California Rules of Court, Rule 1.21 and Rule 2.150**

4 I, Caitlyn A. Lopez, declare that:

5 I am a citizen of the United States and am over the age of eighteen years and not a party to
6 the within above-entitled action.

7 On August 13, 2020, I served the following documents on the party below:

- 8 • Private Attorney General Act Letter

9 Professional Healthcare At Home, LLC 10 3350 Riverwood Pkwy SE, Suite 1400 11 Atlanta, GA 30339	David Gieringer 3350 Riverwood Pkwy SE, Suite 1400 Atlanta, GA 30339
12 Ronald C. Lazas 13 3350 Riverwood Pkwy SE, Suite 1400 14 Atlanta, GA 30339	Kristen Nearhood 3350 Riverwood Pkwy SE, Suite 1400 Atlanta, GA 30339
15 Joseph L. Landenwich 16 680 South Fourth Street 17 Louisville, KY 40202	Benjamin A. Breier 680 South Fourth Street Louisville, KY 40202
18 Douglas Curnutte 19 680 South Fourth Street 20 Louisville, KY 40202	Stephen Cunanan 680 South Fourth Street Louisville, KY 40202

21 [XXX] [By Certified Mail] I am familiar with my employer's practice for the collection
22 and processing of correspondence for mailing with the United States Postal
23 Service and that each day's mail is deposited with the United States Postal
24 Service that same day in the ordinary course of business. On the date set forth
25 above, I served the aforementioned document(s) on the parties in said action by
26 placing a true copy thereof enclosed in a sealed envelope with postage thereon
practices, at Elk Grove, California, addressed as set forth above.

27 [] [By Personal Service] By personally delivering a true copy thereof to the office
28 of the addressee above.

//

1 [] [By Overnight Courier] By causing a true copy and/or original thereof to be
2 personally delivered via the following overnight courier service:_____.

3 I declare under penalty of perjury under the laws of the State of California that the foregoing
4 is true and correct, and that this declaration was executed on August 13, 2020, at Elk Grove,
5 California.

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7 Caitlyn A. Lopez
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EXHIBIT D



3194-C Airport Loop Drive
Costa Mesa, CA 92626
800-779-2104 www.simpluris.com

Estimate #: 13869 Prepared By: Michael Sutherland
Estimate Date: 9/21/2021 Direct Dial #: 321-223-5067
Email: ksutherland@simpluris.com

Attorney
Attorney/Client: **Brittany Berzin**
Firm: **Shimoda Law**
Email: **Brittany Berzin <bberzin@shimodalaw.com>**

Attorney
Attorney/Client:
Firm:
Email:

Case Name: **Webb v. Professional Healthcare At Home, LLC: Opt Out Settlement**

Capped Fee*

\$4,000

Terms:

1) Capped Fees assume that Simpluris will receive data in a Single Excel file with no substantial change in class size or response rate.

Total Possible Class Size:	115	Undeliverable Rate:	10%
Response Rate:	0%	Call Rate:	5%
Mailing Document Language:	English	Fund Distribution:	Simpluris
Reminder Postcard:	No	Redistribution:	None
Unclaimed Funds:	TBD	State(s):	CA
		Tax Reporting Years	One

Case Setup

Data Compilation - Develop Case Specific Response Tracking - Error Reports

Category	Unit Value	# of Units	Total
Project Manager - Case Setup	\$125.00	2	\$250.00
Database Manager - Initial Data Analysis	\$140.00	2	\$280.00
Total			\$530.00

Notification

Notice Packet: 6 Pg Notice - Double Sided; English

Category	Unit Value	# of Units	Total
Mail Notice Pack	\$1.00	115	\$115.00
Postage	\$0.58	115	\$66.70
NCOA/CASS/LACS	\$0.25	115	\$28.75
Undeliverable Processing	\$0.25	12	\$2.88
Skip Trace RUM	\$2.00	12	\$23.00
Remail	\$1.50	10	\$14.66
Postage	\$0.58	10	\$5.67
Mail Supervisor	\$50.00	1	\$50.00
Total			\$306.66

Call Center

Establish Case Specific Toll Free Number

Category	Unit Value	# of Units	Total
Customer Service Reps/Call Center Support	\$75.00	2	\$150.00
Total			\$150.00



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Costa Mesa, CA 92626
800-779-2104 www.simpluris.com

Administration

Process Mail, Opt-Outs or Objections

Category	Unit Value	# of Units	Total
Database Manager	\$125.00	1	\$125.00
Resolving Mismatched TINs	\$75.00	1	\$75.00
Dispute/Deficiencies - Send One Cure Letter	\$2.50	5	\$12.50
Claim Processing	\$2.50	0	\$0.00
Data Entry	\$50.00	1	\$50.00
Project Manager	\$125.00	1	\$125.00
Weekly Reporting to Counsel	WAIVED	12 Wks of Reporting	\$0.00
Total			\$387.50

Distribution

Setup a Disbursement Account			
Print & Mail Checks to Class Members:			
Account Management & Reconciliation.			
Category	Unit Value	# of Units	Total
Disbursement Data Preparation	\$140.00	2	\$280.00
Disbursement Manager - Data Validation	\$75.00	1	\$75.00
Setup Banking Account/QSF	\$300.00	1	\$300.00
Print & Mail Check, Attorney Awards	\$3.00	115	\$345.00
Postage	\$0.58	115	\$66.70
Process Returned Checks	\$0.50	1	\$0.58
Skip Trace Search Undeliverable Checks	\$5.00	1	\$5.75
Remail Checks	\$4.00	1	\$4.60
Postage	\$0.58	1	\$0.67
QSF Account Reconciliation	\$250.00	1	\$250.00
State Tax reporting	\$250.00	1	\$250.00
QSF Annual Tax Preparation Fee, 2021	\$750.00	1	\$750.00
QSF Reporting/Declaration	\$300.00	1	\$300.00
Reissue checks	\$4.50	2	\$7.76
Postage	\$0.58	2	\$1.00
Disbursement Manager	\$125.00	1	\$125.00
Total			\$2,762.06



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Case Wrap Up

Send Final Reports to Counsel			
Category	Unit Value	# of Units	Total
Project Manager-Wrap-up Final Issues	\$125.00	0	\$0.00
Total			\$0.00

Postage \$139.07 Total Case Costs \$4,136.21

All administration services to be provided by Simpluris to Client, are provided subject to the following terms and conditions:

1. **Services.** Simpluris agrees to provide Client those services set forth in the Bid (the "Services") to which these terms and conditions are attached and which has been provided to Client. As compensation for such Services, Client agrees to pay the fees for Services outlined in the Bid. However, Client such fees for Services are estimated based on the requirements provided by Client and actual fees charged by Simpluris may be greater or less than such estimate and Client will be responsible for the payment of all such fees.
2. **Billing and Payment.** Simpluris will invoice Client on a regular basis unless a specific timeframe is otherwise set forth in the Bid. Client shall pay all invoices within 30 days of receipt. Amounts unpaid after thirty (30) days are subject to a service charge at the rate of 1.5% per month or, if less, the highest rate permitted by law. Services are not provided on a contingency basis and Client shall remain liable to Simpluris for all fees for the Services, regardless of any court decisions, and/or actions by the parties, including disapproval or withdrawal of a settlement.
3. **Retention of Documents.** Unless directed otherwise in writing by the Client, Simpluris will destroy all undeliverable mail (except for undeliverable checks) on the date that it is processed and retained in Simpluris' system. Simpluris will maintain records to establish that the subject mail is undeliverable. Simpluris will retain undeliverable checks until the Qualified Settlement Fund is closed. Simpluris will also retain all other class member and putative class member correspondence (including without limitation, claims forms and opt out forms) for one year after final distribution of funds or benefits, or until the date that the disposition of the case is no longer subject to appeal or review, whichever is later. Lastly, Simpluris will retain bank & tax documents for such period of time as it determines is required to maintain compliance with various federal and state requirements.
4. **Limitation of Liability; Disclaimer of Warranties.** Simpluris warrants that it will perform the Services diligently, with competence and reasonable care. Simpluris' only obligation will be to correct any non-conformance with the foregoing warranty. In no event will Simpluris be liable for any lost profits/opportunities, business interruption or delay or, special, consequential, or incidental damages incurred by Client relating to the performance of the Services, regardless of whether Client's claim is for breach of contract, tort (including negligence and strict liability) or otherwise. Under no circumstances will Simpluris be liable to Client for any claims, losses, costs, penalties, fines, judgment or damages, including court costs and reasonable attorney's fees (collectively, "Losses"), whether direct or indirect, arising out of, related to, or in connection with Services in an amount in excess of the total fees charged or chargeable to Client for the particular portion of the Services affected by Simpluris' omission or error. THE WARRANTIES SET FORTH IN THIS SECTION ARE EXCLUSIVE AND IN LIEU OF ALL OTHER WARRANTIES, EXPRESS, IMPLIED OR STATUTORY, INCLUDING WITHOUT LIMITATION ANY IMPLIED WARRANTY OF MERCHANTABILITY OR OF FITNESS FOR A PARTICULAR PURPOSE.
5. **Force Majeure.** To the extent performance by Simpluris of any of its obligations hereunder is substantially prevented by reason of any act of God or because of any other matter beyond Simpluris' reasonable control, then such performance shall be excused and this Agreement, at Simpluris' option, be deemed suspended during the continuation of such condition and for a reasonable time thereafter.
6. **Rights in Data.** Client agrees that it will not obtain, nor does Simpluris convey, any rights of ownership in the programs, system data, or materials provided or used by Simpluris in the performance of the Services.
7. **Electronic Communications.** During the provision of the Services the parties may wish to communicate electronically with each other at a business e-mail address. However, the electronic transmission of information cannot be guaranteed to be secure or error free and such information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete or otherwise be adversely affected or unsafe to use. Accordingly, each party agrees to use commercially reasonable procedures to check for the then most commonly known viruses and to check the integrity of data before sending information to the other electronically, but each party recognizes that such procedures cannot be a guarantee that transmissions will be virus free. It remains the responsibility of the party receiving an electronic communication from the other to carry out a virus check on any attachments before launching any documents whether received on disk or otherwise.
8. **Notice.** Any notice required or permitted hereunder shall be in writing and shall be delivered personally, by, or sent by registered mail, postage prepaid, or overnight courier and shall be deemed given when so delivered personally, or, if mailed, five days after the date of deposit in United States mail, or, if sent by courier, one business day after delivery to such courier service. Notice should be addressed to an officer or principal of Client and Simpluris, as the case may be.
9. **Waiver.** Failure or delay on the part of a party to exercise any right, power or privilege hereunder shall not operate as a waiver thereof or any of other subject, right, power or privilege.
10. **Termination.** Client may terminate the Services at anytime upon 30 days prior written notice to Simpluris. Termination of Services shall in no event relieve Client of its obligation make any payments due and payable to Simpluris in respect of Services rendered up to the effective date of Termination. Simpluris may terminate this Agreement (i) for any reason upon no less than 90 days prior written notice to the Client; or (ii) upon 15 calendar days' prior written notice, if the Client is not current in payment of fees.
11. **Jurisdiction.** The parties hereto irrevocably and unconditionally submit to the jurisdiction of the Court of the applicable case for purposes of any suit, action or proceeding to enforce any provision of, or based on any right arising out of, this Agreement. The parties hereto hereby irrevocably and unconditionally waive any objection to the laying of venue of any such suit, action or proceeding in such Court.
12. **Survival.** Any remedies for breach of this Agreement, this Section and the following Sections will survive any expiration or termination of this Agreement: Section 4 - Limitation of Liability; Disclaimer of Warranties, Section 6 - Rights in Data, and Section 12- Jurisdiction, 14 -Confidentiality, and Section 15 - Indemnification.
13. **Entire Agreement.** These Terms and Conditions and the proposal embody the entire agreement between the parties with respect to the subject matter hereof, and cancels and supersedes all prior negotiations, representations, and agreements related thereto, either written or oral, except to the extent they are expressly incorporated herein. No changes in, additions to, or waivers of, the terms and conditions set forth herein will be binding upon any party, unless approved in writing by such party's authorized representative.
14. **Confidentiality.** Simpluris maintains reasonable and appropriate safeguards to protect the confidentiality and security of data provided by Client to Simpluris in connection with the Services. If, pursuant to a court order or other proceeding, a third party requests that Simpluris to disclose any confidential data provided by or for Client, Simpluris will promptly notify the Client unless prohibited by applicable law. Client will then have the option to provide Simpluris with qualified legal representation at Client's expense to defend against such request. If, pursuant to a court order, Simpluris is required to disclose data, produce documents, or otherwise act in contravention of the obligation to maintain confidentiality set forth in these terms and conditions, Simpluris will not be liable for breach of said obligation.
15. **Indemnification.** Client will indemnify and hold Simpluris (and the officers, employees, affiliates and agents harmless against any Losses incurred by Simpluris, arising out of, in connection with, or related to (i) any breach of the terms by Client; (ii) the processing and handling of any payment by Simpluris in accordance with Client's instructions, including without limitation, the imposition of any stop payment or void payment on any check or the wrongful dishonor of a check by Simpluris pursuant to Client's instructions.
16. **Severability.** If any term or condition or provisions of this Agreement shall be held to be invalid, illegal, unenforceable or in conflict with the law of any jurisdiction, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.
17. **Database Administration.** Simpluris' database administration for Client assumes that Client will provide complete data that includes all information required to send notifications and calculate and mail settlement payments. Data must be provided in a complete, consistent, standardized electronic format. Simpluris' standardized format is Microsoft Excel, however, Simpluris may accept other formats at its discretion. Further developments or enhancements to non-standardized data will be billed to Client by Simpluris on a time and materials basis according to Simpluris' Standard Rates.

Simpluris Security Summary – White Paper

Simpluris is committed to the security and overall protection of not only our data and information but our client's data and information, as well. As a demonstration of our commitment, we maintain SOC 2 Certification which requires strict adherence to policies and procedures surrounding information security, including processing and storage of confidential customer data. Simpluris supports a comprehensive, written Information Security Program that complies with all applicable laws and regulations (e.g. HIPAA, Gramm-Leach-Bliley Act, MA 201 CMR 17.00) and is designed to (a) ensure the security, privacy and confidentiality of Client and Class Member Information, (b) protect against any reasonably anticipated threats or hazards to the security or integrity of Client or Class Member Information, and (c) protect against unauthorized access to, use, deletion, or modification of Class Member Information. Simpluris has designated specific employees to be responsible for the administration of its Information Security Program. Also, Simpluris regularly and routinely monitors, tests, and updates our Information Security Program.

Simpluris uses Client and Class Member Information only for the purposes for which its' clients provide it, as described in any Agreements or Court Orders governing the provision of Simpluris' services in any particular case. Simpluris maintains a process for identifying, assessing, and mitigating the risks to Class Member Information in each relevant area of Simpluris' operations. At Simpluris, we continuously evaluate the effectiveness of the safeguards for controlling these risks to data and bank accounts. Simpluris restricts access to Class Member Information only to those employees, agents, or subcontractors who need to know the information to perform their jobs. Simpluris performs background checks of all its employees that will have access to Sensitive Personal Information, including a review of their references, employment eligibility, education, and criminal history to ensure they do not pose a risk to the security of Client or Class Member Information.

Simpluris adheres to the following industry best practices to safeguard its systems which process, store or transmit Client and Class Member Information:

- Identity and Access Management;
- Complex passwords are routinely and regularly changed;
- Role-based access control systems to limit individual employee access to network applications and systems based on their particular job role and function;
- Data Loss Prevention and Intrusion Prevention System software at multiple layers to prevent from internal and external threats of data leaks, malicious activity, and policy violations
- Encryption of Class Member Information if transmitted over public or wireless networks (e.g., via email, FTP, the Internet, etc.);
- Implementation of a Secure File Transfer system (using SSL encryption) for transmitting documents back and forth to clients;
- Encryption of servers, portable media, laptops, desktops, smartphones, mobile devices, and new technologies that store Class Member Information;
- Complex password authentication for remote access to Company's networks;
- Upon hire and annually after that, training of all employees with access to Class Member Information, (including any agents, and subcontractors with access to Class Member Information) about their obligations to implement the Information Security Program;
- Strict disciplinary measures for employees who violate the Information Security Program;
- Preventing terminated employees from accessing Class Member Information;
- Appropriately configured and updated firewall, antivirus, and spyware software;
- Prompt application of vendor-recommended security patches and updates to systems and other applications to avoid any adverse impact on Class Member Information;
- Separation of Duties;
- Infrastructure and Physical Security;
- Business Continuity Planning;
- Disaster Recovery Planning

EXHIBIT E

Date	Description	Amount
8/13/2020	Payment to Court - Complaint Fee Superior Court	\$435.00
8/13/2020	Payment to LWDA - PAGA Filing Fee	\$75.00
8/13/2020	Administration/Copy Fee - Class Action - Phone, Fax, Scan, Copying, Non-Certified/Courier Postage, Westlaw Legal Research Fees	\$500.00
8/13/2020	Certified Mail - PAGA Letters to Employers	\$4.20
9/1/2020	Payment to Court - Complex fee	\$1,000.00
9/18/2020	One Legal Service Fee - Serve Defendant w/ Complaint	\$34.00
11/30/2020	Payment for Records - PRA Documents	\$31.16
12/11/2020	Payment to Court - Stipulation to File Amended Complaint	\$20.00
2/5/2021	ALS Service Fee - Stipulated Discovery Schedule and Proposed Order	\$90.00
2/5/2021	Payment to Court - Stipulated Discovery Schedule and Proposed Order	\$20.00
7/9/2021	Payment to Court - Second to File Second Amended Complaint	\$20.00
7/19/2021	Mediation - JAMS Mediator Fee	\$4,549.89
8/11/2021	Mediation - Attorney Lunch	\$44.32
9/27/2021	Payment to Court - Stipulation to File Third Amended Complaint	\$20.00
Anticipated	Payment to Court - Preliminary Approval Motion	\$60.00
Anticipated	Payment to Court - Court Reporter Fee	\$30.00
Anticipated	UPS to OC - Preliminary Approval Motion	\$32.00
Anticipated	UPS to Court - Preliminary Approval Motion	\$40.00
Anticipated	CourtCall - Preliminary Approval Motion	\$94.00
Anticipated	Payment to Court - Final Approval Motion	\$60.00
Anticipated	Payment to Court - Court Reporter Fee	\$30.00
Anticipated	UPS to OC - Final Approval Motion	\$32.00
Anticipated	CourtCall - Final Approval Motion	\$94.00
Anticipated	UPS to Court - Final Approval Motion	\$40.00
Anticipated	One Legal Service Fee - Compliance Declarations to Court	\$50.00
Anticipated	CourtCall - Compliance Hearing	\$94.00
TOTAL:		\$7,499.57

EXHIBIT F

CALIFORNIA SUPERIOR COURT
FOR THE COUNTY OF SOLANO

KIMBERLY WEBB, individually and on behalf
of all other similarly situated employees,

Plaintiff,

vs.

PROFESSIONAL HEALTHCARE AT HOME,
LLC, a California Limited Liability Company;
and DOES 1 to 100, inclusive,

Defendant.

Case No. **FCS055317**

CLASS ACTION

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

ATTENTION: all individuals who have worked, or continue to work, for Defendant in California and received hard copies of their paystubs from April 20, 2018 to _____ (the "Class Members").

PLEASE READ THIS NOTICE CAREFULLY. THIS NOTICE RELATES TO A PROPOSED SETTLEMENT OF CLASS ACTION LITIGATION AND POTENTIAL DISBURSEMENT OF SETTLEMENT FUNDS TO YOU. IF YOU ARE A CLASS MEMBER, IT CONTAINS IMPORTANT INFORMATION ABOUT YOUR RIGHT TO PARTICIPATE OR TO OPT OUT OF THE SETTLEMENT ACCORDING TO THE PROCEDURES DESCRIBED BELOW.

Pursuant to an order from the Solano County Superior Court ("Court") granting preliminary approval of this class action settlement, entered on _____, you are receiving notice of a proposed class action settlement between Plaintiff Kimberly Webb ("Plaintiff" or "Class Representative") and Defendant Professional Healthcare At Home, LLC ("Defendant") on behalf of Class Members as defined above. You are receiving this notice because Defendant's records indicate you fall within the definition of "Class Member." Defendant's records also indicate that there was/were _____ payment date(s) for which you received hard paper copy/copies of your paystub during the applicable Class Period (as defined below) ("Qualifying Wage Statement"), which means your share of the settlement proceeds is estimated to be _____. Your actual share of the settlement proceeds will vary depending on the total number of Class Members that choose to participate and the resolution of any Qualifying Wage Statement disputes as described in this notice.

The terms of the Agreement and a description of the case are identified in this notice. Pursuant to the Court's order, YOU ARE HEREBY NOTIFIED AS FOLLOWS:

I. BACKGROUND OF THE CASE

On August 27, 2020, Plaintiff, a former employee, filed a Complaint against Defendant in the California Superior Court for the County of Solano on behalf of herself and Class Members. The term "Action" means this putative class action pending in the Superior Court of California for the County of Solano, Case No. FCS055317. The Class Period is April 20, 2018 to _____ (the "Class Period").

In the Action, Plaintiff sought to obtain statutory penalties, civil penalties, fees, and costs on behalf of herself and Class Members. Plaintiff alleged that Defendant violated California law by failing to include Defendant's address on hard paper copies of paystubs issued to Class Members. Defendant denies all of Plaintiff's allegations and maintains that it complied with the law. The Action has been actively litigated. There have been on-going investigations, and there has been an exchange of extensive documentation and information. Furthermore, the Parties have participated in a mediation facilitated by a neutral third party. Based upon the negotiations, and all known facts and circumstances, including the various risks and uncertainties related to legal actions, the Parties reached a class-wide Settlement. By settling, the Parties will avoid the risks associated with a lengthy litigation process, but Defendant has not admitted to any fault. Despite agreeing to and supporting the Agreement, Defendant continues to deny all allegations and claims. Defendant has entered into this settlement to fully, finally, and forever resolve this Action, based on the terms set forth in the

Agreement, in order to avoid the burden and expense associated with ongoing litigation.

The Parties have entered into a Joint Stipulation of Regarding Class Action PAGA Settlement and Release ("Agreement"), which has been preliminarily approved by the Court. The Agreement applies to any and all Class Members as defined above. "Class Member" does not include persons who submit valid request to opt out (as explained below). If you are a Class Member, you have the opportunity to participate in the settlement, or to exclude yourself ("opt out") from the settlement. This notice is to advise you of how you can either participate in the settlement or be excluded from the settlement.

II. SUMMARY OF THE PROPOSED SETTLEMENT

A. The Amount of the Settlement

Under the terms of the Agreement, Defendant agrees to pay a total sum of Fifty-Five Thousand Five Hundred Dollars and No Cents (\$55,500.00) ("Gross Settlement Amount"). Deducted from this Gross Settlement Amount will be sums approved by the Court for attorneys' fees not to exceed 35% of the Gross Settlement Amount which equals \$19,425, attorneys' costs not to exceed \$10,000, Claims Administrator Costs estimated not to exceed \$10,000, Class Representative's Enhancement Payment of \$5,500, and \$5,000 for alleged PAGA penalties (the "PAGA Payment"), which will result in a "Net Settlement Amount" for distribution to all Class Members. The maximum Defendant will pay is the Gross Settlement Amount and no portion of the Gross Settlement Amount will be attributable to payments allocated as wages. As explained further below, the amount of each Class Member's share of the Net Settlement Amount will depend on the number of payment dates during the Class Period for which they received hard paper copy/copies of their paystub(s). Of the \$5,000 allocated to resolving the PAGA claims, 75% of the PAGA Payment will be paid to the State of California Labor and Workforce Development Agency and 25% of the PAGA Payment will be divided among Aggrieved Employees, which are defined as all individuals who have worked, or continue to work for Defendant in California and received hard copies of their paystubs from August 13, 2019 to ____.

The number of your Qualifying Wage Statements and your estimated share of the Net Settlement Amount and PAGA Payment ("Claim Amount") is stated on the first page of this notice. The actual amount received may be more or less than the amount stated depending on the Qualifying Wage Statements of other Class Members, the resolution of any disputes regarding Qualifying Wage Statements, and on the distributions finally approved and allocated by the Court. However, whether Class Members opt out will have no effect on Aggrieved Employees' allocations for the PAGA claims.

B. Claim Amounts and Allocation Between Class Members and Aggrieved Employees

Defendant will pay Claim Amounts through the Claims Administrator, as described below, to each Class Member who does not opt out of the settlement and to Aggrieved Employees. All Claim Amounts will be subject to appropriate taxation. The Parties have agreed, based on the allegations in the Action that all Claim Amounts payable to eligible Class Members will be allocated from the Net Settlement Amount and paid as 100% for disputed statutory penalties, and other non-wage damages for which IRS Forms 1099-MISC. The PAGA Payment to Aggrieved employees will be paid as 100% for civil penalties.

Payment to Class Members who do not opt out and Aggrieved Employees will not require the submission of a claim form. Each Class Member's share will be determined by dividing their Qualifying Wage Statements within the Class Period by the total Qualifying Wage Statements by all Class Members within the Class Period. That fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member's individual share of the Net Settlement Amount. Each Aggrieved Employee's share of the 25% portion of the PAGA Payment will be determined by dividing their Qualifying Wage Statements by the total Qualifying Wage Statements within the PAGA Claim Period. That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the Aggrieved Employee's individual share. Receipt of the Claim Amounts will not entitle any Class Member or Aggrieved Employee to additional compensation or benefits under any compensation, retirement or benefit plan or agreement in place during the period covered by the Settlement.

C. Calculations to Be Based on Defendant's Records and Resolution of Qualifying Wage Statement Disputes

For each Class Member, the amount payable will be calculated by the Claims Administrator from Defendant's records. Defendant's records will be presumed correct unless evidence to the contrary is provided to the Claims Administrator. Defendant's records and any additional evidence will be reviewed by the Claims Administrator in the event of a dispute about Qualifying Wage Statements. If a Class Member disputes the accuracy of Defendant's records, all supporting documents evidencing additional Qualifying Wage Statements must be submitted by the Class Member. The dispute must (a) identify the nature of the dispute; (b) provide any information

or documentation supporting the dispute; (c) be signed; and (d) be post-marked no later than _____. The dispute will be resolved by the Claims Administrator based on the records and evidence provided. The Claims Administrator's decision on all disputes will be final and binding.

D. Release of Claims

For those Class Members who do not opt out and Aggrieved Employees, the Agreement contains the following releases:

Class members who do not opt out will be deemed to have released all claims for wage statement violations, that were brought or could have been brought based on the allegations in the Complaint, including, but not necessarily limited to any and all claims for alleged violation under Labor Code §§ 226 and 226.3, through the Class Period.

Aggrieved Employees will be deemed to have released all Private Attorneys General Act claims for civil penalties based on Labor Code §§ 226, 226.3 and any claims for individual liability of these section under Labor Code §§ 558 and 558.1 through the PAGA Claim Period and inclusive of any civil penalties, attorneys' fees, interest, liquidated damages, injunctive relief and costs based on those claims.

The individuals released ("Released Parties") include means Defendant, its shareholders, officers, directors, agents, employees, attorneys, and insurers, as well as Defendant's present and former parent companies, subsidiaries, divisions, related or affiliated companies, including but not limited to Gentiva Home Healthcare, Kindred at Home, and those entities' shareholders, officers, shareholders, directors, agents, employees, attorneys, and insurers. The Released Parties also include, but are not necessarily limited to David Gieringer, Ronald C. Lazas, Kriston Nearhood, Joseph L. Landenwich, Benjamin A. Breier, Douglas Curnutte, and Stephen Cunanan.

If Class Member have any questions, they can contact Class Counsel or the third-party administrator.

E. Attorneys' Fees and Costs

Defendant has agreed to pay Class Counsel's attorneys' fees and costs to be approved by the Court, up to a maximum of 35% of the Gross Settlement Amount which equals \$19,425, and attorneys' costs not to exceed \$10,000. Class Counsel's attorneys' fees and costs will be paid and deducted from the Gross Settlement Amount.

F. Reasonableness of Settlement

All attorneys for the Parties to the Action believe the amounts payable to Class Members, Aggrieved Employees, and amounts for attorneys' fees and costs requested are fair and reasonable. The Class Representative and Class Counsel support this Settlement. Among the reasons for support are the defenses to liability potentially available to Defendant, the inherent risk of trial on the merits, the risk of denial of class certification, and the delays associated with litigation.

III. WHAT ARE YOUR RIGHTS AS A CLASS MEMBER

A. Participating in the Settlement

If you wish to participate in the settlement and believe your Qualifying Wage Statement information is accurate, **you do not need to take any further action**. Payment will be automatically made to you consistent with the terms of the Agreement and Court Order. If you wish to dispute the Qualifying Wage Statement calculation, you may follow the procedures outlined in Section II.C above. California law protects Class Members from retaliation based on their decision to participate in the Settlement.

B. Excluding Yourself from the Settlement

If you do not wish to participate in the settlement, you may be excluded (*i.e.*, "opt out") by submitting a timely written request to the Claims Administrator. The request to opt-out must (a) state your full name and date of birth; (b) a statement that you do not want to be a Class Member, do not want to participate in the settlement, and/or wants to be excluded from this settlement; (c) identify the

case name and number (i.e. Webb v. Professional Healthcare At Home LLC, FCS055317); (d) be signed; and (e) be post-marked no later than _____. The request to opt out must be signed, dated and mailed by First Class U.S. Mail or the equivalent, to:

[admin info]

The request to opt out must be postmarked no later than _____. If you submit a request to opt out which is not postmarked by _____, your request to opt out will be rejected, and you will be bound by the release and all other terms of the Agreement. If the request to opt out is sent from within the United States it must be sent through the United States Postal Service by First Class Mail, or the equivalent. Do not use a postage meter as that may not result in a postmark appearing on the envelope containing your request to opt out. Any Class Member who submits a complete and timely request to opt out shall, upon receipt by the Claims Administrator, no longer be a Class Member and not receive their share of the class settlement payment. **Aggrieved Employees cannot opt out of this Agreement and will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.**

C. Objection to Settlement

If you do not opt out of the settlement, you can object to the terms of the Agreement. However, if the Court rejects your objection, you will still be bound by the terms of the Agreement. You can ask the Court to deny approval by filing an objection. You cannot ask the Court to order a larger settlement; the Court can only approve or deny the settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. If that is what you want to happen, you must object. The objection must (a) state your full name and date of birth; (b) provide evidence that you are, in fact, a Class Member; (c) state the reasons for the objection(s), including any legal analysis and/or supporting documentation; (d) identify the case name and number (i.e. Webb v. Professional Healthcare At Home LLC, FCS055317) (e) be signed; and (f) be post-marked no later than _____. The objection must be sent to the Claims Administrator at the address identified in section III.B and to counsel for Plaintiff and Defendant at the addresses identified in section IV of this notice.

If you have submitted a written objection as outlined above, you may also appear at the Final Approval Hearing, either in person or through your own attorney, to state your objection. However, you must file a notice of intent to appear with the Court and serve the notice on counsel for Plaintiff and Defendant. If you appear through your own attorney, you are responsible for paying that attorney.

IV. EFFECT OF THE SETTLEMENT: RELEASED RIGHTS AND CLAIMS

After final approval of the settlement has been granted by the Court, each and every Class Member who does not opt out of the settlement and all Aggrieved Employees, will release Defendant and the Released Parties from the released claims described above. In other words, if you are a Class Member during the Class Period (defined above), and you do not exclude yourself from the settlement, you will be deemed to have entered into this release and to have released the above-described claims. In addition, you will be barred from ever suing Defendant and the Released Parties with respect to the claims covered by this settlement. If the settlement is not approved by the Court or does not become final for some other reason, the litigation will continue.

V. FINAL SETTLEMENT APPROVAL HEARING

The Court will hold a hearing in Department ___, [address] on _____ at _____ to determine whether the Agreement should be finally approved as fair, reasonable and adequate. The Court also will be asked to approve Class Counsel's request for attorneys' fees and costs. The hearing may be continued without further notice to Class Members. It is not necessary for you to appear at this hearing, unless you wish to object to the settlement.

VI. ADDITIONAL INFORMATION

If you want additional information about this lawsuit and its proceedings, you can contact Class Counsel or Defendant' Counsel as follows:

Galen T. Shimoda
Justin P. Rodriguez
Brittany V. Berzin
Shimoda Law Corp.
9401 East Stockton Blvd., Suite 120

Shannon Bettis Nakabayashi
Hardev S. Chhokar
JACKSON LEWIS P.C.
50 California Street
9th Floor

Elk Grove, CA 95624
Telephone: (916) 525-0716
Facsimile: (916) 760-3733
On behalf of Plaintiff

San Francisco, CA 94111
Telephone: (415) 796-5465
Facsimile: (415) 394-9401
On behalf of Defendant

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT OR THE CLAIM PROCESS. IF YOU HAVE ANY QUESTIONS, CALL [number]

BY ORDER OF THE COURT

EXHIBIT G

1 Galen T. Shimoda (Cal. State Bar No. 226752)
Justin P. Rodriguez (Cal. State Bar No. 278275)
2 Brittany V. Berzin (Cal. State Bar No. 325121)
Shimoda Law Corp.
3 9401 East Stockton Boulevard, Suite 120
Elk Grove, CA 95624
4 Telephone: (916) 525-0716
Facsimile: (916) 760-3733

5 Attorneys for Plaintiff KIMBERLY WEBB
6 individually and on behalf of similarly situated employees

7
8 **SUPERIOR COURT OF CALIFORNIA**

9 **FOR THE COUNTY OF SOLANO**

10
11 KIMBERLY WEBB, individually and on
12 behalf of all other similarly situated
employees,

13 Plaintiff,

14 vs.

15 PROFESSIONAL HEALTHCARE AT
16 HOME, LLC, a California Limited Liability
Company; and DOES 1 to 100, inclusive,
17 Defendants.
18

Case No. FCS055317

**Assigned For All Purposes to Hon. Christine A.
Carringer**

CLASS ACTION

**DECLARATION OF JUSTIN P.
RODRIGUEZ IN SUPPORT OF
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: January 5, 2022

Time: 8:30 a.m.

Dept.: 12

Judge: Hon. Christine A. Carringer

Filed: August 27, 2020

FAC Filed: January 11, 2021

SAC Filed: July 26, 2021

TAC Filed: October 28, 2021

Trial Date: None Set

1 I, Justin P. Rodriguez, declare:

2 1. I am an attorney at law duly admitted to practice before all the courts of the State of
3 California and an attorney of record for Plaintiff Kimberly Webb ("Plaintiff") herein. I am making this
4 declaration on behalf of the named Plaintiff, the putative class members, and in support of Plaintiff's
5 Motion for Preliminary Approval of Class Action and PAGA Settlement ("Motion"). A true and
6 correct copy of the Joint Stipulation Regarding Class Action and PAGA Settlement and Release
7 ("Agreement") in this matter is filed with this Motion as Exhibit A.

8 2. This case was brought as a wage and hour class action based on Plaintiff's contention
9 that Defendant Professional Healthcare At Home, LLC ("Defendant") failed to include its address on
10 paystubs provided to putative class members who requested paper rather than electronic copies of their
11 paystubs. Plaintiff also alleged liability for civil penalties under the Private Attorneys General Act
12 ("PAGA") based on this same contention.

13 3. Plaintiff is the only named representative in this matter. From our initial investigations
14 of Plaintiff's claims and documents, we believed these claims had merit and could be maintained as a
15 class action. We filed the action on or about August 27, 2020. Plaintiff exhausted administrative
16 remedies through the Labor and Workforce Development Agency ("LWDA") prior to amending the
17 Complaint to add a PAGA claim. Plaintiff filed a notice with the LWDA on August 13, 2020 setting
18 forth the facts and theories of liability. A true and correct copy of the notice filed with the LWDA is
19 being filed with this Motion as Exhibit C. A copy of the notice was also sent to Defendant via certified
20 mail and the \$75.00 filing fee was remitted to the LWDA at that time. There was no response by the
21 LWDA regarding its intent to investigate the claims alleged in Plaintiff's notice for more than 65 days.
22 As such, Plaintiff became authorized to commence a civil action under the PAGA and filed a First
23 Amended Complaint on January 11, 2021. A second Amended Complaint was filed on July 26, 2021
24 and a Third Amended Complaint on October 28, 2021. Plaintiff filed these amended complaints to
25 narrow the claims at issue in this action after further investigation and completing some discovery. A
26 true and correct copy of Plaintiff's operative Complaint is filed with this Motion as Exhibit B. A copy
27 of the complaint was uploaded to the LWDA on November 15, 2021, after we received an endorsed
28 copy back from Court.

1 4. Currently, there is no date set for a motion to certify the class and there is no trial date.

2 5. Defendant is represented in this matter by Shannon B. Nakabayashi and Hardev S.
3 Chhokar of Jackson Lewis P.C. From the beginning, Defendant has contested the merits of this case
4 and Plaintiff's ability to prove a violation in each pay period for each employee among other defenses
5 and contentions they made challenging the propriety of this action. Defendant further contended that,
6 even assuming there was a finding supporting the imposition of PAGA penalties, the Court would
7 likely exercise its discretion to substantially reduce any such penalties owed based on evidence of good
8 faith attempts to comply with Labor Code obligations by Defendant. Notwithstanding its agreement to
9 settle this matter, Defendant believe the practices Plaintiff is contending are unlawful either do not exist
10 or, to the extent they do exist, fully comply with all state and federal employment laws with respect to
11 Plaintiff and Class Members.

12 6. Based on the expected testimony from Plaintiff and Class Members, a review of
13 Defendant's policies and procedures and other documents relating to the alleged claim, information on
14 the number of Class Members, the number of workweeks and pay periods in which Class Members
15 received paper copies of their paystubs, the scope of the potential damages to Plaintiff and Class
16 Members in light of the claims alleged, and the negotiations that have taken place, I am convinced that
17 the proposed settlement is in the best interest of the class. The length and risks of trial and other normal
18 perils of litigation that impact the value of the claims were also considered and weighed in reaching the
19 Agreement. In addition, I carefully considered the fact that penalties under the PAGA could be
20 substantially cut at the discretion of the Court even if Plaintiff was successful on proving her claim and
21 there was risk that a Court could find no knowing and intentional failure to include an address, which
22 would eliminate the value of the statutory wage statement penalties entirely, the difficulties of complex
23 litigation, and various possible delays and appeals in agreeing to the proposed settlement. Overall, I
24 believe it is more beneficial to secure a guaranteed benefit to the class now rather than to proceed with
25 litigation and potentially obtain zero funds to the class due to legal or factual issues in the case.

26 7. My office, including my partner, Galen T. Shimoda, my associate, Brittany V. Berzin,
27 and myself, along with Plaintiff's assistance, thoroughly investigated the merits of the claims and
28 potential damages for such claims. The parties engaged in formal and informal discovery and exchange

1 of documents, including paystubs, payroll data and relevant policies for the entirety of the statute of
2 limitations applicable to the alleged claims. The discovery covered all aspects of the asserted claims,
3 including certification issues, merits issues, damages, and the scope and configuration of Class
4 Members. From this production we were able to determine information critical to a reliable damages
5 analysis such as the number of pay periods that had potential violations based on the asserted claims.
6 This information allowed my office to assess both liability and damages and create an accurate damages
7 model. Plaintiff assisted in all aspects of this litigation including providing factual information relating
8 to Plaintiff's and similarly situated employees' employment conditions, providing a substantial number
9 of documents, and answering questions regarding Defendant's factual contentions in this matter. This
10 was important because it directly related to our ability to maintain this case as a class action and our
11 ability to obtain a favorable settlement for the class.

12 8. Throughout this litigation our office had numerous communications with Defendant's
13 Counsel discussing our respective positions. The parties engaged in mediation on August 10, 2021
14 using an experienced mediator, Hon. Ronald Sabraw (Ret.). It was only after nearly one year of
15 extensive, arm's length negotiations that the parties were able to reach a settlement, which only occurred
16 after a full-day mediation. The negotiations were at all times contentious and adversarial, though still
17 professional in nature.

18 9. The parties reviewed and analyzed all data relevant to the class claims. Based on our
19 analysis and review of all relevant documents and Class Member information, I have determined that
20 the maximum damages for the asserted class claims is approximately \$287,400, which includes civil
21 penalties under the PAGA. The likely exposure for PAGA penalties is approximately \$239,500, based
22 on the counts alleged to the LWDA and the class data. Based on our research, we did not find any prior
23 Labor Commissioner or court decisions that stated Defendant's practices and/or policies were
24 improper. As such, a "subsequent violation" may not be found for penalty calculation purposes and the
25 exposure analysis here is based on an "initial violation" valuation being adopted by any fact finder if
26 this matter went to trial.

27 10. I believe the PAGA penalties in this case may be reduced however due to the fact that
28 the penalties would be in addition to amounts owed for substantive violations and much of the penalties

1 are based on violations due to technical non-compliance with the Labor Code. Furthermore, Defendant
2 produced a substantial number of documents that a Court may find demonstrates a good faith attempt at
3 compliance that merits the reduction of civil penalties. Courts regularly cut civil penalties on PAGA
4 claims where statutory penalties for the same violations are assessed as well. The statutorily authorized
5 discretion that Courts have used to reduce penalties ranges substantially. *See Thurman v. Bayshore*
6 *Transit Mgmt., Inc.*, 203 Cal.App.4th 1112, 1135 (2012) (30% reduction); *Fleming v. Covidien, Inc.*,
7 2011 U.S. DIST. LEXIS 154590, *9 (C.D. Cal. 2011) (82% reduction). Thus, civil penalties may be
8 cut to approximately \$43,110 (82% reduction) or lower given the derivative recovery. Taking this into
9 account, the likely recovery if Plaintiff was successful at trial on proving all the substantive class
10 damages plus civil penalties after a reduction of the PAGA penalties would be approximately \$91,010.
11 Taking this into account, Plaintiff's \$55,500 gross recovery under the Agreement represents
12 approximately 61% of the maximum likely value in this matter. After deducting from the Gross
13 Settlement Amount the proposed allocations for attorneys' fees (\$19,425) and costs (\$10,000¹), any
14 Enhancement Payment to the Class Representative (\$5,500), Claims Administrator Costs (\$4,000), and
15 the 75% portion of the PAGA Payment to the LWDA (\$3,750), the net recovery under the Agreement
16 represents approximately 14.1% of the maximum likely value in this matter. The average net award is
17 approximately \$122.14. I believe the Agreement represents a reasonable compromise of claims based
18 on the legal and factual disputes in this case. The ability to secure a guaranteed settlement now and
19 ensure Class Members receive some compensation, rather than proceed to further litigation and
20 potentially recover nothing, was a motivating factor in reaching this Agreement.

21 11. I am a shareholder at Shimoda Law Corp. In agreeing to represent Plaintiff and take on
22 the case for all Class Members, I agreed to take this case on a contingency basis, meaning that I would
23 take a percentage of any settlement or judgment should we recover a monetary amount. I took a risk
24 that we would not recover any money in this matter if we were unsuccessful at trial. I also took on the
25 risk that the case may not be certified as a class action and/or be subject to an unfavorable summary
26 judgment ruling. However, I believe it is important to make sure employees are able to find affordable
27

28 ¹ The maximum allocation for costs was used for this calculation although Plaintiff anticipates her costs will be lower and per the Agreement any difference will be allocated to Class Members pro rata.

1 representation in order to ensure that employers are complying with all their legal obligations towards
2 employees and paying employees all their hard-earned wages.

3 12. My law firm is a boutique law practice that focuses primarily in employment litigation,
4 emphasizing wage and hour litigation. I attended and graduated college from U.C. Davis, receiving a
5 Bachelor of Arts in Philosophy and the Departmental Citation for Academic Achievement in the
6 Philosophy program. I was one of only two recipients of this award out of the entire Philosophy
7 Department. After U.C. Davis, I attended the University of the Pacific, McGeorge School of Law,
8 graduating in 2011 and receiving a Juris Doctorate. I graduated in the top 20% of my class and was a
9 member of the Traynor Honor Society at McGeorge. Other academic achievements of mine include
10 receiving a Witkin Award (top grade) in my legal research and writing course, a Witkin Award in
11 complex civil litigation, being a member of the Dean's List from 2008 to 2011, being a Legislative
12 Staff Writer for the *McGeorge Law Review* from 2009–2010, being an Associate Comment Editor for
13 the *Pacific McGeorge Global Business & Development Law Journal* from 2010–2011, and being
14 selected as a Sacramento County Bar Association Diversity Fellow in 2009. I was also a member of
15 the Employment and Labor Law Society and an officer for the Latino Law Students Association from
16 2009 to 2010.

17 13. I have been practicing law since 2011. From 2011 to 2016, I worked with the Shimoda
18 Law Corp. as an Associate. I became a Shareholder/Partner in the firm in 2017. Since 2017, I have
19 received an AV Preeminent rating from Martindale-Hubbell for my legal ability and ethical standards.
20 From 2018 to present, I have been recognized as a Super Lawyer (Rising Star). In September 2018, I
21 was a panel speaker for the Sacramento County Bar Association Labor and Employment Law Section's
22 presentation of "*Epic Systems*, PAGA, and the Future of Employment Arbitration in California." In
23 July 2020, I was a panel speaker for the Association of Defense Counsel of Northern California &
24 Nevada presentation of "Class Actions and PAGA Claims." My practice focuses on complex civil
25 litigation, including wage and hour class actions, PAGA claims, and Fair Labor Standards Act
26 ("FLSA") claims. I am actively involved in most all of the complex litigation handled by our firm.
27 Class and/or PAGA actions I have litigated or am currently litigating, including the instant case,
28 includes, but is not limited to, the following:

- *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- *Adams-Angway v. Placer Title Company, et al.*, Case No. SCV0040845 (Placer Sup. Ct.);
- *Adewumi v. GHS Interactive Security, LLC*, Case No. 34-2017-00210768 (Sac. Sup. Ct.);
- *Arrington v. Capital Express Lines, Inc., et al.*, Case No. 34-2012-00134195 (Sac. Sup. Ct.);
- *Aslam v. American Custom Private Security, Inc.*, Case No. STK-CV-UOE-2018-0012080 (San Joaquin Sup. Ct.);
- *Aslam v. Cypress Security, LLC*, Case No. 34-2017-00220143 (Sac. Sup. Ct.);
- *Aslam v. Surveillance, Security, Inc.*, Case No. 34-2017-00220142 (Sac. Sup. Ct.);
- *Azzolino v. Brake Masters of Sacramento, LLC, et al.*, Case No. 34-2017-00218293 (Sac. Sup. Ct.);
- *Barkhausen v. Bank of Stockton*, Case No. STK-CV-UOE-2019-17145 (San Joaquin Sup. Ct.);
- *Benak v. MDStat Urgent Care, Inc.*, Case No. 34-2015-00188181 (Sac. Sup. Ct.);
- *Bershell v. Dignity Health Methodist Hospital Sacramento, et al.*, Case No. 34-2017-0222269 (Sac. Sup. Ct.);
- *Bigornia v. Quest Diagnostics Clinical Laboratories, Inc., et al.*, Case No. 34-2019-00271174 (Sac. Sup. Ct.);
- *Blig v. Medical Management International, Inc.*, Case No. 34-2017-00213906 (Sac. Sup. Ct.);
- *Caguioa, et al. v. Fortune Senior Enterprises, et al.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880 (Sac. Sup. Ct.);
- *Castorena v. Flowmaster, Inc.*, Case No. CV18-2191 (Yolo Sup. Ct.);
- *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup. Ct.);
- *Carr, et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);

- *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-00209613 (Sac. Sup. Ct.);
- *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
- *Cress, et al. v. Mitsubishi Chemical Carbon Fiber and Composites, Inc.*, Case No. 34-2017-00222101 (Sac. Sup. Ct.);
- *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.);
- *Ferreyra v. Point Digital Finance, Inc., et al.*, Case No. 20CV373776 (Santa Clara Sup. Ct.);
- *Foye v. The Golden 1 Credit Union*, Case No. 34-2018-00235003 (Sac. Sup. Ct.);
- *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- *Garcia v. Royal Plywood Company, LLC, et al.*, Case No. 34-2017-00221627 (Sac. Sup. Ct.);
- *Gomes v. Progressive Casualty Insurance Company*, Case No. 34-2018-00241979 (Sac. Sup. Ct.);
- *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
- *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);
- *Gonzalez v. Northcentral Pizza, LLC, et al.*, Case No. 34-2019-00252018 (Sac Sup. Ct.);
- *Gordon, et al. v. Hospice Source, LLC, et al.*, Case No. 34-2019-00250022 (Sac. Sup. Ct.);
- *Gotts v. John L. Sullivan Chevrolet, Inc.*, Case No. 34-2018-00231576 (Sac Sup. Ct.);
- *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup. Ct.);
- *Hellum v. A1 Protective Services, LLC, et al.*, Case No. 34-2018-00234449 (Sac. Sup. Ct.);
- *Hercules v. Maximus Services, LLC, et al.*, Case No. 34-2019-00268385 (Sac Sup. Ct.);
- *Hernandez v. Snyir, Inc.*, Case No. 34-2017-00207641 (Sac. Sup. Ct.);
- *Heinz v. Wright Tree Services*, Case No. 34-2012-00131949 (Sac. Sup. Ct.);
- *Hoover v. Mom365*, Case No. 2:17-cv-01328-TLN-CKD (E.D. Cal.);

- *Insixiengmay v. Hyatt Corporation, et al.*, Case No. 2:18-cv-02993-TLN-DB (E.D. Cal.);
- *Josol v. Dial Medical Corp.*, Case No. 34-2008-00010040 (Sac. Sup. Ct.);
- *McMahon v. Airco Mechanical, Inc.*, Case No. 34-2019-00259269 (Sac. Sup. Ct.);
- *Muhieddine v. KBA Docusys, Inc.*, Case No. 34-2014-00164720 (Sac. Sup. Ct.);
- *Nguyen v. Cardinal Health Pharmacy Services, LLC, et al.*, Case No. 2:19-cv-01939-KJM-EFB (E.D. Cal.);
- *Prasad v. D. G. Smith Enterprises, Inc.*, Case No. 34-2017-00215046 (Sac. Sup. Ct.);
- *Ralston v. JMJ Incorporated, Inc. et al.*, Case No. 34-2017-00217047 (Sac. Sup. Ct.);
- *Roberts v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
- *Robinson v. West of Chicago Restaurants, Inc., dba Chicago Fire*, Case No. 34-2010-00082201 (Sac Sup. Ct.);
- *Salas, et al. v. Joint Ventures, LLC, et al.*, Case No. 34-2018-00227493 (Sac. Sup. Ct.);
- *Salmon v. Ovarions Fanfare, L.P., et al.*, Case No. 34-2018-00244749 (Sac. Sup. Ct.);
- *Scarano v. J.R. Putman, Inc.*, Case No. 34-2018-00244753 (Sac. Sup. Ct.);
- *Smith v. Greyhound Lines, Inc.*, Case No. 34-2017-00219188 (Sac. Sup. Ct.);
- *Sullivan v. National Response Corporation*, Case No. 34-2018-00244757 (Sac. Sup. Ct.);
- *Talent v. Leslie's Poolmart, Inc.*, Case No. 34-2012-00128539 (Sac. Sup. Ct.);
- *Thornton v. McConnell Jones Lanier & Murphy LLP*, Case No. 34-2017-00211553 (Sac. Sup. Ct.);
- *Watson v. Quarter At A Time, LLC*, Case No. 34-2017-00217570 (Sac. Sup. Ct.); and
- *Willis v. Premier Pools, Incorporated*, Case No. 34-2017-00211710 (Sac. Sup. Ct.).

14. The preceding list does not include those cases where, for various reasons, the case was filed as a class action and/or PAGA action, but did not maintain that status through the end of the case.

15. My partner, Galen T. Shimoda, Esq., also worked with me on this matter and was critical in assisting with all aspects of the litigation of this case. Mr. Shimoda and I are some of only a handful of plaintiff attorneys located in Sacramento who handle wage and hour class actions. Mr. Shimoda attended and graduated from the University of Utah in 2000 with a B.S. in Business Management and a B.A. in Asian Studies, with a minor in Japanese language. He then attended and

1 graduated from the University of the Pacific, McGeorge School of Law and received his J.D. degree in
2 2003. He graduated from McGeorge in the top 5% of his class and was a member of the Order of the
3 Coif and Traynor Honor Society. Since graduating from McGeorge, Mr. Shimoda has authored a
4 number of employment law articles for journals and our firm regularly publishes articles on our firm's
5 website. Mr. Shimoda has been a regular panel speaker for the CEB (Continuing Education of the Bar)
6 Employment Review seminars from 2014 to the present. His speaking engagements include the
7 following: 1) Lorman Military Leave Law Speaker; 2) Restaurant Association Speaker at Annual
8 Seminar (Los Angeles); 3) Federal Bar Association, Sacramento Chapter: 2015 Amendments to the
9 Federal Rules of Civil Procedure (Mar. 30, 2016); 4) CEB – Employment Law Practice: 2016 Year in
10 Review (Jan. 20, 2017); 5) CEB – Employment Law Practice: 2015 Year in Review (Jan. 22, 2016); 6)
11 CEB – Employment Law Practice: Year in Review (2014) (Jan. 9, 2015); 7) CEB - Employment Law
12 Practice: Year in Review (2013) (Jan. 10, 2014); 8) Sacramento County Bar Association - Class
13 Actions from the Trenches: Real World Experiences from the Plaintiff and Defense Bar (Feb. 21,
14 2012); 9) Sacramento Employer Advisory Council – Wage and Hour Workshop: Going Beyond the
15 Exemption Discussion (Apr. 7, 2016); 10) Sacramento Employer Advisory Council - Wage & Hour
16 Panel and AB 1825 Training: Updates on California's New Wage Laws and Manager Compliance
17 Training (Apr. 25, 2017); 11) Sacramento County Bar Association, Labor and Employment Section –
18 PAGA Representative Litigation: Emerging Trends and Issues (May 17, 2016); 12) Sacramento
19 Business Journal Panel – Overtime Rules (Jun. 23, 2016); 13) Association of Defense Counsel of
20 Norther California & Nevada - Employment Law Update – Do the Math: Calculation Exposure and
21 Damages in Wage and Hour Cases (Aug. 12, 2016); 14) California Employment Lawyers Association -
22 PAGA Today and PAGA Tomorrow: Moderate-Advanced Issues In PAGA Litigation (Oct. 20, 2017);
23 15) California Employment Lawyers Association Advanced Wage and Hour Seminar – Better Know a
24 Venue Roundup (May 17, 2019). Mr. Shimoda has been AV rated by Martindale Hubbell since 2013,
25 was recognized as a Super Lawyer (Rising Star) from approximately 2009 to 2013 and was recognized
26 as a Super Lawyer from 2014 to present.

27 16. Mr. Shimoda has practiced law in California since being admitted to the State Bar in
28 2003, litigating wage and hour class actions and individual wage and hour litigation among other cases.

1 Mr. Shimoda began practicing class action law on the defense side at the firm of Orrick, Herrington &
2 Sutcliffe LLP. He then switched to plaintiff class action work in 2005. His class action experience is
3 in wage and hour law. Mr. Shimoda has litigated several class action cases in California State and
4 Federal Courts, including up to certification, settlement, preliminary and final approval, and
5 disbursement of monies, and has been found to be satisfy the adequacy requirements for class counsel.
6 Some of the class action and/or PAGA cases I am litigating and/or have litigated as lead or co-counsel
7 include the following:

- 8 • *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- 9 • *Acosta v. Acosta Sales, LLC, et al.*, Case No. 2:11-CV-01796 (C.D. Cal.);
- 10 • *Atchley v. Blaggs Food Service, LLC*, 34-2017-0215930 (Sac. Sup. Ct.);
- 11 • *Adewumi v. GHS Interactive Security, LLC*, Case No. 34-2017-00210768 (Sac. Sup. Ct.);
- 12 • *Arnall v. North American Merchandising Service Inc.*, Case No. 06AS01439 (Sac. Sup. Ct.);
- 13 • *Arrington v. Capital Express Lines, Inc., et al.*, Case No. 34-2012-00134195 (Sac. Sup. Ct.);
- 14 • *Aslam v. Cypress Security, LLC*, Case No. 34-2017-00220143 (Sac. Sup. Ct.);
- 15 • *Aslam v. Surveillance, Security, Inc.*, Case No. 34-2017-00220142 (Sac. Sup. Ct.);
- 16 • *Azzolino v. Brake Masters of Sacramento, LLC, et al.*, Case No. 34-2017-00218293 (Sac.
17 Sup. Ct.);
- 18 • *Benak v. MDStat Urgent Care, Inc.*, No. 34-2015-00188181 (Sac. Sup. Ct.);
- 19 • *Blig v. Medical Management International, Inc.*, Case No. 34-2017-00213906 (Sac. Sup.
20 Ct.);
- 21 • *Caguioa, et al. v. Fortune Senior Enterprises, et al.*, Case No. 34-2014-00171831 (Sac. Sup.
22 Ct.);
- 23 • *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880 (Sac.
24 Sup. Ct.);
- 25 • *Carlos v. Abel Mendoza, Inc., et al.*, Case No. 34-2016-00195806 (Sac. Sup. Ct.);
- 26 • *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup.
27 Ct.);
- 28 • *Carr et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);

- 1 • *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-
2 00209613 (Sac. Sup. Ct.);
- 3 • *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
- 4 • *Colbert v. American Home Craft Inc.*, Case No. 05AS05012 (Sac. Sup. Ct.);
- 5 • *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.)
- 6 • *Diosdado v. Nor-Cal Venture Group, Inc., et al.*, Case No. STK-CV-UOE-2020-0008242
7 (San Joaquin Sup. Ct.);
- 8 • *Dugue v. Sierra Forever Families, et al.*, Case No. 34-2017-00210770 (Sac. Sup. Ct.);
- 9 • *Fadhl v. Siemens Healthcare Diagnostics, Inc., et al.*, Case No. 34-2017-00209518 (Sac.
10 Sup. Ct.);
- 11 • *Fujimoto v. Nabe-Ya, Inc., et al.*, Case No. 20CV01255 (Butte Sup. Ct.);
- 12 • *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- 13 • *Gerard v. Les Schwab Tires Center of California, Inc.*, Case No. 34-2007-30000003 (Sac.
14 Sup. Ct.);
- 15 • *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
- 16 • *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);
- 17 • *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup. Ct.);
- 18 • *Hernandez et al. v. MP Nexlevel, LLC et al.*, Case No. 3 :16-cv-03015-JCS (N.D. Cal.);
- 19 • *Hernandez v. Snyir, Inc.*, Case No. 34-2017-00207641 (Sac Sup. Ct.);
- 20 • *Heinz v. Wright Tree Services*, Case No. 34-2012-00131949 (Sac. Sup. Ct.);
- 21 • *Hoover v. Mom365*, Case No. 2:17-cv-01328-TLN-CKD (E.D. Cal.);
- 22 • *James v. Language World Services, Inc., et al.*, Case No. 34-2020-00279929 (Sac. Sup. Ct.);
- 23 • *Josol v. Dial Medical Corp.*, Case No. 34-2008-00010040 (Sac. Sup. Ct.);
- 24 • *Koretsky v. Furniture USA, Inc.*, Case No. 34-2014-00172142 (Sac. Sup. Ct.);
- 25 • *Muhieddine v. KBA Docusys, Inc.*, Case No. 34-2014-00164720 (Sac. Sup. Ct.);
- 26 • *Massey v. V3 Electric, Inc., et al.*, Case No. 34-2019-00263666 (Sac. Sup. Ct.);
- 27 • *Miller v. Caldwell Transportation Company, LLC, et al.*, Case No. 34-2018-00234954 (Sac.
28 Sup. Ct.);

- *Miller v. Leaders in Community Alternatives*, Case No. FCSO47249 (Solano Sup. Ct.);
- *Pickens v. Elica Health Centers*, Case No. 34-2016-00200382 (Sac. Sup. Ct.);
- *Prasad v. D. G. Smith Enterprises, Inc.*, Case No. 34-2017-00215046 (Sac. Sup. Ct.);
- *Ralston v. JMJ Incorporated, Inc. et al.*, Case No. 34-2017-00217047 (Sac. Sup. Ct.);
- *Rickwalt v. Direct Reconditioning, LLC, et al.*, Case No. 34-2015-00175642 (Sac. Sup. Ct.);
- *Robinson v. West of Chicago Restaurants, Inc., dba Chicago Fire*, Case No. 34-2010-00082201 (Sac Sup. Ct.);
- *Rogers v. Les Scwhab Tires Center of California, Inc.*, Case No. 34-2009-00066320 (Sac. Sup. Ct.);
- *Schechter et al. v. Isys Solutions, Inc.*, Case No. RG10550517 (Alameda Sup. Ct.);
- *Smith v. Greyhound Lines, Inc.*, Case No. 34-2017-00219188 (Sac. Sup. Ct.);
- *Talent v. Leslie's Poolmart, Inc.*, Case No. 34-2012-00128539 (Sac. Sup. Ct.);
- *Thornton v. McConnell Jones Lanier & Murphy LLP*, Case No. No. 34-2017-00211553 (Sac. Sup. Ct.);
- *Valencia v. Lowbrau Bier Garten, LLC, et al.*, Case No. 34-2019-00258038 (Sac Sup. Ct.);
- *Watson v. Quarter At A Time, LLC*, Case No. 34-2017-00217570 (Sac. Sup. Ct.);
- *Williams v. Civic Development Group*, Case No. 06AS00267 (Sac. Sup. Ct.); and
- *Willis v. Premier Pools, Incorporated*, Case No. 34-2017-00211710 (Sac. Sup. Ct.).

17. The preceding list of cases does not include those where, for a variety of reasons, the case was initially filed as a class and/or PAGA action, but did not maintain that status through the end of the case.

18. My associate, Brittany V. Berzin, Esq., also worked with me on this matter and was critical in assisting with all aspects of the litigation of this case. In May 2017, Ms. Berzin graduated from University of the Pacific, McGeorge School of Law with Great Distinction and was inducted into the Order of the Coif, graduating in the top 10% of her class. In addition, Ms. Berzin received the Witkin Award for Academic Excellence in Legal Research and Writing, Civil Procedure, Bankruptcy, and Criminal Procedure. From 2020 to present, Ms. Berzin has been recognized as a Super Lawyer (Rising Star). Ms. Berzin has been a member of the executive committee of the Sacramento County

1 Bar Association Labor & Employment Section since January 2020, serving as Co-Chair of the
2 committee through 2021. Ms. Berzin has worked on a variety of individual, class action, and Private
3 Attorneys General Act cases involving wage and hour claims. As an associate, some of the class action
4 and/or PAGA cases Ms. Berzin is litigating and/or has litigated as lead or co-counsel include the
5 following:

- 6 • *Arosemena v. Ranchhodrai, Inc., et al.*, Case No. STK-CV-UOE-2019-15963 (San Joaquin
7 Sup. Ct.);
- 8 • *Balli v. Brown Box Investments, Inc., et al.*, Case No. 34-2018-00232656 (Sac. Sup. Ct.);
- 9 • *Barrios v. American Property Management, Inc.*, Case No. 1:18-cv-00352-AWI-SKO (E.D.
10 Cal.);
- 11 • *Callahan v. Creative Alternatives, Inc., et al.*, Case No. 2027518 (Stanislaus Sup. Ct.);
- 12 • *Cirrincione v. American Scissor Lift, Inc., et al.*, Case No. STK-CV-UOE-2018-7558 (San
13 Joaquin Sup. Ct.);
- 14 • *Coronado v. MGD, Inc.*, Case No. STK-CV-UOE-2021-893 (San Joaquin Sup. Ct.);
- 15 • *Estrada v. MAD Security Services, Inc.*, Case No. 34-2021-00300627 (Sac. Sup. Ct.);
- 16 • *Ferreyra v. Point Digital Finance, Inc., et al.*, Case No. 20CV373776 (Santa Clara Sup. Ct.);
- 17 • *Finance of America Wage And Hour Cases*, Case No. JCCP 5081 (Orange County Sup. Ct.);
- 18 • *Gomez, et al. v. Kleary Masonry, Inc.*, Case No. 34-2020-00278067 (Sac. Sup. Ct.);
- 19 • *Gonzalez v. Northcentral Pizza, LLC, et al.*, Case No. 34-2019-00252018 (Sac. Sup. Ct.);
- 20 • *Gordon, et al. v. Hospice Source, LLC*, Case No. 34-2019-00250022 (Sac. Sup. Ct.);
- 21 • *Hercules, et al. v. Maximus Services, LLC*, Case No. 34-2019-00268385 (Sac. Sup. Ct.);
- 22 • *Insixiengmay v. Hyatt Corporation*, Case No. 2:18-cv-02993-TLN-DB (E.D. Cal);
- 23 • *Kurtz v. Perimeter Security Group, LLC, et al.*, Case No. CU19-083650 (Nevada Sup. Ct.);
- 24 • *Leong-Call v. MRB Foods, Inc.*, Case No. 34-2020-00287486 (Sac. Sup. Ct.);
- 25 • *Magat v. Medical Care Professionals, Inc., et al.*, Case No. SCV0042579 (Placer Sup. Ct.);
- 26 • *Mayorga v. Brown Strauss, Inc.*, Case No. STK-CV-UOE-2020-0010906 (San Joaquin Sup.
27 Ct.);
- 28 • *McMahon v. Airco Mechanical, Inc.*, Case No. 34-2019-00259269 (Sac. Sup. Ct.);

- 1 • *Meals v. Grass Valley Extended Care, Inc., et al.*, Case No. CU19-083606 (Nevada Sup.
2 Ct.);
- 3 • *Munoz v. Wilmor And Sons Plumbing And Construction*, Case No. 34-2021-00306609 (Sac.
4 Sup. Ct.);
- 5 • *Neufield v. Professional Transportation, Inc.*, Case No. 34-2021-00309849 (Sac. Sup. Ct.);
- 6 • *Romaine v. Queen of the Valley Medical Center*, Case No. 18CV001642 (Napa Sup. Ct.);
- 7 • *Ruiz v. CTE Cal, Inc.*, Case No. 34-2020-00289168 (Sac. Sup. Ct.);
- 8 • *Saavedra, et al. v. SMF Global, Inc.*, Case No. 34-2018-00243363 (Sac. Sup. Ct.);
- 9 • *Scarano v. J.R. Putman, Inc., et al.*, Case No. 34-2018-00244753 (Sac. Sup. Ct.);
- 10 • *Scoggins, et al. v. Energy Star Construction, Inc.*, Case No. 34-2018-00243048 (Sac. Sup.
11 Ct.);
- 12 • *Strawn v. Bridgestone Retail Operations, LLC*, Case No. 34-2018-00242049 (Sac. Sup. Ct.);
- 13 • *Sullivan v. National Response Corporation*, Case No. 34-2018-00244757 (Sac. Sup. Ct.);
- 14 • *Thornton v. Resolute Security Group, Inc.*, Case No. 34-2018-00241293 (Sac. Sup. Ct.);
- 15 • *Tracy v. Von Housen's Sacramento, Inc.*, Case No. 34-2020-00282778 (Sac. Sup. Ct.);
- 16 • *Uribe v. Ecoguard Pest Management, Inc.*, Case No. 34-2021-00300650 (Sac. Sup. Ct.);
- 17 • *Vasquez v. Chriswell Home Improvements, Inc.*, Case No. 34-2021-00305938 (Sac. Sup.
18 Ct.); and
- 19 • *Walker v. Yan Kalika Dental Corporation*, Case No. 34-2021-00305106 (Sac. Sup. Ct.).

20 19. I am requesting attorneys' fees and costs pursuant to the common fund doctrine as I
21 believe it to be applicable to the present case pursuant to *Serrano v. Priest*, 20 Cal.3d 25, 34-35 (1977),
22 *Laffitte v. Robert Half Internat. Inc.*, 1 Cal.5th 480 (2016), and *Paul, Johnson, Alston & Hunt v.*
23 *Grauly*, 886 F.2d 268, 271 (9th Cir. 1989). Plaintiff and our firm have been able to secure an
24 identifiable benefit on behalf of the class and equity counsels that the cost of the representation should
25 be born equally amongst all class members receiving these benefits. The settlement recovery provides
26 an excellent result and is the product of substantial time and effort in analyzing the facts and law
27 applicable to this case. I agreed to take this case on a contingency and as a class action with the
28 possibility that I would not receive any compensation for my time and efforts due to issues regarding

1 the merits and/or certification and have carried that risk over the course of the case. I have reviewed
2 fee arrangements and Court ordered fee awards in similar class cases and I believe that the thirty-five
3 percent (35%) fee request is within the accepted ranges. In my experience with contingency cases in
4 employment law cases, the typical percentage negotiated between parties ranges from thirty-five to
5 forty percent (35% to 40%) in individual litigation. In class action litigation, my experience in my own
6 firm and working with several other firms has been that the typical percentage negotiated between
7 parties and approved by a court ranges from thirty to forty percent (30% to 40%) based on the same
8 factors. I have also reviewed several recent Federal District Court Cases where the Court has approved
9 common fund based fee requests. These cases include *In re Activision Sec. Litigation*, 723 F.Supp.
10 1373, 1379 (N.D. Cal. 1989), *Watson v. Raytheon Company*, USDC Southern District, Case No. 3:10-
11 cv-0063, *Dirienzo v. Dunbar Armored, Inc.*, USDC Southern District, Case No. 3:09-cv-02745, *Green,*
12 *et al. v. Penske Logistics, L.L.C., et al.*, USDC Southern District, Case No. 3:09-cv-00069, *Benitez et*
13 *al. v. Wilbur*, USDC Eastern District, Case No. 1:08-cv-01122, *Chavez et al. v. Petrissans et al.*, USDC
14 Eastern District, Case No. 1:08-cv-00122, and *Willis et al. v. Cal-Western Transport*, USDC Eastern
15 District, Case No. 1:00-cv-05695, which are cited in Plaintiff's Memorandum of Points and Authorities.
16 I believe my request of \$19,425 (approximately 35%) for attorneys' fees is justified given the results
17 obtained on behalf of the class. Moreover, at this time, my firm has advanced all costs for Plaintiff and
18 Class Members and has not received any compensation whatsoever for our time expended in this case.
19 The expected costs through final approval are not expected to exceed \$10,000. Attached as Exhibit E is
20 a true and correct copy of the costs incurred prior to the filing of this Motion and the expected costs
21 incurred through the final approval and fairness hearing. Any difference in the actual costs and the
22 maximum amount allocated under the Agreement will be added to the Net Settlement Amount.

23 20. I have used several class action administrator companies in the wage and hour class
24 actions I have resolved in the past and believe Simpluris, Inc. will provide the best service to administer
25 the proposed class settlement. Simpluris, Inc. has provided a quote for the estimated maximum cost of
26 administering the class settlement of approximately \$4,000. A true and correct copy of a cost estimate
27 provided by Simpluris, Inc. is filed with this Motion as Exhibit D. This is only an estimate, and final
28 pricing may vary depending on the issues, if any, that arise during the administration of the settlement.

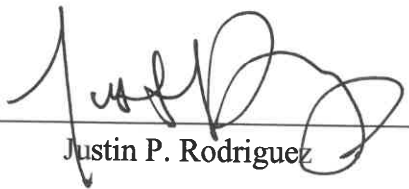
1 However, the difference between the actual, lesser costs and \$10,000, if any, will be paid to the
2 participating Class Members on a pro rata basis.

3 21. A copy of the Agreement and the entire Motion was submitted to the LWDA for review
4 at the same time the Motion was submitted to the Court pursuant to California Labor Code section
5 2699(1)(2). A true and correct copy of documents demonstrating the settlement documents were
6 provided to the LWDA and that the LWDA has confirmed receipt are being filed with this Motion as
7 Exhibit G.

8 22. A true and correct copy of the proposed Notice of Settlement is being filed with this
9 Motion as Exhibit F.

10 I declare under penalty of perjury under the laws of the State of California that the foregoing is
11 true and correct. Executed this 23rd day of November 2021 in Elk Grove, California.

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Justin P. Rodriguez

Galen T. Shimoda (Cal. State Bar No. 226752)
Justin P. Rodriguez (Cal. State Bar No. 278275)
Brittany V. Berzin (Cal. State Bar No. 325121)
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Attorneys for Plaintiff KIMBERLY WEBB
individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SOLANO

KIMBERLY WEBB, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

PROFESSIONAL HEALTHCARE AT
HOME, LLC, a California Limited Liability
Company; and DOES 1 to 100, inclusive,

Defendants.

Case No. FCS055317

**Assigned For All Purposes to Hon. Christine A.
Carringer**

CLASS ACTION

**DECLARATION OF KIMBERLY WEBB IN
SUPPORT OF PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: January 5, 2022

Time: 8:30 a.m.

Dept.: 12

Judge: Hon. Christine A. Carringer

Filed: August 27, 2020

FAC Filed: January 11, 2021

SAC Filed: July 26, 2021

TAC Filed: October 28, 2021

Trial Date: None Set

I, Kimberly Webb, declare:

1. I am a competent adult, I have personal knowledge of the facts set forth in this declaration, and I am making this declaration on behalf of myself, as a named plaintiff, and in support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement.

2. I worked for Defendant Professional Healthcare At Home, LLC ("Defendant") from approximately June 26, 2012 to June 26, 2020. I was subject to Defendant's wage statement policies and practices that have been alleged as unlawful in the Complaint and the notice sent to the Labor and Workforce Development Agency, *i.e.*, Defendant failing to include its address on paper copies of paystubs issued to Class Members.

3. I have actively participated in the litigation of this case. I have given a detailed account of all the facts related to my employment and the claims asserted in the Complaint. I provided documentation in support of the claims brought against Defendant including paystubs, and Defendant's policies. I met with and assisted my attorneys in understanding the documents and providing context for Defendant's policies and practices regarding issuing paystubs as it applied to me and how I believed it applied to Defendant's other employees.

4. My attorneys explained to me the risks and benefits of bringing a class action and a claim under the Private Attorneys General Act. I understood that I took on the risk, both professionally and financially, in pursuing the case as a class and representative action rather than pursuing my claims individually. I understood that pursuing the case as a class action meant that it would take substantially longer than pursuing a claim individually and that I risked getting nothing in the end, but I believed it was important to make sure that Defendant followed the law for everyone.

5. I maintained communication with my attorneys throughout the litigation, discussing the facts and policies at issue in the case with the Shimoda Law Corp. I asked questions when I needed clarification about various aspects of this case to make sure there were continually steps taken to advance the interests of the class. I also understood that the recovery in this case was for the benefit of my fellow coworkers, not just for me. When my attorneys contacted me asking about more information or documents related to the case, I made myself available and tried to give or obtain any additional information I could. I participated in the negotiations and settlement discussions in this case, including

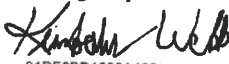
1 participating in mediation by phone, speaking with my attorneys to answer questions, provide any
2 additional information needed to assist the negotiations, and discussing the potential terms of the
3 Agreement to evaluate its adequacy.

4 6. I have reviewed the final Joint Stipulation of Class Action and PAGA Settlement and
5 Release, discussed the terms with my attorney, and asked my attorneys any questions I had. I believe
6 the settlement terms and allocations are fair and reasonable given the facts of the case.

7 7. As a Class Representative, I took on the risk of having to pay Defendant's costs if we
8 were unsuccessful in bringing our claims.

9 8. I understand that any Class Representative Enhancement Payment I may receive is for
10 my participation as a Class Representative and it is not contingent on my support or approval of the
11 Agreement. I do not believe I have any conflicts with any Class Members.

12 I declare under penalty of perjury under the laws of the State of California that the foregoing is
13 true and correct. Executed this 22 of November 2021 in Emeryville, California.

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15 DocuSigned by:
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17 91DF68B1636A466...
18 Kimberly Webb
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1 Galen T. Shimoda (Cal. State Bar No. 226752)
Justin P. Rodriguez (Cal. State Bar No. 278275)
2 Brittany V. Berzin (Cal. State Bar No. 325121)
Shimoda Law Corp.
3 9401 East Stockton Boulevard, Suite 120
Elk Grove, CA 95624
4 Telephone: (916) 525-0716
Facsimile: (916) 760-3733

5 Attorneys for Plaintiff KIMBERLY WEBB
6 individually and on behalf of similarly situated employees

7
8 **SUPERIOR COURT OF CALIFORNIA**
9 **FOR THE COUNTY OF SOLANO**

10 KIMBERLY WEBB, individually and on
11 behalf of all other similarly situated
12 employees,

13 Plaintiff,

14 vs.

15 PROFESSIONAL HEALTHCARE AT
16 HOME, LLC, a California Limited Liability
Company; and DOES 1 to 100, inclusive,

17 Defendants.
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Case No. FCS055317

**Assigned For All Purposes to Hon. Christine A.
Carringer**

CLASS ACTION

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: January 5, 2022

Time: 8:30 a.m.

Dept.: 12

Judge: Hon. Christine A. Carringer

Filed: August 27, 2020

FAC Filed: January 11, 2021

SAC Filed: July 26, 2021

TAC Filed: October 28, 2021

Trial Date: None Set

1 TO ALL PARTIES AND THEIR RESPECTIVE COUNSEL OF RECORD:

2 The Motion for Preliminary Approval of Class Action and PAGA Settlement ("Motion") in the
3 above referenced case came before this Court, on January 5, 2022 at 8:30 a.m., in Department 12
4 before the Honorable Christine A. Carringer presiding. Named Plaintiff Kimberly Webb ("Plaintiff")
5 filed this putative class action on August 27, 2020. The operative Complaint alleges that Defendant
6 Professional Healthcare At Home, LLC ("Defendant") violated California law by failing to include its
7 address on paystubs issued to Class Members who opted to receive paper copies of their paystubs.
8 Plaintiff has also alleged Defendant is liable for a civil penalties under the Private Attorneys General
9 Act ("PAGA") based on these violations. Plaintiff sought attorneys' fees and costs as part of this
10 Action. Defendant denied all of Plaintiff's claims and denied that this case was appropriate for class
11 treatment. No class has been certified.

12 The parties have agreed to settle the class and PAGA claims. Defendant will provide monetary
13 consideration in exchange for a release of claims consistent with the terms of the proposed settlement
14 as set forth in the Joint Stipulation Regarding Class Action and PAGA Settlement and Release
15 ("Agreement"). Any capitalized terms herein shall have the same meaning as set forth in the
16 Agreement. The Court, having received and considered Plaintiff's Motion for Preliminary Approval
17 of Class Action and PAGA Settlement, the declarations in support, the Agreement, the proposed
18 Notice of Settlement, and other evidence, HEREBY ORDERS AND MAKES DETERMINATIONS
19 AS FOLLOWS:

20 **1. PRELIMINARILY CERTIFYING A SETTLEMENT CLASS; APPOINTMENT OF**
21 **CLASS REPRESENTATIVES; APPOINTMENT OF CLASS COUNSEL**

22 The Court finds that certification of the following class for settlement purposes only is
23 appropriate under the California Code of Civil Procedure and related case law:

24 All individuals who have worked, or continue to work, for Defendant in
25 California and received hard copies of their paystubs from April 20, 2018
to November 20, 2021.

26 The Court recognizes that the foregoing definition is for Class Member identification purposes only and
27 is not intended to capture the claims at issue or limit or alter the released claims under the Agreement.
28

1 The Court finds that Class Members meet the ascertainability and numerosity requirements since
2 the parties can identify with a matter of certainty, based on payroll records, individuals who fall within
3 the definition and the number of Class Members would make joinder impractical. The commonality and
4 predominance requirements are met for settlement purposes since there are questions of law and fact
5 common to Class Members. The common questions of law or fact in this case all stem from Plaintiff's
6 contentions that Defendant failed to include its address on paper copies of paystubs issued to Class
7 Members. The PAGA claim also derives from this violation. Additionally, Class Members seek the
8 same remedies under state law. The typicality requirement for settlement purposes is also satisfied since
9 the claims of the Class Representative is based on the same facts and legal theories as those applicable to
10 the class members.

11 The Court also finds that preliminarily and conditionally certifying the settlement class is
12 required to avoid each Class Member from litigating similar claims individually. This settlement will
13 achieve economies of scale for Class Members with relatively small individual claims and conserve the
14 resources of the judicial system.

15 The Court finds that Plaintiff Kimberly Webb and Plaintiff's counsel, Galen T. Shimoda,
16 Justin P. Rodriguez, and Brittany V. Berzin of the Shimoda Law Corp., to be adequate representatives of
17 the settlement class. The Court appoints them as class representative and class counsel, respectively.

18 **2. PRELIMINARILY APPROVING CLASS ACTION AND PAGA SETTLEMENT**

19 The Court has reviewed the Agreement, which was submitted with Plaintiff's Motion as Exhibit
20 A. The Court finds on a preliminary basis that the Agreement falls within the range of reasonableness of
21 a settlement, which could ultimately be given final approval by this Court. The Court also
22 acknowledges that Class Members may object to the settlement at a fairness hearing approved by this
23 Court or opt-out of being bound by the preliminarily approved Agreement.

24 Because the Court finds the Parties' settlement to have been agreed upon only after an extensive
25 investigation and arms-length negotiations, and in an attempt to avoid further delays and costs, the Court
26 preliminarily approves the Agreement and all terms therein as if stated here in full, including the
27 \$55,500 Gross Settlement Amount.
28

1 The Court orders that Plaintiff Kimberly Webb will receive \$5,500 as a Class Representative
2 Enhancement Payment in addition to any amount Plaintiff may be entitled to under the Agreement's pro
3 rata distribution formula for Plaintiff's time and effort on behalf of Class Members.

4 The Court orders and approves Simpluris, Inc. to act as the Claims Administrator in this case.
5 The Claims Administrator will take its fees out of the Gross Settlement Amount, which are not to exceed
6 \$10,000. Any difference between the actual cost of the Claims Administrator and the approved payment
7 will be redistributed to Qualified Claimants on a pro-rata basis.

8 The Court finds that an award of fees under the common fund doctrine is appropriate in this case
9 because there is a sufficiently identifiable class of beneficiaries (*i.e.* Class Members), the benefits can be
10 accurately traced as set forth in the Agreement, Plaintiff and Class Counsel were able to negotiate on
11 behalf of Class Members, and the fee can be shifted with exactitude to those benefiting as the fee request
12 is a specific, lump-sum percentage of the Gross Settlement Amount. *See Paul, Johnson, Alston & Hunt*
13 *v. Grauly*, 886 F.2d 268, 271 (9th Cir. 1989); *Serrano v. Priest*, 20 Cal.3d 25, 34-35 (1977); *Laffitte v.*
14 *Robert Half Internat., Inc.*, 1 Cal.5th 480, 506 (2016). The Court finds the attorneys' fees request of
15 thirty-five percent (35%) of the Gross Settlement Amount, *i.e.*, \$19,425, to be appropriate compensation
16 for Class Counsel. The attorneys' fees request is within the range that has been approved by other
17 Courts in similar cases and is reasonable in light of the circumstances of this case, the substantial and
18 beneficial results obtained on behalf of Class Members, and the contingent nature of the recovery over
19 the course of this case, which included potential loss at summary judgment, certification, and/or trial
20 proceedings. Additionally, the Court orders that up to \$10,000 of the settlement proceeds will be paid to
21 Class Counsel for reasonable costs incurred in this case. Any difference between the actual costs
22 incurred and the \$10,000 shall be paid to the Qualified Claimants on a pro-rata basis.

23 The Court approves of the Five Thousand Dollars (\$5,000) PAGA Payment, which shall be paid
24 from the Gross Settlement Amount, not in addition to the Gross Settlement Amount, to resolve the
25 alleged PAGA claims. Seventy-Five percent (75%) of the PAGA Payment will be paid to the Labor and
26 Workforce Development Agency ("LWDA") and Twenty-Five percent (25%) will be paid to Aggrieved
27 Employees on a pro rata basis as described in the Agreement. The Court also finds that the Agreement
28

1 provides a recovery that creates an effective substantial deterrent to any potential future non-compliance,
2 furthering the purpose of the Labor Code and LWDA.

3 The Court approves of the identified *cy pres* distribution plan wherein any checks issued to
4 Qualified Claimants and/or Aggrieved Employees that are not cashed by the deadline to do so shall be
5 paid out to Capital Pro Bono, Inc.

6 The releases and waivers for Class Members who do not opt out of being bound by the
7 Agreement (*i.e.*, Qualified Claimants), Aggrieved Employees, and the Class Representative are also
8 approved by the Court as set forth in the Agreement.

9 **3. APPROVAL OF DISTRIBUTION TO THE CLASS, THE NOTICE OF SETTLEMENT,**
10 **OPPORTUNITY TO OPT OUT OF, AND OBJECT TO, THE SETTLEMENT**

11 The Court finds that the proposed Notice of Settlement, which was submitted with Plaintiff's
12 Motion as Exhibit F, fairly and adequately advises Class Members of the terms of the Agreement, the
13 rights being waived, their right to opt out, the ability to dispute the number payment dates in which they
14 received physical hard copy paystubs, their pro rata share of the Net Settlement Amount, how to
15 participate in the settlement, how to file documentation in opposition to the proposed settlement, and
16 when to appear at the fairness hearing to be conducted on the date set forth below. The Court further
17 finds that the Notice of Settlement and proposed distribution of such notice by first class mail to each
18 identified Class Member at his or her most recent address based on a National Change of Address
19 database search from the Class Members' last known address and a skip trace on any Class Members
20 who have the Notice of Settlement returned as "undeliverable" or "not at this address" comports with all
21 constitutional requirements, including those of due process.

22 The Court also finds that because there is a strong interest in providing Class Members the
23 opportunity to participate in the settlement, along with the Parties' efforts to minimize any intrusion to
24 privacy rights, the sharing of employment information, including social security numbers, is not a
25 serious intrusion on their privacy rights. Hence, the Court orders Defendant to provide first and last
26 name, last known mailing address, social security number, total number of payment dates for which
27 Class Member and/or Aggrieved Employees received hard paper copies of their paystubs during the
28 Class Period and/or PAGA Claim Period, respectively, to the Claims Administrator only, and not to

Plaintiff or Class Counsel, in order to process this settlement as contemplated within the Agreement and approved by this Order. The Claims Administrator shall only use this information for settlement purposes identified herein, and this information shall be kept confidential, not be shared with any third-party, and used only to administer the settlement.

4. IMPLEMENTATION SCHEDULE

Accordingly, with good cause shown, the Court hereby approves and orders that the following implementation schedule be adhered to:

Last day for Defendant to provide Claims Administrator with Class Member information	Within 14 calendar days after the Preliminary Approval Date
Last day for Claims Administrator to complete NCOA search, update Class Member mailing information, and mail Notice of Settlement	Within 14 calendar days after the Claims Administrators' receipt of Class Members' information from Defendant
Last day for Class Members to opt-out, submit disputes, submit objections, and submit data requests	45 calendar days after mailing of Notice of Settlement or within 10 days after Notice of Settlement is re-mailed, whichever is later
Last day for Claims Administrator to provide Parties with signed declaration reporting on settlement administration statistics	Within 21 calendar days after end of the Notice Period
Last day for Claims Administrator to calculate the final Net Settlement Amount, the final Claim Amounts for Qualified Claimants and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these calculations Class Counsel and Defendant's Counsel	Within 7 days after the Final Approval Date
Last day for Defendant to fund settlement	Within 21 calendar days after the Effective Date or (b) 21 calendar days after Defendant is emailed wiring instructions from the third-party administrator, which is last

1 2 3 4	Last day for Claims Administrator to deliver payment of Class Counsel's attorney's fees and costs, Enhancement Payments, PAGA Payment, Claims Administrator Costs, payment to Qualified Claimants, and payment to Aggrieved Employees	Within 7 calendar days after the Gross Settlement Amount is wired to the settlement administrator
5 6 7	Last day for Qualified Members and Aggrieved Employees to cash settlement checks	120 days after issuance of checks to Qualified Members and Aggrieved Employees
8 9 10	Last day for Claims Administrator to deliver value of uncashed settlement checks to <i>cy pres</i> beneficiaries	Within 14 days after settlement check cashing deadline
11 12	Last day for Claims Administrator to provide Parties with compliance declaration	Within 21 days after settlement check cashing deadline

13 FINAL APPROVAL AND HEARING

14 The Court hereby grants Plaintiff's Motion and sets final approval hearing on the proposed date
15 of May 4, 2022 at 8:30 a.m., with briefs and supporting documentation to be submitted according to the
16 California Code of Civil Procedure, in this Department. Class Members who object in a timely manner,
17 and in the manner set forth in the Agreement, may appear and present such objections at the fairness
18 hearing in person or by counsel.

19 If for any reason the Court does not grant final approval of the Agreement, all evidence and
20 proceedings held in connection therewith shall be without prejudice to the status quo and rights of the
21 parties to the litigation, including all challenges to personal jurisdiction and to class certification for any
22 purpose other than approving a settlement class. The parties will revert to their respective positions as if
23 no settlement had been reached at all.

24 **IT IS SO ORDERED.**

25
26 Date: _____

26 By: _____
27 Judge of the Superior Court
28

1 Galen T. Shimoda (Cal. State Bar No. 226752)
Justin P. Rodriguez (Cal. State Bar No. 278275)
2 Brittany V. Berzin (Cal. State Bar No. 325121)
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5 Attorneys for Plaintiff KIMBERLY WEBB
6 individually and on behalf of similarly situated employees

7
8 **SUPERIOR COURT OF CALIFORNIA**
9 **FOR THE COUNTY OF SOLANO**
10

11 KIMBERLY WEBB, individually and on
12 behalf of all other similarly situated
employees,

13 Plaintiff,

14 vs.

15 PROFESSIONAL HEALTHCARE AT
16 HOME, LLC, a California Limited Liability
Company; and DOES 1 to 100, inclusive,
17 Defendants.
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Case No. FCS055317

**Assigned For All Purposes to Hon. Christine A.
Carringer**

CLASS ACTION

PROOF OF SERVICE

Date: January 5, 2022

Time: 8:30 a.m.

Dept.: 12

Judge: Hon. Christine A. Carringer

Filed: August 27, 2020

FAC Filed: January 11, 2021

SAC Filed: July 26, 2021

TAC Filed: October 28, 2021

Trial Date: None Set

1 *Webb v. Professional Healthcare at Home, LLC*
2 *Solano County Superior Court of California, FCS055317*

3 **PROOF OF SERVICE — CCP §§ 1010.6, 1013a and 2015.5**
4 **and California Rules of Court, Rule 1.21 and Rule 2.150**

5 I, Erika F. Collazo, declare that:

6 I am a citizen of the United States and am over the age of eighteen years and not a party to the
7 within above-entitled action.

8 On November 23, 2021, I served the following documents on the party below:

- 9 • Plaintiff's Notice of Motion and Motion for Preliminary Approval of Class
- 10 • Memorandum of Point and Authorities in Support of Plaintiff's Motion for
- 11 • Preliminary Approval of Class Action and PAGA Settlement
- 12 • Exhibit List and Exhibits in Support of Plaintiff's Motion for Preliminary
- 13 • Approval of Class Action and PAGA Settlement
- 14 • Declaration of Justin P. Rodriguez in Support of Plaintiff's Motion for
- 15 • Preliminary Approval of Class Action and PAGA Settlement
- 16 • Declaration of Kimberly Webb in Support of Plaintiff's Motion for
- 17 • Preliminary Approval of Class Action and PAGA Settlement
- 18 • [PROPOSED] Order Granting Plaintiff's Motion for Preliminary
- 19 • Approval of Class Action and PAGA Settlement

20 Shannon B. Nakabayashi (SBN: 215469) 21 Hardev S. Chhokar (SBN: 311802) 22 JACKSON LEWIS P.C. 23 50 California Street, 9 th Floor 24 San Francisco, CA 94111-4615 25 Telephone: (415) 394-9400 26 Facsimile: (415) 394-9401 27 Email: hardev.chhokar@jacksonlewis.com 28 shannon.nakabayashi@jacksonlewis.com fatimah.sikin@jacksonlewis.com Suddie.Scott@Jacksonlewis.com	
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[] [By Mail] I am familiar with my employer's practice for the collection and processing of correspondence for mailing with the United States Postal Service and that each day's mail is deposited with the United States Postal Service that same day in the ordinary course of business. On the date set forth above, I served the aforementioned document(s) on the parties in said action by placing a true copy thereof enclosed in a sealed envelope with postage thereon fully prepaid, for collection and mailing on this date, following ordinary business practices, at Elk Grove, California, addressed as set forth above.

[] [By Personal Service] By personally delivering a true copy thereof to the office of the addressee above.

[XXX] [By Electronic Mail] I e-mailed the documents(s) to the person(s) shown above. No error was reported by the e-mail service that I used.

[] [By Overnight Courier] By causing a true copy and/or original thereof to be personally delivered via the following overnight courier service: UPS.

1 I declare under penalty of perjury under the laws of the State of California that the foregoing is
2 true and correct, and that this declaration was executed on November 23, 2021, at Elk Grove, California

3 
4 _____
5 Erika F. Collazo
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