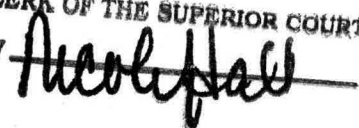


1 JULIAN HAMMOND (SBN 268489)
jhammond@hammondlawpc.com
2 POLINA BRANDLER (SBN 269086)
pbrandler@hammondlawpc.com
3 ARI CHERNIAK (SBN 290071)
acherniak@hammondlawpc.com
4 HAMMONDLAW, P.C.
1201 Pacific Ave Suite 600
Tacoma WA 98402
5 (310) 601-6766
(310) 295-2385 (Fax)
6 *Attorneys for Plaintiff and the Putative Class*

FILED
ALAMEDA COUNTY

NOV 17 2023

CLERK OF THE SUPERIOR COURT

By 

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9 **SUPERIOR COURT FOR THE STATE OF CALIFORNIA**

10 **COUNTY OF ALAMEDA**

11
12 **RICHARD DAVILA**, individually and on
behalf of all others similarly situated,

13 Plaintiff,

14 vs.

15 **CONCENTRIX SOLUTIONS**
16 **CORPORATION**, a New York Corporation,
and **CONCENTRIX SERVICES US, INC.**, a
17 Delaware Corporation,

18 Defendants.
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CASE NO. RG20079700

**~~PROPOSED~~ ORDER GRANTING FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: November 17, 2023

Time: 9:00 a.m.

Dept.: 21

Reservation No. 569433772822

28 **~~PROPOSED~~ ORDER GRANTING FINAL APPROVAL OF CLASS ACTION SETTLEMENT**

CASE No. RG20079700

1 This matter is before the Court on Plaintiffs' unopposed Motion for Order Granting Final
2 Approval of Class Action Settlement and Motion for Approval of Attorneys' Fees and Costs and Class
3 Representatives' Enhancement Award. The Motions, having been fully considered by the Court, are
4 ruled upon as follows:

5 1. The Amended Class Action Settlement Agreement is fully and finally approved and is
6 hereby incorporated by reference and all defined terms therein shall have the same meaning in this Order
7 as set forth in the Settlement Agreement.

8 2. Pursuant to California Rules of Court, Rule 3.769(d), this Court makes final the
9 conditional class certification contained in the Order Granting Preliminary Approval of Class Action
10 Settlement, and thus certifies the class for the purposes of this settlement defined as: employees who
11 worked for Concentrix Solutions Corporation and Concentrix Services US, Inc. ("Defendants" or
12 "Concentrix") in California from November 5, 2016 through January 6, 2023 ("Class Period").

13 3. Plaintiff is appointed and designated, for all purposes, as Class Representative, and
14 HammondLaw, P.C., is appointed and designated as counsel for the Class. The Court finds that attorneys
15 for the Class are experienced class action litigators and have expressed the view that the Settlement is
16 fair, reasonable, and adequate, which further supports approval of the Settlement.

17 4. The Court hereby finds that Class Notice has been sent to Class Members as previously
18 ordered by the Court, and that such Notice fairly and adequately described the terms of the proposed
19 Settlement Agreement, the manner in which Class Members could object to or opt-out of the settlement;
20 was the best notice practicable under the circumstances; and complied fully with California Rule of Court
21 3.769, and all other applicable laws.

22 5. The Court finds that a full and fair opportunity has been afforded to Class Members to
23 participate in the proceedings convened to determine whether the proposed Settlement Agreement should
24 be given final approval. In response to the Notice, no Class Member opted out. In response to the Notice,
25 no Class Member objected. Accordingly, the Court hereby determines that all Class Members shall be
26 deemed to have released the Released Parties from all Released Claims.

27 6. The Court hereby finally and unconditionally approves the Settlement Agreement, enters
28 judgment, and specifically:

- a. Approves the Gross Settlement of \$385,000;
- b. Approves the application for Class Representative's service award in the amount
of \$~~10,000~~^{7,500}.

1 c. Approves Class Counsels' request for an award of \$134,750, representing 35% of
2 the Gross Settlement Amount, as reasonable attorneys' fees. 10% of the fee award shall be kept in the
3 administrator's trust fund until the completion of the distribution process and Court approval of a final
4 accounting.

5 d. Approves Class Counsel's hourly rates as reasonable, and within the range of
6 market rates that attorneys with similar levels of skill, experience and reputation for handling matters of
7 similar complexity; and finds that the fees' request is justified under the lodestar/multiplier analysis.

8 e. Approves Class Counsel's request for reimbursement of litigation costs of
9 \$20,248.63;

10 f. Approves payment to Simpluris of \$7,000; and

11 g. Approves the allocation of \$10,000 as payment for penalties under the California
12 Labor Code Private Attorney Generals Act ("PAGA");

13 h. Approves the payment from the Net Settlement of amounts determined by the
14 Settlement Administrator to be due to the Class Members;

15 i. Approves the Release contained in the Settlement Agreement; and

16 j. Approves Alameda County Court Appointed Special Advocates as the designated
17 *cy pres* beneficiary, pursuant to California Code of Civil Procedure § 384.

18 7. A Final Accounting is set for _____, 2024 at 9:00 a.m. in Department 21.
19 Pursuant to California Code of Civil Procedure § 384, following the check cashing deadline, the parties
20 shall submit a report to the court including total amount paid to the Class, and an amended judgment
21 directing payment of the sum of the uncashed checks to the designated *cy pres* beneficiary.

22 8. Pursuant to California Rule of Court 3.769(h), the Court retains exclusive and continuing
23 jurisdiction over the litigation to enforcing the terms of the judgment, and supervising, implementing,
24 interpreting, and enforcing this Final Approval Order and the Settlement Agreement.

25 **IT IS SO ORDERED.**

26 Date: 11/17/23, 2023

27 
28 Hon. Evelio Grillo
Judge of the Superior Court

SUPERIOR COURT OF CALIFORNIA COUNTY OF ALAMEDA	Reserved for Clerk's File Stamp
COURTHOUSE ADDRESS: Rene C. Davidson Courthouse 1225 Fallon Street, Oakland, CA 94612	FILED Superior Court of California County of Alameda 11/21/2023
PLAINTIFF/PETITIONER: Richard Davila	Chad Finke, Executive Officer / Clerk of the Court By: <u>Nicole Hall</u> Deputy
DEFENDANT/RESPONDENT: Concentrix Services US, Inc. et al	N. Hall
CERTIFICATE OF MAILING	CASE NUMBER: RG20079700

I, the below-named Executive Officer/Clerk of the above-entitled court, do hereby certify that I am not a party to the cause herein, and that on this date I served the attached document upon each party or counsel named below by placing the document for collection and mailing so as to cause it to be deposited in the United States mail at the courthouse in Oakland, California, one copy of the original filed/entered herein in a separate sealed envelope to each address as shown below with the postage thereon fully prepaid, in accordance with standard court practices.

Brian D. Berry
Ogletree, Deakins, Nash, Smoak & Stewart
One Embarcadero Center
Suite 900
San Francisco, CA 94111-

Julian Hammond
HammondLaw, P.C.
11780 W Sample Road
Suite 103
Coral Springs, FL 33065-

Dated: 11/21/2023

Chad Finke, Executive Officer / Clerk of the Court

By:

Nicole Hall

N. Hall, Deputy Clerk

CERTIFICATE OF MAILING