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 individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN

RAUL RODRIGUEZ CORONADO,
 individually and on behalf of all other
 similarly situated employees,

Plaintiff,

vs.

MGD, INC., a California Corporation; and
 DOES 1 to 100, inclusive,

Defendant.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

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

Date: December 9, 2021

Time: 9:00 a.m.

Dept.: 10B

Judge: Hon. Erin Guy Castillo

Filed: February 1, 2021

FAC Filed: April 9, 2021

Trial Date: None Set

1 TO ALL PARTIES AND THEIR COUNSEL OF RECORD:

2 PLEASE TAKE NOTICE that on December 9, 2021, at 9:00 a.m., or as soon thereafter as the
3 matter may be heard in Department 10B of the above-entitled Court, Plaintiff Raul Rodriguez Coronado,
4 individually and on behalf of all other similarly situated individuals, hereby move for entry of an Order
5 for the following:

- 6 1. Certifying the proposed class herein for purposes of settlement;
- 7 2. Appointing Plaintiff Raul Rodriguez Coronado as class representative for purposes of
8 settlement;
- 9 3. Appointing the Shimoda Law Corp. as Class Counsel for purposes of settlement;
- 10 4. Approving the proposed class action settlement, in the amount of \$105,000.00, which is
11 incorporated herein by reference;
- 12 5. Approving the application for payment to Class Counsel of attorneys' fees in the amount of
13 \$36,750.00 (35% of the Gross Settlement Amount);
- 14 6. Approving the application for payment to class counsel of reasonable costs in the amount of
15 \$7,000.00;
- 16 7. Approving the Class Representative Enhancement Payment of \$7,500.00 to Plaintiff Raul
17 Rodriguez Coronado;
- 18 8. Approving the appointment of Simpluris, Inc. as the Claims Administrator and for payment
19 to Simpluris, Inc. for administering said class action settlement in the amount of \$5,500.00;
- 20 9. Approving the settlement of claims under the Private Attorneys General Act for the total
21 amount of \$2,500.00, 75% of which will be paid to the Labor and Workforce Development
22 Agency and 25% of which will be paid to Aggrieved Employees;
- 23 10. Approving the procedures used to notify the class and determining that the notification
24 procedures and process complied with class members' due process rights;
- 25 11. Directing that any residue from settlement checks that were not cashed by the check cashing
26 deadline be donated 50/50 to Capital Pro Bono, Inc. and the Center For Workers' Rights
27 under the doctrine of *cy pres*;
- 28

12. Approving and adopting the Proposed Order and its implementation schedule, which is filed herewith and incorporated by reference.

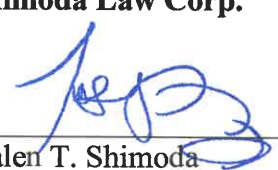
This motion is being made pursuant to Code of Civil Procedure section 382, Labor Code section 2699(l), and California Rule of Court 3.769, on the grounds that the proposed class action and Private Attorneys General Act settlement is fair, reasonable, and adequate as to all class members and should be 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 Lindsay Kline, exhibits, the record and files of this case, and any further oral or documentary evidence introduced at the hearing of this motion.

Judges assigned to civil law and motion matters will prepare a tentative ruling for each matter on calendar and a ruling will be available to counsel and litigants on the first court day before the scheduled hearing. If the tentative ruling is satisfactory to counsel, he or she need not appear and the tentative ruling will become final. If counsel or self represented litigants (SRL) wish to appear, he or she may do so only after appropriately notifying the court and other counsel or SRL of that intent. The tentative ruling shall become the ruling of the court unless there is opposition by counsel or SRL. Counsel or self-represented litigants is responsible for reviewing the tentative ruling and notifying the superior court, by calling (209) 992-5714, and all other counsel and self-represented litigants no later than 4:00 p.m. on the day preceding the scheduled hearing of his or her intent to appear to argue. The tentative rulings will be posted to the court's website: www.sjcourts.org. Counsel or self-represented litigants may access the court's website beginning at 1:30 p.m. on the court day immediately preceding the date for which a matter is calendared.

Dated: October 29, 2021

Shimoda Law Corp.

By: _____


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Brittany V. Berzin
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10 individually and on behalf of similarly situated employees

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12 **FOR THE COUNTY OF SAN JOAQUIN**

13 RAUL RODRIGUEZ CORONADO,
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18 MGD, INC., a California Corporation; and
19 DOES 1 to 100, inclusive,

20 Defendant.

21 **Case No. STK-CV-UOE-2021-893**

22 **CLASS ACTION**

23 **MEMORANDUM OF POINTS &**
24 **AUTHORITIES IN SUPPORT OF**
25 **PLAINTIFF'S MOTION FOR FINAL**
26 **APPROVAL OF CLASS ACTION AND PAGA**
27 **SETTLEMENT**

28 Date: December 9, 2021

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

2 This Motion is brought seeking final approval of a wage and hour class action settlement in the
3 gross amount of \$105,000.00. *See generally* Exhibit A (Joint Stipulation Regarding Class Action and
4 PAGA Settlement and Release). Plaintiff Raul Rodriguez Coronado (“Plaintiff”) brought this class
5 action individually and on behalf of other similarly situated employees employed by Defendant MGD,
6 Inc. (“Defendant”). Plaintiff worked for Defendant in California from June 9, 2006 to October 27, 2020
7 and was subject to all the same policies and practices that are alleged to be unlawful in this litigation.
8 *See generally* Exhibit B (Plaintiff’s Operative Complaint).

9 Plaintiff has alleged that Defendant engaged in unfair competition by failing to pay all paid sick
10 leave owed, failed to pay final wages, and issued inaccurate wage statements. *See generally* Exhibit B.
11 Plaintiff has also alleged Defendant is liable for a civil penalties under the Private Attorneys General
12 Act (“PAGA”) based on these violations. *See id.*; Exhibit C (Plaintiff’s Ltr. to the LWDA Regarding
13 PAGA Claims). These violations primarily stem from Plaintiff’s allegations that Defendant violated
14 California law by failing to incorporate the value of nondiscretionary bonuses into putative class
15 members’ regular rates of pay for the purpose of paying sick leave. The PAGA, waiting time penalty,
16 and wage statement violation claims also derive from these violations. *See* Exhibit B. Plaintiff has
17 contended that this is a meritorious class action lawsuit and that this case is appropriate for class
18 certification for settlement purposes as the requisites for class certification in this case can be satisfied.
19 *See* Exhibit B.

20 Defendant has denied all of Plaintiff’s allegations in their entirety and any liability or
21 wrongdoing of any kind. *See* Declaration of Justin P. Rodriguez (“Decl. Rodriguez”), ¶ 5. Defendant
22 has denied that this case is appropriate for class certification other than for purposes of settlement and
23 that Plaintiff would have difficulty proving class certification is proper here. *See id.* However, subject
24 to approval by the Court, the parties have been able to compromise and settle all asserted claims for
25 monetary compensation as a result of extensive investigations, informal document and data exchanges,
26 and extended negotiations relating to all aspects of the asserted claims. *See* Exhibit A. Plaintiff’s
27 counsel is convinced that the proposed settlement is in the best interest of the putative class based on
28 the discovery, investigations, negotiations, and a detailed knowledge of the issues in this case. *See*

Decl. Rodriguez, ¶¶ 3, 6-10. The prospect of potential class certification issues and the uncertainty of class certification, difficulties of complex litigation, the lengthy process of establishing specific damages and various possible delays and appeals were carefully considered by Plaintiff and Plaintiff's counsel in agreeing to the proposed settlement. *See id.*

It is well within the discretion of this Court to grant final approval of the proposed settlement, which satisfies all of the criteria for final settlement approval under California law. Accordingly, Plaintiff requests that the Court: (1) certify the proposed settlement class; (2) grant final approval of the proposed class settlement (Exhibit A); and (3) adopt the implementation schedule contained in the proposed order.

II. PROCEDURAL AND LITIGATION HISTORY

Plaintiff filed a class action complaint on approximately February 1, 2021, in the San Joaquin County Superior Court against Defendant. Plaintiff exhausted administrative remedies under the PAGA by providing notice of the claims and violations to the LWDA. *See* Exhibit C; Cal. Lab. Code § 2699.3(a), (c); Decl. Rodriguez, ¶ 3. Then, Plaintiff filed a First Amended Class Action Complaint on approximately April 9, 2021 to include a PAGA claim. *See id.*; Exhibit B. There is no date set for a motion for certification or trial in this matter. *See* Decl. Rodriguez, ¶ 4.

III. INVESTIGATION AND DISCOVERY CONDUCTED

Plaintiff thoroughly investigated issues affecting certification, the merits of the class claims, and potential damages for such claims. *See id.* Plaintiff worked during the time all of Defendant's policies and practices at issue in the Complaint were in effect and provided information regarding these policies and practices, enabling pre-filing investigations to take place. *See id.* The parties engaged in informal discovery and exchange of documents, including a representative sampling of employee data, such as paystubs, and relevant policies for the entirety of the statute of limitations applicable to the alleged claims. The discovery covered all aspects of the asserted claims, including certification issues, merits issues, damages, the scope and configuration of Class Members, the content and implementation of the wage and hour policies at issue, issues relating to manageability concerns at trial, among other relevant areas. *See* Decl. Rodriguez, ¶ 7. The information allowed Plaintiff to determine the extent and frequency of any violations in accordance with Plaintiff's contentions and create an accurate damages

1 model to assess the reasonableness of any settlement. *See id.*

2 IV. NEGOTIATION AND PROPOSED SETTLEMENT

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

4 The final settlement occurred only after extended, and sometimes contentious, arm's length
5 negotiations. Over the course of approximately three months, Plaintiff has been investigating the
6 claims and discussing with Defendant's counsel the merits of the claims and certification issues present
7 in this case. *See id.* at ¶¶ 6-10. The parties exchanged substantial amounts of information and legal
8 analysis regarding the asserted claims. *See id.* Then, only after nearly three months of litigation and
9 negotiation, which included a full day mediation with Hon. Steven M. Vartabedian (Ret.), the parties
10 able to reach a mutually agreeable settlement. *See id.* at ¶ 8. In light of the claims and defenses at
11 issue, the parties agreed to a Gross Settlement Amount of \$105,000.00. *See Exhibit A.*

12 b. The Terms of the Settlement

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

14 1. The following groups of individuals are covered by the Settlement (*See Exhibit A, ¶¶*
15 1.2, 1.8):

16 All individuals who have, or continue to, work for Defendant in California
17 as non-exempt employees from January 28, 2020 up to July 19, 2021
18 ("Aggrieved Employees").

19 All individuals who have, or continue to, work for Defendant in California
20 as non-exempt employees from February 1, 2017 up to July 19, 2021
21 ("Class Members").

22 2. Pay Gross Settlement Amount of \$105,000.00, exclusive of the employer's share of
23 payroll taxes, to resolve and release the claims alleged in the Complaint. *See id.* at ¶¶ 5.1, 5.2. No
24 portion of the Gross Settlement Amount will revert to Defendant. *See id.* at ¶ 5.6. Aggrieved
25 Employees will still be paid their share of the PAGA Payment regardless of whether they opt out of
26 being Class Members. *See id.* at 7.5.1.

27 3. The parties agree that up to \$7,500.00 for Plaintiff Raul Rodriguez Coronado will be
28 paid as a Class Representative Enhancement Payment. This amount will be in addition to any amount
Plaintiff may be entitled to under the terms of the Agreement. *See id.* at ¶ 5.4.

1 4. The parties agree that the cost of administering this class action settlement shall be paid
2 from the settlement proceeds. Subject to Court approval, the parties have selected Simpluris, Inc. to act
3 as the class action claims administrator, whose costs are \$5,500.00. The difference between the actual
4 administration costs and the \$7,000.00 allocated under the Agreement will be paid to Class Members
5 on a pro rata basis. *See* Decl. Rodriguez, ¶ 18.

6 5. The parties agree that \$2,500.00 of the Gross Settlement Amount shall be allocated to
7 resolving claims under the PAGA. Seventy-Five percent (75%) of the PAGA Payment will be paid to
8 the LWDA and Twenty-Five percent (25%) will be paid to Aggrieved Employees. *See* Exhibit A, ¶
9 5.5.

10 6. The parties agree that up to thirty-five percent (35%) of the Gross Settlement Amount
11 (\$36,750.00) will be paid for Plaintiff's attorneys' fees incurred in the litigation of this case. Defendant
12 will not oppose any application for attorneys' fees so long as it is within this threshold. *See id.* at ¶ 5.2.
13 Additionally, the parties agree that Plaintiff will also be entitled to the actual litigation costs in the
14 amount of \$7,000.00. *See id.* The proposed notice sent to class members stated this cost amount. *See*
15 Exh A to the Declaration of Lindsay Kline ("Decl. Kline").

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

19 8. For any portion of the Net Settlement Sum or PAGA Payment allocated to Qualified
20 Claimants and/or Aggrieved Employees that is not claimed by them by cashing their respective
21 settlement checks within 120 days, the remaining amount shall be paid 50/50 to Capital Pro Bono, Inc.
22 and the Center for Workers Rights under the doctrine of *cy pres*. *See* Exhibit A, at ¶ 5.6.

23 **c. Allocation of Settlement Funds**

24 Payment to Qualified Claimants and Aggrieved Employees of their Claim Amount will not
25 require the submission of a claim form. A Net Settlement Amount will be determined by subtracting
26 from the Gross Settlement Amount any amounts for approved attorneys' fees and costs, any
27 Enhancement Payment to the Class Representative, the Claims Administrator Costs, and the PAGA
28 Payment. Each Class Member's share will be determined by dividing their total weeks worked within

1 the Class Period by the total weeks worked by all Class Members within the Class Period. That
2 fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member's
3 individual share of the Net Settlement Amount. Each Aggrieved Employee's share of the 25% portion
4 of the PAGA Payment will be determined by dividing their total weeks worked within the PAGA
5 Claim Period by the total weeks worked by all Aggrieved Employees within the PAGA Claim Period.
6 That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the
7 Aggrieved Employee's individual share. *See* Exhibit A, at ¶ 5.8.

8 **V. PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT AND THE**
9 **SUBSEQUENT CLASS ACTION ADMINISTRATION**

10 Plaintiff's motion for preliminary approval of the class action settlement was approved by the
11 Court, in its entirety, on July 28, 2021. To comply with the class members' due process rights, the
12 parties enlisted an exhaustive method to ensure the best practical means possible was used to provide
13 notice to the class. The parties provided the class action administrator the names, last known address,
14 and social security numbers for the class. The class action administrator then updated this information
15 by doing an address trace for each individual using this information. *See* Decl. Kline, ¶¶ 7-8. If the
16 Notice Packets were returned as undeliverable, further investigation was performed and they were re-
17 mailed using updated information. *See id.* at ¶ 9. Of the 164 Notice Packets mailed, only 3 were
18 undeliverable after use of these methods. *See id.* The Notice Packets included information regarding
19 the requested attorneys' fees, costs, payment to the LWDA, administration costs, and tax allocations.
20 *See* Decl. Kline, Exh. A.

21 The average distribution to participating class members is approximately \$282.77, the
22 maximum distribution is approximately \$450.85. *See id.* at ¶ 16. No objections to the proposed
23 settlement have been received no class members opted out. *See* Decl. Kline, ¶¶ 12-13.

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1 **VI. 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 final evaluation of a proposed class action settlement is to determine
21 only whether the proposed settlement is within the range of reasonableness. *See Wershba*, 91 Cal. App.
22 4th at 234-35. If the Court finds a proposed settlement falls within "the range of reasonableness," it
23 should grant final approval of the class action settlement. *See, e.g., North County Contr. 's Assn., Inc. v.*
24 *Touchstone Ins. Svcs.*, 27 Cal. App. 4th 1085, 1089-90 (1994). To make the fairness determination, the
25 Court must consider several factors, including:

26 the strength of the Plaintiff's case, the risk, expense, complexity and likely
27 duration of further litigation, the risk of maintaining class action status

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 through trial, the amount offered in settlement, the extent of discovery
2 completed and the stage of the proceedings, the experience and views of
3 counsel, the presence of a governmental participant, and the reaction of the
4 class members to the proposed settlement.

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

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

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

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

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

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

3 **iii. Plaintiff's Counsel is Experienced in Similar Litigation and No Class Members**
4 **Objected Or Opted Out**

5 Plaintiff's counsel has considerable experience in class actions and wage and hour litigation.
6 Plaintiff's counsel has brought and is currently bringing several wage and hour class and/or PAGA
7 actions. Thus, Plaintiff's counsel is qualified to evaluate the class claims, value of settlement versus
8 moving for certification and going to trial, and the viability of possible affirmative defenses. *See Decl.*
9 *Rodriguez*, ¶¶ 11-17. Plaintiff's counsel believes that the settlement is fair and reasonable in light of the
10 complexities of the case, the uncertainties of class certification and litigation, and the secured benefit to
11 the class. *See id.* at ¶ 6. This belief is bolstered by the fact that no objections to the settlement have
12 been made by class members and no class members opted out. *See Decl. Kline*, ¶¶ 12-13.

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

15 A review of the Agreement's terms does not give rise to any doubts about its fairness. Based on
16 the records and facts of this case, Plaintiff has secured a gross recovery of approximately 25.1 % and a
17 net recovery of approximately 11.1% of the claims' maximum likely value. *See id.* at ¶¶ 9-10.
18 Additionally, the average net award per class member is approximately \$282.77 and the maximum
19 recovery is approximately \$450.85. *See Decl. Kline*, ¶ 16. This settlement is a reasonable compromise
20 of the class and PAGA claims, and is within the percentile ranges of the total available damages that
21 have been approved in other class settlements. *See Wershba*, 91 Cal. App. 4th at 246, 250; *Rebney v.*
22 *Wells Fargo Bank*, 220 Cal.App.3d 1117, 1139 (1990); *Officers for Justice v. Civil Serv. Comm'n*, 688
23 F.2d 615, 628 (9th Cir. 1982); *see also In re Omnivision Technologies, Inc.*, 559 F.Supp.2d 1036, 1042
24 (2007) (noting that certainty of recovery in settlement of 6% of maximum potential recovery after
25 reduction for attorney's fees was higher than median percentage for recoveries in shareholder class
26 action settlements, averaging 2.2%-3% from 2000 through 2002); *Bravo v. Gale Triangle, Inc.*, 2017
27 U.S. Dist. LEXIS 77714 (C.D. Cal. 2017) (approving a settlement where the net recovery to class
28 members was approximately 7.5% of the projected maximum recovery amount); *Avila v. Cold Spring*

1 *Granite Co.*, 2017 U.S. Dist. LEXIS 130878 (E.D. Cal. 2017): (approving a settlement with a gross
2 recovery of 11% of the projected maximum damages available and a net recovery of approximately
3 6.7% of the projected maximum recovery); *Bellinghausen v. Tractor Supply Co.*, 306 F.R.D. 245 (N.D.
4 Cal 2015) (approving a settlement where the gross recovery was approximately 8.5% of the projected
5 maximum recovery).

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

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

23 Plaintiff similarly relied upon payroll data and Class Members data to determine the realistic
24 potential damages suffered by the class as a whole. *See* Decl. Rodriguez, ¶¶ 6-10. This analysis
25 allowed Plaintiff to determine the extent and frequency of potential violations on all claims as to all
26 Class Members. *See id.* Ultimately, Plaintiff secured a percentage of the total demand for the putative
27 class that is within the range of what has been found to be sufficient in several other cases. *See, supra*,
28 Section V.c.iv; *see also, e.g., In re Omnivision Technologies, Inc.*, 559 F.Supp.2d at 1042; *Reed v. 1-*

1 800 Contacts, Inc., 2014 U.S. Dist. LEXIS 255 (S.D. Cal. 2014) (approving a settlement of \$11.7
2 million where the maximum range of damages was \$5,000 for each of the alleged 300,000 instances of
3 unlawful recording violations (\$1.5 billion), equaling approximately .78% of the total demand and
4 approximately \$800 per class member). This settlement represents a reasonable compromise given the
5 percentage of the total demand that was secured, the average recovery per class member, the Court's
6 ability and discretion to cut PAGA penalties, and the uncertainty of class certification. *See Decl.*
7 Rodriguez, ¶¶ 9-10.

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

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

19 In this case, Plaintiff provided and explained documents, being available at all times to discuss
20 the case with Plaintiff's counsel. *See Decl. Rodriguez*, ¶ 7. Plaintiff spent a significant amount of time
21 pursuing this litigation for the benefit of all Class Members. *See id.* Plaintiff brought this action
22 knowing there would be a delay in any payment as the litigation progressed, rather than proceeding on
23 individual claims in front of the California Labor Commissioner. *See id.* Payment of \$7,500.00 to
24 Plaintiff is appropriate given the risk, assistance, time required in bringing this case and resolution of
25 this case.

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

28 California state and federal courts have recognized that when a litigant's efforts create or
preserve a fund from which others derive benefits, the Court may spread litigation costs proportionally

1 among all the beneficiaries to compensate those who created the fund. *See Boeing Co. v. Van Gemert*,
2 444 U.S. 472, 477-478 (1980) (“A lawyer who recovers a common fund for the benefit of persons other
3 than . . . her client is entitled to a reasonable attorney’s fee from the fund as a whole.”); *Vincent v.*
4 *Hughes Air West, Inc.*, 557 F.2d 759, 769 (9th Cir. 1977); *Mills v. Electric Auto-Lite Co.*, 396 U.S. 375
5 (1970); *Waters v. Intern. Precious Metals Corp.*, 190 F.3d 1291 (11th Cir. 1999); *see also Serrano v.*
6 *Priest*, 20 Cal.3d 25, 34-35 (1977); *Laffitte v. Robert Half Internat., Inc.*, 1 Cal.5th 480, 506 (2016).
7 The purpose of this equitable doctrine is to avoid unjust enrichment of counsel and to “spread litigation
8 costs proportionally among all the beneficiaries so that the active beneficiary does not bear the entire
9 burden alone.” *Vincent*, 557 F.2d at 769; *Williams v. MGM-Pathe Communications Co.*, 129 F.3d 1026,
10 1027 (9th Cir. 1977). California state courts have approved use of a percentage of the fund to calculate
11 reasonable attorney fee awards where the amount of the settlement is certain or is an easily calculable
12 sum of money. *See Dunk*, 48 Cal. App. 4th at 1808.

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

1 Historically, attorneys' fee awards in common fund cases in general range from 20% to 50% of
2 the fund, depending on the circumstances of the case. *See* Newberg on Class Actions, (3rd Ed.), 1992,
3 §14.03 (finding 50% to be the upper limit). Awards ranging between 30% and 40% of the fund are
4 generally approved as reasonable in wage and hour settlements below \$10 million:

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

11 *See Martin v. Ameripride Servs.*, 2011 U.S. Dist. LEXIS 61796 at *22-23 (S.D. Cal. 2011). Plaintiffs
12 request of thirty-five percent (35%) of the settlement sum for attorneys' fees is within established rates
13 for fee awards in class settlements pursuant to the common fund doctrine, especially in light of the
14 excellent results achieved in this case. *See In re Activision Sec. Litigation*, 723 F.Supp. 1373, 1379
15 (N.D. Cal. 1989); *Watson v. Raytheon Company*, USDC Southern District, Case No. 3:10-cv-00634;
16 *Dirienzo v. Dunbar Armored, Inc.*, USDC Southern District, Case No. 3:09-cv-02745; *Green, et al. v.*
17 *Penske Logistics, L.L.C., et al.*, USDC Southern District, Case No. 3:09-cv-00069; *Benitez et al. v.*
18 *Wilbur*, USDC Eastern District, Case No. 1:08-cv-01122; *Chavez et al. v. Petrissans et al.*, USDC
19 Eastern District, Case No. 1:08-cv-00122; *Willis et al. v. Cal-Western Transport*, USDC Eastern
20 District, Case No. 1:00-cv-05695. To determine whether a percentage is reasonable, a court should
21 consider: (1) the percentage that would likely be negotiated between parties in a similar case; (2) the
22 percentage applied in other class actions; (3) the quality of class counsel; (4) the size of the award; and
23 (5) whether there are any objections by class members. *See In re Ikon Office Solutions, Inc. Secur.*
24 *Litig.*, 194 F.R.D. 166, 193 (E.D. Pa. 2000); *In re Heritage Bond Litig.*, 2005 U.S. Dist. LEXIS 13555,
25 71 (C.D. Cal. 2005) ("the absence of objections or disapproval by class members to class counsel's fee
26 request further supports finding the fee request reasonable").

27 These factors support Plaintiff's request for reasonable attorneys' fees. The typical percentage
28 negotiated between parties ranges from thirty-five to forty percent (35% to 40%) in individual litigation

1 depending on the complexity of the case. In class action litigation, the typical percentage negotiated
2 between parties ranges from thirty to forty percent (30% to 40%) based on the same factors. Plaintiff's
3 request of 35% falls within these typical fee arrangements. *See* Decl. Rodriguez, ¶ 18. The quality of
4 counsel and the average size of settlement payments to Class Members and Aggrieved Employees
5 (\$282.77) also support the fee request when compared to other settlements courts have considered as
6 good results. *See Schiller v. David's Bridal, Inc.*, 2012 U.S. Dist. LEXIS 80776 at *48 (E.D. Cal.
7 2012) ("Class Members will receive an average of approximately \$198.70, with the highest payment to
8 a Class Member being \$695.78 . . . Overall, the Court finds that the results achieved are good, which is
9 highlighted by the fact that there was no objection to the settlement amount or the attorneys' fees
10 requested."); *Gardner v. GC Servs., LP*, 2012 U.S. Dist. LEXIS 47043, 18 (S.D. Cal. 2012) ("the
11 results achieved in this case were very favorable. Class members are provided with immediate
12 monetary relief, with an average award of around several hundred dollars and a minimum award of
13 \$50"). Further, no objections to the settlement have been made and no class members opted out of the
14 settlement. *See* Decl. Kline, ¶¶ 12-13.

15 **c. Certification of the Class is Appropriate**

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

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

23 The proposed settlement class is ascertainable because all putative class members can be readily
24 identified through employee personnel and payroll files. *See Noel v. Thrifty Payless, Inc.*, 7 Cal.5th
25 955, 980 (2019); *Rose v. City of Hayward*, 126 Cal.App.3d 926, 932 (1981); *Lee v. Dynamex, Inc.*, 166
26 Cal. App. 4th 1325, 1334 (2008). The numerosity requirement is met because there are 164 individuals
27 who fall within the definition of Class Member, which makes joinder of all members impracticable.
28 *See Gay v. Waiters' & Dairy Lunchmen's Union*, 489 F.Supp. 282 (N.D. Cal. 1980), *aff'd* 694 F.2d 531

1 (9th Cir. 1982); *Hebbard v. Calgrove*, 28 Cal. App. 3d 1017, 1030 (1972) (noting no set minimum to
2 meet the numerosity prerequisite, but a class as few as twenty-eight (28) members is acceptable). Thus,
3 these requirements are satisfied.

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

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

15 The common questions of law and fact in this case stem from Plaintiff's contention that
16 Defendant failed to incorporate the value of nondiscretionary bonuses into putative class members'
17 regular rates of pay for the purpose of paying sick leave. *See Exhibit B*. The waiting time penalties,
18 wage statement penalties, and PAGA claims are derivative of these violations. *See id.* Plaintiff and the
19 Class Members seek the same remedies under state law. Under these specific circumstances, the
20 commonality and predominance requirements are satisfied. Regarding the typicality requirement,
21 Plaintiff contends he suffered from the same unlawful policies, treatment, and circumstances as Class
22 Members did, will request the same remedies, and will rely on the same methods of proof to establish
23 liability and damages. *See id.* Thus, the typicality requirement is also satisfied for settlement purposes.

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

25 The adequacy of representation requirement is met if the named representative and counsel have
26 no interests adverse to those of the putative class members and are committed to vigorously prosecuting
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 the case on behalf of the class. *See Hanlon*, 150 F.3d at 1020; *McGhee v. Bank of America*, 60
2 Cal.App.3d 442, 450-51 (1976). Those standards are met here. Under the preliminarily approved
3 settlement, Plaintiff and the putative class members will receive a pro rata share of the settlement based
4 on the number of workweeks they worked for Defendant. *See Exhibit A*. Finally, any settlement class
5 member who wishes to opt-out of the settlement may do so, and he or she may also dispute the number
6 of workweeks stated in the Notice of Settlement.

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

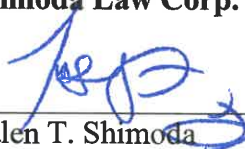
15 VII. CONCLUSION

16 For all of the foregoing reasons, Plaintiff respectfully requests that this Court certify the class
17 for settlement purposes; grant final approval to the proposed settlement, including the Plaintiff's class
18 representative service award, the payment to the LWDA under PAGA, and class counsel's application
19 for reasonable attorneys' fees and costs; find that the Notice of Pendency of Class Action and
20 Disbursement Form and administration process satisfied class members' due process rights; and
21 approve the proposed order submitted concurrently herewith.

22
23 Dated: October 29, 2021

Shimoda Law Corp.

24
25 By: _____


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7 individually and on behalf of similarly situated employees

8 **SUPERIOR COURT OF CALIFORNIA**

9 **FOR THE COUNTY OF SAN JOAQUIN**

11 RAUL RODRIGUEZ CORONADO,
12 individually and on behalf of all other
13 similarly situated employees,

14 Plaintiff,

15 vs.

16 MGD, INC., a California Corporation; and
17 DOES 1 to 100, inclusive,

18 Defendant.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

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

Date: December 9, 2021

Time: 9:00 a.m.

Dept.: 10B

Judge: Hon. Erin Guy Castillo

Filed: February 1, 2021

FAC Filed: April 9, 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	Plaintiff's Itemized Costs
E	Proof of Submission of Proposed Settlement Agreement to LWDA

Dated: October 29, 2021

Shimoda Law Corp.

By: _____

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Justin P. Rodriguez
Brittany V. Berzin
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EXHIBIT A

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SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN

RAUL RODRIGUEZ CORONADO,
individually and on behalf of all other similarly
situated employees,

Plaintiff,

vs.

MGD, INC., a California Corporation; and
DOES 1 to 100, inclusive,

Defendant.

Case No.: STK-CV-UOE-2021-893

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

Filed: February 1, 2021
FAC Filed: April 9, 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 Raul Rodriguez Coronado ("Plaintiff"), on behalf of himself, the Labor and Workforce Development Agency, and Aggrieved Employees, and Defendant MGD, Inc. ("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, *Coronado v. MGD, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2021-893, filed February 1, 2021.

1.2 "Aggrieved Employee(s)" means all individuals who have, or continue to, work for Defendant in California as non-exempt employees 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 1.19, 1.23, 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 and payroll taxes, 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, Justin P. Rodriguez and Brittany V. Berzin of the Shimoda Law Corp.

1.8 "Class Member(s)" means all individuals who have, or continue to, work for Defendant in California as non-exempt employees during the Class Period. The estimated number of Class Members is 164.

1.9 "Class Period" means February 1, 2017 up to either (1) the Preliminary Approval Date, or (2) July 19, 2021, whichever is earlier.

1.10 "Class Representative" means Plaintiff Raul Rodriguez Coronado.

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

1.12 "Court" means the San Joaquin County Superior Court.

1.13 "Defendant" means MGD, Inc.

1.14 "Defendant's Counsel" means Kroloff, Belcher, Smart, Perry & Christopherson, A Professional Law Corporation.

1.15 "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.

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

1.17 "Gross Settlement Amount" is the sum of One Hundred Five Thousand Dollars and No Cents (\$105,000.00).

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

1.19 "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.

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

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

1.22 "PAGA" means Private Attorneys General Act.

1.23 "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.*

1.24 "PAGA Claim Period" means January 28, 2020 to up to either (1) to the Preliminary Approval Date or (2) July 19, 2021, whichever is earlier.

1.25 "Parties" mean Defendant and Plaintiff.

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

1.27 "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.

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

1.29 "Qualified Claimant's Released Claims" means all claims contained in the Complaint, and any additional wage and hour claims that could have been brought based on the facts alleged in the operative Complaint, through the Class Period. This release excludes the release of claims not permitted

1 by law. The Qualified Claimant's Released Claims exclude claims for workers' compensation or
2 unemployment insurance benefits. This release will cover all Class Members who do not opt out.

3 1.30 "Qualifying Workweeks" are weeks worked by Class Members and/or Aggrieved
4 Employees during the Class Period and/or PAGA Claim Period, respectively, in California. For Class
5 Members, workweeks shall be defined as the total length of service (in days) in California during the Class
6 Period divided by seven. For Aggrieved Employees workweeks shall be defined as the total length of
7 service (in days) in California during the PAGA Claim Period divided by seven. The calculation of a
8 Class Member's and/or Aggrieved Employee's workweeks and a determination as to whether a Class
9 Member and/or Aggrieved Employee was actively employed in California in a particular workweek shall
10 be construed from Defendant's records.

11 1.31 "Released PAGA Claims" means all Private Attorneys General Act claims for civil
12 penalties contained in Plaintiff's letter to the LWDA and/or operative Complaint, through the PAGA
13 Claim Period. Aggrieved Employees cannot opt out of this waiver of claims.

14 1.32 "Released Parties" means Defendant, as well as Defendant's officers, shareholders,
15 directors, agents, employees, attorneys, and insurers.

16 2. DESCRIPTION OF THE LITIGATION

17 2.1 On or about January 28, 2021, Plaintiff sent notice to the LWDA to exhaust administrative
18 remedies under the PAGA for failure to provide accurate wage statements, failure to pay final wages,
19 violation of Labor Code section 558, and failure to provide paid sick leave. The LWDA did not respond
20 to the notice within the statutorily required time frame and, as such, Plaintiff became authorized to act as
21 a Private Attorneys General on all alleged PAGA claims.

22 2.2 On or about February 1, 2021, Plaintiff filed a class action Complaint in San Joaquin
23 County Superior Court on behalf of himself and Class Members alleging claims for wage statement
24 violations, failure to pay final wages, and unfair competition. Plaintiff filed a First Amended Complaint
25 on approximately April 9, 2021 to add a PAGA cause of action based on the violations alleged in the
26 January 28, 2021 notice to the LWDA on behalf of himself and Aggrieved Employees.

27 2.3 Through informal discovery, Defendant and Defendant's Counsel provided Class
28 Counsel with copies of all applicable versions of its policy manuals and policies, Class Members' dates

of employment, the total number of Class Members, and paystubs for a randomly selected sample of Class Members.

2.4 On May 20, 2021, after Class Counsel received the data, the Parties participated in a full day mediation with private mediator Hon. Steven M. Vartabedian (Ret.). At the conclusion of the mediation, the Parties were able to come to a resolution after a mediator proposal. At all times, the Parties' settlement negotiations have been non-collusive, adversarial, and at arm's length.

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

2.6 In the Action, Plaintiff contends that Defendant violated California law by failing to pay all sick time, failing to provide accurate wage statements, engaging in unfair competition, and failing to pay final wages. Defendant has denied each of Plaintiff's claims and Defendant has denied that this Action is appropriate for class certification for anything other than settlement purposes. The agreed upon Gross Settlement Amount was reached after evaluating the cost of litigation, the Parties' theories of potential exposure for the underlying claims and the class data supporting these claims. The Parties, with the assistance of the mediator, also assessed appropriate 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 reasonable and adequate in light of all known facts and circumstances.

1 **3. THE CONDITIONAL NATURE OF THIS AGREEMENT**

2 3.1 This Agreement and all associated exhibits or attachments are made for the sole purpose
3 of settling the Action. This Agreement and the settlement it evidences are made in compromise of disputed
4 claims. Because the Action was pled as a class action, this Agreement must receive preliminary and final
5 approval by the Court. Accordingly, the Parties enter into this Agreement and associated settlement on a
6 conditional basis. If the Court does not enter an order granting final approval of the Agreement, or if the
7 Court's approval of the settlement is reversed or materially modified on appellate review, this Agreement
8 shall be deemed null and void; it shall be of no force or effect whatsoever; it shall not be referred to or
9 utilized for any purpose whatsoever; and the negotiation, terms and entry of the Agreement shall remain
10 subject to the provisions of California Evidence Code Sections 1119 and 1152, Federal Rule of Evidence
11 408, and any other analogous rules of evidence that may be applicable.

12 3.2 Defendant has denied all claims as to liability, damages, liquidated damages, penalties,
13 interest, fees, restitution, injunctive relief and all other forms of relief asserted in the Action. Defendant
14 has agreed to resolve the Action via this Agreement, but to the extent this Agreement is deemed void or
15 the Final Approval Date does not occur, Defendant does not waive, but rather expressly reserve, all rights
16 to challenge all such claims and allegations in the Action upon all procedural and factual grounds,
17 including, without limitation, the ability to challenge class or collective treatment on any grounds, as well
18 as to assert any and all other potential defenses or privileges.

19 **4. SCOPE OF THE CLASS**

20 4.1 The scope of the class of individuals encompassed under the Agreement, who are entitled
21 to all benefits as authorized under the Agreement and subject to all obligations and duties required under
22 the Agreement, shall include all Class Members as defined in Section 1.8 and all Aggrieved Employees
23 as defined in Section 1.2. However, it shall not include any Class Members who submit valid and timely
24 requests to opt-out of the Agreement and settlement, as set forth in Section 7.5.1.

25 4.2 Individuals entitled to recover under this Agreement will include only those individuals
26 who are identified as being within the scope of this Agreement under Section 4.1.

27 4.3 Any person who believes that he or she is a Class Member or Aggrieved Employee and
28 wishes to participate in the Agreement, but did not receive a Notice of Settlement because his or her name

1 did not appear on the class list provided to the Claims Administrator prior to mailing, may submit a data
2 request to the Claims Administrator. The data request must contain all of the following information: (a)
3 the full name and, if applicable, Social Security Number of the individual making the request; (b) the
4 name used by such employee as of the time his or her employment with Defendant ended; (c) the years
5 during which such employee was employed with Defendant; and (d) a return address to which a response
6 may be sent. Every data request must be postmarked on or before the conclusion of the Notice Period or
7 otherwise submitted to the Claims Administrator such that it is received before the conclusion of the
8 Notice Period. Upon receipt of any data requests, the Claims Administrator shall promptly (in no event
9 more than two business days) transmit the data requests to Defendant's Counsel and request that
10 Defendant review their records.

11 4.4 If Defendant does agree that the person listed in a data request is a Class Member and/or
12 Aggrieved Employee, the Claims Administrator shall promptly mail a Notice of Settlement to the person
13 who submitted the data request, at the address designated for that purpose in the data request. All
14 provisions of this Agreement relating to the Notice of Settlements shall apply to Notice of Settlements
15 sent in response to data requests, and any person who submits a data request and is sent a Notice of
16 Settlement in response shall be treated by the Claims Administrator as a Class Member and/or Aggrieved
17 Employee for all other purposes.

18 4.5 If Defendant does disagree that the person listed in a data request is a Class Member and/or
19 Aggrieved Employee, Defendant's Counsel and Class Counsel shall attempt to resolve any such dispute
20 in good faith within seven (7) calendar days of Class Counsel being advised in writing of the data request
21 dispute. Defendant's records shall control unless the individual submitting the data request provides
22 persuasive evidence to doubt the accuracy of those records. Each data request dispute that Defendant's
23 Counsel and Class Counsel cannot timely resolve shall be resolved by the Claims Administrator. The
24 Claims Administrator must accept and weigh all the evidence provided in a good faith attempt to resolve
25 the dispute. The Claims Administrator must resolve any dispute submitted to it within seven (7) calendar
26 days after Defendant's Counsel and Class Counsel submit the dispute to the Claims Administrator. The
27 decision by the Claims Administrator shall be final and there shall be no right of appeal.
28

1 **5. TERMS OF THE SETTLEMENT**

2 The Parties agree as follows:

3 5.1 Gross Settlement Amount: In consideration and exchange for the releases described in
4 Section 6, Defendant shall pay the Gross Settlement Amount (\$105,000.00). Funding of the Gross
5 Settlement Amount shall occur within twenty-one (21) days after the Final Approval Date. The Gross
6 Settlement Amount includes payments to Qualified Claimants, Aggrieved Employees, all attorneys' fees,
7 costs and litigation expenses related to the Action incurred to date, as well as all such fees and costs
8 incurred in documenting the Agreement, administering the Agreement (including Claims Administrator
9 Costs), and obtaining final approval of the Agreement, the Enhancement Payment to the Class
10 Representative and the PAGA Payment. Any monies necessary to satisfy Defendant's tax obligations (e.g.
11 employer FICA, FUTA and SDI contributions on wage payments) on any monies distributed to Qualified
12 Claimants will be paid in addition to the Gross Settlement Amount.

13 5.2 Attorneys' Fees and Costs: Class Counsel will apply to the Court for attorney's fees of
14 35% or \$36,750.00 of the Gross Settlement Amount, which shall be paid from the Gross Settlement
15 Amount. Defendant has agreed to not oppose Class Counsel's application for attorneys' fees so long as it
16 does not exceed the \$36,750.00 threshold. Class Counsel will also be entitled to reimbursement for
17 advanced litigation expenses not to exceed \$7,000.00, which shall be paid from the Gross Settlement
18 Amount. Defendant has agreed to not oppose Class Counsel's request for reimbursement for advanced
19 litigation expenses so long as they do not exceed the \$7,000.00 threshold. The Claims Administrator will
20 issue Class Counsel an IRS Form 1099 for the attorneys' fees and costs paid under this Agreement. In
21 the event that the Court awards less than the requested attorney's fees and/or costs, the portion of the
22 requested amounts not awarded to Class Counsel shall be added to the Net Settlement Amount to be
23 distributed to Qualified Claimants on a pro rata basis.

24 5.3 Claims Administrator Costs: The Claims Administrator Costs shall be paid from the Gross
25 Settlement Amount and shall not exceed \$7,000.00. The difference between any actual costs and the
26 allocated \$7,000.00 shall be added to the Net Settlement Amount.

27 5.4 Enhancement Payment: Class Counsel, on behalf of Plaintiff, shall apply to the Court for
28 an Enhancement Payment to the Class Representative in an amount not to exceed Seven Thousand Five

1 Hundred Dollars and No Cents (\$7,500.00) to compensate for the risks, time, and expense of his
2 involvement in the Action and securing the benefits of this Agreement for Class Members. The
3 Enhancement Payment is in addition to the Claim Amount Plaintiff would otherwise be due under the
4 Agreement as a Qualified Claimant. Defendant has agreed to not oppose Class Counsel's request for an
5 Enhancement Payment to Plaintiff so long as it does not exceed the amount stated herein. The
6 Enhancement Payment will be designated as a non-wage payment and reported on an IRS Form 1099. In
7 the event that the Court awards less than the Enhancement Payment amount requested, then any portion
8 of the requested amount not awarded to the Class Representative shall be added to the Net Settlement
9 Amount to be distributed to Qualified Claimants on a pro rata basis.

10 5.5 PAGA Payment: Two Thousand Five Hundred Dollars and No Cents (\$2,500.00) of the
11 Gross Settlement Amount shall be allocated to resolving claims under the PAGA. Seventy-Five percent
12 (75%) of the PAGA Payment will be paid to the LWDA and Twenty-Five percent (25%) will be paid to
13 Aggrieved Employees on a pro rata basis as described below in Section 5.5. Any amount not approved
14 by the Court for the allocated PAGA Payment shall be added to the Net Settlement Amount to be
15 distributed to Qualified Claimants on a pro rata basis.

16 5.6 Treatment of Residue and Cy Pres: For any portion of the Net Settlement Amount or
17 PAGA Payment allocated to Qualified Claimants and/or Aggrieved Employees that were not claimed by
18 cashing their respective settlement checks before the deadline to do so, that remaining amount shall be
19 donated equally, i.e. 50/50, to Capital Pro Bono, Inc. and the Center for Workers' Rights. No portion of
20 the Gross Settlement Amount will revert to Defendant for any reason.

21 5.7 No Additional Benefits Contributions: All Claim Amounts paid to Qualified Claimants
22 and Aggrieved Employees shall be deemed to be income solely in the year in which such amounts were
23 actually received. It is expressly understood and agreed that the receipt of such Claim Amounts will not
24 entitle any Qualified Claimant or Aggrieved Employee to any new or additional compensation or benefits
25 under any company bonus or other compensation or benefit plan or agreement in place during the period
26 covered by the Agreement, nor will it entitle any Qualified Claimant Aggrieved Employee to any increased
27 retirement, 401(k) and/or 403(b) benefits or matching benefits, or deferred compensation benefits. It is
28 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 total weeks worked within the Class Period by the total weeks worked 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 total weeks worked within the PAGA Claim Period by the total weeks worked by all Aggrieved Employees 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.

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 and wages. The Claims Administrator shall calculate the employer's share of payroll taxes on the amounts paid to Qualified Claimants as wages as well as calculating all required withholdings and deductions from said wage payments. The characterization of Claim Amounts to Qualified Claimants and Aggrieved Employees are as follows:

5.9.1 one third (1/3) of each Qualified Claimant's Claim Amount shall be allocated for payment of disputed wages and shall be subject to required employer taxes. Qualified Claimants shall receive an IRS Form W-2 for reporting of this portion of their Claim Amount.

5.9.2 two thirds (2/3) of each Qualified Claimant's 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.

1 5.9.3 The entirety (100%) of each Aggrieved Employee's share of the 25% portion of the
2 PAGA Payment shall be allocated for payment of disputed civil penalties, and no amount shall be deducted
3 for any taxes. This portion of the Claim Amount consists of other income, not wages, for which the
4 Aggrieved Employees shall receive an IRS Form 1099-MISC.

5 5.10 Qualified Claimants and Aggrieved Employees shall be solely responsible for the reporting
6 and payment of their share of any federal, state and/or municipal income or other taxes on payments made
7 pursuant to this Agreement, and shall hold the Parties, Class Counsel, and Defendant's Counsel free and
8 harmless from any claims resulting from treatment of such payments as non-taxable, including the
9 treatment of such payments as not subject to withholding or deduction for payroll and employment taxes.
10 No party has made any representation to any of the other Parties as to the taxability of any payments
11 pursuant to this Agreement, including the payments to Qualified Claimants, the payments to Aggrieved
12 Employees, the payments to Class Counsel, the payments to the Class Representative, the payroll tax
13 liability of Defendant, or the allocation of the Net Settlement Amount or PAGA Payment to wage and
14 non-wage income as provided in this Section, or otherwise as to tax implications of any provision of this
15 Agreement.

16 5.11 No Additional Contribution by Defendant: Defendant's monetary obligation under this
17 Agreement is limited to the Gross Settlement Amount and any employer side payroll taxes owed on
18 amounts characterized as wages under this Agreement. All other costs and expenses arising out of or in
19 connection with the performance of this Agreement shall be paid from the Gross Settlement Amount,
20 unless expressly provided otherwise herein. However, in the event this agreement is deemed null and
21 void as described in Section 3 because the Court, in its independent determination, finds that the
22 Agreement does not meet the standards for settlement approval, then Defendant and Plaintiff shall be
23 equally responsible for the costs of the Claims Administrator incurred between the date the Agreement
24 was executed and the date of such event.

25 5.12 Certification For Settlement Purposes: The Parties agree that, for purposes of settlement
26 only, certification of the class as defined in Section 1.8 and 4.1 is appropriate and the requisites for
27 establishing class certification have been met and are met.
28

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 Final Approval Date, all Qualified
6 Claimants will be deemed to fully, finally and forever release Qualified Claimant's Released Claims as to
7 all Released Parties. In addition, on the Final Approval Date, all Qualified Claimants and their successors
8 in 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 Final Approval 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 Final Approval Date, all Aggrieved Employees and their successors
13 in interest will be permanently enjoined and forever barred from prosecuting any of the Released PAGA
14 Claims against any of the Released Parties.

15 **7. SETTLEMENT ADMINISTRATION**

16 7.1 Duties of Claims Administrator: The Claims Administrator shall be responsible for: 1)
17 receiving Class Member and Aggrieved Employee contact information and confirming addresses are
18 valid; 2) calculating estimated Claim Amounts and any and all taxes associated with the Claim Amounts,
19 including Employer taxes; 3) taking appropriate steps to trace and locate any individual Class Members
20 and Aggrieved Employee whose address or contact information as provided to the Claims Administrator
21 is inaccurate or outdated and mailing the Notice of Settlement to Class Members; 4) providing notification
22 to the appropriate state and federal officials of this Agreement as required under the law; 5) receiving,
23 independently reviewing, and resolving any challenges (in consultation with Class Counsel and
24 Defendant's Counsel) from Class Members or Aggrieved Employees, including any associated
25 documentation, regarding their Qualified Workweek calculations; 6) receiving and serving on Class
26 Counsel, Defendant's Counsel, and the Court, copies of any written objections, and/or any opt out
27 statements; 7) establishing a toll free telephone line and responding to inquiries and requests for
28 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, taxes, 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 Workweeks, 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, start and end date of employment (if any) of each Class Member, 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 Workweeks 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 Workweeks 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, for those Class Members who appear to be current employees of Defendant at the time of the Preliminary Approval Date, the Claims Administrator shall contact Defendant's Counsel for assistance and Defendant shall cooperate in good faith with the Claims Administrator's reasonable efforts to obtain valid mailing addresses for Class Members to the extent they are active employees of Defendant. 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.*, *Coronado v. MGD, Inc.*, STK-CV-UOE-2021-893); (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.

7.5.2 *Objection Procedures:* Any Class Member who does not opt-out but who wishes to object to this Agreement or otherwise to be heard concerning this Agreement shall send their written objections to the Claims Administrator and also serve copies of the objections on Class Counsel and Defendant's Counsel. The Notice of Settlement shall make clear that the Court can only approve or deny the Agreement, not change the terms of the Agreement. The objection must (a) state the Class Member's full name and date of birth; (b) provide evidence that the individual is, 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.*, *Coronado v. MGD, Inc.*, STK-CV-UOE-2021-893) (e) be signed; and (f) be post-marked no later than the conclusion of the Notice Period or the re-mailing timeline stated in Section 7.4. The objecting Class Member must also file a notice of intent to appear with the Court and serve the notice on Class Counsel and Defendant's Counsel, if they intend to appear at the final approval hearing.

7.5.3 Dispute Procedures: Any Class Member who disputes the number of Qualifying Workweeks on the Notice of Settlement shall contact the Claims Administrator. 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 conclusion of the Notice Period or the re-mailing timeline stated in Section 7.4. The Claims Administrator shall promptly (in no event more than two business days) forward all such disputes to Defendant's Counsel and request that Defendant review the dispute. Defendant's records shall presumptively control unless the Class Member can produce documentation evidencing other periods of employment worked. If Defendant does agree with submitted information, the Class Member shall be credited or subtracted Qualifying Workweeks in accordance with their submitted dispute and that final number of Qualified Workweeks shall govern the calculation of that Class Member's Claim Amount. If Defendant does not agree with the submitted information, Defendant's Counsel will promptly advise Class Counsel of the dispute, which includes turning over any documentation submitted by the Class Member as part of the dispute. Defendant's Counsel and Class Counsel shall attempt in good faith to resolve any such dispute within five (5) calendar days of Class Counsel being advised of the dispute. 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

1 shall satisfy Class Members' due process rights. Nothing else shall be required of the Parties, Class
2 Counsel or Defendant's Counsel to provide notice of the proposed Agreement.

3 7.7 Claims Administrator Declaration Regarding Notice Period: Within twenty-one (21) days
4 after the conclusion of the Notice Period, the Claims Administrator shall provide Class Counsel and
5 Defendant's Counsel with a signed declaration under penalty of perjury providing a complete and detailed
6 report regarding the statistics and responses of settlement administration to date and all the Claims
7 Administrators' obligations under Sections 5.8 to 5.9-5.9.3, 7.1 to 7.5.4, and 7.9.

8 7.8 Claims Administrator Payments to Qualified Claimants, Class Counsel and Plaintiff:
9 Within seven (7) calendar days after the Final Approval Date and the Court's determination of the amount
10 of attorneys' fees and costs payable to Class Counsel, the Enhancement Payment payable to Plaintiff, the
11 PAGA Payment, and Claims Administrator Costs, the Claims Administrator shall calculate the final Net
12 Settlement Amount, the final Claim Amounts for Qualified Claimants and/or Aggrieved Employees, any
13 applicable taxes thereon, and report the results of these calculations Class Counsel and Defendant's
14 Counsel. Defendant shall wire the Gross Settlement Amount and applicable taxes necessary to fund the
15 Settlement as described in Section 5.1 to the Claims Administrator within twenty-one (21) days after the
16 Final Approval Date to be held in trust in a QSF. Within seven (7) days after receiving the funds,
17 the Claims Administrator shall deliver payment of Class Counsel's attorney's fees and costs, the
18 Enhancement Payment payable to Plaintiff, the 75% portion of the PAGA Payment payable to the LWDA,
19 Claims Administrator Costs, and payment to Qualified Claimants and/or Aggrieved Employees as
20 required under this Agreement and approved by Court.

21 7.8.1 The Claims Administrator shall wire the Court-approved attorneys' fees and costs
22 to Class Counsel unless other method is requested by Class Counsel. Class Counsel shall provide the
23 Claims Administrator with the pertinent taxpayer identification number and payment instructions after the
24 Final Approval Date.

25 7.8.2 The Claims Administrator shall send a check by mail for the Court-approved
26 Enhancement Payment to the Class Representative, care of Class Counsel unless other method is requested
27 by Class Counsel.
28

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

7.8.4 The Claims Administrator shall remit and report the applicable portions of the payroll tax payment to the appropriate taxing authorities on a timely basis pursuant to its duties under this Agreement. Defendant agrees to reasonably cooperate with the Claims Administrator to the extent necessary to determine the amount of the payroll tax payment required.

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:

1	Last day for Defendant to provide Claims Administrator with Class Member information	Within 14 calendar days after the Preliminary Approval Date
2		
3	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
4		
5	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
6		
7	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
8		
9	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
10		
11	Last day for Defendant to fund settlement	Within 21 calendar days after Final Approval Date
12		
13	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 receiving the funds
14		
15	Last day for Qualified Members and Aggrieved Employees to cash settlement checks	120 days after issuance of checks to Qualified Members and Aggrieved Employees
16		
17	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
18		
19	Last day for Claims Administrator to provide Parties with compliance declaration	Within 21 days after settlement check cashing deadline
20		
21		
22		
23		
24		
25		
26		
27		
28		

1 **9. DUTIES OF THE PARTIES**

2 9.1 Preliminary Approval: The Parties will cooperate in obtaining, through an unopposed
3 motion to be filed as soon as reasonably practicable, an order from the Court preliminarily approving this
4 Agreement at the earliest possible date concurrently with the Court's certification of the Action as a class
5 action for settlement purposes. The Parties further agree to fully cooperate in the drafting and/or filing of
6 any further documents or filings reasonably necessary to be prepared or filed, shall take all steps that may
7 be requested by the Court relating to, or that are otherwise necessary to the approval and implementation
8 of this Agreement and shall otherwise use their respective best efforts to obtain certification for settlement
9 purposes, approval of, and implementation of this Agreement. The Parties will submit this Agreement to
10 the Court for preliminary approval of its terms and for approval of the steps to be taken to obtain its final
11 approval. Within one week of signing this Agreement Class Counsel shall provide a draft of the
12 Preliminary Approval Motion to Defendant's Counsel. Defendant's Counsel will provide comments
13 and/or proposed revisions within one week after receipt of the draft Preliminary Approval Motion from
14 Class Counsel. With regard to the final approval documents, a similar one-week maximum review and
15 response time shall be observed by the Parties. The Parties will request that the Court's preliminary
16 approval of this Agreement be embodied in an Order Granting Preliminary Approval of Class Action and
17 PAGA Settlement.

18 9.1.1 Plaintiff's motion shall seek an order: 1) Preliminarily approving the Agreement; 2)
19 Approving as to form and content the proposed Notice of Settlement; 3) Directing the mailing of the
20 Notice of Settlement by first class mail to Class Members and Aggrieved Employees; 4) Preliminarily
21 appointing Plaintiff and Class Counsel as representatives of Class Members; 5) Preliminarily approving
22 settlement administration services to be provided by the Claims Administrator; 6) Preliminarily approving
23 the proposed Enhancement Payment to Plaintiff; 7) Preliminarily approving the application for payment
24 of reasonable attorneys' fees and reimbursement of litigation-related expenses to Class Counsel; and 8)
25 Scheduling a fairness hearing on the question of whether the proposed Agreement should be finally
26 approved as fair, reasonable and adequate as to the Class Members.

27 9.1.2 Defendant shall not oppose Plaintiff's motion for approval of the proposed
28 Agreement.

1 9.1.3 The Parties shall cooperate with each other and the Claims Administrator during
2 the process of giving Class Members notice and opportunity to object to the Agreement, as necessary and
3 appropriate to assure effective communication to individual Class Members of information about their
4 rights and obligations under this Agreement.

5 9.2 Final Approval and Fairness Hearing: On a date approved by the Court and set forth in the
6 Notice of Settlement, the Court shall hold the Final Approval and Fairness Hearing where objections, if
7 any, may be heard. Class Counsel shall provide the Court as part of the motion for final approval of the
8 Agreement, a declaration by the Claims Administrator of due diligence and proof of mailing of the Notice
9 of Settlement required to be mailed to Class Members by this Agreement, and of the delivery results of
10 the Claim Administrator's mailings including tracing and re-mailing efforts.

11 9.2.1 Class Counsel will submit a proposed order and judgment for final approval, which
12 shall include findings and orders: 1) Approving the Agreement, adjudging the terms thereof to be fair,
13 reasonable and adequate, and directing that its terms and provisions be carried out; 2) Approving the
14 payment of an Enhancement Payment to the Class Representative; 3) Approving Class Counsel's
15 application for an award of attorneys' fees and reimbursement of out-of-pocket litigation expenses; 4)
16 Approving the Claims Administrator Costs; and 5) Providing that the Court will retain jurisdiction to
17 oversee administration and enforcement of the terms of the Agreement and the Court's orders.

18 9.2.2 Following entry of the Court's Order granting final approval of the Agreement, the
19 Parties will each act to ensure the fulfillment of all its provisions, including but not limited to the
20 following: 1) Should an appeal be taken from the final approval of the Agreement or motion to set aside
21 the judgement be filed, all parties will support the final approval order on appeal or otherwise; 2) Class
22 Counsel will assist the Claims Administrator as needed or requested in the process of identifying and
23 locating Qualified Claimants and Aggrieved Employees entitled to payments under the Agreement and
24 assuring delivery of such payments; 3) Class Counsel and Defendant's Counsel will cooperate with each
25 other and assist the Claims Administrator as needed or requested in completing the distribution of any
26 residual amounts, as specified above, to the *cy pres* beneficiaries; 4) Class Counsel, in conjunction with
27 the Claims Administrator, will certify to the Court completion of all payments required to be made by this
28 Agreement.

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

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

10. MISCELLANEOUS TERMS

10.1 Defendant's Right to Withdraw Based on Opt-Outs: If, prior to the Final Approval Date, 10% or more of the Class Members have submitted proper and timely requests to opt-out in accordance with the provisions of the Agreement, Defendant may, at its election, rescind the Agreement and all actions taken in its furtherance will be thereby null and void. Defendant must exercise this right of rescission, in writing, to Class Counsel, within seven (7) calendar days after the Claims Administrator notifies the Parties of the total number of opt-outs. If the option to rescind is exercised, then any Claims Administrator Costs shall be paid by Defendant. Defendant has represented that there are no more than 23,105 workweeks during the Class Period. In the event the number of workweeks during the Class Period is more than 25,416 (*i.e.*, greater than 10% more than 23,105), then the Gross Settlement Amount shall be increased proportionally by the workweeks in excess of 23,105, multiplied by the pay period value. For example, if there were 11,900 workweeks represented to exist during the Class Period, but there are actually 15,000 workweeks in the Class Period, and the actual workweek value is \$5.00 per workweek, Defendant would have to increase the Gross Settlement Amount by \$15,500.00 (15,000 workweeks – 11,900 workweeks = 3,100 workweeks x \$5.00/workweek).

10.2 Circular 230 Disclaimer: EACH PARTY TO THIS AGREEMENT (FOR PURPOSES OF THIS SECTION, THE "ACKNOWLEDGING PARTY" AND EACH PARTY TO THIS AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN "OTHER PARTY") ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR SHALL ANY SUCH COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY DEPARTMENT

CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS AGREEMENT, (B) HAS NOT ENTERED INTO THIS AGREEMENT BASED UPON THE RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR DISCLOSURE BY ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR ADVISOR TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISOR'S TAX STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY THIS AGREEMENT.

10.3 No Prior Assignments: The Parties represent, covenant, and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or right released and discharged in this Agreement.

10.4 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.

10.5 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.

10.6 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.

1 10.7 Mutual Cooperation: The Parties agree to cooperate fully with one another to accomplish
2 and implement the terms of this Agreement. Such cooperation shall include, but not be limited to,
3 execution of such other documents and the taking of such other action as may reasonably be necessary to
4 fulfill the terms of this Agreement. The Parties to this Agreement shall use their best efforts, including
5 all efforts contemplated by this Agreement and any other efforts that may become necessary by Court
6 order, or otherwise, to effectuate this Agreement and the terms set forth herein.

7 10.8 No Admission of Liability: Neither the acceptance nor the performance by Defendant of
8 the terms of this Agreement, nor any of the related negotiations or proceedings, is or shall be claimed to
9 be, construed as, or deemed to be, an admission by Defendant of the truth of any of the allegations in the
10 Complaint, the representative character of the Action, the validity of any of the claims that were or could
11 have been asserted by Plaintiff and/or Class Members in the Action, or of any liability or guilt of
12 Defendant in the Action. Nothing in this Agreement shall be construed to be or deemed an admission by
13 Defendant of any liability, culpability, negligence, or wrongdoing toward Plaintiff, the Class Members, or
14 any other person, and Defendant specifically disclaim any liability, culpability, negligence, or wrongdoing
15 toward Plaintiff, the Class Members, or any other person. Each of the Parties has entered into this
16 Stipulation with the intention to avoid further disputes and litigation.

17 10.9 Notices: Unless otherwise specifically provided herein, all notices, demands, or other
18 communications given hereunder shall be in writing and shall be deemed to have been duly given as of
19 the third business day after mailing by United States certified mail, return receipt requested, addressed as
20 follows:

21 To Plaintiff and the Class:

22 Galen T. Shimoda
23 Justin P. Rodriguez
24 Brittany V. Berzin
25 Shimoda Law Corp.
26 9401 East Stockton Blvd., Suite 120
27 Elk Grove, CA 95624

28 To Defendant:

 Kerry L. Krueger
 Jamie M. Bossuat
 Kroloff, Belcher, Smart, Perry & Christopherson
 A Professional Law Corporation

7540 Shoreline Drive
Stockton, CA 95219
Phone: (209) 478-2000
Facsimile: (209) 478-0354

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

10.11 Binding Effect of Agreement: The Parties, by signing this Agreement, are bound by the 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.

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

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

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

1 10.15 Class Member Signatories: Because the Action has not yet been certified, and the Class
2 Members are so numerous, the Parties agree that it is impossible or impractical to have each Class Member
3 sign this Agreement. It is agreed that, for purposes of seeking approval of the Agreement, this Agreement
4 may be executed on behalf of all Class Members by the Class Representative.

5 10.16 Counterparts: This Agreement shall become effective upon its execution by all of the
6 undersigned. Plaintiff, Class Counsel, Defendant and Defendant's Counsel may execute this Agreement
7 in counterparts, and execution of counterparts shall have the same force and effect as if each had signed
8 the same instrument. Facsimile, electronic, and/or scanned copies of signatures shall have the same force
9 and effect of originals.

10 10.17 Choice of Law: The Agreement and any exhibits hereto shall be considered to have been
11 negotiated, executed, and delivered, and to have been wholly performed, in the State of California, and
12 the rights and obligations of the Parties to the Agreement shall be construed and enforced in accordance
13 with, and governed by, the substantive laws of the State of California without giving effect to that State's
14 choice of law principles.

15 10.18 Headings and Captions: Section titles or captions contained in the Agreement are inserted
16 as a matter of convenience and for reference, and in no way define, limit, extend, or describe the scope of
17 this Agreement, or any provision thereof.

18 10.19 No Retaliation or Discouragement: The Parties agree they will take no action that could
19 be construed as retaliation against any Class Members for participating or seeking to participate in this
20 class action settlement. The Parties will not discourage any class member from participating or seeking
21 to participate in this class action settlement. This is a material term of the Agreement and non-breaching
22 Parties will seek court intervention if this provision is breached. Should non-breaching Party prevail, they
23 shall be entitled to further attorneys' fees and costs.

24 10.20 Integrated Agreement: This Agreement sets forth the entire understanding between the
25 Parties and supersedes any and all prior agreements, oral or written, pertaining to the subject matter hereof.
26 Each party acknowledges that there is no representation, inducement, promise or agreement which has
27 been made, orally or otherwise, by the other party, concerning the terms or conditions of this Agreement,
28

1 which is not expressly embodied in this Agreement. In entering into this Agreement, the Parties represent
2 that the terms of this Agreement are fully understood and voluntarily accepted by the Parties.

3 10.21 Binding on Successors and Assigns: This Agreement will be binding upon, and inure to
4 the benefit of, the successors or assigns of the Parties to this Agreement, as previously defined.

5 10.22 Invalidity of Any Provision: Before declaring any provision of this Agreement invalid, the
6 Court will first attempt to construe the provision as valid to the fullest extent possible consistent with
7 applicable precedents so as to define all provisions of this Settlement Agreement valid and enforceable.

8 10.23 Waiver of Compliance: No waiver of any condition or covenant contained in this
9 Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply
10 or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

11 10.24 Captions: The captions and section numbers in this Agreement are inserted for the reader's
12 convenience, and in no way define, limit, construe or describe the scope or intent of the provisions of this
13 Agreement.

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

16 **For Plaintiff:**

17 Date: 6/15/2021

Raul Rodriguez Coronado

Raul Rodriguez Coronado

20 **FOR Defendant:**

21 Date: _____

22 By: _____
23 For MGD, Inc.

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2 that the terms of this Agreement are fully understood and voluntarily accepted by the Parties.

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4 the benefit of, the successors or assigns of the Parties to this Agreement, as previously defined.

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6 Court will first attempt to construe the provision as valid to the fullest extent possible consistent with
7 applicable precedents so as to define all provisions of this Settlement Agreement valid and enforceable.

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9 Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply
10 or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

11 10.24 Captions: The captions and section numbers in this Agreement are inserted for the reader's
12 convenience, and in no way define, limit, construe or describe the scope or intent of the provisions of this
13 Agreement.

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

16 **For Plaintiff:**

17 Date: _____

18 _____
19 Raul Rodriguez Coronado

20 **FOR Defendant:**

21 Date: 6/10/2021

22 By: _____
23 For MGD, Inc.
24
25
26
27
28

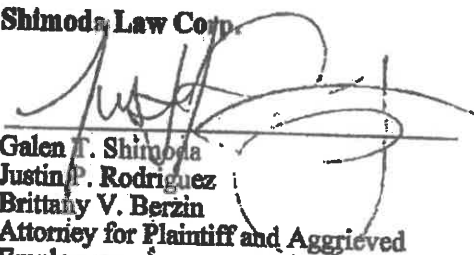
1
2 APPROVED AS TO FORM

3
4 Dated: 6/15/21

5
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7 APPROVED AS TO FORM

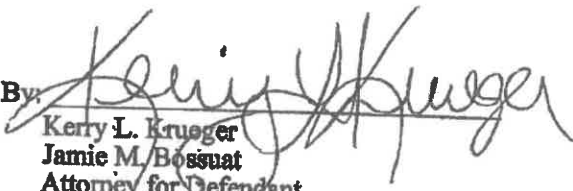
8
9 Dated: 6/15/21

Shimoda Law Corp.

By: 

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

KROLOFF, BELCHER, SMART, PERRY &
CHRISTOPHERSON

By: 

Kerry L. Krueger
Jamie M. Bossuat
Attorney for Defendant

EXHIBIT 1

CALIFORNIA SUPERIOR COURT
FOR THE COUNTY OF SAN JOAQUIN

RAUL RODRIGUEZ CORONADO, individually
and on behalf of all other similarly situated
employees,

Plaintiff,

vs.

MGD, INC., a California Corporation; and DOES
1 to 100, inclusive,

Defendant.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

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

ATTENTION: All individuals who have, or continue to, work for MGD, Inc. in California as non-exempt employees from February 1, 2017 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 San Joaquin 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 Raul Rodriguez Coronado ("Plaintiff" or "Class Representative"), and Defendant MGD, Inc. ("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 you worked _____ workweeks during the applicable Class Period (as defined below), 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 workweek 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 February 1, 2021, Plaintiff, a former employee, filed a Complaint against Defendant in the California Superior Court for the County of San Joaquin on behalf of himself and Class Members. The term "Action" means this putative class action pending in the Superior Court of California for the County of San Joaquin, Case No. STK-CV-UOE-2021-893. The Class Period is February 1, 2017 to _____ (the "Class Period").

In the Action, Plaintiff sought to obtain unpaid wages, interest, statutory penalties, civil penalties, fees, and costs on behalf of himself and Class Members. Plaintiff alleged that Defendant violated California law by failing to pay the full value of paid sick leave under the Healthy Workplace Healthy Family Act of 2014 to Class Members resulting in claims for 1) wage statement violations; 2) failure to pay final wages; 3) unfair competition; and 4) violation of the Private Attorneys General Act. Defendant has denied all of Plaintiff's allegations. There have been on-going investigations in this Action, and there has been an exchange of extensive documentation and information to allow the parties to assess the merits of the case. Furthermore, the Parties have participated in a full day 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. 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. However, "Class Member" does not include persons who submit valid requests 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 One Hundred Five Thousand Dollars and No Cents (\$105,000.00) ("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 \$36,750.00, attorneys' costs not to exceed \$7,000.00, Claims Administrator Costs estimated not to exceed \$7,000.00, Class Representative's Enhancement Payment of \$7,500.00, and \$2,500.00 for alleged PAGA penalties (the "PAGA Payment"), which will result in a "Net Settlement Amount" for distribution to all Class Members. Any employer side taxes attributable to payments allocated as wages will be paid by Defendant in addition to the Gross Settlement Amount. As explained further below, the amount of each Class Member's share of the Net Settlement Amount will depend on the number of weeks worked by participating Class Members during the Class Period. Of the \$2,500.00 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, or continue to, work for Defendant in California as non-exempt employees from January 28, 2020 to _____.

The number of weeks you worked during the Class Period 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 actual number of weeks worked by participating Class Members, the resolution of any disputes regarding workweeks, 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 2/3 for disputed interest, statutory penalties, and other non-wage damages for which IRS Forms 1099-MISC will issue and 1/3 for disputed wages for which IRS Forms W-2 will issue. 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 total weeks worked within the Class Period by the total weeks worked 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 total weeks worked within the PAGA Claim Period by the total weeks worked by all Aggrieved Employees 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 Workweek 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 the number of workweeks worked by an individual Class Member. If a Class Member disputes the accuracy of Defendant's records, all supporting

documents evidencing additional workweeks 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 contained in the operative Complaint, and any additional wage and hour claims that could have been brought based on the facts alleged in the operative Complaint, through the Class Period.

Aggrieved Employees will be deemed to have released all Private Attorneys General Act claims for civil penalties contained in Plaintiff's letter to the LWDA and/or operative Complaint, through the PAGA Claim Period.

The individuals released ("Released Parties") include means Defendant, as well as Defendant's officers, shareholders, directors, agents, employees, attorneys, and insurers.

Class Members can talk to one of the lawyers appointed as Class Counsel (listed below) for free or talk to their own lawyer if Class Members have questions about the released claims and what they mean.

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 \$36,750.00, and attorneys' costs not to exceed \$7,000.00. 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 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 workweek 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 workweek 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 want to be excluded from this settlement; (c) identify the case name and number (*i.e.*, *Coronado v. MGD, Inc.*, STK-CV-UOE-2021-893); (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 his or her 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., *Coronado v. MGD, Inc.*, STK-CV-UOE-2021-893) (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 each Aggrieved Employee, will release Defendant and the Released Parties from the released claims described above. In other words, if you were employed as a Class Member by Defendant in California during the Class Period, 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 10B, 180 E Weber Avenue Stockton, CA 95202, 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's Counsel as follows:

Galen T. Shimoda
Justin P. Rodriguez
Brittany V. Berzin
Shimoda Law Corp.
9401 East Stockton Blvd., Suite 120
Elk Grove, CA 95624
Telephone: (916) 525-0716
Facsimile: (916) 760-3733
On behalf of Plaintiff

Kerry L. Krueger
Jamie M. Bossuat
Kroloff, Belcher, Smart, Perry & Christopherson
A Professional Law Corporation
7540 Shoreline Drive
Stockton, CA 95219
Phone: (209) 478-2000
Facsimile: (209) 478-0354
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

2021 APR -9 PM 2: 51

BRANDON E. RILEY, CLERK

BY POLLY KHIEU
DEPUTY

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 RAUL RODRIGUEZ CORONADO

10 SUPERIOR COURT OF CALIFORNIA
11 FOR THE COUNTY OF SAN JOAQUIN

12 RAUL RODRIGUEZ CORONADO,
13 individually and on behalf of all other
14 similarly situated employees,

15 Plaintiff,

16 vs.

17 MGD, INC., a California Corporation; and
18 DOES 1 to 100, inclusive,

19 Defendants.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

**FIRST AMENDED COMPLAINT FOR
DAMAGES:**

1. Wage Statement Violations
2. Waiting Time Penalties
3. Unfair Competition
4. Private Attorneys General Act

DEMAND FOR JURY TRIAL

1 Plaintiff RAUL RODRIGUEZ CORONADO ("Plaintiff"), on behalf of himself and all other
2 similarly situated employees, hereby files this Complaint against Defendants MGD, INC., a
3 California Corporation; and DOES 1 to 100, inclusive (hereinafter all collectively referred to as
4 "Defendants"). On information and belief, Plaintiff allege the following:

5 INTRODUCTION

6 1. This is a class action and representative Private Attorneys General Act action brought by
7 Plaintiff for, failure to provide accurate wage statements, failure to pay all wages due upon termination,
8 unfair competition, and statutory and civil penalties for violations of the California Labor Code.

9 JURISDICTION AND VENUE

10 2. The San Joaquin County Superior Court has jurisdiction in this matter pursuant to
11 California Code of Civil Procedure section 410.10 to determine alleged violations of the California
12 Labor Code, California Business and Professions Code, and Wage Order No. 5.

13 3. Venue is proper pursuant to Civil Procedure Code §§ 395(a) and 395.5, in that
14 Defendants reside in San Joaquin County and/or are foreign entities and have not designated any county
15 in California as being where they maintain their principal offices. In addition, some of the wrongful acts
16 and violations of law asserted herein occurred within San Joaquin County, and Defendants' obligation to
17 pay wages arose in San Joaquin County pursuant to *Madera Police Officers Assn. v. City of Madera*, 36
18 Cal.3d 403, 414 (1984).

19 4. Plaintiff sought permission pursuant to Labor Code section 2699 *et seq.* to pursue the
20 claims set forth in this Complaint against Defendants as Private Attorney Generals on behalf of himself
21 and other similarly situated employees. Pursuant to Labor Code section 2699.3, Plaintiff gave written
22 notice via online submission to the Labor and Workforce Development Agency ("LWDA") on
23 approximately January 28, 2021. Plaintiff provided facts and legal bases for the claims within the notice
24 to the LWDA on all violations asserted under the Private Attorneys General Act cause of action.
25 Plaintiff submitted the \$75.00 filing fee. The January 28, 2021 notice was also sent via certified mail to
26 Defendants on the same day. Plaintiff is informed and believes, that, to date, the LWDA has not
27 provided any response to Plaintiff's notice correspondence. Accordingly, Plaintiff is informed and
28 believes that he has exhausted all administrative remedied pursuant to the Private Attorneys General Act

1 and may bring this action on behalf of himself and all similarly situated employees. See Cal. Labor
2 Code § 2699.3(a)(2)(A), (c)(3); *Caliber Bodyworks, Inc. v. Sup. Ct.*, 134 Cal.App.4th 365, 383 n.18, 385
3 n.19 (2005).

4 **PARTIES**

5 5. RAUL RODRIGUEZ CORONADO is an individual over the age of eighteen (18) and
6 is a resident of the State of California.

7 6. On information and belief, Plaintiff alleges, MGD, INC., is now and/or at all times
8 mentioned in this Complaint was a California Corporation and the owner and operator of an industry,
9 business and/or facility doing business in the State of California.

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

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

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

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

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

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CLASS ALLEGATIONS

12. Plaintiff brings the First through Fourth Causes of Action on behalf of himself 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, or continue to, work for Defendants in California as non-exempt employees from February 1, 2017 to the present.

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 incorporate the value of all nondiscretionary remuneration, including bonuses, into Plaintiff's and putative class members' regular rate of pay;
- (2) Whether Defendants had a policy and practice to pay Plaintiff and putative class members paid sick leave at the regular rate of pay;
- (3) Whether as a result of Defendants' policies and practices Plaintiff and putative class members received all wages, due and owing, at the time of their termination or separation; and

1 (4) Whether Defendants provided Plaintiff's and putative class members with wage
2 statements that complied with Labor Code section 226.

3 (c) Typicality: Plaintiff's claims are typical of the claims of the members of the putative
4 class. The putative class also sustained damages arising out of Defendants' common
5 course of conduct in violation of the law as complained of herein. Plaintiff and all
6 members of the putative class were non-exempt employees who did not receive all wages
7 owed to them as a result of Defendants' failure to incorporate the value of
8 nondiscretionary remuneration, such as bonuses, into their regular rates of pay resulting
9 in a failure to timely pay all wages owed upon separation or termination. Additionally,
10 Defendants issued Plaintiff and all members of the putative class wage statements that
11 did not comply with Labor Code section 226. As a result, Plaintiff and each member of
12 the putative class will have suffered the same type of harm and seek the same type of
13 recovery based on the same legal theories.

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

20 (e) Superiority: A class action is superior to other available means for the fair and efficient
21 adjudication of the controversy since individual joinder of all members of the putative
22 class is impracticable. Class action treatment will permit a larger number of similarly
23 situated persons to prosecute their common claims in a single forum simultaneously,
24 efficiently, and without the unnecessary duplication of effort and expense that numerous
25 individual actions would engender. Further, as damages suffered by each individual
26 member of the class may be relatively small, the expenses and burden of the individual
27 litigation would make it difficult or impossible for individual members of the class to
28 redress the wrongs done to them, and an important public interest will be served by

1 addressing the matter as a class action. The cost to the court system of adjudication of
2 such individualized litigation would be substantial. Individualized litigation would also
3 present the potential for inconsistent or contradictory judgments.

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

6 **GENERAL ALLEGATIONS**

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

9 16. Plaintiff worked for Defendants as a non-exempt employee from approximately June 9,
10 2006 to October 27, 2020. Similarly situated employees also worked for Defendants as non-exempt
11 employees.

12 17. Plaintiff and similarly situated employees had paid sick leave available to them under the
13 Healthy Workplaces Healthy Families Act of 2014. Plaintiff and similarly situated employees took sick
14 days and used the paid sick leave available to them. Plaintiff and similarly situated employees also
15 earned nondiscretionary remuneration, such as bonuses, from Defendants. During those instances where
16 Defendants paid Plaintiff nondiscretionary remuneration, such as bonuses, and Plaintiff and similarly
17 situated employees used paid sick leave, Defendants failed to pay the sick leave at the correct regular
18 rate of pay. Defendants failed to incorporate the value of nondiscretionary remuneration, such as
19 bonuses, into Plaintiff's and similarly situated employees' regular rates of pay for the purpose of paying
20 paid sick leave. As a result, Plaintiff and similarly situated employees were not paid all wages owed to
21 them. For example, Plaintiff was paid an hourly rate of \$21.50 per hour. From 9/28/20 to 10/11/20
22 Plaintiff earned nondiscretionary remuneration in the form of a bonus in the amount of \$85.00 and used
23 three (3) hours of paid sick leave. Defendants paid Plaintiff his paid sick leave at the rate of \$21.50
24 rather than his regular rate of pay, which would have incorporated the value of the bonus paid to him.
25 As a result, Plaintiff was not paid all wages owed to him during that pay period.

26 18. At the time of Plaintiff's and similarly situated employees' separation or termination they
27 had wages due and owing to them. To date, Defendants have not paid these wages to Plaintiff and
28 similarly situated employees.

1 19. Defendants failed to provide Plaintiff and similarly situated employees with legally
2 compliant wage statements. The wage statements Defendants issued to Plaintiff and similarly situated
3 employees did not state the correct amount of gross and net wages earned and all applicable hourly rates
4 in effect.

5 **CAUSES OF ACTION**

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

9 20. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 19 as though fully
10 set forth herein.

11 21. 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.

22. 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
accurately itemize all applicable hourly rates in effect during the pay period and gross and net wages

1 earned. Plaintiff and similarly situated employees suffered confusion over whether they received all
2 wages owed and were prevented from effectively challenging information on their wage statements.

3 23. 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
7 **SECOND CAUSE OF ACTION**
WAITING TIME PENALTIES
(As to all Defendants)

8 24. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 23 as though fully
9 set forth herein.

10 25. An employer must pay an employee who is terminated all unpaid wages immediately
11 upon termination. *See* Cal. Lab. Code § 201.

12 26. An employer must pay an employee who resigns all unpaid wages within seventy-two
13 (72) hours of their resignation. *See* Cal. Lab. Code § 202.

14 27. Plaintiff and similarly situated employees did not receive all wages, including all sick
15 leave pay owed at their termination or within the required time after their separation from employment.

16 28. An employer who willfully fails to pay an employee wages in accordance with California
17 Labor Code sections 201 and/or 202 must pay the employee a waiting time penalty of up to thirty (30)
18 days. *See* Cal. Lab. Code § 203.

19 29. Defendants knew of their obligation to pay Plaintiff's and similarly situated employees'
20 their final wages when their employment terminated. Indeed, Defendants had knowledge that Plaintiff
21 and similarly situated employees earned paid sick leave and bonuses from their own records but failed to
22 compensate paid sick leave at Plaintiff's and similarly situated employees' regular rate of pay. Such
23 conduct shows Defendants had knowledge of earned, but unpaid wages at the time of separation, yet
24 Defendants still refused to pay the remaining wages owed.

25 30. As a proximate result of Defendants' conduct, Plaintiff and similarly situated employees
26 have been damaged and deprived of their wages and thereby seek their daily rate of pay multiplied by
27 thirty (30) days for Defendants' failure to pay all wages due.

28 //

THIRD CAUSE OF ACTION
UNFAIR COMPETITION
(As to MGD, INC. and DOES 1 to 100)

31. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 30 as though fully set forth herein.

32. Unfair competition shall mean and include any unlawful, unfair or fraudulent business act or practice and unfair, deceptive, untrue or misleading advertising and any act prohibited by Chapter 1 (commencing with Section 17500) of Part 3 of Division 7 of the Business and Professions Code. See California Business and Professions ("B&P") Code § 17200.

33. Plaintiff and similarly situated employees were not paid all wages owed, including paid sick leave and accrued but unused vacation wages during their employment or any time thereafter.

34. Plaintiff further alleges that such actions and/or conduct constitute a violation of the California Unfair Competition Law ("UCL") (Business and Professions Code 17200 *et seq.*) pursuant to *Cortez v. Purolator Air Filtration Products Co.*, 23 Cal. 4th 163 (2000).

35. As a direct and legal result of the Defendants' conduct, as alleged herein, pursuant to the UCL (including B&P Code §17203), Plaintiff and similarly situated employees are entitled to restitution, including, but not limited to, interest and penalties pursuant to Business & Professions Code sections 17203, 17208, violations of California Labor Code sections 246 and 227.3 all in an amount as yet unascertained but subject to proof at trial, for four (4) years from the filing of this Action.

FOURTH CAUSE OF ACTION
PRIVATE ATTORNEYS GENERAL ACT
(As to all Defendants)

36. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 35 as though fully set forth herein.

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

- Violation of Labor Code §§ 226, 226.3 (Failure to Provide Accurate Wage Statements)
- Violation of Labor Code §§ 201-203, 256 (Failure to Pay Final Wages)

- 1 • Violation of Labor Code §§ 558, 558.1 (Provisions Regulating Hours and Days of
2 Work in Any Industrial Welfare Commission Order)
3 • Violation of Labor Code §§ 246, 246.5, 248.5 (Failure to Provide Paid Sick Leave)
4 38. Plaintiff seeks civil penalties against Defendants as provided in the Labor Code, or, if no
5 civil penalty is provided, default penalties pursuant to Labor Code section 2699(f)(2).
6 39. Plaintiff seeks these civil penalties from Defendants pursuant to Labor Code sections
7 2699(a) and 2699.3.

8 **DAMAGES**

9 WHEREFORE Plaintiff requests relief as follows:

- 10 1. A jury trial;
11 2. As to the First Cause of Action:
12 a. Penalties as provided for in Labor Code section 226, including the greater of all
13 actual damages or fifty dollars (\$50.00) for the initial pay period in which the
14 violation occurred and one hundred dollars (\$100.00) per employee for each
15 violation in the subsequent pay periods, but not to exceed four thousand dollars
16 (\$4,000.00);
17 b. For reasonable attorney's fees and costs incurred pursuant to Labor Code section
18 226(e);
19 3. As to the Fourth Cause of Action:
20 a. For civil penalties as provided for in the Labor Code for each enumerated
21 violation;
22 b. For those Labor Code sections, the violation of which there is no civil penalty
23 provided, the default penalty provided in Labor Code section 2699(f): for any
24 initial violation, one hundred dollars (\$100) for each aggrieved employee per pay
25 period; For any subsequent violation, two hundred dollars (\$200) for each
26 aggrieved employee per pay period;
27 c. Reasonable attorney's fees and costs pursuant to Labor Code section 2699;
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d. For any other remedies as allowed by law and/or deemed appropriate by the Court;

4. For such other and further relief as this Court may deem just and proper, including, but not limited to:

- a. Wages as proved at trial;
- b. Injunctive and Declaratory relief;
- c. Attorney's fees and costs as provided for by law; and
- d. Interest.

Dated: April 7, 2021

Shimoda Law Corp.

By: _____


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

EXHIBIT C



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

January 28, 2021

For Online Filing:

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

Re: *Coronado v. MGD, Inc., et al.*

Dear Labor Commissioner,

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

MGD, Inc.
3525 Benjamin Holt Drive.
Stockton, CA 95219

Matthew Errecart
3525 Benjamin Holt Drive
Stockton CA 95219

Tamara Tittle
3525 Benjamin Holt Drive
Stockton CA 95219

Mark Garabaldi
3525 Benjamin Holt Drive
Stockton CA 95219

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 MGD, Inc., Matthew Errecart, Tamara Tittle, and Mark Garabaldi ("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, or continue to, work for Defendants in California as non-exempt employees. Plaintiff is clearly 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 as a non-exempt employee from approximately June 9, 2006 to October 27, 2020. Aggrieved Employees also worked for Defendants as non-exempt employees.

Plaintiff and Aggrieved Employees had paid sick leave available to them under the Healthy Workplaces Healthy Families Act of 2014. Plaintiff and Aggrieved Employees took sick days and used the paid sick leave available to them. Plaintiff and Aggrieved Employees also earned nondiscretionary remuneration, such as bonuses, from Defendants. During those instances where Defendants paid Plaintiff nondiscretionary remuneration, such as bonuses, and Plaintiff and Aggrieved Employees used paid sick leave, Defendants failed to pay the sick leave at the correct regular rate of pay. Defendants failed to incorporate the value of nondiscretionary remuneration, such as bonuses, into Plaintiff's and Aggrieved Employees' regular rates of pay for the purpose of paying paid sick leave. As a result, Plaintiff and Aggrieved Employees were not paid all wages owed to them. For example, Plaintiff was paid an hourly rate of \$21.50 per hour. From 9/28/20 to 10/11/20 Plaintiff earned nondiscretionary remuneration in the form of a bonus in the amount of \$85.00 and used three (3) hours of paid sick leave. Defendants paid Plaintiff his paid sick leave at the rate of \$21.50 rather than his regular rate of pay, which would have incorporated the value of the bonus paid to him. As a result, Plaintiff was not paid all wages owed to him during that pay period.

At the time of Plaintiff's and Aggrieved Employees' separation or termination they had wages due and owing to them. To date, Defendants have not paid these wages to Plaintiff and Aggrieved Employees.

Defendants failed to provide Plaintiff and Aggrieved Employees with legally compliant wage statements. The wage statements Defendants issued to Plaintiff and Aggrieved Employees did not state the correct amount of gross and net wages earned and all applicable hourly rates in effect.

B. ALLEGATIONS AND CHARGES

Count One – 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 Two – Violation of Labor Code §§ 201-203, 256 (Failure to Pay Final Wages)

Labor Code sections 201-203 require that all wages, including paid sick leave and vacation wages, be paid to employees upon separation and/or termination of employment. Here, for the reasons stated above, Plaintiff and Aggrieved Employees did not receive all final wages due and owing to them at the time of termination or seventy-two (72) hours thereafter as required by Labor Code sections 201-203. This is in violation of the law.

Count Three – 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 of 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. Matthew Errecart, Tamara Tittle, and Mark Garabaldi 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.

Count Four – Violation of Labor Code §§ 246, 246.5, 248.5 (Failure to Provide Paid Sick Leave)

Labor Code sections 246, *et seq.*, mandate that employers must provide California employees, who work thirty (30) or more days within a year for the employer, paid sick leave of at least one (1) hour for every thirty (30) hours worked that begins to accrue at the commencement of employment. An employer may use a different accrual method, other than



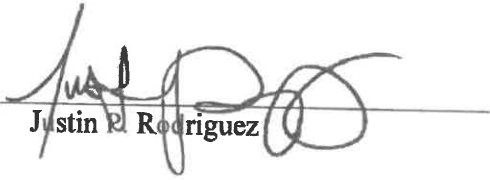
providing one hour per every 30 hours worked, provided that the accrual is on a regular basis so that an employee has no less than twenty-four (24) hours of accrued sick leave or paid time off by the 120th calendar day of employment or each calendar year, or in each 12-month period. An employer may limit the use of sick leave to either twenty-four (24) hours or the equivalent of three (3) days, whichever is greater, during a year period. However, employers using an accrual method rather than a lump sum method must allow employees to accrue up to forty-eight (48) hours or the equivalent of six (6) days at any given time. Employers must authorize employees to take paid sick leave under the conditions set forth in the Healthy Workplaces, Healthy Families Act of 2014 ("HWHFA") for the diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Any sick leave taken must be paid at the employee's regular rate of pay. For the reasons state above, Defendants failed to provide Plaintiff and Aggrieved Employees with sick leave meeting the requirements set forth in HWHFA. Plaintiff will be seeking equitable, injunctive, and restitutionary relief to remedy these violations.

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 *Coronado v. MGD, Inc., et al.*

2 **PROOF OF SERVICE — CCP §§ 1010.6, 1013a and 2015.5**
3 **and California Rules of Court, Rule 1.21, Rule 2.150, and Rule 2.251**

4 I, Melissa A. Phillips, 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 January 28, 2021, I served the following documents on the party below:

- 8 • Private Attorney General Act Letter

9 MGD, Inc. 10 3525 Benjamin Holt Drive. Stockton, CA 95219	Matthew Errecart 3525 Benjamin Holt Drive Stockton CA 95219
11 Tamara Tittle 12 3525 Benjamin Holt Drive Stockton CA 95219	Mark Garabaldi 3525 Benjamin Holt Drive Stockton CA 95219

13 [XXX] [By Certified Mail] I am familiar with my employer's practice for the collection
14 and processing of correspondence for mailing with the United States Postal
15 Service and that each day's mail is deposited with the United States Postal
16 Service that same day in the ordinary course of business. On the date set forth
17 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.

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

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

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

22
23 I declare under penalty of perjury under the laws of the State of California that the foregoing
24 is true and correct, and that this declaration was executed on January 28, 2021, at Elk Grove,
California.

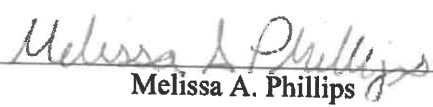
25
26
27 
28 Melissa A. Phillips

EXHIBIT D

Date	Description	Amount
1/28/2021	Payment to Court - Complex Fee	\$1,000.00
1/28/2021	Payment to Court - Complaint Fee	\$435.00
1/28/2021	Service Fee to Court - Complaint	\$40.00
1/31/2021	Administration/Copy Fee - Class Action - Phone, Fax, Scan, Copying, Non-Certified/Courier Postage, Westlaw Legal Research Fees	\$500.00
4/20/2021	Mediation - Mediator Fee	\$2,000.00
5/25/2021	Mediation - Meal	\$26.40
5/31/2021	Consultant Fee - Mediation Damages	\$3,225.00
7/2/2021	Payment to Court - Preliminary Approval Motion	\$60.00
7/2/2021	ALS Service Fee to Court - Preliminary Approval Motion	\$125.00
Anticipated	Payment to Court - Final Approval Motion	\$60.00
Anticipated	UPS to Court - Final Approval Motion	\$25.00
Total:		\$7,496.40

EXHIBIT E

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

Attorneys for Plaintiff RAUL RODRIGUEZ CORONADO
 individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN

RAUL RODRIGUEZ CORONADO,
 individually and on behalf of all other
 similarly situated employees,

Plaintiff,

vs.

MGD, INC., a California Corporation; and
 DOES 1 to 100, inclusive,

Defendant.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

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

Date: December 9, 2021

Time: 9:00 a.m.

Dept.: 10B

Judge: Hon. Erin Guy Castillo

Filed: February 1, 2021

FAC Filed: April 9, 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 Raul Rodriguez Coronado ("Plaintiff") herein. I am
4 making this declaration on behalf of the named Plaintiff, the putative class members, and in support of
5 Plaintiff's Motion for Final 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 MGD, Inc. ("Defendant") engaged in unfair competition by failing to pay all paid sick
10 leave owed, failing to pay final wages, and issuing inaccurate wage statements. Plaintiff also alleged
11 liability for civil penalties under the Private Attorneys General Act ("PAGA"). These claims were
12 based allegations that Defendant violated California law by failing to incorporate the value of
13 nondiscretionary bonuses into putative class members' regular rates of pay for the purpose of paying
14 sick leave.

15 3. Plaintiff is the only named representative in this matter. From our initial investigations
16 of Plaintiff's claims and documents, we believed these claims had merit and could be maintained as a
17 class action. We filed the action on or about February 1, 2021. Plaintiff exhausted administrative
18 remedies through the Labor and Workforce Development Agency ("LWDA") prior to amending the
19 Complaint to add a PAGA claim. Plaintiff filed a notice with the LWDA on January 28, 2021 setting
20 forth the facts and theories of liability. A true and correct copy of the notice filed with the LWDA is
21 being filed with this Motion as Exhibit C. A copy of the notice was also sent to Defendant via certified
22 mail and the \$75.00 filing fee was remitted to the LWDA at that time. There was no response by the
23 LWDA regarding its intent to investigate the claims alleged in Plaintiff's notice for more than 65 days.
24 As such, Plaintiff became authorized to commence a civil action under the PAGA and filed a First
25 Amended Complaint on April 9, 2021. A true and correct copy of Plaintiff's operative Complaint is
26 filed with this Motion as Exhibit B. A copy of the complaint was uploaded to the LWDA on April 15,
27 2021, after we received an endorsed copy back from Court.

28 //

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 Kerry L. Krueger and Jamie M. Bossuat of
3 Kroloff, Belcher, Smart, Perry & Christopherson A Professional Law Corporation. From the
4 beginning, Defendant has contested the merits of this case, the suitability of the case for class action or
5 representative treatment, the manageability of the case at trial, and Plaintiff's ability to prove a violation
6 in each pay period for each employee among other defenses and contentions they made challenging the
7 propriety of this action. Defendant further contended that, even assuming there was a finding
8 supporting the imposition of PAGA penalties, the Court would likely exercise its discretion to
9 substantially reduce any such penalties owed based on evidence of good faith attempts to comply with
10 Labor Code obligations by Defendant. Notwithstanding its agreement to settle this matter, Defendant
11 believes the practices Plaintiff is contending are unlawful either do not exist or, to the extent they do
12 exist, fully comply with all state and federal employment laws with respect to Plaintiff and Class
13 Members. Also, Defendant has contended that this matter is not appropriate for class certification
14 outside of this proposed class settlement.

15 6. Based on the expected testimony from Plaintiff and Class Members, a review of
16 Defendant's policies and procedures and other documents relating to the alleged claims, information on
17 the number of Class Members, Class Members' dates of employment, and a representative sample of
18 Class Members' payroll data, the scope of the potential damages to Plaintiff and Class Members in light
19 of the claims alleged, the uncertainty in the law with regard to certification, and the negotiations that
20 have taken place, I am convinced that the proposed settlement is in the best interest of the class. The
21 length and risks of trial and other normal perils of litigation that impact the value of the claims were also
22 considered and weighed in reaching the Agreement. In addition, I carefully considered the prospect of
23 potential class certification issues as well as the uncertainty of class certification, the difficulties of
24 complex litigation, and the lengthy process of establishing specific damages and various possible delays
25 and appeals in agreeing to the proposed settlement. I further considered the fact that penalties under the
26 PAGA could be substantially cut at the discretion of the Court even if Plaintiff was successful on
27 proving those claims and there was risk that a Court could find no willfulness in the failure to pay wages
28 at separation, which would eliminate the value of the waiting time penalty entirely. Overall, I believe it

1 is more beneficial to secure a guaranteed benefit to the class now rather than to proceed with litigation
2 and potentially obtain zero funds to the class due to legal or factual issues in the case.

3 7. My office, including my partner, Galen T. Shimoda, my paralegals, and myself, along
4 with Plaintiff's assistance, thoroughly investigated the merits of the claims and potential damages for
5 such claims. The parties engaged in informal discovery and exchange of documents, including a
6 representative sampling of employee data, such as paystubs and relevant policies for the entirety of the
7 statute of limitations applicable to the alleged claims. The discovery covered all aspects of the asserted
8 claims, including certification issues, merits issues, damages, the scope and configuration of Class
9 Members, the content and implementation of the wage and hour policies at issue, issues relating to
10 manageability concerns at trial, among other relevant areas. From this production we were able to
11 determine information critical to a reliable damages analysis such as the average hourly rate and average
12 number of workweeks and pay periods that had potential violations based on the asserted claims, the
13 frequency with which violations occurred in a given week and/or pay period, and the number for former
14 employees. This information allowed my office to assess both liability and damages and create an
15 accurate damages model. Plaintiff assisted in all aspects of this litigation including providing factual
16 information relating to Plaintiff's and similarly situated employees' employment conditions and
17 providing a substantial number of documents. This was important because it directly related to our
18 ability to maintain this case as a class action and our ability to obtain a favorable settlement for the class.

19 8. Throughout this litigation our office had numerous communications with Defendant's
20 Counsel discussing our respective positions. The parties engaged in mediation on May 20, 2021 using
21 an experienced mediator, Hon. Steven M. Vartabedian (Ret.). It was only after approximately three
22 months of extensive, arm's length negotiations that the parties were able to reach a settlement, which
23 only occurred after a full-day mediation. The negotiations were at all times contentious and adversarial,
24 though still professional in nature.

25 9. The parties reviewed and analyzed substantial amounts of data regarding the class
26 claims. Based on our analysis and review of all relevant documents and Class Member information, I
27 have determined that the maximum damages for the asserted class claims is approximately
28 \$666,413.49, which includes civil penalties under the PAGA. The likely exposure for PAGA penalties

1 is approximately \$302,070.00, based on the counts alleged to the LWDA and the class data. Based on
2 our research, we did not find any prior Labor Commissioner or court decisions that stated Defendant's
3 practices and/or policies were improper. As such, a "subsequent violation" may not be found for
4 penalty calculation purposes and the exposure analysis here is based on an "initial violation" valuation
5 being adopted by any fact finder if this matter went to trial.

6 10. I believe the PAGA penalties in this case may be reduced however due to the fact that
7 the penalties would be in addition to amounts owed for substantive violations and much of the penalties
8 are based on violations due to technical non-compliance with the Labor Code. Furthermore, Defendant
9 produced a substantial number of documents that a Court may find demonstrates a good faith attempt at
10 compliance that merits the reduction of civil penalties. Courts regularly cut civil penalties on PAGA
11 claims where statutory penalties for the same violations are assessed as well. The statutorily authorized
12 discretion that Courts have used to reduce penalties ranges substantially. *See Thurman v. Bayshore*
13 *Transit Mgmt., Inc.*, 203 Cal.App.4th 1112, 1135 (2012) (30% reduction); *Fleming v. Covidien, Inc.*,
14 2011 U.S. DIST. LEXIS 154590, *9 (C.D. Cal. 2011) (82% reduction). Thus, civil penalties may be
15 cut to approximately \$54,372.60 (82% reduction) or lower given the derivative recovery. Taking this
16 into account, the likely recovery if Plaintiff was successful at trial on proving all the substantive class
17 damages plus civil penalties after a reduction of the PAGA penalties would be approximately
18 \$418,716.09. Taking this into account, Plaintiff's \$105,000.00 gross recovery under the Agreement
19 represents approximately 25.1% of the maximum likely value in this matter. After deducting from the
20 Gross Settlement Amount the proposed allocations for attorneys' fees (\$36,750) and costs (\$7,000), any
21 Enhancement Payment to the Class Representative (\$7,500), Claims Administrator Costs (\$5,500), and
22 the 75% portion of the PAGA Payment to the LWDA (1,875), the net recovery under the Agreement
23 represents approximately 11.1% of the maximum likely value in this matter. The average net award is
24 approximately \$282.77, and the maximum net recovery is approximately \$450.85. I believe the
25 Agreement represents a reasonable compromise of claims based on the legal and factual disputes in this
26 case. The ability to secure a guaranteed settlement now and ensure Class Members receive some
27 compensation, rather than proceed to further litigation and potentially recover nothing, was a
28 motivating factor in reaching this Agreement.

1 11. I am a shareholder at Shimoda Law Corp. In agreeing to represent Plaintiff and take on
2 the case for all Class Members, I agreed to take this case on a contingency basis, meaning that I would
3 take a percentage of any settlement or judgment should we recover a monetary amount. I took a risk
4 that we would not recover any money in this matter if we were unsuccessful at trial. I also took on the
5 risk that the case may not be certified as a class action and/or be subject to an unfavorable summary
6 judgment ruling. However, I believe it is important to make sure employees are able to find affordable
7 representation in order to ensure that employers are complying with all their legal obligations towards
8 employees and paying employees all their hard-earned wages.

9 12. My law firm is a boutique law practice that focuses primarily in employment litigation,
10 emphasizing wage and hour litigation. I attended and graduated college from U.C. Davis, receiving a
11 Bachelor of Arts in Philosophy and the Departmental Citation for Academic Achievement in the
12 Philosophy program. I was one of only two recipients of this award out of the entire Philosophy
13 Department. After U.C. Davis, I attended the University of the Pacific, McGeorge School of Law,
14 graduating in 2011 and receiving a Juris Doctorate. I graduated in the top 20% of my class and was a
15 member of the Traynor Honor Society at McGeorge. Other academic achievements of mine include
16 receiving a Witkin Award (top grade) in my legal research and writing course, a Witkin Award in
17 complex civil litigation, being a member of the Dean's List from 2008 to 2011, being a Legislative
18 Staff Writer for the *McGeorge Law Review* from 2009–2010, being an Associate Comment Editor for
19 the *Pacific McGeorge Global Business & Development Law Journal* from 2010–2011, and being
20 selected as a Sacramento County Bar Association Diversity Fellow in 2009. I was also a member of
21 the Employment and Labor Law Society and an officer for the Latino Law Students Association from
22 2009 to 2010.

23 13. I have been practicing law since 2011. From 2011 to 2016, I worked with the Shimoda
24 Law Corp. as an Associate. I became a Shareholder/Partner in the firm in 2017. Since 2017, I have
25 received an AV Preeminent rating from Martindale-Hubbell for my legal ability and ethical standards.
26 From 2018 to present, I have been recognized as a Super Lawyer (Rising Star). In September 2018, I
27 was a panel speaker for the Sacramento County Bar Association Labor and Employment Law Section's
28 presentation of "*Epic Systems*, PAGA, and the Future of Employment Arbitration in California." In

July 2020, I was a panel speaker for the Association of Defense Counsel of Northern California & Nevada presentation of “Class Actions and PAGA Claims.” My practice focuses on complex civil litigation, including wage and hour class actions, PAGA claims, and Fair Labor Standards Act (“FLSA”) claims. I am actively involved in most all of the complex litigation handled by our firm. Class and/or PAGA actions I have litigated or am currently litigating, including the instant case, includes, but is not limited to, the following:

- *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- *Adams-Anguy 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.);

- 1 • *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880
2 (Sac. Sup. Ct.);
- 3 • *Castorena v. Flowmaster, Inc.*, Case No. CV18-2191 (Yolo Sup. Ct.);
- 4 • *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup.
5 Ct.);
- 6 • *Carr, et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
- 7 • *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-
8 00209613 (Sac. Sup. Ct.);
- 9 • *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
- 10 • *Cress, et al. v. Mitsubishi Chemical Carbon Fiber and Composites, Inc.*, Case No. 34-
11 2017-00222101 (Sac. Sup. Ct.);
- 12 • *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.);
- 13 • *Ferreyra v. Point Digital Finance, Inc., et al.*, Case No. 20CV373776 (Santa Clara Sup.
14 Ct.);
- 15 • *Foye v. The Golden 1 Credit Union*, Case No. 34-2018-00235003 (Sac. Sup. Ct.);
- 16 • *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- 17 • *Garcia v. Royal Plywood Company, LLC, et al.*, Case No. 34-2017-00221627 (Sac. Sup.
18 Ct.);
- 19 • *Gomes v. Progressive Casualty Insurance Company*, Case No. 34-2018-00241979 (Sac.
20 Sup. Ct.);
- 21 • *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
- 22 • *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);
- 23 • *Gonzalez v. Northcentral Pizza, LLC, et al.*, Case No. 34-2019-00252018 (Sac Sup. Ct.);
- 24 • *Gordon, et al. v. Hospice Source, LLC, et al.*, Case No. 34-2019-00250022 (Sac. Sup.
25 Ct.);
- 26 • *Gotts v. John L. Sullivan Chevrolet, Inc.*, Case No. 34-2018-00231576 (Sac Sup. Ct.);
- 27 • *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup.
28 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.).

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

3 15. My partner, Galen T. Shimoda, Esq., also worked with me on this matter and was
4 critical in assisting with all aspects of the litigation of this case. Mr. Shimoda and I are some of only a
5 handful of plaintiff attorneys located in Sacramento who handle wage and hour class actions. Mr.
6 Shimoda attended and graduated from the University of Utah in 2000 with a B.S. in Business
7 Management and a B.A. in Asian Studies, with a minor in Japanese language. He then attended and
8 graduated from the University of the Pacific, McGeorge School of Law and received his J.D. degree in
9 2003. He graduated from McGeorge in the top 5% of his class and was a member of the Order of the
10 Coif and Traynor Honor Society. Since graduating from McGeorge, Mr. Shimoda has authored a
11 number of employment law articles for journals and our firm regularly publishes articles on our firm's
12 website. Mr. Shimoda has been a regular panel speaker for the CEB (Continuing Education of the Bar)
13 Employment Review seminars from 2014 to the present. His speaking engagements include the
14 following: 1) Lorman Military Leave Law Speaker; 2) Restaurant Association Speaker at Annual
15 Seminar (Los Angeles); 3) Federal Bar Association, Sacramento Chapter: 2015 Amendments to the
16 Federal Rules of Civil Procedure (Mar. 30, 2016); 4) CEB – Employment Law Practice: 2016 Year in
17 Review (Jan. 20, 2017); 5) CEB – Employment Law Practice: 2015 Year in Review (Jan. 22, 2016); 6)
18 CEB – Employment Law Practice: Year in Review (2014) (Jan. 9, 2015); 7) CEB - Employment Law
19 Practice: Year in Review (2013) (Jan. 10, 2014); 8) Sacramento County Bar Association - Class
20 Actions from the Trenches: Real World Experiences from the Plaintiff and Defense Bar (Feb. 21,
21 2012); 9) Sacramento Employer Advisory Council – Wage and Hour Workshop: Going Beyond the
22 Exemption Discussion (Apr. 7, 2016); 10) Sacramento Employer Advisory Council - Wage & Hour
23 Panel and AB 1825 Training: Updates on California's New Wage Laws and Manager Compliance
24 Training (Apr. 25, 2017); 11) Sacramento County Bar Association, Labor and Employment Section –
25 PAGA Representative Litigation: Emerging Trends and Issues (May 17, 2016); 12) Sacramento
26 Business Journal Panel – Overtime Rules (Jun. 23, 2016); 13) Association of Defense Counsel of
27 Norther California & Nevada - Employment Law Update – Do the Math: Calculation Exposure and
28 Damages in Wage and Hour Cases (Aug. 12, 2016); 14) California Employment Lawyers Association -

1 PAGA Today and PAGA Tomorrow: Moderate-Advanced Issues In PAGA Litigation (Oct. 20, 2017);
2 15) California Employment Lawyers Association Advanced Wage and Hour Seminar – Better Know a
3 Venue Roundup (May 17, 2019). Mr. Shimoda has been AV rated by Martindale Hubbell since 2013,
4 was recognized as a Super Lawyer (Rising Star) from approximately 2009 to 2013 and was recognized
5 as a Super Lawyer from 2014 to present.

6 16. Mr. Shimoda has practiced law in California since being admitted to the State Bar in
7 2003, litigating wage and hour class actions and individual wage and hour litigation among other cases.
8 Mr. Shimoda began practicing class action law on the defense side at the firm of Orrick, Herrington &
9 Sutcliffe LLP. He then switched to plaintiff class action work in 2005. His class action experience is
10 in wage and hour law. Mr. Shimoda has litigated several class action cases in California State and
11 Federal Courts, including up to certification, settlement, preliminary and final approval, and
12 disbursement of monies, and has been found to be satisfy the adequacy requirements for class counsel.
13 Some of the class action and/or PAGA cases I am litigating and/or have litigated as lead or co-counsel
14 include the following:

- 15 • *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- 16 • *Acosta v. Acosta Sales, LLC, et al.*, Case No. 2:11-CV-01796 (C.D. Cal.);
- 17 • *Atchley v. Blaggs Food Service, LLC*, 34-2017-0215930 (Sac. Sup. Ct.);
- 18 • *Adewumi v. GHS Interactive Security, LLC*, Case No. 34-2017-00210768 (Sac. Sup. Ct.);
- 19 • *Arnall v. North American Merchandising Service Inc.*, Case No. 06AS01439 (Sac. Sup. Ct.);
- 20 • *Arrington v. Capital Express Lines, Inc., et al.*, Case No. 34-2012-00134195 (Sac. Sup. Ct.);
- 21 • *Aslam v. Cypress Security, LLC*, Case No. 34-2017-00220143 (Sac. Sup. Ct.);
- 22 • *Aslam v. Surveillance, Security, Inc.*, Case No. 34-2017-00220142 (Sac. Sup. Ct.);
- 23 • *Azzolino v. Brake Masters of Sacramento, LLC, et al.*, Case No. 34-2017-00218293 (Sac.
24 Sup. Ct.);
- 25 • *Benak v. MDStat Urgent Care, Inc.*, No. 34-2015-00188181 (Sac. Sup. Ct.);
- 26 • *Blig v. Medical Management International, Inc.*, Case No. 34-2017-00213906 (Sac. Sup.
27 Ct.);
- 28 • *Caguioa, et al. v. Fortune Senior Enterprises, et al.*, Case No. 34-2014-00171831 (Sac. Sup.

- 1 Ct.);
- 2 • *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880 (Sac.
- 3 Sup. Ct.);
- 4 • *Carlos v. Abel Mendoza, Inc., et al.*, Case No. 34-2016-00195806 (Sac. Sup. Ct.);
- 5 • *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup.
- 6 Ct.);
- 7 • *Carr et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
- 8 • *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-
- 9 00209613 (Sac. Sup. Ct.);
- 10 • *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
- 11 • *Colbert v. American Home Craft Inc.*, Case No. 05AS05012 (Sac. Sup. Ct.);
- 12 • *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.)
- 13 • *Diosdado v. Nor-Cal Venture Group, Inc., et al.*, Case No. STK-CV-UOE-2020-0008242
- 14 (San Joaquin Sup. Ct.);
- 15 • *Dugue v. Sierra Forever Families, et al.*, Case No. 34-2017-00210770 (Sac. Sup. Ct.);
- 16 • *Fadhl v. Siemens Healthcare Diagnostics, Inc., et al.*, Case No. 34-2017-00209518 (Sac.
- 17 Sup. Ct.);
- 18 • *Fujimoto v. Nabe-Ya, Inc., et al.*, Case No. 20CV01255 (Butte Sup. Ct.);
- 19 • *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- 20 • *Gerard v. Les Schwab Tires Center of California, Inc.*, Case No. 34-2007-30000003 (Sac.
- 21 Sup. Ct.);
- 22 • *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
- 23 • *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);
- 24 • *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup. Ct.);
- 25 • *Hernandez et al. v. MP Nexlevel, LLC et al*, Case No. 3 :16-cv-03015-JCS (N.D. Cal.);
- 26 • *Hernandez v. Snyir, Inc.*, Case No. 34-2017-00207641 (Sac Sup. Ct.);
- 27 • *Heinz v. Wright Tree Services*, Case No. 34-2012-00131949 (Sac. Sup. Ct.);
- 28 • *Hoover v. Mom365*, Case No. 2:17-cv-01328-TLN-CKD (E.D. Cal.);

- *James v. Language World Services, Inc., et al.*, Case No. 34-2020-00279929 (Sac. Sup. Ct.);
- *Josol v. Dial Medical Corp.*, Case No. 34-2008-00010040 (Sac. Sup. Ct.);
- *Koretsky v. Furniture USA, Inc.*, Case No. 34-2014-00172142 (Sac. Sup. Ct.);
- *Muhieddine v. KBA Docusys, Inc.*, Case No. 34-2014-00164720 (Sac. Sup. Ct.);
- *Massey v. V3 Electric, Inc., et al.*, Case No. 34-2019-00263666 (Sac. Sup. Ct.);
- *Miller v. Caldwell Transportation Company, LLC, et al.*, Case No. 34-2018-00234954 (Sac. 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.

1 18. I am requesting attorneys' fees and costs pursuant to the common fund doctrine as I
2 believe it to be applicable to the present case pursuant to *Serrano v. Priest*, 20 Cal.3d 25, 34-35 (1977),
3 *Laffitte v. Robert Half Internat. Inc.*, 1 Cal.5th 480 (2016), and *Paul, Johnson, Alston & Hunt v.*
4 *Grauly*, 886 F.2d 268, 271 (9th Cir. 1989). Plaintiff and our firm have been able to secure an
5 identifiable benefit on behalf of the class and equity counsels that the cost of the representation should
6 be born equally amongst all class members receiving these benefits. The settlement recovery provides
7 an excellent result and is the product of substantial time and effort in analyzing the facts and law
8 applicable to this case. I agreed to take this case on a contingency and as a class action with the
9 possibility that I would not receive any compensation for my time and efforts due to issues regarding
10 the merits and/or certification and have carried that risk over the course of the case. I have reviewed
11 fee arrangements and Court ordered fee awards in similar class cases and I believe that the thirty-five
12 percent (35%) fee request is within the accepted ranges. In my experience with contingency cases in
13 employment law cases, the typical percentage negotiated between parties ranges from thirty-five to
14 forty percent (35% to 40%) in individual litigation. In class action litigation, my experience in my own
15 firm and working with several other firms has been that the typical percentage negotiated between
16 parties and approved by a court ranges from thirty to forty percent (30% to 40%) based on the same
17 factors. I have also reviewed several recent Federal District Court Cases where the Court has approved
18 common fund based fee requests. These cases include *In re Activision Sec. Litigation*, 723 F.Supp.
19 1373, 1379 (N.D. Cal. 1989), *Watson v. Raytheon Company*, USDC Southern District, Case No. 3:10-
20 cv-0063, *Dirienzo v. Dunbar Armored, Inc.*, USDC Southern District, Case No. 3:09-cv-02745, *Green,*
21 *et al. v. Penske Logistics, L.L.C., et al.*, USDC Southern District, Case No. 3:09-cv-00069, *Benitez et*
22 *al. v. Wilbur*, USDC Eastern District, Case No. 1:08-cv-01122, *Chavez et al. v. Petrissans et al.*, USDC
23 Eastern District, Case No. 1:08-cv-00122, and *Willis et al. v. Cal-Western Transport*, USDC Eastern
24 District, Case No. 1:00-cv-05695, which are cited in Plaintiff's Memorandum of Points and Authorities.
25 I believe my request of \$36,750.00 (approximately 35%) for attorneys' fees is justified given the results
26 obtained on behalf of the class. Moreover, at this time, my firm has advanced all costs for Plaintiff and
27 Class Members and has not received any compensation whatsoever for our time expended in this case.
28 Plaintiff is only requesting \$7,000.00 in costs although the actual costs expended in this case by

1 Plaintiff's counsel exceeds this amount. Attached as Exhibit D is a true and correct copy of the costs
2 incurred prior to the filing of this Motion and the expected costs incurred through the final approval and
3 fairness hearing.

4 19. I have used several class action administrator companies in the wage and hour class
5 actions I have resolved in the past and believe Simpluris, Inc. will provide the best service to administer
6 the proposed class settlement. Under the settlement, the difference between the originally allocated
7 \$7,000.00 and the actual costs of \$5,500.00 will be paid to the participating Class Members on a pro rata
8 basis.

9 20. A copy of the Agreement and the entire Motion were submitted to the LWDA for review
10 at the same time the Motion was submitted to the Court pursuant to California Labor Code section
11 2699(1)(2). A true and correct copy of documents demonstrating the settlement documents were
12 provided to the LWDA and that the LWDA has confirmed receipt are being filed with this Motion as
13 Exhibit E.

14 21. The estimated funding date of the settlement under the terms of the Agreement falls on
15 December 30, 2021. To avoid an increase in administrator costs due to the necessity of two years of tax
16 reporting if the funds are received in 2021 and paid out in 2022, the parties have agreed that funding of
17 the settlement will not occur prior to January 1, 2022.

18 I declare under penalty of perjury under the laws of the State of California that the foregoing is
19 true and correct. Executed this 29 day of October 2021 in Elk Grove, California.

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23 Justin P. Rodriguez
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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 RAUL RODRIGUEZ CORONADO
6 individually and on behalf of similarly situated employees

7
8 **SUPERIOR COURT OF CALIFORNIA**
9 **FOR THE COUNTY OF SAN JOAQUIN**

10 RAUL RODRIGUEZ CORONADO,
11 individually and on behalf of all other
similarly situated employees,

12 Plaintiff,

13 vs.

14 MGD, INC., a California Corporation; and
DOES 1 to 100, inclusive,
15 Defendant.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

**DECLARATION OF LINDSAY KLINE
REGARDING NOTICE AND
SETTLEMENT ADMINISTRATION**

Date: December 9, 2021

Time: 9:00 a.m.

Dept.: 10B

Judge: Hon. Erin Guy Castillo

Filed: February 1, 2021

FAC Filed: April 9, 2021

Trial Date: None Set

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1. I am employed as a Case Manager by Simpluris, Inc. ("Simpluris"), the claims administrator in the above-entitled action. Our Corporate Office address is 3194-C Airport Loop Dr., Costa Mesa, CA 92626. My telephone number is (714) 640-5635. I am over twenty-one years of age and authorized to make this declaration on behalf of Simpluris and myself.

3. Simpluris was approved by Counsel for Raul Rodriguez Coronado (“Plaintiff”), and MGD, Inc., (“Defendant”), (collectively the “Parties”), to provide settlement administration services in the *Coronado v. MGD, Inc.* case (“Settlement”). In this capacity, Simpluris was charged with (a) establishing and maintaining a related settlement fund account; (b) establishing and maintaining a calendar of administrative deadlines and responsibilities; (c) processing and mailing payments to the Plaintiffs, Class Counsel and Class Members; (d) translating, printing and mailing the Notice of Proposed Class Action and PAGA Settlement, and Hearing Date for Final Court Approval of Settlement (“Notice”), in English and Spanish, to Class Members; (e) receiving and validating Requests for Exclusion, Objections or Disputes of Workweeks submitted by Class Members; (f) calculating Employer Payroll Taxes and providing appropriate forms and calculations to Defendant; (g) mailing settlement checks, (h) providing counsel with weekly reports; and (i) other tasks as the Parties mutually agree or the Court orders Simpluris to perform.

4. A toll-free telephone number was included in the Notice for the purpose of allowing the Class Members to call Simpluris and to make inquiries regarding the Settlement. The system is accessible 24 hours a day, 7 days a week, and will remain in operation throughout the settlement process. Callers have the option to speak with a live call center representative during normal business hours or to leave a message and receive a return call during non-business hours. Spanish-speaking

1 representatives are available during normal business hours. The toll-free telephone number included in
2 the Notice of Proposed Class Action and PAGA Settlement, and Hearing Date for Final Court Approval
3 of Settlement was (888) 369-3780 and was live on August 25, 2021.

4 **NOTIFICATION TO THE CLASS**

5 5. On August 2, 2021, Simpluris received the Court-approved Notice. The Notice advised
6 Class Members of their right to request exclusion from the Settlement, object to the Settlement, dispute
7 workweeks, do nothing, and the implications of each such action. The Notice advised Class Members
8 of applicable deadlines and other events, including the Final Approval Hearing, and how Class
9 Members could obtain additional information.

10 6. On August 11, 2021, Defense Counsel provided Simpluris with a mailing list (“Class
11 List”) containing Class Members’ names, most recent mailing address, Social Security numbers, dates
12 of employment and Work Weeks for each Class Member during the Class Period. The Class List
13 contained data for one hundred sixty four (164) Class Members.

14 7. The mailing addresses contained in the Class List were processed and updated utilizing
15 the National Change of Address Database (“NCOA”) maintained by the U.S. Postal Service. The
16 NCOA contains requested changes of address filed with the U.S. Postal Service. In the event that any
17 individual had filed a U.S. Postal Service change of address request, the address listed with the NCOA
18 would be utilized in connection with the mailing of the Notice. Simpluris was able to locate twenty-
19 eight (28) updated addresses using NCOA prior to the mailing of the Notice.

20 8. On August 25, 2021, Notice was mailed to one hundred sixty four (164) Class Members
21 with addresses contained in the Class List via First Class mail or updated via the NCOA search. A copy
22 of the Notice, in English and Spanish, is attached hereto as **Exhibit A**.

23 9. A total of twenty (20) Notices were returned to Simpluris. Of these, three (3) were
24 returned with a forwarding address. If a Class Member’s Class Notice was returned by the USPS as
25 undeliverable and without a forwarding address, Simpluris performed an advanced address search (i.e.
26 skip trace) on all of these addresses by using Accurint, a reputable research tool owned by Lexis-Nexis.
27 Simpluris used the Class Member’s name and previous address to locate a current address. Through
28 the advanced address searches, Simpluris was able to locate seventeen (17) updated addresses and

1 Simpluris promptly mailed a Class Notice to those updated addresses. Ultimately, there are three (3)
2 Class Notices that remain undeliverable.

3 **REQUESTS FOR EXCLUSION, OBJECTIONS AND DISPUTES**

4 10. The deadline for Class Members to submit a Request for Exclusion, Object to the
5 Settlement or Dispute work weeks was October 9, 2021.

6 11. As of this date, Simpluris has not received any Requests for Exclusion from Class
7 Members.

8 12. As of this date, Simpluris has not received any Objections to the Settlement from Class
9 Members.

10 13. As of this date, Simpluris has not received any Disputes regarding work weeks from
11 Class Members.

12 **CLASS MEMBER AWARDS**

13 14. As of this date, there are one hundred sixty four (164) Class Members who will be paid
14 their portion of the Net Settlement Fund.

15 15. The Net Settlement Fund of \$46,375.00 available to pay Class Members was determined
16 by subtracting the Class Counsel's Fees (\$36,750.00), Class Counsel's Litigation Costs (\$7,000.00),
17 Named Plaintiff's Service Award (\$7,500.00), PAGA LWDA payment (\$1,875.00), and the
18 Administration Costs (\$5,500.00) from the Maximum Settlement Amount (\$105,000.00).

19 16. The *average estimated payment* is \$282.77 and the *highest estimated payment* is
20 \$450.85.

21 **ADMINISTRATION COSTS**

22 17. Simpluris' total costs for services in connection with the administration of this
23 Settlement, including fees incurred and anticipated future costs for completion of the administration, are
24 \$5,500.00. Simpluris' work in connection with this matter will continue with the calculation of the
25 settlement checks, issuance and mailing of those settlement checks, etc., and to do the necessary tax
26 reporting on such payments.

1 I declare under penalty of perjury under the laws of the State of California that the foregoing is
2 true and correct. Executed this 26th day of October 2021, in Costa Mesa, CA.

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6 Lindsay Kline
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EXHIBIT A

CALIFORNIA SUPERIOR COURT FOR THE COUNTY OF SAN JOAQUIN

Case No. STK-CV-UOE-2021-893

Raul Rodriguez Coronado v. MGD, Inc.

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

«IMbFullBarcodeEncoded»

«FirstName» «LastName» «BusinessName»

«Address1» «Address2»

SIMID «SIMID»
«IMbFullBarcodeEncoded»

«City», «State» «Zip»-«ZipDPC3»

ATTENTION: All individuals who have, or continue to, work for MGD, Inc. in California as non-exempt employees from February 1, 2017 to July 19, 2021 (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 San Joaquin County Superior Court (“Court”) granting preliminary approval of this class action settlement, entered on July 28, 2021, you are receiving notice of a proposed class action settlement between Plaintiff Raul Rodriguez Coronado (“Plaintiff” or “Class Representative”), and Defendant MGD, Inc. (“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 you worked «MERGED_WW_CALC» workweeks during the applicable Class Period (as defined below), which means your share of the settlement proceeds is estimated to be \$«MERGED_EstSettAmnt_CALC». 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 workweek 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 February 1, 2021, Plaintiff, a former employee, filed a Complaint against Defendant in the California Superior Court for the County of San Joaquin on behalf of himself and Class Members. The term “Action” means this putative class action pending in the Superior Court of California for the County of San Joaquin, Case No. STK-CV-UOE-2021-893. The Class Period is February 1, 2017 to July 19, 2021 (the “Class Period”).

In the Action, Plaintiff sought to obtain unpaid wages, interest, statutory penalties, civil penalties, fees, and costs on behalf of himself and Class Members. Plaintiff alleged that Defendant violated California law by failing to pay the full value of paid sick leave under the Healthy Workplace Healthy Family Act of 2014 to Class Members resulting in claims for 1) wage statement violations; 2) failure to pay final wages; 3) unfair competition; and 4) violation of the Private Attorneys General Act. Defendant has denied all of Plaintiff’s allegations. There have been on-going investigations in this Action, and there has been an exchange of extensive documentation and information to allow the parties to assess the merits of the case. Furthermore, the Parties have participated in a full day 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. 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. However, "Class Member" does not include persons who submit valid requests 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 One Hundred Five Thousand Dollars and No Cents (\$105,000.00) ("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 \$36,750.00, attorneys' costs not to exceed \$7,000.00, Claims Administrator Costs estimated not to exceed \$7,000.00, Class Representative's Enhancement Payment of \$7,500.00, and \$2,500.00 for alleged PAGA penalties (the "PAGA Payment"), which will result in a "Net Settlement Amount" for distribution to all Class Members. Any employer side taxes attributable to payments allocated as wages will be paid by Defendant in addition to the Gross Settlement Amount. As explained further below, the amount of each Class Member's share of the Net Settlement Amount will depend on the number of weeks worked by participating Class Members during the Class Period. Of the \$2,500.00 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, or continue to, work for Defendant in California as non-exempt employees from January 28, 2020 to July 19, 2021.

The number of weeks you worked during the Class Period 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 actual number of weeks worked by participating Class Members, the resolution of any disputes regarding workweeks, 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 2/3 for disputed interest, statutory penalties, and other non-wage damages for which IRS Forms 1099-MISC will issue and 1/3 for disputed wages for which IRS Forms W-2 will issue. 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 total weeks worked within the Class Period by the total weeks worked 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 total weeks worked within the PAGA Claim Period by the total weeks worked by all Aggrieved Employees 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 Workweek 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 the number of workweeks worked by an individual Class Member. If a Class Member disputes the accuracy of Defendant's records, all supporting documents evidencing additional workweeks 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 October 9, 2021. 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 contained in the operative Complaint, and any additional wage and hour claims that could have been brought based on the facts alleged in the operative Complaint, through the Class Period.

Aggrieved Employees will be deemed to have released all Private Attorneys General Act claims for civil penalties contained in Plaintiff's letter to the LWDA and/or operative Complaint, through the PAGA Claim Period.

The individuals released ("Released Parties") include means Defendant, as well as Defendant's officers, shareholders, directors, agents, employees, attorneys, and insurers.

Class Members can talk to one of the lawyers appointed as Class Counsel (listed below) for free or talk to their own lawyer if Class Members have questions about the released claims and what they mean.

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 \$36,750.00, and attorneys' costs not to exceed \$7,000.00. 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 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 workweek 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 workweek 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 want to be excluded from this settlement; (c) identify the case name and number (*i.e.*, *Coronado v. MGD, Inc.*, STK-CV-UOE-2021-893); (d) be signed; and (e) be postmarked no later than October 9, 2021. The request to opt out must be signed, dated and mailed by First Class U.S. Mail or the equivalent, to:

Coronado v. MGD, Inc.
c/o Claims Administrator
P.O. Box 26170
Santa Ana, California 92799

The request to opt out must be postmarked no later than October 9, 2021. If you submit a request to opt out which is not postmarked by October 9, 2021, 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 his or her 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.*, *Coronado v. MGD, Inc.*, STK-CV-UOE-2021-893) (e) be signed; and (f) be post-marked no later than October 9, 2021. 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 each Aggrieved Employee, will release Defendant and the Released Parties from the released claims described above. In other words, if you were employed as a Class Member by Defendant in California during the Class Period, 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 10B, 180 E Weber Avenue Stockton, CA 95202, on December 9, 2021 at 9:00 a.m. 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's Counsel as follows:

Galen T. Shimoda
Justin P. Rodriguez
Brittany V. Berzin
Shimoda Law Corp.
9401 East Stockton Blvd., Suite 120
Elk Grove, CA 95624
Telephone: (916) 525-0716
Facsimile: (916) 760-3733
On behalf of Plaintiff

Kerry L. Krueger
Jamie M. Bossuat
Kroloff, Belcher, Smart, Perry & Christopherson
A Professional Law Corporation
7540 Shoreline Drive
Stockton, CA 95219
Phone: (209) 478-2000
Facsimile: (209) 478-0354
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 (888) 369-3780.

BY ORDER OF THE COURT

CORTE SUPERIOR DE CALIFORNIA PARA EL CONDADO DE SAN JOAQUIN

Caso No. STK-CV-UOE-2021-893

Raul Rodriguez Coronado v. MGD, Inc.

Notificación del acuerdo de acción de clase propuesto y acuerdo en virtud de la PAGA, y la fecha de audiencia para la homologación definitiva del acuerdo por parte de la corte

«IMbFullBarcodeEncoded»

«FirstName» «LastName» «BusinessName»

«Address1» «Address2»

SIMID «SIMID»
«Simid_Barcode»

«City», «State» «Zip»-«ZipDPC3»

A LA ATENCIÓN DE: Todas las personas que hayan realizado o continúen realizando trabajos para MGD, Inc. en California como empleados no exentos entre el 1 de febrero del 2017 y el 19 de julio del 2021 (los "Miembros de la Clase").

POR FAVOR, LEA ATENTAMENTE ESTA NOTIFICACIÓN. ESTA NOTIFICACIÓN SE RELACIONA CON UN ACUERDO PROPUESTO EN UNA LITIGACIÓN DE ACCIÓN DE CLASE Y EL POSIBLE DESEMBOLSO DE LOS FONDOS DEL ACUERDO PARA USTED. SI USTED ES MIEMBRO DE LA CLASE, ESTA NOTIFICACIÓN CONTIENE INFORMACIÓN IMPORTANTE SOBRE SU DERECHO A PARTICIPAR O EXCLUIRSE DEL ACUERDO SEGÚN EL PROCEDIMIENTO QUE SE DESCRIBE A CONTINUACIÓN.

Conforme a una orden de la Corte Superior del Condado de San Joaquin (la "Corte") que concede la homologación preliminar de este acuerdo de acción de clase, dictada el 28 de julio del 2021, usted recibe esta notificación de un acuerdo de acción de clase propuesto entre el Demandante, Raul Rodriguez Coronado, (el "Demandante" o el "Representante de la Clase") y el Demandado, MGD, Inc. (el "Demandado"), en nombre de los Miembros de la Clase arriba definidos. Usted recibió esta notificación porque los registros del Demandado indican que cae dentro de la definición de "Miembro de la Clase". Los registros del Demandado también indican que trabajó «MERGED_WW_CALC» semanas de trabajo durante el Período de la Clase aplicable (según se define más abajo), lo que significa que la parte que le corresponde del producido del acuerdo se estima en \$«MERGED_EstSettAmnt_CALC». La parte real que le corresponde del producido del acuerdo variará según la cantidad total de Miembros de la Clase que elijan participar y la resolución de toda disputa sobre semanas de trabajo según se describe en esta notificación.

Los términos del Acuerdo y una descripción del caso se identifican en esta notificación. Conforme a la Orden de la Corte, POR LA PRESENTE, SE LE NOTIFICA LO SIGUIENTE:

I. ANTECEDENTES DEL CASO

El 1 de febrero del 2021, el Demandante, un ex empleado, inició una Demanda en contra del Demandado en la Corte Superior de California para el Condado de San Joaquin en nombre de sí mismo y de los Miembros de la Clase. El término "Acción" se refiere a la acción de clase putativa que tramita ante la Corte Superior de California para el Condado de San Joaquin, Caso No. STK-CV-UOE-2021-893. El Período de la Clase es entre el 1 de febrero del 2017 y el 19 de julio del 2021 (el "Período de la Clase").

En la Acción, el Demandante buscaba obtener salarios impagos, intereses, sanciones legales, sanciones civiles, honorarios y costas en su propio nombre y en nombre de los Miembros de la Clase. El Demandante alegó que el Demandado violó la ley de California por no pagar el valor completo de la licencia por enfermedad paga en virtud de la Ley de Lugar de Trabajo Saludable y Familias Saludables de 2014 a los Miembros de la Clase, lo que resultó en reclamos por 1) violaciones a talones de cheque; 2) no pagar los salarios finales; 3) competencia desleal; y 4) violación de la Ley de Procuraduría General Privada. El Demandado niega todas las acusaciones del Demandante. Se han realizado investigaciones en curso en esta Acción, y se ha realizado un intercambio de documentación e información extensa para permitirles a las partes evaluar el fondo del caso. Además, las Partes han participado en una mediación que duró un día completo y fue facilitada por un tercero neutral. En función de las negociaciones y de todos los hechos y las circunstancias que se conocen, incluidos los diversos riesgos e incertidumbres relacionados con las acciones legales, las Partes llegaron a un acuerdo para toda la clase. Al llegar a un acuerdo, las Partes evitarán los riesgos asociados a un largo proceso de litigación. A pesar de estar conforme con el Acuerdo y de apoyarlo, el Demandado continúa negando todas las acusaciones y los reclamos. El Demandado ha celebrado este acuerdo para resolver por completo, de manera plena y para siempre, esta Acción, con base en los términos establecidos en el Acuerdo, para evitar la carga y los gastos asociados con el litigio continuo.

Las Partes han celebrado una Estipulación Conjunta con respecto al Acuerdo de Acción de Clase y al Acuerdo en virtud de la

Página 1 de 4

NOTIFICACIÓN DE ACUERDO DE ACCIÓN DE CLASE PROPUESTO Y FECHA DE AUDIENCIA PARA HOMOLOGACIÓN DEFINITIVA DEL ACUERDO POR PARTE DE LA CORTE

¿Preguntas? Llame: (888) 369-3780

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PAGA y una Exoneración (el "Acuerdo"), que la Corte ha homologado en forma preliminar. El Acuerdo aplica a todos los Miembros de la Clase como se define arriba. Sin embargo, el término "Miembro de la Clase" no incluye las personas que presentan solicitudes de exclusión válidas (como se explica a continuación). Si usted es un Miembro de la Clase, tiene la oportunidad de participar en el Acuerdo o excluirse del Acuerdo. Esta notificación tiene por objeto informarlo acerca de cómo puede participar o excluirse del Acuerdo.

II. RESUMEN DEL ACUERDO PROPUESTO

A. El importe del Acuerdo

Conforme a los términos del Acuerdo, el Demandado acepta pagar una suma total de Ciento Cinco Mil Dólares y Cero Centavos (\$105,000.00) (el "Importe Bruto del Acuerdo"). De este Importe Bruto del Acuerdo se deducirán sumas aprobadas por la Corte en concepto de honorarios de abogados que no superen el 35% del Importe Bruto del Acuerdo que equivale a \$36,750.00, costos de los abogados que no superen los \$7,000.00, Costos del Administrador de la Demanda que se estima que no superarán los \$7,000.00, un Aumento en el Pago para el Representante de la Clase de \$7,500.00, y \$2,500.00 por sanciones alegadas en virtud de la PAGA (el "Pago en virtud de la PAGA"), lo que tendrá como resultado un "Importe Neto del Acuerdo" a distribuir entre todos los Miembros de la Clase. Los impuestos correspondientes al empleador de la parte asignada a salarios los pagará el Demandado, por separado del Importe Bruto del Acuerdo. Tal como se explica más adelante, el importe de la parte de cada Miembro de la Clase del Importe Neto del Acuerdo dependerá de la cantidad de semanas trabajadas por los Miembros participantes de la Clase durante el Período de la Clase. De los \$2,500.00 asignados a resolver los reclamos en virtud de la PAGA, el 75% del Pago en virtud de la PAGA se destinará a la Agencia de Trabajo y Desarrollo de la Fuerza Laboral del Estado de California y el 25% del Pago en virtud de la PAGA se dividirá entre los Empleados Agraviados, que se definen como todas las personas que trabajaron, o siguen trabajando, para el Demandado en California como empleados no exentos entre el 28 de enero del 2020 y el 19 de julio del 2021.

El número de semanas que trabajó durante el Período de la Clase y su parte estimada del Importe Neto del Acuerdo y del Pago en virtud de la PAGA (el "Importe del Reclamo") se indican en la primera página de esta notificación. El importe real recibido puede ser mayor o menor que el importe indicado, en función de la cantidad real de semanas trabajadas por los Miembros participantes de la Clase, la resolución de cualquier disputa con respecto a las semanas de trabajo y las distribuciones finalmente aprobadas y asignadas por la Corte. Sin embargo, si los Miembros de la Clase se excluyen no tendrá efecto en las asignaciones de los Empleados Agraviados para los Reclamos en virtud de la PAGA.

B. Importes del Reclamo y Asignación entre los Miembros de la Clase y los Empleados Agraviados

El Demandado pagará los Importes del Reclamo a través del Administrador de la Demanda, como se describe a continuación, a cada Miembro de la Clase que no se excluya del acuerdo y a los Empleados Agraviados. Todos los Importes del Reclamo estarán sujetos a los impuestos correspondientes. Las Partes han acordado, en función de las alegaciones en la Acción, que todos los Importes del Reclamo pagaderos a los Miembros de la Clase elegibles se asignarán del Importe Neto del Acuerdo y se pagarán como 2/3 en concepto de intereses en disputa, sanciones legales y otros daños no salariales, para lo cual se emitirán Formularios del IRS 1099-MISC, y 1/3 en concepto de salarios disputados, para los cual se emitirá Formularios del IRS W-2. El Pago en virtud de la PAGA a los empleados Agraviados se pagará 100% como sanciones civiles.

El pago a los Miembros de la Clase que no se excluyen y a los Empleados Agraviados no requiere la presentación de un formulario de demanda. La parte de cada Miembro de la Clase se determinará dividiendo el total de las semanas trabajadas dentro del Período de la Clase por el total de las semanas trabajadas por todos los Miembros de la Clase dentro del Período de la Clase. La fracción luego se multiplicará por el Importe Neto del Acuerdo para llegar a la parte individual del Miembro de la Clase del Importe Neto del Acuerdo. La parte de cada Empleado Agraviado del 25% del Pago en virtud de la PAGA se determinará dividiendo el total de las semanas trabajadas dentro del Período de Reclamo en virtud de la PAGA por el total de las semanas trabajadas por todos los Empleados Agraviados dentro del Período de Reclamo en virtud de la PAGA. La fracción luego se multiplicará por la parte del 25% del Pago en virtud de la PAGA para llegar a la parte individual del Empleado Agraviado. El recibo de los Importes del Reclamo no dará derecho a ningún Miembro de la Clase o Empleado Agraviado a compensación o beneficios adicionales conforme a un plan o acuerdo de compensación, retiro o beneficio que esté implementado durante el período cubierto por el Acuerdo.

C. Cálculos basados en los registros del Demandado y resolución de disputas sobre semanas laborales

Para cada Miembro de la Clase, el monto pagadero será calculado por el Administrador de la Demanda a partir de los registros del Demandado. Se presume que los registros del Demandado son correctos a menos que se brinden pruebas que indiquen lo contrario al Administrador de la Demanda. Los registros del Demandado y toda prueba adicional serán revisados por el Administrador de la Demanda en caso de una disputa sobre la cantidad de semanas de trabajo trabajadas por un Miembro de la Clase individual. Si un Miembro de la Clase impugna la exactitud de los registros del Demandado, el Miembro de la Clase deberá presentar todos los documentos justificativos que acrediten las semanas de trabajo adicionales. La impugnación debe (a) identificar la naturaleza de la impugnación; (b) proporcionar cualquier información o documentación que respalde la impugnación; (c) estar firmada; y (d) tener sello

postal, a más tardar, del 9 de octubre del 2021. El Administrador de la Demanda resolverá la impugnación según los registros y la evidencia provista. La decisión del Administrador de la Demanda sobre todas las impugnaciones será definitiva y vinculante.

D. Exoneración de los reclamos

Para los Miembros de la Clase que no se excluyan y para los Empleados Agraviados, le Acuerdo contiene las siguientes exoneraciones:

Se considerará que los Miembros de la Clase que no se excluyan han exonerado todos los reclamos contenidos en la Demanda vigente, y todo reclamo adicional por salarios y horas laborales que podría haberse presentado sobre la base de los hechos alegados en la Demanda vigente, durante el Período de la Clase.

Se considerará que los Empleados Agraviados exoneran todos los reclamos en virtud de la Ley de Procuraduría General Privada por sanciones civiles contenidos en la carta del Demandante a la LWDA y/o en la Demanda vigente durante el Período de los Reclamos en virtud de la PAGA.

Las personas exoneradas ("Partes Exoneradas") incluyen el Demandado, así como también sus funcionarios, accionistas, directores, agentes, empleados, abogados y aseguradoras.

Los Miembros de la Clase pueden hablar con uno de los abogados designados como Abogado de la Clase (que se enumeran a continuación) de manera gratuita, o bien puede hablar con su propio abogado si los Miembros de la Clase tienen preguntas sobre los Reclamos Exonerados y lo que significan.

E. Costos y honorarios de abogados

El Demandado ha aceptado pagar los honorarios y las costas de los Abogados de la Clase que aprueba la Corte, hasta un máximo del 35% del Importe Bruto del Acuerdo, que equivale a \$36,750.00, y costas de abogados que no superen los \$7,000.00. Los costos y los honorarios del Abogado de la Clase se pagarán y se deducirán del Importe Bruto del Acuerdo.

F. Razonabilidad del Acuerdo

Todos los abogados de las Partes de la Acción consideran que los montos a pagar a los Miembros de la Clase, Empleados Agraviados y los montos en concepto de costos y honorarios de abogados son razonables. El Representante de la Clase y los Abogados de la Clase respaldan este Acuerdo. Entre los motivos de justificación, se encuentran las defensas frente a la responsabilidad potencial del Demandado, el riesgo inherente al juicio de la causa principal, el riesgo de que se rechace la certificación de la clase y los retrasos asociados con la litigación.

III. ¿CUÁLES SON SUS DERECHOS COMO MIEMBRO DE LA CLASE?

A. Participar en el Acuerdo

Si desea participar en el acuerdo y considera que su información sobre semanas de trabajo es correcta, **no necesita tomar ninguna otra acción**. El pago se le realizará automáticamente de conformidad con los términos del Acuerdo y la Orden de la Corte. Si desea impugnar el cálculo de semanas de trabajo, puede seguir los procedimientos que se describen en la Sección II.C más arriba. La legislación de California protege a los Miembros de la Clase de represalias basadas en su decisión de participar en el Acuerdo.

B. Excluirse del Acuerdo

Si no desea participar en el Acuerdo, puede excluirse presentando una solicitud escrita en forma oportuna al Administrador de la Demanda (es decir "Solicitud de Exclusión"). La solicitud de exclusión debe (a) indicar su nombre completo y fecha de nacimiento; (b) incluir una declaración que indique que no desea ser un Miembro de la Clase, no desea participar en el acuerdo, y/o desea ser excluido del acuerdo; (c) identificar el nombre y número de caso (*es decir, Coronado v. MGD, Inc., STK-CV-UOE-2021-893*); (d) estar firmado; y (e) tener sello postal de, a más tardar, el 9 de octubre del 2021. Para solicitar la exclusión el formulario debe estar firmado, contener la fecha y enviarse mediante Correo de los EE.UU. de Primera Clase o su equivalente a:

Coronado v. MGD, Inc.
c/o Claims Administrator
P.O. Box 26170
Santa Ana, California 92799

La solicitud de exclusión debe tener sello postal de, a más tardar, el 9 de octubre del 2021. Si envía una solicitud para excluirse que no tenga fecha de correo postal de, a más tardar, el 9 de octubre del 2021, su solicitud para excluirse será rechazada, y quedará obligado por la exoneración, y por todos los demás términos del Acuerdo. Si envía la solicitud de exclusión desde dentro de los Estados

Unidos, esta debe enviarse a través del Servicio Postal de los Estados Unidos por correo de primera clase o equivalente. No utilice una máquina franqueadora ya que puede que así no aparezca un sello postal en el sobre que contiene su solicitud de exclusión. Cualquier Miembro de la Clase que presente una solicitud de exclusión completa y a tiempo para excluirse, al momento de su recepción por parte del Administrador de la Demanda, dejará de ser un Miembro de la Clase y no recibirá su parte del pago del Acuerdo de la Clase. Los Empleados Agraviados no pueden excluirse del Acuerdo y recibirán su parte del pago de PAGA sin importar si se excluyen de la Clase.

C. Oposición al Acuerdo

Si no se excluye del acuerdo, puede oponerse a los términos de este. Sin embargo, si la Corte rechaza su oposición, quedará sujeto a los términos del Acuerdo. Puede solicitarle a la Corte que rechace la homologación del Acuerdo mediante la presentación de una oposición. No puede solicitar a la Corte que ordene un acuerdo por un importe mayor; la Corte solo puede homologar o rechazar el acuerdo. Si la Corte no otorga la homologación, no se realizarán pagos del acuerdo, y el juicio continuará. Si eso es lo que desea que suceda, debe oponerse. La oposición debe (a) contener su nombre completo y fecha de nacimiento; (b) brindar evidencia de que es, de hecho, un Miembro de la Clase; (c) indicar los motivos para la oposición(es), incluyendo cualquier análisis y/o documentación respaldatoria; (d) identificar el nombre y número de caso (*es decir, Coronado v. MGD, Inc., STK-CV-UOE-2021-893*) (e) estar firmado; y (f) tener fecha de sello postal de, a más tardar, el 9 de octubre del 2021. La oposición debe enviarse al Administrador de la Demanda a la dirección identificada en la Sección III.B y al abogado del Demandante y del Demandado a las direcciones identificadas en la Sección IV de esta notificación.

Si envía una oposición por escrito como se indica arriba, podrá también comparecer en la Audiencia de Homologación Definitiva, ya sea personalmente o a través de su propio abogado, para afirmar su oposición. Sin embargo, deberá presentar un aviso de intención de comparecer ante la Corte y notificar a los abogados del Demandante y del Demandado. Si comparece con su propio abogado, usted es responsable de pagarle al abogado.

IV. EFFECTOS DEL ACUERDO: RECLAMOS Y DERECHOS EXONERADOS

Luego de la homologación definitiva del acuerdo otorgada por la Corte, cada Miembro de la Clase que no se excluya del acuerdo y cada Empleado Agraviado exonerará al Demandado y a las Partes Exoneradas de los reclamos exonerados como se describen más arriba. En otras palabras, si fue empleado como Miembro de la Clase por el Demandado en California durante el Período de la Clase, y no se excluye del acuerdo, se considerará que celebró esta exoneración y que exoneró los reclamos que se describen arriba. Además, se le prohibirá demandar al Demandado y a las Partes Exoneradas con respecto a los reclamos cubiertos por este acuerdo. Si el acuerdo no es homologado por la Corte o no se vuelve definitivo por algún motivo, el litigio podrá continuar.

V. AUDIENCIA DE HOMOLOGACIÓN DEFINITIVA DEL ACUERDO

La Corte celebrará una audiencia en el Departamento 10B, 180 E Weber Avenue Stockton, CA 95202, el 9 de diciembre del 2021 a las 9:00 a. m. a fin de decidir si finalmente homologa el Acuerdo como justo, razonable y adecuado. También se le solicitará a la Corte la aprobación de la solicitud de los Abogados de la Clase del pago de los honorarios y costas de abogados. La audiencia podrá posponerse sin ninguna notificación adicional a los Miembros de la Clase. No es necesario que se presente a esta audiencia, a menos que desee oponerse al acuerdo.

VI. INFORMACIÓN ADICIONAL

Si desea obtener información adicional sobre este juicio y sus procedimientos, puede comunicarse con el Abogado de la Clase o el Abogado de los Demandados, mediante la siguiente información:

Galen T. Shimoda
Justin P. Rodriguez
Brittany V. Berzin
Shimoda Law Corp.
9401 East Stockton Blvd., Suite 120
Elk Grove, CA 95624
Teléfono: (916) 525-0716
Facsímil: (916) 760-3733
En nombre del Demandante

Kerry L. Krueger
Jamie M. Bossuat
Kroloff, Belcher, Smart, Perry & Christopherson
A Professional Law Corporation
7540 Shoreline Drive
Stockton, CA 95219
Teléfono: (209) 478-2000
Facsímil: (209) 478-0354
En nombre del Demandado

POR FAVOR, NO CONTACTE A LA CORTE O AL SECRETARIO DE LA CORTE POR TELÉFONO PARA OBTENER INFORMACIÓN SOBRE EL ACUERDO O EL PROCESO DE DEMANDA. SI TIENE ALGUNA PREGUNTA, LLAME AL (888) 369-3780.

POR ORDEN DE LA CORTE

Página 4 de 4

NOTIFICACIÓN DE ACUERDO DE ACCIÓN DE CLASE PROPUESTO Y FECHA DE AUDIENCIA PARA HOMOLOGACIÓN DEFINITIVA DEL ACUERDO POR PARTE DE LA CORTE

¿Preguntas? Llame: (888) 369-3780

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 RAUL RODRIGUEZ CORONADO
10 individually and on behalf of similarly situated employees

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SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN

RAUL RODRIGUEZ CORONADO,
individually and on behalf of all other
similarly situated employees,

Plaintiff,

vs.

MGD, INC., a California Corporation; and
DOES 1 to 100, inclusive,

Defendant.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

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

Date: December 9, 2021

Time: 9:00 a.m.

Dept.: 10B

Judge: Hon. Erin Guy Castillo

Filed: February 1, 2021

FAC Filed: April 9, 2021

Trial Date: None Set

1 TO ALL PARTIES AND THEIR RESPECTIVE COUNSEL OF RECORD:

2 The Motion for Final Approval of Class Action and PAGA Settlement ("Motion") in the above
3 referenced case came before the Honorable Erin Guy Castillo in Department 10B. Named Plaintiff
4 Raul Rodriguez Coronado ("Plaintiff") filed this putative class action on February 1, 2021. The
5 operative Complaint alleges that Defendant MGD, Inc. ("Defendant") violated California law by
6 failing to pay all paid sick leave owed resulting in unfair competition, failing to pay final wages, and
7 issuing inaccurate wage statements. Plaintiff has also alleged Defendant is liable for a civil penalties
8 under the Private Attorneys General Act ("PAGA") based on these violations. Plaintiff sought
9 attorneys' fees and costs as part of this Action. Defendant denied all of Plaintiff's claims and denied
10 that this case was appropriate for class treatment. No class has been certified. The class settlement
11 was preliminarily approved by this Court on July 28, 2021.

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 Final Approval of Class
17 Action and PAGA Settlement, the declarations in support, the Agreement, the Notice of Settlement,
18 and other evidence, HEREBY ORDERS AND MAKES DETERMINATIONS AS FOLLOWS:

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

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

23 All individuals who have, or continue to, work for Defendant in California
24 as non-exempt employees from February 1, 2017 up to July 19, 2021.

25 The Court recognizes that the foregoing definition is for Class Member identification purposes only and
26 is not intended to capture the claims at issue or limit or alter the released claims under the Agreement.
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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 caused the violations outlined above by failing to incorporate the value of
7 nondiscretionary bonuses into putative class members' regular rates of pay for the purpose of paying
8 sick leave. The PAGA, waiting time penalty, and wage statement violation claims also derive from this
9 violation. Additionally, Class Members seek the same remedies under state law. The typicality
10 requirement for settlement purposes is also satisfied since the claims of the Class Representative is
11 based on the same facts and legal theories as those applicable to the class members.

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

15 The Court finds that Plaintiff Raul Rodriguez Coronado and Plaintiff's counsel,
16 Galen T. Shimoda and Justin P. Rodriguez 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. 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 that the Agreement is fair, reasonable and adequate for the class. The Court also
21 acknowledges that Class Members were object to the settlement at a fairness hearing approved by this
22 Court or opt-out of being bound by the preliminarily approved Agreement. No such objections were
23 made by class members and no class members opted out.

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 grants final approval of the Agreement and all terms therein as if stated here in full, including the
27 \$105,000.00 Gross Settlement Amount.

1 The Court orders that Plaintiff Raul Rodriguez Coronado will receive \$7,500.00 as a Class
2 Representative Enhancement Payment in addition to any amount Plaintiff may be entitled to under the
3 Agreement's pro 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 \$5,500.00.

6 The Court finds that an award of fees under the common fund doctrine is appropriate in this case
7 because there is a sufficiently identifiable class of beneficiaries (*i.e.* Class Members), the benefits can be
8 accurately traced as set forth in the Agreement, Plaintiff and Class Counsel were able to negotiate on
9 behalf of Class Members, and the fee can be shifted with exactitude to those benefiting as the fee request
10 is a specific, lump-sum percentage of the Gross Settlement Amount. *See Paul, Johnson, Alston & Hunt*
11 *v. Grawlty*, 886 F.2d 268, 271 (9th Cir. 1989); *Serrano v. Priest*, 20 Cal.3d 25, 34-35 (1977); *Laffitte v.*
12 *Robert Half Internat., Inc.*, 1 Cal.5th 480, 506 (2016). The Court finds the attorneys' fees request of
13 thirty-five percent (35%) of the Gross Settlement Amount, *i.e.* \$36,750.00, to be appropriate
14 compensation for Class Counsel. The attorneys' fees request is within the range that has been approved
15 by other Courts in similar cases and is reasonable in light of the circumstances of this case, the
16 substantial and beneficial results obtained on behalf of Class Members, and the contingent nature of the
17 recovery over the course of this case, which included potential loss at summary judgment, certification,
18 and/or trial proceedings. Additionally, the Court orders that \$7,000.00 of the settlement proceeds will
19 be paid to Class Counsel for reasonable costs incurred in this case.

20 The Court approves of the Two Thousand Five Hundred Dollars and No Cents (\$2,500.00)
21 PAGA Payment, which shall be paid from the Gross Settlement Amount, not in addition to the Gross
22 Settlement Amount, to resolve the alleged PAGA claims. Seventy-Five percent (75%) of the PAGA
23 Payment will be paid to the Labor and Workforce Development Agency ("LWDA") and Twenty-Five
24 percent (25%) will be paid to Aggrieved Employees on a pro rata basis as described in the Agreement.
25 The Court also finds that the Agreement provides a recovery that creates an effective substantial
26 deterrent to any potential future non-compliance, furthering the purpose of the Labor Code and LWDA.
27
28

1 The Court approves of the identified *cy pres* distribution plan wherein any checks issued to
2 Qualified Claimants and/or Aggrieved Employees that are not cashed by the deadline to do so shall be
3 paid out 50/50 to Capital Pro Bono, Inc. and the Center For Workers' Rights.

4 The releases and waivers for Class Members (*i.e.* Qualified Claimants), Aggrieved Employees,
5 and the Class Representative are also approved by the Court as set forth in the Agreement.

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

8 The Court finds that the Notice of Settlement, which was submitted with Plaintiff's Motion as
9 Exhibit A to the Declaration of Lindsay Kline, fairly and adequately advised Class Members of the
10 terms of the Agreement, the rights being waived, their right to opt out, the ability to dispute the number
11 of workweeks worked during the Class Period, their pro rata share of the Net Settlement Amount, how
12 to participate in the settlement, how to file documentation in opposition to the proposed settlement, and
13 when to appear at the fairness hearing. The Court further finds that the Notice of Settlement and
14 distribution of such notice by first class mail to each identified Class Member at his or her most recent
15 address based on a National Change of Address database search from the Class Members' last known
16 address and a skip trace on any Class Members who have the Notice of Settlement returned as
17 "undeliverable" or "not at this address" comported with all constitutional requirements, including those
18 of due process.

19 **IMPLEMENTATION SCHEDULE**

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

22
23 Last day for Claims Administrator to calculate the
24 final Net Settlement Amount, the final Claim
25 Amounts for Qualified Claimants and/or
26 Aggrieved Employees, any applicable taxes
27 thereon, and report the results of these
28 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 Final Approval Date, but in no event prior to January 1, 2022
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 receiving the funds
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

IT IS FURTHER ORDERED that this final approval order is effective as a judgment with each party to bear its own fees and costs outside of what has been ordered herein. This matter is subject to the Court's continuing jurisdiction to monitor and enforce the terms of this order and the approved Agreement.

IT IS SO ORDERED.

Date: _____

By: _____
Judge of the Superior Court

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)

Shimoda Law Corp.

9401 East Stockton Boulevard, Suite 120

Elk Grove, CA 95624

Telephone: (916) 525-0716

Facsimile: (916) 760-3733

6 Attorneys for Plaintiff RAUL RODRIGUEZ CORONADO
7 individually and on behalf of similarly situated employees

8 **SUPERIOR COURT OF CALIFORNIA**

9 **FOR THE COUNTY OF SAN JOAQUIN**

11 RAUL RODRIGUEZ CORONADO,
12 individually and on behalf of all other
13 similarly situated employees,

14 Plaintiff,

15 vs.

16 MGD, INC., a California Corporation; and
17 DOES 1 to 100, inclusive,

18 Defendant.

Case No. STK-CV-UOE-2021-893

CLASS ACTION

PROOF OF SERVICE

Date: December 9, 2021

Time: 9:00 a.m.

Dept.: 10B

Judge: Hon. Erin Guy Castillo

Filed: February 1, 2021

FAC Filed: April 9, 2021

Trial Date: None Set

3 **PROOF OF SERVICE — CCP §§ 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
7 a party to the within above-entitled action.

8 On November 1, 2021, I served the following documents on the party below:

- 9 • PLAINTIFF'S NOTICE OF MOTION AND MOTION FOR
10 FINAL APPROVAL OF CLASS ACTION AND PAGA
SETTLEMENT
- 11 • MEMORANDUM OF POINTS & AUTHORITIES IN SUPPORT
12 OF PLAINTIFF'S MOTION FOR FINAL APPROVAL OF
CLASS ACTION AND PAGA SETTLEMENT
- 13 • EXHIBIT LIST AND EXHIBITS IN SUPPORT OF
14 PLAINTIFF'S MOTION FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT
- 15 • DECLARATION OF JUSTIN P. RODRIGUEZ IN SUPPORT OF
16 PLAINTIFF'S MOTION FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT
- 17 • DECLARATION OF LINDSAY KLINE REGARDING NOTICE
AND SETTLEMENT ADMINISTRATION
- 18 • [PROPOSED] ORDER GRANTING PLAINTIFF'S MOTION
FOR FINAL APPROVAL

19 Kerry Lynne Krueger (SBN 247496) 20 Kroloff Belcher Smart Perry et al, 21 7540 Shoreline Drive 22 Stockton, California 95219 Phone: (209) 478-2000 Fax: (209) 478-0354 Email: kkrueger@kroloff.com	
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23 [XXX] [By Mail] I am familiar with my employer's practice for the
24 collection and processing of correspondence for mailing with
25 the United States Postal Service and that each day's mail is
26 deposited with the United States Postal Service that same day
27 in the ordinary course of business. On the date set forth above,
28 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.

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

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


Erika F. Collazo