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SUPERIOR COURT FOR THE STATE OF CALIFORNIA

FOR THE COUNTY OF SANTA CLARA

KATHLEEN O'BRIEN, AURORA
GALVAN, and CARA LISH individuals,
on behalf of themselves and on behalf of
all persons similarly situated,

Plaintiffs,

vs.

CERIDA INVESTMENT CORP., a
Corporation; DELOITTE
CONSULTING L.P., a Limited
Partnership, and DOES 1 to 50,
inclusive,

Defendants

Case No.: **21CV384527**

**DECLARATION OF KYLE NORDREHAUG IN
SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: December 11, 2024

Time: 1:30 p.m.

[Hearing set by Order dated August 8, 2024]

Assigned for All Purposes To:

Hon. Theodore C. Zayner

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1 **DECLARATION OF KYLE NORDREHAUG IN SUPPORT OF PLAINTIFFS' MOTION**
2 **FOR FINAL APPROVAL OF CLASS SETTLEMENT**

3 I, Kyle Nordrehaug, declare:

4 1. I am a partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP
5 ("BNBD"), counsel for Plaintiffs Kathleen O'Brien, Aurora Galvan, and Cara Lish (together
6 "Plaintiffs"). As such, I am fully familiar with the facts, pleadings and history of this matter. The
7 following facts are within my own personal knowledge, and if called as a witness, I could testify
8 competently to the matters stated herein.

9 2. This declaration is being submitted in support of the Motion for Final Approval of Class
10 Settlement by Plaintiffs. The settlement reached between Plaintiffs, individually and on behalf of all
11 members of the Class, on the one hand, and defendants Cerida Investment Corporation ("Cerida") and
12 Deloitte Consulting LLP ("Deloitte") (collectively "Defendants"), on the other hand, is set forth in the
13 Class Action and PAGA Settlement Agreement ("Settlement Agreement"), a true and correct copy of
14 which is attached hereto as Exhibit #1.

15 Experience of BNBD

16 3. Over the course of the litigation, my firm has worked actively on this matter. The firm
17 credentials are reflected in the BNBD Resume, a true and correct copy of which is attached hereto as
18 Exhibit #2. Some of the major cases our firm has undertaken are also set forth therein. BNBD has
19 represented hundreds of thousands of employees in hundreds of legal matters, including PAGA
20 lawsuits and hundreds of employment class actions. BNBD's practice is devoted almost entirely to the
21 prosecution of wage and hour class action and PAGA action matters. The attorneys at BNBD have
22 been appointed lead counsel in hundreds of contested motions for class certification including many
23 consolidated wage and hour matters. The attorneys at my firm have extensive experience in cases
24 involving labor code violations and overtime claims. BNBD has litigated similar overtime cases
25 against other employers on behalf of employees, including cases against Sharp Healthcare, Walmart,
26 Cigna, Health Net, Securitas, Okta, See's Candies, Walt Disney Resorts, El Pollo Loco, Panda Express,
27 Universal Protection, Mattress Firm, Total Renal, Liberty Mutual, Union Bank, Apple, Coventry
28 Health Care, Qualxserv, Union Bank, Marriott, Kaiser / Permanente, Walgreens, and California State

1 Automobile Association. My firm has been approved as class counsel by state and federal courts in
2 California in contested class certification motions, including approvals in this Court. It is this level of
3 experience which enabled the firm to undertake the instant matter and to successfully combat the
4 resources of the defendants and their capable and experienced counsel. On account of the concerted
5 and dedicated effort this case demanded in order to properly handle and prosecute, BNBD was
6 precluded from taking other cases, and in fact, had to turn away other potential fee generating cases.

7 4. Blumenthal Nordrehaug Bhowmik De Blouw LLP was responsible for handling the
8 briefing and argument that resulted in the landmark ruling of *Sakkab v. Luxottica Retail N. Am., Inc.*,
9 803 F.3d 425 (9th Cir. 2015). There, Blumenthal Nordrehaug Bhowmik De Blouw LLP overcame
10 opposition by Littler Mendelson and amici Curiae briefs submitted by Mayer Brown LLP to persuade
11 the Ninth Circuit of the importance of the substantive rights of the State of California under the
12 California Private Attorney General Act of 2004 ("PAGA"). BNBD took the lead on this case where
13 the ruling was the reaffirmation of the PAGA statute and the *Iskanian* rule. BNBD also has recently
14 engaged in noted appellate work on the subject of class actions in the California Court of Appeals
15 resulting in the opinions handed down in *Securitas Sec. Services USA, Inc. v. Superior Court*, 234 Cal.
16 App. 4th 1109, 184 Cal. Rptr. 3d 568 (2015) (class or representative action waiver in an employment-
17 related arbitration agreement was unenforceable); *Altman v. Solarcity Corp.*, No. D067582, 2016 Cal.
18 App. Unpub. LEXIS 3536 (Ct. App. May 13, 2016) (same). In 2015, Blumenthal Nordrehaug
19 Bhowmik De Blouw LLP received an award from the Daily Journal for Top Appellate Reversal, and I
20 received an award from the Daily Journal as Top Labor & Employment Attorney in 2016.

21 5. District Judge Irma Gonzales in a consolidated class action representing hundreds of
22 armed forces officers held that Blumenthal Nordrehaug Bhowmik De Blouw LLP was "qualified
23 counsel with extensive experience in class action litigation." *McPhail v. First Command Fin.*
24 *Planning, Inc.*, 247 F.R.D. 598, 611 (S.D. Cal. 2007). Examples of other contested actions where class
25 certification was granted Blumenthal Nordrehaug Bhowmik De Blouw LLP and was appointed lead
26 class counsel in wage and hour class actions in Federal Court include *Schulz v. Qualxserv, LLC*, 2012
27 U.S. Dist. LEXIS 58561 (S.D. Cal. 2012); *Dobrosky v. Arthur J. Gallagher Serv. Co., LLC*, No. EDCV
28 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); *Culley v. Lincare Inc.*,

No. 2:15-cv-00081-MCE-CMK, 2016 U.S. Dist. LEXIS 105704 (E.D. Cal. Aug. 10, 2016); *Nelson v. Avon Prods.*, No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); *Orozco v. Illinois Tool Works*, U.S.D.C. Case No. 14-cv-02113-MCE, 2016 U.S. Dist. LEXIS 158115 (E.D. Cal. February 17, 2017); *Metrow v. Liberty Mutual*, U.S.D.C. Case No. EDCV 16-1133 JGB (C.D. Cal. May 1, 2017). Some examples of heavily contested State Court wage and hour class actions where class certification was obtained and BNBD was appointed lead class counsel include *El Pollo Loco Wage and Hour Cases*, Orange County Superior Court, JCCP Case No. 4957 (July 30, 2018); *Torrento v. Lucile Packard Children's Hospital*, Santa Clara County Superior Court Case No. 2016-1-CV-291035 (July 17, 2018); *Salem v. Alliance*, San Bernardino Superior Court, Case No. CIVRS1401129 (March 8, 2016); *Rivers v. Veolia*, Sonoma County Superior Court Case No. SCV 255350 (March 9, 2016); *Mathies v. Union Bank*, San Francisco Superior Court Case No. CGC-10-498077 (Sept. 11, 2013); *Jefferson v. Bottling Co, LLC*, Orange County Superior Court Case No. 30-2009-00180102-CU-OE-CXC (Sept. 7, 2010); *Rangel v. Balboa Ambulance Co.*, 37-2008-00095700-CU-BT-CTL (Fe. 11, 2010); *Tan v. CSAA*, Orange County Superior Court, Case No. 30-2008-00231219 (Nov. 23, 2009).

Background:

6. On July 20, 2021, Plaintiff O'Brien filed a Class Action Complaint against Defendants in the Superior Court of the State of California, County of Santa Clara (the "O'Brien Class Action"). Plaintiff O'Brien's Complaint asserted claims that Defendants: (a) Violated California Business and Professions Code § 17200 et seq.; (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1; (c) Failed to pay overtime wages in violation of California Labor Code §§ 510, et seq.; (d) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order; (e) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order; (f) Failed to reimburse employees for required expenses in violation of California Labor Code § 2802. (g) Failed to provide accurate itemized wage statements in violation of California Labor Code § 226; and, (h) Failed to pay final wages upon termination in violation of California Labor Code §§ 201, 202 and 203. On October 1, 2021, Cerida filed an Answer with thirty-five (35) affirmative defenses; and Deloitte filed

1 an Answer with thirty-seven (37) affirmative defenses. On July 20, 2021, Plaintiff O'Brien also filed a
2 separated Representative Action Complaint against Defendants in the Superior Court of the State of
3 California, County of Santa Clara (the "O'Brien PAGA Action") Plaintiff O'Brien's Complaint
4 asserted a single cause of action against Defendants for Civil Penalties Pursuant to Labor Code § 2699,
5 et seq. for violations of Labor Code §§ 201, 202, 203, 204 et seq., 210, 221, 226(a), 226.7, 233, 246,
6 351, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8,
7 Section 11040, subdivision 5(A)-(B). On October 1, 2021, Defendants filed separate Answers, each
8 asserting thirty-four (34) affirmative defenses. On August 13, 2022, Plaintiff Galvan filed a
9 Representative Action Complaint against Cerida in the Superior Court of the State of California,
10 County of Los Angeles (the "Galvan PAGA Action"). Plaintiff Galvan's Complaint asserted a single
11 cause of action against Cerida for violation of California Labor Code § 2698, et seq (California Labor
12 Code Private Attorneys General Act of 2004). On February 23, 2022, Plaintiff Lish filed a Class Action
13 Complaint against Cerida in the Superior Court of the State of California, County of Sacramento (the
14 "Lish Class Action"). Plaintiff Lish's Complaint asserted claims that Cerida: (a) Failed to pay
15 minimum wages; (b) Failed to pay overtime; (c) Failed to provide lawful meal periods; (d) Failed to
16 provide authorize and permit rest periods; (e) Failed to timely pay wages during employment; (f) Failed
17 to timely pay wages owed upon separation of employment; (g) Failed to reimburse necessary expenses;
18 (h) Knowingly and intentionally failed to comply with itemized wages statement provisions; and (i)
19 Violated the Unfair Competition Law. On May 2, 2022, Plaintiff Lish filed a separate Representative
20 Action Complaint against Cerida in the Superior Court of the State of California, County of
21 Sacramento (the "Lish PAGA Action")

22 7. On October 21, 2022, the Parties filed, and the Court approved, the Joint Stipulation
23 And Order To Consolidate Cases For Settlement Approval And For Leave To File Amended Complaint
24 For Settlement Purposes, consolidating the O'Brien Class Action and PAGA Action and amending the
25 consolidated O'Brien Action to include Plaintiffs Galvan and Lish as additional Class Representatives.
26 This consolidated complaint is now the operative complaint in the O'Brien Action and is referred to
27 herein as the "Operative Complaint". Following consolidation of matter and amendments of the
28 Operative Complaint, the Galvan PAGA Action, the Lish Class Action and the Lish PAGA action were

1 dismissed without prejudice and Plaintiff's Galvan, Lish and O'Brien therefore seek approval of the
2 settlement in the consolidated O'Brien Action. Plaintiffs have entered into a joint prosecution
3 agreement in this case and have consented to the agreement in writing.

4 8. Class Counsel conducted a thorough investigation into the factual and legal issues
5 implicated by Plaintiffs' claims and were able to objectively assess the settlement's reasonableness.
6 The Parties engaged in meet and confer discussions regarding potential discovery issues, potential law
7 and motion matters, and the merits of the case, and ultimately agreed to attempt early mediation. They
8 then engaged in significant informal discovery to facilitate an exchange of information necessary to
9 engage in a meaningful mediation. Consequently, Plaintiffs' counsel reviewed time records, payroll
10 records, personnel policies/handbooks, meal break policies, personnel files, and a random sampling of
11 paystubs produced by Cerida. Defendant also provided documents and information reflecting the
12 estimated total amount of workweeks and pay periods they worked, and average hourly pay rates,
13 among other relevant data. Plaintiffs had this information reviewed and analyzed by consulting expert
14 Berger Consulting Group to assist with, inter alia, determining potential meal/rest period violation
15 rates, the amount of potential "off the clock" work, etc., and formulating a damages model. The
16 document and data exchanges allowed Class Counsel to fully assess the nature and magnitude of the
17 claims being settled, as well as the impediments to recovery, and ultimately enabled Class Counsel so
18 as to make an independent assessment of the reasonableness of the settlement's terms.

19 9. The Parties then engaged Jeffrey Krivis, Esq., a respected mediator with extensive wage
20 and hour class action experience and on June 15, 2022 participated in a full day mediation with Mr.
21 Krivis. Throughout the day, the arms-length negotiations were hard-fought and adversarial as the
22 Parties exchanged extensive information on their legal and factual positions, and made numerous offers
23 and counter-offers. Following the mediation, each side, represented by its respective counsel, were
24 able to agree to settle the Action, memorialized in the form of a Memorandum of Understanding,
25 executed by all parties on or about August 23, 2022. The Parties later negotiated the Agreement setting
26 forth the full and final settlement terms. The Class Representatives have vigorously prosecuted this
27 case, and Defendants have vigorously contested it. The Parties engaged in sufficient investigation and
28 informal discovery to assess the relative merits of the claims of the Class and of Defendant's defenses

1 to them. Defendant has denied all of Plaintiffs' allegations in their entirety and any liability or
2 wrongdoing of any kind.

3
4 The Settlement Is Fair, Reasonable and Adequate:

5 10. As a result of the mediation, the parties agreed to settle this matter for a Gross
6 Settlement Amount of \$938,611.69 (Nordrehaug Decl., Ex. 1- Agreement at ¶1.22.). Based on their
7 own respective independent investigations and evaluations, and after taking into account the sharply
8 disputed factual and legal issues involved in this matter, the risks attending further prosecution of the
9 case, and the monetary benefits received under the Settlement, Class Counsel is of the opinion that
10 Settlement for the consideration and on the terms set forth in the Agreement is fair, reasonable and
11 adequate and is in the best interests of the Class Members.

12 11. Fairness of the Settlement is demonstrated by the uncertainty and risks to Plaintiffs
13 involved both in not prevailing on one or more of the causes of action or theories alleged in the
14 operative Complaint and in non-certification, and if successful, Defendants dispute the ability of
15 Plaintiffs to certify a class in this case. Defendant Cerida has at all times denied Plaintiffs'
16 collective allegations and maintained its meal break and payroll policies and procedures comply
17 with California law, that it provided the class members with required meal and rest breaks, that it
18 paid Plaintiffs and the class members all wages due, and that any business expenses allegedly
19 owed were either reimbursed, or not required or necessary. Additionally, Cerida strongly
20 contends the case cannot be maintained as any kind of class or representative action, arguing that
21 to the extent class members missed breaks, that such breaks were non-compliant, that employees
22 worked "off the clock," or incurred business expenses for work purposes, Cerida's policy for
23 reimbursements was complaint, and intermittent or infrequent and evidence of such violations
24 would be purely anecdotal. Thus, per Cerida individual issues predominate and class certification
25 would be inappropriate. Yet, despite the defenses proffered by Defendants, the proposed
26 Settlement commits Defendants to pay each Class Member a portion of the Net Settlement
27 Amount. The amount to be paid to the Class is fair, adequate and reasonable given the significant
28 risk to Plaintiffs and the Class in continuing with the litigation and not prevailing on their claims

1 at class certification or at trial or not being paid anything even if trial was successful.

2 12. Common questions of law and fact predominate – particularly for purposes of a
3 settlement class – as the Class Members all were subject to the same break policy, were subject to
4 same minimum wage and overtime policies, and received the same wage statements. Since the
5 focus of the claims against Cerida concerns the legality of common policies applied uniformly to
6 the entire class, common issues predominate over individualized inquiries concerning liability.
7 Whether Cerida’s policies resulted in “off the clock” raises common questions applicable to all
8 class members. Regardless of the outcome, determining these questions will decide liability for
9 all class members one way or another. Similarly, whether Defendant properly tracked and paid
10 for all documented meal violations raises questions common to all class members. C lass Counsel
11 ran various calculations and estimated Cerida’s likely maximum exposure on the class claims at
12 approximately \$501,462.60 on the primary “damages” claims, including \$13,054.50 on the
13 unpaid wages claim, \$3,603.50 on the regular rate – unpaid overtime, meal break and sick pay
14 claim, \$175,391.60 on the meal break claims, \$203,112.00 on the rest break claims, and
15 \$106,301.00 on the expense reimbursement claims. The “penalty” claims total \$2,952,647.20 in
16 theoretical liability, including \$1,145,247.20 on the wage statement and waiting time penalty
17 claims and \$1,807,400.00 on the PAGA penalty claims. Plaintiffs’ counsel substantially
18 discounted the value of these claims, however, in light of the multiple and considerable risks
19 posed by proceeding with the litigation.

20 a. Unpaid Wages – Rounding: \$13,054.50

21 Per expert, (Combined Reg = OT = DT) = \$14,505; Class counsel thought they had an
22 90% chance of prevailing at class certification and of prevailing on the liability based
23 on the defenses. As such, Plaintiff believed the real exposure for this claim was
24 approximately \$13,054.50.

25 b. Unpaid Overtime, Meal Premiums and Sick Pay: \$3,603.50

26 Per expert, (OT Calculated at Base Rate = .5x Regular Rate; Meal Break Premium and
27 Sick Pay analysis (Ferra v Loew’s) = \$4,004.00. Class counsel thought they had a 90%
28 chance of prevailing on the liability based on the defenses set forth by Defendant. As

such, Plaintiff felt the real exposure for this claim was approximately \$3,603.50.

c. Meal Period Violations: \$175,391.60

Per expert, \$438,479.00 in meal violations without a corresponding premium payment. Class counsel thought they had a 40% chance of prevailing on the liability based on the defenses set forth by Defendant. As such, Plaintiff felt the real exposure for this claim was approximately \$175,391.60.

d. Rest Period Violations: \$203,112.00

Per expert, \$507,780.00 in rest period violations without a corresponding premium payment. Class counsel thought they had a 40% chance of prevailing on the liability based on the defenses set forth by Defendant. As such, Plaintiff felt the real exposure for this claim was approximately \$203,112.00.

e. Unreimbursed Business Expenses: \$106,301.50

Per expert, \$212,603 in unreimbursed business expenses at \$40 per month. Class counsel thought they had a 50% chance of prevailing on the liability based on the defenses set forth by Defendant. As such, Plaintiff felt the real exposure for this claim was approximately \$106,301.50.

f. Penalties for Wage Statement Violations: \$234,100.00

Per expert, 614 employees (in limitations period) * \$50/initial violation + subsequent violations * \$100/violation = \$585,250; Class Counsel thought they had a 40% chance of prevailing on the liability/damages of this claim as Plaintiff would have to prove that it was a “willful violation” and also that there was an injury. As such, Plaintiff felt that the real exposure for this claim was approximately \$234,100 based on these risks

g. Waiting Time Penalties: \$911,147.20

Per expert, 681 former employees (assumes 30 days per employee in 203 period at 7.3 hours per day) = \$2,277.868. Class counsel though they had a 40% chance of prevailing on the liability based on the showing of willfulness and other arguments made by Defendant. As such, Plaintiff felt that the real exposure for this claim was approximately \$911,147.20.

1 h. PAGA Penalties: \$1,809,400 (max penalties for all employees for all pay periods and
2 for all claims.

3 On the unpaid wage claims, Plaintiffs argued that because of the Defendants' overarching
4 pressure on its call center employees, Defendants' Labor Code violations accrued as Plaintiffs,
5 putative class members, and the Aggrieved Employees were expected to be available well beyond
6 their scheduled shifts, in one form or another. These off-the-clock work-related communications
7 were not logged or recorded as time worked by the Defendants, despite Defendants' requirements
8 to remain on calls while off the clock. Defendant argued that to the extent individual managers
9 failed to follow that Defendant's policies their conduct was not sanctioned and would predominate,
10 thereby rendering class certification impossible

11 For meal period violations, Plaintiffs argued that they, the putative class members, and the
12 Aggrieved Employees had to remain on phone calls that were not completed at the time they were
13 on breaks, and when their shifts had ended but Defendant refused to pay them for any time that
14 was not included in their scheduled shifts. This practice required Plaintiffs, the putative class
15 members, and the Aggrieved Employees to attend to customer calls while on rest breaks, meal
16 breaks, and while not at work. Defendants' never recorded or paid Plaintiffs, the putative class,
17 and the Aggrieved Employees for calls taken during breaks or calls taken outside their scheduled
18 shift. In response, Defendant argued its break policies were fully compliant with California law,
19 that it provided required meal periods on a compliant basis, and thereby met its obligations under
20 the Labor Code and Wage Order.

21 For the rest break claims, Plaintiffs argued Defendant frequently non-compliant rest
22 periods, as the class members often had to skip rest periods or received shortened rest periods due
23 to Defendant's refusal to compensate Plaintiffs and class members for missed, short or interrupted
24 rest breaks while on calls. As with meal breaks, Defendant argued its rest break policies complied
25 with California law and authorized and permitted employees to take all required breaks.
26 Defendant further contended that, any evidence of failure to authorize rest periods and/or
27 discouragement from taking rest periods would be purely anecdotal and individual issues would
28 predominate on liability.

1 Plaintiffs' based their expense reimbursement claim on the need to use their personal
2 mobile devices for company business and on their purchases of headsets and internet charges
3 incurred while working remotely. Additionally, Plaintiff's claimed that class members used their
4 personal computers and headsets to make and answer calls for Defendant and that they used their
5 personal cell phones to record their work time on an application that they were required to
6 download. Plaintiffs argued they and other employees of Cerida incurred necessary business
7 expenses for which they were not reimbursed as required by Labor Code section 2802 and
8 *Cochran v. Schwan's Home Serv., Inc.* (2014) 228 Cal.App.4th 113 (2014) ("We hold that when
9 employees must use their personal cell phones for work-related calls, Labor Code section 2802
10 requires the employer to reimburse them. Whether the employees have cell phone plans with
11 unlimited minutes or limited minutes, the reimbursement owed is a reasonable percentage of their
12 cell phone bills."). On the other hand, Defendant argued that its policy provided employees with
13 reimbursement at a rate of \$1 per shift for theses work related expenses. Plaintiffs' disagreed that
14 the amount set forth in Defendant's policy was sufficient, and the Defendant failed to pay
15 Plaintiffs and other putative class members any amount.

16 Finally, Plaintiffs also alleged claims under Labor Code § 226 (alleged inaccurate wage
17 statement violations) and §§ 201-203 (waiting time penalties). On the wage statement claim,
18 Plaintiffs alleged Defendants did not allow class members to record the time actually worked
19 while they remained on calls, during rest and meal breaks and on their own personal time while
20 off the clock, the pay stubs issued by Defendants do not set forth all hours worked both on and off
21 the clock, do not set forth the accurate corresponding hourly rates, overtime hours worked and
22 overtime rates of pay that were properly earned by the Plaintiffs, class members and Aggrieved
23 Employees. Thus, these claims partially are based on the "off the clock" unpaid wage claim and
24 will rise or fall along with that primary claim, in addition to being subject to "good faith" and
25 other defenses available to Defendant. E.g., *Amaral v. Cintas Corp. No. 2* (2008) 163 Cal.App.4th
26 1157, 1203-04 (holding employer did not willfully fail to pay wages under Labor Code § 203
27 even though the class prevailed on the merits on the underlying claim for failing to pay living
28

1 wages). Accordingly, Plaintiffs discounted the derivative claims significantly in light of these
2 multiple potential defenses.

3 13. While Plaintiffs are confident in the merits of their claims, legitimate controversies
4 exist regarding Plaintiffs' claims. Plaintiffs also recognize proving the amount of wages and
5 penalties due each Class Member would be an expensive, time-consuming, and uncertain
6 proposition. Plaintiffs and their counsel discounted the value of the class claims consistent with
7 the risks discussed above, and carefully weighed the likelihood of the class receiving substantially
8 greater benefit if the litigation continued. Plaintiffs and counsel concluded – in light of these very
9 real and substantial risks – settlement on the proposed terms and without prolonged and costly
10 litigation was in the best interests of the class. The overall \$938,611.69 recovery represents a
11 significant percentage of Defendant's potential exposure on the class claims, especially with
12 respect to the primary claims for damages such as the alleged off the clock work and meal/rest
13 period violations. Given these risks, a total recovery for the class of \$938,611.69, which will
14 result in average award of some \$663.81 per class member, plus additional amounts under PAGA,
15 is a significant result well within the range of reasonableness considering all potential outcomes,
16 and it will provide direct monetary awards to all Class Members without further delay.
17 Accordingly, I respectfully submit that this settlement amount is well within the ballpark of
18 reasonableness, and that the settlement is fair, reasonable, and adequate.

19 14. Class Counsel conducted a diligent investigation in litigation and in preparing for
20 mediation. Prior to settlement, the parties engaged in extensive informal discovery to facilitate
21 settlement discussions. As a result, Plaintiffs reviewed documents and information regarding
22 Cerida's payroll practices, pay stubs and time records for a sampling of class members, meal and
23 rest break policies, etc., and information from Defendant regarding class size and breakdown,
24 work weeks, rates of pay, and other information used to formulate a damages model with the
25 assistance of a consulting expert Plaintiffs' counsel is confident they obtained sufficient
26 information to enable them to understand the law and facts of this case and make an informed
27 decision regarding the proposed settlement and whether it is in the best interests of the class. The
28 document and data exchanges allowed Class Counsel to fully assess the nature and magnitude of

1 the claims being settled, as well as the impediments to recovery, and ultimately enabled
2 Plaintiff's Counsel so as to make an independent assessment of the reasonableness of the
3 settlement's terms.

4 15. Here, a number of defenses asserted by Defendant present serious threats to the
5 claims of the Plaintiffs and the other Class Members. Defendant asserted that Defendant's
6 practices complied with all applicable Labor laws. Moreover, Defendant contested certification
7 on the grounds that individualized issues predominated as each class member's experience was
8 different including but not limited the reasons why a Class Member may not have taken a meal or
9 rest period. Defendant argued that its timekeeping, meal, and rest period policies were compliant,
10 that it permitted its employees lawful meal and rest periods. Defendants have denied and continue
11 to deny all of Plaintiffs' allegations and any liability. Defendant could argue that the Supreme
12 Court decision in *Brinker v. Superior Court*, 53 Cal. 4th 1004 (2012), weakened Plaintiffs'
13 claims, on liability, value, and class certifiability as to the meal and rest period claims. If
14 successful, Defendant's defenses could eliminate or substantially reduce any recovery to the
15 Class. While Plaintiffs believe that these defenses could be overcome, Defendant maintains these
16 defenses have merit and therefore present a serious risk to recovery by the Class.

17 16. There was also a significant risk that, if the Actions were not settled, Plaintiffs
18 would be unable to obtain class certification and thereby not recover on behalf of any employees
19 other than themselves. Defendant argued that the individual experience of each putative class
20 member varied with respect to the claims. Defendant could also contest class certification by
21 arguing injury and good faith were case by case determinations that precluded class certification.
22 Plaintiffs are aware of other cases where class certification of similar claims was denied. *See e.g.*
23 *Cacho v. Eurostar, Inc.*, 43 Cal. App. 5th 885 (2019) (denying certification of rest break claims).
24 Finally, even if class certification was successful, as demonstrated by the California Supreme
25 Court decision in *Duran v. U.S. Bank National Assn.*, 59 Cal. 4th 1 (2014), there are significant
26 hurdles to overcome for a class wide recovery even where the class has been certified. While
27 other cases have approved class certification in wage and hour claims, class certification in this
28 action would have been hotly disputed and was by no means a foregone conclusion.

1 17. Class certification was somewhat uncertain given the numerous hurdles necessary
2 under the California Supreme Court decision in *Brinker Restaurant Corp. v. Superior Court*.
3 Plaintiffs also considered Defendant’s arguments that subsequent decisions citing and relying on
4 the U.S. Supreme Court decision in *Wal-Mart v. Dukes*, 564 U.S. 338 (2011) arguably made it
5 more difficult to certify a class in this case based upon the need to demonstrate that common
6 issues are superior and could be dealt with in “one stroke” and that the “trial by formula” (*Duran*
7 *v. U.S. Bank* (2014) 59 Cal.4th 1172) could not satisfy such requirements based upon due process
8 grounds. However, Plaintiffs disagreed that the subsequent decisions citing *Walmart*, applied to
9 the facts in this case. Additionally, Plaintiffs believe the cases denying certification are
10 distinguishable and that the facts in this case are more akin to the facts in cases where
11 certification had been granted, Class Counsel recognize the risk of an adverse finding on
12 certification and considered and weighed this risk in determining to settle and compromise these
13 claims. Lastly, Plaintiffs believe the decisions in *Sav-On Drug Stores, Inc. v. Sup. Ct.*, (2004) 34
14 Cal. 4th 319, 340 and *Bell v. Farmers Ins. Exchange*, (2004) 115 Cal. App. 4th 715 provide the
15 applicable framework for class certification trial by formula plans. See also *Duran v. Superior*
16 *Court*, 2014 Cal. LEXIS 5569 (Cal. Aug. 13, 2014).

17 18. Further, beyond the risk of an adverse ruling on the merits or certification, Class
18 Counsel considered the fact that continued litigation would likely take years and would be
19 extremely expensive given the breadth and complexity of the claims. In this case, post-trial and
20 appellate proceedings are likely to occur, which will surely drag the case far into the future even
21 with a positive trial result. When facing a distant and unsure resolution of the allegations in this
22 action, the swift, sure and substantial Settlement is all the more reasonable. Avoiding such costly
23 litigation in favor of more immediate benefits to the Class was a consideration favoring
24 settlement. Given these realities, it is highly likely that the future expense of this litigation, and
25 its likely duration if the settlement is not approved, would be significant and weigh heavily in
26 favor of approval of this settlement.

27 19. The Gross Settlement Amount is well within the acceptable range of
28 reasonableness for the claims of the Settlement Class Members. The settlement represents an

1 approximate 27% of the total assessed hypothetical maximum exposure of the claims which are
2 approximately \$3,454,109.80. Plaintiff's Counsel believes this is a considerable result based on
3 the risk of prevailing on class certification, merits, obtaining Plaintiff's damage number, and
4 possibility of appeal and delay in obtaining any recovery.

5 20. Based on the foregoing data and their own independent investigation and
6 evaluation, Class Counsel is of the opinion that the Settlement with Defendant for the
7 consideration and on the terms set forth in the Settlement is fair, reasonable, and adequate and is
8 in the best interest of the Class in light of all known facts and circumstances, including the risk of
9 significant delay, defenses asserted by Defendants, and numerous potential appellate issues.
10 There can be no doubt that Counsel for both parties possessed sufficient information to make an
11 informed judgment regarding the likelihood of success on the merits and the results that could be
12 obtained through further litigation.

13 21. As a result, the Gross Settlement Amount of \$938,611.69 represents a reasonable
14 recovery and approximately 27% of the overall potential value. This recovery could easily be
15 much higher if at trial PAGA penalties were reduced or damages for certain pay periods or
16 workweeks could not be proven for certain individuals. The proposed Gross Settlement Amount
17 is within the "ballpark of reasonableness" and should be approved. Class Counsel believe that
18 this is a fair and reasonable Settlement in light of the complexities of the case, the state of the law
19 and uncertainties of class certification and litigation, the policies and practices Defendant has had
20 in place or implemented during the purported liability period, and the benefit to be recovered for
21 the Class. Given the risks inherent in litigation, this settlement is fair, adequate, and reasonable
22 and is in the best interests of the Settlement Class, and should be preliminarily approved.

23
24 Attorneys' Fees and Costs:

25 22. Class Counsel applies for an award of attorneys' fees in the sum of \$312,970.56 of the
26 Gross Settlement Amount, and litigation costs of \$20,859.41. The requested fee falls in the mid-range
27 of percentage class fee awards, which generally range from 20% to 50% of a common fund, and it
28 constitutes fair compensation for undertaking complex, risky, expensive, and time-consuming litigation

1 on a contingent basis and compensates Class Counsel for their efforts, as well as the result achieved for
2 the benefit of the Class. Numerous courts in California routinely approve fee requests equal to or
3 greater than one-third of the common fund. Plaintiffs' counsel have executed a joint prosecution
4 agreement and agreed to split the requested fees on a 47.5/47.5/5 basis. In short, Class Counsels' fee
5 request of \$312,970.56 (one-third of the common fund) is in line with awards in similar cases in
6 California and demonstrates that Class Counsels' fee request is consistent with market rates and is
7 reasonable.

8 23. There is a substantial difference between the risk assumed by attorneys being paid by
9 the hour and attorneys working on a contingent fee basis. The attorney being paid by the hour can go
10 to the bank with his fee. The attorney working on a contingent basis can only log hours while working
11 without pay towards a result that will hopefully entitle him to a market place contingent fee taking into
12 account the risk and other factors of the undertaking. Otherwise, the contingent fee attorney receives
13 nothing. In this case, the representation by my firm and the nature of the fee was wholly contingent.
14 BNBD subjected themselves to this contingent fee market risk in this all or nothing contingent fee case
15 wherein the necessity and financial burden of private enforcement makes the requested award
16 appropriate. This case was litigated on a contingent basis over three (3) years, with all of the risk
17 factors inherent in such an uncertain undertaking. At the time this case was brought, the result was far
18 from certain. Defendant's practices at issue here had been in place for years. Defendant's numerous
19 defenses to the merits of the case and to class certification created difficulties with proof and complex
20 legal issues for Class Counsel to overcome. Indeed, I am aware of other similar cases where the court
21 dismissed the class allegations or denied class certification. Under such contingent circumstances,
22 courts have held that a risk multiplier must be applied to the fee award.

23 24. From March 1, 2021 to November 15, 2024, my firm has worked more than 277 hours
24 prosecuting these class claims with the attorneys' hourly fee rates for attorneys ranging from \$475 to
25 \$950, which resulted in lodestar for BNBD relating to the class claims for this period in the amount of
26 \$209,033.75. In addition, there will be additional work performed to complete the settlement process.
27 Attached hereto as Exhibits #3 and 4 are true and correct copies of the BNBD billing statement for this
28

1 matter which sets forth the specific tasks, time and attorney for the work performed on this matter.¹
2 When combined with the lodestar incurred my co-counsel, Haig B. Kazandjian Lawyers, APC and
3 James Hawkins, the total combined lodestar for Class Counsel is \$412,997.50, which reflects a
4 negative lodestar multiplier cross-check of .8, which is reasonable and well within below the accepted
5 range of positive multipliers.

6 25. The rates charged by my firm are in line with the prevailing rates of attorneys in the
7 local legal community for similar work and, if this were a commercial matter, these are the charges that
8 would be made and presented to the client. My firm's hourly rates are based upon the Laffey Matrix
9 with the appropriate 2% increase adjustment for Southern California. A true and correct copy of the
10 current Laffey Matrix is attached hereto as Exhibit #5. These hourly rates have been approved by
11 Court's throughout California, including the Courts in the Superior Court of California. In fact, on
12 August 1, 2018, District Judge Andre Birotte Jr. explicitly found that BNBD's "rates generally appear
13 reasonable and 'in line with those prevailing in the [relevant] community'—the Central District of
14 California". Finally, the reasonableness of BNBD's hourly rates is further confirmed by comparing
15 such rates with the rates of comparable counsel practicing complex and class litigation as detailed in
16 the National Law Journal Billing Survey. See e.g. *Zest IP Holdings, LLC v. Implant Direct MFG.,*
17 *LLC*, 2014 U.S. Dist. LEXIS 167563 (S.D. Cal. 2014) (finding that "Mayer Brown's \$775 average
18 billing rate for partners" and "Mayer Brown's \$543 average associate billing rate" are reasonable rates
19 when compared within 21 other firms practicing in the Southern District of California.) This survey is
20 useful to show that BNBD's rates are in line with the comparable rates of the defense counsel that
21 opposes these types of class claims, such as Mayer Brown noted above who is defense counsel in cases
22 currently being prosecuted by BNBD. In another example, Sheppard Mullin Richter & Hampton, who
23 is opposing counsel in many cases prosecuted by BNBD, charges rates as high as \$875 for partners and
24 \$535 for associates. Similarly, Paul Hastings, another opposing counsel in these types of cases, charges
25 between \$900 and \$750 for partners and \$755 and \$335 for associates. Thus, the rates charged by
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27 ¹ The Blumenthal Firm switched billing systems in June 2022, so Exhibit #3 contains the lodestar
28 billing from September 2021 to June 2022, and Exhibit #4 contains the lodestar billing for June
2022 to November 15, 2024.

1 BNBD for comparable work are less than these examples and are therefore undoubtedly reasonable.

2 26. The reasonableness of the requested award is also established by reference to similar
3 awards in other wage and hour cases. The following are examples of similar recent fee awards. On
4 January 31, 2020, in *El Pollo Loco Wage and Hour Cases* (Orange County Superior Court Case No.
5 JCCP 4957) Judge William Claster awarded Class Counsel a one-third award in a wage and hour class
6 settlement. On February 11, 2020, in *Singh v. Total Renal Care* (San Francisco Superior Court Case
7 No. CGC-16-550847) Judge Ethan Schulman awarded Class Counsel a one-third award in a wage and
8 hour class settlement. On June 2, 2021, in *Pacia v. CIM Group, L.P.* (Los Angeles Superior Court
9 Case No. BC709666), Judge Amy D. Hogue awarded Class Counsel a one-third fee award in a wage
10 and hour class settlement. On November 8, 2021, in *Securitas Wage and Hour Cases* (Los Angeles
11 Superior Court Case No. JCCP4837) Judge David Cunningham awarded a one-third fee award in a
12 wage and hour class settlement. On November 17, 2021, in *Leon v. Sierra Aluminum Company* (San
13 Bernardino Superior Court Case No. CIVDS2010856) Judge David Cohn awarded a one-third fee
14 award in a wage and hour class settlement. On March 17, 2022, in *See's Candies Wage and Hour Cases*
15 (Los Angeles Superior Court Case No. JCCP5004) Judge Maren Nelson awarded a one-third fee award
16 in a wage and hour class action settlement. On April 12, 2022, in *O'Donnell v. Okta, Inc.*, (San
17 Francisco Superior Court Case No. CGC-20-587665) Judge Richard Ulmer awarded a one-third fee
18 award in a wage and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v. Prometric*
19 *LLC* (Los Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson awarded a one-
20 third fee award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D Carwash*
21 *Management LLC*, (Sacramento Superior Court Case No. 2019-00251338), Judge Christopher E.
22 Krueger awarded a one-third fee award in a wage and hour class action settlement. On September 7,
23 2022, in *Lucchese, et al. v. Kone, Inc.*, (San Francisco Superior Court Case No. CGC-20-588225),
24 Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage and hour class action settlement.
25 On November 4, 2022, in *Infinity Energy Wage and Hour Cases* (San Diego Superior Court, Case No.
26 JCCP5139), Judge Keri Katz awarded a one-third fee award in a wage and hour class action settlement.
27 On February 1, 2023, in *Hogan v. AECOM Technical Services, Inc.* (Los Angeles Superior Court Case
28 No. 19STCV40072), Judge Stuart Rice awarded a one-third fee award in a wage and hour class

1 settlement. On February 28, 2023, in *Farthing v. Milestone Technologies* (San Francisco Superior
2 Court Case No. CGC-21-591251), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a
3 wage and hour class action settlement. On March 2, 2023, in *Leon v. Calaveras Materials* (Kings
4 County Superior Court Case No. 21C-0105), Judge Melissa D'Morias awarded a one-third fee award in
5 a wage and hour class settlement. On June 20, 2023, in *Gonzalez v. Pacific Western Bank* (San
6 Bernardino County Superior Court Case No. CIVSB2127657) Judge David Cohn awarded a one-third
7 fee award in a wage and hour class settlement, On June 30, 2023, in *Aguirre v. Headlands Ventures*
8 (Sacramento County Superior Court Case No. 34-2021-00297290), Judge Jill Talley approved a one-
9 third fee award in a wage and hour class settlement.

10 27. To date, BNBD has incurred litigation expenses of \$9,422.73. These litigation expenses
11 include the expenses incurred for filing fees, attorney service charges (Knox and One Legal), mediation
12 fee charges, expert analysis charges (Berger Consulting Group), and Courtcall charges, all of which are
13 costs normally billed to and paid by the client. These costs were reasonably incurred by BNBD in the
14 prosecution of this matter and are set forth in the BNBD billing records attached hereto as Exhibit #3
15 and #4.²

16
17 Service Awards:

18 28. I respectfully request that for their service as the class representatives, Plaintiffs should
19 be awarded the agreed Class Representative Service Awards of \$5,000 each, in accordance with the
20 Settlement Agreement and Preliminary Approval Order for their time, risk and effort expended on
21 behalf of the Class as the class representatives. The previously filed Declarations of Plaintiffs O'Brien,
22 Galvan and Lish are attached hereto as Exhibits 6, 7 and 8, respectively. Defendants have agreed to this
23 payment and there have been no objections to the requested service awards. As the representatives of
24 the Class, Plaintiffs performed their duty to the Class admirably and without exception. Plaintiffs
25 worked extensively with Class Counsel during the course of the litigation, responding to numerous
26

27 ² The Blumenthal Firm switched billing systems in June 2022, so Exhibit #3 contains the expense
28 billing from September 2021 to June 2022, and Exhibit #4 contains the expense billing for June
2022 to November 8, 2024.

1 requests, searching for documents, working with counsel, committing to responding to discovery and
2 depositions, and reviewing the settlement documentation. As set forth in the Agreement, Plaintiffs are
3 also providing a comprehensive release as part of the Settlement, far beyond the class release. The
4 Declarations of Plaintiffs, attached hereto, detail the involvement, stress and risks they undertook as a
5 result of this Action. The Plaintiffs also assumed the serious risk that they might possibly be liable for
6 costs and fees to Defendant, as well as the reputational risk of being “blacklisted” by other future
7 employers for having filed a class action on behalf of fellow former employees. Without the Plaintiffs’
8 participation, cooperation and information, no other fellow employees would be receiving any benefit.
9 The payment of service awards to successful class representatives is appropriate and the amount of
10 \$5,000 each is well within the currently awarded range for similar settlements. The requested award is
11 also reasonable by reference to the amounts that other California courts have found to be reasonable in
12 wage and hour class action settlements: *Zamora v. Balboa Life & Casualty, LLC*, Case No. BC360036,
13 Los Angeles County Superior Court (Mar. 7, 2013)(awarding \$25,000 service award); *Aguilar v.*
14 *Cingular Wireless, LLC*, Case No. CV 06-8197 DDP (AJWx)(C.D. Cal. Mar. 17, 2011)(awarding
15 \$14,767 service award); *Magee v. American Residential Services, LLC*, Case No. BC423798, Los
16 Angeles County Superior Court (Apr. 21, 2011)(awarding \$15,000 service award); *Mares v. BFS Retail*
17 *& Commercial Operations, LLC*, Case No. BC375967, Los Angeles County Superior Court (June 24,
18 2010)(awarding \$15,000 service award); *Baker v. L.A. Fitness Int’l, LLC*, Case No. BC438654, L.A.
19 County Superior Court (Dec. 12, 2012)(awarding \$10,000 service awards to three named plaintiffs);
20 *Blue v. Coldwell banker Residential Brokerage Co.*, Case No. BC417335, Los Angeles County
21 Superior Court (Mar. 21, 2011)(awarding \$10,000 service award); *Buckmire v. Jo-Ann Stores, Inc.*,
22 Case No. BC394795, Los Angeles County Superior Court (June, 11, 2010)(awarding \$10,000 service
23 awards); *Coleman v. Estes Express Lines, Inc.*, Case No. BC429042, Los Angeles County Superior
24 Court (Oct. 3, 2013)(awarding \$10,000 service award); *Ethridge v. Universal Health Services, Inc.*,
25 Case No. BC391958, Los Angeles County Superior Court (May 27, 2011)(awarding \$10,000 service
26 award); *Hickson v. South Coast Auto Ins. Marketing, Inc.*, Case No. BC390395, Los Angeles County
27 Superior Court (Mar. 27, 2012)(awarding \$10,000 service award); *Hill v. sunglass Hut Int’l, Inc.*, Case
28 No. BC422934, Los Angeles County Superior Court (July 2, 2012)(awarding \$10,000 service award);

1 *Kambamba v. Victoria's Secret Stores, LLC*, Case No. BC368528, Los Angeles County Superior Court,
2 (Aug. 19, 2011)(awarding \$10,000 service award together with additional compensation for their
3 general release); *Nevarez v. Trader Joe's Co.*, Case No. BC373910, Los Angeles County Superior
4 Court (Jan. 29, 2010)(awarding \$10,000 service award); *Ordaz v. Rose Hills Mortuary, L.P.*, Case No.
5 BC386500, Los Angeles County Superior Court, (Mar. 19, 2010)(awarding \$10,000 service award);
6 *Sheldon v. AHMC Monterey Park Hosp. LP*, Case No. BC440282, Los Angeles County Superior Court
7 (Feb. 22, 2013)(awarding \$10,000 service award); *Silva v. Catholic Mortuary Services, Inc.*, Case No.
8 BC408054, Los Angeles County Superior Court (Feb. 8, 2011)(awarding \$10,000 enhancement
9 award); *Weisbarth v. Banc West Investment Services, Inc.*, Case No. BC422202, Los Angeles County
10 Superior Court (May 24, 2013)(awarding \$10,000 service award); *Lazar v. Kaiser Foundation Health*
11 *Plan*, Case No. 14-cv-273289, Santa Clara County Superior Court (Dec. 28, 2015) (awarding \$10,000
12 service award); *Acheson v. Express, LLC*, Case No. 109CV135335, Santa Clara County Superior Court
13 (Sept. 13, 2011)(awarding \$10,000 service award); *Bejarano v. Amerisave Mortgage Corp.*, Case No.
14 EDCV 08-00599 SGL (Opx)(C.D. Cal. June 22, 2010)(awarding \$10,000 service award); *Carbajal v.*
15 *Sally Beauty Supply LLC*, Case No. CIVVS 1004307, San Bernardino County Superior Court (Aug. 6,
16 2012)(awarding \$10,000 service award); *Contreras v. Serco Inc.*, Case No. 10-cv-04526-CAS-JEMx
17 (C.D. Cal. Sep. 10, 2012)(awarding \$10,000 service award); *Guerro v. R.R. Donnelley & Sons Co.*,
18 Case No. RIC 10005196, Riverside County Superior Court (July 16, 2013)(awarding \$10,000 service
19 award); *Kisliuk v. ADT Security Services Inc.*, Case No. CV08-03241 DSF (RZx)(C.D. Cal. Jan. 10,
20 2011)(awarding \$10,000 service award); *Morales v. BCBG Maxazria Int'l Holdings, Inc.*, Case No.
21 JCCP 4582, Orange County Superior Court (Jan. 24, 2013)(awarding \$10,000 service award); *Barrett*
22 *v. Doyon Security Services, LLC*, Case No. BS900199, BS900517, San Bernardino County Superior
23 Court (Apr. 23, 2010)(awarding \$10,000 service award); *Zirpolo v. UAG Stevens Creek II*, Santa Clara
24 Superior Court Case no. 17CV313457 (July 10, 2018) (awarding \$10,000 service award); *Taylor v. TIC*
25 *- The Industrial Company*, U.S.D.C. Central District of California Case No. EDCV 16-186-VAP (Aug.
26 1, 2018) (awarding \$10,000 service award).

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EXHIBIT #1

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiffs Aurora Galvan, Kathleen O’Brien, and Cara Lish (collectively, “Plaintiffs”) and defendants Cerida Investment Corporation (“Cerida”) and Deloitte Consulting LLP (“Deloitte”) (collectively, “Defendants”). The Agreement refers to Plaintiffs and Defendants collectively as the “Parties,” or individually as “Party.”

1. DEFINITIONS

In addition to other terms defined in this Agreement, the terms below have the following meaning in this Agreement:

- 1.1. “Action” collectively means the Plaintiffs’ consolidated lawsuits alleging wage and hour violations against Defendants as amended and captioned: (1) *O’Brien v. Cerida Investment Corp., et al.*, Case No. 21CV384529, initiated on July 20, 2021 and pending in Superior Court of the State of California, County of Santa Clara, and *O’Brien v. Cerida Investment Corp., et al.*, Case No. 21CV384527, initiated on July 20, 2021 and pending in Superior Court of the State of California, County of Santa Clara (collectively, the “O’Brien Action”); (2) *Galvan v. Cerida Investment Corp.*, Case No. 21 STCV30165, initiated on August 13, 2021 and pending in Superior Court of the State of California, County of Los Angeles; (3) *Lish v. Cerida Investment Corp.*, Case No. 34-2022-00315822-CU-OE-GDS, filed on February 23, 2022, in the Superior Court of the State of California, County of Sacramento, and *Lish v. Cerida Investment Corp.*, Case No. 34-2022-00320177-CU-OE-GDS, filed on May 2, 2022, in the Superior Court of the State of California, County of Sacramento.
- 1.2. “Administrator” means ILYM Group, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval.
- 1.4. “Aggrieved Employees” means all individuals who are or previously were employed by Cerida in California and classified as hourly, non-exempt employees at any time during the PAGA Period including those Cerida employees who provided services in California that Cerida had contracted with Deloitte to provide to a third party.
- 1.5. “Class” means all individuals who are or previously were employed by Cerida in California and classified as hourly, non-exempt employees at any time during the Class Period, including those Cerida employees who provided services in California that Cerida had contracted with Deloitte to provide to a third party.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP; Haig B. Kazandjian

and Cathy Gonzalez of Haig B. Kazandjian Lawyers, APC; and James R. Hawkins and Christina Lucio of James Hawkins APLC.

- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts to be paid to Class Counsel for fees and expenses, respectively, as approved by the Court, to compensate Class Counsel for their legal work in connection with the Action, including their pre-filing investigation, their filing of the Action, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Action.
- 1.8. “Class Data” means Class Member identifying information in Cerida’s possession including the Class Member’s name, last-known mailing address, Social Security number, email address (if known and available to Cerida), and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).
- 1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members by use of available email addresses, phone numbers, social security numbers, credit reports, LinkedIn and Facebook.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Notice Packet” means the Class Notice to be provided to the Class Members by the Administrator in the form set forth as Exhibit A to this Agreement (other than formatting changes to facilitate printing by the Administrator).
- 1.13. “Class Period” means the period of time from July 20, 2017, through February 28, 2022.
- 1.14. “Class Representatives” means the named Plaintiffs in the Operative Complaint (as defined in Paragraph 2.14 hereinbelow) in the Actions seeking Court approval to serve as Class Representatives.
- 1.15. “Class Representative Service Payment(s)” means the service payment made to the Plaintiffs as Class Representatives in order to compensate for initiating the Action, performing work in support of the Action, undertaking the risk of liability for

Defendants' costs of suit, and for the general release of all claims by the Plaintiffs.

- 1.16. "Court" means the Superior Court of California, County of Santa Clara.
- 1.17. "Defendants" means collectively Cerida Investment Corporation ("Cerida") and Deloitte Consulting LLP ("Deloitte").
- 1.18. "Defense Counsel" means Julie A. Marquis, Daniel Parker Jett and Jaemie L Paraon of Freeman, Mathis & Gary, LLP.
- 1.19. "Effective Date" means the date by which both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.
- 1.20. "Final Approval" means the Court's order granting final approval of the Settlement substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.21. "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of the Settlement to determine whether to approve finally and implement the terms of this Agreement and enter the Judgment.
- 1.22. "Gross Settlement Amount" means Nine Hundred Thirty Eight Thousand Six Hundred and Eleven Dollars and Sixty Nine Cents (\$938,611.69) which is the total amount to be paid by Cerida as provided by this Agreement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payment and the Administrator's Expenses. This Gross Settlement Amount is an all-in amount without any reversion to Cerida with no claim form required, and excludes any employer payroll taxes, if any, due on the portion of the Individual Class Payments allocated to wages which shall not be paid from the Gross Settlement and shall be the separate additional obligation of Cerida.
- 1.23. "Individual Class Payment" means the Participating Class Member's pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.24. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of Workweeks worked during the PAGA Period.

- 1.25. “Judgment” means the judgment entered by the Court based upon Final Approval substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.26. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.27. “LWDA PAGA Payment” means the 75% of the PAGA Penalties to be paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The Net Settlement Amount is to be paid to Participating Class Members as Individual Class Payments.
- 1.29. “Non-Participating Class Member” means a Class Member who opts out of the Class Settlement by submitting a valid and timely Request for Exclusion to the Administrator.
- 1.30. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.31. “PAGA Notice” means the Plaintiff O’Brien’s letter to Defendants and the LWDA, dated March 18, 2021; Plaintiff Galvan’s letter to Cerida and the LWDA, dated June 8, 2021; and Plaintiff Lish’s letter to Cerida and the LWDA, dated February 22, 2022, providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.32. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$5,000) and the 75% to LWDA (\$15,000) in settlement of PAGA claims.
- 1.33. “PAGA Period” means the period of time from March 18, 2020, through February 28, 2022.
- 1.34. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion.
- 1.35. “Pay Period” means each instance when an Aggrieved Employee working for Cerida received a paycheck during the PAGA Period.
- 1.36. “Plaintiffs” means and refers collectively to Aurora Galvan, Kathleen O’Brien, and Cara Lish, the named plaintiffs in the Action.

- 1.37. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement, substantially in the form attached hereto as Exhibit B to this Agreement and incorporated by this reference herein.
- 1.38. “Released Class Claims” means all class claims pled or which could have been pled based on the factual allegations contained in the Operative Complaint which occurred during the Class Period. Except as expressly set forth in this Agreement, Participating Class Members do not release any other claims, and expressly exclude all other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or class claims based on facts occurring outside the Class Period.
- 1.39. “Released PAGA Claims” means all PAGA claims pled or which could have been pled based on the factual allegations contained in the Operative Complaint and PAGA Notices sent by Plaintiffs that occurred during the PAGA Period as to the Aggrieved Employees. The Released PAGA Claims do not include, and expressly exclude, other PAGA claims, underlying wage and hour claims, claims for vested benefits, wrongful termination, discrimination, unemployment insurance, disability, social security and worker’s compensation, and PAGA claims outside of the PAGA Period.
- 1.40. “Released Parties” means: Defendants and any of Defendants’ present and former parents, subsidiaries, affiliates, and joint ventures, and all of Cerida’s and Deloitte’s shareholders, partners, officers, directors, employees, principals, agents, servants, registered representatives, attorneys, insurers, successors and assigns, and any other persons acting by, through, under, or in concert with and of them (and including their respective pension, profit sharing, savings, health, and other employee benefit plans of any nature, the successors of such plans, and those plans’ respective current or former trustees and administrators, agents, employees, and fiduciaries). All payment obligations set forth in this Agreement shall be the sole responsibility of Cerida.
- 1.41. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.42. “Response Deadline” means forty-five (45) calendar days after the Administrator initially mails Class Notice Packet to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) submit Requests for Exclusion from the Settlement, or (b) submit his or her Objection to the Settlement. Class Members to whom Class Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.
- 1.43. “Settlement” means the disposition of the Action and all related claims effectuated by this Agreement and the Judgment.

1.44. “Workweek” means any 40-hour segment of hours worked (straight time, overtime and/or double-time only) by any Class Member during the Class Period, rounded to the next highest whole number. If any Class Member’s total hours worked during the Class Period amounts to less than one Workweek, he or she will be credited with one (1) Workweek for purposes of this Agreement.

2. RECITALS

O’Brien Class Action

2.1. On July 20, 2021, Plaintiff O’Brien commenced this Action by filing a Class Action Complaint against Defendants in the Superior Court of the State of California, County of Santa Clara (the “O’Brien Class Action”). Plaintiff O’Brien’s Complaint asserted claims that Defendants:

- (a) Violated California Business and Professions Code § 17200 et seq.;
- (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1;
- (c) Failed to pay overtime wages in violation of California Labor Code §§ 510, *et seq.*;
- (d) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- (e) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- (f) Failed to reimburse employees for required expenses in violation of California Labor Code § 2802.
- (g) Failed to provide accurate itemized wage statements in violation of California Labor Code § 226; and,
- (h) Failed to pay final wages upon termination in violation of California Labor Code §§ 201, 202 and 203.

2.2. On October 1, 2021, Cerida filed an Answer with thirty-five (35) affirmative defenses; and Deloitte filed an Answer with thirty-seven (37) affirmative defenses.

O’Brien PAGA Action

2.3. On July 20, 2021, Plaintiff O’Brien also filed a separated Representative Action Complaint against Defendants in the Superior Court of the State of California, County of Santa Clara (the “O’Brien PAGA Action”) Plaintiff O’Brien’s Complaint asserted a single cause of action against Defendants for Civil Penalties Pursuant to Labor Code § 2699, et seq. for violations of Labor Code §§ 201, 202, 203, 204 et seq., 210, 221, 226(a), 226.7, 233, 246, 351, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B)

2.4. On October 1, 2021, Defendants filed separate Answers, each asserting thirty-four (34) affirmative defenses.

Galvan PAGA Action

- 2.5. On August 13, 2022, Plaintiff Galvan filed a Representative Action Complaint against Cerida in the Superior Court of the State of California, County of Los Angeles (the “Galvan PAGA Action”). Plaintiff Galvan’s Complaint asserted a single cause of action against Cerida for violation of California Labor Code § 2698, *et seq* (California Labor Code Private Attorneys General Act of 2004).
- 2.6. On November 12, 2021, Cerida filed a Motion to Strike and Motion in Abatement as to Plaintiff Galvan’s Representative Action Complaint.
- 2.7. On November 30, 2021, Plaintiff Galvan and Cerida filed a Stipulation to Consolidate Hearings on Cerida’s Motion to Strike and Motion in Abatement.
- 2.8. On March 3, 2022, Plaintiff Galvan and Cerida filed a Stipulation to Continued Hearing Dates, followed by a First Amended Stipulation to Continue Hearing Dates filed on July 19, 2022.

Lish Class Action

- 2.9. On February 23, 2022, Plaintiff Lish filed a Class Action Complaint against Cerida in the Superior Court of the State of California, County of Sacramento (the “Lish Class Action”). Plaintiff Lish’s Complaint asserted claims that Cerida:
- (a) Failed to pay minimum wages;
 - (b) Failed to pay overtime;
 - (c) Failed to provide lawful meal periods;
 - (d) Failed to provide authorize and permit rest periods;
 - (e) Failed to timely pay wages during employment;
 - (f) Failed to timely pay wages owed upon separation of employment;
 - (g) Failed to reimburse necessary expenses;
 - (h) Knowingly and intentionally failed to comply with itemized wages statement provisions; and
 - (i) Violated the Unfair Competition Law.
- 2.10. On June 9, 2022, Cerida filed a Motion in Abatement together with a Motion to Strike as to Plaintiff Lish’s Class Action Complaint.
- 2.11. On September 6, 2022, Plaintiff Lish and Cerida filed a Stipulation to Continue Hearing Dates on Cerida’s Motion to Strike and Motion in Abatement.

Lish PAGA Action

- 2.12. On May 2, 2022, Plaintiff Lish filed a separate Representative Action Complaint against Cerida in the Superior Court of the State of California, County of Sacramento (the “Lish PAGA Action”) Plaintiff Lish’s Complaint asserted a single cause of action for Civil Penalties under Private Attorneys General Act, Labor Code § 2968, *et seq*.

2.13. On July 29, 2022, Cerida filed a Motion to Strike and Motion in Abatement as to Plaintiff Lish's Representative Action Complaint.

Consolidation of Actions

2.14. On October 21, 2022, the Parties filed, and the Court approved, the Joint Stipulation And Order To Consolidate Cases For Settlement Approval And For Leave To File Amended Complaint For Settlement Purposes, consolidating the O'Brien Class Action and PAGA Action and amending the consolidated O'Brien Action to include Plaintiffs Galvan and Lish as additional Class Representatives. This consolidated complaint will be the operative complaint in the O'Brien Action and is referred to herein as the "Operative Complaint".

2.15. Following consolidation of matter and amendments of the Operative Complaint, the Parties will file a stipulation to dismiss the Galvan PAGA Action, the Lish Class Action and the Lish PAGA action without prejudice and seek approval of the settlement in the consolidated O'Brien Action.

Mediation and Settlement

2.16. Defendants deny the allegations in the Actions, deny any failure to comply with the laws identified in the Actions and deny any and all liability for the causes of action alleged.

2.17. On June 15, 2022, the Parties participated in an all-day mediation presided over by Jeffrey Krivis, Esq., a respected mediator of wage and hour representative and class actions. Following the mediation, each side, represented by its respective counsel, were able to agree to settle the Action, memorialized in the form of a Memorandum of Understanding, executed by all parties on or about August 23, 2022. This Agreement replaces and supersedes the Memorandum of Understanding and any other agreements, understandings, or representations between the Parties.

2.18. Prior to mediation, Plaintiffs obtained sufficient documents and information to sufficiently investigate the claims such that Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").

2.19. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendants that the claims in the Action of Plaintiffs or the Class have merit or that Defendants bear any liability to Plaintiffs or the Class on those claims or any other claims, or as an admission by Plaintiffs that Defendants' defenses in the Action have merit. The Parties agree to certification of the Class for purposes of this Settlement only. If for any reason the Settlement does not become effective, Defendants reserve the right to contest certification of any class for any reason and reserve all available defenses to the claims in the Action.

2.20. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Cerida promises to pay Nine Hundred Thirty Eight Thousand Six Hundred and Eleven Dollars and Sixty Nine Cents (\$938,611.69), and no more, as the Gross Settlement Amount. This amount is all-inclusive of all payments contemplated in this resolution, excluding any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages which shall be separately paid by Cerida to the Administrator. Cerida has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadlines stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Cerida. Payments are to be made by Cerida to the Administrator in two installments as set forth in paragraph 4.3 below.

3.2. Payments from the Gross Settlement Amount. Subject to the terms and conditions of this Agreement, the Administrator will make the following payments out of the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval.

(a) To Plaintiffs: Class Representative Service Payment to the Class Representative of \$10,000 each to Plaintiffs O'Brien and Galvan, and \$5,000 to Plaintiff Lish (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representatives are entitled to receive as Participating Class Members). Defendants will not oppose Plaintiffs' request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiffs will seek Court approval for any Class Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will report the Class Representative Service Payments to tax authorities using IRS Form 1099. Plaintiffs assume full responsibility and liability for income taxes owed on the Class Representative Service Payments.

(b) To Class Counsel: A Class Counsel Fees Payment of not more than one-third (1/3) of the Gross Settlement Amount, plus a Class Counsel Litigation Expenses Payment not to exceed \$35,000. The Class Counsel Fee award shall be shared among Class Counsel as follows: 47.5% to Haig B. Kazandjian Lawyers, APC; 47.5% to Blumenthal Nordrehaug Bhowmik De Blouw LLP; and 5% to James Hawkins APLC. Defendants will not oppose Class Counsel's requests for fees and costs provided that the requests do not exceed these amounts. Plaintiffs and/or Class Counsel will file their motion for Class Counsel Fees Payment and Class Litigation Expenses Payment

no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiffs' Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these payments.

- (c) To the Administrator: An Administration Expenses Payment not to exceed \$20,000 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses Payment is less than \$20,000 or the Court approves payment less than \$20,000, the Administrator will retain the remainder in the Net Settlement Amount for distribution to Participating Class Members.
- (d) To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$20,000 to be paid from the Gross Settlement Amount, with 75% (\$15,000) allocated to the LWDA PAGA Payment and 25% (\$5,000) to the Individual PAGA Payments.
 - i. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$5,000) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.
 - ii. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.
- (e) To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.
 - i. Tax Allocation of Individual Class Payments. 50% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 50% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for non-wages, expense reimbursement, interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on

IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

- ii. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

4. SETTLEMENT FUNDING

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on its records at the time of mediation, and after further analysis of the data, Cerida represented that the Class consists of 792 Class Members who collectively worked a total of 14,596 Workweeks, and that there are 732 putative Aggrieved Employees who worked a total of 8,387 Pay Periods during the PAGA Period of March 18, 2020, through February 28, 2022.
- 4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendants will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendants have a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted Class Member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendants must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.
- 4.3. Funding of the Gross Settlement Amount. Defendant Cerida shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants' share of payroll taxes by transmitting the funds to the Administrator in two installments as follows:
 - (a) **First Installment:** Within thirty (30) days of final approval of the settlement, ("Approval Date"), Cerida shall pay \$469,305.85 to the Administrator.
 - (b) **Second Installment:** 12 months after the First Installment is paid, Cerida shall pay the remaining \$469,305.85 to the Administrator.
 - (c) In the event Cerida defaults on any of the payments set forth above, after being given notice by Class Counsel and an opportunity to cure within fourteen (14) days, Cerida agrees that all payments still due and owing on the Payments in the total amount of \$938,611.69, less any payments received, shall be accelerated and due immediately.

5. PAYMENTS FROM THE GROSS SETTLEMENT AMOUNT

- 5.1. Within 14 days after Defendant Cerida funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment.
- 5.2. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the “void date”, which is 180 days after the date of mailing, when the check will be voided. Before checks are mailed, the Administrator shall update address information through the National Change of Address database. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Class Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Administrator must update the recipients’ mailing addresses using the National Change of Address Database. If a Participating Class Member’s or Aggrieved Employee’s check is not cashed within 120 days after its last mailing to the affected individual, the Administrator will also send the individual a notice informing him or her that unless the check is cashed by the void date, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced but not cashed.
- 5.3. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.
- 5.4. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
- 5.5. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendants to confer any additional benefits or make any additional payments to

Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

- 6. RELEASE OF CLAIMS.** Effective on the date when Cerida fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs, Participating Class Members, Aggrieved Employees and the LWDA will release claims against all Released Parties as follows:

6.1. Plaintiffs' Release. Plaintiffs and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences that occurred during the Class Period, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint and Plaintiffs' PAGA Notice ("Plaintiffs' Release"). Plaintiffs' Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

- (a) Plaintiffs' Waiver of Rights Under Civil Code Section 1542. For purposes of Plaintiffs' Release, Plaintiffs expressly waives and relinquishes the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

6.2. Release by Participating Class Members. All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims.

6.3. Release of PAGA Claims. All Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all of the Released PAGA Claims.

- 7. MOTION FOR PRELIMINARY APPROVAL.** The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's procedures and instructions.

- 7.1. Defendants' Responsibilities. Within fourteen (14) days of the full execution of this Agreement, Defendants will prepare and deliver to Class Counsel a signed Declaration disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator, if any. In the Declaration, Defendants shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement. In this Declaration, Defendants shall also aver as to the number of Class Members and the number of Workweeks for the Class during the Class Period.
- 7.2. Plaintiffs' Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiffs, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class Members and/or the Administrator. In their Declarations, Plaintiffs and Class Counsel Declaration shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement
- 7.3. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.
- 7.4. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work

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

8. SETTLEMENT ADMINISTRATION

- 8.1. Selection of Administrator. The Parties have jointly selected IYLM Group to serve as the Administrator and verified that, as a condition of appointment, ILYM Group agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Administrator's duties will include preparing, printing, and mailing the Class Notice Packet to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets that are returned to the Class Member's new address; setting up a toll-free telephone number and email and a fax number to receive communications from Class Members; receiving and reviewing for validity completed Requests for Exclusion; providing the Parties with weekly status reports about the delivery of Class Notice Packets and receipt of Requests for Exclusion, objections and disputes; calculating Individual Class Payments and Individual PAGA Payments; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; and otherwise administering the Settlement pursuant to this Agreement. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.
- 8.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.
- 8.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.
- 8.4. Notice to Class Members.
- (a) No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and Pay Periods in the Class Data.
 - (b) Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used

to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

- (c) Not later than seven (7) days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.
- (d) The deadlines for Class Members' written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the Response Deadline otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- (e) If the Administrator, the Parties, Defense Counsel or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

8.5. Requests for Exclusion (Opt-Outs).

- (a) Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.
- (b) The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional

proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

- (c) Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under Paragraph 6.2 of the Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.
- (d) Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 6.3 of this Agreement and are eligible for an Individual PAGA Payment. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted and the objection voided.

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

8.7. Objections to Settlement.

- (a) Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class Representative Service Payment.
- (b) Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, or in addition to a written objection, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so

not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

- (c) Non-Participating Class Members have no right to object to any of the class action components of the Settlement. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted and the objection will be void.

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

- (a) Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.
- (b) Request for Exclusion (Opt-Outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 7 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).
- (c) Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge.
- (d) Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include provide the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

- (e) Administrator's Declaration. Not later than seven (7) days before the date by which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.
- (f) Final Report by Administrator. Within 10 days after the Administrator disburses all funds of the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least seven (7) days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court. If a second declaration attesting to the distribution of uncashed checks is required, the Administrator shall provide this second declaration at least seven (7) days before any deadline for a second declaration and Class Counsel shall be responsible for filing the second declaration with the Court.

9. CLASS SIZE MODIFICATION AND ESCALATOR CLAUSE. Based on its records, Defendants provided figures as to the Class size estimated to be 792 California Class Members. The Workweeks are estimated to be 14,596 [based upon the definition of Workweek ("any 40-hour segment of hours worked")]. In regard hereto, Defendants are providing a declaration as set forth in Paragraph 7.1 above. Should the number of Workweeks increase by more than 10% by February 28, 2022, Cerida will have the option to either (a) increase the gross settlement by the percentage in excess of 10%, or (b) to shorten the release period so that there is no increase in the amount. For example, if the final number of the Workweeks of the California Class size is 11% higher than 14,596, the Gross Settlement Amount would be increased by one percent (1%).

10. DEFENDANT'S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendants may, but are not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendants withdraw, the Settlement shall be void ab initio, have no force or effect whatsoever, and neither Party will have any further obligation to perform under this Agreement; provided, however, Defendants will remain responsible for paying all Settlement Administration Expenses incurred as of the date Defendants make this election to withdraw. Defendants must notify Class Counsel and the Court of their election to withdraw not later than 7 days after the Administrator sends the final Exclusion List to Defense Counsel. Invalid Requests for Exclusion will have no effect on this threshold for an election.

11. MOTION FOR FINAL APPROVAL. Unless otherwise ordered by the Court, not later than 16 court days before the calendared Final Approval Hearing, Plaintiffs will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699(l), a Proposed Final Approval Order and a proposed Judgment (collectively, “Motion for Final Approval”). Plaintiffs shall provide drafts of these documents to Defense Counsel not later than seven (7) days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

11.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than five (5) court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

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

11.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement under Code of Civil Procedure section 664.6 solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

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

11.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall

nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on an equal basis, any additional Administration Expenses reasonably incurred at the time of remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

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

13. ADDITIONAL PROVISIONS

13.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendants' defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval, Final Approval or Judgment pursuant to this Agreement, Defendants reserve the right to contest certification of any class for any reasons, and Defendants reserve all available defenses to the claims in the Action, and Plaintiffs reserve the right to move for class certification on any grounds available and to contest Defendants' defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

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

except to respond only that “the matter was resolved,” or words to that effect. This paragraph does not restrict Class Counsel’s communications with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.

- 13.3. No Solicitation. The Parties separately agree that they and their respective counsel and employees have not and will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel’s ability to communicate with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.
- 13.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 13.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and Defendants, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 13.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 13.7. Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 13.8. Tax Advice. Neither Plaintiffs, Class Counsel, Defendants nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 13.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 13.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.

- 13.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the State of California, without regard to conflict of law principles.
- 13.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting. The parties agree not to object to any Court filings consistent with this Agreement.
- 13.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 13.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendants in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiffs shall destroy, all paper and electronic versions of Class Data received from Defendants.
- 13.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 13.16. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter
- 13.17. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiffs and the Class:

Norman B. Blumenthal
Kyle R. Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
2255 Calle Clara
La Jolla, CA 92037
Tel.: (858) 551-1223
Fax: (858) 551-1232
E-Mail: norm@bamlawca.com

kyle@bamlawca.com

Haig B. Kazandjian
Cathy Gonzalez
Haig B. Kazandjian Lawyers, APC
801 North Brand Boulevard, Suite 970
Glendale, California 91203
Tel: (818) 696-2306
Fax: (818) 696-2307
E-Mail: haig@hbklawyers.com
cathy@hbklawyers.com

James Hawkins
James Hawkins APLC
9880 Research Dr., Suite 200
Irvine, California 92618
Tel: (949) 387-7200
Fax: (949) 387-6676
E-Mail: james@jameshawkinsaplc.com
christina@jameshawkinsaplc.com

To Defendants:

Julie A. Marquis
Daniel Parker Jett
Jaemie L. Paraon
Freeman Mathis & Gary, LLP
550 South Hope Street, Suite 200
Los Angeles CA 90071
Tel: (213) 615-7000
Fax: (213) 615-7100
E-Mail: jmarquis@fmglaw.com
djett@fmglaw.com
jaemie.paraon@fmglaw.com

13.18. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

13.19. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that the time within which to bring this to trial shall be extended pursuant to Code of Civil Procedure, section 583.330 for a period of not less than one (1) year starting

from the date of the signing of this Agreement by all parties until the entry of the final approval order and judgment or if not entered the date this Agreement shall no longer be of any force or effect.

- 13.20. Fair Settlement. The Parties, Class Counsel and Defense Counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Action and have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, both current and potential.

14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: <u>Aug 14, 2023</u>	<u></u> Kathleen O'Brien (Aug 14, 2023 19:09 PDT) Plaintiff Kathleen O'Brien
Dated: _____	_____ Plaintiff Aurora Galvan
Dated: _____	_____ Plaintiff Cara Lish
Dated: _____	_____ David Murdza, General Counsel For Defendant Cerida Investment Corp.
Dated: _____	_____ Michele Machalani, Associate General Counsel For Defendant Deloitte Consulting LLP
Dated: <u>8/25/23</u>	<u></u> Kyle Nordrehaug Blumenthal Nordrehaug Bhowmik De Blouw LLP Attorney for Plaintiff Kathleen O'Brien
Dated: _____	_____ Haig B. Kazandjian Haig B. Kazandjian Lawyers, APC Attorney for Plaintiff Aurora Galvan

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14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: _____

Plaintiff Kathleen O'Brien

Dated: 08 / 11 / 2023



Plaintiff Aurora Galvan

Dated: _____

Plaintiff Cara Lish

Dated: _____

David Murdza, General Counsel
For Defendant Cerida Investment Corp.

Dated: _____

Michele Machalani, Associate General Counsel
For Defendant Deloitte Consulting LLP

Dated: _____

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff Kathleen O'Brien

Dated: 08/11/2023



Haig B. Kazandjian
Haig B. Kazandjian Lawyers, APC
Attorney for Plaintiff Aurora Galvan

from the date of the signing of this Agreement by all parties until the entry of the final approval order and judgment or if not entered the date this Agreement shall no longer be of any force or effect.

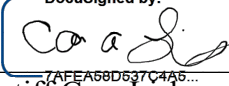
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14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: _____
Plaintiff Kathleen O'Brien

Dated: _____
Plaintiff Aurora Galvan

Dated: 8/11/2023
DocuSigned by:

7AFE458D637C4A6...
Plaintiff Cara Lish

Dated: _____
David Murdza, General Counsel
For Defendant Cerida Investment Corp.

Dated: _____
Michele Machalani, Associate General Counsel
For Defendant Deloitte Consulting LLP

Dated: _____
Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff Kathleen O'Brien

Dated: _____
Haig B. Kazandjian
Haig B. Kazandjian Lawyers, APC
Attorney for Plaintiff Aurora Galvan

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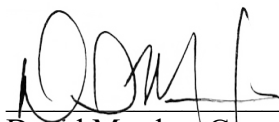
14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: _____
Plaintiff Kathleen O'Brien

Dated: _____
Plaintiff Aurora Galvan

Dated: _____
Plaintiff Cara Lish

Dated: 8/25/2023

David Murdza, General Counsel
For Defendant Cerida Investment Corp.

Dated: _____
Michele Machalani, Associate General Counsel
For Defendant Deloitte Consulting LLP

Dated: _____
Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff Kathleen O'Brien

Dated: _____
Haig B. Kazandjian
Haig B. Kazandjian Lawyers, APC
Attorney for Plaintiff Aurora Galvan

from the date of the signing of this Agreement by all parties until the entry of the final approval order and judgment or if not entered the date this Agreement shall no longer be of any force or effect.

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14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: _____
Plaintiff Kathleen O'Brien

Dated: _____
Plaintiff Aurora Galvan

Dated: _____
Plaintiff Cara Lish

Dated: _____
David Murdza, General Counsel
For Defendant Cerida Investment Corp.

Dated: 08/17/2023 
Michele Machalani, Associate General Counsel
For Defendant Deloitte Consulting LLP

Dated: _____
Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff Kathleen O'Brien

Dated: _____
Haig B. Kazandjian
Haig B. Kazandjian Lawyers, APC
Attorney for Plaintiff Aurora Galvan

Dated: _____

A handwritten signature in black ink, appearing to read "James Hawkins", written over a horizontal line.

James Hawkins
James Hawkins APLC
Attorney for Plaintiff Cara Lish

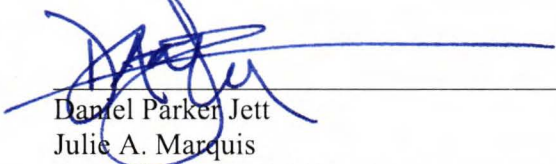
Dated: _____

Daniel Parker Jett
Julie A. Marquis
Freeman Mathis & Gary, LLP
Attorney for Defendants Cerida Investment Corp.
and Deloitte Consulting LLP

Dated: _____

James Hawkins
James Hawkins APLC
Attorney for Plaintiff Cara Lish

Dated: 8/25/23



Daniel Parker Jett
Julie A. Marquis
Freeman Mathis & Gary, LLP
Attorney for Defendants Cerida Investment Corp.
and Deloitte Consulting LLP

EXHIBIT A

[NOTICE OF PROPOSED SETTLEMENT OF CLASS ACTION AND HEARING DATE FOR
FINAL COURT APPROVAL]

EXHIBIT “A”

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

***O’Brien v. Cerida Investment Corp., Superior Court of the State of California,
County of Santa Clara, Case No. 21CV384527 (consolidated with Case No. 21CV384529)***

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

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT
ACT. PLEASE READ THIS NOTICE CAREFULLY.**

You may be eligible to receive money from an employee class action lawsuit (“Action”) against Defendants Cerida Investment Corporation (“Cerida”) and Deloitte Consulting LLP (“Deloitte”) (collectively, “Defendants”) for alleged wage and hour violations. The Action was filed by Plaintiffs Kathleen O’Brien, Aurora Galvan, and Cara Lish (collectively, “Plaintiffs”) and seeks payment of (1) wages and other relief to a Class of all individuals who are or previously were employed by Cerida in California and classified as hourly, non-exempt employees at any time during the Class Period (July 20, 2017, through February 28, 2022), including those Cerida employees who provided services in California that Cerida had contracted with Deloitte to provide to a third party (“Class Members”), and (2) civil penalties under the California Private Attorney General Act (“PAGA”) for all individuals who are or previously were employed by Cerida in California and classified as hourly, non-exempt employees at any time during the PAGA Period (March 18, 2020, through February 28, 2022) including those Cerida employees who provided services in California that Cerida had contracted with Deloitte to provide to a third party (“Aggrieved Employees”).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Cerida to fund Individual Class Payment payments to Class Members, and (2) a PAGA Settlement requiring Cerida to fund the PAGA Penalties to pay penalties to the California Labor and Workforce Development Agency (“LWDA”) and to Aggrieved Employees.

Based on Defendants’ records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$_____>> (less withholding) and your share of the PAGA Penalties is estimated to be <<\$_____>>.** The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your share of the PAGA Penalties, then according to Defendants’ records you are not eligible for share of the PAGA Penalties under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendants’ records showing that **you worked <<_____>> workweeks** during the Class Period and **you worked <<_____>> pay periods** during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date. See Section 5 of this Notice below.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs' attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Cerida to make payments under the Settlement and in exchange requires Class Members to give up their rights to assert certain claims against Defendants.

If you worked for Cerida during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** If you don't do anything in response to this Notice, you will participate in the proposed Settlement as a Class Member, and you will be eligible for an Individual Class Payment and/or a share of the PAGA Penalties, making you a Participating Class Member. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims against Defendants as described below in Section 4 below.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment, however you will preserve your right to personally pursue Class Period wage claims against Defendants. If you are an Aggrieved Employee, you remain eligible for a share of the PAGA Penalties. You cannot opt-out of the PAGA portion of the proposed Settlement.

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

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and a share of the PAGA Penalties (if any). In exchange, you will give up your right to assert the wage claims against Defendants that are covered by this Settlement (Released Class Claims). Additional information is set forth below.
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Response Deadline is ____.	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. If you request exclusion, you will receive no money from the Class Settlement and you will not be bound by the Class Settlement. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 7 of

	this Notice. However, you cannot opt-out of the PAGA portion of the proposed Settlement. If you are an Aggrieved Employee and exclude yourself, you will still be paid your share of the PAGA Penalties and will remain subject to the release of the Released PAGA Claims regardless of whether you submit a request for exclusion.
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by the Response Deadline (_____)	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiffs, but every dollar paid to Class Counsel and Plaintiffs reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiffs if you think they are unreasonable. See Section 8 of this Notice.
You Can Participate in the Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____ at _____ [a.m./p.m.], at the Santa Clara County Superior Court, 161 North First Street, San Jose, CA 95113, in Department 19 before Judge Theodore C. Zayner. This hearing may change as explained below in Section 9. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 9 of this Notice
You Can Challenge the Calculation of Your Workweeks / Pay Periods Written Challenges Must be Submitted by the Response Deadline (_____)	The amount of your Individual Class Payment and your share of the PAGA Penalties (if any) depend on how many workweeks you worked at least one day during the Class Period and how many pay periods you worked at least one day during the PAGA Period, respectively. The number Class Period workweeks and number of PAGA Period pay periods you worked according to Defendants’ records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 5 of this Notice

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of the above-captioned action pending in

the Superior Court of the State of California, in and for the County of Santa Clara (the “Court”), has been reached between Plaintiffs and Defendants and has been granted preliminary approval by the Court. You may be entitled to receive money from this Settlement.

You have received this Notice because you have been identified as a member of the Class, which is defined as:

All individuals who are or previously were employed by Cerida in California and classified as hourly, non-exempt employees at any time during the Class Period, including those Cerida employees who provided services in California that Cerida had contracted with Deloitte to provide to a third party.

The “Class Period” is July 20, 2017 through February 28, 2022.

2. What is this class action lawsuit about?

On July 20, 2021, Plaintiff O’Brien filed a class action complaint against Defendants in the Superior Court of the State of California, County of Santa Clara. Plaintiff O’Brien asserted the following class claims against Defendants: unfair competition, failure to pay minimum wages, failure to pay overtime wages, failure to provide required meal periods and unpaid premiums, failure to provide required rest periods and unpaid premiums, failure to provide accurate itemized wage statements, failure to reimburse employees for required expenses, and failure to provide wages when due.

On July 20, 2021, Plaintiff O’Brien filed a representative action complaint against Defendants in the Superior Court of the State of California, County of Santa Clara, asserting a single cause of action for violation of the Private Attorneys General Act (Labor Code §§ 2698, *et seq.*) (“PAGA”) alleging violations of Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 221, 226(a), 226.7, 233, 246, 351, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B). On August 13, 2022, Plaintiff Galvan filed a Representative Action Complaint against Cerida in the Superior Court of the State of California, County of Los Angeles which asserted a single cause of action against Cerida for violation of California Labor Code § 2698, *et seq.* (California Labor Code Private Attorneys General Act of 2004). On February 23, 2022, Plaintiff Lish filed a Class Action Complaint against Cerida in the Superior Court of the State of California, County of Sacramento alleging wage and hour class claims. On May 2, 2022, Plaintiff Lish filed a separate Representative Action Complaint against Cerida in the Superior Court of the State of California, County of Sacramento which asserted a single cause of action for Civil Penalties under Private Attorneys General Act, Labor Code § 2968, *et seq.*

These five (5) lawsuits are referred to in this Class Notice as the “Action.” On October 25, 2022, as part of this Settlement, Plaintiffs filed the First Amended Class Action Complaint in the O’Brien Action to consolidate the O’Brien Class Action and PAGA Action and amending the consolidated O’Brien Action to include Plaintiffs Galvan and Lish as additional Class Representatives. This First Amended Class Action Complaint will be the operative complaint in the O’Brien Action Case No. 21CV384527 and is referred to as the “Operative Complaint”.

Defendants deny that they have done anything wrong and dispute all the claims in the Action. Specifically, Defendants contend that Plaintiffs and the Class Members were, at all times, properly compensated for wages under California law; that Plaintiffs and the Class Members were provided with meal and rest periods in compliance with California law; that Defendants did not fail to pay to Plaintiffs or any Class Members any wages allegedly due at the time of their termination; the Defendants did not fail to reimburse Class Members for required expenses; that Defendants complied with California wage statement requirements; that Defendants did not violate California Business and Professions Code section 17200 *et seq.*; that Defendants are not liable for any of the penalties sought or that could be sought in the Action; and that this Action cannot be maintained as a class or representative action.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiffs to serve as the Class Representatives, and the law firms Blumenthal Nordrehaug Bhowmik De Blouw LLP, Haig B. Kazandjian Lawyers, APC and James Hawkins APLC to serve as Class Counsel.

The Court has not ruled on the merits of Plaintiffs' claims. However, to avoid additional expense, inconvenience, and interference with the business operations of Defendants, the Parties concluded that it is in their best interests and the interests of the Class to settle the Action now on the terms summarized in this Class Notice. The Settlement was reached after mediation and arm's-length negotiations between the Parties. The Plaintiffs and Class Counsel think the settlement is in the best interest of all Class Members.

Accordingly, the Settlement constitutes a compromise of disputed claims and should not be construed as an admission of liability on the part of Defendants, who expressly deny all liability.

3. What are the terms of the Settlement?

Gross Settlement Amount. Cerida has agreed to pay an “all in” amount of Nine Hundred Thirty Eight Thousand Six Hundred and Eleven Dollars and Sixty Nine Cents (\$938,611.69) (the “Gross Settlement Amount”) to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments to Class Members, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payments, the Administration Expenses Payment, and the PAGA Penalties for civil penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Cerida. The Gross Settlement Amount shall be paid by Cerida in two installments: (1) within thirty (30) days of final approval of the settlement, (“Approval Date”), Cerida shall pay \$469,305.85 to the Administrator; and (2) twelve (12) months after the First Installment is paid, Cerida shall pay the remaining \$469,305.85 to the Administrator. Within 14 days after Cerida funds the Gross Settlement Amount, the Administrator will mail checks for the Individual Class Payments to Participating Class Members.

Court Approved Deductions from Gross Settlement Amount. The proposed payments, subject to Court approval, will be deducted from the Gross Settlement Amount before payments of Individual Class Payments are made to Class Members who do not request exclusion

(“Participating Class Members”). At the Final Approval Hearing, Plaintiffs and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:

- Administration Expenses Payment. Payment to the Settlement Administrator, estimated not to exceed \$20,000, for expenses, including expenses of notifying the Class Members of the Settlement, processing opt outs, and distributing settlement checks and tax forms.
- Attorneys’ Fees and Costs. Payment to Class Counsel of reasonable attorneys’ fees not to exceed one-third (1/3) of the Gross Settlement Amount, which presently equals \$312,870.56, and an additional amount to reimburse actual litigation costs incurred by the Plaintiffs not to exceed \$35,000. Class Counsel has been prosecuting the Action on behalf of Plaintiffs and the Class on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. Class Counsel Fees Payment awarded shall be allocated as follows: 47.5% to Haig B. Kazandjian Lawyers, APC; 47.5% to Blumenthal Nordrehaug Bhowmik De Blouw LLP; and 5% to James Hawkins APLC. The amounts stated are what Class Counsel will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.
- Class Representative Service Payments. A Class Representative Service Payment in an amount not more than \$10,000 each to Plaintiffs O’Brien and Galvan, and \$5,000 to Plaintiff Lish, which is a combined total of \$25,000 for Class Representative Service Payments, or such lesser amount as may be approved by the Court, to compensate them for services on behalf of the Class in initiating and prosecuting the Action, and for the risks they undertook. The amounts stated are what Plaintiffs will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.
- PAGA Penalties. A payment of \$20,000 relating to Plaintiffs’ claim under PAGA, \$15,000 of which will be paid to the State of California’s Labor and Workforce Development Agency (“LWDA”). The remaining will \$5,000 will be distributed to the Aggrieved Employees as Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees’ 25% share of PAGA Penalties (\$5,000) by the total number of Pay Periods worked by all Aggrieved Employees during the PAGA Period, and (b) multiplying the result by each Aggrieved Employee’s Pay Periods during the PAGA Period. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. “Pay Period” means each instance when an Aggrieved Employee working for Cerida received a paycheck during the PAGA Period (March 18, 2020, through February 28, 2022).

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

Calculation of Payments to Class Members. After all of the payments of the court-approved Attorneys’ Fees and Costs, the Class Representative Service Payments, the PAGA Penalties, and the Administration Expenses Payment are deducted from the Gross Settlement Amount, the remaining portion, the “Net Settlement Amount”, shall be distributed as Individual Class

Payments to the Participating Class Members. The Net Settlement Amount is estimated to be at least \$_____. The Settlement Administrator will pay an Individual Class Payment from the Net Settlement Amount to each Participating Class Member. The Individual Class Payment for each Participating Class Member will be calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks. "Workweek" means each 40-hour segment of a Class Member's total hours worked for Cerida during the Class Period. The number of Workweeks will be based on Cerida's records; however, Class Members may challenge the number of Workweeks as explained below.

If the Settlement is approved by the Court and you do not exclude yourself, you will automatically be mailed a check for your Individual Class Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to ensure you receive your payment.

Tax Matters. Fifty Percent (50%) of each Participating Class Member's Individual Class Payment is in settlement of wage claims (the "Wage Portion"). Accordingly, the Wage Portion is subject to wage withholdings, and shall be reported on IRS Form W-2. Fifty Percent (50%) of each Participating Class Member's Individual Class Payment is in settlement of claims for alleged statutory damages, expense reimbursement, non-taxable penalties, and interest due to employees (collectively the "Non-Wage Portion"). The Non-Wage Portion shall not be subject to wage withholdings, and shall be reported on IRS Form 1099. The employee portion of all applicable income and payroll taxes will be the responsibility of the Participating Class Members. Neither Class Counsel nor Defendants' Counsel intend anything contained in this Class Notice to constitute advice regarding taxes or taxability. The tax issues for each Participating Class Member are unique to him/her, and each Participating Class Member may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement and your receipt of the Individual Class Payment is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and Defendants have agreed that, in either case, the Settlement will be void: Defendants will not pay any money and Class Members will not release any claims against Defendants.

Need to Promptly Cash Payment Checks. The front of every check issued will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member.

4. What Do I Release Under the Settlement?

Released Class Claims. As of the Effective Date and upon full finding of the Gross Settlement Amount by Cerida, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims. The “Released Class Claims” are all class claims pled or which could have been pled based on the factual allegations contained in the Operative Complaint which occurred during the Class Period. Except as expressly set forth in this paragraph, Participating Class Members do not release any other claims, and expressly exclude all other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or class claims based on facts occurring outside the Class Period.

This means that, if you do not timely and formally exclude yourself from the Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendants and any other Released Party about the Released Class Claims resolved by this Settlement. It also means that all of the Court’s orders in the Actions will apply to you and legally bind you.

Released PAGA Claims. As of the Effective Date and upon full funding of the Gross Settlement Amount by Defendants, all Aggrieved Employees and the State of California and LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all PAGA claims pled or which could have been pled based on the factual allegations contained in the Operative Complaint and PAGA Notices sent by Plaintiffs that occurred during the PAGA Period as to the Aggrieved Employees. The Released PAGA Claims do not include, and expressly exclude, other PAGA claims, underlying wage and hour claims, claims for vested benefits, wrongful termination, discrimination, unemployment insurance, disability, social security and worker’s compensation, and PAGA claims outside of the PAGA Period.

Released Parties. The Released Parties are: Defendants and any of Defendants’ present and former parents, subsidiaries, affiliates, and joint ventures, and all of Cerida’s and Deloitte’s shareholders, partners, officers, directors, employees, principals, agents, servants, registered representatives, attorneys, insurers, successors and assigns, and any other persons acting by, through, under, or in concert with and of them (and including their respective pension, profit sharing, savings, health, and other employee benefit plans of any nature, the successors of such plans, and those plans’ respective current or former trustees and administrators, agents, employees, and fiduciaries).

5. How much will my payment be?

Defendants’ records reflect that you worked <<____>> Workweeks during the Class Period (July 20, 2017, through February 28, 2022).

Based on this information, your estimated Individual Class Payment from the Net Settlement Amount is <<____>>.

[Defendants’ records reflect that you worked <<____>> Pay Periods during the during the PAGA Period (March 18, 2020, through February 28, 2022). Based on this information your estimated Individual PAGA Payment is <<____>>.]

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Class Notice no later than the Response Deadline, which is _____ [forty-five (45) days after the mailing of the Class Notice or an additional 14 days in the case of re-mailing]. You may also fax the dispute to _____ or email the dispute to _____ by no later than the Response Deadline. Any dispute should include credible written evidence and will be resolved by the Settlement Administrator.

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your Individual Class Payment will be mailed automatically to the same address as this Class Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: ILYM Group _____ (800) _____.

The Court will hold a Final Approval Hearing on _____ at _____ to decide whether to approve the Settlement and fix the amounts to be paid as attorneys’ fees and costs to Class Counsel and as service payments to Plaintiffs. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed approximately two months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient.

7. What if I don’t want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Class portion of the Settlement or “opt out.” **If you opt out, you will not receive an Individual Class Payment from the Settlement, and you will not be bound by its terms, which means you will retain the right to sue Defendants for the Released Class Claims.** However, Aggrieved Employees who opt out will still be paid their allocation of the PAGA Penalties and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion. The PAGA Penalties is \$20,000, of which \$5,000 will be distributed to the Aggrieved Employees to be allocated based on their respective PAGA Pay Periods. Your share of the PAGA Penalties, if any, is set forth in Section 5 above.

To opt out, you must submit to the Settlement Administrator a written, signed and dated request to opt-out postmarked no later than the Response Deadline which is _____. You may also fax your request to opt out to _____ or email the dispute to _____ by no later than the Response Deadline. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *O’Brien v. Cerida Investment Corp.* lawsuit. The request to opt-out should state the Class Member’s full name, address and email address or telephone number. Please include the name and number of the

case, which is *O'Brien v. Cerida Investment Corp.*, Case No. 21CV384527. The request to opt-out must be completed and signed by you. No other person may opt-out for a living member of the Class.

The address for the Settlement Administrator is _____. Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I Object to the Settlement?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiffs and Defendants are asking the Court to approve. At least sixteen (16) court days before the Final Approval Hearing, scheduled for _____, Class Counsel and Plaintiffs will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses and Service Awards stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as Class Representative Service Payments. Upon reasonable request, Class Counsel (whose contact information is below) will send you copies of these documents at no cost to you. You can also view them on Class Counsel's website at www.bamlawca.com under "Class Notices" for *O'Brien v. Cerida Investment Corp.* or on the Court's website (<https://traffic.sccscourt.org/>) and entering the Case No. 21CV384527

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Awards may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiffs are too high or too low. **The Response Deadline for sending written objections to the Administrator is _____** [forty-five (45) days after the date of the Notice or an additional 14 days after the Notice in the case of re-mailing]. You may also fax the dispute to _____ or email the dispute to _____ by no later than this Response Deadline. Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, *O'Brien v. Cerida Investment Corp.*, Case No. 21CV384527, and include your name, current address, email or telephone number, and approximate dates of employment for Defendants and sign the objection. The Settlement Administrator's contact information is as follows:

Settlement Administrator:

Name of Company: _____

Email Address: _____

Mailing Address: _____

Telephone Number: _____

Fax Number: _____

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection.

You also have the option to appear at the hearing remotely through the Court's Microsoft Teams system (https://www.sccscourt.org/general_info/ra_teams/remote_appearances_teams.shtml) Check the Court's website for the most current information. See Section 9 of this Notice (immediately below) for specifics regarding the Final Approval Hearing

The addresses for Parties' counsel are as follows:

CLASS COUNSEL:

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik DeBlouw LLP
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La Jolla, CA 92037
Tel.: (858) 551-1223
Fax: (858) 551-1232
E-Mail: kyle@bamlawca.com

Haig B. Kazandjian
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COUNSEL FOR DEFENDANTS:

Julie A. Marquis
Daniel Parker Jett
Jaemie L. Paraon
Freeman Mathis & Gary, LLP
550 South Hope Street, Suite 200
Los Angeles CA 90071

9. Can I Attend the Final Approval Hearing?

The Court will hold a Final Approval Hearing at _____ (Pacific Standard Time) on _____, in Department 19 of the Superior Court of California, County of Santa Clara, 191 North First Street, San Jose, CA 95113, before Judge Theodore Zayner. At this hearing the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement and to fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as service payments to Plaintiffs. If there are objections, the Court will consider them. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to

attend the hearing in person or remotely using the Court's Microsoft Teams system (https://www.scsccourt.org/general_info/ra_teams/remote_appearances_teams.shtml) or listen through a public access, listen-only line at https://www.scsccourt.org/general_info/contact/pubaccess_phones.shtml.

It's possible the Court will reschedule the Final Approval Hearing. If the hearing is continued, notice will be posted on Class Counsel's website at www.bamlawca.com under "Class Notices" for *O'Brien v. Cerida Investment Corp.* In addition, hearing dates are posted on the Internet via the Case Information Portal for the California Superior Court for the County of Santa Clara (<https://traffic.scsccourt.org/>) and entering the Case No. 21CV384527.

10. How Can I Get More Information?

You may call the Settlement Administrator at _____ or write to *O'Brien v. Cerida Investment Corp.* Settlement Administrator, c/o _____.

This Class Notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Judgment, the motion for attorneys' fees, costs and service awards, the motion for final approval or other Settlement documents by going to Class Counsel's website at www.bamlawca.com under "Class Notices" for *O'Brien v. Cerida Investment Corp.* You may get more details by examining the Court's file on the Internet via the Case Information Portal for the California Superior Court for the County of Santa Clara (<https://traffic.scsccourt.org/>) and entering the Case No. 21CV384527. If you wish to view the Court files in person, you must go to the Clerk's Office located at 191 North First Street San Jose, CA 95113.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- **What if Your Address Changes** - To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.
- **What if You Fail To Cash a Check** - Settlement checks will be null and void 180 days after issuance if not deposited or cashed, and this expiration date is printed on the check. In such event, the Settlement Administrator shall pay all unclaimed funds to the California State Controller's Unclaimed Property Fund in the name of and for the benefit of the individual who did not cash their check where the funds may be claimed at https://www.sco.ca.gov/upd_msg.html.
- **What if You Lose Your Check** - If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

EXHIBIT B

[ORDER GRANTING PRELIMINARY APPROVAL]

EXHIBIT "B"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SANTA CLARA

KATHLEEN O'BRIEN, AURORA
GALVAN, and CARA LISH individuals, on
behalf of themselves and on behalf of all
persons similarly situated,

Plaintiff,

vs.

CERIDA INVESTMENT CORP., a
Corporation; DELOITTE CONSULTING
L.P., a Limited Partnership; and DOES 1
through 50, inclusive,

Defendants.

CASE NO.: **21CV384527**
[Consolidated with Case No. 21CV384529]

**[PROPOSED] PRELIMINARY
APPROVAL ORDER**

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Theodore C. Zayner
Dept.: 19

Action Filed: July 20, 2021
Trial Date: Not yet set

This matter came before the Honorable Theodore C. Zayner of the Superior Court of the State of California, in and for the County Santa Clara, on _____[DATE], for hearing on the unopposed motion by Plaintiffs Aurora Galvan, Kathleen O'Brien, and Cara Lish (collectively, "Plaintiffs") for preliminary approval of the Settlement with Defendants Cerida Investment

PRELIMINARY APPROVAL ORDER

1 Corporation (“Cerida”) and Deloitte Consulting LLP (“Deloitte”) (collectively “Defendants”).
2 The Court, having considered the briefs, argument of counsel and all matters presented to the
3 Court and good cause appearing, hereby GRANTS Plaintiffs’ Motion for Preliminary Approval of
4 Class Action Settlement.

5
6 **IT IS HEREBY ORDERED:**

7 1. The Court preliminarily approves the Class Action and PAGA Settlement
8 Agreement (“Agreement” or “Settlement”) attached as Exhibit ____ to the Declaration of Kyle
9 Nordrehaug in Support of Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement.
10 This is based on the Court’s determination that the Settlement set forth in the Agreement is within
11 the range of possible final approval, pursuant to the provisions of Section 382 of the California
12 Code of Civil Procedure and California Rules of Court, rule 3.769.

13 2. This Order incorporates by reference the definitions in the Agreement, and all
14 terms defined therein shall have the same meaning in this Order as set forth in the Agreement.

15 3. The Gross Settlement Amount that Cerida shall pay is Nine Hundred Thirty Eight
16 Thousand Six Hundred and Eleven Dollars and Sixty Nine Cents (\$938,611.69). It appears to the
17 Court on a preliminary basis that the settlement amount and terms are fair, adequate and
18 reasonable as to all potential Class Members when balanced against the probable outcome of
19 further litigation and the significant risks relating to certification, liability and damages issues. It
20 further appears that investigation and research have been conducted such that counsel for the
21 Parties are able to reasonably evaluate their respective positions. It further appears to the Court
22 that the Settlement will avoid substantial additional costs by all Parties, as well as avoid the delay
23 and risks that would be presented by the further prosecution of the Action. It further appears that
24 the Settlement has been reached as the result of serious and non-collusive, arms-length
25 negotiations.

26 4. The Court preliminarily finds that the Settlement appears to be within the range of
27 reasonableness of a settlement that could ultimately be given final approval by this Court. The
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1 Court has reviewed the monetary recovery that is being granted as part of the Settlement and
2 preliminarily finds that the monetary settlement awards made available to the Class are fair,
3 adequate, and reasonable when balanced against the probable outcome of further litigation and the
4 significant risks relating to certification, liability, and damages issues.

5 5. The Agreement specifies for an attorneys' fees award not to exceed one-third (1/3)
6 of the Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$35,000,
7 and a proposed Class Representative Service Payment to the three Plaintiffs in an amount not to
8 exceed \$10,000 each to Plaintiffs O'Brien and Galvan, and \$5,000 to Plaintiff Lish, which is
9 \$25,000 in total for the three named Plaintiffs. The Court will not approve the amount of
10 attorneys' fees and costs, nor the amount of any service award, until the Final Approval Hearing.
11 Plaintiffs will be required to present evidence supporting these requests, including lodestar, prior
12 to final approval.

13 6. The Court recognizes that Plaintiffs and Defendants stipulate and agree to
14 representative treatment and certification of a class for settlement purposes only. This stipulation
15 will not be deemed admissible in this or any other proceeding should this Settlement not become
16 final. For settlement purposes only, the Court conditionally certifies the following Class: "all
17 individuals who are or previously were employed by Cerida in California and classified as hourly,
18 non-exempt employees at any time during the Class Period, including those Cerida employees
19 who provided services in California that Cerida had contracted with Deloitte to provide to a third
20 party." The Class Period is July 20, 2017, through February 28, 2022.

21 7. The Court concludes that, for settlement purposes only, the Class meets the
22 requirements for certification under section 382 of the California Code of Civil Procedure in that:
23 (a) the Class is ascertainable and so numerous that joinder of all members of the Class is
24 impracticable; (b) common questions of law and fact predominate, and there is a well-defined
25 community of interest amongst the members of the Class with respect to the subject matter of the
26 litigation; (c) the claims of the Plaintiffs are typical of the claims of the members of the Class; (d)
27 the Plaintiffs will fairly and adequately protect the interests of the members of the Class; (e) a
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1 class action is superior to other available methods for the efficient adjudication of this controversy;
2 and (f) counsel for the Class is qualified to act as counsel for the Class and the Plaintiffs are
3 adequate representatives of the Class.

4 8. The Court provisionally appoints Plaintiffs as the representatives of the Class. The
5 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik
6 of Blumenthal Nordrehaug Bhowmik De Blouw LLP; Haig B. Kazandjian, and Cathy Gonzalez of
7 Haig B. Kazandjian Lawyers, APC; and James R. Hawkins and Christina Lucio of James Hawkins
8 APLC as Class Counsel for the Class.

9 9. The Agreement allocates from the Gross Settlement Amount PAGA Penalties in
10 the amount of \$20,000, which shall be allocated \$15,000 to the Labor & Workforce Development
11 Agency (“LWDA”) as the LWDA’s 75% share of the settlement of civil penalties paid under the
12 Agreement pursuant to the PAGA and \$5,000 to be distributed to the Aggrieved Employees and
13 allocated by (a) dividing the amount of the Aggrieved Employees’ twenty five percent (25%)
14 share of PAGA Penalties (\$5,000) by the total number of Pay Periods worked by all Aggrieved
15 Employees, and (b) multiplying the result by the number of Pay Periods incurred by each
16 Aggrieved Employee. “Aggrieved Employees” are all individuals who are or previously were
17 employed by Cerida in California and classified as hourly, non-exempt employees at any time
18 during the PAGA Period including those Cerida employees who provided services in California
19 that Cerida had contracted with Deloitte to provide to a third party. The PAGA Period is from
20 March 18, 2020, through February 28, 2022. Pursuant to Labor Code section 2699, subdivision
21 (l)(2), the LWDA will be provided notice of the Agreement and these settlement terms. The Court
22 finds the PAGA Penalties to be reasonable.

23 10. The Court hereby approves, as to form and content, the Class Notice attached to the
24 Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and accurately
25 inform the Class of all material elements of the proposed Settlement, of the Class Members’ right
26 to be excluded from the Class by submitting a written opt-out request, and of each member’s right
27 and opportunity to object to the Settlement. The Court further finds that the distribution of the
28

1 Class Notice substantially in the manner and form set forth in the Agreement and this Order meets
2 the requirements of due process, is the best notice practicable under the circumstances, and shall
3 constitute due and sufficient notice to all persons entitled thereto. The Court orders the mailing of
4 the Class Notice by first class mail pursuant to the terms set forth in the Agreement. If a Class
5 Notice Packet is returned because of an incorrect address, the Administrator will promptly search
6 for a more current address for the Class Member and re-mail the Class Notice Packet to any new
7 address for the Class Member no later than seven (7) business days after the receipt of the
8 undelivered Class Notice. The Administrator will also email a copy of the re-mailed Class Notice
9 to the Class Member if there is an available email address in the Class Data.

10 11. The Court hereby appoints ILYM Group as the Administrator. No later than fifteen
11 (15) days after this Order, Defendants will provide to the Administrator an electronic database
12 containing the Class Data. The Administrator will perform address updates and verifications as
13 necessary prior to the first mailing. Using best efforts to mail it as soon as possible, and in no
14 event later than fourteen (14) days after receiving the Class Data, the Administrator will mail the
15 Class Notice Packet to all Class Members via first-class regular U.S. Mail to their last known
16 address.

17 12. The Court hereby preliminarily approves the proposed procedure for exclusion
18 from the Settlement. Any Class Member may individually choose to opt out of and be excluded
19 from the Class as provided in the Class Notice by following the instructions for requesting
20 exclusion from the Class that are set forth in the Class Notice. All requests for exclusion must be
21 postmarked or received no later than forty-five (45) calendar days after the date of the mailing of
22 the Class Notice (“Response Deadline”). If a Class Notice Packet is re-mailed, the Response
23 Deadline for requests for exclusion will be extended an additional fourteen (14) days. A Request
24 for Exclusion may also be faxed or emailed to the Administrator as indicated in the Class Notice.
25 Any such person who chooses to opt out of and be excluded from the Class will not be entitled to
26 any recovery under the Class Settlement and will not be bound by the Class Settlement or have
27 any right to object, appeal or comment thereon. Class Members who have not requested exclusion
28

1 shall be bound by all determinations of the Court, the Agreement and the Judgment. A request for
2 exclusion may only opt out that particular individual, and any attempt to effect an opt-out of a
3 group, class, or subclass of individuals is not permitted and will be deemed invalid.

4 13. Any Class Member who has not opted out may appear at the final approval hearing
5 and may object or express the Member's views regarding the Settlement, and may present
6 evidence and file briefs or other papers that may be proper and relevant to the issues to be heard
7 and determined by the Court as provided in the Notice. Class Members will have until the
8 Response Deadline to submit their written objections to the Administrator. Written objections
9 may also be faxed or emailed to the Administrator as indicated in the Class Notice. If a Class
10 Notice Packet is re-mailed, the Response Deadline for written objections will be extended an
11 additional fourteen (14) days. Alternatively, Class Members may appear at the Final Approval
12 Hearing to make an oral objection.

13 14. A final approval hearing shall be held before this Court on _____
14 _____ at _____ in Department 19 at the Santa Clara County Superior Court to hear
15 the motion for final approval and the motion for attorneys' fees and costs, and to determine all
16 necessary matters concerning the Settlement, including: whether the proposed settlement of the
17 Action on the terms and conditions provided for in the Agreement is fair, adequate and reasonable
18 and should be finally approved by the Court; whether the Final Approval Order and Judgment
19 should be entered herein; whether the plan of allocation contained in the Agreement should be
20 approved as fair, adequate and reasonable to the Class Members; and to finally approve attorneys'
21 fees and costs, service awards, and the fees and expenses of the Administrator. All papers in
22 support of the motion for final approval and the motion for attorneys' fees, costs and service
23 awards shall be filed with the Court and served on all counsel no later than sixteen (16) court days
24 before the hearing and both motions shall be heard at this final approval hearing.

25 15. Neither the Settlement nor any exhibit, document, or instrument delivered
26 thereunder shall be construed as a concession or admission by Defendants in any way that the
27 claims asserted have any merit or that this Action was properly brought as a class or representative
28

action, and shall not be used as evidence of, or used against Defendants as, an admission or indication in any way, including with respect to any claim of any liability, wrongdoing, fault or omission by Defendants or with respect to the truth of any allegation asserted by any person. Whether or not the Settlement is finally approved, neither the Settlement, nor any exhibit, document, statement, proceeding or conduct related to the Settlement, nor any reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as, received as or deemed to be evidence for any purpose adverse to the Defendants, including, but not limited to, evidence of a presumption, concession, indication or admission by Defendants of any liability, fault, wrongdoing, omission, concession or damage.

16. In the event the Settlement does not become effective in accordance with the terms of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to become effective for any reason, this Order shall be rendered null and void and shall be vacated, and the Parties shall revert to their respective positions as of before entering into the Agreement, and expressly reserve their respective rights regarding the prosecution and defense of this Action, including all available defenses and affirmative defenses, and arguments that any claim in the Action could not be certified as a class action and/or managed as a representative action . In such an event, the Court's orders regarding the Settlement, including this Order, shall not be used or referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of the Agreement with respect to the effect of the Agreement if it is not approved.

17. The Court reserves the right to adjourn or continue the date of the final approval hearing and all dates provided for in the Agreement without further notice to Class Members, and retains jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.

IT IS SO ORDERED.

Dated: _____

HON. THEODORE C. ZAYNER
JUDGE OF THE SUPERIOR COURT OF CALIFORNIA

PRELIMINARY APPROVAL ORDER

EXHIBIT C

[FINAL APPROVAL ORDER AND JUDGMENT]

EXHIBIT "C"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SANTA CLARA

KATHLEEN O'BRIEN, AURORA
GALVAN, and CARA LISH individuals, on
behalf of themselves and on behalf of all
persons similarly situated,

Plaintiff,

vs.

CERIDA INVESTMENT CORP., a
Corporation; DELOITTE CONSULTING
L.P., a Limited Partnership; and DOES 1
through 50, inclusive,

Defendants.

CASE NO.: **21CV384527**
[Consolidated with Case No. 21CV384529]

**[PROPOSED] FINAL APPROVAL
ORDER AND JUDGMENT**

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Theodore C. Zayner
Dept.: 19

Action Filed: July 20, 2021
Trial date: None Set

1 The unopposed motion of Plaintiffs Aurora Galvan, Kathleen O'Brien, and Cara Lish
2 (collectively "Plaintiffs") for an order finally approving the Class Action Settlement Agreement
3 ("Agreement" or "Settlement") with Defendants Cerida Investment Corporation ("Cerida") and
4 Deloitte Consulting LLP ("Deloitte") (collectively "Defendants"), attorneys' fees and costs,
5 service payment, and the expenses of the Administrator, duly came on for regularly noticed
6 hearing on _____ before the Honorable Theodore C. Zayner.

7 **I.**

8 **FINDINGS**

9 Based on the oral and written argument and evidence presented in connection with the
10 motion, the Court makes the following findings:

- 11 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 12 2. This Court has jurisdiction over the subject matter of this litigation pending before
13 the Superior Court for the State of California, in and for the County of Santa Clara, and over all
14 Parties to this litigation, including the Class.
- 15 3. Based on a review of the papers submitted by Plaintiffs and a review of the
16 applicable law, the Court finds that the Gross Settlement Amount of Nine Hundred Thirty Eight
17 Thousand Six Hundred and Eleven Dollars and Sixty Nine Cents (\$938,611.69) and the terms set
18 forth in the Agreement are fair, reasonable, and adequate.
- 19 4. The Court further finds that the Settlement was the result of arm's length
20 negotiations conducted after Class Counsel had adequately investigated the claims and became
21 familiar with the strengths and weaknesses of those claims. In particular, the amount of the
22 Settlement, and the assistance of an experienced mediator in the settlement process, among other
23 factors, support the Court's conclusion that the Settlement is fair, reasonable, and adequate.

24 **Preliminary Approval of the Settlement**

- 25 5. On _____, the Court granted preliminary approval of the Settlement. At
26 this same time, the Court approved conditional certification of the Class for settlement purposes
27 only.

1 **Notice to the Class**

2 6. In compliance with the Preliminary Approval Order, the Court-approved Class
3 Notice was mailed by first class mail to members of the Class at their last-known addresses on or
4 about _____. Mailing of the Class Notice to their last-known addresses was the best
5 notice practicable under the circumstances and was reasonably calculated to communicate actual
6 notice of the litigation and the proposed settlement to the Class. The Class Notice given to the
7 Class Members fully and accurately informed the Class Members of all material elements of the
8 proposed Settlement and of their opportunity to object to or comment thereon or to seek exclusion
9 from the Settlement; was valid, due, and sufficient notice to all Class Members; and complied
10 fully with the laws of the State of California, the United States Constitution, due process and other
11 applicable law. The Class Notice fairly and adequately described the Settlement and provided
12 Class Members adequate instructions and a variety of means to obtain additional information.

13 7. The Response Deadline for opting out or submitting written objections to the
14 Settlement was _____, which for re-mailings was extended by fourteen (14) days. There
15 was an adequate interval between notice and the deadline to permit Class Members to choose what
16 to do and to act on their decision. A full and fair opportunity has been afforded to the Class
17 Members to participate in this hearing, and all Class Members and other persons wishing to be
18 heard have had a full and fair opportunity to be heard. Class Members also have had a full and
19 fair opportunity to exclude themselves from the proposed Settlement and Class. Accordingly, the
20 Court determines that all Class Members who did not timely and properly submit a request for
21 exclusion are bound by the Settlement and this Final Approval Order and Judgment.

22 **Fairness of the Settlement**

23 8. The Agreement is entitled to a presumption of fairness. *Dunk v. Ford Motor Co.*
24 48 Cal.App.4th 1794, 1801 (1996).

25 a. The settlement was reached through arm's-length bargaining between the
26 Parties during an all-day mediation before Jeffrey Krivis, an experienced mediator of wage and
27 hour class actions. There has been no collusion between the Parties in reaching the Settlement.

1 b. Plaintiffs' and their counsel's investigation and discovery have been
2 sufficient to allow the Court and counsel to act intelligently.

3 c. Counsel for all Parties are experienced in similar employment class action
4 litigation. Plaintiffs' counsel recommended approval of the Agreement.

5 d. The percentage of objectors and requests for exclusion is small. ____
6 objections were received. _____ requests for exclusion were received.

7 e. The participation rate was high. _____ Class Members will be mailed a
8 settlement payment, representing ____% of the overall Class.

9 9. The consideration to be given to the Class Members under the terms of the
10 Agreement is fair, reasonable and adequate considering the strengths and weaknesses of the claims
11 asserted in this action and is fair, reasonable and adequate compensation for the release of Class
12 Members' claims, given the uncertainties and significant risks of the litigation and the delays
13 which would ensue from continued prosecution of the action.

14 10. The Agreement is approved as fair, adequate and reasonable and in the best
15 interests of the Class Members.

16 **Attorneys' Fees and Costs**

17 11. An award of \$_____ for attorneys' fees, representing one-third (1/3) of
18 the Gross Settlement Amount, plus \$_____ for litigation costs and expenses, is
19 reasonable, in light of the contingent nature of Class Counsel's fee, the hours worked by Class
20 Counsel, and the results achieved by Class Counsel. The requested award has been supported by
21 Class Counsel's lodestar and billing statement.

22 **Class Representative Service Payments**

23 12. The Agreement provides for a Class Representative Service Payments of not more
24 than \$10,000 each to Plaintiffs O'Brien and Galvan, and \$5,000 to Plaintiff Lish, subject to the
25 Court's approval. The Court finds that Class Representative Service Payments in the amount of
26 \$10,000 each to Plaintiffs O'Brien and Galvan, and \$5,000 to Plaintiff Lish are reasonable in light
27 of the relative risks and burdens undertaken by the Plaintiffs in this litigation, for their time and
28

1 effort in bringing and prosecuting this matter on behalf of the Class, and for their execution of a
2 general release.

3 **Settlement Administration Expenses**

4 13. The Administrator shall calculate and administer the payment to be made to the
5 Class Members, transmit payment for attorneys' fees and costs to Class Counsel, transmit the
6 Class Representative Service Payments to the Plaintiffs, issue all required tax reporting forms,
7 calculate withholdings and perform the other remaining duties set forth in the Agreement. The
8 Administrator has documented \$_____ in fees and expenses, and this amount is reasonable in
9 light of the work performed by the Administrator.

10 **PAGA Penalties**

11 14. The Agreement provides for a PAGA Penalties out of the Gross Settlement
12 Amount of \$20,000, which shall be allocated as follows: \$15,000 to the Labor & Workforce
13 Development Agency ("LWDA") as the LWDA's 75% share of the settlement of civil penalties
14 paid under this Agreement pursuant to the PAGA and \$5,000 to be distributed to the Aggrieved
15 Employees and allocated by (a) dividing the amount of the Aggrieved Employees' twenty-five
16 percent (25%) share of PAGA Penalties (\$5,000) by the total number of PAGA Pay Periods
17 worked by all Aggrieved Employees and (b) multiplying the result by each Aggrieved Employee's
18 PAGA Pay Periods. "Aggrieved Employees" are all individuals who are or previously were
19 employed by Cerida in California and classified as hourly, non-exempt employees at any time
20 during the PAGA Period (March 18, 2020, through February 28, 2022) including those Cerida
21 employees who provided services in California that Cerida had contracted with Deloitte to provide
22 to a third party. Pursuant to Labor Code section 2699, subdivision (l)(2), the LWDA was provided
23 notice of the Agreement and these settlement terms and has not indicated any objection thereto.
24 The Court finds the PAGA Penalties to be reasonable.

25 **II.**

26 **ORDERS**

27 Based on the foregoing findings, and good cause appearing, IT IS HEREBY ORDERED:
28

1 1. The Class is certified for the purposes of settlement only. The Class is hereby
2 defined as follows:

3 All individuals who are or previously were employed by Cerida in California and
4 classified as hourly, non-exempt employees at any time during the Class Period,
5 including those Cerida employees who provided services in California that Cerida
6 had contracted with Deloitte to provide to a third party.

6 The “Class Period” is July 20, 2017 through February 28, 2022.

7 2. All persons who meet the foregoing definition are members of the Class, except for
8 those individuals who filed a valid request for exclusion (“opt out”) from the Class. [INSERT
9 REFERENCE TO IDENTIFY ANY OPT OUTS].

10 3. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the
11 best interest of the Class.

12 4. Class Counsel are awarded attorneys’ fees in the amount of \$_____ and
13 costs in the amount of \$_____. Class Counsel shall not seek or obtain any other
14 compensation or reimbursement from Defendant, Plaintiffs or members of the Class.

15 5. The payment of Class Representative Service Payments in the amount of \$_____
16 each to Plaintiffs O’Brien and Galvan, and \$_____ to Plaintiff Lish is approved.

17 6. The payment of \$_____ to the Administrator for their fees and expenses
18 is approved.

19 7. The PAGA Penalties of \$20,000 is approved and is to be distributed in accordance
20 with the Agreement.

21 8. Pursuant to Labor Code section 2699, subdivision (l)(2), Class Counsel shall
22 submit a copy of this Final Approval Order and Judgment to the LWDA within 10 days after its
23 entry.

24 9. Neither the Agreement nor this Settlement is an admission by Defendants, nor is
25 this Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of
26 any wrongdoing by Defendants or that this Action is appropriate for class or representative
27 treatment (other than for settlement purposes). Neither this Final Approval Order and Judgment,
28

1 the Agreement, nor any document referred to herein, nor any action taken to carry out the
2 Agreement is, may be construed as, or may be used as an admission by or against Defendants of
3 any fault, wrongdoing or liability whatsoever. The entering into or carrying out of the Agreement,
4 and any negotiations or proceedings related thereto, shall not in any event be construed as, or
5 deemed to be evidence of, an admission or concession with regard to the denials or defenses by
6 Defendants. Notwithstanding these restrictions, Defendants may file in the Action or in any other
7 proceeding this Final Approval Order and Judgment, the Agreement, or any other papers and
8 records on file in the Action as evidence of the Settlement to support a defense of *res judicata*,
9 collateral estoppel, release, or other theory of claim or issue preclusion or similar defense as to the
10 Released Class Claims and/or Released PAGA Claims.

11 10. Notice of entry of this Final Approval Order and Judgment shall be given to all
12 Parties by Class Counsel on behalf of Plaintiffs and all Class Members. The Final Approval Order
13 and Judgment shall be posted on Class Counsel's website as set forth in the Class Notice to the
14 Class. It shall not be necessary to send notice of entry of this Final Approval Order and Judgment
15 to individual Class Members.

16 11. If the Agreement does not become final and effective in accordance with the terms
17 of the Agreement, then this Final Approval Order and Judgment, and all orders entered in
18 connection herewith, shall be rendered null and void and shall be vacated, and the Parties shall
19 revert to their respective positions as of before entering into the Agreement, and expressly reserve
20 their respective rights regarding the prosecution and defense of this Action, including all available
21 defenses and affirmative defenses, and arguments that any claim in the Action could not be
22 certified as a class action and/or managed as a representative action.

23 **IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:**

24 1. Except as set forth in the Agreement and this Final Approval Order and Judgment,
25 Plaintiffs, and all members of the Class, shall take nothing in the Action.

26 2. The Court shall retain jurisdiction to construe, interpret, implement and enforce the
27 Agreement, to hear and resolve any contested challenge to a claim for settlement benefits, and to
28

1 supervise and adjudicate any dispute arising from or in connection with the distribution of
2 settlement benefits.

3 3. All Parties shall bear their own attorneys' fees and costs, except as otherwise
4 provided in the Agreement and in this Final Approval Order and Judgment.

5 4. Effective on the date when Cerida fully funds the entire Gross Settlement Amount,
6 Plaintiffs, Participating Class Members, Aggrieved Employees and the LWDA will release claims
7 against all Released Parties as follows:

8 (a) All Participating Class Members, on behalf of themselves and their
9 respective former and present representatives, agents, attorneys, heirs, administrators, successors,
10 and assigns, release Released Parties from the Released Class Claims. The "Released Class
11 Claims" are all class claims pled or which could have been pled based on the factual allegations
12 contained in the Operative Complaint which occurred during the Class Period. Except as expressly
13 set forth in this paragraph, Participating Class Members do not release any other claims, and
14 expressly exclude all other claims, including claims for vested benefits, wrongful termination,
15 violation of the Fair Employment and Housing Act, unemployment insurance, disability, social
16 security, workers' compensation, or class claims based on facts occurring outside the Class Period.

17 (b) All Aggrieved Employees and the State of California and LWDA are
18 deemed to release, on behalf of themselves and their respective former and present representatives,
19 agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all
20 PAGA claims pled or which could have been pled based on the factual allegations contained in the
21 Operative Complaint and PAGA Notices sent by Plaintiffs that occurred during the PAGA Period
22 as to the Aggrieved Employees. The Released PAGA Claims do not include, and expressly
23 exclude, underlying wage and hour claims, claims for vested benefits, wrongful termination,
24 discrimination, unemployment insurance, disability, social security and worker's compensation,
25 claims for civil penalties under PAGA based on violations of the Labor Code not specifically
26 identified in Plaintiffs' PAGA Notices, and PAGA claims outside of the PAGA Period.

27 ///

1 (c) Plaintiffs and their respective former and present spouses, representatives,
2 agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge
3 Released Parties from all claims, transactions, or occurrences that occurred during the Class
4 Period, including, but not limited to: (a) all claims that were, or reasonably could have been,
5 alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that
6 were, or reasonably could have been, alleged based on facts contained in the Operative Complaint
7 and Plaintiffs' PAGA Notices ("Plaintiffs' Release"). For purposes of Plaintiffs' Release,
8 Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section
9 1542 of the California Civil Code, which reads:

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

13 5. For any Class Member whose Individual Class Payment check or Individual PAGA
14 Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the
15 funds represented by such checks to the California Controller's Unclaimed Property Fund in the
16 name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of
17 California Code of Civil Procedure Section 384, subd. (b).

18 6. The Court hereby enters judgment in the entire Action as of the filing date of this
19 Order and Judgment, pursuant to the terms set forth in the Settlement. Without affecting the
20 finality of this Order and Judgment in any way, the Court hereby retains continuing jurisdiction
21 over the interpretation, implementation, and enforcement of the Settlement and all orders entered
22 in connection therewith pursuant to California Code of Civil Procedure section 664.6.

23 **LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY. IT IS SO ORDERED.**

24
25 Dated: _____

26 _____
27 HON. THEODORE C. ZAYNER
28 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA

EXHIBIT #2

Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (858) 551-1232

FIRM RESUME

Areas of Practice: Employee, Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation, Business Litigation.

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Action, Civil Litigation, Wage and Hour Class Actions, Transactional Law

Admitted: 1973, Illinois; 1976, California

Biography: Law Clerk to Justice Thomas J. Moran, Illinois Supreme Court, 1973-1975, while on Illinois Court of Appeals. Instructor, Oil and Gas Law: California Western School of Law, 1981; University of San Diego School of Law, 1983. Sole Practitioner 1976-1987. Partner, Blumenthal & Ostroff, 1988-1995. Partner, Blumenthal, Ostroff & Markham, 1995-2001. Partner, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2018. Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP, 2018 - present.

Member: San Diego County, Illinois State and American Bar Associations; State Bar of California.

Educated: University of Wisconsin (B.A., 1970); Loyola University of Chicago (J.D., 1973);

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation

Admitted: 1999, California

Biography: Associate, Blumenthal, Ostroff & Markham, 1999-2001. Associate, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Member: State Bar of California, Ninth Circuit Court of Appeals, Third Circuit Court of Appeals

Educated: University of California at Berkeley (B.A., 1994); University of San Diego School of Law (J.D. 1999)

Awards: Top Labor & Employment Attorney 2016; Top Appellate Reversal - Daily Journal 2015; Super Lawyer 2015-2018

Aparajit Bhowmik

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2006, California

Educated: University of California at San Diego (B.A., 2002); University of San Diego School of Law (J.D. 2006)

Biography: Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Awards: Rising Star 2015

Nicholas J. De Blouw

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: Wayne State University (B.A. 2008); California Western School of Law (J.D. 2011)

Piya Mukherjee

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2010, California

Educated: University of California, San Diego (B.S. 2006); University of Southern California, Gould School of Law (J.D. 2010)

Victoria Rivapalacio

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: University of California at San Diego (B.A., 2003); George Washington University Law School (J.D. 2010)

Ricardo Ehmman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

Educated: University of California, San Diego (B.A. 1998); Loyola Law School (J.D. 2001)

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

Educated: University of Michigan (B.A. 2008); California Western School of Law (J.D. 2011)

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: San Diego State University; California Western School of Law

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

Educated: University of California, Irvine; California Western School of Law

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: Arizona State University; University of San Diego School of Law

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

Educated: University of Southern California; California Western School of Law

Sergio Julian Puche

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2013, California

Educated: University of California, Irvine; California Western School of Law

Trevor Moran

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, California

Educated: University of Rhode Island; California Western School of Law

Adolfo Sanchez Contreras

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2024, California; 2014, Mexico

Educated: The Juarez University

REPORTED CASES

Sakkab v. Luxottica Retail N. Am., Inc., 803 F.3d 425 (9th Cir. 2015) (The panel reversed the district court's order granting Luxottica Retail North America, Inc.'s motion to compel arbitration of claims and dismissing plaintiff's first amended complaint, in a putative class action raising class employment-related claims and a non-class representative claim for civil penalties under the Private Attorney General Act.);

Securitas Security Services USA, Inc. v. Superior Court, 234 Cal. App. 4th 1109 (Cal. Feb. 27, 2015) (Court of Appeal concluded the trial court correctly ruled that *Iskanian* rendered the PAGA waiver within the parties' dispute resolution agreement unenforceable. However, the Court of Appeal then ruled the trial court erred by failing to invalidate the non-severable class action waiver from the agreement and remanded the entire complaint, including class action and PAGA claims, be litigated in the Superior Court);

Sussex v. United States Dist. Court for the Dist. of Nev., 781 F.3d 1065 (9th Cir. 2015) (The panel determined that the district court clearly erred in holding that its decision to intervene mid-arbitration was justified under *Aerojet-General*. Specifically, the panel held that the district court erred in predicting that an award issued by the arbitrator would likely be vacated because of his "evident partiality" under 9 U.S.C. § 10(a)(2).);

Provost v. YourMechanic, Inc., 2020 Cal. App. Lexis 955 (Oct. 15, 2020) (Court of Appeals affirmed denial of arbitration of PAGA claim, and held in a case of first impression, that there was no additional standing rules for PAGA claim brought by independent contractor);

In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles,

75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D. Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E*Trade Mortg. Corp., 514 F.3d 1001 (9th Cir. 2008); Silvas v. E*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 630 F. Supp. 2d 1222 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 2008 U.S. Dist. LEXIS 102380 (S.D. Cal. 2008); Louie v. Kaiser Found. Health Plan, Inc., 2008 U.S. Dist. LEXIS 78314 (S.D. Cal. 2008); Weltman v. Ortho Mattress, Inc., 2010 U.S. Dist. LEXIS 20521 (S.D. Cal. 2010); Weltman v. Ortho Mattress, Inc., 2008 U.S. Dist. LEXIS 60344 (S.D. Cal. 2008); Curry v. CTB McGraw-Hill, LLC, 2006 U.S. Dist. LEXIS 5920; 97 A.F.T.R.2d (RIA) 1888; 37 Employee Benefits Cas. (BNA) 2390 (N.D. Cal. 2006); Reynov v. ADP Claims Servs. Group, 2006 U.S. Dist. LEXIS 94332 (N.D. Cal. 2006); Kennedy v. Natural Balance Pet Foods, Inc., 2010 U.S. App. LEXIS 248 (9th Cir. 2010); Kennedy v. Natural Balance Pet Foods, Inc., 2008 U.S. Dist. LEXIS 38889 (S.D. Cal. 2008); Kennedy v. Natural Balance Pet Foods, Inc., 2007 U.S. Dist. LEXIS 57766 (S.D. Cal. 2007); Sussex v. Turnberry/MGM Grand Towers, LLC, 2009 U.S. Dist. LEXIS 29503 (D. Nev. 2009); Picus v. Wal-Mart Stores, Inc., 256 F.R.D. 651 (D. Nev. 2009); Tull v. Stewart Title of Cal., Inc., 2009 U.S. Dist. LEXIS 14171 (S.D. Cal. 2009); Keshishzadeh v. Gallagher, 2010 U.S. Dist. LEXIS 46805 (S.D. Cal. 2010); Keshishzadeh v. Arthur J. Gallagher Serv. Co., 2010 U.S. Dist. Lexis 116380 (S.D. Cal. 2010); In re Pet Food Prods. Liab. Litig., MDL Docket No. 1850 (All Cases), 2008 U.S. Dist. LEXIS 94603 (D.N.J. 2008); In re Pet Food Prods. Liab. Litig., 629 F.3d 333 (3rd Cir. 2010); Puentes v. Wells Fargo Home Mortgage, Inc., 160 Cal. App. 4th 638 (2008); Rezec v. Sony Pictures Entertainment, Inc., 116 Cal. App. 4th 135 (2004); Badillo v. Am. Tobacco Co., 202 F.R.D. 261 (D. Nev. 2001); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin., 2010 U.S. App. Lexis 23025 (9th Cir. 2010); Dirienzo v. Dunbar Armored, Inc., 2011 U.S. Dist. Lexis 36650 (S.D. Cal. 2011); Rix v. Lockheed Martin Corp., 2011 U.S. Dist Lexis 25422 (S.D. Cal. 2011); Weitzke v. Costar Realty Info., Inc., 2011 U.S. Dist Lexis 20605 (S.D. Cal. 2011); Goodman v. Platinum Condo. Dev., LLC, 2011 U.S. Dist. LEXIS 36044 (D. Nev. 2011); Sussex v. Turnberry/MGM Grand Towers, LLC, 2011 U.S. Dist. LEXIS 14502 (D. Nev. 2011); Smith v. Kaiser Foundation Hospitals, Inc., 2010 U.S. Dist. Lexis 117869 (S.D. Cal. 2010); Dobrosky v. Arthur J. Gallagher Serv. Co., LLC, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, Metrow v. Liberty Mut. Managed Care LLC, No. EDCV 16-1133 JGB (KKx), 2017 U.S. Dist. LEXIS 73656 (C.D. Cal. May 1, 2017); Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); Orozco v. Illinois Tool Works Inc., Class Certification Granted, 2017 U.S. Dist. LEXIS 23179 (E.D. Cal. Feb. 16, 2017); Rieve v. Coventry Health Care, Summary Judgment *Sua*

Sponte Granted for Plaintiff, Rieve v. Coventry Health Care, Inc., 870 F. Supp. 2d 856 (C.D. Cal. 2012)

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No. 37-2018-00047639-CU-OE-CTL; Erickson v. Erickson – Contra Costa County Superior Court, Case No. MSC18-00307; Martin v. Menzies Aviation (USA) Inc. – San Francisco County Superior Court, Case No. CGC-18-566072; Mortimer v. Healthsouth Bakersfield Rehabilitation Hospital, LLC – Kern County Superior Court, Case No. BCV-18-102761; Alcaraz v. Red Lion Hotels Corporation – San Francisco County Superior Court, Case No. CGC-18-570310; Calhoun v. Total Transportation and Distribution, Inc. – San Diego County Superior Court, Case No. 37-2018-00058681-CU-OE-CTL; Rataul v. Overton Security Services, Inc. – Alameda County Superior Court, Case No. RG18891882; Beltran v. Compass Bank – San Diego County Superior Court, Case No. 37-2019-00024475-CU-OE-CTL; Kirshner v. Touchstone Golf, LLC – San Diego County Superior Court, Case No. 37-2018-00028865-CU-OE-CTL; Pizarro v. The Home Depot, Inc. – U.S. District Court for the Northern District of Georgia-Atlanta Division; Hatanaka v. Restore Rehabilitation, LLC – San Diego County Superior Court, Case No. 37-2018-00034780-CU-OE-CTL; Faria v. Carriage Funeral Holdings, Inc. – Contra Costa County Superior Court, Case No. MSC18-00606; Ontiveros v. Baker Concrete Construction, Inc. – Santa Clara County Superior Court, Case No. 18CV328679; Morales v. Redlands Automotive Services, Inc. – San Bernardino County Superior Court, Case No. CIVDS1807525; Ramirez v. Carefusion Resources, LLC – U.S. District Court, Southern District of California; Amster v. Starbucks Corporation – San Bernardino Superior Court, Case No. CIVDS1922016; Kutzman v. Derrel's Mini Storage, Inc. – U.S. District, Eastern District of California, Case No. 1:18-cv-00755-AWI-JLT; Marks v. Universal Propulsion Company, Inc. – Solano County Superior Court, Case No. FCS051608; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01480; Teniente v. Cirrus Asset Management, Inc. – Los Angeles County Superior Court, Case No. 20STCV16302; Blackshear v. California Fine Wine & Spirits LLC – Sacramento County Superior Court, Case No. 34-2018-00245842; Warnick v. Golden Gate America West LLC – Los Angeles County Superior Court, Case No. BC714176; Bennett v. Dnata Aviation USA, Inc. – San Francisco County Superior Court, Case No. CGC-18-566911; George v. PF Stockton Fitness LLC – Sacramento County Superior Court, Case No. 34-2019-00261113-CU-OE-GDS; Oshana v. Farmers and Merchants Bank of Central California – Stanislaus County Superior Court, Case No. CV-19-003427; Vasquez v. Packaging Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-01935-PSG-PLA; Palomino v. Zara USA Inc. – Orange County Superior Court, Case No. 30-2018-00992682-CU-OE-CXC; Simmons v. Joe & The Juice LA, LLC – San Francisco County Superior Court; Pacia v. CIM Group, L.P. – Los Angeles County Superior Court, Case No. BC709666; Flores v. Plastic Express – Los Angeles County Superior Court, Case No. BC71971; Madera v. William Warren Properties, Inc. – Orange County Superior Court, Case No. 30-2019-01055704-CU-OE-CXC; Hernandez v. Quality Custom Distribution – Orange County Superior Court, Case No. 30-2018-01010611-CU-OE-CXC; Arango v. Schlumberger Technology Corporation – Orange County Superior Court, Case No. 30-2019-01056839-CU-OE-CXC; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Ramirez v. J E H Enterprises, Inc. – San Francisco County Superior Court, Case No. CGC-19-574691; Sullen v. First Service Residential California, LLC – San Francisco County Superior Court, Case No. CGC-19-575131; Valentino v. East Bay Tire Co. – Solano County Superior Court, Case No. FCS053067; Murphy v. Rockler Retail Group, Inc. – Sacramento Superior Court, Case No. 34-2019-00251220; Shahbazian v. Onewest Bank – Los Angeles County Superior Court, Case No. 19STCV23722; Bruemmer v. Tempur Retail Stores LLC – Marin County Superior Court, Case No. CIV1803646; Antonios v. Interface Rehab, Inc. – Orange County Superior, Case No. 30-2019-01067547-CU-OE-CXC; Tavallodi v. DC Auto, Inc. – San Bernardino, Case No. CIVDS1833598; Miranda v. The Lloyd Pest Control Co. – San Diego County Superior Court, Case No. 37-2018-00052510-CU-OE-CTL; Soenardi v. Magnussen Imports, Inc. – Santa Clara County Superior Court, Case No. 18CV340003; Thai v. Team Industrial Services, Inc. – Los Angeles County Superior Court, Case No. 19STCV21953; Castillo v. A.J. Kirkwood & Associates, Inc. – Los Angeles County Superior Court, Case No. 19STCV04435; Moss v. Jabil Inc. – Alameda County Superior Court, Case No. HG20050536; Billosillo, Jr. v. Crown Energy Services, Inc. – San Diego County Superior Court,

Case No. 37-2018-00058254-CU-OE-CTL; Tarkington v. Freetime, Inc. – San Diego County Superior Court, Case No. 37-2019-00011473-CU-OE-CTL; McIntyre v. J.J.R. Enterprises, Inc. – Sacramento County Superior Court, Case No. 34-2019-00251220; Bucur v. Pharmaca Integrative Pharmacy, Inc. – San Diego County Superior Court, Case No. 37-2019-00009409-CU-OE-CTL; Batin v. McGee Air Services, Inc. – Santa Clara County Superior Court, Case No. 19CV347733; Terry v. McGee Air Services, Inc. – King County Superior Court of Washington, Case No. 19-2-3321-5 KNT; Weiss v. Niznik Behavioral Health Resources, Inc. – San Diego County Superior Court, Case No. 37-2019-00039441-CU-OE-CTL; Cavada v. Inter-Continental Hotels Group, Inc. – U.S. District Court, Southern District of California, Case No. 3:19-cv-01675-GPC-AHG; Lešević v. Spectraforce Technologies, Inc. – U.S. District Court, Northern District of California, Case No. 5:19-cv-03126-LHK; Mutchler v. Circle K Stores, Inc. – San Diego County Superior Court, Case No. 37-2020-00016331-CU-OE-CTL, Azima v. CSI Medical Group, – Santa Clara County Superior Court, Case No. 19CV345450; Porrás v. Baypointe Enterprises, LLC – Los Angeles County Superior Court, Case No. 19STCV31015; Mitchell v. Mack Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1928334; Watts v. T.R.L. Systems, Incorporated – Orange County Superior Court, Case No. 30-2019-01102457-CU-OE-CXC; Price v. DMSD Restaurants Inc. – San Diego County Superior Court, Case No. 37-2019-00024062-CU-OE-CTL; Jacobs v. Nortek Security & Control LLC – San Diego County Superior Court, Case No. 37-2019-0019735-CU-OE-CTL; Gonzalez v. Hub International Midwest – San Bernardino County Superior Court, Case No. CIVDS1900463; Cisneros v. Bluepearl California, Inc. – San Mateo Superior Court, Case No. 19-CIV-05707; Garcia v. Gallagher Basset Services – San Bernardino Superior Court, Case No. CIVDS2004140; Callow v. Adventist Health System/West – Placer County Superior Court, Case No. SCV0043607; Dominguez v. Kimco Facility Services, LLC – Los Angeles County Superior Court, Case No. 19STCV37592; Searles v. Robert Heath Trucking, Inc. – Los Angeles County Superior Court, Case No. 19STCY30808; Rangel v. Pioneer Hi-Bred international, Inc. – Yolo County Superior Court, Case No. CV-19-1797; Ivon v. Sinclair Television of California, Humboldt County Superior Court, Case No. DR190699; Williams v. Henkels & McCoy, Inc. – San Bernardino County Superior Court, Case No. CIVDS2003888; Cano v. Larry Green Chrysler Jeep Dodge, Inc. – Riverside County Superior Court, Case No. BLC1900184; Lopez v. Cepheid – Santa Clara County Superior Court, Case No. 19CV358827; Hernandez v. Quick Dispense, Inc. – Los Angeles County Superior Court, Case No. 19STCV29405; Lopez v. Lacoste USA, Inc. – San Bernardino County Superior Court, Case No. CIVDS1914626; Duhe v. Hospital Couriers Nevada, LLC – Contra Costa County Superior Court, Case No. MSC19-01377; Law v. Sequoia Equities, Incorporated – Contra Costa Superior Court, Case No. C19-01925; Dvorak v. Rockwell Collins, Inc. – San Diego County Superior Court, Case No. 37-2019-00064397-CU-OE-CTL; Noguera v. Metal Container Corporation – Riverside County Superior Court, Case No. RIC2003235; Leon v. Miller Event Management, Inc. – San Luis Obispo Superior Court, Case No. 19CV-0435; Leon v. Miller Event Management, Inc. – San Luis Obispo County Superior Court, Case No. 19CV-0435, Camacho-Bias v. Serve U Brands Inc. – Butte County Superior Court, Case No. 20CV00603; La Pietra v. Entertainment Partners Services, LLC – Los Angeles County Superior Court, Case No. 19STCV39529; Celis v. Theatre Box - San Diego, LLC – San Diego County Superior Court, Case No. ____; Ignacio v. Laboratory Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-06079-AB-RAO; Kovnas v. Cahill Contractors LLC – Alameda County Superior Court, Case No. RG19037852; Hersh v. Mrs. Gooch's Natural Food – Los Angeles County Superior Court, Case No. 19STCV10444; Miller v. The Permanente Medical Group – Alameda County Superior Court, Case No. RG19045904; Vasquez v. Autoalert, LLC – Orange County Superior Court, Case No. 30-2019-01114549-CU-OE-CXC; Cavanaugh v. Morton Golf, LLC – Sacramento County Superior Court, Case No. 34-2019-00270176; Coley v. Monroe Operations, LLC – Alameda County Superior Court, Case No. RG20063188; Ramirez v. Sierra Aluminum Company – U.S. District Court, California Central District Court, Case No. 5:20-cv-00417-JGB-KK; Marrero v. Stat Med, P.C. – Alameda County Superior Court, Case No. HG19043214; Enriquez v. Solari Enterprises, Inc. – Los Angeles County Superior Court, Case No. 20STCV11129; Craig v.

Hometown Heart – San Francisco County Superior Court, Case No. CGC-20-582454; Lopez v. Hy0Lang Electric California, Inc. – San Diego County Superior Court, Case No. 37-2020-00012543-CU-OE-CTL; Heuklom v. Clara Medical Group, P.C. – San Francisco County Superior Court, Case No. CGC-20-585918; Dominguez v. Lifesafers of Northern California – Monterey County Superior Court, Case No. 20CV002586; Kiseleva v. Totalmed Staffing Inc. – U.S. District Court, California Northern District, Case No. 5:19-cv-06480; Vires v. Sweetgreen, Inc. – Santa Clara County Superior Court, Case No. 20CV365918; Kim v. Wireless Vision, LLC – San Bernardino County Superior Court, Case No. CIVDS2000074; Senoren v. Air Canada Corporation – Los Angeles County Superior Court, Case No. 20STCV13942; Clark v. Quest Diagnostics Incorporated – San Bernardino County Superior Court, Case No. CIVDS2018707; Green v. Shipt, Inc. – Los Angeles County Superior Court, Case No. 20STCV01001; Respass v. The Scion Group LLC – Sacramento County Superior Court, Case No. 34-2020-00285265; Jackson v. Decathlon USA LLC – Alameda County Superior Court, Case No. RG2003024; Avacena v. FTG Aerospace Inc. – Los Angeles County Superior Court, Case No. 20STCV28767; Perez v. Butler America, LLC – Los Angeles County Superior Court, Case No. 20STCV20218; Christensen v. Carter's Retail, Inc. – Orange County Superior Court, Case No. 30-2020-01138792-CU-OE-CXC; Astudillo v. Torrance Health Association, Inc. – Los Angeles County Superior Court, Case No. 20STCV18424; Hansen v. Holiday AI Management Sub LLC – Contra Costa County Superior Court, Case No. CIVMSC20-00779; Almahdi v. Vitamin Shoppe Industries Inc – Santa Clara County Superior Court, Case No. 20CV365150; Krisinda v. Loyal Source Government Services LLC – U.S. District Court, California Southern District, Case No. 3:20-cv-879-LAB-NLS; Ettedgui v. WB Studio Enterprises Inc – U.S. District Court, California Central District, Case No. 2:20-CV-08053-MCS (MAAx); Fernandez v. Nuvision Federal Credit Union – Orange County Superior Court, Case No. 30-2020-01161691-CU-OE-CJC; Aviles v. UPS Supply Chain Solutions, Inc. – Riverside County Superior Court, Case No. RIC2000727; Alcocer v. DSV Solutions, LLC – San Bernardino Superior Court, Case No. CIVDS2010345; Wilson v. Wholesome Harvest Baking, LLC – U.S. District Court, California Northern District, Case No. 4:20-cv-05186-YGR; Gregory v. Verio Healthcare, Inc. – Los Angeles County Superior Court, Case No. 20STCV37254; Rose v. Impact Group, LLC – Orange County Superior Court, Case No. 30-2020-01141107-CU-OE-CXC; Monasterio v. Citibank, N.A. – San Mateo County Superior Court, Case No. 20-CIV-03650; Martinez-Lopez v. Medamerica, Inc. – San Diego County Superior Court, Case No. 37-2020-00034393-CU-OE-CTL; Cox v. PRB Management, LLC – Solano County Superior Court, Case No. FCS055514; Nash v. K. Hovnanian Companies, LLC – Riverside County Superior Court, Case No. RIC2003319; Kyler v. Harbor Freight Tools USA, Inc. – San Diego County Superior Court, Case No. 37-2020-00015828-CU-OE-CTL; Roberts v. Solantic Corporation – Los Angeles County Superior Court, Case No. 20STCV41117; Price v. Mistras Group, Inc. – Los Angeles County Superior Court, Case No. 20STCV22485; Macias v. ABM Electrical & Lighting Solutions, Inc. – San Diego County Superior Court, Case No. 37-2020-00024997-CU-OE-CTL; Basu-Kesselman v. Garuda Labs, Inc. – San Francisco County Superior Court, Case No. CGC-20-585229; Armstrong v. Prometric LLC – Los Angeles County Superior Court, Case No. 20STCV29967; Ashlock v. Advantis Medical Staffing, LLC – San Diego County Superior Court, Case No. 37-2020-00022305-CU-OE-CTL; Wilson v. WXI Global Solutions, LLC – Los Angeles County Superior Court, Case No. 20STCV25007; Gandhale v. Select Rehabilitation, LLC – Monterey County Superior Court, Case No. 20CV002240; Starvoice v. G4S Secure Solutions (USA) Inc. – San Diego County Superior Court, Case No. 37-2020-00029421-CU-OE-CTL; Mbise v. Axlehire, Inc. – Alameda County Superior Court, Case No. RG20067350; Points v. C&J Services, Inc. – Kern County Superior Court, Case No. BCV-20-102483; Marshall v. PHI Air Medical, LLC – Lassen County Superior Court, Case No. 62973; Jauregui v. Cyctec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

EXHIBIT #3

BLUMENTHAL NORDREHAUG
BHOWMIK DE BLOUW LLP
2255 CALLE CLARA
LA JOLLA, CA 92037
(858) 551-1223

NOVEMBER 15, 2024

KATHLEEN OBRIEN

RE: CERIDA
FILE NUMBER: CA2272.001

ATTORNEY FEES

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
03/01/21	SB	BEGIN INITIAL REVIEW OF EMPLOYMENT FILE, PREPARE CASE ANALYSIS, ADVISE ND	2.40	450	1,080.00
03/02/21	ND	REVIEW AND ANALYZE ORIGINAL INTAKE NOTES. LEGAL RESEARCH REGRADING RELATED LITIGATION IN STATE AND FEDERAL COURT. REVIEW DEFENDANT'S BUSINESS OPERATIONS IN CA. CONFERENCE WITH PLAINTIFF TO DISCUSS STATUS. DISCUSS WITH S. BLUMENTHAL.	3.90	850	3,315.00
03/06/21	ND	REVIEW EMAILS AND DOCUMENTS FROM CASE FILE REGARDING RETALIATION AND DISCRIMINATION CLAIMS. LEGAL RESEARCH DFEH CLAIMS AND RECENT COURT OPINIONS REGARDING THE SAME. ANALYZE INDIVIDUAL DAMAGES.	3.40	850	2,890.00
03/07/21	ND	REVIEW ENTIRE CASE FILE FOR LEGAL CLAIMS. ANALYZE ALL PAYSTUBS FOR 226(A) AND OVERTIME VIOLATIONS. CONFERENCE WITH PLAINTIFF TO OBTAIN FACTS FOR COMPLAINT. LEGAL RESEARCH REGARDING RECENT OPINIONS FOR WAGE STATEMENT CLAIMS.	4.50	850	3,825.00
03/08/21	SB	DRAFT COMPLAINT, DISCUSS WITH ND	2.80	450	1,260.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
03/09/21	ND	REVIEW FACTS AND LAW. DRAFT COMPLAINT.	4.50	850	3,825.00
03/11/21	ND	DRAFT COMPLAINT. DISCUSS REVISIONS WITH PLAINTIFF AND S. BLUMENTHAL.	3.70	850	3,145.00
03/12/21	SB	DRAFT CASE NOTES & PAGA NOTICE	2.80	450	1,260.00
06/28/21	SB	REVIEW COMPLAINT FOR FILING, ANALYZE, ADVISE ND	2.80	450	1,260.00
06/29/21	SB	REVISE COMPLAINT FOR FILING	2.40	450	1,080.00
07/18/21	RE	REVIEW CASE NOTES/DAMAGE ANALYSIS	0.50	675	337.50
07/18/21	RE	REVIEW & ANALYZE EMPLOYMENT FILE DOCUMENTS/1198.5 RESPONSE	3.00	675	2,025.00
07/19/21	RE	REVIEW, REVISE & EDIT CLASS ACTION COMPLAINT DRAFT; EMAIL TO ND RE VARIOUS COMPLAINT ALLEGATIONS	3.00	675	2,025.00
07/20/21	RE	DRAFT PAGA ONLY REPRESENTATIVE ACTION COMPLAINT	4.00	675	2,700.00
07/20/21	RE	PREPARE SUMMONS AND CIVIL COVER SHEET; FILE CLASS ACTION IN SANTA CLARA SUP CT.	0.70	675	472.50
07/20/21	RE	PREPARE SUMMONS AND CIVIL COVER SHEET; FILE PAGA ONLY ACTION IN SANTA CLARA SUP CT.	0.60	675	405.00
07/20/21	ND	REVIEW AND ANALYZE PAGA NOTICE. REVIEW AND REVISE PAGA ONLY COMPLAINT. DISUCSS WUTH R. EHMANN. STATUS UPDATE TO PLAINTIFF.	2.00	850	1,700.00
07/21/21	RE	REVIEW COURT RETURNED DOCUMENTS RE CLASS ACTION; CHECK DOCKET; PULL AND REVIEW ORDER DEEMING CASE COMPLEX; MEMO TO FIRM RE CMC & JUDICIAL DEPARTMENT ASSIGNMENT	0.75	675	506.25

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
07/21/21	RE	REVIEW COURT RETURNED DOCUMENTS RE PAGA ONLY REPRESENTATIVE ACTION; CHECK DOCKET; PULL AND REVIEW ORDER DEEMING CASE COMPLEX; MEMO TO FIRM RE CMC & JUDICIAL DEPARTMENT ASSIGNMENT	0.60	675	405.00
07/21/21	RE	PROVIDE NOTICE TO LWDA OF PAGA ACTION FILING	0.40	675	270.00
08/10/21	RE	PREPARE INITIAL DOCUMENTS FOR SERVICE OF PROCESS RE CLASS ACTION; PREPARE NOTICE AND ACKNOWLEDGMENT OF RECEIPT; EMAIL TO DEFENSE COUNSEL; EMAIL TO T GONZALEZ TO MAIL HARD COPY	0.90	675	607.50
08/10/21	RE	PREPARE INITIAL DOCUMENTS FOR SERVICE OF PROCESS RE PAGA ONLY ACTION; PREPARE NOTICE AND ACKNOWLEDGMENT OF RECEIPT; EMAIL TO DEFENSE COUNSEL; EMAIL TO T GONZALEZ TO MAIL HARD COPY	0.80	675	540.00
08/12/21	RE	CONFER W TG RE NOTICES; SEND DEFENSE COUNSEL REVISED NOTICES AND ACKNOWLEDGMENT OF RECEIPT FOR EXECUTION	0.30	675	202.50
09/03/21	RE	[CLASS] PREPARE POS-010 PROOF OF SERVICE FORM; ADD NOTICE AND ACKNOWLEDGMENT OF RECEIPT FOR TWO DEFENDANTS; E-FILE IN SANTA CLARA SUP. CT.	0.75	675	506.25
09/03/21	RE	[PAGA] PREPARE POS-010 PROOF OF SERVICE FORM; ADD NOTICE AND ACKNOWLEDGMENT OF RECEIPT FOR TWO DEFENDANTS; E-FILE IN SANTA CLARA SUP. CT.	0.75	675	506.25
09/20/21	ND	REVIEW SICK PAY AND LATE PAYMENT OF WAGE CLAIMS UNDER SECTION 204 AND 210. LEGAL RESEARCH REGARDING RECENT COURT OPINIONS AND	3.90	850	3,315.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		SETTLEMENTS. STATUS UPDATE TO PLAINTIFF.			
10/05/21	PM	REVIEW STATUS OF ACTION AND COURT ORDERS; STRATEGIZE RE DISCOVERY.	1.00	750	750.00
10/12/21	KH	DRAFT INITIAL DISCOVERY REQUESTS IN PAGA MATTER: FORM INTERROGATORIES - EMPLOYMENT LAW; SPECIAL INTERROGATORIES (INCLUDING DRAFT BELAIRE-WEST NOTICE); REQUEST FOR ADMISSIONS; REQUEST FOR PRODUCTION; NOTICE OF TAKING DEPOSITION OF DEFENDANT PMK.	2.20	250	550.00
11/12/21	CJ	EVALUATE ORDERS AND PRIOR CORRESPONDENCE FROM DEFENDANT, RESEARCH COMPLAINT AND CASE NOTES FOR PURPOSES OF DRAFTING A JOINT REPORT FOR DEF REVIEW AND INCORP, DRAFT JOINT REPORT SENT TO DEF FOR CLASS ACTION CASE	1.50	550	825.00
11/12/21	CJ	EVALUATE PAGA ACTION, ORDERS AND PRIOR CORRESPONDENCE FROM DEFENDANT, RESEARCH COMPLAINT AND CASE NOTES FOR PURPOSES OF DRAFTING A JOINT REPORT FOR DEF REVIEW AND INCORP, DRAFT JOINT REPORT FOR PAGA CASE AND SENT TO DEF	1.50	550	825.00
11/15/21	CJ	NEGOTIATE JOINT RERPORTS IN CLASS ACTION AND PAGA ACTION, DRAFT MULTIPLE ROUNDS OF REVSIIONS WITH DEFENDANT IN REDLINE, FINALIZE BOTH CLASS ACTION ADN PAGA ACTION JOINT REPORTS	2.00	550	1,100.00
11/15/21	ND	REVIEW AND ANALYZE RELATED LITAGTION AND OVERLAP. REVIEW JPA. SEND JPA TO PLAINTIFF FOR SIGNATURE.	1.40	850	1,190.00
11/16/21	KH	FINALIZE JOINT CASE	0.50	250	125.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		MANAGEMENT STATEMENT IN CLASS CASE, INCLUDING UPDATED SERVICE LIST; PREPARE FOR SUBMISSION TO COURT WITH E-SERVICE ON ALL COUNSEL.			
11/16/21	KH	FINALIZE JOINT CASE MANAGEMENT STATEMENT IN PAGA CASE, INCLUDING UPDATED SERVICE LIST; PREPARE FOR SUBMISSION TO COURT WITH E-SERVICE ON ALL COUNSEL.	0.50	250	125.00
11/17/21	CJ	PREPARE FOR AND APPEAR AT CLASS ACTION AND PAGA ACTION CMC, CONCURRENTLY HELD, MEMORIALIZE SAME TO FIRM	1.50	550	825.00
11/22/21	CJ	CORRESPOND WITH CO COUNSEL RE SETTING A TIME TO DISCUSS AMENDING THE COMPLAINTS, EVAL COMPLAINTS FROM RELATED CASE	1.00	550	550.00
11/30/21	CJ	PREPARE FOR AND CONDUCT CALL WITH CO COUNSEL REGARDING AMENDED COMPLAINTS (CLASS AND PAGA ACTIONS SEPERATELY FILED) CO COUNSEL'S CASE IN DIFFERENT VENUE	1.00	550	550.00
12/02/21	CJ	EVALUATE AND ANALYZE DOCUMETNS SENT BY COCOUNSEL IN PREPARATION FOR DRAFTING AMENDED COMPLAINT TO ADD CO COUNSEL'S CASE	1.00	550	550.00
12/09/21	CJ	RESEARCH COMPLAINT AND CASE NOTES IN PREPARATION FOR PREPARING REVISED DISCOVERY REQUESTS TO DEF, EVALUATE PAGA PERIOD, REVISE BELAIRE WEST NOTICE	1.00	550	550.00
12/09/21	CJ	REVISE P'S SET 1 SP-ROGS, RFA, RFP TO DEF	1.00	550	550.00
12/09/21	CJ	REVISE PMK DEPO NOTICE AND FINALIZE ALL SET 1 DISCOVERY REQUESTS TO DEF TO SEND TO KH	0.75	550	412.50

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		FOR SERVICE			
12/17/21	KH	DRAFT AMENDED NOTICE OF TAKING DEPOSITION OF DEFENDANT PMK; FINALIZE AND PREPARE FOR SERVICE ON ALL COUNSEL.	0.50	250	125.00
12/17/21	CJ	ANALYZE CORRESPONDENCE FROM DEF, REVISE NOD OF PMK, SENT TO KH FOR FILING	0.50	550	275.00
12/20/21	KH	REVIEW/RESEARCH KINGS COUNTY COURT LOCAL RULES; RESERVE HEARING DATE FOR MOTION TO QUASH.	0.20	250	50.00
12/27/21	CJ	EVALUTE DOCUEMTNS FROM CO COUNSEL IN PREPARATION FOR ADDING CO COUNSEL'S CASE TO OUR COMPLAINT	1.50	550	825.00
12/28/21	CJ	DRAFT FAC ADDING CO COUNSEL'S CASE TO OURS	2.00	550	1,100.00
12/29/21	CJ	CONTINUE REVISIONS OF FAC (CLASS ACTION), SENT TO CO COUNSEL	1.50	550	825.00
01/06/22	PM	SUBMIT INFORMATION TO MEDIATOR'S OFFICE.	0.50	750	375.00
01/07/22	CJ	EVALUATE CO-COUNSEL'S RELATED CASE INCLUSIVE OF PARTIES AND CLAIMS, DRAFT AMENDED COMPLAINT FOR PAGA ACTION	2.00	550	1,100.00
01/10/22	CJ	PREPARE FOR AND CONDUCT T/C WITH CO-COUNSEL RE AMEDNING THE PAGA COMPLAINT FURTEHER TO ADD ADDITINOAL FACTS AND CLAIMS	1.00	550	550.00
01/17/22	CJ	EVALUATE RELATED CASE, DRAFT AMENDED PAGA COMPLAINT	2.00	550	1,100.00
01/18/22	CJ	REVISE COMPLAINT, SENT TO CO COUNSEL, STRATEGIZE PRESENTTATION IN LIGHT OF NE	1.00	550	550.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		PLAINTIFF AND DETERMINE DISMISSAL OF PLAINTIFF			
01/18/22	CJ	DRAFT STIPULATION TO AMEND CLASS ACTION COMPLAINT	0.50	550	275.00
01/19/22	CJ	CONFER WITH CO-COUNSEL, STRATEGIZE RE FAC, DRAFT COOR TO DEF AND FORMAT FAC FOR DEF REVIEW ON REDLINE	1.00	550	550.00
01/19/22	CJ	EVALUATE AND REVIEW DOCUMENTS TO DATE, CREATE EXHIBIT BOOK, DRAFT MEDIATION DEMAND, ADVISE AJB, ADVISE CO-COUNSEL	1.50	550	825.00
01/20/22	KH	BATES NUMBER EXHIBIT BOOK DOCUMENTS FOR MEDIATION.	0.20	250	50.00
02/17/22	CJ	PREPARE FOR AND CONDUCT CALL WITH DEFENSE COUNSEL AND CO COUNSEL RE CONSOLIDATED COMPLAINT	1.00	550	550.00
02/28/22	CJ	EVALUATE STIPULATIONS IN PAGA CAS AND CLASS CASE TO STAY IN PREP FOR MEDIATION, EXECUTE AND RETURN	0.50	550	275.00
05/25/22	ND	REVIEW DISCOVERY TO DATE. ANALYZE COURT DOCKET AND CASE FILE. REVIEW DATA PRODUCED BY DEFENDANT FOR MEDIATION PURPOSES. PREPARE FOR MEDIATION. CONFERENCE WITH PLAINTIFF TO DISCUSS MEDIATION.	4.90	850	4,165.00
05/27/22	ND	ANALYZE ALL PAY STUBS EXEMPLARS FOR WAGE STATEMENT AND REGULAR RATE VIOLATIONS. LEGAL RESEARCH REGARDING THE SAME.	3.90	850	3,315.00
06/01/22	ND	REVIEW PREVIOUS SETTLEMENTS WITH SIMILAR CLAIMS AND PAY PERIODS FOR MEDIATION VALUATION. CALL WITH PLAINTIFF	3.10	850	2,635.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		TO OBTAIN BACKGROUND FACTS FOR MEDIATION BRIEF.			
06/02/22	ND	REVIEW FACTS AND LAW. DRAFT MEDIATION BRIEF.	6.50	850	5,525.00
06/09/22	SB	SPEAK WITH CLIENT IN ADVANCE OF MEDIATION, ANALYZE CLAIMS, ADVISE AJB	2.80	450	1,260.00
06/10/22 15	KN	REVIEW MEDIAION MATERIALS; ADVISE AJ ON THOUGHTS RE CLAIMS	0.75	950	712.50
06/13/22	SB	ADD INDIVIDUAL CLAIMS TO CASE NOTES, CALCULATE INDIVIDUAL DAMAGES, ADVISE AJB	2.80	450	1,260.00
06/13/22	ND	REVIEW AND ANALYZE ALL MEDIATION MATERIALS, INCLUDING BRIEFS AND EXHIBITS THERETO. ANALYZE EXPERT PENALTY REPORT AND ANALYSIS. STATUS UPDATE TO PLAINTIFF REGRADING MEDIATION.	3.10	850	2,635.00
06/14/22	SB	PREPARE FOR MEDIATION, REVIEW AND ANALYZE MEDIATION BRIEF, ADVISE AJB	2.80	450	1,260.00

TOTAL BILLED HOURS

CHARLOTTE JAMES	28.25 hr @ 550.00	\$ 15,537.50
KARLA HORNE	4.10 hr @ 250.00	\$ 1,025.00
KYLE NORDREHAUG	0.75 hr @ 950.00	\$ 712.50
NICK DEBLOUW	48.80 hr @ 850.00	\$ 41,480.00
PIYA MUKHERJEE	1.50 hr @ 750.00	\$ 1,125.00
RICO EHMANN	17.05 hr @ 675.00	\$ 11,508.75
SCOTT BLUMENTHAL	21.60 hr @ 450.00	\$ 9,720.00

TOTAL PROFESSIONAL SERVICES

122.05

\$ 81,108.75

COSTS ADVANCED

03/18/21	PAGA FILING FEE	75.00
07/21/21	FILING/ONELEGAL FEE	466.16
07/21/21	FILING/ONELEGAL FEE	1,495.66

<u>DATE</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
09/03/21	ONELEGAL/FILING FEE	18.24
09/03/21	ONELEGAL/FILING FEE	18.24
09/04/21	ONELEGAL/FILING FEE	40.15
09/08/21	ONELEGAL/FILING FEE	40.15
11/11/21	COURTCALL FEE	94.00
11/16/21	ONE LEGAL FILING FEE	18.24
11/16/21	ONE LEGAL FILING FEE	18.24
01/10/22	MEDIATION FEES - JEFF KRIVIS- FIRST MEDIATION.	<u>4,500.00</u>
	TOTAL COSTS ADVANCED	<u>\$ 6,784.08</u>
TOTAL CURRENT CHARGES		<u>\$ 87,892.83</u>

EXHIBIT #4

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

2255 CALLE CLARA
LA JOLLA, CA - California 92037-3107

INVOICE

Invoice # 1
Date: 11/15/2024
Due On: 12/15/2024

Kathleen L. O'Brien
168 Sun Blossom Drive
San Jose, CA 95123

CA2272

Cerida Investment Corp.; Deloitte Consulting L.P.

Services

Type	Date	Notes	Quantity	Rate	Total
Service	06/13/2022	Review/analyze/finalize and approve for filing mediation brief. Fill out sign and send to mediator info for appearance at mediation.	4.00	\$895.00	\$3,580.00
Service	06/13/2022	Review brief and docs, analyze re settlement issues. Advise AJ	1.50	\$995.00	\$1,492.50
Service	06/15/2022	Prep for and attend mediation	10.00	\$895.00	\$8,950.00
Service	06/15/2022	Attend mediation	8.00	\$450.00	\$3,600.00
Service	06/27/2022	Review med proposal, analyze, advise AJ.	2.50	\$995.00	\$2,487.50
Service	07/13/2022	Research status of case and claims (Class)	0.50	\$550.00	\$275.00
Service	07/13/2022	Draft Joint Report (Class), sent to OPC	1.00	\$550.00	\$550.00
Service	07/13/2022	Draft Joint Report (PAGA), sent to OPC	1.00	\$550.00	\$550.00
Service	07/14/2022	Evaluate Joint Report revisions, correspond with OPC, finalize and sent for filing	0.75	\$550.00	\$412.50
Service	07/15/2022	Review/revise Plaintiff's case management statement in Class Action; Finalize and prepare for submission to Court with E-service on all counsel.	0.60	\$250.00	\$150.00
Service	07/15/2022	Review/revise Plaintiff's case management statement in PAGA Action; Finalize and prepare for submission to Court with E-service on all counsel.	0.60	\$250.00	\$150.00

Service	07/20/2022	Prepare for CMC; appear for CMC.	1.00	\$750.00	\$750.00
Service	08/02/2022	Review MOU draft, analyze for approval issues. Advise AJ.	1.25	\$995.00	\$1,243.75
Service	08/08/2022	Review settlement issues and emails; respond to AJ	0.50	\$950.00	\$475.00
Service	08/08/2022	Review/analyze MOU. Handle responsive redline. Draft / send proposed response to co counsel.	2.00	\$895.00	\$1,790.00
Service	08/09/2022	Review status of finalizing MOU. Follow up w/ co counsel and research related case and issues re inclusion of same in settlement from notorious top filer, Hawkins.	2.00	\$895.00	\$1,790.00
Service	08/15/2022	Finalize MOU and draft/send corr w/ MOU to defense attorney. Review/analyze response. Prep for call on MOU.	2.00	\$895.00	\$1,790.00
Service	08/16/2022	Final MOU, analyze, advise AJ	1.50	\$995.00	\$1,492.50
Service	08/18/2022	Resolve yet another fee dispute w/ Hawkins showing up after the case is mediated demanding attorneys' fees to the contrary of the representation by the defense attorneys who said he didn't need a fee, which statement turned out to be completely wrong and fabricated thus demolishing any shred of credibility they may have had. Finalize and circulate MOU.	3.00	\$895.00	\$2,685.00
Service	08/19/2022	Review mediation notes. Review and analyze MOU terms. Send MOU to Plaintiff for signature. Call to discuss terms.	1.40	\$850.00	\$1,190.00
Service	08/22/2022	Review MOU, analyze re long form. Advise JH	2.00	\$995.00	\$1,990.00
Service	09/01/2022	review docs, analyze re long form.	2.00	\$995.00	\$1,990.00
Service	09/06/2022	Review MOU, mediation notes, and complaints in all three related matters; discuss with PM and AJB; draft longform settlement agreement;	3.50	\$750.00	\$2,625.00
Service	09/06/2022	Review inquiry from team leader. Review file. Advise team leader on issues as to filing amended complaint and communicating w/ third filed co-counsel who demanded to be included in case and settlement after not participating in the mediation.	2.00	\$895.00	\$1,790.00
Service	09/07/2022	Draft stipulation to consolidate and for leave to file FAC; discuss with KN; circulate to all counsel	1.00	\$750.00	\$750.00
Service	09/07/2022	Review and revise draft stipulation to consolidate; advise JH	0.50	\$950.00	\$475.00
Service	09/07/2022	Review long form, analyze doc, review MOU. Analyze.	2.50	\$995.00	\$2,487.50
Service	09/08/2022	Revise redline long form. Analyze revisions and MOU. Advise KN.	2.00	\$995.00	\$1,990.00

Service	09/09/2022	Revise longform per NBB	1.00	\$750.00	\$750.00
Service	09/13/2022	F/u correspondence with co-counsel and defense counsel re stip and amended complaint	0.40	\$750.00	\$300.00
Service	09/16/2022	Review and revise draft proposed amended complaint; circulate to all counsel for review	1.50	\$750.00	\$1,125.00
Service	09/16/2022	Review and analyze case file, complaint, correspondence, MOU, stipulation and case notes for drafting of FAC. Corresponded with counsel. Revised an finalized FAC for review by JSH.	4.60	\$675.00	\$3,105.00
Service	09/16/2022	Review/analyze consolidated complaint and compare to MOU to review for accuracy.	2.00	\$895.00	\$1,790.00
Service	09/27/2022	Additional f/u with counsel re stip and amended complaint	0.30	\$750.00	\$225.00
Service	09/28/2022	Review and revise draft Agreement; review redlines and advise staff; email co-counsel	3.50	\$950.00	\$3,325.00
Service	09/28/2022	Revise draft Agreement further; review admin estimate; email draft to the Defendant	0.60	\$950.00	\$570.00
Service	09/28/2022	Review/analyze KN revisions to longform agreement	0.40	\$750.00	\$300.00
Service	09/28/2022	Revise Stip to Amend per discussion with KN	0.40	\$750.00	\$300.00
Service	10/04/2022	F/u w all counsel re Stip and consolidated complaint	0.20	\$750.00	\$150.00
Service	10/11/2022	Review defendant's revision to stip and complaint	0.40	\$750.00	\$300.00
Service	10/17/2022	Additional f/u with defense counsel re FAC	0.40	\$750.00	\$300.00
Service	10/20/2022	Finalize stip. amended complaint	0.40	\$750.00	\$300.00
Service	10/24/2022	Review Court order re stip; advise team; finalize FAC for filing	0.50	\$750.00	\$375.00
Service	10/25/2022	Coordinate the filing of FAC; advise team re notice of order and service	0.50	\$750.00	\$375.00
Service	10/27/2022	Review status; email Def	0.30	\$950.00	\$285.00
Service	10/28/2022	Research CMC deadlines, and status of case and claims	0.50	\$550.00	\$275.00
Service	01/16/2023	Review and revise draft agreement; respond to Defendant's revisions	2.50	\$950.00	\$2,375.00
Service	01/17/2023	Drafts exhibits for settlement; email Def with two additional revisions to agreement	3.00	\$950.00	\$2,850.00
Service	02/08/2023	Draft exhibits to settlement; review status and emails; review filed documents; email draft exhibits to Defendant	3.00	\$950.00	\$2,850.00

Service	02/16/2023	Analysis of settlement issues; discuss with co-counsel; review documents; emails with Defendant	0.75	\$950.00	\$712.50
Service	03/27/2023	Review status of settlement agreement and communications with defense counsel; strategize re settlement agreement and approval motion.	0.50	\$750.00	\$375.00
Service	03/28/2023	Strategize re completion of settlement agreem	0.30	\$750.00	\$225.00
Service	04/11/2023	Review final agreement, analyze. Advise KN.	1.25	\$995.00	\$1,243.75
Service	04/14/2023	Review Defendant's revisions to Agreement and data explanations; review Defendant's revisions to exhibits; email co-counsel	2.00	\$950.00	\$1,900.00
Service	04/19/2023	Review revise settlement documents; review emails; respond and analysis of last issues	1.00	\$950.00	\$950.00
Service	04/27/2023	Review revisions to agreement; analysis of remaining issues; conference call with co-counsel	1.00	\$950.00	\$950.00
Service	05/02/2023	Evaluate case notes and and complaint, analyze FAC and status of PAGA, review status of work to date and status of settlement, advise KN	1.50	\$550.00	\$825.00
Service	05/02/2023	Evaluate and review all prior orders and research docket in preparation for drafting Joint Status Report	1.00	\$550.00	\$550.00
Service	05/02/2023	Draft Joint Status Report	1.00	\$550.00	\$550.00
Service	05/02/2023	Evaluate status of Co-counsel's case, review JPA and analyze timing for motion for preliminary approval	0.50	\$550.00	\$275.00
Service	05/03/2023	Review and revise Joint Status Report, advise PM, sent Jt. Report to co-counsel for sign off and then to OPC for incorporation	1.25	\$550.00	\$687.50
Service	05/04/2023	Review revisions to agreement from co-counsel; work on issues; respond to co-counsel	1.00	\$950.00	\$950.00
Service	05/04/2023	Final review of Joint Report, executed and sent for filing and service	0.50	\$550.00	\$275.00
Service	05/09/2023	Review deadlines related to CMC and appearance; evaluate prior orders and calendar, review ROA and advise PM, coordinate appearance	1.00	\$550.00	\$550.00
Service	05/10/2023	Prepare for CMC by evaluating case status and claims	0.75	\$550.00	\$412.50
Service	05/10/2023	Appear at CMC, memorialize outcome , review next steps	1.00	\$550.00	\$550.00
Service	06/07/2023	Review status of settlement agreement and communications with defense counsel and co-counsel.	0.50	\$750.00	\$375.00
Service	06/21/2023	Review status of revisions to the settlement agreement; review correspondences with defense and co-counsel.	0.50	\$750.00	\$375.00

Service	06/27/2023	Review draft agreement; review emails and analysis of remaining issues; advise PM	0.75	\$950.00	\$712.50
Service	06/27/2023	Review drafts of settlement agreement and correspondences with co-counsel and defense counsel; review and revise draft settlement agreement and advise KN re the same.	1.00	\$750.00	\$750.00
Service	07/10/2023	Review correspondences and status of settlement agreement; strategize re the same and finalization of agreement.	0.50	\$750.00	\$375.00
Service	07/21/2023	review and revise draft agreement; advise PM; review status and final revisions	1.50	\$950.00	\$1,425.00
Service	07/21/2023	Review status of settlement agreement; advise KN re the same; finalize agreement for signing.	1.00	\$750.00	\$750.00
Service	07/21/2023	Review settlement agreement and exhibits for conformity with MOU terms. Send agreement to Plaintiff for signature. Follow up call to discuss terms and obtain signature.	1.40	\$850.00	\$1,190.00
Service	07/24/2023	Review and finalize settlement agreement exhibits and circulate to all parties.	0.75	\$750.00	\$562.50
Service	08/02/2023	Review status of settlement agreement and correspond with defense and cocounsel.	0.50	\$750.00	\$375.00
Service	08/02/2023	review settlement agreement for final, analyze, final.	2.75	\$995.00	\$2,736.25
Service	08/03/2023	Review settlement agreement and status of finalization. Review MOU.	0.75	\$750.00	\$562.50
Service	08/08/2023	Perform and provide Kullar analysis to partner w/ summary of factors relevant to settlement.	2.00	\$895.00	\$1,790.00
Service	08/16/2023	Emails with Defendant; review additional revision and status of settlement documents	0.50	\$950.00	\$475.00
Service	11/02/2023	Review and revise draft motion for preliminary approval; email co-counsel	2.50	\$950.00	\$2,375.00
Service	11/29/2023	Review status; review Defendant's comments on the motion draft; respond to co-counsel	0.75	\$950.00	\$712.50
Service	12/18/2023	Draft declaration ISO motion for approval	2.00	\$950.00	\$1,900.00
Service	12/26/2023	Review file; draft declaration of Kathleen O'Brien in support of preliminary approval motion/service award request	2.50	\$675.00	\$1,687.50
Service	12/27/2023	Revise client declaration re Kathleen O'Brien; email to co-counsel re declaration; email to O'Brien re declaration	0.75	\$675.00	\$506.25
Service	12/29/2023	Review emails and final motion papers; respond to issues	0.50	\$950.00	\$475.00

Service	12/29/2023	Various comm w co-counsel re motion for preliminary approval; confer with team; prepare and file final drafts of all moving papers re preliminary approval	1.00	\$675.00	\$675.00
Service	04/24/2024	Court appearance - motion for prelim; review tentative; prepare for hearing	0.75	\$950.00	\$712.50
Service	05/06/2024	Review ruling and revise class notice; memo to Defendant.	1.00	\$950.00	\$950.00
Service	06/07/2024	Prepare supplemental declaration; review documents; prepare exhibits; file and serve documents; serve LWDA	2.00	\$950.00	\$1,900.00
Service	06/25/2024	Check for and review tentative ruling	0.30	\$950.00	\$285.00
Service	06/26/2024	Court appearance - motion for prelim; prepare for hearing and review of documents; memo to file	1.00	\$950.00	\$950.00
Service	08/09/2024	Review order; email counsel; memo to Admin	0.75	\$950.00	\$712.50
Service	10/02/2024	Review status; review Admin report; respond to co-counsel	0.25	\$950.00	\$237.50
Service	11/04/2024	Review preliminary approval order; strategize regarding final approval motion; begin drafting final approval motion.	1.50	\$750.00	\$1,125.00
Service	11/05/2024	Draft final approval motion; review preliminary approval motion.	1.50	\$750.00	\$1,125.00
Service	11/06/2024	Draft/review/revise final approval motion.	4.00	\$750.00	\$3,000.00
Service	11/07/2024	Review and revise motion for final approval; update research and cites; email Defendant	3.00	\$950.00	\$2,850.00
Service	11/12/2024	Review motion for final approval to update tables of contents and table of authorities.	1.30	\$250.00	\$325.00
Service	11/12/2024	Draft declaration in support of final approval motion.	2.50	\$750.00	\$1,875.00
Service	11/13/2024	Draft/review/revise declaration in support of final approval motion; review final approval motion and preliminary approval order and analyze.	2.50	\$750.00	\$1,875.00
Service	11/13/2024	Work on motion and issues for approval; respond to Admin	1.00	\$950.00	\$950.00
Service	11/14/2024	Review and revise declaration ISO motion; review decls from co-counsel; review revised Admin decl.	1.30	\$950.00	\$1,235.00
Service	11/15/2024	Review and revise motion for final; prepare final motion documents; file and serve motion; serve LWDA	3.50	\$950.00	\$3,325.00
Services Subtotal				\$127,925.00	

Expenses

Type	Date	Notes	Quantity	Rate	Total
Expense	06/23/2022	Berger Consulting Fee	1.00	\$2,025.00	\$2,025.00
Expense	07/13/2022	CourtCall Appearance Fee	1.00	\$94.00	\$94.00
Expense	07/15/2022	One Legal Filing Fee	1.00	\$18.76	\$18.76
Expense	07/15/2022	One Legal Filing Fee	1.00	\$18.76	\$18.76
Expense	10/21/2022	One Legal ID. 19153822	1.00	\$12.87	\$12.87
Expense	10/21/2022	One Legal ID. 19155838	1.00	\$39.97	\$39.97
Expense	10/21/2022	One Legal Invoice No. 04471420	1.00	\$55.59	\$55.59
Expense	10/25/2022	One Legal ID 19171209	1.00	\$18.76	\$18.76
Expense	10/27/2022	One Legal ID. 19191902	1.00	\$18.76	\$18.76
Expense	10/27/2022	One Legal ID. 19191951	1.00	\$18.76	\$18.76
Expense	05/05/2023	One Legal filing fee	1.00	\$22.31	\$22.31
Expense	12/30/2023	Onelegal/Court Filing Fee	1.00	\$89.31	\$89.31
Expense	01/02/2024	Onelegal/Court Filing Fee	1.00	\$13.33	\$13.33
Expense	01/18/2024	Onelegal/Court Fees	1.00	\$102.95	\$102.95
Expense	06/10/2024	One legal filing charge	1.00	\$29.52	\$29.52
Expense	11/15/2024	Filing fee - motion	1.00	\$60.00	\$60.00
Expenses Subtotal					\$2,638.65

Time Keeper	Quantity	Rate	Total
AJ Bhowmik	29.0	\$895.00	\$25,955.00
Norm Blumenthal	19.25	\$995.00	\$19,153.75
Scott Blumenthal	8.0	\$450.00	\$3,600.00
Nicholas De Blouw	2.8	\$850.00	\$2,380.00
Ricardo Ehmann	4.25	\$675.00	\$2,868.75
Jeffrey Herman	10.9	\$750.00	\$8,175.00
Charlotte James	12.25	\$550.00	\$6,737.50
Piya Mukherjee	19.3	\$750.00	\$14,475.00

Kyle Nordrehaug	43.0	\$950.00	\$40,850.00
Sergio Puche	4.6	\$675.00	\$3,105.00
Gerardo Galaviz	1.3	\$250.00	\$325.00
Karla Horne	1.2	\$250.00	\$300.00
Subtotal			\$130,563.65
Total			\$130,563.65

Detailed Statement of Account

Current Invoice

Invoice Number	Due On	Amount Due	Payments Received	Balance Due
1	12/15/2024	\$130,563.65	\$0.00	\$130,563.65
Outstanding Balance				\$130,563.65
Total Amount Outstanding				\$130,563.65

Please make all amounts payable to: Blumenthal Nordrehaug Bhowmik DeBlouw LLP

Please pay within 30 days.

EXHIBIT #5

LAFFEY MATRIX

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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375

6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363
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The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

EXHIBIT #6

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Norman B. Blumenthal (State Bar #068687)

Kyle R. Nordrehaug (State Bar #205975)

Aparajit Bhowmik (State Bar #248066)

Nicholas J. De Blouw (State Bar #280922)

2255 Calle Clara

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Attorneys for Plaintiffs Kathleen O'Brien, Aurora Galvan and Cara Lish

[Additional Counsel Listed on Next Page]

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF SANTA CLARA

KATHLEEN O'BRIEN, AURORA GALVAN,)
and CARA LISH, individuals, on behalf of)
themselves and on behalf of all persons similarly)
situated,)

Plaintiffs,)

vs.)

CERIDA INVESTMENT CORP., a)
Corporation; DELOITTE CONSULTING,)
L.P., a Limited Partnership; and)
DOES 1 through 50, inclusive,)

Defendants.)

Case No. 21CV384527

**DECLARATION OF KATHLEEN
O'BRIEN IN SUPPORT OF MOTION
FOR PRELIMINARY APPROVAL OF
CLASS SETTLEMENT**

Hearing Date: April 24, 2024

Hearing Time: 1:30 p.m.

Judge: Hon. Theodore C. Zayner

Dept: 19

Action Filed: July 20, 2021

Trial Date: None Set

1 James R. Hawkins, Esq. (SBN 192925)
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4 **JAMES HAWKINS APLC**
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7 *Attorneys for Plaintiffs Kathleen O'Brien, Aurora Galvan and Cara Lish*

1 I, Kathleen O'Brien, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the
3 above-entitled matter. I submit this declaration in support of the Motion for Preliminary
4 Approval of Class Settlement and in support of my application for a Class Representative
5 Service Payment.
6

7 2. I have personal knowledge of all the facts stated herein. I could and would competently
8 testify under oath to these facts in court if requested to do so.

9 3. I worked for the defendants (hereinafter referred to as "Cerida") in California from June
10 of 2020 to October of 2020 and was classified by Cerida as an hourly, non-exempt employee
11 during that time period.
12

13 4. I retained my attorneys who are experienced in both class action and PAGA
14 representative action litigation and claims against employers for violations of the California
15 Labor Code. I have no personal relationship or family ties to my attorneys or any officer of the
16 Court. I am not aware of having any actual or potential conflicts of interest with another class
17 member in this case nor am I aware of having any actual or potential conflicts of interest with
18 ILYM Group, the settlement administrator. I am not aware of any other pending matter or action
19 asserting claims that will be extinguished or adversely affected by this settlement.
20

21 5. I decided to file this class action lawsuit and be a plaintiff/class representative because
22 I felt that my legal rights as an employee and others like me were violated. For example, I was
23 not paid by Cerida for all hours I worked. This occurred, for instance, as a result of being
24 expected to remain on phone calls that were not completed by the time I was on a break or when
25 my shift ended. I was only paid for time within my scheduled shift and was not paid any
26 minimum or overtime wages for off the clock work such as when Cerida expected me to remain
27

1 on calls while off the clock. This off the clock work also caused my meal and rest breaks to be
2 late, short or interrupted and I did not receive the meal and rest break penalty payments I should
3 have received when these violations occurred. Also, I worked remotely from home but was not
4 reimbursed for the expenses the expenses I incurred for work-related purposes, such as cell
5 phone and internet usage.
6

7 6. Before the complaint was filed I spoke to my attorneys several times and discussed how
8 Cerida implemented its company policies and procedures. I also assisted my attorneys in their
9 investigation into my claims by providing them documents and answering their questions. I
10 reviewed the complaint before it was filed and after it was filed I was given access to an
11 electronic file sharing program that alerted me via email when important documents were filed
12 so that I could review them and keep up with the developments in the case which I understood
13 was one of my duties as a class representative. I would also contact my attorneys from time to
14 time if I had any questions about the case.
15

16 7. Even though this action is in the process of settling, I was and remain prepared to
17 perform all the duties of a class representative. I understand that as a class representative I have
18 assumed a fiduciary responsibility to prosecute this class action on behalf of the absent class
19 members. I have understood that as a fiduciary, I have a duty to prosecute this action for the
20 benefit of the class members and surrender any right to compromise the group action for an
21 individual gain.
22

23 8. I understood that being a plaintiff/class representative in this case meant that I
24 was seeking damages not only for myself but also other current and/or former hourly, non-
25 exempt employees in California that make up the class. I felt that these individuals were not
26 aware of their labor law rights and even if they were they would probably be apprehensive about
27

1 speaking up or even simply because of the time, effort and risk involved in filing a class action
2 lawsuit.

3 9. I understood that being a part of this lawsuit involved risks. For example, my
4 attorneys explained to me that if the case went to trial and we lost, I could be held responsible to
5 pay for all or part of the attorney fees and costs paid by Cerida to defend this lawsuit. Also, I
6 knew there was a risk that future employers, if they ever found out about this lawsuit, could hold
7 it against me or downgrade me as a potential hire. As one of only three named Plaintiffs in this
8 case it would not be difficult for a future employer to become aware that I sued a former
9 employer for labor law violations. Ultimately I decided these risks were worth it and decided to
10 fight for my rights and the rights of others regardless of the risks, time and effort I spent on this
11 case.
12

13
14 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also
15 kept up to date on important developments by reviewing court filings that were made available to
16 me electronically as I described above.

17 11. A mediation took place on June 15, 2022 with Jeffrey Krivis, a well-respected and
18 experienced mediator of wage and hour class actions. After the mediation the parties were able
19 to reach an agreement to settle the action. I communicated with my attorneys regarding the
20 terms of the settlement which was reached between the parties and understood that I was
21 representing absent class members and therefore wanted the best possible result to be obtained
22 for the class members and I believe a very positive result was in fact achieved via settlement. I
23 reviewed and signed the Memorandum of Understanding on August 20, 2022 and when the final
24 settlement papers were ready, I closely reviewed the Settlement Agreement which I signed on
25 August 14, 2023.
26

1 12. I have been actively involved with this lawsuit performing the duties described above.
2 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
3 filings, and spent a significant amount of time on the issues presented during the lawsuit and in
4 the settlement process. I estimate that I spent approximately 30-40 hours working on this case
5 up until this point. I believe I have been diligent and have done what is expected of a named
6 plaintiff and a proposed class representative to date, and will continue to do so. I have and
7 always will maintain the best interest of the class members.
8

9 13. My attorneys explained to me that the settlement process involves a two-step
10 review by the Court to determine whether the settlement is fair before approving the settlement.
11 I know this process also involves notifying all class members of the settlement terms and of their
12 rights to make a claim for their settlement share, to opt out of the settlement or to object to the
13 settlement.
14

15 14. I believe I did the right thing by filing this case on behalf of the class members who,
16 subject to court approval, are in line to receive monetary payments as a result of this case and
17 settlement. This is money they may never have ever gotten if I did not pursue this action on their
18 behalf. I feel significant personal satisfaction to know that I played a role in the class members
19 being entitled to monetary payments as a result of the filing of this lawsuit. I also believe that
20 the requested Class Representative Service Payment of \$10,000 from the settlement is fair
21 compensation for the work I performed and the risks I undertook.
22

23 15. As part of the settlement it was necessary for me to sign a general release of all
24 claims I may have against Cerida. I believe the Class Representative Service Payment I have
25 requested provides me with some compensation for this agreed release.
26

27 16. In light of all the time and effort I have spent on this case, the risk I undertook by
28

1 suing a former employer, the exposure to being responsible for paying Cerida's costs in the event
2 we did not win the case, the reputational risk that future employers may hold this lawsuit against
3 me, the general release, and in light of the size of the settlement, I believe the request for \$10,000
4 as a Class Representative service payment is fair and reasonable.

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

7
8 Executed on Dec 27, 2023, at San Jose, California.
(city, state)

9
10 *Kathleen O'Brien*
Kathleen O'Brien (Dec 27, 2023 10:56 PST)
11 Kathleen O'Brien

EXHIBIT #7

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

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Attorneys for Plaintiffs Kathleen O'Brien, Aurora Galvan and Cara Lish

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

KATHLEEN O'BRIEN, AURORA
GALVAN, and CARA LISH individuals, on
behalf of themselves and on behalf of all
persons similarly situated,

Plaintiff,

vs.

CERIDA INVESTMENT CORP., a
Corporation; DELOITTE CONSULTING
L.P., a Limited Partnership, and DOES 1 to
50, inclusive,

Defendants.

Case No.: **21CV384527**

**DECLARATION OF AURORA GALVAN IN
SUPPORT OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

*[Filed concurrently with Notice of Motion and
Motion; Memorandum of Points and Authorities;
Declarations of Haig B. Kazandjian, James R.
Hawkins, Kyle Nordrehaug, Kathleen O'Brien
and Cara Lish; and [Proposed] Order]*

Date: April 24, 2024
Time: 1:30 p.m.
Dept.: 19

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1. I am over 18 years of age and a resident of California. I am the class representative in the above-captioned case, and I have personal knowledge of the facts and statements set forth in this declaration, and if called upon to testify, I could and would competently testify thereto.

3. As the lead Plaintiff in this case, my decision to bring the case was not taken lightly as I understood that I assumed considerable potential reputational and financial risk in bringing the lawsuits. However, I wanted to ensure that Defendants paid me and other employees what was owed to us.

4. Since becoming involved in this case, I have spent over twenty-five (25) hours meeting with my attorneys concerning the case and fulfilling my responsibilities as a class representative, which included gathering documents concerning my employment with Defendants, reviewing documents with my attorneys and answering their questions, speaking with other current and former employees of Defendants, answering questions and providing guidance regarding the duties of hourly, non-exempt employees, and helping develop a strategy as to what documents to obtain from Defendants. I routinely checked in with my attorneys and their staff to

1 make sure that they had all of my most current information and any additional information that I
2 had obtained from speaking with other employees.

3 5. Throughout the case, I was available to answer any questions my attorneys had,
4 and I was available to speak and meet with my attorneys whenever they needed me. I responded
5 to them as quickly as possible and gave them as much information as I could. I spent additional
6 hours speaking with my attorneys about the case, identifying potential witnesses, providing my
7 attorneys with documents and information for the purposes of discovery, and also describing
8 documents, policies, practices, and procedures of Defendants.

9 6. As far as the settlement is concerned, I was available to review documents and
10 answer any questions my attorneys had. I spent extensive time assisting my attorneys to prepare
11 for private mediation in this matter and to review the documents and data Defendants produced in
12 connection to mediation. I spent additional hours reviewing the short-form, long-form, and revised
13 settlement agreement (collectively, "Settlement Agreements"), reviewing and discussing the
14 contents of the Settlement Agreements with my attorneys and asking questions and discussing the
15 potential settlement with my attorneys before signing the settlement agreements.

16 7. I believe that I have done everything that my attorneys have asked of me and have
17 tried, to the best of my ability, to represent the class. I understand, and willingly accept my
18 fiduciary obligations to prosecute this case on behalf of the employees that make up the absent
19 class members. I think my efforts helped to get the result obtained in this case, and as a class
20 representative, I respectfully request that the Court award me a service award payment in the
21 amount of ten thousand dollars (\$10,000.00) for my active participation in this case. Taking into
22 consideration the time that I have dedicated to this case, I believe that this amount is reasonable.

23 8. I am not related to anyone associated with the Haig B. Kazandjian Lawyers, APC,
24 James Hawkins APLC or at Blumenthal Nordrehaug Bhowmik De Blouw LLP. I have entered
25 into a joint prosecution agreement in this case and have consented to the agreement in writing.

26 9. I have not entered into any undisclosed agreements nor have I received any
27 undisclosed compensation in this case. The only compensation I will receive is whatever amount
28

1 the Court awards as an incentive payment, as well as my share of the settlement fund as a class
2 member.

3 10. I am not aware of any other pending matter or action asserting claims that will be
4 extinguished or adversely affected by the settlement.

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

7 Executed this 20th day of December, 2023, at Los Angeles, California.

8
9 *Aurora Galvan*

10 _____
Aurora Galvan

EXHIBIT #8

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Kyle R. Nordrehaug (State Bar #205975)
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Attorneys for Plaintiffs Kathleen O'Brien, Aurora Galvan and Cara Lish

(Additional Counsel on Following Page)

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

KATHLEEN O'BRIEN, AURORA
GALVAN, and CARA LISH individuals, on
behalf of themselves and on behalf of all
persons similarly situated,

Plaintiffs,

vs.

CERIDA INVESTMENT CORP., a
Corporation; DELOITTE CONSULTING
L.P., a Limited Partnership, and DOES 1 to
50, inclusive,

Defendants.

Case No.: 21CV384527

Assigned to: Hon. Theodore C. Zayner
Dept.: 19

**DECLARATION OF PLAINTIFF CARA
LISH IN SUPPORT OF PLAINTIFFS'
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**

*[Filed concurrently with Memorandum of
Points and Authorities; Declarations of Haig
B. Kazandjian, James R. Hawkins and Kyle
Nordrehaug; [Proposed] Order]*

Date: April 3, 2024
Time: 1:30 p.m.
Complaint Filed: July 20, 2021
Trial: Not Set

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Christina M. Lucio, Esq. (SBN 253677)
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Mitchell J. Murray, Esq. (SBN 285691)
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Telephone: (949) 387-7200
Facsimile: (949) 387-6676

Attorneys for Plaintiffs Kathleen O'Brien, Aurora Galvan and Cara Lish

1 I, Cara Lish, declare as follows:

2 1. The facts set forth herein are true of my own personal knowledge, and if called upon to
3 testify thereto, I could and would competently do so under oath.

4 2. I am one of the named Plaintiffs in this action. On February 23, 2022, I filed a Class
5 Action Complaint entitled *Cara Lish v. Cerida Investment Corp.*, Sacramento County Superior
6 Court Case No. 34-2022-00315822. On May 2, 2022, I filed a Private Attorney General Act
7 (“PAGA”) Compliant entitled *Cara Lish v. Cerida Investment Corp.*, Sacramento County Superior
8 Case No. 34-2022-00320177. On October 21, 2022, my claims were consolidated with the
9 previously filed cases of Plaintiff Kathleen O’Brien and Plaintiff Aurora Galvan. The Class and
10 PAGA actions that I filed were then dismissed without prejudice so that I could seek approval of
11 the settlement in the consolidated O’Brien action.

12 3. I worked for Defendant Cerida Investment Corp. dba AnswerNet (“Defendant”) as an
13 hourly, non-exempt Call Center Supervisor during the Class Period.

14 4. During my employment, Defendant failed to provide off-duty rest breaks and/or pay
15 missed rest break premiums, failed to provide compliant meal periods and/or pay missed meal period
16 premiums, failed to pay all minimum wages owed, failed to pay all overtime wages owed, failed to
17 provide complete and accurate wage statements, failed to timely pay all wages during employment,
18 failed to timely pay all wages owed upon separation from employment, and failed to indemnify for
19 necessary expenditures in discharge of duties. This was true for myself and my fellow Class
20 Members. I contend that my claims are typical of the Class, as I was subject to the same policies
21 and procedures as they were.

22 5. I understand that, as a Class Representative, I have a duty to look out for and protect
23 the interests of the Class as a whole. I do not believe, nor do I have any reason to believe, that my
24 interests in this lawsuit are in conflict or in any way antagonistic to the interests of those of my
25 fellow Class Members.

26 6. As one of the named Plaintiffs in this action, I provided significant assistance to
27 Plaintiffs’ Counsel in this case. Among other things, I provided factual background for the
28

1 Complaints and claims asserted; spoke with other potential class members about their experiences
2 working for Defendant; reviewed the Complaints; provided documents about Defendant's
3 compensation plan and relating to my employment; participated in phone calls to discuss litigation
4 and settlement strategy; and reviewed the settlement documents. At no time did I ever have a
5 guarantee of any personal benefit as a result of this case. On the contrary, I assumed significant risk
6 in bringing this litigation — namely, had I lost, I could have been ordered to pay Defendant's costs.

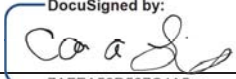
7 7. It is my understanding that based upon my industrious efforts as a named Plaintiff in
8 this action there is something called a Class Representative Payment. I respectfully request that the
9 Court grant this award to me in the amount of \$5,000 in addition to my pro rata share of the
10 settlement fund.

11 8. It is my understanding that the requested attorneys' fees will be split among the law
12 firms constituting Plaintiffs' Counsel as follows: 5% to James Hawkins APLC, 47.5% to Blumenthal
13 Nordrehaug Bhowmik De Blouw, and 47.5% to Haig B. Kazandjian Lawyers, APC. I approve of
14 the aforementioned fee splitting arrangement.

15 10. I am aware of the major deal points of the Settlement Agreement including the non-
16 reversionary Gross Settlement Amount ("GSA") of \$938,611.69 and the requested allocations
17 therefrom. In my opinion, the Settlement is fair, adequate, and reasonable and is in the best interest
18 of the Class.

19 I declare under penalty of perjury under the laws of the United States and the State of
20 California that the foregoing is true and correct.

21 Executed on 12/27/23 in Lyon Nevada County, California:
22

23 DocuSigned by:
24 
25 Cara Lish
26 7E93CF2A-5C5C-4995-B633-D740578CA4D6

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

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Attorneys for Plaintiffs Kathleen O'Brien, Aurora Galvan and Cara Lish

[Additional Counsel Listed on Next Page]

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

KATHLEEN O'BRIEN, AURORA
GALVAN, and CARA LISH individuals, on
behalf of themselves and on behalf of all
persons similarly situated,

Plaintiff,

vs.

CERIDA INVESTMENT CORP., a
Corporation; DELOITTE CONSULTING
L.P., a Limited Partnership, and DOES 1 to
50, inclusive,

Defendants.

Case No.: 21CV384527

Assigned to: Hon. Theodore C. Zayner
Dept. 19

**SUPPLEMENTAL DECLARATION OF
PLAINTIFF CARA LISH IN SUPPORT
OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: June 26, 2024
Time: 1:30 p.m.

Complaint: July 20, 2021
Trial: Not Set

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7 Attorneys for Plaintiffs Kathleen O'Brien, Aurora Galvan and Cara Lish

1 I, Cara Lish, declare as follows:

2 1. The facts set forth herein are true of my own personal knowledge, and if called upon
3 to testify thereto, I could and would competently do so under oath.

4 2. I am one of the Plaintiffs in this action.

5 3. Pursuant to this court's Tentative Order for April 24, 2024, I am submitting this
6 supplemental declaration in support of Plaintiffs' Motion for Preliminary Approval.

7 4. In my original declaration in support of Plaintiffs' Motion for Preliminary Approval,
8 I stated that I had provided significant assistance in connection with this litigation, including by
9 providing factual background, speaking with potential class members, discussing the case with class
10 counsel, providing documents to class counsel, participating in phone calls to discuss litigation and
11 settlement strategy, reviewing documents, and discussing the settlement with class counsel.

12 5. However, I failed to include the number of hours I spent working on this case. I am
13 therefore submitting this supplemental declaration so I can state that I worked 30 hours on this case.

14 I declare under penalty of perjury that the foregoing is true and correct.

15 Executed on 06/06/2024 in Washoe County, Nevada.

16
17 
Cara Lish (Jun 6, 2024 14:15 PDT)

18 Cara Lish
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