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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF MARIN

JULIE MELENDEZ, individually, and on
behalf of other members of the general public
similarly situated,

Plaintiff,

vs.

PRIMA MEDICAL FOUNDATION, a
California corporation; MARIN GENERAL
HOSPITAL, a California corporation; and
DOES 1 through 10, inclusive,

Defendants.

Case No.: CIV-2100736

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

JOINT STIPULATION OF CLASS ACTION SETTLEMENT AND RELEASE

This Joint Stipulation of Class Action Settlement and Release (“Settlement” or “Settlement Agreement”) is made and entered into by and between Plaintiffs Julie Melendez and LaShana West (together, “Plaintiffs” or “Class Representatives”), as individuals and on behalf of all others similarly situated, and Defendant Marin General Hospital dba MarinHealth Medical Center (“Defendant,” and collectively with Plaintiffs, the “Parties”).

The Settlement resolves all claims and controversies between Plaintiffs and Defendant, but not between Plaintiff Julie Melendez and co-defendant Prima Medical Foundation, which have been resolved by a separate settlement.

DEFINITIONS

The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective:

1. “Actions” means *Melendez v. Marin General Hospital*, No. CIV-2100736 (Marin County Superior Court) and *West v. MarinHealth Medical Center*, No. CIV-2103249 (Marin County Superior Court).
2. “Attorneys’ Fees and Costs” means attorneys’ fees agreed upon by the Parties and approved by the Court for Class Counsel’s litigation and resolution of the Actions, and all out-of-pocket costs incurred and to be incurred by Class Counsel in the Actions, including but not limited to expert/consultant fees, investigation costs, and costs associated with documenting the Settlement, providing any notices required as part of the Settlement or Court order, securing the Court’s approval of the Settlement, administering the Settlement, and obtaining entry of a Judgment terminating the Actions. Class Counsel will request attorneys’ fees not in excess of one-third (1/3) of the Gross Settlement Amount, or Six Hundred Thousand Dollars (\$600,000). The Attorneys’ Fees and Costs will also mean and include the additional reimbursement of any costs and expenses associated with Class Counsel’s litigation and settlement of the Actions, up to Twenty-Five Thousand Dollars (\$25,000), as documented in Class Counsel’s declaration and subject to the Court’s approval. Defendant has agreed not to oppose Class Counsel’s request for fees and reimbursement of costs as set forth above.
3. “Class Counsel” means Capstone Law APC and Lawyers *for* Justice, PC.

1 4. “Class List” means a complete list of all Class Members that Defendant will diligently
2 and in good faith compile from its records and provide to the Settlement Administrator within twenty
3 (20) calendar days after Preliminary Approval of this Settlement. The Class List will be formatted in
4 Microsoft Office Excel and will include each Class Member’s full name; last known mailing address and
5 telephone number; Social Security number; dates of employment; the respective number of Qualified
6 Workweeks and Qualified PAGA Workweeks that each Class Member worked during the Class Period
7 and PAGA Period; and any other relevant information needed to calculate settlement payments.

8 5. “Class Member(s)” or “Settlement Class” means all individuals who are or previously
9 were employed by Defendant in California who were classified as hourly, non-exempt employees and
10 not a member of a union during the Class Period.

11 6. “Class Period” means the period from February 26, 2017 to January 17, 2023.

12 7. “Class Representative Enhancement Payments” means the amounts to be paid to
13 Plaintiffs in recognition of their effort and work in prosecuting the Actions on behalf of Class Members,
14 and for their general release of claims. Subject to the Court granting final approval of this Settlement
15 Agreement and subject to the exhaustion of any and all appeals, Plaintiffs will request Court approval of
16 Class Representative Enhancement Payments of up to Ten Thousand Dollars (\$10,000) each, which will
17 be paid from the Gross Settlement Amount.

18 8. “Court” means the Marin County Superior Court.

19 9. “Defendant” means Defendant Marin General Hospital dba MarinHealth Medical
20 Center.

21 10. “Effective Date” means the later of: (a) if no timely objections are filed, or are
22 withdrawn prior to Final Approval, then the date of Final Approval; or (b) if a Class Member files an
23 objection to the Settlement, the Effective Date shall be the sixty-first (61) calendar day after the date of
24 Final Approval, provided no appeal is initiated by an objector; or (c) if a timely appeal is initiated by an
25 objector, then the Effective Date will be the date of final resolution of that appeal (including any requests
26 for rehearing and/or petitions for certiorari), resulting in final judicial approval of the Settlement.

27 11. “Final Approval” means the date on which the Court enters an order granting final
28 approval of the Settlement Agreement.

12. “Gross Settlement Amount” means the Gross Settlement Amount of One Million Eight Hundred Thousand Dollars (\$1,800,000), to be paid by Defendant in full satisfaction of all Released Class Claims and Released PAGA Claims, which includes all Individual Settlement Payments, Attorneys’ Fees and Costs, the Class Representative Enhancement Payments, the PAGA Settlement Amount, and Settlement Administration Costs. This Gross Settlement Amount has been agreed to by Plaintiffs and Defendant based on the aggregation of the agreed-upon settlement value of individual claims. In no event will Defendant be liable for more than the Gross Settlement Amount except as otherwise explicitly set forth herein. There will be no reversion of the Gross Settlement Amount to Defendant. Defendant will be separately responsible for any employer payroll taxes required by law, including the employer FICA, FUTA, and SDI contributions, which shall not be paid from the Gross Settlement Amount.

13. “Individual Settlement Payment” means each Participating Class Member’s and PAGA Member’s respective shares of the Net Settlement Fund and PAGA Fund.

14. “Net Settlement Fund” means the portion of the Gross Settlement Amount remaining after deducting the Attorneys’ Fees and Costs, the Class Representative Enhancement Payments, the PAGA Settlement Amount, and Settlement Administration Costs. The Net Settlement Fund will be distributed to Participating Class Members. There will be no reversion of the Net Settlement Fund to Defendant.

15. “Notice of Objection” means a Class Member’s valid and timely written objection to the Settlement. For the Notice of Objection to be valid, it must include: (a) the objector’s full name, signature, address, and telephone number, (b) a written statement of all grounds for the objection accompanied by any legal support for such objection; (c) copies of any papers, briefs, or other documents upon which the objection is based; and (d) a statement whether the objector intends to appear at the final fairness hearing.

16. “Notice Packet” means the Notice of Class Action Settlement, substantially in the form attached as Exhibit A.

17. “PAGA Enclosure Letter” means the letter accompanying the payment to PAGA Members, excluding Participating Class Members, substantially in the form attached as Exhibit B.

1 18. “PAGA Letters” means the notice dated July 21, 2021 served on the LWDA and the
2 Defendant which provided notice of Plaintiff LaShana West’s intent to pursue civil penalties for alleged
3 violations of the California Labor Code and Industrial Welfare Commission Wage Orders, and the notice
4 dated March 5, 2021 served on the LWDA and the Defendant which provided notice of Plaintiff Julie
5 Melendez’s intent to pursue civil penalties for alleged violations of the California Labor Code and
6 Industrial Welfare Commission Wage Orders.

7 19. “PAGA Members” means all individuals who are or previously were employed by
8 Defendant in California who were classified as hourly, non-exempt employees during the PAGA Period.

9 20. “PAGA Period” means the period from March 5, 2020 to January 17, 2023.

10 21. “PAGA Settlement Amount” means the allocation of One Hundred Thousand Dollars
11 (\$100,000.00), subject to Court approval, from the Gross Settlement Amount for the resolution of PAGA
12 Members’ claims arising under the Labor Code Private Attorneys General Act of 2004, Cal. Lab. Code
13 §§ 2698, *et seq.* (“PAGA”).

14 22. “Parties” means Plaintiffs and Defendant collectively.

15 23. “Participating Class Members” means all Class Members who do not submit timely and
16 valid Requests for Exclusion.

17 24. “Plaintiffs” means Plaintiffs Julie Melendez and LaShana West.

18 25. “Preliminary Approval” means the date on which the Court enters an order granting
19 preliminary approval of the Settlement.

20 26. “Qualified PAGA Workweeks” means the number of days of employment for each
21 PAGA Member during the PAGA Period, subtracting days on leave of absence (if any), dividing by
22 seven (7), and rounding up to the nearest whole number. All PAGA Members will be credited with at
23 least one Qualified PAGA Workweek during the PAGA Period.

24 27. “Qualified Workweeks” means the number of days of employment for each Class
25 Member during the Class Period, subtracting days on leave of absence (if any), dividing by seven (7),
26 and rounding up to the nearest whole number. All Class Members will be credited with at least one
27 Qualified Workweek during the Class Period.
28

1 28. “Released Class Claims” means all claims, rights, demands, liabilities, and causes of
2 action, reasonably arising from, or related to, the same set of operative facts as those set forth in the
3 operative complaints in the Actions against Defendant and Released Parties which occurred during the
4 Class Period, including: (i) all claims for unpaid overtime; (ii) all claims for meal and rest break
5 violations; (iii) all claims for unpaid minimum wages; (iv) all claims for the failure to timely pay wages
6 upon termination based on the preceding claims; (v) all claims for the failure to timely pay wages during
7 employment based on the preceding claims; (vi) all claims for the failure to reimburse for necessary
8 business expenses; (vii) all claims for wage statement violations based on the preceding claims; and (viii)
9 all claims asserted through California Business & Professions Code §§ 17200, *et seq.*

10 29. “Released PAGA Claims” means any and all claims for civil penalties under PAGA that
11 were alleged in the PAGA Letters, to the extent alleged in the operative complaints in the Actions, or that
12 could have been asserted but were not asserted in the Actions or PAGA Letter, that arise out of facts and
13 legal theories contained in the operative complaints in the Actions arising during the PAGA Period, for
14 (a) failure to pay all regular wages, minimum wages and overtime wages due; (b) failure to properly
15 calculate the regular rate of pay for payment of overtime wages; (c) failure to provide proper meal
16 periods, and to properly provide premium pay in lieu thereof; (d) failure to provide proper rest periods,
17 and to properly provide premium pay in lieu thereof; (e) failure to pay all wages timely during
18 employment; (f) failure to pay all wages timely at the time of termination/resignation; and (g) failure to
19 reimburse business expenses.

20 30. “Released Parties” means Defendant, its predecessors, successors, parent companies,
21 related entities, subsidiaries, affiliates, investors, management companies, franchisees, owners, attorneys,
22 vendors, assigns, and organizations controlled by, controlling, or under common control with Defendant,
23 and their directors, officers, trustees, employees, agents, insurers, and re-insurers, whether in their
24 individual or official capacities.

25 31. “Request for Exclusion” means a timely letter submitted by a Class Member indicating a
26 request to be excluded from the Settlement Class. The Request for Exclusion must: (a) set forth the
27 name, address, telephone number and last four digits of the Social Security Number of the Class
28 Member requesting exclusion; (b) be signed by the Class Member; (c) be returned to the Settlement

1 Administrator; (d) clearly state that the Class Member does not wish to be included in the Settlement;
2 and (e) be faxed or postmarked on or before the Response Deadline.

3 32. "Response Deadline" means the deadline by which Class Members must postmark or
4 fax to the Settlement Administrator Requests for Exclusion, postmark or fax disputes concerning the
5 calculation of Individual Settlement Payments, or postmark Notices of Objection to the Settlement
6 Administrator. The Response Deadline will be forty-five (45) calendar days from the initial mailing of
7 the Notice Packet by the Settlement Administrator, unless the forty-fifth (45th) calendar day falls on a
8 Sunday or State holiday, in which case the Response Deadline will be extended to the next day on which
9 the U.S. Postal Service is open.

10 33. "Settlement Administration Costs" means the costs payable from the Gross Settlement
11 Amount to the Settlement Administrator for administering this Settlement, including, but not limited to,
12 printing, distributing, and tracking documents for this Settlement, tax reporting, distributing the Gross
13 Settlement Amount, and providing necessary reports and declarations, as requested by the Parties. The
14 Settlement Administration Costs will be paid from the Gross Settlement Amount, including, if necessary,
15 any such costs in excess of the amount represented by the Settlement Administrator as being the
16 maximum costs necessary to administer the Settlement. Settlement Administration Costs are currently
17 estimated to be Twenty Thousand Dollars (\$20,000).

18 34. "Settlement Administrator" means CPT Group, Inc., or any other third-party class action
19 settlement administrator agreed to by the Parties and approved by the Court for the purposes of
20 administering this Settlement. The Parties each represent that they do not have any financial interest in
21 the Settlement Administrator or otherwise have a relationship with the Settlement Administrator that
22 could create a conflict of interest.

23 **TERMS OF AGREEMENT**

24 The Plaintiffs, on behalf of themselves and the Settlement Class, and Defendant agree as
25 follows:

26 35. Second Amended Complaint. As a condition of settlement, prior to filing Plaintiff's
27 motion for preliminary approval, Plaintiff Julie Melendez will file a Second Amended Complaint
28 ("SAC") to conform the pleadings with the scope of the Released Class Claims and Released PAGA

1 Claims. Defendant will not be required to file an answer or other responsive pleading to the SAC. If, for
2 any reason, the Court does not approve of the Settlement, or if the Settlement does not become final for
3 any reason, then the SAC will be deemed withdrawn and the First Amended Complaint will again
4 become the operative complaint without prejudice to Plaintiffs' right to seek leave to file another
5 amended complaint and without prejudice to Defendant's rights to object and/or challenge an amended
6 pleading. Defendant does not impliedly or expressly waive any arguments or defenses to the SAC.

7 36. Funding of the Gross Settlement Amount. Defendant will make a one-time deposit of
8 the Gross Settlement Amount of One Million Eight Hundred Thousand Dollars (\$1,800,000) into a
9 Qualified Settlement Account to be established by the Settlement Administrator. Defendant will pay the
10 employer's share of payroll taxes separately. After the Effective Date, the Gross Settlement Amount will
11 be used for: (a) Individual Settlement Payments; (b) the LWDA Payment; (c) the Class Representative
12 Enhancement Payments; (d) Attorneys' Fees and Costs; and (e) Settlement Administration Costs.
13 Defendant will deposit the Gross Settlement Amount and the employer's share of payroll taxes within
14 fifteen (15) calendar days of the Effective Date ("Funding Date").

15 37. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application or
16 motion by Class Counsel for Attorneys' Fees and Costs of not more than Six Hundred Thousand Dollars
17 (\$600,000), plus the reimbursement of all out-of-pocket costs and expenses associated with Class
18 Counsel's litigation and settlement of the Actions (including expert/consultant fees, investigations costs,
19 etc.), not to exceed Twenty-Five Thousand Dollars (\$25,000), both of which will be paid from the Gross
20 Settlement Amount. To the extent that the request for Attorneys' Fees and Costs is reduced by the Court,
21 the amounts not approved will be a part of the Net Settlement Fund to be distributed to Participating
22 Class Members, according to the formula set forth below. The award of attorneys' fees from this
23 Settlement with Defendant Marin General Hospital dba MarinHealth Medical Center will be divided as
24 follows: (a) 85% to Capstone Law APC and (b) 15% to Lawyers for Justice, PC.

25 38. Class Representative Enhancement Payment. In exchange for a general release, and in
26 recognition of their effort and work in prosecuting the Actions on behalf of Class Members, Defendant
27 agrees not to oppose or impede any application or motion for Class Representative Enhancement
28 Payments of up to Ten Thousand Dollars (\$10,000), each, to Plaintiffs. The Class Representative

Enhancement Payments will be paid from the Gross Settlement Amount and will be in addition to Plaintiffs' Individual Settlement Payment paid pursuant to the Settlement. Plaintiffs will be solely and legally responsible to pay any and all applicable taxes on the Class Representative Enhancement Payments. Plaintiffs understand and agree that this Settlement Agreement shall remain in full force and effect even if the full amount of Class Representative Enhancement Payments sought by Plaintiffs is not ultimately awarded by the Court. To the extent that the request for the Class Representative Enhancement Payments is not approved and/or is reduced by the Court, the amounts not approved will be a part of the Net Settlement Fund to be distributed to Participating Class Members, according to the formula set forth below.

39. Settlement Administration Costs. The Settlement Administrator will be paid for the reasonable costs of administration of the Settlement and distribution of payments from the Gross Settlement Amount, which is currently estimated to be Twenty Thousand Dollars (\$20,000). These costs, which will be paid from the Gross Settlement Amount, will include, *inter alia*, the required tax reporting on the Individual Settlement Payments, the issuing of 1099 and W-2 IRS Forms, distributing Notice Packets, creating and maintaining a website for the settlement, handling inquiries from Class Members regarding the Class Notice, calculating and distributing the Gross Settlement Amount, regularly updating counsel for the Parties on the status of the Settlement, providing necessary reports and declarations, and other such tasks that the Parties mutually agree to or as ordered by the Court.

40. PAGA Settlement Amount. Subject to Court approval, the Parties agree that the amount of One Hundred Thousand Dollars (\$100,000) from the Gross Settlement Amount will be designated for satisfaction of Plaintiffs' PAGA claim. Pursuant to PAGA, Seventy-Five Percent (75%), or Seventy Five Thousand Dollars (\$75,000), of this sum will be paid to the LWDA ("LWDA Payment"), and the remaining Twenty-Five Percent (25%), or Twenty Five Thousand Dollars (\$25,000), will be paid to PAGA Members in proportion to the number of Qualified PAGA Workweeks worked during the PAGA Period ("PAGA Fund") as set forth below.

41. No Right to Exclusion or Objections to the PAGA Settlement. Because this settlement resolves claims and actions brought pursuant to PAGA by Plaintiffs acting as proxies and as Private Attorneys General of, and for, the State of California and the LWDA, the Parties agree that no PAGA

Member has the right to exclude himself or herself from the release of the Released PAGA Claims, and all PAGA Members will receive their shares of the PAGA Fund. The Parties also agree that no PAGA Member has the right to object to the PAGA Settlement Amount.

42. Net Settlement Fund. The entire Net Settlement Fund will be distributed to Participating Class Members. No portion of the Net Settlement Fund will revert to or be retained by Defendant.

43. PAGA Fund. The entire PAGA Fund will be distributed to all PAGA Members. No portion of the PAGA Fund will revert to or be retained by Defendant.

44. Individual Settlement Payment Calculations. Individual Settlement Payments will be calculated and apportioned from the Net Settlement Fund based on the number of Qualified Workweeks a Class Member worked during the Class Period and from the and PAGA Fund based on the number of Qualified PAGA Workweeks a PAGA Member worked during the PAGA Period. Specific calculations of Individual Settlement Payments will be made as follows:

44(a) Payments from the Net Settlement Fund. To determine each Class Member's estimated "Individual Settlement Payment" from the Net Settlement Fund, the Settlement Administrator will use the following formula: The Net Settlement Fund will be divided by the aggregate total number of Qualified Workweeks during the Class Period, resulting in the "Workweek Value." Each Class Member's "Individual Settlement Payment" will be calculated by multiplying each individual Class Member's total number of Qualified Workweeks by the Workweek Value. The Individual Settlement Payment will be reduced by any required deductions for each Participating Class Member as specifically set forth herein, including employee-side tax withholdings or deductions. The entire Net Settlement Fund will be disbursed to all Class Members who do not submit timely and valid Requests for Exclusion. If there are any valid and timely Requests for Exclusion, the Settlement Administrator shall proportionately increase the Individual Settlement Payment for each Participating Class Member according to the number of Qualified Workweeks worked, so that

1 the amount actually distributed to the Settlement Class equals 100% of the
2 Net Settlement Fund.

3 44(b) Payments from the PAGA Fund. To determine each PAGA Member's
4 estimated "Individual Settlement Payment," the Settlement Administrator
5 will use the following formula: The PAGA Fund will be divided by the
6 aggregate total number of Qualified PAGA Workweeks during the PAGA
7 Period, resulting in the "PAGA Workweek Value." Each PAGA Member's
8 "Individual Settlement Payment" will be calculated by multiplying each
9 individual PAGA Member's total number of Qualified PAGA Workweeks
10 during the PAGA Period by the PAGA Workweek Value. The entire
11 PAGA Fund will be disbursed to all PAGA Members.

12 45. No Credit Toward Benefit Plans. The Individual Settlement Payments made to
13 Participating Class Members under this Settlement, as well as any other payments made pursuant to this
14 Settlement, will not be utilized to calculate any additional benefits under any benefit plans to which any
15 Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k)
16 plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan.
17 Rather, it is the Parties' intention that this Settlement Agreement will not affect any rights, contributions,
18 or amounts to which any Class Members may be entitled under any benefit plans.

19 46. Administration Process. The Parties agree to cooperate in the administration of the
20 settlement and to make all reasonable efforts to control and minimize the costs and expenses incurred in
21 administration of the Settlement.

22 47. Delivery of the Class List. Within twenty (20) calendar days of Preliminary Approval,
23 Defendant will provide the Class List to the Settlement Administrator and to Class Counsel. In no event
24 shall Plaintiffs, Class Counsel, Defendant, or Defendant's Counsel be held liable for any errors or
25 omissions in the settlement administration process or distribution of settlement funds.

26 48. Notice by First-Class U.S. Mail. Within ten (10) calendar days after receiving the Class
27 List from Defendant, the Settlement Administrator will mail a Notice Packet to all Class Members via
28 regular First-Class U.S. Mail, using the mailing addresses identified in the Class List.

1
2 49. Confirmation of Contact Information in the Class Lists. Prior to mailing, the Settlement
3 Administrator will perform a search based on the National Change of Address Database for information
4 to update and correct for any known or identifiable address changes. Any Notice Packets returned to the
5 Settlement Administrator as non-deliverable on or before the Response Deadline will be sent promptly
6 via regular First-Class U.S. Mail to the forwarding address affixed thereto and the Settlement
7 Administrator will indicate the date of such re-mailing on the Notice Packet. If no forwarding address is
8 provided, the Settlement Administrator will promptly attempt to determine the correct address using a
9 skip-trace, or other search using the name, address and/or Social Security number of the Class Member
10 involved, and will then perform a single re-mailing. Those Class Members who receive a re-mailed
11 Notice Packet, whether by skip-trace or by request, will have until the Response Deadline to submit a
12 Request for Exclusion or an objection to the Settlement.

13 50. Notice Packets. All Class Members will be mailed a Notice Packet. Each Notice Packet
14 will provide: (a) information regarding the nature of the Actions; (b) a summary of the Settlement's
15 principal terms; (c) the Settlement Class and PAGA Member definitions; (d) the total number of
16 Qualified Workweeks each Class Member worked for Defendant during the Class Period; (e) the total
17 number of Qualified PAGA Workweeks each PAGA Member worked for Defendant during the PAGA
18 Period; (f) each Class Member's and PAGA Member's estimated Individual Settlement Payment and the
19 formula for calculating Individual Settlement Payments; (g) the dates which comprise the Class Period
20 and PAGA Period; (h) instructions on how to submit Requests for Exclusion or Notices of Objection; (i)
21 the deadlines by which the Class Member must postmark or fax Request for Exclusions, or postmark
22 Notices of Objection to the Settlement; (j) the claims to be released; and (k) the details for the hearing on
23 Plaintiff's motion for Final Approval.

24 51. Disputed Information on Notice Packets. Class Members will have an opportunity to
25 dispute the information provided in their Notice Packets. To the extent Class Members dispute their
26 employment dates or the number of Qualified Workweeks on record, Class Members may produce
27 evidence to the Settlement Administrator showing that such information is inaccurate. Defendant's
28 records will be presumed correct, but the Settlement Administrator shall contact the Parties regarding the

1 dispute and the Parties will work in good faith to resolve it. All disputes must be submitted by the
2 Response Deadline, and will be decided within ten (10) business days after the Response Deadline.

3 52. Defective Submissions. If a Class Member's Request for Exclusion is defective as to the
4 requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The
5 Settlement Administrator will mail the Class Member a cure letter within three (3) business days of
6 receiving the defective submission to advise the Class Member that his or her submission is defective
7 and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have
8 until the Response Deadline, to postmark or fax a revised Request for Exclusion. If the revised Request
9 for Exclusion is not postmarked or received by fax within that period, it will be deemed untimely.

10 53. Request for Exclusion Procedures. Any Class Member wishing to opt-out from the
11 Settlement Agreement must sign and fax or postmark a written Request for Exclusion to the Settlement
12 Administrator within the Response Deadline. In the case of Requests for Exclusion that are mailed to the
13 Settlement Administrator, the postmark date will be the exclusive means to determine whether a Request
14 for Exclusion has been timely submitted.

15 54. In the event that five percent (5%) or more of the Class Members submit a valid and
16 timely Request for Exclusion, Defendant is entitled (but not required) to terminate the Settlement, which
17 will result in litigating the Action as if no Settlement was ever reached and without prejudice to
18 Defendant, Plaintiffs, or the Class. Defendant's right to terminate the Settlement under this section must
19 be exercised in writing that is mailed to Class Counsel by overnight mail, within ten (10) calendar days
20 of being informed in writing, by the Settlement Administrator, that more than five percent (5%) of the
21 Class Members have submitted a valid and timely Request for Exclusion, in order to be validly
22 exercised. If Defendant exercises said right to terminate, then Defendant shall be responsible for
23 payment of all Settlement Administration Costs incurred by the Settlement Administrator up to the date
24 of termination.

25 55. Escalator. The Gross Settlement Amount was calculated with, and is premised on, the
26 understanding that there are approximately Seven Hundred Thirty-Four (734) Class Members who
27 worked approximately One Hundred Twenty-One Thousand (121,000) Qualified Workweeks during the
28 Class Period. Should the number of Qualified Workweeks in the Class Period increase by more than Ten

1 Percent (10%), Defendant will increase the Gross Settlement Amount by a proportionate additional
2 amount for each additional pay period above Ten Percent (10%).

3 56. Administrator Declaration. Within ten (10) calendar days after the Response Deadline,
4 the Settlement Administrator will provide a declaration to Class Counsel and Defendant's Counsel
5 noting the number of Class Notices sent, the number of Class Notices returned as undeliverable (after the
6 follow-up required herein), and the number of Requests for Exclusion, Objections, and Workweek
7 disputes, and any other information as the Parties mutually agree or the Court orders the Settlement
8 Administrator to provide. This declaration will be filed with the Court by Class Counsel with all moving
9 papers for Final Approval. Prior to the due date for this report, the Settlement Administrator will
10 reasonably respond to requests from counsel for either of the Parties for a report on the current status of
11 administration of the Settlement.

12 57. Settlement Terms Bind All Class Members Who Do Not Opt-Out. Any Class Member
13 who does not affirmatively opt-out of the Settlement Agreement by submitting a timely and valid
14 Request for Exclusion will be bound by all of its terms, including those pertaining to the Released Class
15 Claims, as well as any Judgment that may be entered by the Court if it grants final approval to the
16 Settlement.

17 58. Releases by Participating Class Members. Upon the Funding Date, and except as to such
18 rights or claims as may be created by this Settlement Agreement, each Participating Class Member,
19 together and individually, on their behalf and on behalf of their respective heirs, executors,
20 administrators, agents, and attorneys, shall fully and forever release and discharge all of the Released
21 Parties, or any of them, from each of the Released Class Claims arising during the Class Period.

22 59. Releases by PAGA Members. Subject to Court approval of the Settlement, Defendants
23 shall be entitled to a release that bars the LWDA from asserting all Released PAGA Claims that occurred
24 during the PAGA Period as to the PAGA Members.

25 60. Objection Procedures. To object to the Settlement Agreement, a Class Member may
26 either postmark a valid Notice of Objection to the Settlement Administrator on or before the Response
27 Deadline, or appear in person at the Final Approval Hearing. Class Members who fail to object either by
28 submitting a valid Notice of Objection or appearing in person at the Final Approval Hearing will be

1 deemed to have waived all objections to the Settlement and will be foreclosed from making any
2 objections, whether by appeal or otherwise, to the Settlement Agreement. At no time will any of the
3 Parties or their counsel seek to solicit or otherwise encourage Class Members to submit written
4 objections to the Settlement Agreement or appeal from the final approval order and judgment. Class
5 Counsel will not represent any Class Members with respect to any such objections to this Settlement. If a
6 Class Member timely submits both a Notice of Objection and a Request for Exclusion, the Request for
7 Exclusion will be given effect and considered valid, the Notice of Objection shall be rejected, and the
8 Class Member shall not participate in or be bound by the Settlement.

9 61. Certification Reports Regarding Individual Settlement Payment Calculations. The
10 Settlement Administrator will provide Defendant's counsel and Class Counsel a weekly report that
11 certifies the number of Class Members who have submitted valid Requests for Exclusion or objections to
12 the Settlement, and whether any Class Member has submitted a challenge to any information contained
13 in their Notice Packet. Additionally, the Settlement Administrator will provide to counsel for both Parties
14 any updated reports regarding the administration of the Settlement Agreement as needed or requested.

15 62. Distribution Timing of Individual Settlement Payments. Within ten (10) calendar days
16 of the Funding Date, the Settlement Administrator will issue payments to: (a) Participating Class
17 Members and PAGA Members; (b) the Labor and Workforce Development Agency; (c) Plaintiffs; and
18 (d) Class Counsel. The Settlement Administrator will also issue a payment to itself for Court-approved
19 services performed in connection with the Settlement.

20 63. PAGA Enclosure Letter with Payment to PAGA Members. The payment by the
21 Settlement Administrator to PAGA Members, excluding Participating Class Members, will be
22 accompanied by the PAGA Enclosure Letter attached hereto as Exhibit B.

23 64. Un-cashed Settlement Checks. Funds represented by Individual Settlement Payment
24 checks returned as undeliverable and Individual Settlement Payment checks remaining un-cashed for
25 more than one hundred and eighty (180) calendar days after issuance will be tendered to State
26 Controller's Office, Unclaimed Property Division.

27 65. Certification of Completion. Upon completion of administration of the Settlement, the
28 Settlement Administrator will provide a written declaration under oath to certify such completion to the

1 Court and counsel for all Parties.

2 66. Treatment of Individual Settlement Payments. All Individual Settlement Payments will
3 be allocated as follows: (a) Twenty-Five Percent (25%) of each Individual Settlement Payment will be
4 allocated as wages for which IRS Forms W-2 will be issued; and (b) Seventy-Five (75%) will be
5 allocated as non-wages for which IRS Forms 1099-MISC will be issued.

6 67. Administration of Taxes by the Settlement Administrator. The Settlement Administrator
7 will be responsible for issuing to Plaintiffs, Participating Class Members, PAGA Members, and Class
8 Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid pursuant to
9 this Settlement. The Settlement Administrator will also be responsible for forwarding all payroll taxes
10 and penalties to the appropriate government authorities.

11 68. Tax Liability. Defendant makes no representation as to the tax treatment or legal effect
12 of the payments called for hereunder, and Plaintiffs and Participating Class Members are not relying on
13 any statement, representation, or calculation by Defendant or by the Settlement Administrator in this
14 regard.

15 69. Circular 230 Disclaimer. EACH PARTY TO THIS AGREEMENT (FOR PURPOSES
16 OF THIS SECTION, THE "ACKNOWLEDGING PARTY" AND EACH PARTY TO THIS
17 AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN "OTHER PARTY")
18 ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS AGREEMENT, AND
19 NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES
20 OR THEIR ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR
21 WILL ANY SUCH COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED
22 OR BE RELIED UPON AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES
23 TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE
24 ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY UPON HIS, HER, OR ITS
25 OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX
26 ADVICE) IN CONNECTION WITH THIS AGREEMENT, (B) HAS NOT ENTERED INTO THIS
27 AGREEMENT BASED UPON THE RECOMMENDATION OF ANY OTHER PARTY OR ANY
28 ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY

1 UPON ANY COMMUNICATION OR DISCLOSURE BY ANY ATTORNEY OR ADVISER TO
2 ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE
3 ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR ADVISER TO ANY OTHER
4 PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE CONFIDENTIALITY OF
5 ANY SUCH ATTORNEY'S OR ADVISER'S TAX STRATEGIES (REGARDLESS OF WHETHER
6 SUCH LIMITATION IS LEGALLY BINDING) UPON DISCLOSURE BY THE
7 ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY
8 TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY THIS
9 AGREEMENT.

10 70. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant
11 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
12 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of
13 action or right herein released and discharged.

14 71. Nullification of Settlement Agreement. In the event that: (a) the Court does not finally
15 approve the Settlement as provided herein; or (b) the Settlement does not become final for any other
16 reason, then this Settlement Agreement, and any documents generated to bring it into effect, will be null
17 and void. Any order or judgment entered by the Court in furtherance of this Settlement Agreement will
18 likewise be treated as void from the beginning.

19 72. Preliminary Approval Hearing. Plaintiffs will obtain a hearing before the Court to
20 request the Preliminary Approval of the Settlement Agreement, and the entry of a Preliminary Approval
21 Order for: (a) conditional certification of the Settlement Class for settlement purposes only, (b)
22 preliminary approval of the proposed Settlement Agreement, (c) setting a date for a final fairness
23 hearing. The Preliminary Approval Order will provide for the Notice Packet to be sent to all Class
24 Members as specified herein. In conjunction with the Preliminary Approval hearing, Plaintiffs will
25 submit this Settlement Agreement, which sets forth the terms of this Settlement, and will include the
26 proposed Notice of Class Action Settlement, attached as Exhibit A. Class Counsel will be responsible for
27 drafting all documents necessary to obtain preliminary approval.

28 73. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of the

1 deadlines to postmark Requests for Exclusion or objections to the Settlement Agreement, and with the
2 Court's permission, a final fairness hearing will be conducted to determine the Final Approval of the
3 Settlement Agreement along with the amounts properly payable for: (a) Attorneys' Fees and Costs; (b)
4 the Class Representative Enhancement Payments; (c) Individual Settlement Payments; (d) the Labor and
5 Workforce Development Agency Payment; (e) all Settlement Administration Costs. The final fairness
6 hearing will not be held earlier than thirty (30) calendar days after the Response Deadline. Class Counsel
7 will be responsible for drafting all documents necessary to obtain final approval. Class Counsel will also
8 be responsible for drafting the attorneys' fees and costs application to be heard at the final approval
9 hearing.

10 74. Judgment and Continued Jurisdiction. Upon final approval of the Settlement by the
11 Court or after the final fairness hearing, the Parties will present the Judgment to the Court for its
12 approval. After entry of the Judgment, the Court will have continuing jurisdiction to enforce this
13 Agreement and the Settlement pursuant to California Code of Civil Procedure section 664.6 and
14 California Rules of Court rule 3.769, *et seq.*, solely for purposes of addressing: (a) the interpretation and
15 enforcement of the terms of the Settlement, (b) Settlement administration matters, and (c) such post-
16 Judgment matters as may be appropriate under court rules or as set forth in this Settlement Agreement. A
17 copy of the Judgment will be posted to the Settlement Administrator's website for this Settlement.

18 75. Release by Plaintiffs. Upon the Funding Date, in addition to the claims being released by
19 all Participating Class Members, Plaintiffs expressly release and forever discharge the Released Parties,
20 to the fullest extent permitted by law, of and from any and all claims and rights, known and unknown,
21 asserted and not asserted, which Plaintiffs have or may have against the Released Parties, including
22 without limitation any claims that in any way relate to Plaintiffs' employment relationships with any of
23 the Released Parties, the offers of such employment, the terminations of Plaintiff's employment, and
24 Plaintiff's treatment while employed by any of the Released Parties, to the maximum extent and duration
25 allowed by law, as of the date of execution of this Settlement Agreement. Notwithstanding the foregoing,
26 this waiver and release by Plaintiffs does not extend to any rights which as a matter of law cannot be
27 waived and released by private agreement, including rights to sue to enforce this Agreement and rights to
28 vested benefits, unemployment benefits, disability benefits, social security benefits, workers'

1 compensation benefits, and claims outside the Class Period.

2 To the extent the foregoing release is a release to which Section 1542 of the California Civil
3 Code or similar provisions of other applicable law may apply, Plaintiffs expressly waive any and all
4 rights and benefits conferred upon them by the provisions of Section 1542 of the California Civil Code
5 or similar provisions of applicable law which are as follows:

6 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
7 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO
8 EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE
9 AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY
10 AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED
11 PARTY.

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

15 77. Entire Agreement. This Settlement Agreement and any attached Exhibits constitute the
16 entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements
17 may be deemed binding on the Parties. The Parties expressly recognize California Civil Code Section
18 1625 and California Code of Civil Procedure Section 1856(a), which provide that a written agreement is
19 to be construed according to its terms and may not be varied or contradicted by extrinsic evidence, and
20 the Parties agree that no such extrinsic oral or written representations or terms will modify, vary or
21 contradict the terms of this Settlement Agreement.

22 78. Amendment or Modification. No amendment, change, or modification to this Settlement
23 Agreement will be valid unless in writing and signed, either by the Parties or their counsel, and approved
24 by the Court.

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

1 effectuate the terms of this Settlement Agreement. The Parties and their counsel will cooperate with each
2 other and use their best efforts to effect the implementation of the Settlement. If the Parties are unable to
3 reach agreement on the form or content of any document needed to implement the Settlement, or on any
4 supplemental provisions that may become necessary to effectuate the terms of this Settlement, the Parties
5 may seek the assistance of the Court to resolve such disagreement.

6 80. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
7 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

8 81. California Law Governs. All terms of this Settlement Agreement and Exhibits hereto
9 will be governed by and interpreted according to the laws of the State of California.

10 82. Execution and Counterparts. This Settlement Agreement is subject only to the execution
11 of all Parties. However, the Settlement Agreement may be executed in one or more counterparts. All
12 executed counterparts and each of them, including electronic (e.g., DocuSign), facsimile, and scanned
13 copies of the signature page, will be deemed to be one and the same instrument.

14 83. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
15 Settlement Agreement is a fair, adequate and reasonable settlement of the Actions and have arrived at
16 this Settlement after arm's-length negotiations and in the context of adversarial litigation, taking into
17 account all relevant factors, present and potential. The Parties further acknowledge that they are each
18 represented by competent counsel and that they have had an opportunity to consult with their counsel
19 regarding the fairness and reasonableness of this Settlement.

20 84. Invalidity of Any Provision. Before declaring any provision of this Settlement
21 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
22 possible consistent with applicable precedents so as to define all provisions of this Settlement Agreement
23 valid and enforceable.

24 85. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class
25 certification for purposes of this Settlement only; except, however, that Plaintiffs or Class Counsel may
26 appeal any reduction to the Attorneys' Fees and Costs below the amount they request from the Court,
27 and either party may appeal any court order that materially alters the Settlement Agreement's terms.

28 86. Class Action Certification for Settlement Purposes Only. The Parties agree to stipulate to

1 class action certification for purposes of the Settlement only. If, for any reason, the Settlement is not
2 approved, the stipulation to certification will be void. The Parties further agree that certification for
3 purposes of the Settlement is not an admission that class action certification is proper under the standards
4 applied to contested certification motions and that this Settlement Agreement will not be admissible in
5 this or any other proceeding as evidence that either (a) a class action should be certified or (b) Defendant
6 is liable to Plaintiffs or any Class Member, other than according to the Settlement's terms.

7 87. Non-Admission of Liability. The Parties enter into this Settlement to resolve the dispute
8 that has arisen between them and to avoid the burden, expense and risk of continued litigation. In
9 entering into this Settlement, Defendant does not admit, and specifically denies, that it violated any
10 federal, state, or local law; violated any regulations or guidelines promulgated pursuant to any statute or
11 any other applicable laws, regulations or legal requirements; breached any contract; violated or breached
12 any duty; engaged in any misrepresentation or deception; or engaged in any other unlawful conduct with
13 respect to its employees. Neither this Settlement Agreement, nor any of its terms or provisions, nor any
14 of the negotiations connected with it, will be construed as an admission or concession by Defendant of
15 any such violations or failures to comply with any applicable law. Except as necessary in a proceeding to
16 enforce the terms of this Settlement, this Settlement Agreement and its terms and provisions will not be
17 offered or received as evidence in any action or proceeding to establish any liability or admission on the
18 part of Defendant or to establish the existence of any condition constituting a violation of, or a non-
19 compliance with, federal, state, local or other applicable law.

20 88. No Public Comment: The Parties and their counsel agree that they will not issue any
21 press releases, initiate any contact with the press, respond to any press inquiry, or have any
22 communication with the press about the fact, amount or terms of the Settlement.

23 89. Waiver. No waiver of any condition or covenant contained in this Settlement Agreement
24 or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or
25 constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

26 90. Enforcement Actions. In the event that one or more of the Parties institutes any legal
27 action or other proceeding against any other Party or Parties to enforce the provisions of this Settlement
28 or to declare rights and/or obligations under this Settlement, the successful Party or Parties will be

entitled to recover from the unsuccessful Party or Parties reasonable attorneys' fees and costs, including expert witness fees incurred in connection with any enforcement actions.

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

92. Representation By Counsel. The Parties acknowledge that they have been represented by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and that this Settlement Agreement has been executed with the consent and advice of counsel. Further, Plaintiffs and Class Counsel warrant and represent that there are no liens on the Settlement Agreement.

93. All Terms Subject to Final Court Approval. All amounts and procedures described in this Settlement Agreement herein will be subject to final Court approval.

94. Cooperation and Execution of Necessary Documents. All Parties will cooperate in good faith and execute all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement.

95. Binding Agreement. The Parties warrant that they understand and have full authority to enter into this Settlement Agreement, and further intend that this Settlement Agreement will be fully enforceable and binding on all parties, and agree that it will be admissible and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that otherwise might apply under federal or state law.

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READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: 4/21/2023

Julie Melendez

DocuSigned by:

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PLAINTIFF

Dated: _____

LaShana West

**DEFENDANT MARIN GENERAL HOSPITAL
DBA MARINHEALTH MEDICAL CENTER**

Dated: _____

By: _____

APPROVED AS TO FORM

CAPSTONE LAW APC

Dated: 4/21/2023

By: _____


Raul Perez
Attorneys for Plaintiff Julie Melendez

LAWYERS *for* JUSTICE, PC

Dated: _____

By: _____

Edwin Aiwarzian
Joanna Ghosh
Attorneys for Plaintiff LaShana West

**GORDON REES SCULLY MANSUKHANI,
LLP**

Dated: _____

By: _____

Mark S. Posard
Nicholas A. Deming
Attorneys for Defendant Marin General Hospital dba
MarinHealth Medical Center

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READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: _____

Julie Melendez

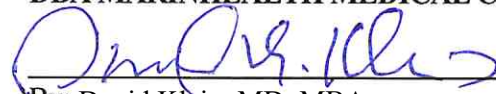
PLAINTIFF

Dated: _____

LaShana West

DEFENDANT MARIN GENERAL HOSPITAL
DBA MARINHEALTH MEDICAL CENTER

Dated: 5/17/2023



By: David Klein, MD, MBA
Chief Executive Officer

APPROVED AS TO FORM

CAPSTONE LAW APC

Dated: _____

By: _____

Raul Perez
Attorneys for Plaintiff Julie Melendez

LAWYERS *for* JUSTICE, PC

Dated: _____

By: _____

Edwin Aiwarzian
Joanna Ghosh
Attorneys for Plaintiff LaShana West

GORDON REES SCULLY MANSUKHANI,
LLP

Dated: May 17, 2023



By: _____
Mark S. Posard
Nicholas A. Deming
Attorneys for Defendant Marin General Hospital dba
MarinHealth Medical Center

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READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: _____

Julie Melendez

PLAINTIFF

Dated: 08/09/2023


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LaShana West

**DEFENDANT MARIN GENERAL HOSPITAL
DBA MARINHEALTH MEDICAL CENTER**

Dated: _____

By: _____

APPROVED AS TO FORM

CAPSTONE LAW APC

Dated: _____

By: _____

Raul Perez
Attorneys for Plaintiff Julie Melendez

LAWYERS *for* JUSTICE, PC

Dated: 08/16/2023

By:  _____

Edwin Aiwanian
Joanna Ghosh
Attorneys for Plaintiff LaShana West

**GORDON REES SCULLY MANSUKHANI,
LLP**

Dated: _____

By: _____

Mark S. Posard
Nicholas A. Deming
Attorneys for Defendant Marin General Hospital dba
MarinHealth Medical Center

Exhibit A

Melendez v. Marin General Hospital, No. CIV-2100736
SUPERIOR COURT OF THE STATE OF CALIFORNIA, FOR THE COUNTY OF MARIN
NOTICE OF CLASS ACTION SETTLEMENT

You are not being sued. This notice affects your rights. Please read it carefully

To: All individuals who are or previously were employed by Defendant Marin General Hospital dba MarinHealth Medical Center (“Defendant”) in California who were classified as hourly, non-exempt employees and not a member of a union during the period February 26, 2017 to January 17, 2023 (“Class Members”).

All individuals who are or previously were employed by Defendant in California who were classified as hourly, non-exempt employees during the period March 5, 2020 to January 17, 2023 (“PAGA Members”).

On _____, the Honorable Andrew E. Sweet of the Marin County Superior Court granted preliminary approval of this class action settlement and ordered the litigants to notify all Class Members of the settlement. **You have received this notice because Defendant’s records indicate that you are a Class Member, and therefore entitled to a payment from the settlement.**

Unless you choose to opt out of the settlement by following the procedures described below, you will be deemed a Class Member and, if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement fund. The Final Fairness Hearing on the adequacy, reasonableness, and fairness of the Settlement will be held at ____:00 __.m. on _____, 2024 in Department E of the Marin County Superior Court located at 3501 Civic Center Drive, San Rafael, California 94903.

Please also note that the Final Fairness Hearing may be rescheduled by the Court to another date and/or time. Please visit [settlement website] for any scheduling changes.

If you move, you must send the Settlement Administrator your new address; otherwise, you may never receive your settlement payment. It is your responsibility to keep a current address on file with the Settlement Administrator.

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 deemed a “Participating Class Member,” and will be eligible for a payment from the Net Settlement Fund and, if you are also a PAGA Member, the PAGA Fund. In exchange, you will be bound by the terms of the proposed Settlement and give up your right to assert wage and hour claims and, if you are also a PAGA Member, PAGA penalty claims against Defendant based on the facts alleged in the Action during the applicable Class Period and PAGA Period.
You Can Opt-out of the Class Settlement but not the PAGA Settlement	If you don’t want to fully participate in the proposed Settlement, you can opt-out of the class settlement by sending the Settlement Administrator a written Request for Exclusion. Once excluded, you will no longer be eligible for a payment from the Net Settlement Fund and will not be bound by the terms of the proposed class settlement.
The Opt-out Deadline is [DATE]	You cannot opt-out of the PAGA portion of the proposed Settlement. PAGA Members remain eligible to receive a payment from the PAGA Fund and must give up their rights to pursue PAGA penalty claims against Defendants based on the facts alleged in the Action during the PAGA Period.

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by [DATE]	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed class settlement, but not the PAGA settlement.
You Can Participate in the [DATE] Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on [DATE] in Department E of the Marin County Superior Court located at 3501 Civic Center Drive, San Rafael, California 94903. 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. If the Court grants final approval of the Settlement despite your objection, you will receive a payment from the Net Settlement Fund and you will be bound by the terms of the Settlement.

Summary of the Litigation

Plaintiffs Julie Melendez and Lashana West, on their behalf and on behalf of other current and former non-exempt employees, allege that Defendant violated California state labor laws as a result of its alleged failure to, among other things: (1) pay minimum and overtime wages to employees for all hours worked; (2) provide employees with meal and rest breaks; (3) timely pay all wages owed to employees during each pay period and upon termination of their employment; (4) reimburse employees for necessary business expenses; and (5) provide employees with accurate, itemized wage statements.

After the exchange of relevant information and evidence, the parties agreed to enter into settlement negotiations in an attempt to informally resolve the claims in the case. On October 17, 2022, the parties participated in a mediation with Louis Marlin, an experienced and well-respected class action mediator. With Mr. Marlin’s guidance, the parties were able to negotiate a complete settlement of Plaintiffs’ claims against Defendant.

Counsel for Plaintiffs, and the attorneys appointed by the Court to represent the class, Capstone Law APC and Lawyers for Justice, PC (“Class Counsel”), have investigated and researched the facts and circumstances underlying the issues raised in the case and the applicable law. While Class Counsel believe that the claims alleged in this lawsuit have merit, Class Counsel also recognize that the risk and expense of continued litigation justify settlement. Based on the foregoing, Class Counsel believe the proposed settlement is fair, adequate, reasonable, and in the best interests of Class Members.

Defendant has denied, and continues to deny the factual and legal allegations in the case and believes that it has valid defenses to Plaintiffs’ claims. By agreeing to settle, Defendant is not admitting guilt, wrongdoing, or liability on any of the factual allegations or claims in the case or that the case can or should proceed as a class action. Defendant has agreed to settle the case as part of a compromise with Plaintiffs.

Summary of The Proposed Settlement Terms

Plaintiffs and Defendant have agreed to settle the underlying class claims in exchange for a Gross Settlement Amount of \$1,800,000. This amount is inclusive of: (1) individual settlement payments to all Participating Class Members; (2) Class Representative Enhancement Payments of \$10,000, each, to Julie Melendez and Lashana West for their services on behalf of the class, and for a release of all claims arising out of their employment with Defendant; (3) \$600,000 in attorneys’ fees

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

and up to \$25,000 in litigation costs and expenses to Class Counsel; (4) a \$100,000 settlement of claims under the Labor Code Private Attorneys General Act of 2004 (“PAGA”), inclusive of a \$75,000 payment to the California Labor and Workforce Development Agency (“LWDA”) in connection with the PAGA, and a \$25,000 payment (“PAGA Fund”) to all PAGA Members; and (5) reasonable Settlement Administrator’s fees and expenses currently estimated at \$20,000. After deducting the above payments, a total of approximately \$1,035,000 will be allocated to Class Members who do not opt out of the Settlement Class (“Net Settlement Fund”). Additionally, all PAGA Members will receive a proportional share of the \$25,000 PAGA Fund, regardless whether they opt out of the Settlement Class.

Payments from Net Settlement Fund. The Settlement Administrator will calculate the total number of Workweeks worked by each Class Member from February 26, 2017 to January 17, 2023 (“Class Period”) and the aggregate total number of Workweeks worked by all Class Members during the Class Period. To determine each Class Member’s estimated share of the Net Settlement Fund, the Settlement Administrator will use the following formula: The Net Settlement Fund will be divided by the aggregate total number of Workweeks, resulting in the “Workweek Value.” Each Class Member’s share of the Net Settlement Fund will be calculated by multiplying each individual Class Member’s total number of Workweeks by the Workweek Value. The Individual Settlement Payment will be reduced by any required deductions for each Class Members as specifically set forth herein, including employee-side tax withholdings or deductions. If there are any valid and timely Requests for Exclusion, the Settlement Administrator shall proportionately increase each Participating Class Member’s share of the Net Settlement Fund according to the number of Workweeks worked, so that the amount actually distributed to the Settlement Class equals 100% of the Net Settlement Fund.

According to Defendant’s records, you worked during the Class Period in a non-exempt position for a total of ____ Workweeks. Accordingly, your estimated payment from the Net Settlement Fund is approximately \$ ____.

Payments from PAGA Fund. The Settlement Administrator will calculate the total number of Workweeks worked by each PAGA Member from March 5, 2020 to January 17, 2023 (“PAGA Period”) and the aggregate total number of Workweeks worked by all PAGA Members during the PAGA Period. To determine each PAGA Member’s estimated share of the PAGA Fund, the Settlement Administrator will use the following formula: The PAGA Fund will be divided by the aggregate total number of Workweeks during the PAGA Period, resulting in the “PAGA Workweek Value.” Each PAGA Member’s share of the PAGA Fund will be calculated by multiplying each individual PAGA Member’s total number of Workweeks during the PAGA Period by the PAGA Workweek Value. A Request for Exclusion does not exclude a PAGA Member from the release of claims under California Labor Code §§ 2698, *et seq.* and the PAGA Member will receive their portion of the PAGA fund even if he or she submits a valid Request for Exclusion.

According to Defendant’s records, you worked during the PAGA Period in a non-exempt position for a total of ____ Workweeks. Accordingly, your estimated payment from the PAGA Fund is approximately \$ ____.

Your Estimated Payment: Based on the above, your estimated payment from the settlement is approximately \$ _____. If you believe the Workweek information provided above is incorrect, please contact the Settlement Administrator to dispute the calculation. You must attach all documentation in support of your dispute (such as check stubs, W2s, or letters from HR). All disputes must be postmarked or faxed on or before [insert date of Response Deadline] and must be sent to:

Settlement Administrator
c/o _____
Fax No. _____

If you dispute the information stated above, Defendant’s records will control unless you are able to provide documentation that establishes otherwise.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

Taxes on Settlement Payments. IRS Forms W-2 and 1099 will be distributed to participating Class Members and the appropriate taxing authorities reflecting the payments they receive under the settlement. Class Members should consult their tax advisors concerning the tax consequences of the payments they receive under the Settlement. For purposes of this settlement, 25% of each settlement payment will be allocated as wages for which IRS Forms W-2 will be issued, and 75% will be allocated as non-wages for which IRS Forms 1099-MISC will be issued.

Your Options Under the Settlement

Option 1 – Automatically Receive a Payment from the Settlement

If you want to receive your payment from the settlement, then no further action is required on your part. You will automatically receive your settlement payment from the Settlement Administrator if and when the Settlement receives final approval by the Court.

If you choose **Option 1**, and if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement funds. In addition, you will be deemed to have released or waived the Released Class Claims and Released PAGA Claims:

Released Class Claims: All claims, rights, demands, liabilities, and causes of action, reasonably arising from, or related to, the same set of operative facts as those set forth in the operative complaint against Defendant its predecessors, successors, parent companies, related entities, subsidiaries, affiliates, investors, management companies, franchisees, owners, attorneys, vendors, assigns, and organizations controlled by, controlling, or under common control with Defendant, and their directors, officers, trustees, employees, agents, insurers, and re-insurers, whether in their individual or official capacities (collectively, “Released Parties”) during the Class Period, including: (i) all claims for unpaid overtime; (ii) all claims for meal and rest break violations; (iii) all claims for unpaid minimum wages; (iv) all claims for the failure to timely pay wages upon termination based on the preceding claims; (v) all claims for the failure to timely pay wages during employment based on the preceding claims; (vi) all claims for the failure to reimburse for necessary business expenses; (vii) all claims for wage statement violations based on the preceding claims; and (viii) all claims asserted through California Business & Professions Code §§ 17200, *et seq.*

Released PAGA Claims: All claims for civil penalties under PAGA that were alleged in the PAGA Letters, to the extent alleged in the operative complaints in the Actions, or that could have been asserted but were not asserted in the Actions or PAGA Letter, that arise out of facts and legal theories contained in the operative complaints in the Actions arising during the PAGA Period, for (i) failure to pay all regular wages, minimum wages and overtime wages due; (ii) failure to properly calculate the regular rate of pay for payment of overtime wages; (iii) failure to provide proper meal periods, and to properly provide premium pay in lieu thereof; (iv) failure to provide proper rest periods, and to properly provide premium pay in lieu thereof; (v) failure to pay all wages timely during employment; (vi) failure to pay all wages timely at the time of termination/resignation; and (vii) failure to reimburse business expenses.

Option 2 – Opt Out of the Settlement

If you do not wish to participate in the settlement, you may exclude yourself from participating by submitting a written request to the Settlement Administrator expressly and clearly indicating that you have received this Notice of Class Action Settlement, decided not to participate in the settlement, and desire to be excluded from the settlement. The written request for exclusion must include your name, signature, address, telephone number, and last four digits of your Social Security Number. Sign, date, and mail the request for exclusion by First Class U.S. Mail or equivalent, to the address below.

Settlement Administrator
c/o _____

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

The Request for Exclusion must be postmarked or faxed not later than _____, 2023. If you submit a Request for Exclusion which is not postmarked or faxed by _____, 2023, your Request for Exclusion will be rejected, and you will be included in the settlement class.

If you choose **Option 2**, you will no longer be a Class Member, and you will:

- Not Receive a Payment from the Net Settlement Fund.
- Not release the Released Class Claims.
- If you are a PAGA Member, you will still release the Released PAGA Claims, and will receive a payment from the PAGA Fund.

Option 3 – Object to the Settlement

If you decide to object to the settlement because you find it unfair or unreasonable, you may submit a written objection stating why you object to the settlement, or you may instead appear at the Final Fairness Hearing to object to the Settlement. Written objections must provide: (1) your full name, signature, address, and telephone number, (2) a written statement of all grounds for the objection accompanied by any legal support for such objection; (3) copies of any papers, briefs, or other documents upon which the objection is based; and (4) a statement about whether you intend to appear at the Fairness Hearing. The objection must be mailed to the administrator at [administrator’s address].

All written objections must be received by the administrator by not later than _____ 2023. By submitting an objection, you are not excluding yourself from the settlement. To exclude yourself from the settlement, you must follow the directions described above. Please note that you cannot both object to the settlement and exclude yourself. You must choose one option only.

You may also, if you wish, appear at the Final Fairness Hearing set for _____ at _____ a.m./p.m. in the Superior Court of the State of California, for the County of Marin and discuss your objection with the Court and the Parties at your own expense. You may also retain an attorney to represent you at the hearing.

If you choose **Option 3**, you will still be entitled to the money from the settlement. If the Court overrules your objection, you will be deemed to have released the Released Class Claims and Released PAGA Claims.

Additional Information

This Notice of Class Action Settlement is only a summary of the case and the settlement. For a more detailed statement of the matters involved in the case and the settlement, you may refer to the pleadings, the settlement agreement, and other papers filed in the case. All inquiries by Class Members regarding this Class Notice and/or the settlement should be directed to the Settlement Administrator.

Attorneys for Plaintiff/Settlement Class Members:	Attorneys for Defendant:
Raul Perez Capstone Law APC 1875 Century Park E., Suite 1000 Los Angeles, CA 90067 Phone: 1 (888) 845-1273 Edwin Aiwazian Lawyers For Justice, PC	GORDON REES SCULLY MANSUKHANI Mark S. Posard, Esq. Nicholas Deming, Esq. 275 Battery Street, Suite 2000 Telephone: (415) 986-5900

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

410 Arden Ave., Suite 203 Glendale, CA 91203 Phone: Number	
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PLEASE DO NOT CONTACT THE CLERK OF THE COURT OR THE JUDGE WITH INQUIRIES.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

Exhibit B

<<Mailing Date>>

To: <<First Name>><<Last Name>>
<<Address>>
<<City>> <<State>> <<Zip>>

Re: Settlement Payment from *Julie Melendez v. Marin General Hospital, et al.*
Superior Court of California, County of Marin, Case No: CIV-2100736

Dear <<First Name>><<Last Name>>:

Please find enclosed a check in the amount of <<amount of payment>> (“Individual Settlement Check”). This check is your payment from the settlement of a lawsuit entitled *Julie Melendez v. Marin General Hospital, et al.* Case No: CIV-2100736 (“Lawsuit”), pending in the Superior Court of California, County of Marin (“Court”).

Plaintiffs Julie Melendez and Lashana West, on their behalf and on behalf of other current and former non-exempt employees, allege that Defendant Marin General Hospital dba MarinHealth Medical Center (“Defendant”) violated California state labor laws as a result of its alleged failure to, among other things: (1) pay minimum and overtime wages to employees for all hours worked; (2) provide employees with meal and rest breaks; (3) timely pay all wages owed to employees during each pay period and upon termination of their employment; (4) reimburse employees for necessary business expenses; and (5) provide employees with accurate, itemized wage statements. Defendant has denied, and continues to deny the factual and legal allegations in the case and believes that it has valid defenses to Plaintiffs’ claims. By agreeing to settle, Defendant is not admitting guilt, wrongdoing, or liability on any of the factual allegations or claims in the case or that the case can or should proceed as a class action. Defendant has agreed to settle the case as part of a compromise with Plaintiffs.

A settlement was reached between Plaintiffs and Defendant, on behalf of Plaintiffs, the State of California, and the following employees: All individuals who are or previously were employed by Defendant in California who were classified as hourly, non-exempt employees during the period March 5, 2020 to January 17, 2023 (“PAGA Members”).

On <<Effective Date>>, the settlement was approved by the Court, with a portion to be paid to the State of California and a portion to be paid to the PAGA Members. You are receiving a portion of the settlement (the enclosed Individual Settlement Check) because you have been identified as a PAGA Member. Your Individual Settlement Check is based on the total number of pay periods that you were issued a wage statement by Defendant during the period March 5, 2020 to <<Effective Date>>. Records reflect that you had <<#>> pay periods in that time. The Individual Settlement Check is considered to be 100% penalties, which will be reported on an IRS Form 1099. You are responsible for paying any and all taxes that may be due as a result of any payment issued to you under the settlement and should consult a tax advisor regarding the tax consequences of such payment.

By way of the settlement, you are deemed to fully release and forever discharge Released Parties from the Released PAGA Claims. The “Released Parties” means Defendant its predecessors, successors, parent companies, related entities, subsidiaries, affiliates, investors, management companies, franchisees, owners, attorneys, vendors, assigns, and organizations controlled by, controlling, or under common control with Defendant, and their directors, officers, trustees, employees, agents, insurers, and re-insurers, whether in their individual or official capacities. The “Released PAGA Claims” means any and all claims for civil penalties under California Labor Code §§ 2698, *et seq.* reasonably arising from, or related to, the same set of operative facts as those set forth in the operative complaint against Defendant and Released Parties during the period from March 5, 2020 to <<Effective Date>>, including: (i) all claims for unpaid overtime; (ii) all claims for meal and rest break violations; (iii) all claims for unpaid minimum wages; (iv) all claims for the failure to timely pay wages upon termination based on the preceding claims; (v) all claims for the failure to timely pay wages during employment based on the preceding claims; (vi) all claims for the failure to reimburse for necessary business expenses; (vii) all claims for wage statement violations based on the preceding claims; and (viii) all claims asserted through California Business & Professions Code §§ 17200, *et seq.*

Your Individual Settlement Check is valid for 180 calendar days from the date of issuance, and if you do not cash, deposit, or otherwise negotiate the check within the 180-day timeframe, your Individual Settlement Check will be cancelled and the funds will be transmitted to the California State Controller's Office Unclaimed Property Division, in the name of the PAGA Members whose Individual Settlement Check is cancelled and in the respective amount of the cancelled check

Do not call or write the Court or Office of the Clerk of the Court to ask questions about the settlement. If you have any questions concerning the settlement, you may contact the Settlement Administrator at <<**TOLL FREE NUMBER**>>.