

Edwin Aiwazian (SBN 232943)
Joanna Ghosh (SBN 272479)
Matthew Richard Soto (SBN 353499)
LAWYERS for JUSTICE, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO**

STEVE EAKINS; individually, and on behalf of
other aggrieved employees pursuant to the
California Private Attorneys General Act,

Plaintiff,

vs.

SOLSTICE SENIOR LIVING, LLC, a Delaware
limited liability company; and DOES 1 through
100, inclusive,

Defendant.

Case No.: CIVSB2118985

Honorable Jessica Morgan
Department S-26

**DECLARATION OF MATTHEW
RICHARD SOTO IN SUPPORT OF
PLAINTIFF'S MOTION FOR
APPROVAL OF PRIVATE
ATTORNEYS GENERAL ACT (CAL.
LABOR CODE § 2698, ET SEQ.)
SETTLEMENT AGREEMENT AND
AWARD OF ATTORNEYS' FEES AND
COSTS, GENERAL RELEASE FEE,
AND SETTLEMENT
ADMINISTRATION COSTS**

[Notice of Motion and Motion for Approval
of Private Attorneys General Act (Cal.
Labor Code § 2698, *Et Seq.*) Settlement
Agreement and Award of Attorneys' Fees
and Costs, General Release Fee, and
Settlement Administration Costs;
Declaration of Plaintiff (Steve Eakins); and
[Proposed] Order and Judgment filed
concurrently herewith]

Date: December 2, 2024
Time: 8:30 a.m.
Department: S26

Complaint Filed: June 28, 2021
Trial Date: None Set

DECLARATION OF MATTHEW RICHARD SOTO

I, Matthew Richard Soto, hereby declare as follows:

1. I am an attorney licensed to practice law in the State of California. I am a member of Lawyers *for* Justice, PC, attorneys of record for Plaintiff Steve Eakins (“Plaintiff”). The facts set forth in this declaration are within my personal knowledge or based on information and belief and, if called as a witness, I could and would competently testify thereto.

LITIGATION AND REPRESENTATIVE AND CLASS ACTION EXPERIENCE

2. For over a decade, Lawyers *for* Justice, PC has almost exclusively focused on the prosecution of consumer and employment class actions, involving wage-and-hour claims, race discrimination, unfair business practices, or consumer fraud. Currently, Lawyers *for* Justice, PC is the attorney of record in well over a dozen employment-related putative class actions in both state and federal courts in the State of California. Lawyers *for* Justice, PC is comprised of attorneys who focus on litigating complex wage-and-hour class and Private Attorneys General Act (“PAGA”) representative actions. Lawyers *for* Justice, PC has successfully litigated cases involving the executive, administrative, and other overtime exemptions to the State of California and federal overtime compensation requirements. During a relatively short time, in association with other law firms, Lawyers *for* Justice, PC has recovered millions of dollars on behalf of thousands of individuals in California.

3. Edwin Aiwarzian is a Managing Member and Shareholder of Lawyers *for* Justice, PC. He received his Bachelor of Arts degree from Pepperdine University in April of 1999 and earned a Juris Doctor degree from Pepperdine University School of Law in May of 2004. He has extensive formal training in dispute resolution and negotiation from the Straus Institute for Dispute Resolution as part of its Masters in Dispute Resolution degree program. In addition, he has previously served as a pro bono mediator for the Los Angeles County Superior Court. In October of 2000, he obtained a Litigation Paralegal Certificate from the UCLA Extension Program. During the summer of 2000, he studied Legal Writing at Harvard University. From approximately September 2002 to approximately December 2002, he served as a Judicial Extern to the Honorable Kim McLane Wardlaw of the United States Court of Appeals for the Ninth

1 Circuit. From approximately June 2002 to approximately August 2002, he served as a Judicial
2 Extern to the Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second
3 Appellate District. In December of 2004, he obtained a license to practice law from the
4 California State Bar. Since in or around October of 2008, through his work at Lawyers *for*
5 Justice, PC, he has almost exclusively focused on the prosecution of consumer and employment
6 class actions, involving wage-and-hour claims, race discrimination, unfair business practices, or
7 consumer fraud. While employed by Lawyers *for* Justice PC, he has argued over one hundred
8 (100) motions, taken or defended over one hundred fifty (150) depositions, prepared dozens of
9 expert witnesses for deposition or trial, and attended over one hundred seventy-five (175)
10 mediations. Together with other attorneys at the firm, and in many cases in conjunction with
11 co-counsel, he has successfully litigated cases involving the executive, administrative, and other
12 overtime exemptions to the State of California and federal overtime compensation requirements.
13 Under his supervision, Lawyers *for* Justice, PC has successfully obtained class certification by
14 contested motion practice in approximately fifteen (15) cases in the last decade, and litigated
15 over 1,000 class action or representative action cases.

16 4. Arby Aiwazian is a Member and Shareholder of Lawyers *for* Justice, PC. He
17 received his Bachelor of Arts degree from University of California, Los Angeles and graduated
18 magna cum laude. He earned a Juris Doctor degree, cum laude, from Southwestern Law School.
19 From approximately May 2007 to approximately July 2007, he served as a Judicial Extern to
20 the Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second Appellate
21 District. From approximately August 2008 to approximately December 2008, he served as a
22 Judicial Extern to the Honorable Kim McLane Wardlaw of the United State Court of Appeals
23 for the Ninth Circuit. He was admitted to practice law in California in 2010. He is admitted to
24 practice before all courts of the State of California and all United States District Courts in the
25 State of California. He has worked on many wage-and-hour class action and representative
26 action cases, taking the lead in taking and defending depositions, arguing motions, and attending
27 mediations. He has played an integral role in preparing matters for class certification, including
28 and not limited to, successful certification of a class in *Upson v. Sur La Table* (Los Angeles

County Superior Court Case No. BC424012), Montazemi v. Regus Management (Los Angeles County Superior Court Case No. BC478769), and Abdulhaqq v. Urban Outfitters (Alameda County Superior Court Case No. RG13680477). Under his supervision, dozens of class action or representative action cases have resulted in settlements that have been granted court approval, including and not limited to, those listed in paragraph 7 herein. He has handled over one hundred and fifty (150) mediations and has worked on over two hundred and fifty (250) class action or representative action cases which have resulted in settlement.

5. Joanna Ghosh is a Managing Member of Lawyers *for* Justice, PC. She received a Bachelor of Arts degree from California State University, Los Angeles in 2006, a Master of Science degree from the London School of Economics in 2007, and a Juris Doctor degree from Georgetown University Law Center in 2010. She is admitted to practice in California (since 2010) and in New York (since 2013) and she is also admitted to practice in all U.S. District Courts in California, the U.S. Bankruptcy Court for the Central District of California, and the U.S. Supreme Court. She has taken and defended dozens of depositions and successfully handled motion practice in class action cases regarding discovery (including and not limited to, regarding class contact information), class certification (both contested class certification and stipulated class certification), arbitration agreements, coordination, and intervention. She has successfully handled briefing and oral argument on appeal and obtained notable decisions regarding the Private Attorneys General Act and employer efforts to compel arbitration of PAGA claims, e.g., Roberto Betancourt v. Prudential Overall Supply (Cal. Ct. App., Mar. 7, 2017) 9 Cal.App.5th 439, cert. denied (Cal., May 24, 2017), cert. denied (U.S., Dec. 11, 2017) and ZB, N.A. v. Superior Court (2019) 8 Cal.5th175. She has significant experience with class actions, including and not limited to working on cases to obtain class certification through contested motion practice and working on cases in the post-certification stage (e.g., post-certification discovery, appeal, statistical sampling and pilot study, and trial preparation in conjunction with co-counsel in a case involving a certified class consisting of approximately 2,600 individuals). She has extensive experience with class action and/or representative action settlements, and have handled this process in over five hundred (500) cases. Under Joanna

1 Ghosh, Edwin Aiwarzian and Arby Aiwarzian’s supervision, Lawyers for Justice, PC has handled
2 the class certification and court approval process for hundreds of class action and/or
3 representative action matters that have successfully resolved. I am a member of the California
4 Employment Lawyers Association and, on several occasions, have been a speaker regarding
5 topics in wage and hour law at the organization’s continuing legal education events.

6 6. I am a Member of Lawyers *for* Justice, PC. I received my Bachelor of Science
7 degree and Bachelor of Arts degree from California State University, Los Angeles in 2020, and
8 earned my Juris Doctor degree from Pepperdine Caruso School of Law in 2023. I was admitted
9 to practice law in California in 2023. I am admitted to practice before all courts of the State of
10 California and the Southern, Eastern, and Central federal district courts in the State of California.
11 I have worked on many wage-and-hour class action and PAGA representative cases, and my
12 work on these cases has included drafting pleadings and motions, drafting, negotiating, and
13 finalizing stipulations and settlement agreements, claims evaluation and analysis, and making
14 court appearances.

15 **EXAMPLES OF RESULTS IN REPRESENTATIVE AND**
16 **CLASS ACTION CASES**

17 7. What follows are just a few examples of the type of results Lawyers *for* Justice,
18 PC (“LFJ”) has achieved on behalf of its clients:

19 a) LFJ, in association with co-counsel therein, represented the plaintiffs in a
20 wage-and-hour class action against a major property management company involving
21 allegations of misclassification of various “manager” positions. On September 20, 2010, the
22 court granted final approval of the class action settlement. The Los Angeles County Superior
23 Court Case Number is BC400414.

24 b) LFJ, in association with co-counsel therein, represented the plaintiffs in a
25 wage-and-hour class action against a national retailer of household items involving allegations
26 of misclassification of the “Assistant Store Manager” position. On October 28, 2010, the court
27 granted final approval of the class action settlement. The Los Angeles County Superior Court
28 Case Number is BC413498.

1 c) LFJ, in association with co-counsel therein, represented the plaintiffs in a
2 wage-and-hour class action against a national property management company involving
3 allegations of misclassification of the “Property Manager” position. On May 23, 2012, the court
4 granted final approval of the class action settlement. The Los Angeles County Superior Court
5 Case Number is BC430918.

6 d) LFJ, in association with co-counsel therein, represented the plaintiffs in a
7 wage-and-hour class action against a national retailer involving allegations of misclassification
8 of the “Store Manager” position. On June 10, 2011, the court granted plaintiffs’ motion for class
9 certification. On August 26, 2013, the court granted final approval of the class action settlement.
10 The Los Angeles County Superior Court Case Number is BC424012.

11 e) LFJ, in association with co-counsel therein, represented the plaintiff in a
12 wage-and-hour class and PAGA representative action against a bank, involving allegations of
13 misclassification of the “Assistant Branch Manager” position. On August 27, 2013, the court
14 granted final approval of the class and PAGA representative action settlement. The Kern County
15 Superior Court Case Number is S-1500-CV-273194-LHB.

16 f) LFJ, in association with co-counsel therein, represented the plaintiff in a
17 wage-and-hour class and PAGA representative action against a national wholesale distributor
18 of plumbing and builder supplies, involving allegations of misclassification of multiple salaried
19 “manager” positions. On May 22, 2014, the court granted final approval of the class and PAGA
20 representative action settlement. The Sacramento County Superior Court Case Number is 34-
21 2012-00136285.

22 g) LFJ, in association with co-counsel therein, represented the plaintiff in a
23 wage-and-hour class action against a multinational corporation that provides global workplace
24 solutions, involving allegations of misclassification of the “Operations Manager” position. On
25 September 16, 2014, the court granted plaintiff’s motion for class certification. The Los Angeles
26 County Superior Court Case Number is BC478769.

27 h) LFJ, in association with co-counsel therein, represented the plaintiff in a
28 wage-and-hour class and PAGA representative action against a national retailer of household

1 items, on behalf of hourly-paid or non-exempt employees. On May 27, 2015, the court granted
2 final approval of the class and PAGA representative action settlement. The San Francisco
3 County Superior Court Case Number is CGC-13-532344.

4 i) LFJ, in association with co-counsel therein, represented the plaintiff in a
5 wage-and-hour class and PAGA representative action involving allegations of misclassification
6 of the salaried residential “Property Manager” position. On September 17, 2015, the court
7 granted plaintiff’s motion for class certification. On October 20, 2017, the court granted final
8 approval of the class and PAGA representative action settlement. The Los Angeles County
9 Superior Court Case Number is BC474784.

10 j) LFJ, in association with co-counsel therein, represented the plaintiffs in a
11 wage-and-hour class and PAGA representative action against a national retailer of upscale
12 hardware and home furnishings, on behalf of non-exempt employees. On April 28, 2016, the
13 court granted final approval of the class and PAGA representative action settlement. The Los
14 Angeles County Superior Court Case Numbers are BC516795 and JCCP4794, and the Judicial
15 Council Coordination Proceeding Number is 4794.

16 k) LFJ, in association with co-counsel therein, represented the plaintiffs in a
17 wage-and-hour class action against a national retailer of apparel and fashion accessories, on
18 behalf of non-exempt employees. On August 5, 2016, the court granted final approval of the
19 class action settlement. The Los Angeles County Superior Court Case Number is BC488069.

20 l) LFJ, in association with co-counsel therein, represented the plaintiffs in a
21 wage-and-hour class action against a national retailer of apparel, accessories, and home
22 products, involving allegations of misclassification of the “Department Manager” position. On
23 August 12, 2016, the court granted the plaintiffs’ motion for class certification in part and
24 certified a class. On August 6, 2019, the court granted final approval of the class action
25 settlement. The Alameda County Superior Court Case Number is RG13680477.

26 m) LFJ represented the plaintiff in a PAGA representative action against a
27 real estate and property management company, on behalf of non-exempt employees. On
28 November 4, 2016, the court granted approval of the PAGA representative action settlement.

The Orange County Superior Court Case Number is 30-2015-00775439-CU-OE-CXC.

n) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a full-service bank, on behalf of non-exempt employees. On November 18, 2016, the court granted final approval of the class and PAGA representative action settlement. The San Francisco County Superior Court Case Number is CJC-13-004839 and the Judicial Council Coordination Proceeding Number is 4839.

o) LFJ represented the plaintiffs in a wage-and-hour class and PAGA representative action against a foodservice distributor, on behalf of non-exempt employees. On January 26, 2017, the court granted final approval of the class and PAGA representative action settlement. The San Bernardino County Superior Court Case Number is CIVDS1507260.

p) LFJ, on behalf of the plaintiff and respondent in a PAGA representative action, successfully opposed in the trial court, and briefed and argued an appeal with respect to the employer's motion to compel arbitration, which resulted in a published opinion by the California Court of Appeal in favor of employees. *Roberto Betancourt v. Prudential Overall Supply* (Cal. App. 4th Dist., Mar. 7, 2017) 9 Cal.App.5th 439, review denied, cert. denied (U.S. Supreme Court Docket No. 17-254). The Riverside County Superior Court Case Numbers are RIC1503952 and RICJCCP5046, and the Judicial Council Coordination Proceeding Number is 5046.

q) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a consumer packaging company, on behalf of non-exempt employees. On March 10, 2017, the court granted final approval of the class and PAGA representative action settlement. The Los Angeles County Superior Court Case Number is BC590429.

r) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a manufacturer of food service industry supplies on behalf of non-exempt employees. On April 14, 2017, the court granted final approval of the class and PAGA representative action settlement. The Orange County Superior Court Case Number is 30-2015-00810013-CU-OE-CXC.

1 s) LFJ in association with co-counsel therein, represented the plaintiffs in a
2 wage-and-hour class and PAGA representative action against a lumber and hardware company
3 on behalf of non-exempt employees. On April 26, 2017, the court granted final approval of the
4 class and PAGA representative action settlement. The Orange County Superior Court Case
5 Number is 30-2014-00747750-CU-OE-CXC.

6 t) LFJ represented the plaintiff in a wage-and-hour class and PAGA
7 representative action against a property management company, on behalf of non-exempt
8 employees. On June 14, 2017, the court granted final approval of the class and PAGA
9 representative action settlement. The Los Angeles County Superior Court Case Number is
10 BC586234.

11 u) LFJ represented the plaintiff in a wage-and-hour class and PAGA
12 representative action against a food company on behalf of non-exempt employees. On June 30,
13 2017, the court granted final approval of the class and PAGA representative action settlement.
14 The Sacramento County Superior Court Case Number is 34-2015-00175871.

15 v) LFJ represented the plaintiffs in a wage-and-hour class and PAGA
16 representative action against a chocolate company on behalf of non-exempt employees. On July
17 19, 2017, the court granted final approval of the class and PAGA representative action
18 settlement. The Alameda County Superior Court Case Number is RG15764300.

19 w) LFJ represented the plaintiff in a PAGA representative action, against the
20 parent company of several restaurants, on behalf of hourly-paid, non-exempt employees. On
21 October 18, 2017, the court granted approval of the PAGA representative action settlement. The
22 Los Angeles County Superior Court Case Number is BC569664.

23 x) LFJ represented the plaintiffs in a wage-and-hour class and PAGA
24 representative action against a manufacturer of plastic containers on behalf of non-exempt
25 employees. On October 31, 2017, the court granted final approval of the class and PAGA
26 representative action settlement. The Los Angeles County Superior Court Case Number is
27 BC577233.

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1 y) LFJ, in association with co-counsel therein, represented the plaintiffs in a
2 wage-and-hour class and PAGA representative action against a bank on behalf of non-exempt
3 employees. On December 11, 2017, the court granted final approval of the class and PAGA
4 representative action settlement. The Los Angeles County Superior Court Case Number is
5 BC569646.

6 z) LFJ, in association with co-counsel therein, represented the plaintiffs in a
7 wage-and-hour class and PAGA representative action against a property management company
8 on behalf of hourly-paid and non-exempt employees. On January 4, 2018, the court granted final
9 approval of the class and PAGA representative action settlement. The Los Angeles County
10 Superior Court Case Number is JCCP4819 and the Judicial Council Coordination Proceeding
11 Number is 4819.

12 aa) LFJ, in association with co-counsel therein, represented the plaintiffs in a
13 wage-and-hour class and PAGA representative action against a global provider of flexible office
14 space solutions. On February 15, 2018, the court entered an order granting final approval of the
15 class and PAGA representative action settlement. The Los Angeles County Superior Court Case
16 Number is BC498401.

17 bb) LFJ, in association with co-counsel therein, represents the plaintiff in a
18 wage-and-hour class action against a container manufacturer, on behalf of non-exempt
19 employees. On October 15, 2018, the court granted the plaintiff's motion for class certification.
20 The Tulare County Superior Court Case Number is VCU264528.

21 cc) LFJ represented the plaintiffs in a wage-and-hour class and PAGA
22 representative action against a behavioral health service provider on behalf of non-exempt
23 employees. On November 13, 2018, the court granted final approval of the class and PAGA
24 representative action settlement. The Alameda County Superior Court Case Number is
25 RG16811450.

26 dd) LFJ, in association with co-counsel therein, represented the plaintiff in a
27 PAGA representative action against a global provider of products and services to the energy
28 industry, on behalf of hourly-paid and non-exempt employees. On November 19, 2018, the

1 court granted approval of the PAGA representative action settlement. The Kern County
2 Superior Court Case Number is S-1500-CV-280215-SDC.

3 ee) LFJ, in association with co-counsel therein, represents the plaintiff in a
4 wage-and-hour class action against a parking company on behalf of non-exempt employees. On
5 September 3, 2019, the court granted the plaintiff's motion for class certification and certified a
6 class. The Santa Clara County Superior Court Case Number is 16CV292208 and the Judicial
7 Council Coordination Proceeding Number is 4886.

8 ff) LFJ, in association with co-counsel therein, represents the plaintiffs in a
9 wage-and-hour class and PAGA representative action against a bank on behalf of non-exempt
10 employees. On September 27, 2019, the court granted the plaintiffs' motion for class
11 certification in part and certified a class. The Alameda County Superior Court Case Number is
12 RG15757606 and the Judicial Council Coordination Proceeding Number is 4921.

13 gg) LFJ, in association with co-counsel therein, represented the plaintiffs in a
14 wage-and-hour class and PAGA representative action against a national retailer of apparel and
15 fashion accessories, on behalf of non-exempt employees. On October 9, 2019, the court granted
16 the plaintiffs' motion for class certification in part and certified a class. On May 14, 2021, the
17 court granted final approval of the class and PAGA representative action settlement. The
18 Sacramento County Superior Court Case Number is 34-2015-00175330-CU-OE-GDS.

19 hh) LFJ, in association with co-counsel therein, represented the plaintiff in a
20 wage-and-hour class and PAGA representative action against a medical equipment supplier on
21 behalf of non-exempt employees. On February 13, 2020, the court granted the plaintiff's motion
22 for class certification and certified a class. The San Bernardino County Superior Court Case
23 Number is CIVDS1505744.

24 ii) LFJ, in association with co-counsel therein, on behalf of the plaintiff and
25 respondent in a PAGA representative action, successfully opposed in the trial court, and briefed
26 and argued an appeal with respect to the employer's motion to compel arbitration, resulting in a
27 notable decision from the California Supreme Court clarifying the law regarding PAGA claims,
28 *ZB, N.A. v. Superior Court* (2019) 8 Cal.5th 175. On February 21, 2020, the court granted

1 approval of the PAGA representative action settlement. The San Diego County Superior Court
2 Case Number is 37-2016-00005578-CU-OE-CTL.

3 jj) Lfj, in association with co-counsel therein, represented the plaintiff in a
4 wage-and-hour class and PAGA representative action against a large national drug testing
5 laboratory on behalf of non-exempt employees. On February 21, 2020, the court granted the
6 plaintiff's motion for class certification and certified a class. On October 28, 2022, the court
7 granted final approval of the class and PAGA representative action settlement. The San Diego
8 County Superior Court Case Number is 37-2018-00019611-CU-OE-CTL.

9 kk) Lfj, in association with co-counsel therein, represents the plaintiffs in a
10 wage-and-hour class and PAGA representative action against a national retailer of sportswear,
11 footwear, and camping equipment on behalf of non-exempt employees. On March 16, 2020,
12 the court granted in part the plaintiff's motion for class certification and certified a class. The
13 Riverside County Superior Court Case Numbers are RIC1507504 and RICJCCP4930, and the
14 Judicial Council Coordination Proceeding Number is 4930.

15 ll) Lfj, in association with co-counsel therein, represented the plaintiffs in a
16 wage-and-hour class and PAGA representative action against a plastic packaging company on
17 behalf of non-exempt employees. On June 8, 2020, the court granted in part the plaintiffs'
18 motion for class certification and certified a class. On November 8, 2021, the court granted
19 approval of the partial settlement of the action. On April 22, 2024, the court granted approval of
20 the PAGA settlement and entered an order dismissing the action. The San Bernardino County
21 Superior Court Case Number is CIVDS1507361.

22 mm) Lfj, in association with co-counsel therein, represented the plaintiffs in a
23 wage-and-hour class action against manufacturer and supplier of power products and services
24 on behalf of non-exempt employees. On July 31, 2020, the court granted in part the plaintiffs'
25 motion for class certification and certified a class. On August 27, 2021, the court granted final
26 approval of the class action settlement. The San Diego County Superior Court Case Number is
27 37-2015-00025968-CU-OE-CTL.

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nn) LFJ represents the plaintiff in a wage-and-hour class action against a nutritional products manufacturer on behalf of non-exempt production line employees. On December 13, 2021, the court granted the plaintiff's motion for class certification in part and certified a class. On January 16, 2024, the court granted final approval of the class and PAGA representative action settlement. The Solano County Superior Court Case Number is FCS051001.

oo) LFJ represents the plaintiffs in a wage-and-hour class action against a manufacturer and distributor of commercial dish and glass cleaning machines and supplies for the restaurant and hospitality industries, on behalf of hourly-paid or non-exempt employees. On July 13, 2023, the court granted the plaintiffs' motion for class certification and certified a class. The Los Angeles County Superior Court Case Number is BC707670.

pp) LFJ represents the plaintiffs in a wage-and-hour class action against a chain of restaurants on behalf of non-exempt employees. On July 22, 2024, the court granted in part the plaintiffs' motion for class certification and certified a class. The San Francisco Superior Court Case Number is CGC-20-582809.

THE SETTLEMENT REACHED IN THE ACTION

8. Marked and attached hereto as "**EXHIBIT 1**" is the Private Attorneys General Act Settlement Agreement and Release ("Settlement," "Agreement," or "Settlement Agreement"), entered into between Plaintiff Steve Eakins ("Plaintiff") for themselves and on behalf of the State of California with respect to Aggrieved Employees pursuant to the Private Attorneys General Act, and Defendant Solstice Senior Living, LLC ("Defendant"). Plaintiff and Defendant (together, the "Parties") have also drafted and agreed to the form and content of the proposed informational cover letter ("Cover Letter") for mailing to the Aggrieved Employees when Individual Settlement Shares are distributed to them, in substantially the form attached as "**EXHIBIT A**" to the [Proposed] Order and Judgment Granting Approval of Private Attorneys General Act (Cal. Labor Code § 2698, *Et Seq.*) Settlement Agreement and Award of Attorneys' Fees and Costs, General Release Fee, and Settlement Administration Costs. The Court is respectfully requested to approve the proposed Cover Letter.

1 9. The Settlement pertains to the following allegedly aggrieved employees: all
2 current and former hourly-paid or non-exempt employees who worked for Defendant in the
3 State of California during the PAGA Release Period (“Aggrieved Employees”). The “PAGA
4 Release Period” means the period between April 21, 2020 through June 30, 2023. Defendant
5 has represented that, there are approximately Five Hundred Six (506) Aggrieved Employees
6 who have worked approximately Thirteen Thousand Two Hundred Forty-Seven (13,247)
7 Compensable Pay Periods during the period of April 21, 2020 to May 2, 2023.

8 10. Plaintiff has satisfied the prerequisites under California Labor Code section
9 2699.3(a), including, and not limited to, providing the California Labor and Workforce
10 Development Agency (“LWDA”) and the employer with written notice of the specific
11 provisions of the California Labor Code that are alleged to have been violated, including the
12 facts and theories to support the alleged violations, by way of written correspondence on April
13 21, 2021 (“PAGA Notice”). The PAGA Notice was sent by U.S. Certified Mail to the employer
14 and submitted to the LWDA by way of online submission on the LWDA’s website. Aside from
15 confirmation of receipt of the PAGA Notice, the LWDA did not respond to the PAGA Notice.
16 A true and correct copy of the PAGA Notice is attached hereto as “**EXHIBIT 2.**”

17 11. Defendant has agreed to pay the gross amount of Five Hundred and Fifty
18 Thousand Dollars and Zero Cents (\$550,000.00) (“Total Settlement Amount”), subject to
19 possible increase under Section 3(b) of the Settlement Agreement, to settle this matter. The
20 Settlement Agreement provides that the “PAGA Penalty Amount” will be the Total Settlement
21 Amount less the following amounts: (1) Attorneys’ Fees and Costs in the amount of up to
22 \$247,500.00 for attorneys’ fees and up to \$25,000.00 for reimbursement of litigation costs and
23 expenses to Lawyers for Justice, PC (“Plaintiff’s Counsel”); (2) General Release Fee in the
24 amount of \$5,000.00 to the Plaintiff; and (3) Settlement Administration Costs of up to \$8,000.00
25 to the PAGA Settlement Administrator. Plaintiff’s Counsel only seeks an award of
26 reimbursement of litigation costs and expenses in the amount of \$15,560.09 (i.e., \$9,439.91 less
27 than the maximum amount allocated), and assuming that the requested Attorneys’ Fees and
28 Costs, General Release Fee, and Settlement Administration Costs, are approved by the Court,

the PAGA Penalty Amount is estimated to be approximately \$273,939.91. The PAGA Penalty Amount will be distributed to the LWDA and the Aggrieved Employees pursuant to California Labor Code section 2699(i). Seventy-five percent (75%) of the PAGA Penalty Amount will be distributed to the LWDA, which is estimated to be \$205,454.93 (“LWDA Payment”), and twenty-five percent (25%) of the PAGA Penalty Amount, which is estimated to be \$68,484.98 (“Employees’ portion”), will be distributed to the Aggrieved Employees on a *pro rata* basis, based on the number of pay periods they were employed during the PAGA Period (“Compensable Pay Periods”). The parties have agreed to retain Phoenix Class Action Administration Solutions (“Phoenix” or “PAGA Settlement Administrator”) to handle the administration of the Settlement, and the Court is respectfully requested to appoint Phoenix to serve as the PAGA Settlement Administrator. The Settlement Administration Costs are estimated not to exceed \$8,000.00 and will be paid out of the Total Settlement Amount, subject to approval by the Court.

THE LITIGATION AND WORK PERFORMED BY PLAINTIFF’S COUNSEL

12. The effectiveness of Plaintiff’s Counsel, Lawyers for Justice PC, in prosecuting this case has translated into tangible monetary benefits for Plaintiff, Aggrieved Employees, and the State of California in the following respects: (1) their recoveries over a reasonably short period of time as opposed to waiting additional years for the same, or possibly, a worse, result; (2) a guaranteed result that compares favorably with other similar representative action settlements; and (3) significant savings in fees and costs which would have only increased significantly had the case progressed through trial and/or appeals.

13. In the course of litigation and after engaging in significant investigations, formal and informal discovery, and the exchange of information, data, and documents, the Parties participated in extensive settlement discussions and negotiations to try to resolve the lawsuit. In the course of mediation and settlement negotiations, the Parties discussed all aspects of the case, including the risks and delays of further litigation and proceeding with arbitration and trial, as well as the law relating to representative PAGA actions, off-the-clock theory, meal and rest periods, reporting time pay, Industrial Welfare Commission Wage Orders, arbitration

1 agreements, and wage-and-hour enforcement, the evidence produced and analyzed, and the
2 possibility of bifurcation of discovery and/or trial and appeals, among other things. During all
3 settlement discussions, the Parties conducted their negotiations at arm's length in an adversarial
4 position.

5 14. On May 2, 2023, the Parties participated in a full-day mediation conducted by Jeff
6 Krivis, Esq. a well-respected mediator experienced in mediating complex labor and employment
7 matters. The mediation was unsuccessful.

8 15. After additional litigation, and through additional settlement negotiations, the
9 Parties reached the Settlement on or about May 26, 2023.

10 16. Prior to reaching the Settlement, the Parties investigated the veracity, strength,
11 and scope of the PAGA claim and allegations, and were preparing for trial. Plaintiff conducted
12 significant investigation, formal and informal discovery, and exchange of information,
13 documents, and data regarding the facts of the case, including and not limited to, the review,
14 consideration, and analysis of a large volume of information, documents, and data obtained from
15 Plaintiff, Defendant, and other sources. On May 23, 2023, Plaintiff propounded multiple sets
16 of written discovery requests on Defendant, including Requests for Production of Documents,
17 (Set One); Special Interrogatories (Sets One, Two, and Three), and Form Interrogatories—
18 General (Set One), and noticed the deposition of Defendant's persons most knowledgeable
19 regarding Defendant's document retention practices, organizational structure , and wage and
20 hour practices (along with requests for production of documents). The information, documents,
21 and data that were reviewed and analyzed by Plaintiff's Counsel included, and was not limited
22 to, the employment records of Plaintiff, Defendant's Employee Handbook, a data sampling of
23 Aggrieved Employees time and pay, Defendant's Arbitration Agreements, and Defendant's
24 operations and employment practices, policies, and procedures documents. As such, counsel
25 for the Parties undertook significant investigation, and invested time reviewing and analyzing
26 relevant information, documents, and data to evaluate the PAGA claim and related allegations,
27 including, and not limited to, calculating the potential monetary recovery under PAGA. Other
28 work performed by Plaintiff's Counsel included, but was not limited to: meeting and conferring

1 with Defendant's counsel regarding the pleadings, case management, discovery, mediation,
2 motion practice, arbitration, and settlement, among other issues; case strategy and analysis;
3 researching, drafting, reviewing, and revising pleadings, court filings, settlement approval
4 motion papers, briefs for settlement negotiations and mediation, and the settlement agreement;
5 propounding written discovery requests and notices of depositions of Defendant's persons most
6 knowledgeable designees; claims evaluation and analysis; preparing for and participating in
7 settlement negotiations and the mediation; and appearing for court proceedings. Counsel for the
8 Parties have also invested time to research the applicable law, which is evolving as it relates to
9 representative PAGA actions, off-the-clock theory, meal and rest periods, reporting time pay,
10 Industrial Welfare Commission Wage Orders, arbitration agreements, and wage-and-hour
11 enforcement, Plaintiff's claims and allegations, and Defendant's defenses, as well as facts
12 discovered.

13 17. Based on investigation and information discovered, Plaintiff's Counsel believes
14 that there is sufficient evidence to support the allegations that Defendant violated the California
15 Labor Code. While Plaintiff's Counsel believes that the PAGA claim has merit and that Plaintiff
16 will ultimately succeed in this litigation and prevail at trial, Plaintiff and Plaintiff's Counsel also
17 recognize Defendant's defenses, the costs of further litigation, and multiple risks to recovery.

18 18. Plaintiff and Plaintiff's Counsel have considered the uncertainty and risk of the
19 outcome of further litigation, including the difficulties and delays inherent in such litigation and
20 arbitration. In order to prevail on the PAGA claim, Plaintiff would have to prove that Defendant
21 engaged in the alleged California Labor Code violations and demonstrate that Defendant's
22 conduct warrants the imposition of penalties. Plaintiff's core allegation is that Defendant has
23 violated the California Labor Code by failing to pay all wages, failing to provide compliant meal
24 and rest periods and associated premiums, failing to timely pay wages during employment and
25 upon termination of employment, failing to provide complete and accurate wage statements,
26 failing to keep complete and accurate payroll records, and failing to reimburse necessary
27 business-related expenses and costs.

28 ///

19. From the inception of this litigation, Defendant indicated that it would aggressively litigate this case and contended that it would ultimately succeed in the action. Defendant maintained several defenses to Plaintiff's allegations, which, if successfully argued and proven, had the potential to eliminate or substantially reduce recovery. Throughout this litigation, Defendant maintained, and continues to maintain, that it did not engage in a uniform policy and systematic scheme of wage abuse against any of its employees and that it had, and continues to have, legally-compliant employment policies and practices throughout the time period at issue. Defendant denies that it ever violated any provision of the California Labor Code. Defendant further denied, and continues to deny, that the lawsuit is appropriate for representative adjudication for any purpose other than the Settlement.

20. Importantly, Defendant also contended that the claims of Plaintiff and other Aggrieved Employees are subject to enforceable arbitration agreements. Defendant contended that these agreements could effectively be used to require Aggrieved Employees to engage in individual arbitration of their individual claims on which the PAGA claim is predicated. Although the parties disagree on whether or not Defendant has enforceable arbitration agreements and their impact, there is uncertainty regarding PAGA claims due to decisions of the high courts and recent amendment of the PAGA statute. The decisions of the high court include, and are not limited to, the U.S. Supreme Court's decision in *Viking River Cruises, Inc. v. Moriana*, (2022) 142 S. Ct. 1906, 2022 U.S. LEXIS 2940 and the California Supreme Court's decision in *Adolph v. Uber Technologies* (2023) 14 Cal.5th 1104. The decision by the California Supreme Court in *Adolph v. Uber Technologies* confirmed that PAGA representative claims are viable and can continue to be prosecuted, however it also suggests, that trial courts will stay the representative/non-individual PAGA claims pending arbitration of a plaintiff's individual PAGA claims. The *Adolph v. Uber Technologies* also suggests that, if a plaintiff is determined to not be an "aggrieved employee" for PAGA purposes, issue preclusion could apply and, once reduced to a final judgment, trial courts are bound by the arbitrator's determination and the plaintiff loses standing to pursue non-individual PAGA claims. Furthermore, the recent amendment of the PAGA statute enacted on July 1, 2024, adopting, *inter alia*, modified standing

requirements, codifying a manageability requirement, capping civil penalties that can be assessed against an employer if an employer meets certain conditions, and allowing an employer to cure violations to avoid the assessment of civil penalties if an employer meets certain conditions, has created uncertainty regarding the future of claims for civil penalties under PAGA. As such, at the time that the Parties reached the settlement, and also now, there is uncertainty regarding the PAGA claim.

21. Even if Defendant failed on its defenses, Plaintiff would inevitably face other challenges in court. For example, Defendant challenged Plaintiff's standing as an aggrieved employee and denied that any of Defendant's other employees, with respect to whom Plaintiff seeks civil penalties, were aggrieved. Aside from challenges relating to standing, Defendant would have likely sought bifurcation of discovery and/or trial of the PAGA claim — multiple courts have taken such an approach, for example, limiting discovery or trial of the issues to plaintiff. Defendant also contended that an important feature of the PAGA statute is that a court has discretion to reduce the penalties to be assessed against the employer pursuant to California Labor Code section 2699(e)(1)-(2). As discussed above, Defendant denied and continues to deny that it ever violated any provision of the California Labor Code. However, assuming, *arguendo*, that any violations occurred, Defendant argued that the violations would not be viewed as subsequent violations giving rise to heightened penalties. Defendant also argued that trial courts are unlikely to assess cumulative penalties for the maximum number of possible, separate California Labor Code violations, because it would be unjust, arbitrary, oppressive, and/or confiscatory—especially where certain conduct may be regulated by multiple provisions of the California Labor Code that are interrelated and work in tandem.

22. Counsel for the Parties invested time reviewing, analyzing, and considering relevant information, documents, and data regarding Plaintiff's and Aggrieved Employees' employment with Defendant, and this information made it possible to calculate the potential value and strength of the PAGA claim. Accordingly, the Parties have conducted adequate investigation and review of information to be sufficiently apprised of the nature and extent of the PAGA claim asserted in this lawsuit, and to enable both sides to fully evaluate the Settlement

1 for its fairness, adequacy, and reasonableness. The Parties have agreed that this case is well-
2 suited for settlement given the legal issues relating to the PAGA claim, as well as the costs,
3 risks, and delays to both sides that would attend further litigation. The Settlement takes into
4 account the strengths and weaknesses of each side's position, the facts and circumstances of the
5 case, and the uncertainty of how the case might have concluded as litigation continued, at trial,
6 in arbitration proceedings, and/or upon appeal.

7 23. As set forth more fully in the accompanying Motion, Plaintiff's Counsel seeks
8 attorneys' fees in the amount of \$247,500.00, which represents approximately forty-five percent
9 (45%) of the Total Settlement Amount, as provided by the Settlement Agreement. Pursuant to
10 the contingency-fee agreements entered into by and between Plaintiff and Plaintiff's Counsel,
11 Plaintiff has agreed to a contingency fee of at least forty-five percent (45%) of the recovery.
12 The attorneys' fees sought are commensurate with: (1) the risk that Plaintiff's Counsel took in
13 commencing the case; (2) the time, effort, and expense that Plaintiff's Counsel dedicated to the
14 case; (3) the skill and determination that Plaintiff's Counsel has shown; (4) the results that
15 Plaintiff's Counsel has achieved in the case; (5) value of the settlement that Plaintiff's Counsel
16 has achieved in the case; and (6) the other cases that Plaintiff's Counsel has turned down in
17 order to devote its time and efforts to this case.

18 **LITIGATION COSTS AND EXPENSES INCURRED BY PLAINTIFF'S COUNSEL**

19 24. Plaintiff's Counsel seeks reimbursement of \$15,560.09 for litigation costs and
20 expenses incurred in this case as reflected in the Case Cost Detail attached hereto as "EXHIBIT
21 3." These costs and expenses were reasonable and necessary in the prosecution of this matter
22 and to obtain the Settlement, and the amount sought for reimbursement is less than the maximum
23 amount (\$25,000.00) allocated under the Settlement Agreement for reimbursement of litigation
24 costs and expenses. The cost savings of \$9,439.91 will be part of the PAGA Penalty Amount.
25 It should be noted that Plaintiff's Counsel has borne all of the risks and costs of litigation to date
26 and will not receive any compensation until a recovery is obtained in this case.

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GENERAL RELEASE FEE TO PLAINTIFF

25. For his broader individual waiver and release of claims with a California Civil Code Section 1542 waiver (set forth in Section 8(b) of the Settlement Agreement), the Settlement provides a General Release Fee to Plaintiff in the amount of \$5,000.00 to be paid out of the Total Settlement Amount, subject to approval by the Court. The requested General Release Fee is fair and appropriate. It is also worth noting that Plaintiff has undertaken significant efforts and work to spearhead the pursuit of this matter. By initiating and pursuing this matter, Plaintiff stepped into the shoes of the State of California and undertook the responsibilities of serving in representative capacities. Plaintiff has spent a substantial amount of time and effort discussing his employment with his counsel, gathering and producing relevant documents and information, and providing the facts and evidence necessary to attempt to prove the allegations. Plaintiff was available whenever his counsel needed him and actively tried to obtain and provide information that would facilitate the pursuit of the PAGA claim. Accordingly, it is appropriate and just for Plaintiff to receive a General Release Fee, in addition to the Individual Settlement Share that he will receive as an Aggrieved Employee.

26. Plaintiff's Counsel submits that the Settlement fulfills the purpose of the PAGA statute, is within the accepted range of recoveries for this type of litigation, and is fair, reasonable, and adequate given the substantial monetary benefits provided for by the Settlement, the strengths and weaknesses of this case, and the inherent delay, costs, risks, and uncertainty associated with continued litigation.

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

Executed this 16th day of August 2024, at Glendale, California.



Matthew Richard Soto

EXHIBIT 1

**PRIVATE ATTORNEYS GENERAL ACT SETTLEMENT AGREEMENT AND
RELEASE**

This Private Attorneys General Act Settlement Agreement and Release (“Settlement Agreement” or “Settlement”) is entered into by and between Steve Eakins (“Plaintiff”), for himself and as a representative of the State of California with respect to the Aggrieved Employees (as defined in Section 3(a)(5) below) and Solstice Senior Living, LLC (“Defendant”), subject to approval by the Court. The term “Party” or “Parties” as used herein shall refer to Plaintiff, Defendant, or both, as may be appropriate.

1. **Recitals.** This Settlement Agreement is made with reference to the following facts:

(a) Plaintiff is a former employee of Defendant. Plaintiff was employed by Defendant from approximately November 2017 to approximately May 2020;

(b) On April 21, 2021, Lawyers *for* Justice, PC (“Plaintiff’s Counsel”), submitted a letter on behalf of Plaintiff to the California Labor and Workforce Development Agency (“LWDA”) and Defendant, to notify the LWDA and Defendant, pursuant to the Private Attorneys General Act of 2004, California Labor Code section 2698, *et seq.* (“PAGA”) of Plaintiff’s intent to seek civil penalties under PAGA for Defendant’s alleged violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 and Industrial Welfare Commission Wage Orders, including *inter alia*, Wage Orders 4-2001 and 5-2001, thereby initiating LWDA Case Number LWDA-CM-829953-21 (the “PAGA Notice”);

(c) On June 28, 2021, Plaintiff filed his Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, *Et Seq.* (“Operative Complaint”), commencing a representative action under PAGA against Defendant, entitled *Steve Eakins v. Integral Senior Living, LLC, et al.*, San Bernardino County Superior Court Case No. CIVSB2118985 (the “Action”). The Operative Complaint asserts a single cause of action for civil penalties under PAGA, for violations of multiple provisions of the California Labor Code and applicable Industrial Welfare Commission Wage Orders;

(d) On May 2, 2023, the Parties mediated the Action with Jeffrey Krivis, Esq., which did not result in a settlement at that time;

(e) The Parties continued to engage in settlement negotiations and, eventually, on or about May 26, 2023, reached the Settlement described herein, and, entered into a Memorandum of Understanding on or about June 30, 2023, to resolve the Action in its entirety;

(f) There has been no determination on the merits of the Action or the PAGA Notice but, in order to avoid additional cost and the uncertainty of litigation, the Parties desire to resolve the Action and Released Claims (as defined in Section 8(a) below).

2. **No Admission of Wrongdoing.** The Parties agree that neither this Settlement Agreement nor the furnishing of the consideration for this Settlement Agreement shall be deemed or construed at any time for any purpose as an admission by the Released Parties of wrongdoing or evidence of any liability or unlawful conduct of any kind.

3. **Consideration.**

(a) In consideration for Plaintiff signing this Settlement Agreement and complying with its terms, Defendant shall pay the maximum gross sum of Five Hundred and Fifty Thousand Dollars and Zero Cents (\$550,000.00) (the “Total Settlement Amount”) to resolve the Action and Released Claims (as defined herein), which will be paid as follows:

(1) Attorneys’ fees in the amount of forty-five percent (45%) of the Total Settlement Amount, which is Two Hundred and Forty Seven Thousand Five Hundred Dollars and Zero Cents (\$247,500.00) if the Total Settlement Amount remains \$550,000.00, and reimbursement of litigation costs and expenses in the amount of up to Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) (collectively, “Attorneys’ Fees and Costs”) to Plaintiff’s Counsel, which Defendant will not contest.

(2) A general release fee of up to the amount of Five Thousand Dollars and Zero Cents (\$5,000.00) (“General Release Fee”) to Plaintiff, which Defendant will not contest.

(3) Costs and expenses of administration of the Settlement up to the amount of Eight Thousand Dollars and Zero Cents (\$8,000.00) (“Settlement Administration Costs”) to Phoenix Settlement Administrators (the “PAGA Settlement Administrator”).

(4) The amounts stated in Sections 3(a)(1) – 3(a)(3) above, once approved by the Court, shall be paid from the Total Settlement Amount. The balance remaining after these deductions is referred to as the “PAGA Penalty Amount.”

(5) Seventy-five percent (75%) of the PAGA Penalty Amount will be distributed to the LWDA (“LWDA Payment”); and the remaining twenty-five percent (25%) will be distributed to all current and former hourly-paid or non-exempt employees who worked for Defendant in the State of California during the PAGA Release Period (the “Aggrieved Employees”). The period April 21, 2020 through September 28, 2023 is the “PAGA Release Period,” subject to Section 3(b). The 25% portion of the PAGA Penalty Amount payable to Aggrieved Employees is referred to as the “Employees’ Portion.”

(b) Based on a review of its records to date, Defendant represents that the Aggrieved Employees consists of approximately 506 employees who worked 13,247 Compensable Pay Periods (as defined below) during the period from April 21, 2020 to May 2, 2023. This estimate serves as the basis for Plaintiff accepting the Settlement. If the actual number of Compensable Pay Periods during the PAGA Release Period is more than five percent (5%) above Defendant’s estimate (i.e. 13,909 Compensable Pay Periods), Defendant shall have the option to: (1) increase the Total Settlement Amount on a pro rata basis for every 1% increase in Compensable Pay Periods over the 5% threshold, or (2) end the PAGA Release Period on the day the Compensable Pay Periods reach 13,909.

(c) Because this is a settlement of PAGA claims for civil penalties only, no portion of the Settlement is allocated to unpaid wages. One Hundred Percent (100%) of the payments for Attorneys’ Fees and Costs, General Release Fee, and the PAGA Penalty Amount to be paid to the LWDA and Aggrieved Employees as described in Section 3(a) above will be treated and reported for tax purposes as non-wage payments and the PAGA Settlement Administrator will be responsible for issuing IRS Forms 1099 as required.

4. **Court Approval is Required.** Plaintiff understands and agrees that the State of California and Aggrieved Employees, including Plaintiff, would not receive the consideration specified in Section 3(a) above, except for Plaintiff's execution of this Settlement Agreement, and the fulfillment of the promises contained herein, as well as Court approval of the Settlement. If this Settlement Agreement is not approved by the Court, it shall be null and void. Provided, however, that Plaintiff cannot cancel or repudiate the Settlement Agreement if the Court awards an amount of attorneys' fees less than that requested in Section 3(a)(i).

5. **Disbursal of Settlement Funds.**

(a) Subject to Section 4 above, Defendant shall remit to the PAGA Settlement Administrator the sums described more fully in Section 3(a) above, after all of the following has occurred: (i) the Settlement Agreement is fully executed by all Parties and their counsel; and (ii) the Court has entered an order approving the Settlement Agreement.

(b) Upon complete distribution of the Total Settlement Amount by the PAGA Settlement Administrator in accordance with this Settlement Agreement, the PAGA Settlement Administrator will notify the Parties of distribution of the entire Total Settlement Amount.

6. **Approval and Implementation of the PAGA Settlement.**

(a) The Parties are aware that some courts have approved a PAGA settlement and entered an order approving the settlement and judgment and thereafter closed the case, while others have approved a PAGA settlement and entered only an order approving the settlement with later instructions to file a request for dismissal of the action. The Parties agree to cooperate and take any and all steps required by the Court in the Action to implement the settlement and terminate the Action pursuant to settlement (i.e., to terminate the Action by way of judgment or dismissal).

(b) The Parties further agree to cooperate in the drafting and/or filing of any further documents and/or filings reasonably necessary to be prepared and/or filed, and to take all steps that may be requested by the Court in order to obtain approval and implementation of this Settlement Agreement, and the payments described in Section 3(a) above.

(c) The Parties shall seek to obtain Court approval of this Settlement Agreement by way of an unopposed motion to be filed by Plaintiff's Counsel. Plaintiff's Counsel shall provide a draft of all documents to be submitted in connection with the motion to approve this Settlement Agreement to Thomas Ingrassia and Michelle Perez-Yanez of Pettit Kohn Ingrassia Lutz & Dolin PC ("Defendant's Counsel") for review; Defendant's Counsel will be given an opportunity to comment on the papers prior to their being filed with the Court, and such comments will be implemented to the extent reasonable.

(d) The Parties expressly acknowledge that the Court's approval of the Settlement Agreement is a condition precedent to any payments described in this Settlement Agreement. Therefore, the Parties further acknowledge that, should the Court not grant approval of this Settlement Agreement and/or should the Court refuse to grant judgment or dismissal of the Action and close the Action based on the Settlement, the entirety of this Settlement Agreement shall be null and void. If the Court does not grant Approval or conditions approval on any material change to this agreement, the Parties will work together by meeting in person or by telephone, and

in good faith, to modify the Agreement and or otherwise satisfy the Court's concerns. Plaintiff cannot cancel or repudiate the settlement if the Court awards an amount for attorneys' fees that is less than what is requested in Section 3(a)(i).

7. **Payment of Total Settlement Amount / Notice to Recipients.**

(a) Subject to Court approval of this Settlement Agreement, payment of the sums described in Section 3(a) above shall be made by Defendant by transmitting the required sums to a qualified settlement account established by the PAGA Settlement Administrator for administration of this Settlement, within fourteen (14) calendar days of the Court's order granting approval of this Settlement Agreement. If the date by which payment by Defendant is due falls on a Saturday, Sunday or legal holiday in the State of California, then the due date shall be extended the next following day which is not a Saturday, Sunday or legal holiday in the State of California.

(b) Each Aggrieved Employee will be entitled to a *pro rata* share of 25% of the PAGA Penalty Amount (i.e., the Employees' Portion) based upon the number of pay periods they each worked between April 21, 2020 and September 28, 2023 ("Compensable Pay Periods"). The Compensable Pay Periods will be calculated by the PAGA Settlement Administrator by analyzing Defendants' payroll and/or timekeeping records to determine the number of Compensable Pay Periods. Specifically, to calculate each Aggrieved Employee's share of the Employees' Portion ("Individual Settlement Share"), the PAGA Settlement Administrator shall: (i) for each Aggrieved Employee, divide the number of Compensable Pay Periods he or she individually worked by the total aggregate number of Compensable Pay Periods worked by all Aggrieved Employees, and then (ii) multiply this amount by the Employees' Portion to arrive at each Aggrieved Employee's Individual Settlement Share.

(1) One Hundred Percent (100%) of all Individual Settlement Shares are to be considered penalties and the PAGA Settlement Administrator will not undertake any deductions, withholding, or remittances for local, state, or federal taxes. Aggrieved Employees' Individual Settlement Shares will be reported on an IRS Form 1099, as required by the IRS.

(c) The PAGA Settlement Administrator shall distribute each Individual Settlement Share by way of check, along with a cover letter ("Cover Letter") agreed to by the Parties and approved by the Court, in substantially the form attached hereto as "Exhibit A", in the following manner:

(1) No later than seven (7) calendar days after the Court's order granting approval of the Settlement, Defendant shall provide the PAGA Settlement Administrator with a list of all Aggrieved Employees (the "Aggrieved Employees List"), containing the following information for each Aggrieved Employee: (i) first and last name; (ii) last known address; (iii) last known telephone number; (iv) Social Security number; (v) dates of employment as an hourly-paid or non-exempt employee in California during the PAGA Release Period; and (vi) such other information as is necessary for the PAGA Settlement Administrator to calculate Compensable Pay Periods.

(2) The PAGA Settlement Administrator shall conduct one (1) National Change of Address ("NCOA") search for all individuals identified on the Aggrieved Employees List, and update addresses for Aggrieved Employees to the extent updated addresses are located through the NCOA search.

(3) No later than fourteen (14) calendar days after the PAGA Settlement Administrator receives the Aggrieved Employees List and Total Settlement Amount, the PAGA Settlement Administrator shall mail the agreed-upon Cover Letter and Individual Settlement Share checks (together, the “PAGA Settlement Package”) to all Aggrieved Employees by first-class United States mail. For each PAGA Settlement Package that is returned undeliverable within thirty (30) calendar days of the initial mailing, the PAGA Settlement Administrator shall promptly attempt to locate an alternate, updated address for the Aggrieved Employee at issue, by using a skip-trace search and shall attempt one (1) re-mailing of the PAGA Settlement Package.

(4) The Individual Settlement Share checks issued to Aggrieved Employees shall remain valid for ninety (90) calendar days, and thereafter, shall be canceled. Funds associated with canceled checks shall be transmitted to the State Controller’s Office Unclaimed Property Division in the name of the Aggrieved Employee(s) at issue and in the amount of his or her respective Individual Settlement Share(s).

(d) No later than fourteen (14) calendar days after the PAGA Settlement Administrator receives the Aggrieved Employees List and Total Settlement Amount, the PAGA Settlement Administrator shall transmit the LWDA Payment to the LWDA.

(e) No later than fourteen (14) calendar days after the PAGA Settlement Administrator receives the Aggrieved Employees List and Total Settlement Amount, the PAGA Settlement Administrator shall transmit the Attorneys’ Fees and Costs to Plaintiff’s Counsel, unless instructed otherwise by Plaintiff’s Counsel. At the request of Plaintiff’s Counsel, the PAGA Settlement Administrator may purchase annuities, utilize United States Treasuries and bonds, or utilize any other attorney fee deferral vehicles and any additional expenses associated with doing so will be paid separately by Plaintiff’s Counsel.

(f) No later than fourteen (14) calendar days after the PAGA Settlement Administrator receives the Aggrieved Employees List and Total Settlement Amount, the PAGA Settlement Administrator shall transmit the General Release Fee to Plaintiff.

(g) No later than fourteen (14) calendar days after the PAGA Settlement Administrator receives the Aggrieved Employees List and Total Settlement Amount, the PAGA Settlement Administrator shall transmit the Settlement Administration Costs to itself, only after the PAGA Settlement Packages have been mailed to all Aggrieved Employees.

8. **Release of Claims by Plaintiff, Aggrieved Employees, and the State of California.**

(a) Upon the date the Court has entered an order approving the Settlement Agreement and full funding of the Total Settlement Amount, and except as to the rights and obligations created by this Settlement Agreement, Plaintiff and the State of California with respect to Aggrieved Employees, will be deemed to have knowingly and voluntarily released and forever discharged Defendant, including Defendant’s parent corporation, affiliates, subsidiaries, divisions, predecessors, insurers, successors and assigns, and their current and former owners, shareholders, management-level employees, attorneys, officers, directors and agents thereof, both individually and in their business capacities, and their employee benefit plans and programs and the trustees, administrators, fiduciaries and insurers of such plans and programs (collectively, the “Released Parties”), to the full extent permitted by law, of and from the Action and from any and all

claims, arising during the PAGA Release Period, for civil penalties under California Labor Code section 2698, *et seq.* (“PAGA”) as well as any interest, fees, and costs available under PAGA, based on the factual allegations in the Operative Complaint, including but not limited to, for failure to pay minimum, regular, and overtime wages, failure to provide compliant meal periods and associated premiums, failure to provide compliant rest periods and associated premiums, failure to timely pay wages during employment, failure to timely pay wages upon termination, failure to provide compliant and accurate wage statements, failure to maintain complete and accurate payroll records, and failure to reimburse necessary business-related expenses and costs, in violation of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 and Industrial Welfare Commission Wage Orders, including *inter alia* Wage Orders 4-2001 and 5-2001 (collectively, the “Released Claims”).

(b) Upon the date the Court has entered an order approving the Settlement Agreement and full funding of the Total Settlement Amount, and except as to the rights and obligations created by this Settlement Agreement, Plaintiff, individually and on behalf of his heirs, executors, administrators, representatives, attorneys, successors and assigns, will be deemed to have knowingly and voluntarily released and forever discharged Released Parties, to the full extent permitted by law, from any and all claims of every nature whatsoever, known or unknown, suspected or unsuspected, which Plaintiff has or may have as of the date the Court has entered an order approving the Settlement Agreement. This broader release includes, but is not limited to, all claims arising directly or indirectly from Plaintiff’s employment with Defendant and the termination of that employment, including without limitation claims arising under federal, state, or local laws and claims for unpaid wages, penalties, liquidated damages, breach of contract, breach of the implied covenant of good faith and fair dealing, infliction of emotional distress, wrongful or retaliatory discharge, harassment, discrimination, defamation, impairment of economic opportunity, and violations of public policy, the Fair Labor Standards Act, the California Labor Code, the California Fair Employment and Housing Act, the California Business and Professions Code, the California Constitution, the Civil Rights Act of 1866, Title VII of the Civil Rights Act of 1964, and the Americans with Disabilities Act of 1990. With respect to those claims released by Plaintiff in an individual capacity, Plaintiff acknowledges and waives any and all rights and benefits available under California Civil Code Section 1542, which provides:

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.

Plaintiff understands and agrees that claims or facts in addition to or different from those which are now known or believed by him to exist may hereafter be discovered. It is Plaintiff’s intention to, upon the date the Court has entered an order approving the Settlement Agreement and full funding of the Total Settlement Amount, settle fully and release all claims he now has against the Released Parties, whether known or unknown, suspected or unsuspected. Notwithstanding the above, the general release by Plaintiff shall not extend to claims for workers’ compensation benefits, claims for unemployment benefits, or other claims that may not be released by law.

9. **Governing Law and Interpretation.**

(a) This Settlement Agreement shall be governed and conformed in accordance with the laws of the State of California. Should any non-material provision of this Settlement Agreement be declared illegal or unenforceable by any court of competent jurisdiction and cannot be modified to be enforceable such provision immediately shall become null and void, leaving the remainder of this Settlement Agreement in full force and effect.

(b) In the event of a breach of any provision of this Settlement Agreement, any Party reserves the right to institute an action specifically to enforce any term or terms of this Settlement Agreement or seek damages for breach. In an action to enforce any term or terms of this Settlement Agreement or to seek damages for breach of this Settlement Agreement, the prevailing Party in that action shall be entitled to recover reasonable attorney's fees and costs from the non-prevailing Party.

10. **Amendment.** This Settlement Agreement may not be modified, altered or changed except in writing and signed by both Parties' counsel, wherein specific reference is made to this Settlement Agreement, subject to approval by the Court.

11. **Miscellaneous.**

(a) The Parties agree to stay all proceedings in the Action, including with respect to California Code of Civil Procedure section 583.310, except such proceedings necessary to implement and complete the Settlement, pending approval of the Settlement.

(b) This Settlement Agreement may be signed in counterparts, each of which shall be deemed an original, but all of which, taken together shall constitute the same instrument. A signature made on a faxed or electronically transmitted copy of the Settlement Agreement or a signature transmitted by facsimile or electronic mail shall have the same effect as the original signature.

(c) The section headings used in this Settlement Agreement are intended solely for convenience of reference and shall not in any manner amplify, limit, modify or otherwise be used in the interpretation of any of the provisions hereof.

(d) Information provided to Plaintiff's Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Aggrieved Employee data provided to Plaintiff's Counsel by Defendant 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.

(e) This Settlement and Agreement shall remain confidential in every respect until the Parties' Motion for Approval of the Settlement is filed with the Court. Plaintiff and Plaintiff's counsel will not (a) issue any press or other media release, (b) initiate any contact with the press, other media (including social media), or any third party, (c) respond to any inquiry from the press, or media, or (d) have any communication with the press or other media about the Action, including, but not limited to the fact, amount, and/or terms of the Settlement, either before or after the Court approves this Agreement. Plaintiff and Plaintiff's counsel agree to keep the terms of the Settlement Agreement confidential, except as reasonably necessary to obtain judicial

approval of the Settlement Agreement. To the extent limited public disclosures are required to effectuate the Settlement Agreement or to notify courts or parties, such limited and necessary details may be revealed with the consent of all Parties. However, any such disclosures shall not constitute a waiver of confidentiality with respect to any information not publicly disclosed. Provided, however, that this Section shall not restrict in any way Plaintiff's counsel's fulfillment of any ethical obligations or fiduciary duties owed to Plaintiff or to the Aggrieved Employees, and shall not restrict Plaintiff's counsel from providing any documents or communications to the LWDA as required by law.

(f) This Settlement Agreement was the result of negotiations between the Parties and their respective counsel under the auspices of mediator Jeffrey Krivis, Esq. In the event of vagueness, ambiguity or uncertainty, this Settlement Agreement shall not be construed against the Party preparing it but shall be construed as if both Parties prepared it jointly, and the Parties may present their disputes to the mediator to resolve any vagueness, ambiguity, or uncertainty.

(g) If Plaintiff or Defendant fail to enforce this Settlement Agreement or to insist on performance of any term, that failure does not mean a waiver of that term or of the Settlement Agreement. The Settlement Agreement remains in full force and effect anyway.

HAVING ELECTED TO EXECUTE THIS SETTLEMENT AGREEMENT, TO FULFILL THE PROMISES, AND TO RECEIVE THE CONSIDERATION SET FORTH ABOVE, PLAINTIFF AND DEFENDANT, FREELY AND KNOWINGLY, AND AFTER DUE CONSIDERATION, ENTER INTO THIS SETTLEMENT AGREEMENT.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Settlement Agreement as of the date set forth below:

Date: 11/17/2023, 2023

Electronically Signed: 2023-11-18 01:09:12 UTC - 172.56.241.241
Nintex AssureSign® 7b6c7b66-8888-4eb8-b08f-b0ba0011c5e3

Steve Eakins
Individually and On Behalf of
the State of California with Respect to Aggrieved
Employees

SOLSTICE SENIOR LIVING, LLC

Date: 3/5/2024, 2023

Kristine Morimoto
Name:
Title:

Approved as to form and content:

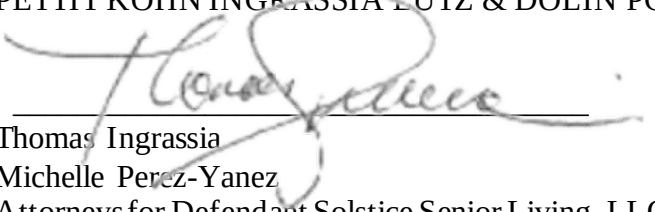
LAWYERS FOR JUSTICE, PC

Date: November 17, 2023

Giovani Pimentel
Joanna Ghosh
Giovani Pimentel
Attorneys for Plaintiff Steve Eakins

PETTIT KOHN INGRASSIA LUTZ & DOLIN PC

Date: March 5, 2024



Thomas Ingrassia
Michelle Perez-Yanez
Attorneys for Defendant Solstice Senior Living, LLC

Exhibit A

<<Mailing Date>>

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

Re: Settlement Payment from *Steve Eakins v. Integral Senior Living LLC, et al.*, San Bernardino County Superior Court Case No. CIVSB2118985

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

Please find enclosed a check in the amount of <<amount of payment>> (“Individual Settlement Share”). This check is your payment from the settlement in the lawsuit entitled *Steve Eakins v. Integral Senior Living LLC, et al.*, San Bernardino County Superior Court Case No. CIVSB2118985 (“Action”).

The lawsuit was filed on June 28, 2021 by Steve Eakins (“Plaintiff”) against his former employer, on behalf of the State of California, with respect to himself and other alleged aggrieved employees, to seek recovery of civil penalties pursuant to the Private Attorneys General Act of 2004, California Labor Code section 2698, *et seq.* (“PAGA”), for multiple alleged violations of the California Labor Code and Industrial Welfare Commission Wage Orders, including, *inter alia*, for failure to properly pay minimum and overtime wages, failure to provide compliant meal and rest periods and associated premiums, failure to pay wages during employment and upon termination, failure to provide compliant wage statements, failure to maintain requisite payroll records, and failure to reimburse business expenses. Prior to filing the lawsuit, on April 21, 2021, Plaintiff submitted a letter to the California Labor and Workforce Development Agency (“LWDA”), pursuant to PAGA, to provide notice of his intent to seek civil penalties under PAGA for Defendant’s alleged violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 and Industrial Welfare Commission Wage Orders, including *inter alia*, Wage Orders 4-2001 and 5-2001, thereby initiating LWDA Case Number LWDA-CM-829953-21 (the “PAGA Notice”).

Defendant denies all of Plaintiff’s allegations and denies any wrongdoing of any kind associated with Plaintiff’s allegations.

A settlement was reached between Plaintiff and Defendant Solstice Senior Living LLC (“Defendant”).

On <<Date>>, the settlement was approved by the Court, with a portion to be paid to the LWDA and a portion to be paid to all current and former hourly-paid or non-exempt employees who worked for Defendant in the State of California during the period April 21, 2020 to September 28, 2023 (“Aggrieved Employees”). The period April 21, 2020 to **September 28, 2023**, is the “PAGA Release Period”.

You are receiving a portion of the settlement (the enclosed Individual Settlement Share) because you have been identified as an Aggrieved Employee. Your Individual Settlement Share is based on the total number of pay periods that you worked for Defendant in California during the PAGA Release Period. The Individual Settlement Share 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.

Under the settlement, as of <<date of entry of order by the Court approving the Settlement>>, the Released Parties were fully released and forever discharged from any and all Released Claims.

“Released Parties” means Defendant, including Defendant’s parent corporation, affiliates, subsidiaries, divisions, predecessors, insurers, successors and assigns, and their current and former owners, shareholders, management-level employees, attorneys, officers, directors and agents thereof, both individually and in their business capacities, and their employee benefit plans and programs and the trustees, administrators, fiduciaries and insurers of such plans and programs.

“Released Claims” means any and all claims, arising during the PAGA Release Period, for civil penalties under California Labor Code section 2698, *et seq.* (“PAGA”) as well as any interest, fees, and costs available under PAGA, based on the factual allegations in the Operative Complaint, including but not limited to, for failure to pay minimum, regular, and overtime wages, failure to provide compliant meal periods and associated premiums, failure to provide compliant rest periods and associated premiums, failure to timely pay wages during employment, failure to timely pay wages upon termination, failure to provide compliant and accurate wage statements, failure to maintain complete and accurate payroll records, and failure to reimburse necessary business-related expenses and costs, in violation of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 and Industrial Welfare Commission Wage Orders, including *inter alia*, Wage Orders 4-2001 and 5-2001.

The enclosed check is valid for 90 days from the original date of issuance and mailing, and if it is not cashed, deposited, or otherwise negotiated within the 90-day timeframe, it will be canceled, and the funds associated with the canceled check will be transmitted to the State Controller’s Office Unclaimed Property Division in your name and in the amount of your respective Individual Settlement Share.

Do not call or write the Court, Office of the Clerk of the Court, Defendant, or Defendant's counsel to ask questions about the settlement or to ask tax-related questions. If you have any such questions, you may contact **[PAGA Settlement Administrator]** at **[toll-free phone number]**.

EXHIBIT 2

LAWYERS FOR JUSTICE

April 21, 2021

BY ONLINE SUBMISSION

California Labor & Workforce Development Agency
PAGAfilings@dir.ca.gov

Re: INTEGRAL SENIOR LIVING, LLC; SOLSTICE SENIOR LIVING LLC

Dear Representative:

We have been retained to represent Steve Eakins against Integral Senior Living, LLC, and Solstice Senior Living LLC (including any and all affiliates, subsidiaries, parents, directors, officers, and employees) (collectively referred to as "ISL/SSL") for violations of California wage-and-hour laws. Mr. Eakins seeks penalties for violations of the California Labor Code, which are recoverable under California Labor Code section 2698, et seq., the Labor Code Private Attorneys General Act of 2004 ("PAGA") and all other remedies available under PAGA.

Mr. Eakins seeks these remedies on behalf of the State of California and "aggrieved employees," as defined herein. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

ISL/SSL employed Mr. Eakins as an hourly-paid, non-exempt employee from approximately November 2017 to approximately May 2020, in the State of California.

The "aggrieved employees" that Mr. Eakins may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees who worked for any of the above-referenced entities within the State of California. ISL/SSL operate, manage, and employ hourly-paid or non-exempt employees at over twenty-five (25) senior living facilities in California, and the "aggrieved employees" include all current and former hourly-paid or non-exempt employees who worked for any of these facilities within the State of California.

Based on the following facts and theories, ISL/SSL has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and IWC Wage Orders including *inter alia*, Wage Orders 4-2001, and 5-2001.

ISL/SSL required aggrieved employees to perform work before their scheduled shifts, after their scheduled shifts, during off-the-clock meal breaks, and/or during rest breaks and failed to compensate aggrieved employees for this time. Such work included, but was not limited to,

prepping the kitchen, cleaning, responding to work related inquiries from managers/supervisors, and answering phone calls.

California Labor Code sections 510 and 1198 require employers to pay time-and-a-half or double time overtime wages, and make it unlawful to work employees for hours longer than eight hours in one day and/or over forty hours in one week without paying the premium overtime rates at one-and-one-half times or double the regular rate of pay, including additional remuneration. During the relevant time period, Mr. Eakins and other aggrieved employees worked in excess of 8 hours in a day and 40 hours in a week. Therefore, Mr. Eakins and other aggrieved employees were entitled to receive certain wages for overtime compensation, but they were not paid for all overtime hours worked.

California Labor Code sections 226.7 and 512 require employers to pay an employee one additional hour of pay at the employee's regular rate for each meal or rest period that is not provided. During the relevant time period, ISL/SSL required Mr. Eakins and other aggrieved employees to work during meal and rest periods and failed to compensate them properly for non-compliant meal and rest periods including, *inter alia*, short, late, interrupted, and missed meal and rest periods. ISL/SSL also required aggrieved employees to stay on work premises during rest periods.

California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. During the relevant time period, ISL/SSL failed to pay Mr. Eakins and other aggrieved employees all wages due to them within any time period specified by California Labor Code sections 201 and 202, including earned and unpaid minimum, overtime, and premium wages as discussed above.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, ISL/SSL failed to pay Mr. Eakins and other aggrieved employees all wages due to them within any time period specified by California Labor Code section 204, including earned and unpaid minimum, overtime, and premium wages as discussed above.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees. During the relevant time period, ISL/SSL did not provide Mr. Eakins and other aggrieved employees with complete and accurate itemized wage statements. The wage statements they received from ISL/SSL were in violation of California

Labor Code section 226(a). The violations include, but are not limited to, the failure to include the total hours worked by Mr. Eakins and other aggrieved employees, including time spent working off-the-clock and during meal and rest periods as discussed above.

California Labor Code sections 551 and 552 require that every person employed in any occupation of labor is entitled to one day's rest in a seven-day workweek, that no employer of labor shall cause his employees to work more than six days in a workweek, and that an employer shall pay a civil penalty in the amounts of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation. During the relevant time period, Mr. Eakins and the aggrieved employees were required to regularly and/or consistently work in excess of six (6) days in a workweek. During the relevant time period, Mr. Eakins and the aggrieved employees were required to work in excess of thirty (30) hours in a week and/or six (6) hours in any one (1) day thereof, during workweeks in which they were required to work in excess of six (6) days. During the relevant time period, Mr. Eakins and the aggrieved employees were required to work in excess of six (6) days in a workweek without accumulating or being provided the opportunity to take at least one (1) day of rest, and when Mr. Eakins and the aggrieved employees accumulated days of rest, they were not actually provided the opportunity to take the equivalent of one (1) day's rest in seven (7) during each calendar month.

California Labor Code sections 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case shall be kept on file for not less than two years. During the relevant time period, ISL/SSL failed to keep accurate and complete payroll records showing the actual hours worked daily and the wages earned by Mr. Eakins and other aggrieved employees, including earned and unpaid minimum, overtime, and premium wages as discussed above.

California Labor Code sections 1194, 1197, and 1197.1 provide the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful. During the relevant time period, ISL/SSL did not provide Mr. Eakins and other aggrieved employees with the minimum wages to which they were entitled for work performed "off-the-clock."

California Labor Code section 1198 provides that "The employment of any employee ... under conditions of labor prohibited by the [Industrial Wage Orders] is unlawful." The applicable Industrial Wage Orders, including *inter alia*, Wage Orders 4-2001, and 5-2001, require that for each workday an employee is required to report for work and does report, but is not put to work or is furnished less than half said employee's usual or scheduled day's work, the employee shall be paid for half the usual or scheduled day's work, but in no event for less than two (2) hours nor more than four (4) hours, at the employee's regular rate of pay. Further, if an employee is required to report for work a second time in any one workday and is furnished less than two (2) hours of work on the second reporting, said employee shall be paid for two (2) hours at the employee's regular rate of pay. During the relevant time period, ISL/SSL failed to pay Mr. Eakins and other aggrieved employees half the usual or scheduled day's work in an amount no less than two (2) hours nor more than four (4) hours at the employee's regular rate of pay for workdays in which

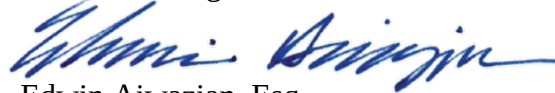
Mr. Eakins and the other aggrieved employees reported to work and were furnished less than half the usual or scheduled day's work. During the relevant time period, ISL/SSL failed to pay Mr. Eakins and other aggrieved employees for two (2) hours at the employee's regular rate of pay on days in which Mr. Eakins and the other aggrieved employees were required to report for work a second time in one workday and were furnished less than two (2) hours of work upon the second reporting.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. During the relevant time period, Mr. Eakins and other aggrieved employees incurred necessary business-related expenses and costs that were not fully reimbursed by ISL/SSL. These costs include, but are not limited to, the use of personal phones for business-related tasks, the use of personal vehicles for business-related tasks, the purchasing and maintenance of clothing in compliance with the ISL/SSL dress code, and the purchasing and maintenance of specialty shoes.

Therefore, on behalf of all aggrieved employees, Mr. Eakins seeks all applicable penalties arising out of the above-referenced wage, hour, and payroll practices, or which could be assessed and collected by the Labor and Workforce Development Agency, for violation of the California Labor Code pursuant to PAGA.

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

With kind regards,

A handwritten signature in blue ink, appearing to read 'Edwin Aiwazian', is written over a horizontal line.

Edwin Aiwazian, Esq.

Cc: (By U.S. Certified Mail / Return Receipt Requested)

Integral Senior Living, LLC
c/o CSC – Lawyers Incorporating Service
Agent for Service of Process
2710 Gateway Oaks Drive, Suite 150N
Sacramento, CA 95833

Solstice Senior Living LLC
c/o Derrica Crossley
Agent for Service of Process
2333 State Street, Suite 300
Carlsbad, CA 92008

EXHIBIT 3

LAWYERS for JUSTICE PC CASE COST DETAIL
Eakins v. Integral Senior Living LLC (PAGA)

<u>Date</u>	<u>Payee</u>	<u>Expense Description</u>	<u>Amount</u>
2/19/2021	U.S. Postmaster	Postage	\$7.00
4/21/2021	Labor & Workforce Development Agency	PAGA Filing Fee	\$75.00
4/21/2021	U.S. Postmaster	Postage	\$28.00
6/28/2021	San Bernardino Superior Court	Complex Filing Fee	\$1,000.00
6/28/2021	Legal Document Server, Inc.	Attorney Service	\$200.23
6/28/2021	San Bernardino Superior Court	Complaint Filing Fee	\$435.00
8/5/2021	ProLegal	Attorney Service	\$165.50
8/30/2021	ProLegal	Attorney Service	\$114.30
9/2/2021	Legal Document Server, Inc.	Attorney Service	\$130.00
9/17/2021	Legal Document Server, Inc.	Attorney Service	\$130.00
9/21/2021	Legal Document Server, Inc.	Attorney Service	\$130.00
9/29/2021	CourtCall, LLC	Attorney Service	\$94.00
12/29/2021	First Mediation Corporation	Mediation Fee	\$9,000.00
3/22/2022	Legal Document Server, Inc.	Attorney Service	\$145.00
3/29/2022	CourtCall, LLC	Attorney Service	\$94.00
1/23/2023	Orange County Superior Court	Document Download Fee	\$30.70
3/16/2023	Legal Document Server, Inc.	Attorney Service	\$150.00
3/17/2023	Legal Document Server, Inc.	Attorney Service	\$150.00
5/2/2023	Orange County Superior Court	Document Download Fee	\$15.70
5/12/2023	Berger Consulting Group, LLC	Analysis of Sampling of Time Records	\$2,400.00
5/18/2023	Legal Document Server, Inc.	Attorney Service	\$150.00
5/24/2023	Legal Document Server, Inc.	Attorney Service	\$150.00
6/13/2023	Legal Document Server, Inc.	Attorney Service	\$130.00
6/16/2023	Legal Document Server, Inc.	Attorney Service	\$130.00
7/5/2023	CourtCall, LLC	Attorney Service	\$72.00
8/11/2023	Legal Document Server, Inc.	Attorney Service	\$151.39
8/11/2023	San Bernardino Superior Court	Stipulation Fee	\$20.00
10/12/2023	San Bernardino Superior Court	Document Download Fee	\$7.00
10/24/2023	Legal Document Server, Inc.	Attorney Service	\$18.59
10/24/2023	San Bernardino Superior Court	Stipulation Fee	\$20.00
10/31/2023	San Bernardino Superior Court	Document Download Fee	\$2.50
12/11/2023	Legal Document Server, Inc.	Attorney Service	\$17.09
3/4/2024	Legal Document Server, Inc.	Attorney Service	\$17.09
4/26/2024	Legal Document Server, Inc.	Attorney Service	180.00
Total:			<u>15,560.09</u>