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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| ATTORNEY OR PARTY WITHOUT ATTORNEY<br>STATE BAR NUMBER:<br>NAME: Vartan Madoyan (SBN 279015); Helene Mayer (SBN 332975)<br>FIRM NAME: LAWYERS for JUSTICE, PC<br>STREET ADDRESS: 450 North Brand Blvd, Suite 900<br>CITY: Glendale STATE: CA ZIP CODE: 91203<br>TELEPHONE NO.: (818) 265-1020 FAX NO.: (818) 265-1021<br>EMAIL ADDRESS: vartan@calljustice.com; helene@calljustice.com<br>ATTORNEY FOR (name): Plaintiff Rene Reyes<br><b>SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN BERNARDINO</b><br>STREET ADDRESS: 247 West 3rd Street<br>MAILING ADDRESS:<br>CITY AND ZIP CODE: San Bernardino, 92415-0210<br>BRANCH NAME: San Bernardino Justice Center | <b>FOR COURT USE ONLY</b>    |
| PLAINTIFF/PETITIONER: Rene Reyes<br>DEFENDANT/RESPONDENT: Inland Psychiatric Medical Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                              |
| <p style="text-align: center;"><b>NOTICE OF ENTRY OF JUDGMENT<br/>OR ORDER</b></p> <p>(Check one): <input checked="" type="checkbox"/> <b>UNLIMITED CASE</b> <input type="checkbox"/> <b>LIMITED CASE</b><br/>         (Amount demanded (Amount demanded was<br/>         exceeded \$35,000) \$35,000 or less)</p>                                                                                                                                                                                                                                                                                                                                             | CASE NUMBER:<br>CIVSB2123455 |

**TO ALL PARTIES :**

1. A judgment, decree, or order was entered in this action on (date): June 12, 2025
2. A copy of the judgment, decree, or order is attached to this notice.  
**Exhibit A** – Order Granting Preliminary Approval of Class Action and PAGA Settlement

Date: July 15, 2025

Helene Mayer

(TYPE OR PRINT NAME OF ☒ ATTORNEY ☐ PARTY WITHOUT ATTORNEY)


(SIGNATURE)

PLAINTIFF/PETITIONER: Rene Reyes  
 DEFENDANT/RESPONDENT: Inland Psychiatric Medical Group

CASE NUMBER:  
 CIVSB2123455

**PROOF OF SERVICE BY FIRST-CLASS MAIL  
 NOTICE OF ENTRY OF JUDGMENT OR ORDER**

**(NOTE: You cannot serve the Notice of Entry of Judgment or Order if you are a party in the action. The person who served the notice must complete this proof of service.)**

1. I am at least 18 years old and **not a party to this action**. I am a resident of or employed in the county where the mailing took place, and my residence or business address is (*specify*):

PLEASE SEE THE ATTACHED PROOF OF SERVICE

2. I served a copy of the *Notice of Entry of Judgment or Order* by enclosing it in a sealed envelope with postage fully prepaid and (*check one*):
- a. ☐ deposited the sealed envelope with the United States Postal Service.
- b. ☐ placed the sealed envelope for collection and processing for mailing, following this business's usual practices, with which I am readily familiar. On the same day correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service.

3. The *Notice of Entry of Judgment or Order* was mailed:

- a. on (*date*):
- b. from (*city and state*):

4. The envelope was addressed and mailed as follows:

- a. Name of person served:

Street address:

City:

State and zip code:

- b. Name of person served:

Street address:

City:

State and zip code:

- c. Name of person served:

Street address:

City:

State and zip code:

- d. Name of person served:

Street address:

City:

State and zip code:

☐ Names and addresses of additional persons served are attached. (*You may use form POS-030(P).*)

5. Number of pages attached:

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

Date: July 15, 2025

Jhessica Tor

(TYPE OR PRINT NAME OF DECLARANT)



(SIGNATURE OF DECLARANT)

# EXHIBIT A

1 Arby Aiwazian (SBN 269827)  
Joanna Ghosh (SBN 272479)  
2 Helene Mayer (SBN 332975)  
3 **LAWYERS for JUSTICE, PC**  
450 North Brand Blvd., Suite 900  
Glendale, California 91203  
4 Tel: (818) 265-1020 / Fax: (818) 265-1021

5 *Attorneys for Plaintiffs*

FILED  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF SAN BERNARDINO  
SAN BERNARDINO DISTRICT

JUN 12 2025

BY   
VALERIE URUENA, DEPUTY

6  
7  
8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
9 **FOR THE COUNTY OF SAN BERNARDINO**

10 RENE REYES, individually, and on behalf of  
11 other members of the general public similarly  
12 situated and on behalf of other aggrieved  
13 employees pursuant to the California Private  
14 Attorneys General Act; ANGIE MEDINA,  
individually, and on behalf of other members  
of the general public similarly situated;

15 Plaintiffs,

16 vs.

17 INLAND PSYCHIATRIC MEDICAL  
18 GROUP, an unknown business entity; and  
DOES 1 through 100, inclusive,

19 Defendants.

Case No.: CIVSB2123455

Honorable Christian Towns  
Department S26

**CLASS ACTION**

**[PROPOSED] ORDER GRANTING  
PRELIMINARY APPROVAL OF CLASS  
ACTION AND PAGA SETTLEMENT**

Date: June 12, 2025  
Time: 8:30 a.m.  
Department: S26

Complaint Filed: August 9, 2021  
FAC Filed: November 21, 2024  
Trial Date: None Set

1 This matter has come before the Honorable Christian Towns in Department S26 of the  
2 Superior Court of the State of California, for the County of San Bernardino, on June 12, 2025 at  
3 8:30 a.m. for Plaintiffs' Motion for Preliminary Approval of Class Action and PAGA Settlement.  
4 Lawyers *for* Justice, PC appears as counsel for Plaintiffs Rene Reyes and Angie Medina  
5 ("Plaintiffs"), individually and on behalf of all others similarly situated and other aggrieved  
6 employees, and Thakur Law Firm, APC appears as counsel for Defendant Inland Psychiatric  
7 Medical Group ("Defendant").

8 The Court, having carefully considered the papers, argument of counsel, and all matters  
9 presented to the Court, and good cause appearing, hereby GRANTS Plaintiffs' Motion for  
10 Preliminary Approval of Class Action and PAGA Settlement.

11 **IT IS HEREBY ORDERED THAT:**

12 1. The Court preliminarily approves the Joint Stipulation of Class Action and PAGA  
13 Settlement ("Settlement," "Agreement," or "Settlement Agreement"), attached as "**EXHIBIT 1**"  
14 to the Declaration of Helene Mayer in Support of Plaintiffs' Motion for Preliminary Approval of  
15 Class Action and PAGA Settlement. This is based on the Court's determination that the Settlement  
16 falls within the range of possible approval as fair, adequate, and reasonable.

17 2. This Order incorporates by reference the definitions in the Settlement Agreement,  
18 and all capitalized terms defined therein shall have the same meaning in this Order as set forth in  
19 the Settlement Agreement.

20 3. It appears to the Court on a preliminary basis that the Settlement is fair, adequate,  
21 and reasonable. It appears to the Court that extensive investigation and research have been  
22 conducted such that counsel for the parties at this time are able to reasonably evaluate their and  
23 each other's respective positions. It further appears to the Court that the Settlement, at this time,  
24 will avoid substantial additional costs by all parties, as well as avoid the delay and risks that would  
25 be presented by the further prosecution of the case. It further appears that the Settlement has been  
26 reached as the result of intensive, serious and non-collusive, arms-length negotiations, and was  
27 entered into in good faith.

28 ///

1           4.       The Court preliminarily finds that the Settlement, including the allocations for the  
2 Attorneys' Fees and Litigation Costs, Enhancement Payments, PAGA Penalties, Administration  
3 Costs, and payments to the Settlement Class Members and PAGA Group Members provided  
4 thereby, appear to be within the range of reasonableness of a settlement that could ultimately be  
5 given final approval by this Court. Indeed, the Court has reviewed the monetary recovery that is  
6 being granted as part of the Settlement and preliminarily finds that the monetary settlement awards  
7 made available to the Class Members and PAGA Group Members are fair, adequate, and  
8 reasonable when balanced against the probable outcome of further litigation relating to  
9 certification, liability, and damages issues.

10          5.       The Court concludes that, for settlement purposes only, the proposed Class meets  
11 the requirements for certification under section 382 of the California Code of Civil Procedure in  
12 that: (a) the Class is ascertainable and so numerous that joinder of all members of the Class is  
13 impracticable; (b) common questions of law and fact predominate, and there is a well-defined  
14 community of interest amongst the members of the Class with respect to the subject matter of the  
15 litigation; (c) Plaintiffs' claims are typical of the claims of the members of the Class; (d) Plaintiffs  
16 will fairly and adequately protect the interests of the members of the Class; (e) a class action is  
17 superior to other available methods for the efficient adjudication of the controversy; and (f) Class  
18 Counsel are qualified to act as counsel for Plaintiffs individually and as the Class Representatives.

19          6.       The Court conditionally certifies, for settlement purposes only, the Class, defined  
20 as follows:

21               All current and former non-exempt employees employed by Defendant in California who  
22               worked at any time from August 9, 2017 through December 31, 2023.

23          7.       The Court provisionally appoints Arby Aiwarzian, Joanna Ghosh, Vartan Madoyan,  
24 and Helene Mayer of Lawyers for Justice, PC as Class Counsel.

25          8.       The Court provisionally appoints Plaintiffs Rene Reyes and Angie Medina as the  
26 Class Representatives.

27          9.       The Court provisionally appoints Simpluris, Inc. to handle the administration of the  
28 Settlement ("Settlement Administrator").

///

1       10.       Within forty-five (45) calendar days after entry of the Preliminary Approval Order,  
2 Defendant shall provide the Settlement Administrator with the Class List in conformity with the  
3 Settlement Agreement.

4       11.       The Court approves, both as to form and content, the Notice of Class Action  
5 Settlement ("Class Notice") attached hereto as "**EXHIBIT A.**" The Class Notice shall be provided  
6 to Class Members in the manner set forth in the Settlement. The Court finds that the Class Notice  
7 appears to fully and accurately inform the Class Members of all material elements of the  
8 Settlement, of Class Members' right to be excluded from the Class Settlement by submitting a  
9 Request for Exclusion, of Class Members' and PAGA Group Members' right to dispute the  
10 Workweek(s) and/or PAGA Workweeks credited to each of them by submitting a Workweeks  
11 Dispute, and of each Settlement Class Member's right and opportunity to object to the Class  
12 Settlement. The Court further finds that distribution of the Class Notice substantially in the manner  
13 and form set forth in the Settlement Agreement and this Order, and that all other dates set forth in  
14 the Settlement Agreement and this Order, meet the requirements of due process and shall constitute  
15 due and sufficient notice to all persons entitled thereto. The Court further orders the Settlement  
16 Administrator to mail the Class Notice to all Class Members within fourteen (14) calendar days  
17 after receiving the Class List from Defendant, pursuant to the terms set forth in the Settlement  
18 Agreement.

19       12.       The Court hereby preliminarily approves the proposed procedure, set forth in the  
20 Settlement Agreement, for seeking exclusion from the Class Settlement. Any Class Member may  
21 choose to be excluded from the Class Settlement by submitting a timely and valid written Request  
22 for Exclusion no later than sixty (60) calendar days from the initial mailing of the Class Notice  
23 ("Response Deadline"), or, in the case of a re-mailed Class Notice, the Response Deadline will be  
24 extended an additional fifteen (15) calendar days from the original Response Deadline. Any Class  
25 Member who submits a Request for Exclusion from the Class Settlement is prohibited from  
26 making any objections to the Class Settlement. Any Class Member who submits a timely and valid  
27 Request for Exclusion will not be a Settlement Class Member and will not have any right to object,  
28 appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid

1 Request for Exclusion by the Response Deadline shall be bound by the terms of this Agreement,  
2 any Court order approving the terms of the Settlement, and the Final Approval Order and Judgment  
3 entered thereon. PAGA Group Members shall be bound to the PAGA Settlement irrespective of  
4 whether they exercise their option to opt out of the Class Settlement.

5 13. A Final Approval Hearing shall be held before this Court on  
6 \_\_\_\_\_ at \_\_\_\_\_ a.m./p.m. in  
7 Department S26 of the Superior Court of California for the County of San Bernardino, located at  
8 247 West Third Street, San Bernardino, CA 92415, to determine all necessary matters concerning  
9 the Settlement, including: whether the proposed settlement of the action on the terms and  
10 conditions provided for in the Settlement is fair, adequate, and reasonable and should be finally  
11 approved by the Court; whether a judgment, as provided in the Settlement, should be entered  
12 herein; whether the plan of allocation contained in the Settlement should be approved as fair,  
13 adequate, and reasonable to the Class Members and PAGA Group Members; and determine  
14 whether to finally approve the requests for the Attorneys' Fees and Litigation Costs, Enhancement  
15 Payments, PAGA Penalties, and Administration Costs.

16 14. Class Counsel shall file a Motion for Final Approval of the Settlement and for  
17 Attorneys' Fees and Litigation Costs, Enhancement Payments, PAGA Penalties, and  
18 Administration Costs, along with the appropriate declarations and supporting evidence, including  
19 the Settlement Administrator's declaration by  
20 \_\_\_\_\_, to be heard at the Final Approval Hearing.

21 15. Only Class Members who do not request exclusion from the Class Settlement may  
22 object to the Class Settlement by submitting a written objection to the Settlement Administrator  
23 prior to the Response Deadline or by presenting their objection orally at the Final Approval  
24 Hearing, regardless of whether they submitted a written objection. The written objection must be  
25 signed by the Settlement Class Member and contain all information required by this Settlement  
26 Agreement. A Settlement Class Member who does not object prior to or at the Final Approval  
27 Hearing will be deemed to have waived any objections and will be foreclosed from making any  
28 objections (whether at the Final Approval Hearing, by appeal or otherwise) to the Settlement.

1        16.        The Settlement is not a concession or admission and shall not be used against  
2 Defendant as an admission or indication with respect to any claim of any fault or omission by  
3 Defendant. Nor shall it or this Order constitute any finding, decision, or determination of fault,  
4 wrongdoing, or misconduct by Defendant. Whether or not the Settlement is finally approved,  
5 neither the Settlement, nor any document, statement, proceeding or conduct related to the  
6 Settlement, nor any reports or accounts thereof, shall in any event be construed as, offered or  
7 admitted into evidence as, received as or deemed to be in evidence for any purpose adverse to the  
8 Defendant, including, but not limited to, evidence of a presumption, concession, indication or  
9 admission by Defendant of any liability, fault, wrongdoing, omission, concession, or damage, or  
10 to establish the existence of any condition constituting a violation of, or a non-compliance with  
11 state, federal, local or other applicable law. except for legal proceedings concerning the  
12 implementation, interpretation, or enforcement of the Settlement.

13        17.        In the event the Settlement does not become effective in accordance with the terms  
14 of the Settlement Agreement, or the Settlement is not finally approved, or is terminated, cancelled,  
15 or fails to become effective for any reason, this Order shall be rendered null and void, shall be  
16 vacated, and the Parties shall revert back to their respective positions as of before entering into the  
17 Settlement Agreement.

18        18.        The Court reserves the right to adjourn or continue the date of the Final Approval  
19 Hearing and any dates provided for in the Settlement Agreement without further notice to the Class  
20 Members and retains jurisdiction to consider all further applications arising out of or connected  
21 with the Settlement.  
22

23 **IT IS SO ORDERED.**

24 Dated: 6-12-2025

By: C. Towns

The Honorable Christian Towns  
Judge of the Superior Court

# **EXHIBIT A**

## **NOTICE OF CLASS ACTION SETTLEMENT**

***Rene Reyes v. Inland Psychiatric Medical Group***  
**Superior Court of California for the County of San Bernardino, Case No. CIVSB2123455**

***Rene Reyes v. Inland Psychiatric Medical Group***  
**Superior Court of California for the County of San Bernardino, Case No. CIVSB2127286**

### **PLEASE READ THIS CLASS NOTICE CAREFULLY.**

**You have received this Class Notice because Defendant's records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.**

**You do not need to take any action to receive a settlement payment and, unless you request to be excluded from the settlement, your legal rights may be affected.**

**This Class Notice is designed to advise you of your rights and options, and how you can request to be excluded from the settlement, object to the settlement, and/or dispute the number of Workweeks that you are credited with, if you so choose.**

**YOU ARE NOTIFIED THAT:** A class action settlement has been reached between Plaintiffs Rene Reyes and Angie Medina ("Plaintiffs") and Defendant Inland Psychiatric Medical Group ("Defendant") (Plaintiffs and Defendant are collectively referred to as the "Parties") in the cases entitled *Rene Reyes v. Inland Psychiatric Medical Group*, San Bernardino County Superior Court, Case No. CIVSB2123455 and *Rene Reyes v. Inland Psychiatric Medical Group*, San Bernardino County Superior Court, Case No. CIVSB2127286 ("Actions"), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

### **I. IMPORTANT DEFINITIONS**

"Class" or "Class Member" means all current and former non-exempt employees employed by Defendant in California who worked at any time during the Class Period.

"Class Period" means the time period from August 9, 2017 through December 31, 2023.

"Class Settlement" means the settlement and release of Released Class Claims (described in Section III.D below).

"PAGA Members" means all current and former non-exempt employees employed by Defendant in California who worked at any time during the PAGA Period.

"PAGA Settlement" means the settlement and release of Released PAGA Claims (described in Section III.D below).

"PAGA Period" means the time period from January 23, 2020 through December 31, 2023.

### **II. BACKGROUND OF THE ACTION**

On July 19, 2021, Plaintiff Reyes provided written notice to the Labor and Workforce Development Agency ("LWDA") and Defendant of the specific provisions of the California Labor Code that he contends were violated ("LWDA Letter"). On August 9, 2021, Plaintiff Reyes filed a Class Action Complaint for Damages in the San Bernardino County Superior Court, Case No. CIVSB2123450 ("Class Action"). On September 23, 2021, Plaintiff Reyes filed a Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq., in the San Bernardino County Superior Court, Case No. CIVSB2127286 ("PAGA Case"). Plaintiff Reyes will file a First Amended Class Action Complaint for Damages & Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq. in the Actions ("First Amended Complaint"), which will add the PAGA cause of action that had been asserted in the PAGA Case and adds Angie Medina as a named plaintiff. Plaintiffs allege that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during employment and upon termination of employment and associated waiting-time penalties, provide compliant wage statements, keep

requisite payroll records, reimburse business expenses, and thereby engaged in unfair business practices in violation of the California Business & Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under California Labor Code section 2698, *et seq.* ("PAGA") Plaintiffs seek, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant denies all of the allegations in the Actions or that it violated any law.

After investigation and analysis of the claims, the Parties engaged in good faith, arms-length negotiations, and as a result, the Parties reached a settlement. The Parties have since entered into the Joint Stipulation of Class Action and PAGA Settlement ("Settlement" or "Settlement Agreement").

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed Simpluris, Inc. as the administrator of the Settlement ("Settlement Administrator"), Plaintiffs Rene Reyes and Angie Medina as representative of the Class ("Class Representative"), and the following counsel as counsel for the Class ("Class Counsel"):

Arby Aiwazian, Esq.  
Joanna Ghosh, Esq.  
Vartan Madoyan, Esq.  
Helene Mayer, Esq.  
**Lawyers for Justice, PC**  
450 North Brand Blvd., Suite 900  
Glendale, California 91203  
Telephone: (818) 265-1020 / Fax: (818) 265-1021

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Member, you do not need to take any action to receive an Individual PAGA Payment.

The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Actions have merit or that Defendant has any liability to Plaintiffs, Class Members, or PAGA Members. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members and PAGA Members. The Court has made no ruling on the merits of the claims asserted in the Actions and has determined only that certification of the Class for settlement purposes is appropriate under California law.

### **III. SUMMARY OF THE PROPOSED SETTLEMENT**

#### **A. Settlement Formula**

The total gross settlement amount is One Million Six Hundred Thousand Dollars (\$1,600,000.00) ("Gross Settlement Amount"). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the "Net Settlement Amount." The Net Settlement Amount will be the Gross Settlement Amount, less the following payments which are subject to approval by the Court: (1) attorneys' fees in an amount not to exceed 35% of the Gross Settlement Amount (i.e., \$560,000.00) and reimbursement of litigation costs and expenses, in an amount not to exceed **TBD Dollars (\$TBD.00)** ("Attorneys' Fees and Litigation Costs") to Class Counsel; (2) Enhancement Payments in an amount not to exceed Seven Thousand Five Dollars (\$7,500.00) each to Plaintiffs (\$15,000 total) for their services in the Actions; (3) Administration Costs in an amount not to exceed **TBD Dollars (\$TBD.00)** to the Settlement Administrator; and (4) the amount of Two Hundred and Fifty Thousand Dollars (\$250,000.00) allocated toward civil penalties under the Private Attorneys General Act ("PAGA Penalties"). The PAGA Penalties will be distributed 75% (\$187,500.00) to the LWDA ("LWDA Payment") and the remaining 25% (i.e., \$62,500.00) will be distributed to PAGA Members ("Employee PAGA Amount").

Class Members are entitled to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement

Amount ("Individual Settlement Payment") based on the number of weeks that a Class Member worked for Defendant as an hourly-paid or non-exempt employee in California during the Class Period based on the number of Workweeks in the Class List that Defendant provides to the Settlement Administrator ("Workweeks"). A Workweek includes any week in which a Class Member had a time worked entry in Defendant's timekeeping system. The Settlement Administrator has divided the Net Settlement Amount by the total number of Workweeks of all Class Members ("Class Workweek Point Value") and multiplied each Class Member's individual Workweeks by the Class Workweek Point Value to arrive at his or her Individual Settlement Payment that he or she may be eligible to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion ("Settlement Class Members") will be issued their payment of their final Individual Settlement Payment.

Each Individual Settlement Payment will be allocated as thirty-three percent (33%) wages, which will be reported on an IRS Form W-2, and thirty-three percent (33%) penalties and thirty-four (34%) interest and fees, which will be reported on an IRS Form 1099. Each Individual Settlement Payment shall be subject to reduction for the employee's share of payroll taxes due on the wages portion of Individual Settlement Payment. The employer's share of payroll taxes and contributions in connection with the wages portion of the Individual Settlement Payments will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Members are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the Employee PAGA Amount ("Individual PAGA Payment"), based on the number of number of Workweeks of each PAGA Group Member during the PAGA Period ("PAGA Workweeks"). The Settlement Administrator has divided the Employee PAGA Amount by the total number of PAGA Workweeks of all PAGA Members ("PAGA Workweek Point Value") and multiplied each PAGA Member's individual PAGA Workweeks by the PAGA Workweek Point Value to arrive at his or her Individual PAGA Payment that he or she may be eligible to receive under the PAGA Settlement (which is listed in Section III.C below).

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, which will be reported on an IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class Members and Individual PAGA Payments will be mailed to PAGA Members at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure your receipt of payment that you may be entitled to under the Settlement.**

#### **B. Your Workweeks Based on Defendant's Records**

According to Defendant's records:

**From August 9, 2017 through December 31, 2023 (i.e., Class Period), you are credited as having worked [ ] Workweeks.**

**From January 23, 2020 through December 31, 2023 (i.e., PAGA Period), you are credited as having worked [ ] PAGA Pay Periods.**

If you wish to dispute the Workweeks credited to you, you must submit a written dispute ("Workweeks Dispute") which must: (a) contain the case name and number of the Action (*Rene Reyes v. Inland Psychiatric Medical Group*, Case No. CIVSB2123455); (b) contains your full name, address, telephone number, signature, and last four digits of your Social Security number; (c) contains a statement setting forth the number of Workweeks during the Class Period and/or PAGA Period that you contend is correct and attaches any relevant documentation in support thereof; and (d) is submitted to the Settlement Administrator by mail at the specified address listed in Section IV.B below, postmarked **no later than [Response Deadline]**.

**C. Your Estimated Individual Settlement Payment and Individual PAGA Payment**

As explained above, your estimated Individual Settlement Payment and/or Individual PAGA Payment is based on the number of Workweeks credited to you.

**Under the terms of the Settlement, your Individual Settlement Payment is estimated to be \$ \_\_\_\_\_. The Individual Settlement Payment is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Payment.**

**Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$ \_\_\_\_\_.**

The settlement approval process may take multiple months. Your Individual Settlement Payment and/or Individual PAGA Payment (if applicable) reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and/or Individual PAGA Payment (if applicable) may be higher or lower. Payments will be distributed only after the Court grants final approval of the Settlement, and after the Settlement goes into effect.

**D. Released Claims**

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiffs and all Settlement Class Members waive, release, and discharge Released Parties of any and all Released Class Claims.

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiffs, the State of California, and PAGA Members, waive, release and discharge Released Parties of any and all Released PAGA Claims.

"Released Class Claims" means all claims made in the First Amended Complaint or all claims that reasonably could have been alleged based on the factual allegations contained in the First Amended Complaint, including but not limited to all of the following claims for relief: (1) failure to pay minimum and straight time wages; (2) failure to pay overtime wages; (3) failure to provide meal periods or premium pay in lieu thereof; (4) failure to provide rest periods or premium pay in lieu thereof; (5) failure to timely pay final wages at termination; (6) failure to provide complete and accurate itemized wage statements; (7) failure to indemnify for necessary business expenditures; and (8) unfair business practices.

"Released PAGA Claims" means and all claims made in the First Amended Complaint or all claims that reasonably could have been alleged based on the factual allegations contained in the First Amended Complaint and LWDA Letter for civil penalties under PAGA for alleged violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 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.

"Released Parties" means Defendant, and any related entities, and their directors, officers, members, and investors.

**E. Attorneys' Fees and Litigation Costs to Class Counsel**

Class Counsel will seek attorneys' fees in an amount of up to thirty five percent (35%) of the Gross Settlement Amount (i.e., an amount of up to \$560,000.00) and reimbursement of litigation costs and expenses in an amount of up to **TBD Dollars (\$TBD.00)** ("Attorneys' Fees and Litigation Costs"), subject to approval by the Court. The Attorneys' Fees and Litigation Costs granted by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Actions on behalf of Plaintiffs and Class Members on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

**F. Enhancement Payments to Plaintiffs**

Plaintiffs will seek the amount of Seven Thousand Five Hundred Dollars (\$7,500.00) each to Plaintiffs (\$15,000 total) ("Enhancement Payments"), in recognition of their services in connection with the Actions. The Enhancement Payments will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, will be paid to Plaintiffs in addition to their Individual Settlement Payments and Individual PAGA Payments (if applicable) that they are entitled to under the Settlement.

#### **G. Administration Costs to Settlement Administrator**

Payment to the Settlement Administrator is estimated not to exceed **TBD Dollars (\$TBD.00)** ("Administration Costs") for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, objections, and Workweeks Disputes, calculating Individual Settlement Payments and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

#### **IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?**

##### **A. Participate in the Settlement**

**If you want to participate in the Settlement and receive money from the Settlement, you do not have to do anything.** You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will be deemed to have released the Released Class Claims described in Section III.D above.

If you are a PAGA Member, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims described in Section III.D above.

Class Members and PAGA Members will not be separately responsible for the payment of attorney's fees or litigation costs and expenses, unless they retain their own counsel, in which event they will be responsible for your own attorney's fees and expenses.

##### **B. Request Exclusion from the Class Settlement**

If you do not wish to participate in the Class Settlement, you must seek exclusion from the Class Settlement by submitting a written request ("Request for Exclusion"), which must: (1) contain the case name and number of the Action (*Rene Reyes v. Inland Psychiatric Medical Group*, Case No. CIVSB2123455); (2) contain your full name, address, telephone number, and last four digits of your Social Security number; (3) be signed by you or your authorized representative; (4) contain a clear statement that you request to be excluded from the Class Settlement; and (5) be sent to the Settlement Administrator, postmarked by **no later than [Response Deadline]** at the following address:

[Settlement Administrator]

[Address]

If the Court grants final approval of the Settlement, any Class Member who does submit a timely and validly Request for Exclusion will not be entitled to receive an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a Request for Exclusion will be deemed Settlement Class Members and will be bound by all terms of the Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. All PAGA Members will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, regardless of whether they submit a Request for Exclusion.

##### **C. Object to the Class Settlement**

You can object to the terms of the Class Settlement as long as you have not submitted a Request for Exclusion, by submitting a written objection to the Settlement Administrator or presenting your objection at the Final Approval Hearing.

An objection must: (1) contain the case name and number of the Action (*Rene Reyes v. Inland Psychiatric Medical Group*, Case No. CIVSB2123455); (2) contain your full name, address, telephone number, signature, and last four digits of your Social Security number; (3) clearly state the grounds for the objection; (4) state whether you intend to appear at the Final Approval Hearing; and (5) be mailed to the Settlement Administrator at the address listed in Section IV.B above, postmarked **no later than [Response Deadline]**.

## **V. FINAL APPROVAL HEARING**

The Court will hold a Final Approval Hearing in Department S-26 of the San Bernardino County Superior Court, located at San Bernardino Justice Center, 247 West Third Street, San Bernardino, California 92415, on **[date]**, at **[time]**, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and award Attorneys' Fees and Litigation Costs to Class Counsel, Enhancement Payments to Plaintiffs, and Administration Costs to the Settlement Administrator.

The hearing may be continued without further notice to the Class Members. It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

## **VI. ADDITIONAL INFORMATION**

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers which are on file with the Court.

You may view the Settlement Agreement and documents filed in the Action for a fee by visiting the civil clerk's office, located at 247 West Third Street, San Bernardino, California 92415, during business hours, or by online by visiting the following website: <https://www-sb-court.org/divisions/civil-general-information/court-case-information-and-document-sales>, clicking "Accept (Civil/Appeals)", clicking "Click here to access the Portal," clicking "Smart Search," and typing in the Court Case Number "CIVSB2123455."

**PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.**

**IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: **[INSERT]**, OR YOU MAY ALSO CONTACT CLASS COUNSEL.**

**PROOF OF SERVICE**

*STATE OF CALIFORNIA, COUNTY OF LOS ANGELES*

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 450 North Brand Blvd., Suite 900, Glendale, California 91203.

On July 15, 2025, I served the foregoing document(s) described as:

• **NOTICE OF ENTRY OF JUDGMENT OR ORDER**

on interested parties in this action by Electronic Service as follows:

Pamela Tahim Thakur  
**THAKUR LAW FIRM, APC**  
1400 N. Harbor Blvd., Suite 410  
Fullerton, CA 92835  
Tel: (714) 772-7400 / Fax: (714) 333-4943  
Emails: [pamela@thakurlawfirm.com](mailto:pamela@thakurlawfirm.com); [alexia@thakurlawfirm.com](mailto:alexia@thakurlawfirm.com); [lisa@thakurlawfirm.com](mailto:lisa@thakurlawfirm.com); [maya@thakurlawfirm.com](mailto:maya@thakurlawfirm.com)

*Attorneys for Defendant*

**[X] BY E-MAIL**

The above-referenced document was transmitted to the person(s) at the e-mail addresses listed herein at their most recent known e-mail address or e-mail of record in this action. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

State of California Labor & Workforce Development Agency

Web URL:

<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

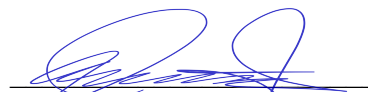
**[X] BY ONLINE SUBMISSION**

The foregoing documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(l). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

**[X] STATE**

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

Executed on July 15, 2025, at Glendale, California.

  
Jhessica Tor