

BIBIYAN LAW GROUP, P.C.

David D. Bibiyan (SBN 287811)

david@tomorrowlaw.com

Jeffrey D. Klein (SBN 297296)

jeff@tomorrowlaw.com

Sarah H. Cohen (SBN 330700)

sarah@tomorrowlaw.com

Vedang J. Patel (SBN 328647)

vedang@tomorrowlaw.com

8484 Wilshire Boulevard, Suite 500

Beverly Hills, California 90211

Phone: (310) 428-5555

Fax: (310) 300-1705

**BLUMENTHAL NORDREHAUG BHOWMIK
DE BLOUW LLP**

Norman B. Blumenthal (State Bar #068687)

Kyle R. Nordrehaug (State Bar #205975)

Aparajit Bhowmik (State Bar #248066)

2255 Calle Clara

La Jolla, CA 92037

Telephone: (858)551-1223

Facsimile: (858) 551-1232

Email: Kyle@bamlawca.com

Website: www.bamlawca.com

Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF STANISLAUS

RACHEL V. CORREIA, an individual; and
on behalf of all others similarly situated and
aggrieved; REBEKAH MEDINA, an
individual; and on behalf of all others
similarly situated and aggrieved; CARLOS
COUSINEAU, an individual; and on behalf
of all others similarly situated and aggrieved;
DANIEL GARCIA, an individual; and on
behalf of all others similarly situated and
aggrieved,

Plaintiff,

vs.

GALLO GLASS COMPANY, a Nevada
corporation; NIGEL DART, an individual;
and DOES 1 through 100, inclusive,

Defendants.

CASE No. **CV-21-006459**

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

Hearing Date: April 14, 2023

Hearing Time: 10:00 a.m.

Judge: Hon. Sonny S. Sandhu

Dept.: 24

Action Filed: December 1, 2021

Trial Date: Not Set

1 I, Kyle Nordrehaug, declare as follows:

2 1. I am a partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP,
3 counsel of record for Plaintiffs Rachel Correia, Rebekah Medina, Carlos Cousineau, and Daniel
4 Garcia (“Plaintiffs”) in this matter. As such, I am fully familiar with the facts, pleadings and history
5 of this matter. The following facts are within my own personal knowledge, and if called as a
6 witness, I could testify competently to the matters stated herein.

7 2. This declaration is being submitted in support of Plaintiffs’ unopposed motion for
8 preliminary approval of the proposed class action settlement with Defendants Gallo Glass Company
9 and Nigel Dart (“Defendants”), which motion seeks entry of an order: (1) preliminarily approving
10 the proposed settlement of this class action with Defendants; (2) for settlement purposes only,
11 conditionally certifying the Class, which is comprised of “all current and former employees of
12 Defendant Gallo Class Company who worked for Gallo Glass Company in the State of California,
13 while classified as non-exempt, at any time during the Class Period”; (3) provisionally appointing
14 Plaintiffs as the representatives of the Class; (4) provisionally appointing David D. Bibiyan, Jeffrey
15 D. Klein, Sarah H. Cohen and Vedang J. Patel of Bibiyan Law Group, P.C., and Norman B.
16 Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik, Jeffrey S. Herman and Sergio J. Puche of
17 Blumenthal Nordrehaug Bhowmik de Blouw LLP as Class Counsel; (5) approving the form and
18 method for providing class-wide notice; (6) directing that notice of the proposed settlement be given
19 to the class; (7) appointing Phoenix Settlement Administrators as Administrator, and (8) scheduling
20 a final approval hearing date to consider Plaintiffs’ motion for final approval of the settlement and
21 entry of the Judgment, and Plaintiffs’ motion for approval of attorneys' fees and expenses. Attached
22 hereto as Exhibit #1 is a copy of the fully executed Class Action and PAGA Action Settlement
23 Agreement (hereinafter “Settlement,” “Settlement Agreement,” or “Agreement”) along with exhibits
24 thereto. This Declaration incorporates by reference the definitions in the Agreement, and all terms
25 defined therein shall have the same meaning as set forth in the Agreement.

26
27 Fairness of Settlement

28 3. As consideration for the Release of Claims in this Class and PAGA Representative

1 Action Settlement, Defendant Gallo Glass Company, on behalf of Defendants, will pay the Gross
2 Settlement Amount of Three Million Eight Hundred Twenty Thousand Dollars (\$3,820,000) (the
3 “Gross Settlement Amount”), as set forth in the Agreement. The Gross Settlement Amount will
4 settle, fully and finally, all issues pending in the Action between the Parties as set forth in the
5 Release of Claims in this Class and PAGA Representative Action. As set forth below, the Gross
6 Settlement Amount will cover: (a) the costs of administration of the settlement, (b) all Class
7 Counsel attorneys' fees and litigation expenses, (c) Plaintiffs' Service Payments, (d) the PAGA
8 Settlement Amount paid to the LWDA and the Aggrieved Employees, and (e) the remainder known
9 as the Net Settlement Amount, for payments to Class Members. (Agreement at ¶ 12.) The Gross
10 Settlement Amount does not include the employer's share of payroll taxes which will be separately
11 paid by Defendant Gallo Glass Company. (Id.) The Settlement is all-in with no reversion to
12 Defendant and no need to submit a claim form.

13 4. The relief provided in the Settlement will benefit all members of the Class. The
14 Settlement does not grant preferential treatment to Plaintiffs or segments of the Class in any way.
15 Payments to the Class Members are all determined under a neutral methodology. Each Participating
16 Class Member will receive the same opportunity to participate in and receive payment through a
17 neutral formula that is based upon the Workweeks worked by that individual.

18 5. On January 11, 2023, the Parties participated in an all-day mediation session presided
19 over by Jeff Ross, a respected jurist and experienced mediator of wage and hour class actions. In
20 preparation for the mediation, Defendants provided to Plaintiffs and Class Counsel payroll and
21 employment data and other information regarding the Class Members, various internal documents,
22 and other compensation and employment-related materials. Class Counsel analyzed the data with
23 the assistance of damages expert Berger Consulting and prepared and submitted a mediation brief to
24 the mediator. The final settlement terms were negotiated and set forth in the Agreement now
25 presented for this Court's approval. Importantly, Plaintiffs and Class Counsel believe that this
26 Settlement is fair, reasonable and adequate.

27 6. Based upon 945 Class Members who collectively worked no more than 151,296
28

1 work weeks, the Gross Settlement Amount provides an average value of \$4,042 per Class Member
2 and \$25 per work week, and after deductions, the remaining Net Settlement Amount provides an
3 average recovery of \$2,488 per Class Member and a recovery of \$15.54 per work week. The
4 calculations to compensate for the amount due for the Class at the time of the mediation were
5 calculated by Berger Consulting, Plaintiffs' damage expert. As to the Class whose claims are at
6 issue in this Action, Plaintiffs used the expert to analyze the data and determine the potential unpaid
7 wages for the employees. The maximum potential damages were calculated to be \$929,304 for the
8 alleged unpaid wages due to off the clock work, \$9,662,167 for alleged meal period damages based
9 upon a 64% violation rate potentially found in the time punch records and after deducting premiums
10 paid by Defendants, \$8,657,004 for alleged rest period damages based upon the alleged 100%
11 violation rate, and \$168,655 for the alleged unreimbursed business expenses. Therefore, it was
12 calculated that Defendants were subject to a maximum damage claim in the amount of \$19,417,130.
13 As to potential penalties, Plaintiffs calculated that wage statement penalties were a maximum of
14 \$3,150,100 and potential waiting time penalties were \$3,011,667.¹ Defendants vigorously disputed
15 Plaintiffs' calculations and exposure theories. Consequently, the Gross Settlement Amount of
16 \$3,820,000 represents more than 19% of the maximum value of the alleged damages at issue in this
17 case at the time this Settlement was negotiated, assuming these amounts could all be proven in full
18 at trial.² The above maximum calculations should then be adjusted in consideration for both the risk
19 of class certification and the risk of establishing class-wide liability on all claims. Given the amount
20
21

22 ¹ While Plaintiffs alleged claims for statutory penalties pursuant to Labor Code Sections 203 and
23 226, at mediation, Plaintiff recognized that these claims were subject to additional, separate
24 defenses asserted by Defendants, including, a good faith dispute defense as to whether any premium
25 wages for meal or rest periods or other wages were owed given Defendants' position that Plaintiffs
26 were properly compensated. *See Nordstrom Commission Cases*, 186 Cal. App. 4th 576, 584 (2010)
("There is no willful failure to pay wages if the employer and employee have a good faith dispute as
to whether and when the wages were due.").

27 ² Because the PAGA claim is not a class claim and primarily is paid to the State of California,
28 Plaintiff has not included the PAGA claim in this discussion of the value of the class claims. The
PAGA claim is addressed in the Decl. Nordrehaug at ¶33.

1 of the settlement as compared to the potential value of claims in this case and the defenses asserted
2 by Defendants, this settlement is fair and reasonable.

3
4 Procedural History of the Litigation

5 7. On September 23, 2021, Plaintiff Carlos Cousineau filed with the LWDA and served
6 on Defendant Gallo Glass Company a notice under Labor Code section 2699.3 stating he intended
7 to serve as a proxy of the LWDA to recover civil penalties on behalf of Aggrieved Employees for
8 various Labor Code violations ("Cousineau PAGA Notice"). On December 7, 2021, Plaintiff Carlos
9 Cousineau filed a Class Action Complaint, Case No. CV-21-006567 in the Superior Court of the
10 County of Stanislaus, against Defendant Gallo Glass Company for violations of the California Labor
11 Code and California Business and Professions Code. ("Cousineau Class Action"). On December 8,
12 2021, Plaintiff Carlos Cousineau filed a Complaint seeking civil penalties under the Labor Code
13 Private Attorneys General Act of 2004 ("PAGA") against Defendant Gallo Glass Company, Case
14 No. CV-21-006587 ("PAGA Complaint").

15 8. On December 1, 2021, Plaintiffs Rachel V. Correia and Rebekah Medina filed a
16 Class Action Complaint, Case No. CV-21-006459 in the Superior Court of the County of Stanislaus,
17 against Defendants Gallo Glass Company and Nigel Dart for violations of the California Labor
18 Code and California Business and Professions Code ("Correia Class Action"). On December 8,
19 2021, Plaintiff Rachel V. Correia and Rebekah Medina filed with the LWDA and served on
20 Defendants a notice under Labor Code section 2699.3 stating they intended to serve as proxies of
21 the LWDA to recover civil penalties on behalf of Aggrieved Employees for various Labor Code
22 violations ("Correia PAGA Notice," and with the Cousineau PAGA Notice, the "PAGA Notices").
23 On July 18, 2022, Plaintiff Rachel Correia filed a Complaint seeking civil penalties under the Labor
24 Code Private Attorneys General Act of 2004 ("PAGA") against Defendants Gallo Glass Company
25 and Nigel Dart, Case No. CV-22-003278.

26 9. On December 2, 2022, the Honorable Sonny S. Sandhu entered an order in the
27 Correia Class Action granting the Parties' Joint Stipulation for Order Granting Plaintiff Leave to File
28 First Amended Complaint and thereby effectively consolidated Case Nos. CV-21-00645,

1 CV-21-006567, CV-21-006587, and CV-22-003278. On December 5, 2022, Plaintiff Rachel
2 Correia, Plaintiff Rebekah Medina, Plaintiff Carlos Cousineau, and Plaintiff Daniel Garcia, filed a
3 First Amended Class And Representative Action Complaint in the Correia Class Action for
4 violations of the California Labor Code, California Business and Professions Code, and PAGA.
5 November 8, 2022, Plaintiff filed a First Amended Complaint in this Action. The First Amended
6 Complaint is the operative complaint in the Action (the "Operative Complaint").

7 10. Over the course of litigation, the Parties engaged in the investigation of the claims,
8 including production of documents, class data, and other information, allowing for the full and
9 complete analysis of liabilities and defenses to the claims in the Action. The information for
10 mediation obtained by Plaintiffs included: (1) time punch data showing employees' meal periods
11 and their time worked covering 945 employees and 502,628 shifts over 131,713 work weeks; (2)
12 Payroll data for employees in the Class; (3) Defendant Gallo Glass Companys's employee wage and
13 hour policies; (5) the employment files for the Plaintiffs; and, (7) samples of wage statements
14 provided by Defendants. As such, Class Counsel received the data and information for the Class,
15 which was sufficient for Plaintiffs' expert to prepare the valuations of the claims for the Class.

16 11. Class Counsel has extensive experience in litigating wage and hour class actions in
17 California. The Parties have vigorously litigated the Action since its inception. During the course
18 of litigation, the Parties each performed analysis of the merits and value of the claims. Plaintiff and
19 Defendant have engaged in substantial research and investigation in connection with the Action.
20 Class Counsel has thoroughly analyzed the value of the claims during the prosecution of this Action
21 and utilized an expert to perform an analysis of the data and valuation of the claims.

22 12. Plaintiff and Defendant agreed to discuss resolution of the Action through a
23 mediation. Prior to mediation, the Parties engaged in the above investigation and the exchange of
24 documents and information in connection with the Action. On January 11, 2023, the Parties
25 participated in an all-day mediation presided over by Jeff Ross, a respected and experienced
26 mediator of wage and hour class actions. Following the mediation, each side, represented by its
27 respective counsel, were able to agree to settle the Action based upon a mediator's proposal which
28

1 was memorialized in the Agreement. At all times, the negotiations were arm's length and
2 contentious.

3 13. Although a settlement has been reached, Defendants deny any liability or
4 wrongdoing of any kind associated with the claims alleged in the Action and further deny that, for
5 any purpose other than settlement, the Action is appropriate for class treatment. Defendants
6 contend, among other things, that it has correctly compensated the Class Members and complied at
7 all times with the California Labor Code, applicable Wage Order, and all other laws and regulations.
8 Further, Defendants contend that class certification is inappropriate for any reason other than for
9 settlement. Plaintiffs contend that Defendants violated California wage and hour laws. Plaintiffs
10 further contend that the Action is appropriate for class certification on the basis that the claims meet
11 the requisites for class certification. Without admitting that class certification is proper, Defendants
12 have stipulated that the above Class may be certified for settlement purposes only. (Agreement at ¶
13 70.) The Parties agree that certification for settlement purposes is not an admission that class
14 certification is proper. Further, the Agreement is not admissible in this or any other proceeding as
15 evidence that the Class could be certified absent a settlement. Solely for purposes of settling the
16 Action, the Parties stipulate and agree that the requisites for establishing class certification with
17 respect to the Class are satisfied.

18 14. Class Counsel has conducted an investigation into the facts of the class action. Class
19 Counsel engaged in a thorough review and analysis of the relevant documents and data with the
20 assistance of an expert. Accordingly, the agreement to settle did not occur until Class Counsel
21 possessed sufficient information to make an informed judgment regarding the likelihood of success
22 on the merits and the results that could be obtained through further litigation. In addition, Class
23 Counsel previously negotiated settlements with other employers in actions involving nearly identical
24 issues and analogous defenses. Based on the foregoing data and their own independent
25 investigation, evaluation and experience, Class Counsel believes that the settlement with Defendant
26 on the terms set forth in the Agreement is fair, reasonable, and adequate and is in the best interest of
27 the Class in light of all known facts and circumstances, including the risk of significant delay,
28 defenses asserted by Defendant, and potential appellate issues.

1
2 Settlement Terms and Plan of Allocation

3 15. The Gross Settlement Amount is Three Million Eight Hundred Twenty Thousand
4 Dollars (\$3,820,000). (Agreement at ¶ 12.) Under the Settlement, the Gross Settlement Amount
5 consists of the following elements: (1) payment of the Individual Class Payments to the
6 Participating Class Members; (2) Class Counsel's Attorney's Fees and Litigation Expenses; (3)
7 Settlement Administration Fees and Expenses; (4) the Service Payments to Plaintiffs; and (5) the
8 PAGA Settlement Amount. (Agreement at ¶ 12.) The Gross Settlement Amount does not include
9 Defendant Gallo Class Company's share of payroll taxes. (Agreement at ¶ 41.) The Gross
10 Settlement Amount shall be all-in with no reversion to Defendants. (Agreement at ¶ 41.)

11 16. Within fourteen (14) days of the Effective Date, Defendant Gallo Glass Company
12 shall deposit the Gross Settlement Amount with the Settlement Administrator. (Agreement at ¶
13 60(b).) Thereafter, the distribution of Individual Class Payments to Participating Class Members
14 shall be made by the Settlement Administrator within seven (7) days after the Gross Settlement
15 Amount is funded. (Agreement at ¶ 60(c).)

16 17. The amount remaining in the Gross Settlement Amount after the deduction of
17 Court-approved amounts for Plaintiffs' Service Payments, Class Counsel's Attorneys' Fees and
18 Litigation Expenses, the Settlement Administrator's fees and expenses, and the PAGA Settlement
19 Amount (called the "Net Settlement Amount") shall be allocated to Class Members as their
20 Individual Class Payments. (Agreement at ¶¶ 17 and 46(a).) Each Participating Class Member will
21 receive a pro rata share of the Net Settlement Amount based on the number of Workweeks that he or
22 she worked in each position covered by the Settlement during the Class Period (the "Individual
23 Class Payment"), calculated as follows: (Class Member's Workweeks worked ÷ Class Workweeks
24 worked by all Participating Class Members during the Class Period) × Net Settlement Amount =
25 Participating Class Member's Individual Class Payment. (Agreement at ¶ 46(a).) Workweeks will
26 be based on Defendant's records, however Class Members will have the right to challenge the
27 number of workweeks.

28 18. Class Members may choose to opt-out of the Settlement by following the directions

1 in the Class Notice. (Agreement at ¶ 54(b), Ex. A.) All Class Members who do not "opt out" will
2 be deemed Participating Class Members who will be bound by the Settlement and will be entitled to
3 receive an Individual Class Payment. (Agreement at ¶ 54(b).) All Aggrieved Employees, including
4 those who submit an opt-out request, will still be paid their allocation of the PAGA Settlement
5 Amount and will remain subject to the release of the PAGA claims regardless of their request for
6 exclusion from the Class. (Agreement at ¶¶ 46(b) and 51.) Finally, the Notice will advise the Class
7 Members of their right to object to the Settlement and/or dispute their Workweeks. (Agreement at
8 ¶ 55 and Ex. A.)

9 19. A Participating Class Member must cash his or her Individual Class Payment check
10 within 180 days after it is mailed. (Agreement at ¶ 61.) Any settlement checks not cashed within
11 180 days will be voided and any funds from such uncashed checks will be paid to the California
12 Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid
13 residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
14 (Agreement at ¶ 61.)

15 20. Subject to Court approval, the Parties have agreed on Phoenix Settlement
16 Administrators to administer the settlement in this action ("Settlement Administrator"). (Agreement
17 at ¶ 29.) The Administrator will be paid for settlement administration in an amount estimated to be
18 \$25,000. (Agreement at ¶ 44.)

19 21. Subject to Court approval, the Agreement provides for Class Counsel to be awarded
20 a sum not to exceed one-third of the Gross Settlement Amount, as the Class Counsel Fees Payment.
21 (Agreement at ¶ 42.) Class Counsel will also be allowed to apply separately for an award of Class
22 Counsel Litigation Expenses Payment in an amount not to exceed \$30,000. (Agreement at ¶ 42.)
23 Subject to Court approval, the Agreement provides for a payment of no more than \$10,000 to each
24 Plaintiff as his or her Service Payment. (Agreement at ¶ 43.)

25 22. Subject to Court approval, One Hundred Thousand Dollars (\$100,000) will be paid
26 from the Gross Settlement Amount for PAGA penalties under the California Private Attorneys
27 General Act, Cal. Labor Code Section 2698, *et seq.* ("PAGA"). (Agreement at ¶ 25.) Pursuant to
28 the express requirements of Labor Code § 2699(i), the PAGA Payment shall be allocated as follows:

1 75% (\$75,000) shall be allocated to the Labor Workforce Development Agency ("LWDA") as its
2 share of the civil penalties and 25% (\$25,000) allocated to the Individual PAGA Payments to be
3 distributed to the Aggrieved Employees based on the number of their respective pay periods worked
4 during the PAGA Period. (Agreement at ¶¶ 16 and 46(b).) As set forth in the accompanying proof of
5 service, the LWDA has been served with this motion and the Agreement.

6
7 Risks of Continued Litigation and Standards for Approval

8 23. Plaintiffs and Class Counsel recognize the expense and length of continuing to
9 litigate and trying this Action against Defendant through possible appeals which could take several
10 years. Class Counsel has also taken into account the uncertain outcome and risk of litigation,
11 especially in complex class actions such as this Action. Class Counsel is also mindful of and
12 recognize the inherent problems of proof under, and alleged defenses to, the claims asserted in the
13 Action. Based upon their evaluation, Plaintiffs and Class Counsel have determined that the
14 Settlement set forth in the Agreement is in the best interest of the Class Members.

15 24. Here, a number of defenses asserted by Defendants present serious threats to the
16 claims of the Plaintiffs and the other Class Members. Defendants asserted that Defendants'
17 practices complied with all applicable Labor laws. Defendants maintained that Labor Code §514
18 barred wage claims on behalf of union employees and union employees constitute the vast majority
19 of the Class. Defendants argued that all work time was paid for and that the regular rate was
20 properly calculated when paying wages. Defendants contend that their meal and rest period policies
21 fully complied with California law and that Defendants' timekeeping system recorded meal periods,
22 and was not required to record rest periods. Defendants established that they paid some meal period
23 premiums which could be argued as evidence of lawful practices. As to expenses reimbursement,
24 Defendants contended that they did not fail to pay for business expenses and any cell phone usage
25 was merely convenient and voluntary such that reimbursement was not legally required. Finally,
26 Defendants could argue that the Supreme Court decision in *Brinker v. Superior Court*, 53 Cal. 4th
27 1004 (2012), weakened Plaintiffs' claims, on liability, value, and class certifiability as to the meal
28 and rest period claims. Defendants also argues that based on their facially lawful practices, they

1 acted in good faith and without willfulness, which if accepted would negate the claims for waiting
2 time penalties and/or inaccurate wage statements. If successful, Defendants' defenses could
3 eliminate or substantially reduce any recovery to the Class. While Plaintiffs believe that these
4 defenses could be overcome, Defendants maintain these defenses have merit and therefore present a
5 serious risk to recovery by the Class.

6 25. There was also a significant risk that, if the Action was not settled, Plaintiffs would
7 be unable to maintain a certified class through trial, and thereby not recover on behalf of any
8 employees other than themselves. At the time of the mediation, Defendants continued to forcefully
9 oppose the propriety of class certification, arguing that individual issues precluded such findings.
10 Further, as demonstrated by the California Supreme Court decision in *Duran v. U.S. Bank National*
11 *Assn.*, 59 Cal. 4th 1 (2014), there are significant hurdles to overcome for a class-wide recovery even
12 where the class has been certified. While other cases have approved class certification in wage and
13 hour claims, class certification in this action was hotly disputed and the maintenance of a certified
14 class through trial was by no means a foregone conclusion.

15 26. This settlement is therefore certainly entitled to preliminary approval. Were this
16 case to go to trial, the Plaintiffs and the other class members would need to prove, among other
17 things, that wages were owed on a class-wide basis. This was and is a substantial risk.

18 27. Plaintiffs will apply to the Court for Service Payments in consideration for their
19 service and for the risks undertaken on behalf of the class. (Agreement at ¶ 43.) Plaintiffs
20 performed their duties admirably by working with Class Counsel for more than year. The
21 declarations of the Plaintiffs will be presented at the time of final approval in support of the
22 requested awards. At this stage, the requested service awards of \$10,000 are well within the
23 accepted range of awards for purposes of preliminary approval. *See e.g. Mathein v. Pier 1 Imps.*
24 *(U.S.), Inc.*, 2018 U.S. Dist. LEXIS 71386 (E.D. Cal. 2018) (awarding \$12,500 where average class
25 member payment was \$351); *Holman v. Experian Info. Solutions, Inc.*, 2014 U.S. Dist. LEXIS
26 173698 (N.D. Cal. 2014) (approving \$10,000 service award where class member recovery was
27 \$375); *Rausch v. Hartford Fin. Servs. Grp.*, 2007 U.S. Dist. LEXIS 14740, 2007 WL 671334 (D.
28 Or. 2007) (approving award of \$10,000 where class member recoveries were as little as \$150);

1 *Louie v. Kaiser Foundation Health Plan, Inc.*, 2008 WL 4473183, *7 (S.D.Cal. Oct. 06, 2008)
2 (awarding \$25,000 service award to each of six plaintiffs in overtime class action); *Glass v. UBS*
3 *Fin. Servs.*, 2007 WL 221862, *16-17 (N.D.Cal. Jan. 27 2007) (awarding \$25,000 service award in
4 overtime class action and a pool of \$100,000 in enhancements). As explained in *Glass*, service
5 awards are routinely awarded to class representatives to compensate the employees for the time and
6 effort expended on the case, for the risk of litigation, for the fear of suing an employer and
7 retaliation there from, and to serve as an incentive to vindicate the statutory rights of all employees.
8 2007 WL 221862 at *16-17. Below, I provided a long list of similar Court-approved service
9 awards.

10 28. The stage of the proceedings at which this Settlement was reached also militates in
11 favor of preliminary approval and ultimately, final approval of the Settlement. Class Counsel has
12 conducted a thorough investigation into the facts of the class action. Class Counsel began
13 investigating the Class Members' claims before the Action was filed. Class Counsel conducted a
14 review and analysis of the relevant documents and data. Class Counsel was also experienced with
15 the claims at issue here, as Class Counsel previously litigated and settled similar claims in other
16 actions. Accordingly, the agreement to settle did not occur until Class Counsel possessed sufficient
17 information to make an informed judgment regarding the likelihood of success on the merits and the
18 results that could be obtained through further litigation.

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

27
28 Class Certification Issues

1 30. Plaintiffs contend that the proposed settlement meets all of the requirements for class
2 certification under California Code of Civil Procedure § 382 as demonstrated below, and therefore,
3 the Court may appropriately approve the Class as defined in the Agreement. This Court should
4 conditionally certify the Class for settlement purposes only, defined as follows:

5 All current and former employees of Defendant Gallo Class Company who worked
6 for Gallo Glass Company in the State of California, while classified as non-exempt,
at any time during the Class Period.

7 (Agreement at ¶ 5.)

8 The Class Period is from December 1, 2017 through the earlier of: (1) the date the Court grants
9 preliminary approval of this Settlement; or (2) the exhaustion of 151,296 Workweeks . (Agreement
10 at ¶ 6.)

11 a. **Numerosity** - Here, Plaintiffs assert that the 945 current and former
12 employees that comprise the Class can be identified based on Defendants' records and are
13 sufficiently numerous for class certification.

14 b. **Common Issues Predominate** - Here, Plaintiffs contend that common
15 questions of law and fact are present, specifically the common questions of whether Defendants'
16 employment practices were lawful, whether Defendants failed to provide meal and rest periods to
17 Class Members, whether Class members were lawfully compensated for all hours worked, whether
18 Defendants failed to provide required expense reimbursement, and whether Class Members are
19 entitled to damages and penalties as a result of these practices. Plaintiffs contend that certification
20 of this Class is appropriate because Defendants allegedly engaged in uniform practices with respect
21 to the Class Members. As a result, these common questions of liability could be answered on a
22 class wide basis.

23 c. **Typicality** - In the instant case, Plaintiffs contend that the typicality
24 requirement is fully satisfied. Plaintiffs, like every other member of the Class, were employed by
25 Defendants as non-exempt employees, and, like every other member of the Class, was subject to the
26 same employment practices. Plaintiffs, like every other member of the Class, also claims owed
27 compensation as a result of the Defendants' uniform policies and practices. Thus, the claims of
28

1 Plaintiffs and the members of the Class arise from the same course of conduct by Defendants,
2 involve the same issues, and are based on the same legal theories.

3 d. **Adequacy** - Plaintiffs contend that the Class Members are adequately
4 represented here because Plaintiffs and representing counsel (a) do not have any conflicts of interest
5 with other class members, and (b) will prosecute the case vigorously on behalf of the Class. This
6 requirement is met here. First, Plaintiffs are well aware of their duties as the representatives of the
7 Class and have actively participated in the prosecution of this case to date. Plaintiffs effectively
8 communicated with Class Counsel, provided documents and information to Class Counsel, and
9 participated in the investigation and resolution of the Action. The personal involvement of the
10 Plaintiffs was essential to the prosecution of the Action and the monetary settlement reached.
11 Second, Plaintiffs retained competent counsel who are experienced in employment class actions and
12 who have no conflicts. Third, there is no antagonism between the interests of the Plaintiffs and
13 those of the Class. Both the Plaintiffs and the Class Members seek monetary relief under the same
14 set of facts and legal theories.

15 31. Class Counsel's Adequacy of Representation and Absence of Conflict: Blumenthal
16 Nordrehaug Bhowmik De Blouw LLP is experienced in prosecuting class action lawsuits and can
17 competently represent the Class. Other lawyers at my firm and I have extensive class litigation
18 experience. We have handled a number of class actions and complex cases and have acted both as
19 counsel and as lead and co-lead counsel in a variety of these matters. We have successfully
20 prosecuted and obtained significant recoveries in numerous class action lawsuits and other lawsuits
21 involving complex issues of law and fact. My firm is particularly experienced in wage and hour
22 employment law class actions, including claims for misclassification, overtime, expense
23 reimbursement, unlawful deduction of wages, and missed rest and meal periods. Blumenthal
24 Nordrehaug Bhowmik De Blouw LLP has been involved as class counsel in over hundreds of wage
25 and hour class actions. Blumenthal Nordrehaug Bhowmik De Blouw LLP has been found to be
26 adequate counsel by the courts throughout California. We have been approved as experienced class
27 counsel by both state and federal courts in California in contested class certification proceedings. A
28 true and correct copy of the resume of my firm is attached hereto as Exhibit #2. The Class in this

1 settlement is defined as “all current and former employees of Defendant Gallo Glass Company who
2 worked for Gallo Glass Company in the State of California, while classified as non-exempt, at any
3 time during the Class Period.” I have reviewed my firm’s cases and representation of other
4 plaintiffs and there is no conflict or representation which would prevent my firm from representing
5 the interests of the Class this case. My firm only represents employees, and not employers. My
6 firm has never represented Defendant nor any affiliate of the Defendants. My firm’s only interest in
7 the subject matter of this litigation is to ensure a recovery to the Class and to maximize that
8 recovery. Finally, our allegiance to the Class and the claims of the Class is not inconsistent with our
9 allegiance to pursue the claims on behalf of other employees and classes as the claims are all against
10 different and distinct employers. I can think of no conflict that would arise in our representation of
11 the Class and our adequate representation of the Class is evidenced by the successful prosecution of
12 the class claims to reach an excellent recovery for the Class. Moreover, neither the Plaintiff nor
13 Class Counsel have any affiliation with the Settlement Administrator for this settlement. Thus, the
14 adequacy requirement for my firm is satisfied.

15 32. The Class Notice, drafted jointly and agreed upon by the Parties through their
16 respective counsel and to be approved by the Court, includes all relevant information. (*See Exhibit*
17 *“A” to the Agreement.*) The Class Notice will include, among other information: (i) information
18 regarding the Action; (ii) the impact on the rights of the Class Members if they do not opt out,
19 including a description of the applicable release; (iii) information to the Class Members regarding
20 how to opt out and how to object to the Settlement; (iv) the estimated Individual Class Payment for
21 each of the Class Members; (iii) the amount of attorneys’ fees and expenses to be sought; (v) the
22 amount of the Plaintiffs’ service award request; and (vi) the anticipated expenses of the Settlement
23 Administrator. The Class Notice will state that the Class Members shall have forty-five (45) days
24 from the date that the Notice is mailed to them to request exclusion (opt-out) or to submit an
25 objection. (*Agreement at ¶ 54.*) Copies of the proposed Objection form and Request for Exclusion
26 form are attached to the Agreement as Exhibits B and C, respectively. Class Members shall be
27 given the opportunity to object to the Settlement and/or requests for attorneys’ fees and expenses
28 and to appear at the Final Approval Hearing. (*Agreement at ¶ 54.*) Class Members who do not

1 submit a timely and proper request to opt-out will automatically receive a payment of their
2 Individual Class Payment. This notice program was designed to meaningfully reach the Class
3 Members and it advises them of all pertinent information concerning the Settlement.
4

5 33. The PAGA Claim -

6 a. **Approval of PAGA Settlements.** The decision in *O'Connor v. Uber*, 201
7 F.Supp.3d 1110, 1133 (N.D. Cal. 2016), and the LWDA's Response therein is illustrative. The
8 LWDA first states that "when viewing the monetary relief allocated to PAGA claims under a
9 settlement, the LWDA recognizes that the PAGA sum need not necessarily be viewed through the
10 same lens as the relief obtained by absent class members on other claims (i.e., the percentage of
11 recovery-to-exposure on the PAGA claims need not necessarily equal the percentage of recovery on
12 the other claims)." (LWDA Response at p.3). The LWDA also indicated that the payment of
13 money to the aggrieved employees furthers the purposes of PAGA and that the Court considers that
14 primary consideration. "The LWDA recognizes that this Court does not review the PAGA
15 allocation in isolation, but rather reviews the settlement as a whole, to determine whether it is
16 fundamentally fair, reasonable and adequate, with primary consideration for the interests of absent
17 class members." (LWDA Response at p.4).

18 b. **Valuation of the PAGA Claim.** For mediation, Plaintiffs' calculated the
19 value of the alleged PAGA claim as to Aggrieved Employees for civil penalties to be between
20 \$1,759,750 and \$3,519,500 for a single violation in every one of the 35,195 pay periods at issue in
21 the PAGA Period, depending on whether the violation was \$50 per pay period as in the case of
22 Labor Code § 558(a)(1) or the standard amount of \$100 per pay period for violation of Labor Code
23 § 1198. This valuation assumed that PAGA civil penalties would be awarded at the maximum rate
24 per pay period but without stacking.³ The PAGA allocation in the Settlement is the amount of
25

26 ³ Stacking is where more than one civil penalty is imposed in a pay period for the same conduct.
27 The valuation of between \$1,759,750 and \$3,519,500 is the civil penalty amount without stacking.
28 If stacking is permitted, then the valuation increases with each additional penalty added to each pay
period. Plaintiffs, however, are not aware of any PAGA award which permitted stacking and in the
cases cited herein, only one penalty per pay period was assessed.

1 \$100,000. This allocation is justified by several important considerations. First, the PAGA claim
2 was subject to the same risks as the underlying class claims. Second, Defendant asserted additional
3 defenses to the PAGA claim, not only as to liability but also as to the amount of the penalties.
4 Defendant could also argue that no penalties prior to the PAGA notification should be awarded, and
5 I am aware of one Court which has so ruled. These additional defenses present a risk to the PAGA
6 claim and the potential that some or all of the PAGA penalties sought may not be awarded. Second,
7 in *Carrington v. Starbucks Corp.*, 30 Cal. App. 5th 504 (2018), the court affirmed a judgment which
8 only provided for a PAGA penalty of \$5 per violation. Therefore, at trial, any PAGA penalties
9 awarded could be significantly less than Plaintiff's calculation even where Plaintiff prevailed on the
10 PAGA claim. Even if we assume that violations for all 35,195 pay periods were established, using
11 the valuation from *Carrington* results in a potential recovery of only \$175,975 under PAGA. This
12 means that the \$100,000 PAGA allocation is a reasonable percentage of this potential PAGA
13 recovery.

14 c. **Comparable PAGA Settlements.** In reaching the settlement of the PAGA
15 claim, Class Counsel was also aware of what allocations other Courts have approved for similar
16 PAGA settlements as compared to the total settlement amount. A settlement that allocates
17 approximately 2.6% of the total settlement value to resolve PAGA claims is also supported by what
18 has been approved in other wage-and-hour class settlements. Indeed, Courts typically approve
19 PAGA settlement amounts in the range of between .27 to 1.7 percent of the total settlement. See
20 *Davis v. Brown Shoe Co.*, 2015 U.S. Dist. LEXIS 149010 (E.D. Cal. 2015) (PAGA Payment of
21 \$5,000 in a \$1.5 million class settlement); *Zamora v. Ryder Integrated Logistics, Inc.*, 2014 U.S.
22 Dist. LEXIS 184096 (S.D. Cal. 2014) (\$7,500 payment to LWDA for PAGA on a \$1.5 million class
23 settlement); *Lusby v. Gamestop Inc.*, 2015 U.S. Dist. LEXIS 42637 (N.D. Cal. 2015) (PAGA
24 Payment of \$5,000 in a \$500,000 class settlement); *Cruz v. Sky Chefs, Inc.*, 2014 U.S. Dist Lexis
25 17693 (N.D. Cal. 2014) (approving payment of \$10,000 to the LWDA for PAGA out of \$1,750,000
26 class settlement); *Chu v. Wells Fargo Investments, LLC*, 2011 WL 672645, *1 (N.D. Cal. 2011)
27 (approving PAGA payment of \$7,500 to the LWDA out of \$6.9 million common-fund settlement);
28 *Franco v. Ruiz Food Products, Inc.*, 2012 WL 5941801, *13 (E.D. Cal. 2012) (approving PAGA

1 payment of \$7,500 to the LWDA out of \$2.5 million common-fund settlement); *Hopson v.*
2 *Hanesbrands Inc.*, 2009 WL 928133, *9 (N.D. Cal. 2009) (approving PAGA allocation that was
3 .49% of \$408,420.32 gross settlement); *Garcia v. Gordon Trucking, Inc.*, 10-cv-00324-AWI-SKO,
4 Dkt. 149-3, 165 (E.D. Cal.) (approving a class settlement of \$3,700,000, with \$10,000 allocated to
5 the PAGA claim); *McKenzie v. Federal Express Corp.*, CV 10-02420 GAF (PLAx), Dkt. 139 & 141
6 (C.D. Cal.) (court approved a settlement in an amount of \$8.25 million, with \$82,500 allotted to the
7 PAGA claim); *DeStefan v Frito-Lay*, 8:10-cv-00112-DOC (C.D. Cal.) (court approved a class
8 settlement of \$2 million, with \$10,000 allocated to PAGA); *Martino v. Ecolab Inc.*, No.
9 3:14CV04358 (N.D. Cal. 2017) (\$100,000 allotted as PAGA penalties or 0.48% of \$21,000,000
10 settlement amount); *East v. Comprehensive Educational Services Inc.*, Fresno Superior Court Case
11 No. 11-CECG-04226 (2015) (\$10,000 allotted as PAGA penalties or 0.13% of \$7,595,846
12 settlement amount); *Bararsani v. Coldwell Banker Residential Brokerage Company*, Los Angeles
13 Superior Court Case No. BC495767 (2016) (\$10,000 allotted as PAGA penalties or 0.22% of
14 \$4,500,000 settlement amount); *Moppin v. Los Robles Medical Center*, No. 5:15CV01551 (C.D.
15 Cal. 2017) (\$15,000 allotted as PAGA penalties or 0.40% of \$3,775,000 settlement amount);
16 *Scott-George v. PVH Corporation*. No., 2:13CV00441 (E.D. Cal. 2017) (\$15,000 allotted as PAGA
17 penalties or 0.46% of \$3,250,000 settlement amount); *Nehrlich v. RPM Mortgage Inc.*, Orange
18 County Superior Court Case No. 30-2013-00666783-CU-OE-CXC (2017) (\$10,000 allotted as
19 PAGA penalties or 0.40% of \$2,500,000 settlement amount); *Rubio v. KTI Incorporated*, San
20 Bernardino Superior Court Case No. CIVDS-14-06132 (2015) (\$1,000 allotted as PAGA penalties
21 or 0.18% of \$550,000 settlement amount); *Gray v. Mountain View Child Care Inc.*, San Bernardino
22 Superior Court Case No. CIVDS-14-02285 (2016) (\$2,500 allotted as PAGA penalties or 0.37% of
23 \$675,000 settlement amount); *Perez v. West Coast Liquidators Inc. d/b/a Big Lots*, San Bernardino
24 Superior Court Case No. CIVDS-14-17863 (2016) (\$3,000 allotted as PAGA penalties or 0.33% of
25 \$900,000 settlement amount); *Penaloza vs. PPG Industries Inc.*, Los Angeles Superior Court No.
26 BC471369 (2013) (\$5,000 allotted as PAGA penalties or 0.38% of \$1,300,000 settlement amount);
27 *Mejia v. DHL Express (USA) Inc.*, No. 2:15CV00890 (C.D. Cal. 2017) (\$5,000 allotted as PAGA
28 penalties or 0.34% of \$1,450,000 settlement amount).

1 34. Attorneys' Fees - The Class Counsel Fees Payment is capped at one-third of the
2 Gross Settlement Amount. A fee award that is capped at one-third of the common fund is fair and
3 reasonable, and at the time of final approval, my firm will present lodestar to further support the
4 reasonableness of the requested fee award. My firm has been regularly awarded attorney's fees
5 equal to one-third of the common fund in Court-approved wage and hour class settlements. Some
6 of the class action awards obtained by Class Counsel in similar employment actions throughout the
7 state bear out the reasonableness of a fee and costs award equivalent to one-third (1/3) of the total
8 settlement value: On December 4, 2018, in *Panda Express Wage and Hour Cases* (Los Angeles
9 Superior Court, Case No. JCCP 4919) Judge Carolyn Kuhl awarded Class Counsel a one-third fee
10 award in a wage and hour class settlement. On February 1, 2019, in *Solarcity Wage and Hour*
11 *Cases* (San Mateo Superior Court, Case No. JCCP 4945) Judge Marie Weiner awarded Class
12 Counsel a one-third fee award in a wage and hour class settlement. On July 30, 2019, in *Erickson v.*
13 *John Muir Health*, (Contra Costa Superior Court Case No. MSC18-00307) Judge Edward Weil
14 awarded Class Counsel a one-third fee award in a wage and hour class settlement. On December
15 18, 2019, in *Velasco v. Lemonade Restaurant Group*, (Los Angeles Superior Court Case No.
16 BC672235) Judge William Highberger awarded Class Counsel a one-third fee award in a wage and
17 hour class settlement. On January 31, 2020, in *El Pollo Loco Wage and Hour Cases* (Orange
18 County Superior Court Case No. JCCP 4957) Judge William Claster awarded Class Counsel a one-
19 third award in a wage and hour class settlement. On October 23, 2020, in *Ontiveros v. Baker*
20 *Concrete*, (Santa Clara Superior Court Case No. 18CV328679) Judge Brian Walsh awarded Class
21 Counsel a one-third fee award in a wage and hour class settlement. On December 3, 2020, in
22 *Blackshear v. California Fine Wine & Spirits* (Sacramento Superior Court Case No. 34-2018-
23 00245842) Judge Christopher Krueger awarded BNBD a one-third fee award in a wage and hour
24 class settlement. On June 2, 2021, in *Pacia v. CIM Group, L.P.* (Los Angeles Superior Court Case
25 No. BC709666), Judge Amy D. Hogue awarded Class Counsel a one-third fee award in a wage and
26 hour class settlement. On September 24, 2021, in *Prologistics Wage and Hour Cases* (Los Angeles
27 Superior Court Case No. JCCP 4881), Judge William Claster awarded Class Counsel a one-third fee
28 award in a wage and hour class settlement. On November 8, 2021, in *Securitas Wage and Hour*

1 *Cases* (Los Angeles Superior Court Case No. JCCP4837) Judge David Cunningham awarded a
2 one-third fee award in a wage and hour class settlement. On March 17, 2022, in *See's Candies*
3 *Wage and Hour Cases* (Los Angeles Superior Court Case No. JCCP5004) Judge Maren Nelson
4 awarded a one-third fee award in a wage and hour class action settlement. On April 12, 2022, in
5 *O'Donnell v. Okta, Inc.*, (San Francisco Superior Court Case No. CGC-20-587665) Judge Richard
6 Ulmer awarded a one-third fee award in a wage and hour class action settlement. On May 23, 2022,
7 in *Ettegui v. WB Studio Enterprises Inc.*, (United States District Court, Central District of
8 California Case No. 2:20-cv-08053-MCS-JDE) Judge Mark C. Scarsi awarded a one-third fee award
9 in a wage and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v. Prometric*
10 *LLC* (Los Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson awarded a
11 one-third fee award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D Carwash*
12 *Management LLC*, (Sacramento Superior Court Case No. 2019-00251338), Judge Christopher E.
13 Krueger awarded a one-third fee award in a wage and hour class action settlement. On August 10,
14 2022, in *Spears, et al. v. Health Net of California, Inc.*, (Sacramento Superior Court Case No. 34-
15 2017-00210560-CU-OE-GDS), Judge Christopher E. Krueger awarded a one-third fee award in a
16 wage and hour class action settlement. On September 7, 2022, in *Lucchese, et al. v. Kone, Inc.*,
17 (San Francisco Superior Court Case No. CGC-20-588225), Judge Richard B. Ulmer, Jr. awarded a
18 one-third fee award in a wage and hour class action settlement. On November 4, 2022, in *Infinity*
19 *Energy Wage and Hour Cases* (San Diego Superior Court, Case No. JCCP5139), Judge Keri Katz
20 awarded a one-third fee award in a wage and hour class action settlement. On February 1, 2023, in
21 *Hogan v. AECOM Technical Services, Inc.* (Los Angeles Superior Court Case No. 19STCV40072),
22 Judge Stuart Rice awarded a one-third fee award in a wage and hour settlement. A fee award equal
23 to one-third of the common fund is therefore reasonable in light of the fees that have been awarded
24 in other similar cases.

25 35. Class Representative Service Payments - The reasonableness of the requested service
26 award is also established by reference to the amounts that other California courts have found to be
27 reasonable in wage and hour class action settlements: *Zamora v. Balboa Life & Casualty, LLC*,
28 Case No. BC360036, Los Angeles County Superior Court (Mar. 7, 2013)(awarding \$25,000 service

award); *Aguiar v. Cingular Wireless, LLC*, Case No. CV 06-8197 DDP (AJWx)(C.D. Cal. Mar. 17, 2011)(awarding \$14,767 service award); *Magee v. American Residential Services, LLC*, Case No. BC423798, Los Angeles County Superior Court (Apr. 21, 2011)(awarding \$15,000 service award); *Mares v. BFS Retail & Commercial Operations, LLC*, Case No. BC375967, Los Angeles County Superior Court (June 24, 2010)(awarding \$15,000 service award); *Baker v. L.A. Fitness Int'l, LLC*, Case No. BC438654, L.A. County Superior Court (Dec. 12, 2012)(awarding \$10,000 service awards to three named plaintiffs); *Blue v. Coldwell banker Residential Brokerage Co.*, Case No. BC417335, Los Angeles County Superior Court (Mar. 21, 2011)(awarding \$10,000 service award); *Buckmire v. Jo-Ann Stores, Inc.*, Case No. BC394795, Los Angeles County Superior Court (June, 11, 2010)(awarding \$10,000 service awards); *Coleman v. Estes Express Lines, Inc.*, Case No. BC429042, Los Angeles County Superior Court (Oct. 3, 2013)(awarding \$10,000 service award); *Ethridge v. Universal Health Services, Inc.*, Case No. BC391958, Los Angeles County Superior Court (May 27, 2011)(awarding \$10,000 service award); *Hickson v. South Coast Auto Ins. Marketing, Inc.*, Case No. BC390395, Los Angeles County Superior Court (Mar. 27, 2012)(awarding \$10,000 service award); *Hill v. sunglass Hut Int'l, Inc.*, Case No. BC422934, Los Angeles County Superior Court (July 2, 2012)(awarding \$10,000 service award); *Kambamba v. Victoria's Secret Stores, LLC*, Case No. BC368528, Los Angeles County Superior Court, (Aug. 19, 2011)(awarding \$10,000 service award together with additional compensation for their general release); *Nevarez v. Trader Joe's Co.*, Case No. BC373910, Los Angeles County Superior Court (Jan. 29, 2010)(awarding \$10,000 service award); *Ordaz v. Rose Hills Mortuary, L.P.*, Case No. BC386500, Los Angeles County Superior Court, (Mar. 19, 2010)(awarding \$10,000 service award); *Sheldon v. AHMC Monterey Park Hosp. LP*, Case No. BC440282, Los Angeles County Superior Court (Feb. 22, 2013)(awarding \$10,000 service award); *Silva v. Catholic Mortuary Services, Inc.*, Case No. BC408054, Los Angeles County Superior Court (Feb. 8, 2011)(awarding \$10,000 enhancement award); *Weisbarth v. Banc West Investment Services, Inc.*, Case No. BC422202, Los Angeles County Superior Court (May 24, 2013)(awarding \$10,000 service award); *Lazar v. Kaiser Foundation Health Plan*, Case No. 14-cv-273289, Santa Clara County Superior Court (Dec. 28, 2015) (awarding \$10,000 service award); *Acheson v. Express, LLC*, Case No. 109CV135335, Santa

1 Clara County Superior Court (Sept. 13, 2011)(awarding \$10,000 service award); *Bejarano v.*
2 *Amerisave Mortgage Corp.*, Case No. EDCV 08-00599 SGL (Opx)(C.D. Cal. June 22,
3 2010)(awarding \$10,000 service award); *Carbajal v. Sally Beauty Supply LLC*, Case No. CIVVS
4 1004307, San Bernardino County Superior Court (Aug. 6, 2012)(awarding \$10,000 service award);
5 *Contreras v. Serco Inc.*, Case No. 10-cv-04526-CAS-JEMx (C.D. Cal. Sep. 10, 2012)(awarding
6 \$10,000 service award); *Guerro v. R.R. Donnelley & Sons Co.*, Case No. RIC 10005196, Riverside
7 County Superior Court (July 16, 2013)(awarding \$10,000 service award); *Kisliuk v. ADT Security*
8 *Services Inc.*, Case No. CV08-03241 DSF (RZx)(C.D. Cal. Jan. 10, 2011)(awarding \$10,000 service
9 award); *Morales v. BCBG Maxazria Int'l Holdings, Inc.*, Case No. JCCP 4582, Orange County
10 Superior Court (Jan. 24, 2013)(awarding \$10,000 service award); *Barrett v. Doyon Security*
11 *Services, LLC*, Case No. BS900199, BS900517, San Bernardino County Superior Court (Apr. 23,
12 2010)(awarding \$10,000 service award); *Zirpolo v. UAG Stevens Creek II*, Santa Clara Superior
13 Court Case no. 17CV313457 (July 10, 2018) (awarding \$10,000 service award); *Taylor v. TIC - The*
14 *Inductrial Complany*, U.S.D.C. Central District of California Case No. EDCV 16-186-VAP (Aug. 1,
15 2018) (awarding \$10,000 service award).

16 37. Potentially Related Other Actions - I am unaware of any other related cases pending
17 against Defendant which would be impacted by this settlement. I have searched the LWDA
18 database which evidences that there was no other PAGA notice served against Dfeendants (other
19 than PAGA notices served in this case). I have also inquired of counsel for Defendant who advised
20 me that they are not aware of any other actions.

21
22 I declare under penalty of perjury under the laws of the State of California that the foregoing
23 is true and correct. Executed this 16th day of March, 2023, at La Jolla, California.

24
25 By: _____
26 Kyle Nordrehaug
27
28

1 (Counsel of record listed on next page)

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6
7 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
8 **COUNTY OF STANISLAUS**

9 RACHEL V. CORREIA, an individual; and on
10 behalf of all others similarly situated and
11 aggrieved; REBEKAH MEDINA, an individual;
12 and on behalf of all others similarly situated and
13 aggrieved; CARLOS COUSINEAU, an
14 individual; and on behalf of all others similarly
15 situated and aggrieved; DANIEL GARCIA, an
16 individual; and on behalf of all others similarly
17 situated and aggrieved,

18 Plaintiffs,

19 vs.

20 GALLO GLASS COMPANY, a Nevada
21 corporation; NIGEL DART, an individual; and
22 DOES 1 through 100, inclusive,

23 Defendants.
24
25
26
27
28

CASE NO. CV-21-006459

**CLASS ACTION AND PAGA
REPRESENTATIVE ACTION
SETTLEMENT AGREEMENT AND
RELEASE**

Department: 24
Judge: Honorable Sonny S. Sandhu

BIBIYAN LAW GROUP, P.C.

David D. Bibiyan (SBN 287811)

david@tomorrowlaw.com

Jeffrey D. Klein (SBN 297296)

jeff@tomorrowlaw.com

Sarah H. Cohen (SBN 330700)

sarah@tomorrowlaw.com

Vedang J. Patel (SBN 328647)

vedang@tomorrowlaw.com

8484 Wilshire Boulevard, Suite 500

Beverly Hills, California 90211

Phone: (310) 428-5555

Fax: (310) 300-1705

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Norman B. Blumenthal (SBN 68687)

norm@bamlawca.com

Kyle R. Nordrehaug (SBN 205975)

kyle@bamlawca.com

Aparajit Bhowmik (SBN 248066)

AJ@bamlawca.com

Jeffrey S. Herman (SBN 289058)

jeffrey@bamlawca.com

Sergio J. Puche (SBN 289437)

sergiojulian@bamlawca.com

2255 Calle Clara

La Jolla, CA 92037

Phone: (858) 551-1223

Fax: (858) 551-1232

Attorneys for Plaintiffs and the Proposed Class

PAUL HASTINGS LLP

NANCY L. ABELL (SB# 088785)

nancyabell@paulhastings.com

515 South Flower Street

Twenty-Fifth Floor

Los Angeles, California 90071-2228

Tel: 1-213-683-6162

Fax: 1-213-627-0705

PAUL HASTINGS LLP

RAYMOND W. BERTRAND (SB# 220771)

raymondbertrand@paulhastings.com

4747 Executive Drive

Twelfth Floor

San Diego, California 92121

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Tel: 1-858-458-3000
Fax: 1-858-458-3005

Attorneys for Defendants
Gallo Glass Company and Nigel Dart

1 This Class Action and PAGA Action Settlement Agreement (hereinafter “**Settlement**,”
2 “**Settlement Agreement**,” or “**Agreement**”) is entered into by and between Rachel Correia,
3 Rebekah Medina, Carlos Cousineau, and Daniel Garcia, individually, on behalf of all others
4 similarly situated, and on behalf of the State of California (collectively, “**Plaintiffs**”); and
5 Defendants Gallo Glass Company (“**Gallo Glass Company**”) and Nigel Dart (“**Defendants**”).
6 This Agreement refers to Plaintiffs and Defendants collectively as the “**Parties**,” and individually
7 as “**Party**.”

8 Subject to Court approval, Plaintiffs and Defendants agree to settle the Action on the
9 terms and conditions and for the consideration set forth in this Settlement Agreement.

10 **DEFINITIONS**

11 For purposes of this Settlement Agreement, the following terms will have the defined
12 meanings:

13 1. “**Action**” means the civil action entitled *Rachel V. Correia, Rebekah Medina and*
14 *Carlos Cousineau v. Gallo Glass Company, et al.*, pending before the Superior Court of the State
15 of California County of Stanislaus (the “Court”), Case No. CV-21-006459.

16 2. “**Aggrieved Employees**” means all current and former employees of Defendant
17 Gallo Glass Company who worked for Gallo Glass Company in the State of California, while
18 classified as non-exempt, at any time during the PAGA Period.

19 3. “**Aggrieved Employees’ PAGA Settlement**” means the 25% (*i.e.*, \$25,000 in the
20 aggregate) of the PAGA Settlement Amount that will be distributed among all Aggrieved
21 Employees as described in paragraph 46(b) for its share of the settlement of claims for civil
22 penalties under PAGA, as required by Cal. Lab. Code § 2699(i).

23 4. “**Class Counsel**” means David D. Bibiyan, Jeffrey D. Klein, Sarah H. Cohen and
24 Vedang J. Patel of Bibiyan Law Group, P.C., and Norman B. Blumenthal, Kyle R. Nordrehaug,
25 Aparajit Bhowmik, Jeffrey S. Herman and Sergio J. Puche of Blumenthal Nordrehaug Bhowmik
26 de Blouw LLP.

1 5. **“Class Members”** means all current and former employees of Defendant Gallo
2 Class Company who worked for Gallo Glass Company in the State of California, while classified
3 as non-exempt, at any time during the Class Period.

4 6. **“Class Period”** means the period from December 1, 2017 through the earlier of:
5 (1) the date the Court grants preliminary approval of this Settlement; or (2) the exhaustion of
6 151,296 Workweeks (unless Defendant Gallo Glass Company elects, pursuant to paragraph 45, to
7 extend the Class Period by increasing the number of Workweeks).

8 7. **“Class Settlement”** means the Net Settlement Amount, which distributed to
9 Participating Class Members as described in paragraph 46(a).

10 8. **“Class Settlement Share”** means each Class Member’s share of the Net
11 Settlement Amount as provided by this Agreement.

12 9. **“Defense Counsel”** means Paul Hastings LLP.

13 10. **“Effective Date”** means the date on which this Settlement is deemed final. The
14 Settlement’s Effective Date will be the earlier of (i) the deadline for filing a timely appeal if no
15 such appeal from the final approval of the Settlement and judgment is filed; or (ii) if a timely
16 appeal is filed, the date the appeal is dismissed or withdrawn or the date of final affirmation of the
17 judgment on appeal if the appeal is not dismissed or withdrawn; or (iii) the date the Court grants
18 final approval of the Settlement and enters the judgment if *both* (a) no Participating Class
19 Member makes an objection to the Settlement, *and* (b) the Court awards the full Service
20 Payments sought by Plaintiffs and the full Class Counsel’s Attorneys’ Fees and Litigation
21 Expenses sought by Class Counsel.

22 11. **“Employer Taxes”** means the legally-mandated employer-paid portion of the
23 payroll taxes required to effectuate the settlement of wage claims.

24 12. **“Gross Settlement Amount”** means the Gross Settlement Amount that Defendant
25 Gallo Glass Company will be obligated to pay in connection with the Settlement, which is
26 \$3,820,000. This sum will include all Individual Class Payments to Participating Class Members;
27

1 all Service Payments to named Plaintiffs; the PAGA Settlement Amount (75% of which is
2 allocated to the LWDA Payment and 25% of which is allocated to the Aggrieved Employees’
3 PAGA Settlement and distributed as Individual PAGA Payments to Aggrieved Employees); all
4 Class Counsel’s attorneys’ fees and litigation costs; and all settlement administration fees and
5 costs paid to the Settlement Administrator. The Gross Settlement Amount covers 137,542
6 Workweeks worked, plus a 10% escalator/buffer (*i.e.*, 137,542 Workweeks + 13,754 Workweeks
7 = 151,296 Workweeks). The Gross Settlement Amount expressly excludes Employer Taxes,
8 which shall be paid by Defendant Gallo Glass Company separate, apart, and in addition to the
9 Gross Settlement Amount.

10 13. **“Individual Class Payment”** means each Participating Class Member’s share of
11 the Net Settlement Amount paid for the settlement and release of class claims through the Class
12 Period.

13 14. **“Individual PAGA Payment”** means each Aggrieved Employee’s share of the
14 Aggrieved Employees’ PAGA Settlement paid for the settlement and release of PAGA Claims
15 through the PAGA Period.

16 15. **“LWDA”** means the California Labor & Workforce Development Agency.

17 16. **“LWDA Payment”** means the \$75,000 portion of the PAGA Settlement Amount
18 that will be payable to the LWDA for its share of the settlement of claims for civil penalties under
19 PAGA, as required by Cal. Lab. Code § 2699(i).

20 17. **“Net Settlement Amount”** means the amount remaining after deduction from the
21 Gross Settlement Amount for Plaintiffs’ Service Payments, Class Counsel’s Attorneys’ Fees and
22 Litigation Expenses, the Settlement Administrator’s fees and expenses, and the PAGA Settlement
23 Amount.

24 18. **“Non-Participating Class Member”** refers to those Class Members who exclude
25 themselves from the Class Settlement.

19. **“Notice of Class Action and PAGA Representative Action Settlement”** means the notice given to Class Members and Aggrieved Employees of the Settlement and the hearing date for final Court approval of the Settlement (Exhibit “A”).

20. **“Objection Form”** means the form that Class Members should send to the Settlement Administrator to object to the Settlement or any of its terms (Exhibit “B”).

21. **“Operative Complaint”** is the First Amended Complaint in the Action.

22. **“Opt-Out Deadline”** means the last day of the **“Opt-Out Period.”**

23. **“Opt-Out Period”** means the 45-day period following the date the Settlement Administrator mails the Notice of Class Action and PAGA Representative Action Settlement to the Class Members and Aggrieved Employees, unless a Class Member’s notice is re-mailed, in which case the Opt-Out Period shall be 15 days from the re-mailing, or 45 days from the initial mailing, whichever is later. Any Class Member who wishes to be excluded from the Settlement must submit a Request for Exclusion Form to the Settlement Administrator during the Opt-Out Period.

24. **“PAGA Period”** means the period from September 23, 2020 through the earlier of: (1) the date the Court grants preliminary approval of this Settlement; or (2) the exhaustion of 151,296 Workweeks (unless Defendant Gallo Glass Company elects, pursuant to paragraph 45, to extend the Class Period by increasing the number of Workweeks).

25. **“PAGA Settlement Amount”** means the payment of \$100,000 for the settlement of claims for civil penalties brought under California’s Private Attorneys General Act.

26. **“Participating Class Member”** refers to those Class Members who do not timely opt out of the Class Settlement.

27. **“Released Parties”** mean (i) Gallo Glass Company, (ii) Nigel Dart, (iii) any of Gallo Glass Company’s present and former parents, subsidiaries and affiliated companies or entities, and (iv) the respective officers, directors, employees, partners, shareholders and agents.

1 and any other successors, heirs, assigns and legal representatives of the entities and individuals in
2 (i) through (iii).

3 28. **“Request for Exclusion Form”** means the form that Class Members must send to
4 the Settlement Administrator to request exclusion from the Class (Exhibit “C”).

5 29. **“Settlement Administrator”** means Phoenix Settlement Administrators, the
6 settlement administrator proposed by the Parties, subject to approval by the Court, to administer
7 the Settlement.

8 30. **“Workweeks”** means the number of weeks that a Class Member performed work
9 as an employee for Defendant Gallo Glass Company in a non-exempt, hourly position during the
10 Class Period in California, based on payroll and time records, hire dates, re-hire dates (as
11 applicable), leave of absence dates, and termination dates (as applicable).
12

13 **BACKGROUND**

14 31. On September 23, 2021, Plaintiff Carlos Cousineau filed with the LWDA and
15 served on Defendant Gallo Glass Company a notice under Labor Code section 2699.3 stating he
16 intended to serve as a proxy of the LWDA to recover civil penalties on behalf of Aggrieved
17 Employees for various Labor Code violations (**“Cousineau PAGA Notice”**).

18 32. On December 1, 2021, Plaintiffs Rachel V. Correia and Rebekah Medina filed a
19 Class Action Complaint, Case No. CV-21-006459 in the Superior Court of the County of
20 Stanislaus, against Defendants Gallo Glass Company and Nigel Dart for violations of the
21 California Labor Code and California Business and Professions Code (**“Correia Class Action”**).

22 33. On December 8, 2021, Plaintiff Rachel V. Correia and Rebekah Medina filed with
23 the LWDA and served on Defendants a notice under Labor Code section 2699.3 stating they
24 intended to serve as proxies of the LWDA to recover civil penalties on behalf of Aggrieved
25 Employees for various Labor Code violations (**“Correia PAGA Notice,”** and with the Cousineau
26 PAGA Notice, the **“PAGA Notices”**).

1 34. On December 7, 2021, Plaintiff Carlos Cousineau filed a Class Action Complaint,
2 Case No. CV-21-006567 in the Superior Court of the County of Stanislaus, against Defendant
3 Gallo Glass Company for violations of the California Labor Code and California Business and
4 Professions Code. (“**Cousineau Class Action**”).

5 35. On December 8, 2021, Plaintiff Carlos Cousineau filed a Complaint seeking civil
6 penalties under the Labor Code Private Attorneys General Act of 2004 (“PAGA”) against
7 Defendant Gallo Glass Company, Case No. CV-21-006587 (“**PAGA Complaint**”).

8 36. On July 18, 2022, Plaintiff Rachel Correia filed a Complaint seeking civil
9 penalties under the Labor Code Private Attorneys General Act of 2004 (“PAGA”) against
10 Defendants Gallo Glass Company and Nigel Dart, Case No. CV-22-003278.

11 37. On December 2, 2022, the Honorable Sonny S. Sandhu entered an order in the
12 Correia Class Action granting the Parties’ Joint Stipulation for Order Granting Plaintiff Leave to
13 File First Amended Complaint and thereby effectively consolidated Case Nos. CV-21-00645,
14 CV-21-006567, CV-21-006587, and CV-22-003278.

15 38. On December 5, 2022, Plaintiff Rachel Correia, Plaintiff Rebekah Medina,
16 Plaintiff Carlos Cousineau, and Plaintiff Daniel Garcia, filed a First Amended Class And
17 Representative Action Complaint in the Correia Class Action for violations of the California
18 Labor Code, California Business and Professions Code, and PAGA.

19 39. Following the exchange of documents and information, the Parties attended a full-
20 day mediation session with Mediator Jeff Ross, whereat they engaged in substantial, arm’s-length
21 settlement negotiations and ultimately agreed on a resolution, on January 11, 2023. The terms of
22 that resolution are set out in this Settlement Agreement.

23 40. The Parties agree to cooperate and take all steps necessary and appropriate to
24 consummate this Settlement. The Parties agree the Settlement is fair, adequate and reasonable.
25 This Settlement contemplates (1) entry of an Order Preliminarily Approving the Settlement and
26 Settlement Procedure that includes authorization to distribute to each of the Class Members a
27

1 Notice of Class Action and PAGA Representative Action Settlement, including the estimated
2 Individual Class Payment and Individual PAGA Payment that the Participating Class Members
3 and Aggrieved Employees, respectively, may qualify to receive (attached as Exhibit “A”); and (3)
4 entry of an Order Granting Final Approval of the Class Action and PAGA Representative Action
5 Settlement and Entering Judgment in the Action, and thus ending the litigation.

6 **MONETARY SETTLEMENT TERMS**

7 41. **Gross Settlement Amount.** Defendant Gallo Glass Company will pay to the
8 Settlement Administrator a non-reversionary Gross Settlement Amount of \$3,820,000 in
9 exchange for the Release of Claims in this Class and PAGA Representative Action set forth
10 below. In no event will Defendants be required to pay more than the Gross Settlement Amount
11 for which Gallo Glass is responsible, except for the employer’s share of payroll taxes, which
12 Defendant Gallo Glass Company will pay separately from and in addition to the Gross Settlement
13 Amount.

14 42. **Class Counsel’s Attorneys’ Fees and Litigation Expenses.** Plaintiffs consent
15 to, and Defendants will not oppose, an application to the Court for attorney’s fees in an amount
16 equal to one-third of the Gross Settlement Amount (\$1,273,333.33, unless increased pursuant to
17 paragraph 45 of this Agreement). The attorneys’ fees awarded by the Court will be divided as
18 follows: Bibiyan Law Group, P.C.: 50%; and, Blumenthal Nordrehaug Bhowmik De Blouw
19 LLP: 50%. The attorneys’ fees will be payable by wire to Bibiyan Law Group, P.C. and
20 Blumenthal Nordrehaug Bhowmik De Blouw LLP from the Gross Settlement Amount.
21 Defendants will also not oppose Class Counsel’s application to the Court for reimbursement of
22 litigation expenses, payable by wire to Bibiyan Law Group, P.C. from the Gross Settlement
23 Amount, in an amount up to \$30,000 and Defendants will also not oppose Class Counsel’s
24 application to the Court for reimbursement of litigation expenses, payable by wire to Blumenthal
25 Nordrehaug Bhowmik De Blouw LLP, in an amount up to \$30,000. The Settlement
26 Administrator (and not Defendants) will issue IRS Form 1099-MISC reflecting the award of
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1 attorneys' fees and litigation expenses. The payment by Gallo Glass Company of the Court-
2 awarded attorney's fees and litigation expenses will constitute full satisfaction of Defendants'
3 obligation to pay any person, attorney or law firm for attorneys' fees, costs, and expenses
4 incurred on behalf of the Plaintiffs and/or Participating Class Members, and/or Aggrieved
5 Employees in this Action, unless Defendant Gallo Glass Company fails to fund the Settlement as
6 provided in paragraph 60(b) after Class Counsel gives said Defendant 5 Court days' notice to cure
7 such failure.

8 **43. Service Payment to Plaintiffs.** Defendants will not oppose Plaintiffs' application
9 to the Court for Service Payment of \$10,000 to each Plaintiff, for a total of \$40,000 to Plaintiffs,
10 to be paid out of the Gross Settlement Amount. The Settlement Administrator (and not
11 Defendants) will issue an IRS Form 1099-MISC to each Plaintiff reflecting their Service
12 Payment. The failure of the Court to award a Service Payment to any Plaintiff will not constitute
13 grounds for rescission of this Settlement Agreement. The Settlement Administrator will make the
14 Service Payment at the same time as it makes the Individual Class Payments to the other Class
15 Members and the Individual PAGA Payments to the Aggrieved Employees. Should the Court fail
16 to award the full amount of the Service Payment requested by Plaintiffs, any portion that is not
17 awarded will revert back to the Gross Settlement Amount.

18 **44. Settlement Administration Fees and Expenses.** Settlement Administrator
19 Phoenix Settlement Administrators will receive from the Gross Settlement Amount its fees and
20 expenses incurred in administering this Settlement, in an amount estimated to be \$25,000.

21 **45. Increase in Workweeks.** Defendant Gallo Glass Company estimates that there are
22 no more than 137,542 Workweeks worked during the Class Period. In the event that the number
23 of Workweeks worked by Class Members during the Class Period increases by more than 10%
24 prior to Preliminary Approval, or 13,754 Workweeks, then at Defendants' election: (1) the Gross
25 Settlement Amount shall be increased proportionally by the Workweeks worked in excess of
26 151,296 Workweeks (137,542 Workweeks + 13,754 Workweeks) multiplied by the Workweek
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Value; or (2) the Class Period shall end on the date the number of Workweeks worked reaches 151,296. The Workweek Value shall be calculated by dividing the originally agreed-upon Gross Settlement Amount (\$3,820,000) by 137,542, which amounts to a Workweek Value of \$27.77. Thus, for example, should Defendants elect to increase the Gross Settlement Amount and there are 152,000 Workweeks worked in the Class Period, then the Gross Settlement Amount shall be increased by \$19,550.08. ((152,000 Workweeks – 151,296 Workweeks) x \$27.77 per Workweek.) Defendants shall notify Class Counsel of their election no later than fourteen (14) days after receiving sufficient information from the Settlement Administrator if the number of Workweeks worked in the Class Period has exceeded 151,296.

46. **Allocation of Settlement Shares.** The Individual Class Payments and the Individual PAGA Payments will be calculated as follows:

a. **Individual Class Payment.** After deduction from the Gross Settlement Amount for the PAGA Settlement Amount, Class Counsel’s Attorneys’ Fees and Litigation Expenses, the Service Payments to Plaintiffs, and the reasonable fees and expenses of the Settlement Administrator, the balance remaining (the “Net Settlement Amount”) will be payable as follows: Each Participating Class Member will receive a *pro rata* share of the Net Settlement Amount based on the number of Workweeks that he or she worked in each position covered by the Settlement during the Class Period (the “Individual Class Payment”), calculated as follows: (Class Member’s Workweeks worked ÷ Class Workweeks worked by all Participating Class Members during the Class Period) × Net Settlement Amount = Participating Class Member’s Individual Class Payment.

b. **Individual PAGA Payment.** All Aggrieved Employees as defined by Cal. Lab. Code § 2699(c), including those who do not otherwise qualify as a Class Member and would thus not receive a Class Member Payment,¹ will receive their *pro rata* share of the Aggrieved Employee 25% portion of the PAGA Settlement Amount based on the

¹ This would occur, for example, if a Class Member timely opts out of the Class.

1 number of Pay Periods that he or she worked in each position covered by the Settlement
2 during the PAGA Period (the “Individual PAGA Payment”), calculated as follows:
3 Aggrieved Employee’s Payment = (Aggrieved Employee’s Pay Periods worked ÷ Pay
4 Periods worked by all Aggrieved Employees during the PAGA Period) x \$25,000 =
5 Aggrieved Employee’s Individual PAGA Payment.

6 c. When a Class Member is also an Aggrieved Employee, one check may be
7 issued that aggregates both the Individual Class Payment and the Individual PAGA
8 Payment.

9 47. **Tax Treatment.** 34% of the Individual Class Payment constitutes wages for the
10 purposes of IRS reporting, and will be reported to the IRS pursuant to Form W-2, while the other
11 66% constitutes payments for non-wage penalties (including wage statement penalties) and
12 interest and will reported to the IRS pursuant to Form 1099-MISC. The Individual PAGA
13 Payment constitutes a payment for non-wage penalties and interest and will reported to the IRS
14 pursuant to Form 1099-MISC. The Settlement Administrator (and not Defendants) will remit all
15 federal and state taxes owed by Defendant Gallo Glass Company and will issue Form W2s and
16 1099-MISCs on all funds distributed.

17 48. **Impact on Benefits.** The payments made pursuant to this Settlement will not have
18 any effect on the eligibility or calculation of any employee benefits provided by any Released
19 Party. The Parties agree these payments do not represent any modification of any employee’s
20 previously-credited hours of service or other eligibility criteria under any employee pension
21 benefit plan, employee welfare benefit plan, or other program or policy. These payments also
22 will not be considered wages, compensation, or annual earnings for benefits in any year for
23 purposes of determining eligibility for, or benefit accrual within, any employee pension benefit
24 plan, employee welfare benefit plan, or other program or policy.

THE RELEASES

49. Plaintiffs' Release.

a. Plaintiffs Rebekah Medina and Daniel Garcia. As of the Effective Date of the Settlement, and payment by Defendant Gallo Glass Company to the Settlement Administrator of the full amount of the Gross Settlement and Employer's Taxes, and in consideration of their Service Payments and Individual Class Payments, Plaintiffs Rebekah Medina and Daniel Garcia hereby release any and all of their known and unknown claims against Gallo Glass Company, Nigel Dart, and the other "Released Parties." Plaintiffs Medina and Garcia waive the protection of California Civil Code section 1542, and they understand and agree that this release includes a good-faith compromise of disputed wage claims.

b. Plaintiffs Carlos Cousineau and Rachel V. Correia. As of the Effective Date of the Settlement, and payment by Defendant Gallo Glass Company to the Settlement Administrator of the full amount of the Gross Settlement and Employer's Taxes, and in consideration of their Service Payments and Class Member Payments, Plaintiffs Carlos Cousineau and Rachel V. Correia hereby release any and all claims that were alleged, or that reasonably could have been alleged based on the facts asserted, in the Operative Complaint against the "Released Parties." Plaintiffs Cousineau and Correia understand and agree that this release includes a good-faith compromise of disputed wage claims. Plaintiffs Cousineau and Correia have also agreed to a separate settlement in return for an undisclosed amount and will give a general release of all their remaining individual claims, including a Civil Code section 1542 waiver, upon receipt of the funds agreed-to in that separate settlement. Upon request, a copy of the individual agreements between Defendant Gallo Glass Company and Plaintiffs Cousineau and Correia will be provided to the Court under seal.

50. **Participating Class Members' Release.** As of the Effective Date of the Settlement, and payment by Defendant Gallo Glass Company to the Settlement Administrator of the full amount of the Gross Settlement and Employer's Taxes, the Participating Class Members fully release and discharge Gallo Glass Company, Nigel Dart, and the other Released Parties of any and all claims that were alleged, or that reasonably could have been alleged based on the facts asserted, in the Operative Complaint, for the duration of the Class Period. This includes statutory, constitutional, contractual or common law claims for wages, damages, unpaid costs or expenses, penalties, liquidated damages, punitive damages, interest, attorneys' fees, litigation costs, restitution, or equitable relief, that were alleged or reasonably could have been alleged based on the facts asserted in the Operative Complaint for violations of the California Labor Code, California Industrial Welfare Commission Wage Orders, and California Business and Professions Code § 17200, *et seq.* for the following categories of allegations, to the fullest extent such claims are releasable by law: (a) all claims for failure to pay wages, including overtime premium pay and the minimum wage; (b) all claims for the failure to provide meal and/or rest periods in accordance with applicable law, including payments equivalent to one hour of the employee's regular rate of pay for missed, short or late meal and/or rest periods and alleged non-payment of wages for meal periods worked and not taken; (c) all claims for the alleged omission of any kind of remuneration when calculating an employee's regular rate of pay; (d) all claims for the alleged failure to pay compensation at employees' final rate of pay for unused vested paid vacation days; (e) all claims for the alleged failure to indemnify and/or reimburse employees for any business expenses; (f) all claims for failure to maintain required records; (g) all claims for failure to issue compliant wage statements; (h) all claims for failure to issue timely payment of wages during, and upon termination of, employment; (i) all claims for engaging in unfair business practices; and (j) all associated claims for civil and statutory penalties. The Class Members understand and agree that this release includes a good-faith compromise of disputed wage claims. The Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation

1 of the Fair Employment and Housing Act, unemployment insurance, disability, Social Security,
2 workers' compensation, or claims based on facts occurring outside the Class Period.

3 **51. Aggrieved Employees' Release.** As of the Effective Date of the Settlement, and
4 payment by Defendant Gallo Glass Company to the Settlement Administrator of the full amount
5 of the Gross Settlement and Employer's Taxes, Plaintiffs—on behalf of the State of California,
6 the LWDA, and the Aggrieved Employees—release and discharge Gallo Glass Company, Nigel
7 Dart, and the Released Parties of any and all claims for civil penalties that were alleged, or that
8 reasonably could have been alleged based on the facts asserted, in the PAGA Notices and
9 Operative Complaint, for the duration of the PAGA Period. This includes all claims for penalties,
10 attorneys' fees, litigation costs, restitution, or equitable relief, recoverable through PAGA and
11 arising out of or based upon the facts asserted in the PAGA Notices and Operative Complaint for
12 violations of any provision of the California Labor Code or California Industrial Welfare
13 Commission Wage Orders; including the following categories of allegations, to the fullest extent
14 such claims are releasable by law: (a) all PAGA claims predicated on the failure to pay wages,
15 including overtime premium pay and the minimum wage; (b) all PAGA claims predicated on the
16 failure to provide meal and/or rest periods in accordance with applicable law, including payments
17 equivalent to one hour of the employee's regular rate of pay for missed, late or short meal and/or
18 rest periods and alleged non-payment of wages for meal periods worked and not taken; (c) all
19 PAGA claims predicated on the alleged omission of any kind of remuneration when calculating
20 an employee's regular rate of pay; (d) all PAGA claims predicated on the alleged failure to pay
21 compensation at employees' final rate of pay for unused vested paid vacation days; (e) all PAGA
22 claims predicated on the alleged failure to indemnify and/or reimburse employees for all business
23 expenses; (f) all PAGA claims for failure to maintain required records; (g) all PAGA claims for
24 failure to issue compliant wage statements; (h) all PAGA claims for failure to issue timely
25 payment of wages during, and upon termination of, employment; and (i) all other associated
26 PAGA penalties.

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a. As soon as practicable, Class Counsel will submit this Settlement Agreement to the Court for its preliminary approval; and Plaintiffs will file a motion (the “Motion for Preliminary Approval”) with the Court for an order granting Preliminary Approval of the Settlement, conditionally certifying the Class, setting a date for the Final Approval Hearing, and approving the Notice of Class Action and PAGA Representative Action Settlement.

c. Should the Court decline to preliminarily approve all material aspects of the Settlement, or order material changes to the Settlement to which the Parties do not agree, then the Settlement will be—at either Party’s discretion and only after meeting and conferring in good faith—null and void, and the Parties will have no further obligations under it. The Parties agree that an award by the Court of lesser amounts than sought for the Service Payments to Plaintiffs or Class Counsel’s Attorneys’ Fees and Litigation Expenses will not be a material modification of the Settlement.

1 a. Within 21 days after the Court enters its order granting Preliminary
2 Approval of the Settlement, Gallo Glass Company will provide to the Settlement
3 Administrator an electronic database for the Class Members, containing each Class
4 Member's name and last-known mailing address, telephone number, the Class Member's
5 Social Security number, dates of employment, Workweeks worked during the Class
6 Period, and Pay Periods worked during the PAGA Period, as reflected in the Company's
7 records (collectively, the "Class Member Data"). If any or all of the Class Member Data
8 are unavailable to Gallo Glass Company, the Company will use best efforts to deduce or
9 reconstruct the Class Member Data prior to when it must be submitted to the Settlement
10 Administrator. This information will otherwise remain confidential and will not be
11 disclosed to anyone, except in order to carry out the reasonable efforts described in
12 paragraphs 53 and 60, or pursuant to the Company's express written authorization or by
13 order of the Court.

14 b. Within 14 days after receiving the Class Member Data from Gallo Glass
15 Company, the Settlement Administrator will determine each Class Member's estimated
16 number of Workweeks and each Aggrieved Employee's estimated number of Pay Periods,
17 as well as the estimated Individual Class Payment and Individual PAGA Payment, up to
18 the date of preliminary approval, and send a Notice of Class Action and PAGA
19 Representative Action Settlement to each Class Member and Aggrieved Employee. The
20 Settlement Administrator will mail this information to all identified Class Members and
21 Aggrieved Employees via regular First Class U.S. Mail, using the mailing address
22 information provided by the Company, unless modified by any updated address
23 information that the Settlement Administrator obtains in the course of administration of
24 the Settlement. In the event of returned or non-deliverable notices, the Settlement
25 Administrator will make reasonable efforts to locate Class Members and Aggrieved
26 Employees and re-send the notices.

1 c. If a Notice of Class Action and PAGA Representative Action Settlement is
2 returned because of an incorrect address, the Settlement Administrator will promptly, and
3 not later than 10 days from receipt of the returned notice, search for a more current
4 address for the Class Member and Aggrieved Employee using Accurint and other
5 reasonable and cost-effective skip trace methods, and re-mail the Notice. The Settlement
6 Administrator will use the Class Member Data and otherwise work with Gallo Glass
7 Company to find a more current address. The Settlement Administrator will be
8 responsible for taking reasonable steps, consistent with its agreed-upon job parameters,
9 court orders, and fee, as agreed to with Class Counsel and according to the following
10 deadlines, to trace the mailing address of any Class Member and Aggrieved Employee for
11 whom a Notice of Class Action and PAGA Representative Action Settlement is returned
12 by the U.S. Postal Service as undeliverable. These reasonable steps will include, at a
13 minimum, the tracking of all undelivered mail; performing address searches for all mail
14 returned without a forwarding address; and promptly re-mailing to Class Members and
15 Aggrieved Employees for whom new addresses are found. If the Notice of Class Action
16 and PAGA Representative Action Settlement is re-mailed, the Settlement Administrator
17 will note for its own records and notify Class Counsel and Defendant's Counsel of the
18 date and address of each such re-mailing as part of a weekly status report provided to the
19 Parties. All counsel of record will be entitled to receive from the Settlement
20 Administrator any updated address information about a Class Member as the Settlement
21 Administrator obtains such information.

22 d. Each week, the Settlement Administrator will provide to all counsel of
23 record a report showing whether any Notice of Class Action and PAGA Representative
24 Action Settlement has been returned and re-mailed and the receipt of any opt-outs to the
25 Settlement.

1 e. Not later than 5 Court days before the date by which the Plaintiffs file their
2 motion for final approval of the Settlement, the Settlement Administrator will serve on the
3 Parties and file with the Court a declaration of due diligence setting forth its compliance
4 with its obligations under this Agreement. Prior to the Final Approval Hearing, the
5 Settlement Administrator will supplement its declaration of due diligence if any material
6 changes occur from the date of the filing of its prior declaration.

7 **54. Objections to Settlement; Opt-outs from Settlement.** Class Members may
8 submit objections to the Settlement or opt out of the Settlement pursuant to the following
9 procedures:

10 a. **Objections to Settlement.** Any Participating Class Member who wishes
11 to object to any term of the Settlement must submit his or her written objection to the
12 Settlement Administrator, using the Objection to Settlement Form (Exhibit “B”). The
13 Objection Form should indicate whether the Participating Class Member intends to appear
14 at the Final Approval Hearing. To be valid, the Objection to Settlement Form must
15 explain the nature and basis for the Class Member’s objection and be signed by the Class
16 Member. The Objection to Settlement Form must be sent to the Settlement Administrator
17 via First Class U.S. Mail and postmarked no later than 45 days after the Settlement
18 Administrator first mails the Notice of Class Action and PAGA Representative Action
19 Settlement to the Class Member. Alternatively, or in addition to a written objection, any
20 Class Member may also appear at the Final Approval Hearing, in person or by
21 his/her/their own attorney, to object to the Settlement and show cause why the Court
22 should not approve the Settlement, or object to the motion for awards of the Service
23 Payments to named Plaintiffs, and the Class Counsel’s Attorneys’ Fees and Litigation
24 Expenses, as set forth in the Notice of Class Action and PAGA Representative Action
25 Settlement, whether or not they have objected in writing or notified the Parties that they
26 intend to appear. If a Class Member does not submit an Objection Form or appear in

1 person to object, either personally or through counsel, such objection shall be deemed
2 waived, unless otherwise ordered by the Court.

3 **b. Request for Exclusion from the Class Settlement.** The Notice of Class
4 Action and PAGA Representative Action Settlement will explain that Class Members may
5 exclude themselves from the Class Settlement by mailing to the Settlement Administrator
6 a signed Request for Exclusion Form (Exhibit “C”). The Request for Exclusion Form
7 must be filled out in full and signed by the Class Member. The Request for Exclusion
8 Form must be sent to the Settlement Administrator via First Class U.S. Mail and
9 postmarked no later than 45 days after the Settlement Administrator first mails the Notice
10 of Class Action and PAGA Representative Action Settlement to the Class Members at the
11 original addresses provided by Defendant. If a question is raised about the authenticity of
12 a signed Request for Exclusion Form, the Settlement Administrator will have the right to
13 demand additional proof of the Class Member’s identity. A Class Member who timely
14 submits a valid Request for Exclusion Form will not participate in or be bound by the
15 Class Settlement and the Judgment. A Class Member who does not complete and transmit
16 a valid Request for Exclusion Form in the manner and by the deadline specified above
17 will be bound by all terms and conditions of the Settlement, including its release of
18 claims, if the Settlement is approved by the Court, and by the Judgment.

19 **c. Undeliverable.** In the event that the Settlement Administrator is unable to
20 obtain a valid address for a Class Member, even after performing a National Change of
21 Address (“NCOA”) search, and the Settlement Administrator is unable to mail a Class
22 Member their Class Notice, the Class Member shall be considered Undeliverable.
23 Undeliverable Class Members shall be considered to have opted into the Settlement for all
24 purposes, and shall be bound by the terms of the Settlement Agreement, including the
25 releases provided therein, in the same manner as other Class Members.

1 d. **Report.** No later than 7 days after the Opt-Out Deadline, the Settlement
2 Administrator will provide the Parties with a complete and accurate list of the names of all
3 then-identified Participating Class Members, objectors, and opt-outs.

4 55. **Resolution of Disputes.** If a Class Member disputes the information shown on
5 his or her Notice of Class Action and PAGA Representative Action Settlement, the Class Member
6 must ask the Settlement Administrator to resolve the matter by sending the Class Member's
7 name, the last four digits of the Class Member's Social Security number, the number of Class
8 Workweeks and PAGA Pay Periods the Class Member believes she or her worked during the
9 applicable Class and PAGA Periods, and any documentation (such as copies of pay stubs or other
10 records) the Class Member has to support his or her contention that any information is incorrect.
11 The Class Member must send this communication to the Settlement Administrator via First Class
12 U.S. Mail and postmark it no later than 45 days after the Settlement Administrator first mails the
13 Notices of Class Action and PAGA Representative Action Settlement to the Class Members. In
14 the event of such a dispute, Gallo Glass Company will have the right to review its payroll and
15 personnel records to verify the correct information. After consultation with Class Counsel, the
16 Class Member, and Defendant's Counsel, the Settlement Administrator will make a determination
17 of the correct information, and that determination will be final, binding on the Parties and the
18 Class Member, and non-appealable.

19 56. **No Solicitation of Objection, Appeal, or Request for Exclusion.** Neither the
20 Parties nor their respective counsel will solicit or otherwise encourage directly or indirectly any
21 Class Member to object to, or request exclusion from, the Settlement—or move to vacate or
22 appeal the final judgment—of this Action.

23 57. **Right of Defendant to Reject Settlement.** If 5% or more of the Class Members,
24 or a number of potential Class Members whose Class Settlement Shares represent 5% or more of
25 the total of all Class Settlement Shares, validly elect not to participate in the Settlement,
26 Defendants, collectively, will have the right to rescind the Settlement, and the Settlement and all
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actions taken in its furtherance will be null and void, Defendants shall notify Class Counsel of their collective decision to rescind the Settlement no later than 14 days after the Class Members' deadline for requesting exclusion from the Settlement. If Defendants elect to rescind the Settlement, Defendant Gallo Glass Company shall pay all reasonable fees and costs incurred by the Settlement Administrator in administering the Settlement through the date of rescission.

58. Additional Briefing and Final Approval.

a. Plaintiffs will file a motion for final approval of the Settlement, the LWDA Payment, and payment of the Settlement Administrator's reasonable fees and expenses as well as a motion for awards of the Service Payments to Plaintiffs and the Class Counsel's Attorneys' Fees and Litigation Expenses pursuant to this Settlement.

b. Either or both Party/Parties may file a reply in support of the motion for final approval of the Settlement, the LWDA PAGA Payment, and payment of the Settlement Administrator's reasonable fees and expenses to the extent that any opposition to the motion is filed; and Plaintiffs and Class Counsel may file a reply in support of their motions for the Service Payments to Plaintiffs and the Class Counsel Fees and Expenses Payment.

c. If the Court does not grant final approval of the Settlement, or if the Court's final approval of the Settlement is reversed or materially modified on appellate review, then this Settlement will be, at either Party's discretion, null and void. An award by the Court of lesser amounts than sought for the Service Payments to Plaintiffs or Class Counsel's Attorneys' Fees and Litigation Expenses will not be a material modification of the Settlement. However, if the Court reduces or otherwise denies the requested Class Counsel's Attorneys' Fees and Litigation Expenses or the Service Payments to Plaintiffs, Plaintiffs may appeal that ruling.

d. Upon final approval of the Settlement by the Court, the Parties will present to the Court, for its approval and entry, the Judgment. After entry of the Judgment, the

1 Court will have continuing jurisdiction over the Action and the Settlement solely for
2 purposes of (1) enforcing this Agreement, (2) addressing Settlement administration
3 matters, and (3) addressing such post-judgment matters as may be appropriate under court
4 rules or applicable law.

5 **59. Waiver of Right to Appeal.** Provided that the Judgment is consistent with the
6 material terms of this Agreement, Plaintiffs, Participating Class Members who did not timely
7 submit an objection to the Settlement and intervene in the Action, the LWDA and any Aggrieved
8 Employees presently serving as its representative in another action involving overlapping PAGA
9 claims, Defendants, and their respective counsel hereby waive any and all rights to appeal from
10 the Judgment, including all rights to any post-judgment proceeding and appellate proceeding,
11 such as a motion to vacate judgment, a motion for new trial, and any extraordinary writ, and the
12 Judgment therefore will become non-appealable at the time it is entered. The waiver of appeal
13 does not include any waiver of the right to oppose any appeal, appellate proceedings or post-
14 judgment proceedings, or to file a cross-appeal. This paragraph does not preclude Plaintiffs or
15 Class Counsel from appealing from a refusal by the Court to award the full Service Payments to
16 Plaintiffs or the Class Counsel's Attorneys' Fees and Litigation Expenses sought by them.

17 **60. Timing of Settlement Payments.**

18 a. Within 3 days after the Effective Date of the Settlement, as defined in
19 paragraph 10 of this Agreement, the Settlement Administrator will provide Defendants
20 with wire transfer information.

21 b. Within 14 days after the Effective Date of the Settlement, as defined in
22 paragraph 10 of this Agreement, Defendant Gallo Glass Company will transfer to the
23 Settlement Administrator, via wire transfer, the Gross Settlement Amount, plus the
24 Employer Taxes.

25 c. Within 7 days thereafter, the Settlement Administrator will pay the
26 Individual Class Payments to Participating Class Members, the Individual PAGA
27

1 Payments to the Aggrieved Employees, the Service Payments to Plaintiffs; the LWDA
2 PAGA Payment to the LWDA; the Class Counsel's Attorneys' Fees and Expenses
3 Payment to Class Counsel; and the Settlement Administrator's reasonable fees and
4 expenses to the Settlement Administrator.

5 61. **Uncashed Checks.** All Individual Class Payments and Individual PAGA
6 Payments must be cashed within 180 calendar days after they are mailed. If a check is returned to
7 the Settlement Administrator, the Settlement Administrator will make all reasonable efforts to re-
8 mail it to the Class Member or Aggrieved Employee at his or her correct address. If any check is
9 not cashed within 180 days after its mailing to the Class Member or Aggrieved Employee, the
10 Settlement Administrator will distribute the unclaimed funds represented by the uncashed check
11 to the California State Controller's Office, Unclaimed Property Division in the name of the Class
12 Member or Aggrieved Employee, where the Class Member or Aggrieved Employee can later
13 claim their funds.

14 62. **Effect of Disapproval, Termination or Cancellation.** In the event that the Court
15 does not grant final approval of the Settlement, or if the Court's final approval of the Settlement
16 is reversed or materially modified on appellate review, then the Settlement will be null and void;
17 if that occurs, the Parties will have no further obligations under the Settlement, including any
18 obligation by Defendant Gallo Glass Company to pay the Gross Settlement Amount. However,
19 Gallo Glass Company shall pay the reasonable fees and expenses of the Settlement Administrator
20 to the date of disapproval, termination, or cancellation.

21 **MISCELLANEOUS SETTLEMENT PROVISIONS**

22 63. **Binding Agreement.** The Parties intend that this Settlement Agreement will be
23 fully enforceable and binding upon all Parties, and that it will be admissible and subject to
24 disclosure in any proceeding to enforce its terms, notwithstanding the mediation confidentiality
25 provisions that otherwise might apply under federal or state law.

1 64. **Confidentiality of Settlement.** The Parties and their counsel agree that they will
2 not issue any press releases or initiate any contact with the media about the fact, amount, or terms
3 of the Settlement. If counsel for either party receives an inquiry about the Settlement from the
4 media, counsel may respond only after the motion for preliminary approval has been filed and
5 only by confirming the terms of the Settlement.

6 65. **Subsequent Disputes Regarding Settlement Agreement.** The Court will retain
7 jurisdiction over this Settlement. However, any disputes arising out of or relating to this
8 Settlement Agreement will be submitted to a mediator on whom the Parties agree.

9 66. **No Waiver.** Nothing in this Settlement will serve as a waiver of future rights and
10 this language will be included in the notice sent to Class Members.

11 67. **Fair, Adequate, and Reasonable Settlement.** The Parties agree that the
12 Settlement is fair and reasonable and will so represent to the Court via the joint motion for
13 preliminary approval agreed to by all Parties. The Parties have agreed to work together
14 expeditiously and cooperatively to obtain preliminary and final approval of this Settlement.

15 68. **Admissibility of Settlement Agreement.** Notwithstanding any privilege
16 applicable to settlement or mediation proceedings, this Settlement Agreement is a confidential
17 settlement document and may not be admitted into evidence or used in any proceeding except an
18 action, motion, or proceeding to approve, interpret, or enforce the terms of this Settlement.

19 69. **No Admission of Liability.** Neither this Settlement Agreement nor any other
20 documents prepared in connection with this Settlement are in any way an admission of liability by
21 Defendants. Moreover, Defendants deny all liability for any alleged wrongdoing and a statement
22 to this effect will be included in the notice sent to Class Members.

23 70. **Certification for Settlement Purposes Only.** For the purposes of the Settlement
24 only, the Parties stipulate to the certification of the class whose members are defined in paragraph
25 5. If the Court does not grant preliminary or final approval of the Settlement, this stipulation will
26 have no effect and class certification will automatically be deemed not to have been granted. The
27

1 Parties agree that this Settlement stipulation is in no way an admission that class certification is
2 proper under the more stringent standard applied for litigation purposes and that this stipulation
3 will not be admissible in this or any other proceeding as evidence that a class should be certified
4 as Plaintiffs propose or that Defendants are liable in any way to Plaintiffs or the class that
5 Plaintiffs allege. Defendants expressly reserve the right to oppose class certification of any
6 purported class should this Settlement fail to become final and effective.

7 **71. Authority to Act for Plaintiffs.** Class Counsel represents and warrants that they
8 have full authority to accept this Settlement Agreement on behalf of Plaintiffs and to bind
9 Plaintiffs to all of its terms and conditions.

10 **72. Counterparts, Electronic and Facsimile Signatures.** This Settlement
11 Agreement may be executed in one or more counterparts, and each such counterpart will be
12 deemed an original, but all of which taken together will constitute one and the same Settlement
13 Agreement. The Parties agree that this Agreement may be signed electronically via DocuSign or
14 other electronic signature platform. Any signature pages transmitted via facsimile or via email
15 PDF(s) will be regarded as original counterpart signature pages.

16 **73. Judgment To Be Entered by the Court.** Upon the Court's granting of Final
17 Approval as to the Settlement, the Court will enter final judgment in accordance with the terms of
18 this Settlement Agreement.

19 **74. Authorization.** The signatories to this Settlement Agreement represent they are
20 fully authorized to enter into this Settlement and bind the Parties to the terms and conditions of
21 this Settlement.

22 **75. Mutual Full Cooperation.** The Parties agree to fully cooperate with each other in
23 good faith to accomplish the terms of this Settlement, including, but not limited to, execution of
24 such documents and taking such other action as reasonably necessary to implement the terms of
25 this Settlement. The Parties will use their best efforts, including all efforts contemplated by this
26

1 Settlement and any other efforts that may become necessary by order of the Court, or otherwise,
2 to effectuate this Settlement.

3 **76. No Prior Assignments.** The Parties and their counsel represent, covenant, and
4 warrant they have not directly or indirectly assigned, transferred, encumbered, or purported to
5 assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand,
6 action, cause of action or right herein released and discharged.

7 **77. Applicable Law.** This Settlement Agreement is made under and will be governed
8 and construed in accordance with California law. If any civil action is filed to enforce or interpret
9 any term or provision of this Agreement, or otherwise, the appropriate venue will be a state or
10 federal court of competent jurisdiction located in the State of California.

11 **78. Construction.** The Parties agree the terms and conditions of this Settlement are
12 the result of lengthy, intensive, arm's-length negotiations and this Settlement will not be
13 construed in favor of or against any Party by reason of the extent to which any Party or his or its
14 counsel participated in the drafting of this Settlement Agreement.

15 **79. Paragraph Titles and Captions.** Paragraph titles and/or captions contained
16 herein are inserted as a matter of convenience and for reference, and in no way define, limit,
17 extend, or describe the scope of the Settlement or any provision of the Settlement.

18 **80. Modification.** The Settlement may not be changed, altered, or modified, except in
19 writing and signed by the Parties, and approved by the Court. The Settlement may not be
20 discharged except by performance in accordance with its terms or by a writing signed by the
21 Parties.

22 **81. Integration Clause.** This Settlement Agreement contains the entire agreement
23 between the Parties relating to the Settlement, and all prior or contemporaneous agreements,
24 understandings, representations, and statements, whether oral or written and whether by a Party or
25 such Party's legal counsel, are merged herein. No rights hereunder may be waived except in
26 writing.

1 82. **Severability.** If any provision of this Agreement is unenforceable, for any reason,
2 the remaining provisions will nevertheless be of full force and effect, subject to the limitations set
3 out in paragraphs 52(c), 58(c) and 62 regarding the effect of disapproval, termination,
4 modification or cancellation by the Court of any material term or condition of this Agreement.

5 83. **Binding on Assigns.** The Settlement will be binding on and inure to the benefit of
6 the Parties and their respective predecessors, successors, parents, subsidiaries, affiliates, heirs,
7 trustees, executors, administrators, successors, and assigns and upon any corporate or other entity
8 into or with which any Party hereto may merge, combine or consolidate.

9 84. **Class Member Signatories.** It is agreed that because the members of the Class
10 are numerous, it is impossible or impracticable to have each Class Member execute the
11 Settlement. The release will have the same force and effect as if this Settlement were executed by
12 each Class Member.

13 IN WITNESS THEREOF, the Parties knowingly and voluntarily execute this Settlement
14 Agreement as of the date(s) set forth below.

15 **PLAINTIFFS:**

16
17 **RACHEL CORREIA**

18 Signature: *Rachel Correia*
19 Rachel Correia (Feb 27, 2023 13:42 PST)

20 Date: Feb 27, 2023

21
22 **REBEKAH MEDINA**

23 Signature: _____

24 Date: _____

1 82. **Severability.** If any provision of this Agreement is unenforceable, for any reason,
2 the remaining provisions will nevertheless be of full force and effect, subject to the limitations set
3 out in paragraphs 52(c), 58(c) and 62 regarding the effect of disapproval, termination,
4 modification or cancellation by the Court of any material term or condition of this Agreement.

5 83. **Binding on Assigns.** The Settlement will be binding on and inure to the benefit of
6 the Parties and their respective predecessors, successors, parents, subsidiaries, affiliates, heirs,
7 trustees, executors, administrators, successors, and assigns and upon any corporate or other entity
8 into or with which any Party hereto may merge, combine or consolidate.

9 84. **Class Member Signatories.** It is agreed that because the members of the Class
10 are numerous, it is impossible or impracticable to have each Class Member execute the
11 Settlement. The release will have the same force and effect as if this Settlement were executed by
12 each Class Member.

13 IN WITNESS THEREOF, the Parties knowingly and voluntarily execute this Settlement
14 Agreement as of the date(s) set forth below.

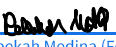
15 **PLAINTIFFS:**

16 **RACHEL CORREIA**

17
18 Signature: _____

18 Date: _____

19
20 **REBEKAH MEDINA**

21 Signature:  _____
22 Rebekah Medina (Feb 21, 2023 15:42 PST)

21 Date: Feb 21, 2023

CARLOS COUSINEAU

Signature:  _____ Date: 2/16/23

DANIEL GARCIA

Signature: _____ Date: _____

COUNSEL FOR PLAINTIFFS AND THE SETTLEMENT CLASS:

BIBIYAN LAW GROUP, P.C.

Signature: _____ Date: _____

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Signature:  _____ Date: 2/20/23

DEFENDANTS:

GALLO GLASS COMPANY

Signature: _____ Date: _____

Print Name: _____

Title: _____

NIGEL DART

Signature: _____ Date: _____

CARLOS COUSINEAU

Signature: _____

Date: _____

DANIEL GARCIA

Signature: *Daniel Garcia*
Daniel Garcia (Feb 19, 2023 12:12 PST)

Date: Feb 19, 2023

COUNSEL FOR PLAINTIFFS AND THE SETTLEMENT CLASS:

BIBIYAN LAW GROUP, P.C.

Signature: _____

Date: _____

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Signature: _____

Date: _____

DEFENDANTS:

GALLO GLASS COMPANY

Signature: _____

Date: _____

Print Name: _____

Title: _____

NIGEL DART

Signature: _____

Date: _____

CARLOS COUSINEAU

Signature: _____

Date: _____

DANIEL GARCIA

Signature: _____

Date: _____

COUNSEL FOR PLAINTIFFS AND THE SETTLEMENT CLASS:

BIBIYAN LAW GROUP, P.C.

Signature: Vedang J. Patel

Date: 2/27/23

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Signature: _____

Date: _____

DEFENDANTS:

GALLO GLASS COMPANY

Signature: _____

Date: _____

Print Name: _____

Title: _____

NIGEL DART

Signature: _____

Date: _____

1 **CARLOS COUSINEAU**

2
3 Signature: _____

Date: _____

4
5 **DANIEL GARCIA**

6
7 Signature: _____

Date: _____

8 **COUNSEL FOR PLAINTIFFS AND THE SETTLEMENT CLASS:**

9
10 **BIBIYAN LAW GROUP, P.C.**

11
12 Signature: _____

Date: _____

13 **BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

14
15 Signature: _____

Date: _____

16
17 **DEFENDANTS:**

18 **GALLO GLASS COMPANY**

19
20 Signature:  _____

Date: 02/10/2023

21
22 Print Name: Nigel Dart

23
24 Title: Vice President

25 **NIGEL DART**

26
27 Signature:  _____

Date: 02/10/2023

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COUNSEL FOR DEFENDANTS:

PAUL HASTINGS LLP

Signature: Nancy L. Abell

Date: March 1, 2023

Exhibit A

COURT APPROVED NOTICE OF CLASS ACTION AND PAGA REPRESENTATIVE ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL

Rachel V. Correia, Rebekah Medina, Carlos Cousineau, and Daniel Garcia, Plaintiffs, vs. Gallo Glass Company., et al., Defendants, Stanislaus Superior Court Case No. CV-21-006459

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

You may be eligible to receive money from an employee class and representative action lawsuit (“Action”) against Gallo Glass Company (“Gallo Glass Company” or “the Company”) and Nigel Dart (collectively, “Defendants”) for alleged wage-and-hour violations. The Action was filed by four former Gallo Glass Company employees (“Plaintiffs”) and seeks payment of (1) back wages and other relief for a class of all current and former employees of Gallo Glass Company who worked for Gallo Glass Company in the State of California, while classified as non-exempt, at any time during the Class Period from December 1, 2017, through [DATE TO BE INSERTED, which is the earlier of (i) the date the Court enters an Order granting preliminary approval of the Settlement, or (ii) the date the Class Members have worked 151,296 Workweeks] (“Class Members”); and (2) penalties under the California Private Attorneys General Act (“PAGA”) for all current and former employees of Gallo Glass Company who worked for Gallo Glass Company in the State of California, while classified as non-exempt, at any time during the PAGA Period (from September 23, 2020, through [DATE TO BE INSERTED, which is the earlier of (i) the date the Court enters an Order granting preliminary approval of the Settlement, or (ii) the date the Class Members have worked 152,694 Workweeks] (“Aggrieved Employees”).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Gallo Glass Company to fund Individual Class Payments, and (2) a PAGA Settlement requiring Gallo Glass Company to fund Individual PAGA Payments and pay penalties to the California Labor & Workforce Development Agency (“LWDA”).

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

The above estimates are based on the Company’s records showing that **you worked _____ Workweeks** during the Class Period and **you worked _____ Pay Periods** during the PAGA Period. If you believe that you worked more Workweeks during the Class Period or more Pay Periods during the PAGA Period, you can submit a challenge by the deadline date. See Section E.3. of this Notice.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. **Read this Notice carefully. You will be deemed to have**

carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs’ attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Gallo Glass Company to make payments, on behalf of all Defendants, under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Gallo Glass Company and other Released Parties. See Section **D.9. and D.10.** of this Notice.

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

- (1) **Do Nothing.** You do not have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage, expense reimbursement and statutory penalty claims, and you will release your PAGA Period penalty claims against Gallo Glass and other Released Parties.
- (2) **Opt Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt out) by submitting a written Request for Exclusion Form to the Settlement Administrator. If you opt out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims, expense and statutory penalty claims against Defendants. If you are an Aggrieved Employee, you will remain eligible for an Individual PAGA Payment. You cannot opt out of the PAGA Settlement.

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

A. SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Do Not Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if eligible). In exchange, you will give up your right to assert the wage, expense and statutory penalty claims and PAGA claims against Gallo Glass Company and other Released Parties that are covered by this Settlement as detailed in the Participating Class Members’ Release and Aggrieved Employees’ PAGA Release. See Section D.9. and D.10. of this Notice.
You Can Opt Out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is [DATE TO BE INSERTED which is	If you do not want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Settlement Administrator a written Request for Exclusion Form (copied attached). See Section G. of this Notice. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot

45 days following the date the Settlement Administrator mails the Notice of Class Action Settlement to the Class Members]	object to any portion of the proposed Settlement. See Section H. of this Notice. You cannot opt out of the PAGA Settlement. Gallo Glass Company must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue claims covered by the Aggrieved Employees' PAGA Release. See Section D.10 of this Notice.
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by [DATE TO BE INSERTED which is 45 days following the date the Settlement Administrator mails the Notice of Class Action Settlement to the Class Members]	All Class Members who do not opt out ("Participating Class Members") can object to any aspect of the proposed Settlement by sending the Settlement Administrator a written Objection to Settlement Form (copied attached) or appearing at the Court's Final Approval Hearing. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiffs. You can object to the amounts requested by Class Counsel or Plaintiffs if you think they are unreasonable. See Section H. of this Notice.
You Can Participate in the [FINAL APPROVAL DATE TO BE INSERTED] Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on DATE TO BE INSERTED. You do not have to attend but you do have the right to appear in person (or hire an attorney to appear on your behalf at your own cost). Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section H. of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by [DATE TO BE INSERTED which is 45 days following the date the Settlement Administrator mails the Notice of Class Action Settlement to the Class Members]	The amount of your Individual Class Payment depends on how many Workweeks you worked at least one day during the Class Period, while the amount of your Individual PAGA Payment (if any) depends how many Pay Periods you worked at least one day during the PAGA Period. The number of Class Period Workweeks and number of PAGA Period Pay Periods you worked according to the Company's records are stated on the first page of this Notice. If you disagree with either of these numbers, you must send the Settlement Administrator, via U.S. First Class Mail, the Class Period Workweeks and PAGA Pay Periods you believe are correct and postmark your challenge by [DATE TO BE INSERTED which is 45 days following the date the Settlement Administrator mails the Notice of Class Action Settlement to the Class Members]. See Section E.3. of this Notice.

B. WHAT IS THE ACTION ABOUT?

The Operative Complaint (*i.e.*, the First Amended Complaint) in this Action alleges that Defendants violated California labor laws by (a) failing to pay wages, including overtime premium pay and the minimum wage; (b) failing to provide meal and/or rest periods in accordance with applicable law, including payments equivalent to one hour of the employee's regular rate of pay for missed, short, or late meal and/or rest periods and alleged non-payment of wages for meal periods worked and not taken; (c) omitting certain types of remuneration when calculating an employee's regular rate of pay; (d) failing to pay compensation at employees' final rate of pay for unused vested paid vacation days at the termination of employment and associated penalties thereon; (e) failing to indemnify and/or reimburse employees for all business expenses; (f) failing to maintain required records; (g) failing to issue compliant wage statements; (h) failing to issue timely payment of wages during, and upon termination of, employment; and (i) engaging in unfair business practices. Based on the same claims, Plaintiffs have also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, *et seq.*) ("PAGA").

Plaintiffs are represented by attorneys in the Action: Bibiyan Law Group, P.C. and Blumenthal Nordrehaug Bhowmik De Blouw LLP ("Class Counsel.")

Defendants strongly deny violating any laws or failing to pay any wages and contend they complied with all applicable laws.

C. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Plaintiffs or Defendants are correct on the merits. In the meantime, Plaintiffs and Defendants hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an end to the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement") and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs and Defendants have negotiated a proposed Settlement that is subject to the Court's Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendants do not admit any violations or concede the merit of any claims.

Plaintiffs and Class Counsel strongly believe that: (1) Gallo Glass Company, on behalf of Defendants, has agreed to pay a fair, reasonable, and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) the Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable, and adequate; authorized this Notice; and scheduled a hearing to determine Final Approval.

D. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Gallo Glass Company Will Pay \$3,820,000 as the Gross Settlement Amount ("Gross Settlement"). The Company has agreed to deposit the Gross Settlement into an account controlled by the Settlement Administrator of the Settlement. The Settlement Administrator will use the Gross Settlement to pay the Individual Class

Payments, Individual PAGA Payments, named Plaintiffs' Service Payments, Class Counsel's attorney's fees and litigation expenses, the Settlement Administrator's fees and expenses, and civil penalties to the California Labor and Workforce Development Agency ("LWDA Payment"). Assuming the Court grants Final Approval, Gallo Glass Company will fund the Gross Settlement plus the employer-paid portion of the payroll taxes due on wage payments made from the Net Settlement Amount to Class Members ("Employer Taxes") not more than 14 days after the Effective Date of the Settlement. The Settlement Administrator will make the required payments within seven (7) business days after Gallo Glass Company deposits the Gross Settlement and Employer Taxes. (The Settlement's Effective Date will be the earlier of (i) the deadline for filing a timely appeal if no such appeal from the final approval of the Settlement and judgment is filed; or (ii) if a timely appeal is filed, the date the appeal is dismissed or withdrawn or the date of final affirmation of the judgment on appeal if the appeal is not dismissed or withdrawn; or (iii) the date the Court grants final approval of the Settlement and enters the judgment if *both* (a) no Participating Class Member files an objection to the Settlement, *and* (b) the Court awards the full Service Payments sought by Plaintiffs and the full Class Counsel's Attorneys' Fees and Litigation Expenses sought by Class Counsel.)

2. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiffs and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - a. Up to \$1,273,333.33 (33.3333% of the Gross Settlement) to Class Counsel for attorneys' fees and up to \$60,000.00 for their actual litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment. Class Counsel's attorneys' fees will be allocated as follows: 50% to Bibiyan Law Group, P.C. and 50% to Blumenthal Nordrehaug Bhowmik De Blouw LLP
 - b. Up to \$5,000 as a Service Payment to each Plaintiff for filing and prosecuting the Action, working with Class Counsel, and representing the Class. A Service Payment will be the only monies the named Plaintiffs will receive under this Settlement other than their Individual Class Payments and any Individual PAGA Payment.
 - c. Up to \$25,000 to the Settlement Administrator for its fees and expenses incurred in administering this Settlement.
 - d. Up to \$100,000 for PAGA Penalties, allocated 75% (\$75,000) to the LWDA PAGA Payment and 25% (\$25,000 total) in Individual PAGA Payments to the Aggrieved Employees, distributed *pro rata* based on their PAGA Period Pay Periods.

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

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Settlement Administrator will distribute the rest of the Gross Settlement (the “Net Settlement”) by making Individual Class Payments to Participating Class Members based *pro rata* on their Class Period Workweeks.
4. Taxes Owed on Payments to Class Members. Plaintiffs and Gallo Glass are asking the Court to approve an allocation of 34% of each Individual Class Payment to taxable wages (“Wage Portion”) and 66% to [e.g., penalties, interest, etc.] (“Non-Wage Portion”). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. (Gallo Glass Company will separately pay the Employer Taxes it owes on the Wage Portion.) The Individual PAGA Payments are counted as penalties, rather than wages, for tax purposes. The Settlement Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099-MISC Forms.

Although Plaintiffs and Defendants have agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you do not cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California State Controller’s Office, Unclaimed Property Division in your name. If the monies represented by your check are sent to the Controller’s Unclaimed Property Division, you should consult the Division for instructions on how to retrieve your money. See [Claim Filing Instructions and Forms \(ca.gov\)](#).
6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you send a written Request for Exclusion Form (attached) to the Settlement Administrator, not later than forty-five (45) days following the date the Settlement Administrator mails this Notice. Follow the directions in Section G. of this Notice if you wish to opt out.

Those Class Members who opt out (*i.e.*, Non-Participating Class Members) will not receive an Individual Class Payment, but will preserve their rights to personally pursue wage-and-hour claims against Defendants.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members)

remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Defendants. See Section **D.10.** of this Notice.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and Defendants have agreed that, in either case, the Settlement will be void: Gallo Glass Company will not pay any money (other than the Settlement Administrator's fees and costs up to the date the Settlement is void) and Class Members will not release any claims against Defendants.
8. Settlement Administrator. The Court has appointed a neutral company, Phoenix Settlement Administrators (the "Settlement Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Settlement Administrator will also decide Class Member challenges over Workweeks and Pay Periods, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Settlement Administrator's contact information is contained in Section **J.** of this Notice.
9. Participating Class Members' Release. After the Judgment is final and Gallo Glass Company has fully funded the Gross Settlement (and separately paid all Employer Payroll Taxes associated with the Settlement), Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Gallo Glass Company or the Released Parties (defined below) to recover wages, expenses, penalties, interest, or any other relief with respect to the claims that are resolved by this Settlement.

The Participating Class Members will be bound by the following release:

As of the Effective Date of the Settlement, and payment by Defendant Gallo Glass Company to the Settlement Administrator of the full amount of the Gross Settlement and Employer's Taxes, the Participating Class Members fully release and discharge Gallo Glass Company, Nigel Dart, and the other Released Parties of any and all claims that were alleged, or that reasonably could have been alleged based on the facts asserted, in the Operative Complaint, for the duration of the Class Period. This includes statutory, constitutional, contractual or common law claims for wages, damages, unpaid costs or expenses, penalties, liquidated damages, punitive damages, interest, attorneys' fees, litigation costs, restitution, or equitable relief, that were alleged or reasonably could have been alleged based on the facts asserted in the Operative Complaint for violations of the California Labor Code, California Industrial Welfare

Commission Wage Orders, and California Business and Professions Code § 17200, *et seq.* for the following categories of allegations, to the fullest extent such claims are releasable by law: (a) all claims for failure to pay wages, including overtime premium pay and the minimum wage; (b) all claims for the failure to provide meal and/or rest periods in accordance with applicable law, including payments equivalent to one hour of the employee's regular rate of pay for missed, short or late meal and/or rest periods and alleged non-payment of wages for meal periods worked and not taken; (c) all claims for the alleged omission of any kind of remuneration when calculating an employee's regular rate of pay; (d) all claims for the alleged failure to pay compensation at employees' final rate of pay for unused vested paid vacation days; (e) all claims for the alleged failure to indemnify and/or reimburse employees for any business expenses; (f) all claims for failure to maintain required records; (g) all claims for failure to issue compliant wage statements; (h) all claims for failure to issue timely payment of wages during, and upon termination of, employment; (i) all claims for engaging in unfair business practices; and (j) all associated claims for civil and statutory penalties. The Class Members understand and agree that this release includes a good-faith compromise of disputed wage claims. The Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, Social Security, workers' compensation, or claims based on facts occurring outside the Class Period. The "Released Parties" are (i) Gallo Glass Company, (ii) Nigel Dart, (iii) any of Gallo Glass Company's present and former parents, subsidiaries and affiliated companies or entities, and (iv) the respective officers, directors, employees, partners, shareholders and agents, and any other successors, heirs, assigns and legal representatives of the entities and individuals in (i) through (iii).

10. Aggrieved Employees' PAGA Release. After the Judgment is final and Gallo Glass Company has fully funded the Gross Settlement (and separately paid all Employer Payroll Taxes associated with the Settlement), all Aggrieved Employees will be barred from asserting PAGA claims released by this Settlement against Gallo Glass Company and the Released Parties (defined below), whether or not Aggrieved Parties exclude themselves from the Settlement. This means that all Aggrieved Employees (including those who are Participating Class Members and those who opt out of the Class Settlement) cannot sue, continue to sue, or participate in any

other PAGA claim against Gallo Glass Company or the Released Parties based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The Aggrieved Employees' Releases are as follows:

As of the Effective Date of the Settlement, and payment by Defendant Gallo Glass Company to the Settlement Administrator of the full amount of the Gross Settlement and Employer's Taxes, Plaintiffs—on behalf of the State of California, the LWDA, and the Aggrieved Employees—release and discharge Gallo Glass Company, Nigel Dart, and the Released Parties of any and all claims for civil penalties that were alleged, or that reasonably could have been alleged based on the facts asserted, in the PAGA Notices and Operative Complaint, for the duration of the PAGA Period. This includes all claims for penalties, attorneys' fees, litigation costs, restitution, or equitable relief, recoverable through PAGA and arising out of or based upon the facts asserted in the PAGA Notices and Operative Complaint for violations of any provision of the California Labor Code or California Industrial Welfare Commission Wage Orders; including the following categories of allegations, to the fullest extent such claims are releasable by law: (a) all PAGA claims predicated on the failure to pay wages, including overtime premium pay and the minimum wage; (b) all PAGA claims predicated on the failure to provide meal and/or rest periods in accordance with applicable law, including payments equivalent to one hour of the employee's regular rate of pay for missed, late or short meal and/or rest periods and alleged non-payment of wages for meal periods worked and not taken; (c) all PAGA claims predicated on the alleged omission of any kind of remuneration when calculating an employee's regular rate of pay; (d) all PAGA claims predicated on the alleged failure to pay compensation at employees' final rate of pay for unused vested paid vacation days; (e) all PAGA claims predicated on the alleged failure to indemnify and/or reimburse employees for all business expenses; (f) all PAGA claims for failure to maintain required records; (g) all PAGA claims for failure to issue compliant wage statements; (h) all PAGA claims for failure to issue timely payment of wages during, and upon termination of, employment; and (i) all other associated PAGA penalties. The "Released Parties" are (i) Gallo Glass Company, (ii) Nigel Dart, (iii) any of Gallo Glass Company's present and former parents, subsidiaries and affiliated companies or entities, and (iv) the respective officers, directors, employees, partners, shareholders and

agents, and any other successors, heirs, assigns and legal representatives of the entities and individuals in (i) through (iii).

11. No Waiver of Future Rights. This Settlement does not foreclose or limit the rights of Class Members with respect to acts or omissions outside of the Class Period or PAGA Period.

E. HOW WILL THE SETTLEMENT ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Settlement Administrator will calculate Individual Class Payments. Each Participating Class Member will receive his/her/their *pro rata* share of the Net Settlement Amount based on the number of Workweeks that he/she/they worked in each position covered by the Settlement during the Class Period, calculated as follows: (Class Member's Workweeks worked *divided by* Class Workweeks worked by all Participating Class Members during the Class Period) *multiplied by* Net Settlement Amount *equals* Participating Class Member's Individual Class Payment.
2. Individual PAGA Payments. The Settlement Administrator will calculate Individual PAGA Payments. Each Aggrieved Employee will receive his/her/their *pro rata* share of the Aggrieved Employees' PAGA Settlement based on the number of Pay Periods that he/she/they worked in each position covered by the Settlement during the PAGA Period, calculated as follows: Aggrieved Employee's Pay Periods worked *divided by* Pay Periods worked by all Aggrieved Employees during the PAGA Period) *multiplied by* \$25,000 *equals* Aggrieved Employee's Individual PAGA Payment.
3. Workweek/Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Gallo Glass Company's records, are stated in the first page of this Notice. If you believe any of that information is not correct, you can challenge it by sending a letter to the Settlement Administrator that contains your name, last four digits of your Social Security number, and the number of Class Workweeks and PAGA Pay Periods you believe you worked during the applicable Glass and PAGA Periods. You should support your challenge by sending copies of pay stubs or other records if you have them. **Your challenge must be sent to the Settlement Administrator via U.S. First Class mail and postmarked no later than [DATE TO BE INSERTED which is 45 days following the date the Settlement Administrator mails the Notice of Class Action Settlement to the Class Members].** Section J. of this Notice has the Settlement Administrator's contact information.

The Settlement Administrator will accept Gallo Glass Company's calculation of Workweeks and/or Pay Periods based on the Company's records as accurate unless you send copies of records containing contrary information or the Settlement

Administrator discovers a computation error. You should send copies rather than originals because the documents will not be returned to you. The Settlement Administrator will resolve Workweek and/or Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Gallo Glass Company's Counsel. The Settlement Administrator's decision is final. You cannot appeal or otherwise challenge its final decision.

F. HOW WILL I GET PAID?

1. Participating Class Members. The Settlement Administrator will send, by U.S. mail, a single check to every Participating Class Member (*i.e.*, every Class Member who does not opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment if the recipient is eligible for both of those payments.
2. Non-Participating Class Members. The Settlement Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (*i.e.*, every Non-Participating Class Member).

Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Settlement Administrator as soon as possible. Section J. of this Notice has the Settlement Administrator's contact information.

G. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Fill out and submit to the Settlement Administrator a written Request for Exclusion Form (attached) to reflect your wish to be excluded from the Class and to not participate in the proposed Class Action Settlement. The Request for Exclusion must be signed by you, and include your printed name, current address, telephone number, and the last four digits of your Social Security number for verification purposes.

You must make the request yourself and personally sign it yourself. If someone else makes the request for you, it will not be valid. **Your Request for Exclusion Form must be sent via U.S. First Class Mail to the Settlement Administrator and postmarked no later than [DATE TO BE INSERTED which is 45 days following the date the Settlement Administrator mails the Notice of Class and PAGA Representative Action Settlement to the Class Members], or it will be invalid.** Section J. of the Notice has the Settlement Administrator's contact information.

H. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. At least 16 court days before the Final Approval Hearing, Class Counsel and/or Plaintiffs will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses and Service Awards stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount named Plaintiffs are requesting as their respective Plaintiffs' Service Awards. You can view copies of these documents on the Court's website ([Public Portal - Superior Court of](#)

[California, County of Stanislaus \(stanct.org\)](http://stanct.org)) by entering the Case Number for the Action, Case No. CV-21-006459. You can also telephone or send an email to Class Counsel or the Settlement Administrator using the contact information listed in Section J. below, or make an appointment to personally review court documents in the Clerk's Office at the Courthouse, located at 801 10th Street, 4th floor, Modesto, CA 95354, by calling (209) 530-3100.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Awards may object. **Your written Objection to Settlement Form must be sent to the Settlement Administrator via U.S. First Class Mail and must be postmarked no later than [DATE TO BE INSERTED which is 45 days following the date the Settlement Administrator mails this Notice to the Class Members].** You should fill out all sections of the Objection to Settlement Form and sign it. Section J. of this Notice has the Settlement Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section I. of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

I. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but do not have to, attend the Final Approval Hearing on [DATE TO BE INSERTED] at 8:30 a.m. in Department 24 of the Superior Court for the County of Stanislaus, located at 801 10th Street, 4th floor, Modesto, CA 95354. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiffs, and the Settlement Administrator. The Court will invite comment from objectors, Class Counsel, and counsel for Defendants before making a decision. You can attend (or hire a lawyer to attend).

It is possible the Court will reschedule the Final Approval Hearing. You should check the Court's calendar at [Court Calendar | Superior Court of California | County of Stanislaus](#) beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

J. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Gallo Glass and Plaintiffs have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment, or any other Settlement documents is to go to the Court's website ([Public Portal - Superior Court of California, County of Stanislaus \(stanct.org\)](#)) and enter the Case Number for the Action, Case No. CV-21-006459. You can also telephone or send an email to Class Counsel or the Settlement Administrator using the contact information listed below. You can also make an appointment to personally review court documents in the Clerk's Office at the Courthouse, located at 801 10th Street, 4th floor, Modesto, CA 95354, by calling (209) 530-3100.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Class Counsel:

BIBIYAN LAW GROUP, P.C.

David D. Bibiyan

david@tomorrowlaw.com

Jeffrey D. Klein

jeff@tomorrowlaw.com

Sarah H. Cohen

sarah@tomorrowlaw.com

Vedang J. Patel

vedang@tomorrowlaw.com

8484 Wilshire Boulevard, Suite 500

Beverly Hills, CA 90211

Phone: (310) 428-5555

Fax: (310) 300-1705

**BLUMENTHAL NORDREHAUG BHOWMIK DE
BLOUW LLP**

Norman B. Blumenthal

Kyle R. Nordrehaug

kyle@bamlawca.com

Aparajit Bhowmik

AJ@bamlawca.com

Jeffrey S. Herman

jeffrey@bamlawca.com

Sergio J. Puche

sergiojulian@bamlawca.com

2255 Calle Clara

La Jolla, CA 92037

Phone: (858) 551-1223

Fax; (858) 551-1232

Settlement Administrator:

Name of Company: Phoenix Settlement Administrators

Email Address: TO BE INSERTED

Mailing Address: TO BE INSERTED

Telephone: TO BE INSERTED

Fax Number: TO BE INSERTED

K. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Settlement Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the California State Controller's Office, Unclaimed Property Division, for instructions on how to retrieve your money. See [Claim Filing Instructions and Forms \(ca.gov\)](#).

L. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Settlement Administrator if you move or otherwise change your mailing address.

Exhibit B

OBJECTION TO SETTLEMENT FORM

Only complete this OBJECTION TO SETTLEMENT form if you want to object to the settlement of the action known as *Rachel V. Correia, Rebekah Medina, Carlos Cousineau, and Daniel Garcia, Plaintiffs, vs. Gallo Glass Company, et al., Defendants*, Stanislaus Superior Court Case No. CV-21-006459 (“*Correia v. Gallo Glass Company* matter”). **IF YOU OBJECT TO THE SETTLEMENT, AND YOUR OBJECTION IS OVERRULED, YOU WILL BE INCLUDED AS PART OF THE SETTLEMENT AND HAVE YOUR PERTINENT CLAIMS RELEASED. TO AVOID A POTENTIAL RELEASE OF YOUR CLAIMS, YOU MUST FILL OUT THE SEPARATE FORM TITLED: “REQUEST FOR EXCLUSION.” Do not fill out both forms.**

MY OBJECTION

I confirm that I worked for Defendant Gallo Glass Company in the State of California, while classified as non-exempt, at some point during the Class Period from December 1, 2017 through and including [REDACTED], 2023.

I wish to object to the settlement reached in the *Correia v. Gallo Glass Company* matter. The nature and basis for the objection are as follows:

Print Full Name: _____

My Social Security Number: _____

Residence Street Address: _____

City, State and Zip Code: _____

Telephone Number: _____

My Signature: _____ Date: _____

IN ORDER TO BE VALID, THIS OBJECTION FORM MUST BE COMPLETED, SIGNED, MAILED BY FIRST CLASS MAIL, AND POSTMARKED ON OR BEFORE [DATE (45 days from mailing of this notice)]. Send this signed objection form to the Settlement Administrator at:

Correia vs. Gallo Glass Company Settlement
c/o Phoenix Settlement Administrators

Exhibit C

REQUEST FOR EXCLUSION FORM

Only complete this REQUEST FOR EXCLUSION form if you want to opt out of (not participate in) the settlement of the action known as *Rachel V. Correia, Rebekah Medina, Carlos Cousineau, and Daniel Garcia, Plaintiffs, vs. Gallo Glass Company, et al., Defendants*, Stanislaus Superior Court Case No. CV-21-006459 (“*Correia v. Gallo Glass Company* matter”).
IF YOU OPT OUT OF THE SETTLEMENT, YOU WILL NOT RECEIVE ANY PORTION OF THE CLASS ACTION SETTLEMENT AMOUNT.

MY REQUEST FOR EXCLUSION

I confirm that I worked for Defendant Gallo Glass Company in the State of California, while classified as non-exempt, at some point during the Class Period from December 1, 2017 through and including [REDACTED], 2023.

Please exclude me from the settlement class in the *Correia v. Gallo Glass Company* matter. **I do not wish to receive any payment under the terms of the proposed class action settlement or to otherwise participate in the proposed class action settlement.**

Print Full Name: _____

Last Four Digits of My Social Security Number: ____ ____ ____ ____

Residence Street Address: _____

City, State and Zip Code: _____

Telephone Number: _____

My Signature: _____ Date: _____

IN ORDER TO BE VALID, THIS REQUEST FOR EXCLUSION FORM MUST BE COMPLETED, SIGNED BY YOU, MAILED BY FIRST CLASS MAIL, AND POSTMARKED ON OR BEFORE [DATE (45 days from mailing of this notice)]. Send this signed request for exclusion form to the Settlement Administrator at:

Correia v. Gallo Glass Company Settlement
c/o Phoenix Settlement Administrators



Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (858) 551-1232

FIRM RESUME

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

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

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

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

Admitted: 1973, Illinois; 1976, California

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

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

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

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

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

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

Admitted: 1999, California

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

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

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

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

Aparajit Bhowmik

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

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

Admitted: 2006, California

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

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

Awards: Rising Star 2015

Nicholas J. De Blouw

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

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

Admitted: 2011, California

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

Piya Mukherjee

Associate Attorney

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

Admitted: 2010, California

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

Victoria Rivapalacio

Associate Attorney

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

Admitted: 2011, California

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

Ricardo Ehmman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

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

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

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

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

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

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

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

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

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

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

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

REPORTED CASES

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

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

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

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

In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles, 75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E*Trade Mortg. Corp., 514 F.3d 1001 (9th Cir. 2008); Silvas v. E*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391

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