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8 SUPERIOR COURT OF THE STATE OF CALIFORNIA
9 FOR THE COUNTY OF SOLANO
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11 MARIA SOLEDAD RANGEL
12 MERCADO, individually and on behalf of
13 all others similarly situated;

14 Plaintiff,

15 vs.

16 NORTH BAY DISTRIBUTION, INC., a
17 California Corporation; CHARTWELL
18 STAFFING SERVICES, INC., a New
19 York Corporation; and DOES 1 through
20 20, inclusive;

21 Defendants.
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Case No.: FCS057328
*[Assigned to Hon. Tim P. Kam, Dept 7, for all
purposes]*

[PROPOSED] ORDER:

- 1) **PRELIMINARILY APPROVING
CLASS ACTION SETTLEMENT;**
- 2) **CONDITIONALLY CERTIFYING A
CLASS FOR SETTLEMENT
PURPOSES ONLY;**
- 3) **DIRECTING DISTRIBUTION TO THE
CLASS OF THE SETTLEMENT
NOTICE AND EXPLANATION FORM;
AND**
- 4) **SETTING A HEARING FOR FINAL
APPROVAL OF THE SETTLEMENT**

Complaint filed: October 21, 2021

25 Having reviewed and read the Class Action and PAGA Settlement Agreement and
26 Release of Claims (the “Settlement Agreement”) between Plaintiff Maria Soledad Rangel
27 Mercado and Defendants North Bay Distribution, Inc. and Chartwell Staffing Services, Inc.
28 (collectively, the “Parties”), as well as the Memorandum of Points and Authorities in Support of

1 the Unopposed Motion for Preliminary Approval of Class Action Settlement, the documents
2 submitted in support of the motion, and all supporting legal authorities and documents, IT IS
3 HEREBY ORDERED:

4 1. The Court GRANTS preliminary approval of the Settlement based upon the terms
5 set forth in the Settlement Agreement and finds its terms to be within the range of reasonableness
6 of a settlement that ultimately could be granted final approval by the Court at a Final Approval
7 hearing. The settlement appears to be fair, adequate and reasonable to the Class. Based on a
8 review of the papers submitted by Plaintiff, the Court finds that the Settlement is the result of
9 arms-length negotiations conducted after the Parties adequately investigated and became familiar
10 with the strengths and weaknesses of the claims. The assistance of an experienced mediator in
11 the Settlement process supports the Court's conclusion that the Settlement is non-collusive.

12 2. For settlement purposes only, the Court finds that the proposed Class is
13 ascertainable and that there is a sufficiently defined community of interest among the Class
14 Members in questions of law and fact. The Court, therefore, conditionally certifies the following
15 Class, for settlement purposes only:

16 All current and former nonexempt employees who worked at a
17 North Bay Facility in California at any time during the Class Period,
18 including Direct Hires of North Bay and Temporary Employees
19 assigned by Chartwell.

20 3. Additionally, the "Aggrieved Employees" are defined to include: "all current and
21 former nonexempt employees who worked at a North Bay Facility in California at any time
22 during the PAGA Period, including Direct Hires of North Bay and Temporary Employees
23 assigned by Chartwell."

24 4. As set forth in the Settlement Agreement and as relevant to Class and Aggrieved
25 Employees definitions: (a) "Class Period" means the period of October 21, 2017, through July
26 25, 2023, (b) "PAGA Period" means the period of October 21, 2020, through July 25, 2023, (c)
27 "Direct Hires of North Bay" means and refers to individuals who were hired directly by North
28 Bay and employed to work at a North Bay Facility, and (d) "Temporary Employees" refers to

1 individuals who were employed by Chartwell and assigned to work at a North Bay Facility in
2 California at any time during the Class Period and/or PAGA Period.

3 5. The class action settlement set forth in the Settlement Agreement between
4 Plaintiff and Defendants is preliminarily approved as it appears to be proper, to fall within the
5 range of a fair, reasonable and adequate settlement, and to be presumptively valid, subject only
6 to any objections that may be raised at the Final Approval Hearing.

7 6. For settlement purposes only, the Court appoints Plaintiff Maria Soledad Rangel
8 Mercado as Class Representative, and Brian Mankin, Peter Carlson and Mehrdad Bokhour as
9 Class Counsel.

10 7. The Court approves CPT Group to act as the Settlement Administrator.

11 8. The Court approves, as to form and content, the Class Notice and finds that the
12 Class Notice satisfies the requirements of California Rule of Court, rules 3.766 and 3.769, subd.
13 (f), and fairly apprises the Class Members of the terms of the final approval hearing date, the
14 proposed settlement terms and of their options, including: (1) the nature of the action, the
15 definition of the Class, the identity of Class Counsel, and the essential terms of the Settlement;
16 (2) Named Plaintiff's and Class Counsel's applications for the Class Representative Service
17 Payment, and Class Counsel's request for attorneys' fees and costs; (3) a formula used to
18 determine the Class Member's estimated Individual Class Payment; (4) Class Members' rights to
19 appear through counsel if they desire; (5) how to object to the Settlement or submit an opt-out
20 request if a Class Member wishes to do so; and (6) how to obtain additional information
21 regarding the action and the Settlement. Counsel for the Parties are authorized to correct any
22 typographical errors in settlement and make clarifications, to the extent the same are found or
23 needed, so long as such corrections do not materially alter the substance of the documents.

24 9. The Court approves the procedure for Class Members to participate in, request
25 exclusion from or object to, and preserve appeal rights as set forth in the Settlement Agreement
26 and the Class Notice.

27 10. The Court finds that the deadlines and method set forth in the Settlement
28 Agreement for the mailing of the Class Notice meet the requirements of due process, provide the

best notice practicable under the circumstances, constitute due and sufficient notice to all persons entitled to notice, and otherwise satisfy the requirements of California law and due process.

11. The Court directs the Settlement Administrator to perform address verification measures and mail the Class Notice by first class mail to the Class Members not later than 10 days after it receives the “Combined Class Data” as defined in the Settlement Agreement and to otherwise carry out the Settlement according to the terms of the Settlement Agreement and in conformity with this Order. The Parties are also ordered to carry out the Settlement according to the terms of the Settlement Agreement.

12. All Class Members shall be deemed to participate in the Settlement, although any Class Member who wishes to comment on or object to the Settlement or who elects not to participate in the Settlement has until forty-five (45) days after the mailing of the Class Notice to submit his or her objection or Request to be Excluded, pursuant to the procedures set forth in the Class Notice.

13. The Court approves the handling of unclaimed funds set forth in the Settlement Agreement, specifically that any unclaimed funds in the Settlement Administrator’s account as a result of a failure to timely cash a settlement check shall be issued to the State Controller’s Office in the name of the Class Member, as set forth in the Settlement Agreement.

The following dates shall govern for purposes of this settlement:

May 3, 2024	Preliminary Approval (PA) hearing
May 17, 2024 <i>(14 days after PA)</i>	Deadline for Defendants to Provide the Class Data to Settlement Administrator
May 27, 2024 <i>(10 days after Settlement Administrator Receives Combined Class Data)</i>	Deadline for Settlement Administrator to complete first mailing of the Notice Packet to all Class Members.
July 11, 2024 <i>(45 days after mailing Class Notice)</i>	Deadline for Class Members to submit Requests for Exclusion, Objections and Disputes to the settlement.
16 court days before Final Approval hearing	Deadline for Plaintiff to file and serve Motion for Final Approval of Settlement and application for award of attorneys’ fees, costs and service payments.

9 court days before Final Approval hearing	Deadline for filing of any written opposition to Plaintiff's Motion for Final Approval of Settlement, or filing any response to an objection to the settlement.
5 court days before final approval hearing	Deadline for filing of any written reply to opposition Motion for Final Approval of Settlement.
TBD (Approximately September 10, 2024 - 130 days after Preliminary Approval granted)	Final Approval Hearing.

14. A final approval hearing shall be held in this Court on _____, 2024 at _____ a.m. to determine (1) whether the proposed settlement is fair, reasonable, and adequate and should be finally approved by the Court; (2) the amount of Attorneys' Fees and Costs Award to Class Counsel; and (3) the amount of the Service Payment to the Class Representative. The Court may continue or adjourn the final approval hearing without further notice to the Class Notice.

15. Counsel for the parties shall file memoranda, declarations, or other statements and materials in support of their request for final approval of the Settlement, attorneys' fees, litigation costs, Class Representative's Service Payment, Settlement Administration Costs, and payment to LWDA for PAGA penalties prior to the Final Approval hearing according to the time limits set by the Code of Civil Procedure and the California Rules of Court.

16. Neither this Order, the Settlement Agreement, nor any document referred to therein, nor any action taken to carry out the settlement embodied in the Settlement Agreement may be construed as, or may be used as an admission by or against Defendants or any of the other Released Parties (as that term is defined in the Settlement Agreement) of any fault, wrongdoing or liability whatsoever. The entering into or carrying out of the Settlement Agreement, and any negotiations or proceedings related thereto, shall not in any event be construed as, or deemed to be evidence of, an admission or concession with regard to the denials or defenses by Defendants or any of the other Released Parties and shall not be offered in evidence in any action or proceeding against Defendants or any of the Released Parties in any court, administrative agency or other tribunal for any purpose whatsoever other than to enforce

1 the provisions of this Order, the Settlement Agreement, or any related agreement or release.

2 17. The Court may, for good cause shown, extend any of the deadlines set forth in
3 this Order.

4 18. In the event that the Settlement Agreement does not receive final approval or the
5 Effective Date of the Settlement does not occur, this Order shall be rendered null and void and
6 shall be vacated.

7 19. Pending the Final Approval hearing, all proceedings in this action, other than
8 proceedings necessary to carry out or enforce the terms and conditions of the Settlement and this
9 Order, are stayed.

10 20. Counsel for the parties are hereby authorized to utilize all reasonable procedures
11 in connection with the administration of the Settlement which are not materially inconsistent
12 with either this Order or the terms of the Settlement.

13
14 Date: _____

Hon. Tim P. Kam