

Filed
July 20, 2026
Clerk of the Court
Superior Court of CA
County of Santa Clara
22CV397991
By: afloresca

7/20/2026 11:38:13 AM

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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA

JESUS MARMOLEJO, individually, and on
behalf of all others similarly situated,

Plaintiff,

v.

SIGNIFICANT CLEANING SERVICES, LLC,
a California limited liability corporation, and
DOES 1 through 10, inclusive,

Defendants.

Case No.: 22CV397991

*Assigned to: Hon. Theodore C. Zayner, Dept.
19*

Complaint filed: April 28, 2022
FAC filed: December 15, 2025
Trial date: Not set

CLASS & REPRESENTATIVE ACTION

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF THE
CLASS ACTION AND PAGA
SETTLEMENT**

PRELIMINARY APPROVAL HEARING

Date: July 1, 2026
Time: 1:30 p.m.
Dept: 19

1 The Court has before it Plaintiff Jesus Marmolejo's ("Plaintiff" or "Class
2 Representative") Motion for Preliminary Approval of Class Action Settlement (the "Motion").
3 Having reviewed the Motion, along with the accompanying papers, the Memorandum of
4 Understanding (the "Settlement" or "Settlement Agreement"), a true and correct copy of which
5 is attached as **Exhibit 1** to the Declaration of Alan Wilcox in Support of Plaintiff's Motion for
6 Preliminary Approval of Class Action Settlement ("Wilcox Declaration"), and the Los Angeles
7 Superior Court's Model Class Action and PAGA Settlement Agreement and Class Notice
8 (LASC Form CIV 296 Rev. 11/25) (the "Model Agreement"), a true and correct copy of which
9 is attached as **Exhibit 2** to the Wilcox Declaration, and good cause appearing, the Court hereby
10 finds and orders as follows:

11 1. The Court finds on a preliminary basis that the Settlement appears to be fair, just,
12 adequate, and reasonable and therefore meets the requirements for preliminary approval. Based
13 upon the terms set forth in the Settlement between Plaintiff and Defendant Significant Cleaning
14 Services, LLC ("Defendant," and together with Plaintiff, the "Parties"), the Court grants
15 preliminary approval of the Settlement and provisionally certifies the "Class", defined as all
16 persons who worked for Defendant in California as an hourly paid or non-exempt employee
17 during the "Class Period," November 1, 2017, through and including May 19, 2023. Each person
18 in the Class is a "Class Member" and collectively they are referred to as the "Class".

19 2. The Settlement falls within the range of reasonableness of a settlement which
20 could ultimately be given final approval by this Court, and appears to be presumptively valid,
21 subject only to any objections that may be raised at the Final Approval Hearing and final
22 approval by this Court. The Court notes that Defendant has agreed to create a common fund of
23 \$625,000.00 (the "Maximum Settlement Amount" or "Gross Settlement Amount") to cover (a)
24 settlement payments to Class Members who do not validly opt out; (b) a \$30,000.00 payment
25 for the settlement of claims for penalties under the Private Attorneys General Act ("PAGA"),
26 75% of which (\$22,500.00) will be paid to the State of California, Labor & Workforce
27 Development Agency ("LWDA") (the "LWDA Payment") and 25% of which (\$7,500.00) will
28 be paid to eligible persons employed by Defendant in California and classified as an hourly paid

1 or non-exempt employee who worked for Defendant during the “PAGA Period”, October 1,
2 2020, through and including May 19, 2023 (each an “Aggrieved Employee” and together the
3 “Aggrieved Employees”); (c) a Class Representative service payment of \$10,000.00 to Plaintiff
4 Jesus Marmolejo (the “Class Representative Service Award”); (d) attorneys’ fees not to exceed
5 33 1/3% of the Gross Settlement Amount (\$208,333.33) (the “Class Counsel Fees”) to Class
6 Counsel (as defined in Paragraph 7 of this Order), and up to \$20,000.00 in costs for actual
7 litigation expenses incurred by Class Counsel (the “Class Counsel Costs”); and (e) a payment
8 of up to \$10,250.00 to Apex Class Action Administration (the “Settlement Administrator”) for
9 their costs administering the Settlement (the “Settlement Administration Costs”).

10 3. The Court preliminarily finds that the terms of the Settlement, supplemented as
11 necessary with industry standard terms from the Model Agreement, appear to be within the
12 range of possible approval, pursuant to California Code of Civil Procedure section 382 and
13 applicable law. The Court finds on a preliminary basis that: (1) the Maximum Settlement
14 Amount is fair and reasonable to the Class Members when balanced against the probable
15 outcome of further litigation relating to class certification, liability and damages issues, and
16 potential appeals; (2) significant informal discovery, investigation, research, and litigation have
17 been conducted such that counsel for the Parties at this time are able to reasonably evaluate their
18 respective positions; (3) settlement at this time will avoid substantial costs, delay, and risks that
19 would be presented by the further prosecution of the litigation; and (4) the Settlement has been
20 reached as the result of intensive, serious, and non-collusive negotiations between the Parties
21 with the assistance of a well-respected class action mediator. Accordingly, the Court
22 preliminarily finds that the Settlement was entered into in good faith.

23 4. The Court preliminarily approves the release by “Participating Class Members”
24 (defined as those Class Members who do not submit a timely and valid Request for Exclusion from
25 the Settlement) of the Settlement, stated as follows:

26 All class members who do not opt-out will release defendant from any and all claims
27 asserted in the Operative Complaint, and any amendments to the Operative
28 Complaint, including, but not limited to, state wage and hour claims for any and all
violations of California’s Labor Code and Unfair Competition Law based on

1 Defendant's failure to pay for all hours worked (including minimum, straight time,
2 and overtime wages), failure to provide meal periods, failure to authorize and permit
3 rest periods, failure to timely pay final wages at termination, failure to furnish
4 accurate wage statements, civil penalties under PAGA based on the alleged Labor
5 Code violation, and all damages, interest, penalties, attorneys' fees, costs, and other
6 amounts recoverable under said causes of action under California law, to the extent
7 permissible, including, but not limited to, the California Labor Code and the
8 applicable Wage Orders.

9 (Settlement, § 8.)

10 5. The Court further approves the release by Aggrieved Employees stated as follows:
11 All Aggrieved Employees are deemed to release, on behalf of themselves and their
12 respective former and present representatives, agents, attorneys, administrators,
13 successors and assigns, the Released Parties from all claims for PAGA Penalties that
14 were alleged, or reasonably could have been alleged, based on the facts and
15 allegations in the Operative Complaint that are alleged to have occurred during the
16 PAGA Period and the PAGA Notice [including, e.g., "(a) any and all claims
17 involving any alleged failure to pay minimum wage; etc.].

18 (Model Agreement, § 5.3.)

19 6. A final fairness hearing on the question of whether the Settlement, Class Counsel
20 Fees and Class Counsel Costs, the LWDA Payment, the Aggrieved Employees Payment, and
21 the Class Representative Service Award should be finally approved as fair, reasonable and
22 adequate as to the Class Members and Aggrieved Employees is hereby set in accordance with
23 the "Implementation Schedule" set forth below.

24 7. The Court finds, for settlement purposes only, that the Class meets the
25 requirements for certification under California Code of Civil Procedure section 382 in that: (1)
26 the Class Members are so numerous that joinder is impractical; (2) there are questions of law
27 and fact that are common, or of general interest, to all Class Members, which predominate over
28 individual issues; (3) Plaintiff's claims are typical of the claims of the Class Members; (4)
Plaintiff and Class Counsel will fairly and adequately protect the interests of the Class Members;
and (5) a class action is superior to other available methods for the fair and efficient adjudication
of the controversy.

8. The Court appoints as Class Representative, for settlement purposes only,
Plaintiff Jesus Marmolejo. The Court further preliminarily approves Plaintiff's ability to request
the Class Representative Service Award.

1 9. The Court appoints, for settlement purposes only, Benjamin H. Haber, Daniel J.
2 Kramer, and Alan Wilcox of Wilshire Law Firm, PLC as Class Counsel. The Court further
3 preliminarily approves Class Counsel's ability to request the Class Counsel Fees and Class
4 Counsel Costs.

5 10. The Court appoints Apex Class Action Administration as the Settlement
6 Administrator with reasonable administration costs estimated not to exceed \$10,250.00.

7 11. The Court approves, as to form and content the class notice (the "Notice"), a true
8 and correct copy of which is attached hereto as **Exhibit 1**. The Court finds on a preliminary
9 basis that plan for distribution of the Notice to the Class Members satisfies due process, provides
10 the best notice practicable under the circumstances, and shall constitute due and sufficient notice
11 to all persons entitled thereto. Both English and Spanish versions of the Notice shall be sent to
12 the Class Members.

13 12. The Parties are ordered to carry out the Settlement according to the terms of the
14 Settlement.

15 13. Any Class Member who does not timely and validly request exclusion from the
16 Settlement may object to the Settlement.

17 14. The Court approves the Little Italy San Jose Foundation as the designated *cy pres*
18 recipient pursuant to Code of Civil Procedure section 384.

19 15. The Court orders the following Implementation Schedule:

20 Defendant to provide Class List to the	Within 14 days after the Court grants
21 Settlement Administrator	Preliminary Approval of the Settlement
22 Settlement Administrator to mail the Class	Within 14 days after receipt of the Class List
23 Notice	from the Defendant
24 Response Deadline	60 days after Class Notice is mailed out by
25	the Settlement Administrator
26 Deadline to file Motion for Final Approval,	16 court days before hearing on Motion for
27 Request for Attorneys' Fees and Costs, and	Final Approval;
28	

Exhibit 1

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

Jesus Marmolejo. v. Significant Cleaning Services, LLC
Santa Clara Superior Court, Case No. 22CV397991

***The Santa Clara Superior Court authorized this notice.
It is not junk mail, spam, an advertisement, or solicitation by a lawyer.
Please read it carefully! You are not being sued.***

You may be eligible to receive money from employee class and representative action lawsuits (“Actions”) Significant Cleaning Services, LLC (“Defendant”) for alleged wage and hour violations. The Actions were filed by former employee, Jesus Marmolejo and seeks (1) payment of unpaid wages and other relief for a class of non-exempt or hourly-paid employees (“Class Members”) who worked for Defendant during the Class Period (November 1, 2017 to May 19, 2023); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all Class Members who worked for Defendant during the PAGA Period (October 1, 2020 to May 19, 2023) (“Aggrieved Employees”).

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

Based on Defendant’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 may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant’s records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendant’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 during either period, you can submit a challenge by the deadline date.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval of the Settlement. Your legal rights are affected whether you act or not act. **READ THIS NOTICE CAREFULLY.** You will be deemed to have 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 Plaintiff and Plaintiff’s attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	Receive money. Give up rights to sue Defendant for claims released in the Settlement.
EXCLUDE YOURSELF	Receive no money from the Class settlement. You will retain the right to pursue your own legal claims against Defendant. However, even if you exclude yourself from the Class settlement, you will still receive a portion of the PAGA settlement and be bound by it if you worked during the PAGA Period.
OBJECT	Write to the Court about why you object to the Settlement. If the Settlement receives Final Approval, you will receive money and give up rights to sue Defendant for claims released in the Settlement.
CHALLENGE YOUR NUMBER OF WORKWEEKS AND/OR PAY PERIODS	Challenge your number of Workweeks or Pay Periods listed in this Notice and provide supporting evidence. If you challenge your workweeks or pay periods, you will still be part of the Settlement and will give up rights to sue Defendant for claims released in the Settlement.

BASIC INFORMATION

1. WHY AM I RECEIVING THIS NOTICE?

Defendant's records indicate that you worked for Defendant Significant Cleaning Services, LLC at some point(s) between November 1, 2017 through May 19, 2023, and are therefore a member of the Class for purposes of this Settlement.

You received this Notice because you have a right to know about a proposed Settlement of the Action, and about all of your options, before the Court decides whether to finally approve the Settlement. The Settlement will resolve all Class Members' claims, which are described below, during the Class Period. The Settlement will also resolve claims for civil penalties brought under the California Private Attorneys' General Act ("PAGA"). If you are a Class Member, you are also an "Aggrieved Employee" if you worked for Defendant during the "PAGA Period," which is October 1, 2020 through May 19, 2023.

If the Court grants Final Approval to the Settlement, a settlement Administrator appointed by the Court will issue the payments provided for by the Settlement to Class Members. You are encouraged to always keep your address up to date with the Administrator (the Administrator's contact information can be found in Section 12, below).

This Notice package explains the allegations and background regarding the lawsuit, the Settlement, your legal rights, what benefits are available, who is eligible for them, and how to receive those benefits.

The Court in charge of the Action is the Santa Clara Superior Court. The case is titled *Jesus Marmolejo v. Significant Cleaning Services, LLC*, Case No. 22CV397991. The person who sued, Jesus Marmolejo, is the Plaintiff, and the company sued, Significant Cleaning Services, LLC, is the Defendant.

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

2. WHAT IS THE LAWSUIT ABOUT?

The Plaintiff in the lawsuit alleges wage and hour violations against Defendant for: (1) failure to pay minimum and straight time wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to provide rest periods; (5) failure to timely pay final wages at termination; (6) failure to furnish accurate itemized wage statements; (7) failure to indemnify all necessary business expenditures; (8) failure to produce employment records; (9) violation of California's Unfair Competition Law, California Business and Professions Code section 17200, *et seq.* In addition, Plaintiff is seeking to recover civil penalties pursuant to PAGA ("PAGA Penalties") based on the alleged violations of the California Labor Code listed above. Defendant denies Plaintiff's claims and denies any wrongdoing.

3. WHY IS THIS A CLASS ACTION?

In an employment class action, one or more people called "Class Representatives" (in this case, the Plaintiff) sue on behalf of all workers who they contend have similar claims. All of these workers are a Class or Class Members. Bringing one lawsuit, as opposed to many small ones, saves money, time and court resources. The court resolves the issues for all Class Members, except for those who exclude themselves from the Class.

4. WHY IS THERE A SETTLEMENT?

The Court did not decide in favor of the Plaintiff or Defendant on the merits of the claims alleged in the lawsuit. Plaintiff believes Plaintiff would win at trial. Defendant thinks that Plaintiff's lawsuit would not proceed to a trial and/or that Plaintiff would not win at trial. However, there has been no trial. Instead, in acknowledgement of the risk that both Parties face should the case proceed, the Parties have agreed to a negotiated settlement. This way, all Parties avoid the cost of preparing for and conducting a trial, the risk of losing the right to a trial, and the workers affected by the alleged violations receive compensation. The Settlement represents a compromise and settlement of highly disputed claims. The Plaintiff, as well as Plaintiff's lawyers (called "Class Counsel"), believe the Settlement is fair and reasonable and in the best interests of all Class Members.

WHO IS INCLUDED IN THE SETTLEMENT?

5. WHO IS INCLUDED IN THE SETTLEMENT?

If you received this Notice, you are a Class Member for settlement purposes. The Class includes: persons who worked for Defendant in California as an hourly paid or non-exempt employee during the "Class Period, in State of California at any time from November 1, 2017 through May 19, 2023.

6. ARE THERE EXCEPTIONS TO BEING INCLUDED?

You are not a Class Member if you already have resolved the claims asserted in this lawsuit, whether by settlement or a separate legal proceeding (i.e., another lawsuit).

THE SETTLEMENT BENEFITS—WHAT YOU GET

7. WHAT DOES THE SETTLEMENT PROVIDE?

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

Defendant has agreed to pay a Maximum Settlement Amount (“MSA”) of \$625,000.00 to settle the lawsuit. From the MSA, Class Counsel will apply to the Court for attorneys’ fees of one-third of the MSA or \$208,333.33 and reimbursement for reasonable costs; Class Representative Service Award of \$10,000.00 to the Plaintiff (for Plaintiff’s work and efforts prosecuting this case); a PAGA Penalties payment of \$30,000.00 to resolve the PAGA claims; and Settlement Administration Costs to Apex Class Action Administration, not to exceed \$10,250.00. The exact amount of the Class Counsel’s Fees and Costs, Class Representative Service Award, and Administration Costs will be determined by the Court at the Final Approval hearing. The remaining portion of the Settlement amount, the “Net Settlement Amount” or the “NSA,” is currently estimated to be approximately **\$346,416.67**. The NSA will be apportioned and paid out as Individual Class Payments to the Settlement Class Members, who are the Class Members that do not request to be excluded (“opt out”) of the Settlement.

PAGA Penalties payment: As part of the PAGA portion of the Settlement, the Parties will ask the Court to approve a \$30,000.00 PAGA Penalties payment in settlement of claims for civil penalties under PAGA. As required under PAGA, 75% of the PAGA Penalties payment, or \$22,500.00, will be paid to the California Labor and Workforce Development Agency. The remaining 25% of the PAGA Penalties payment, or \$7,500.00, will be distributed to the Aggrieved Employees as Individual PAGA Payments.

8. HOW MUCH WILL MY PAYMENT BE?

An approximation of your Individual Class Payment appears on the first page of this Notice. If you are also an Aggrieved Employee, an approximation of your Individual PAGA Payment will also appear on the first page of this Notice.

Individual Class Payment: Your Individual Class Payment is based on the number Workweeks you worked, as represented in Defendant’s records, in comparison to the total number of Workweeks worked by all Class Members during the Class Period (November 1, 2017 to May 19, 2023). Ninety percent (90%) of each Class Member’s Individual Class Payment will be treated as a payment in settlement of the alleged claims for penalties and interest and will be reported on a Form 1099 by the Settlement Administrator, and ten percent (10%) of each Class Member’s Individual Class Payment will be treated as a payment in settlement of alleged claims for unpaid wages. The 10% allocated as unpaid wages will be reduced by applicable payroll tax withholdings and deductions and reported on a Form W-2.

Individual PAGA Payment: If you worked for Defendant from October 1, 2020 to May 19, 2023 (“PAGA Period”), you are also an “Aggrieved Employee” and will receive an Individual PAGA Payment in addition to your Individual Class Payment. The Individual PAGA Payments are based on the number of PAGA Pay Periods worked by each Aggrieved Employee in comparison to the total amount of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period. One hundred percent (100%) of each Aggrieved Employees’ Individual PAGA Payment will be characterized as penalties and will not be reduced by payroll tax withholdings and deductions. The Individual PAGA Payment will be reported on a Form 1099 by the Settlement Administrator. An approximation of your anticipated Individual PAGA Payment appears on the first page of this Notice.

For the Class Members who are also Aggrieved Employees, their Individual Class Payment will be combined with their Individual PAGA Payment, and they will receive a single check for the combined payments. If a Class Member chooses to opt-out of the Settlement, they will still receive an Individual

PAGA Payment, as Aggrieved Employees cannot opt-out of the PAGA portion of the Settlement. *See, e.g., Robinson v So. County Oil*, 53 Cal. App. 476 (2020).

HOW YOU GET A PAYMENT

9. HOW DO I RECEIVE A PAYMENT?

You do not need to do anything to receive a payment. However, if you believe that the number of Workweeks or PAGA Pay Periods you worked is incorrect, please correct it and provide any supporting evidence to the settlement Administrator, whose contact information is listed in Section 12 below.

10. WHEN WOULD I GET MY PAYMENT?

The Court will hold a Final Fairness Hearing on January 13, 2027, to decide whether to approve the Settlement. If the Judge approves the Settlement, and anyone objects, there may be appeals. It is always uncertain when these objections and appeals can be resolved and resolving them can take time. If there is no objection, the Effective Date of the Settlement will be the date of entry of the Court's Order granting final approval.

Following the Effective Date, Individual Class Payments and Individual PAGA Payments will be mailed to Participating Class Members and Aggrieved Employees approximately 45 days after the Court's approval of the Settlement becomes final so long as there are no appeals.

Settlement checks should be cashed promptly upon receipt. Proceeds of checks which remain uncashed after 180 days from the date of issuance will be forwarded to Little Italy San Jose Foundation as the cy pres recipient. If your settlement check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

For an update on the status of payments, please contact the Settlement Administrator (see Section 12).

11. WHAT AM I GIVING UP TO GET A PAYMENT?

If the Court approves this Settlement and unless you exclude yourself, you will become a Participating Class Member, and that means that you cannot sue, continue to sue, or be part of any other lawsuit against Defendant concerning the legal claims being resolved in this Settlement. Specifically, you will be giving up or "releasing" the Released Class Claims described below against Defendant and all of Defendant's agents, attorneys, administrators, successors and assigns ("Released Parties"). The releases become effective once the MSA is fully funded by Defendant.

Released Class Claims: The "Released Class Claims" shall all class members who do not opt-out will release defendant from any and all claims asserted in the Operative Complaint, and any amendments to the Operative Complaint, including, but not limited to, state wage and hour claims for any and all violations of California's Labor Code and Unfair Competition Law based on Defendant's failure to pay for all hours worked (including minimum, straight time, and overtime wages), failure to provide meal periods, failure to authorize and permit rest periods, failure to timely pay final wages at termination, failure to furnish accurate wage statements, civil penalties under PAGA based on the alleged Labor Code violation, and all damages, interest, penalties, attorneys' fees, costs, and other amounts recoverable under

said causes of action under California law, to the extent permissible, including, but not limited to, the California Labor Code and the applicable Wage Orders.

Released PAGA Claims: All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, administrators, successors and assigns, the Released Parties from all claims for PAGA Penalties that were alleged, or reasonably could have been alleged, based on the facts and allegations in the Operative Complaint that are alleged to have occurred during the PAGA Period and the PAGA Notice [including, e.g., “(a) any and all claims involving any alleged failure to pay minimum wage; etc.].

EXCLUDING YOURSELF FROM THE SETTLEMENT

12. HOW DO I EXCLUDE MYSELF FROM THE SETTLEMENT?

To exclude yourself from the Settlement, you must send the Settlement Administrator a written and signed request for exclusion which must be postmarked no later than [60 days after Class Notice is Mailed]. Be sure to include your name, address, and telephone number, and any other information you think would be helpful to the settlement Administrator to identify you. You can send your request for exclusion to the settlement Administrator at:

[INSERT].
Significant Cleaning Services, LLC Settlement
XXXXX
City, State, XXXXX
Email:
Fax:

If you ask to be excluded from the Settlement, you will not be legally bound by anything that happens in the Action, except as it relates to settlement of the PAGA claim. If you ask to be excluded from the Settlement you will not be able to object to the Settlement and you will not receive an Individual Class Payment, but you will still receive an Individual PAGA Payment if you worked for Defendant during the PAGA Period (October 1, 2020 through May 19, 2023). If you ask to be excluded, you may be able to sue (or continue to sue) Defendant in the future.

13. IF I DON'T EXCLUDE MYSELF, CAN I SUE DEFENDANT FOR THE SAME THING LATER?

No. Unless you exclude yourself, you give up any right to sue Defendant for the claims that this Settlement resolves. If you have a pending lawsuit, speak to your lawyer in that case immediately. You must exclude yourself from this Class to continue your own lawsuit. Remember, the exclusion deadline is [45 days after Class Notice is Mailed].

14. IF I EXCLUDE MYSELF, CAN I GET MONEY FROM THIS SETTLEMENT?

No. If you exclude yourself, you will not receive any money from this Settlement. However, if you timely exclude yourself from the Settlement, you will retain the right to pursue your own legal action against Defendant, if you desire.

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

THE LAWYERS REPRESENTING YOU IN THIS LAWSUIT

15. DO I HAVE A LAWYER IN THIS CASE?

The Court has determined that Wilshire Law Firm, PLC is qualified to represent you and the Class Members in the lawsuit. These lawyers are called Class Counsel and their contact information is listed below. If you want to be represented by your own lawyer, you may hire one at your own expense.

Benjamin H. Haber (SBN 315664)

benjamin.haber@wilshirelawfirm.com

Daniel J. Kramer (SBN 314625)

daniel.kramer@wilshirelawfirm.com

Alan Wilcox (SBN 287476)

alan.wilcox@wilshirelawfirm.com

WILSHIRE LAW FIRM, PLC

660 S. Figueroa St., Sky Lobby

Los Angeles, CA 90017

Telephone: (213) 381-9988

Facsimile: (213) 381-9989

16. WILL THE LAWYERS BE PAID?

HOW

Class Counsel will ask the Court to approve \$208,333.33 (or 33 1/3% of the MSA) for attorneys' fees incurred in investigating the facts, litigating the case, and negotiating the Settlement. Class Counsel will also seek Court-approval of up to \$20,000.00 in litigation expenses incurred in this matter. The Court may award Class Counsel less than what they request. Class Counsel will also ask the Court to approve a payment to Plaintiff Jesus Marmolejo in the amount of \$10,000.00 in addition to Plaintiff's Individual Class Payment and Individual PAGA Payment for the initiative, risk, and time and energy Plaintiff has spent in service to the Class as the Class Representative. The Court may award a Class Representative less than what is requested.

OBJECTING TO THE SETTLEMENT

You can and have the right to tell the Court you do not agree with the Settlement or some part of it.

17. HOW DO I TELL THE COURT THAT I OBJECT TO THE SETTLEMENT?

If you don't think the Settlement is fair, you can object to some or all of the Settlement. You can either object to the Settlement in person at the Final Approval Hearing or you can submit a written objection. Written objections and notices of intent to appear at the Final Approval Hearing must be mailed to the Settlement Administrator and postmarked on or before _____, 2026, at the following address:

[INSERT]

Significant Cleaning Services, LLC

XXXXX

City, State, XXXXX

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

Email:

Fax

The written objection should state your name and address and describe all legal and factual reasons that you object to the terms of the Settlement. You should also include or attach any documents upon which your objection is based. If the Court overrules the objection at the Final Approval hearing, the Settlement Agreement will be approved, and you will receive your payment. If you do not submit a written objection, you may still appear at the Final Approval hearing to voice your objection or to otherwise observe the proceedings.

18. WHAT'S THE DIFFERENCE BETWEEN OBJECTING AND REQUESTING EXCLUSION?

Objecting is simply telling the Court that you do not agree with something about the Settlement. You can object only if you stay in the Class.

Requesting exclusion is telling the Court that you do not want to be part of the Class. If you exclude yourself, you have no basis to object because the case no longer affects you, and you do not get any money from this Settlement. If you submit both an objection and a request to be excluded from the settlement, the request to be excluded will control and you will not get any money from this settlement.

THE COURT'S FAIRNESS HEARING

The Court will hold a Final Approval Hearing to decide whether to approve the Settlement. You may attend and you may ask to speak, but you don't have to.

19. WHEN AND WHERE WILL THE COURT DECIDE WHETHER TO APPROVE THE SETTLEMENT?

The Court will hold a Final Approval Hearing at 1:30 p.m. on January 13, 2027 in Department 5 of the Santa Clara County Superior Court located at 161 North First Street in San Jose, CA 95113, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. If there are objections, the Court will consider them at that time. The Court will also be asked to approve the requests for the Class Representative Service Award and the Class Counsel Fees and Costs Payments.

20. DO I HAVE TO COME TO THE HEARING?

No. Class Counsel will answer questions the Court may have. However, you are welcome to attend. If you send an objection, you do not have to come to the Court to talk about it. As long as you mailed your written objection to the settlement administrator on time, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

Class members may appear at the final approval hearing in person or remotely using the link for Department 5 (Afternoon Session), and should review the remote appearance instructions beforehand:

<https://santaclara.courts.ca.gov/online-services/remote-hearings>

Class members who wish to appear remotely are encouraged to contact class counsel at least three days before the hearing, if possible, so that potential technology or audibility issues can be avoided or minimized.

IF YOU DO NOTHING

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

21. WHAT IF I DO NOTHING AT ALL?

If you do nothing, you will receive a Settlement payment, and you will be bound by the terms of Settlement, which means that you will not be able to start a lawsuit, continue a lawsuit, or be a part of any other lawsuit against the Defendant about the legal issues in the Action.

GETTING MORE INFORMATION

22. HOW DO I GET MORE INFORMATION?

You may contact Class Counsel at the contact information listed above in Section 15 if you have any questions about the Settlement. You may also contact the Court-appointed Settlement Administrator, Apex Class Action Administration by calling toll free 1-800 _____, or you can write to the Administrator at the following address:

[INSERT]
Significant Cleaning Services, LLC Settlement
XXXXX
City, State, XXXXX
Email:
Fax

PLEASE DO NOT TELEPHONE THE COURT OR SIGNIFICANT CLEANING SERVICES, LLC'S COUNSEL FOR INFORMATION REGARDING THIS SETTLEMENT OR THE CLAIM PROCESS. YOU MAY, HOWEVER, CALL CLASS COUNSEL OR THE SETTLEMENT ADMINISTRATOR, LISTED ABOVE.