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JUL 24 2023

**SUPERIOR COURT OF CALIFORNIA
COUNTY OF HUMBOLDT**

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and Proposed Class Counsel

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF HUMBOLDT**

MILES STRANG, on behalf of himself and
on behalf of all similarly situated
individuals,

Plaintiff,

v.

REDWOODS RURAL HEALTH
CENTER, INCORPORATED, a California
corporation, and DOES 1 through 10,
inclusive,

Defendants.

CASE NO: CV2101785

Assigned to the Hon. Timothy Canning, Dept. 4

CLASS ACTION

**~~[PROPOSED]~~ ORDER AND JUDGMENT
GRANTING FINAL APPROVAL OF CLASS
ACTION SETTLEMENT**

DATE: July 24, 2023

TIME: 10:30 a.m.

DEPT.: 4

Action Filed: December 15, 2021

FAX FILED

1 Plaintiff's Motion for an Order Granting Final Approval of Class Action Settlement came
2 before this Court on July 24, 2023. The above-captioned Action is a class action lawsuit brought
3 by Plaintiff Miles Strang ("Plaintiff") against Defendant Redwoods Rural Health Center,
4 Incorporated ("Defendant") (collectively, the "Parties"). Plaintiff alleges, on behalf of a class of
5 certain of Defendant's current and former employees, that Defendant failed to provide meal and
6 rest periods or compensation in lieu thereof, failed to reimburse business expenses, failed to pay
7 wages due timely during and upon separation of employment, and failed to comply with itemized
8 wage statement provisions. Defendant denies any and all alleged wrongdoing and denies any
9 liability to Plaintiff or to members of the Class. Defendant contends that that it has complied at all
10 times with California law, including the California Labor Code, the Industrial Commission Wage
11 Orders, and the California Business and Professions Code.

12 On February 27, 2023, this Court entered an Order Granting Preliminary Approval of
13 Settlement, resulting in certification of the following provisional Settlement Class: all persons
14 employed in a non-exempt position by Defendant [Redwoods Rural Health Center Incorporated] in
15 California during the Class Period [December 15, 2017 through October 31, 2022].

16 The Preliminary Approval Order further directed the Parties to provide Notice to the Class,
17 which informed absent Class Members of: (a) the proposed Settlement, and the Settlement's key
18 terms; (b) the date, time and location of the Final Approval Hearing; (c) the right of any Class
19 Member to object to the proposed Settlement, and an explanation of the procedures to exercise that
20 right; (d) the right of any Class Member to exclude themselves from the proposed Settlement, and
21 an explanation of the procedures to exercise that right; and (e) an explanation of the procedures for
22 Class Members to participate in the proposed settlement.

23 The Court, upon Notice having been given as required in the Preliminary Approval Order,
24 and having considered the Class Action Settlement Agreement (the "Settlement"), as well as all
25 papers filed, hereby ORDERS, ADJUDGES AND DECREES AS FOLLOWS:

26 1. This Court has jurisdiction over the subject matter of the Action and over all Parties
27 to the Action, including all members of the Settlement Class.
28

1 2. The Court finds that the Settlement Class is properly certified for settlement
2 purposes only.

3 3. The Notice provided to the Settlement Class conforms with the requirements of
4 California Code of Civil Procedure section 382, California Civil Code section 1781, California
5 Rules of Court 3.766 and 3.769, the California and United States Constitutions, and any other
6 applicable law, and constitutes the best notice practicable under the circumstances, by providing
7 individual notice to all Class Members who could be identified through reasonable effort, and by
8 providing due and adequate notice of the proceedings and of the matters set forth therein to the
9 Class Members. The notice fully satisfied the requirements of due process.

10 4. The Court finds the settlement was entered into in good faith, that the Settlement is
11 fair, reasonable and adequate, and that the Settlement satisfies the standards and applicable
12 requirements for final approval of this class action settlement under California law, including the
13 provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule
14 3.769.

15 5. The Court approves the Gross Fund Value ("GFV") of Two Hundred Fifty Thousand
16 Dollars (\$250,000).

17 6. The Court finds that no valid objections to the Settlement have been filed, and that
18 two Class Members, Tanya Horlick and Kelly McGittigan, have properly requested exclusion from
19 the Settlement Class.

20 7. Upon entry of this Order, compensation to the Class Members and Aggrieved
21 Employees shall be affected pursuant to the terms of the Settlement.

22 8. In addition to any recovery that Plaintiff may receive from the Net GFV, and in
23 recognition of the Plaintiff's efforts on behalf of the Settlement Class, the Court hereby approves
24 the payment of an enhancement award to Plaintiff Miles Strang in the amount of Fifteen Thousand
25 Dollars (\$15,000). This shall be paid from the GFV.

26 9. The Court approves the payment of attorneys' fees to Class Counsel in the sum of
27 Eighty-Seven Thousand Five Hundred Dollars (\$87,500), and the reimbursement of litigation
28

1 expenses in the sum of Thirteen Thousand Seven Hundred Ninety-Four Dollars and Eighty-Nine
2 Cents (\$13,794.89). This shall be paid from the GFV.

3 10. The Court approves and orders payment in the amount of Seven Thousand Five
4 Hundred Dollars (\$7,500) to CPT Group, Inc. for performance of its settlement administration
5 services. This shall be paid from the GFV.

6 11. In resolution of Plaintiff's claims under the Private Attorneys General Act
7 ("PAGA"), the Court approves and orders payment in the amount of Seven Thousand Five Hundred
8 Dollars (\$7,500) to the California Labor and Workforce Development Agency for its 75% share of
9 PAGA penalties. The balance of Two Thousand Five Hundred Dollars (\$2,500) will be paid to the
10 Net GFV for distribution to Aggrieved Employees as provided in the Settlement.

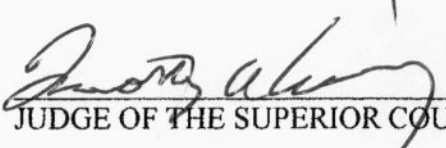
11 12. Upon the entry of this Order and Judgment, Plaintiff, all Class Members who did
12 not exclude themselves from the Settlement, and all Aggrieved Employees shall be bound by the
13 releases of claims as set forth in the Settlement.

14 13. This "Judgment" is intended to be a final disposition of the above captioned action
15 in its entirety, and is intended to be immediately appealable.

16 14. This Court shall retain jurisdiction with respect to all matters related to the
17 administration and consummation of the Settlement, and any and all claims asserted in, arising out
18 of, or related to the subject matter of the lawsuit, including but not limited to all matters related to
19 the settlement and the determination of all controversies relating thereto.

20 **IT IS SO ORDERED.**

21
22 Dated: 7/24/2023


JUDGE OF THE SUPERIOR COURT

TIMOTHY A. CANNING