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 SATELLITE AFFORDABLE HOUSING  
 ASSOCIATES PROPERTY MANAGEMENT

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**FOR THE COUNTY OF ALAMEDA - RENE C. DAVIDSON COURTHOUSE**

ANYA MADELINE HILL-BUTLER,  
 individually, and on behalf of all others similarly  
 situated,

Plaintiff,

v.

SATELLITE AFFORDABLE HOUSING  
 ASSOCIATES, a California corporation;  
 SATELLITE AFFORDABLE HOUSING  
 ASSOCIATES PROPERTY MANAGEMENT, a  
 California corporation; and DOES 1 through 10,  
 inclusive,

Defendants.

Case No. 22CV009525

*Assigned for all purposes to the Honorable Evelio  
 Grillo, Department 12*

**STIPULATION OF CLASS AND  
 REPRESENTATIVE ACTION SETTLEMENT**

PAGA Case No.

LWDA-CM-876114-22:

Action Filed:

FAC Filed:

Trial Date:

March 29, 2022

April 6, 2022

July 20, 2022

None Set

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**CLASS AND REPRESENTATIVE ACTION SETTLEMENT**

**I. INTRODUCTION AND MUTUAL INTENT TO SETTLE**

1. Stipulating Parties and the Action. This Stipulation of Class and Representative Action Settlement (“Settlement” or “Settlement Agreement”) is made by and between Plaintiff Anya Madeline Hill-Butler (“Plaintiff”) and Defendants Satellite Affordable Housing Associates and Satellite Affordable Housing Associates Property Management (“Defendants”) (jointly, the “Parties”) in *Hill-Butler v. Satellite Affordable Housing Associates, et al.*, Alameda County Superior Court, Case No. 22CV009525 (the “Action”).

2. Stipulating Parties’ Joint Statement of Purpose and Intent to Settle. The Parties intend this Settlement Agreement, subject to Court approval, shall fully, finally, forever resolve, discharge, and settle this Action and have agreed to work diligently and cooperatively to present this Settlement Agreement to the Court so that it is finally approved and that the Action is finally adjudged.

**II. DEFINITIONS**

3. Action. “Action” means the putative class and representative action entitled *Hill-Butler v. Satellite Affordable Housing Associates, et al.*, Alameda County Superior Court, Case No. 22CV009525, filed April 6, 2022.

4. Class. “Class” means all current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time during the Class Period.

5. Class Counsel. “Class Counsel” means Moon & Yang, APC including Kane Moon and Roy K. Suh.

6. Class Counsel Cost Award. “Class Counsel Cost Award” means the amount not exceeding twenty thousand dollars and zero cents (\$20,000.00), payable from the Gross Settlement Amount and due to Class Counsel for reimbursement of Class Counsel’s reasonable litigation expenses incurred in litigating and resolving the Action; if the Court finally approves a lesser amount, then the difference shall remain part of the Net Settlement Amount.

7. Class Counsel Fee Award. “Class Counsel Fee Award” means the amount of no less than one hundred forty thousand dollars and zero cents (\$140,000.00) or one-third (1/3) of the Gross Settlement Amount, whichever is greater, payable from the Gross Settlement Amount and due to Class Counsel as

1 reasonable attorneys' fees for litigating and resolving the Action; if the Court finally approves a lesser  
2 amount, then the difference shall remain part of the Net Settlement Amount.

3       8.     Class List. "Class List" means a Microsoft Excel (or similar electronically manipulable)  
4 spreadsheet containing the following information regarding each Class Member: (1) full name; (2) last  
5 known address; (3) last known telephone number; (4) social security number or taxpayer identification  
6 number; (5) dates of employment during the Class Period and PAGA Period; and (6) any other information  
7 the Settlement Administrator reasonably requires to carry out its settlement administration duties.

8       9.     Class Member. "Class Member" means a current or former hourly non-exempt employee  
9 who worked for Defendants in California as an hourly, non-exempt employee at any time during the Class  
10 Period.

11       10.    Class Notice. "Class Notice" means the Notice of Class and Representative Action  
12 Settlement, substantially in the form attached as **Exhibit 1**, summarizing this Settlement Agreement  
13 including its key terms, its binding nature, procedures for opting out of the Settlement and release of  
14 Released Claims and the procedures for objecting to the Settlement.

15       11.    Class Period. "Class Period" means the period commencing on April 6, 2018 and ending  
16 on the date the Court preliminarily approves this Settlement or to an earlier date at Defendants' option.

17       12.    Class Representative Service Award. "Class Representative Service Award" means the  
18 amount not exceeding seven thousand, five hundred dollars, and zero cents (\$7,500.00), payable from the  
19 Gross Settlement Amount and due to Plaintiff, separate from any Individual Settlement Payment and  
20 Individual PAGA Payment, for Plaintiff's efforts and risks in bringing and resolving the Action; if the  
21 Court finally approves a lesser amount, then the difference shall remain part of the Net Settlement Amount.

22       13.    Court. "Court" means the Superior Court of California for the County of Alameda County  
23 and the judicial officer presiding over this Action.

24       14.    Defendants. "Defendants" means Defendant Satellite Affordable Housing Associates, a  
25 California corporation, and Defendant Satellite Affordable Housing Associates Property Management, a  
26 California corporation.

27       15.    Defendants' Counsel. "Defendants' Counsel" means Ferber Law, A Professional  
28 Corporation including Michelle Finkel Ferber, Jonathan r. Babione, and Adam Nathaniel Arce.

1       16.   Effective Date. “Effective Date” means the later of the following dates: (i) sixty-five (65)  
2 days after the Court enters Final Judgment and no appeal, writ or other challenge to the finality of the  
3 judgment has been filed; or (ii) five (5) days after the day when all appeals, writs or other challenges to  
4 the Final Judgment have been resolved in a manner that affirms the finality of the judgment and the time  
5 for the filing of any further appeals, writs or other challenges has lapsed.

6       17.   Employer’s Share of Payroll Taxes. “Employer’s Share of Payroll Taxes” means the  
7 amount of Defendants’ employer payroll tax obligations on the wage portion of Individual Settlement  
8 Payments including withholdings and contributions for federal, state, local taxes and any similar tax or  
9 charge, payable from Defendants’ own accounts, separate from the Gross Settlement Amount.

10       18.   Exhibits. “Exhibits” mean the four (4) exhibits attached to this Settlement Agreement  
11 including **Exhibit 1** (draft Class Notice); **Exhibit 2** (draft Preliminary Approval Order); **Exhibit 3** (draft  
12 Final Approval Order); and **Exhibit 4** (draft Final Judgment).

13       19.   Final Approval Hearing. “Final Approval Hearing” means the hearing the Court sets  
14 wherein Plaintiff shall move the Court to find that the Settlement is fair, reasonable, and adequate and to  
15 enter a Final Approval Order and Final Judgment.

16       20.   Final Approval Order. “Final Approval Order” means the Court’s order, substantially in  
17 the form attached as **Exhibit 3**, which shall, among other things, finally approve the fairness,  
18 reasonableness, and adequacy of this Settlement Agreement.

19       21.   Final Judgment. “Final Judgment” means the Means the Court’s judgment, substantially in  
20 the form attached as **Exhibit 4**, which shall, among other things, finally adjudge this Action.

21       22.   Gross Settlement Amount. “Gross Settlement Amount” means the non-reversionary  
22 amount of no less than four hundred twenty thousand dollars and zero cents (\$420,000.00) that Defendants  
23 shall pay as monetary consideration in exchange for releases of the Released Claims including released  
24 PAGA Claims and which amount shall be used to establish a common settlement fund for: (1) Individual  
25 Settlement Payments; (2) Settlement Administration Costs; (3) the PAGA Payment to the LWDA; (4) the  
26 PAGA Payment to PAGA Members; (5) the Class Representative Service Award; (6) the Class Counsel  
27 Fee Award; and (7) the Class Counsel Cost Award payable under this Settlement.

28       23.   Gross Settlement Amount Escalation Option. “Gross Settlement Amount Escalation

Option” means the conditional provision that provides that if the actual number of Workweeks worked by Class Members exceeds forty-one thousand, eight hundred thirty-five (41,835) Workweeks by ten percent (10%), then Defendants shall have the option to either (i) establish the end date of the Class Period up to the 46,019th Workweek worked, which shall end the Class Period and the PAGA Period, or (ii) pay additional money pro rata for each additional Workweek worked during the Class Period exceeding the 10% threshold (i.e., pay additional money so that the Gross Settlement increases pro rata for all Workweeks exceeding 46,019 Workweeks).

24. Individual PAGA Payment. “Individual PAGA Payment” means a PAGA Member’s pro rata share of the PAGA Payment to PAGA Members that is payable to PAGA Members from the Gross Settlement Amount, which shall be determined by dividing the PAGA Payment to PAGA Members by the aggregate number of PAGA Pay Period credits assigned to all PAGA Members, resulting in a PAGA Pay Period Dollar Value, and then by multiplying the PAGA Pay Period Dollar Value by the number of PAGA Pay Period credits assigned to each PAGA Member.

25. Individual Settlement Payment. “Individual Settlement Payment” means a Participating Class Member’s pro rata share of the Net Settlement Amount that is payable to Participating Class Members from the Gross Settlement Amount, which shall be determined by dividing the Net Settlement Amount by the aggregate number of Workweek credits assigned to all Participating Class Members, resulting in the Workweek Dollar Value, and then by multiplying the Workweek Dollar Value by the number of Workweek credits assigned to each Participating Class Member.

26. LWDA. “LWDA” means the California Labor and Workforce Development Agency.

27. Net Settlement Amount. “Net Settlement Amount” means the aggregate amount payable to Participating Class Members, which shall be determined by subtracting the PAGA Payment, Settlement Administration Costs, Class Representative Service Award, Class Counsel Fee Award and Class Counsel Cost Award from the Gross Settlement Amount.

28. Objection. “Objection” means a Participating Class Member’s timely and valid written objection to the terms and conditions of this Settlement Agreement.

29. Opt-Out Request. “Opt-Out Request” means a Class Member’s timely and valid written request to be excluded from the Settlement and release of Released Claims that do not arise under PAGA.

1       **30.     PAGA.** “PAGA” means the California Labor Code Private Attorneys General Act of 2004  
2 (Cal. Lab. Code §§ 2698, *et seq.*).

3       **31.     PAGA Claims.** “PAGA Claims” means the Ninth Cause of Action (and corresponding  
4 requests for relief) asserted by Plaintiff on behalf of herself and the alleged aggrieved employees in the  
5 Action, namely all claims, rights, demands, liabilities and causes of action arising from PAGA that were  
6 pled, alleged, or reasonably could have been alleged based on the facts asserted in the operative complaint  
7 in the Action and based on Plaintiff’s March 29, 2022 PAGA Notice in Case No. LWDA-CM-876114-  
8 22.

9       **32.     PAGA Member.** “PAGA Member” means a current or former hourly non-exempt  
10 employee who worked for Defendants in California as an hourly, non-exempt employee at any time during  
11 the PAGA Period.

12       **33.     PAGA Pay Period.** “PAGA Pay Period” means the period commencing on March 29, 2021  
13 and ending on the date the Court preliminarily approves this Settlement or to an earlier date at Defendants’  
14 option; and any calendar week during the PAGA Period during which a PAGA Member worked at least  
15 one (1) day.

16       **34.     PAGA Pay Period Dollar Value.** “PAGA Pay Period Dollar Value” means the dollar value  
17 for each PAGA Pay Period credit assigned to PAGA Members, which shall be determined by dividing the  
18 PAGA Payment to PAGA Members by the aggregate number of all PAGA Pay Periods assigned to all  
19 PAGA Members.

20       **35.     PAGA Payment.** “PAGA Payment” means the aggregate amount of twenty-five thousand  
21 dollars and zero cents (\$25,000.00), payable from the Gross Settlement Amount and due, in a seventy-  
22 five percent (75%) share, to the LWDA as the PAGA Payment to the LWDA, and, in a twenty-five percent  
23 (25%) share, to PAGA Members as the PAGA Payment to PAGA Members; if the Court finally approves  
24 a lesser amount, then the difference shall remain part of the Net Settlement Amount.

25       **36.     PAGA Payment to PAGA Members.** “PAGA Payment to PAGA Members” means the  
26 amount of six thousand, two hundred fifty dollars, and zero cents (\$6,250.00), payable from the Gross  
27 Settlement Amount to PAGA Members as their aggregate twenty-five percent (25%) share of the PAGA  
28 Payment.

1        37.    PAGA Payment to the LWDA. “PAGA Payment to the LWDA” means the amount of  
2 eighteen thousand, seven hundred fifty dollars, and zero cents (\$18,750.00), payable from the Gross  
3 Settlement Amount and due to the LWDA as its seventy-five percent (75%) share of the PAGA Payment.

4        38.    PAGA Period. “PAGA Period” means the period commencing on March 29, 2021 and  
5 ending on the date the Court preliminarily approves this Settlement or to an earlier date at Defendants’  
6 option.

7        39.    PAGA Settlement. “PAGA Settlement” means the settlement and release of the PAGA  
8 Claims that arise under PAGA, which Plaintiff brought against Defendants, as a deputized PAGA  
9 representative of the State of California, which shall bind the State of California and which PAGA  
10 Members shall not be entitled to opt out of.

11       40.    Participating Class Members. “Participating Class Members” means Plaintiff and all Class  
12 Members who do not submit a timely and valid Opt-Out Request.

13       41.    Parties’ Counsel. “Parties’ Counsel” means the attorneys of record for Plaintiff and  
14 Defendants.

15       42.    Plaintiff. “Plaintiff” means Plaintiff Anya Madeline Hill-Butler.

16       43.    Plaintiff’s Further Released Claims. “Plaintiff’s Further Released Claims” means the  
17 claims and causes of action that Plaintiff, individually, and in addition to Plaintiff’s release of the Released  
18 Claims, expressly and further releases against the Released Parties including by waiver of all rights,  
19 protections, and benefits under California Civil Code section 1542, which includes claims related to  
20 Plaintiff’s employment with Defendants, claims alleged in the Action, and all claims known and unknown,  
21 except as may be prohibited by law, which may have existed at the time the Plaintiff signs this Settlement  
22 Agreement. Plaintiff’s Further Released Claims excludes claims for unemployment insurance, disability,  
23 social security, workers’ compensation (except for claims pursuant to California Labor Code sections 132a  
24 and 4553), and any claims or causes of action arising out of any event or controversy occurring after the  
25 time Plaintiff signs this Settlement Agreement including for any obligation arising out of this Settlement  
26 Agreement.

27       44.    Preliminary Approval Order. “Preliminary Approval Order” means the Court’s order,  
28 substantially in the form attached as **Exhibit 2**, which shall, among other things, preliminarily approve

1 the fairness, reasonableness, and adequacy of this Settlement Agreement.

2       **45.     Released Claims.** “Released Claims” means the First through Eighth Causes of Action (and  
3 corresponding requests for relief) asserted by Plaintiff on behalf of herself and the Class in the Action, namely  
4 (1) Failure to Pay Minimum Wages (Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197); (2) Failure to Pay  
5 Overtime Compensation (Cal. Lab. Code §§ 510, 1194 and 1198); (3) Failure to Provide Meal Periods (Cal.  
6 Lab. Code §§ 226.7, 512); (4) Failure to Authorize and Permit Rest Breaks (Cal. Lab. Code §§ 226.7); (5)  
7 Failure to Indemnify Necessary Business Expenses (Cal. Lab. Code § 2802); (6) Failure to Timely Pay Final  
8 Wages at Termination (Cal. Lab. Code §§ 201-203); (7) Failure to Provide Accurate Itemized Wage Statements  
9 (Cal. Lab. Code § 226); and (8) Unfair Business Practices (Cal. Bus. & Prof. Code §§ 17200, *et seq.*) and all  
10 other claims, rights, demands, liabilities and causes of action that may have been alleged based on the facts  
11 alleged in the operative complaint in the Action.

12       **46.     Released Parties.** “Released Parties” means Defendants, their present, former and future  
13 controlling persons, parents, affiliates, subsidiaries, successors-in-interest, benefit plans sponsored by  
14 such companies, owners, officers, directors, principals, employees, agents, attorneys, insurers, managers,  
15 trustees, fiduciaries, representatives, divisions, predecessors, successors, and assigns, who may be liable  
16 for any of the Released Claims.

17       **47.     Response Deadline.** “Response Deadline” means the date forty-five (45) days after the  
18 postmarked date on Class Notices the Settlement Administrator initially mails to Class Members in bulk,  
19 which shall be extended an additional fifteen (15) days for affected Class Members to whom the  
20 Settlement Administrator re-mails or reissues previously undelivered, misrouted, or misplaced Class  
21 Notices.

22       **48.     Settlement Administration Costs.** “Settlement Administration Costs” means the amount  
23 not exceeding twelve thousand, five hundred dollars, and zero cents (\$12,500.00), payable from the Gross  
24 Settlement Amount and due to the Settlement Administrator for the Settlement Administrator’s  
25 administration of the notice and distribution process pursuant to this Settlement Agreement and the  
26 Court’s orders; if the Court finally approves a lesser amount, then the difference shall remain a part of the  
27 Net Settlement Amount.

28       **49.     Settlement Administrator.** “Settlement Administrator” means Simpluris, Inc., whom the

Parties have agreed to request the Court appoint as the third-party settlement administrator to perform notice and settlement administration duties pursuant to this Settlement Agreement.

**50. Unclaimed Property Fund.** “Unclaimed Property Fund” means the California Controller’s Unclaimed Property Fund (Cal. Code Civ. Proc. § 1314).

**51. Workweek.** “Workweek” means any calendar week during the Class Period during which a Class Member worked at least one (1) day.

**52. Workweek/PAGA Pay Period Dispute.** “Workweek/PAGA Pay Period Dispute” means a Class Member’s timely and valid written dispute about the number of Workweeks and/or PAGA Pay Periods that the Settlement Administrator preliminarily credits to the affected Class Member.

**53. Workweek Dollar Value.** “Workweek Dollar Value” means the dollar value for each Workweek credit assigned to Participating Class Members, which shall be determined by dividing the Net Settlement Amount by the aggregate number of all Workweek credits assigned to all Participating Class Members.

### **III. RELEVANT PROCEDURAL HISTORY**

**54. Plaintiff’s PAGA Notice.** On March 29, 2022, Plaintiff sent a PAGA notice to the LWDA and Defendants, in LWDA Case No. LWDA-CM-876114-22, alleging Defendants violated various provisions of the California Labor Code and other laws along with the facts and theories supporting the alleged violations including those alleged in the operative complaint in the Action.

**55. Plaintiff’s Complaint.** On April 6, 2022, Plaintiff filed a putative class action complaint alleging Defendants’ (1) failure to pay minimum wages; (2) failure to pay overtime wages; (3) failure to provide required meal periods; (4) failure to provide required rest periods; (5) failure to indemnify employees for necessary expenditures incurred in discharge of duties; (6) failure to furnish accurate itemized wage statements; (7) failure to pay timely and all wages due to discharged and quitting employees; and (8) unfair and unlawful business practices.

**56. Plaintiff’s First Amended and Operative Complaint.** On July 20, 2022, Plaintiff filed a First Amended Complaint, the operative complaint in this Action, which added a ninth cause of action, resulting in the operative complaint alleging Defendants’ (1) failure to pay minimum wages; (2) failure to pay overtime wages; (3) failure to provide required meal periods; (4) failure to provide required rest periods;

(5) failure to indemnify employees for necessary expenditures incurred in discharge of duties; (6) failure to furnish accurate itemized wage statements; (7) failure to pay timely and all wages due to discharged and quitting employees; (8) unfair and unlawful business practices; and (9) conduct giving rise to PAGA civil penalties.

57. Plaintiff's Discovery and Investigation. Prior to the filing of this Action, Plaintiff and Plaintiff's counsel, engaged in substantial investigation about the Defendants' business practices in California. After the Action was filed and prior to mediation, the Parties engaged in extensive informal exchange of information. Plaintiff obtained documents, data and information from Defendants and other sources including, but not limited to, a sampling of Class Member time and pay records consisting of a large volume of data and indicative of Defendants' timekeeping, recordkeeping and wage payment policies and practices.

58. Mediation and Agreement to Settle the Action. On February 7, 2023, the Parties participated in a private mediation session with an experienced wage and hour class action mediator, Jeffrey Ross, which led to the Parties' February 7, 2023 agreement about the material terms of a class and representative settlement, which formed the basis of this Settlement Agreement.

#### IV. RECITALS AND REPRESENTATIONS

59. This Settlement is Fair, Adequate, and Reasonable. The Parties represent this Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and that the Parties have arrived at this Settlement Agreement after extensive arm's-length negotiations while accounting for materially relevant factors, present and potential. The Parties further agree that the consideration described herein constitutes adequate consideration for the Settlement and releases described herein.

59.a. Numerosity of Potential Class Members. For purposes of settlement only, the Parties agree that because the potential Class is so numerous, it is impossible or impractical to have each Class Member execute this Settlement Agreement.

59.b. Notice and Opportunity to Respond Comporting with Due Process. For purposes of settlement only, the Parties agree that because of the numerosity of the potential Class, the notice and response procedure outlined in this Settlement Agreement provides the best and most practical notice to Class Members and fully complies with due process.

1           59.c. Benefits of Settlement to Plaintiff and Class Members. Plaintiff recognizes  
2 continued litigation in the Action through trial, appeals and final judgment would be time consuming,  
3 uncertain, risky, and expensive. Plaintiff recognizes these uncertainties and risks include Plaintiff's ability  
4 obtain class certification of claims, as well as to meet the burdens of proof necessary to establish liability,  
5 damages, penalties, and other relief sought for the causes of action asserted in the Action, generally and  
6 in response to Defendants' defenses thereto. Plaintiff also recognizes Defendants' agreement to enter into  
7 a settlement may result in substantial benefits for Class Members because it is a good faith compromise  
8 of highly disputed claims. Accordingly, Plaintiff, under Class Counsel's guidance, has determined the  
9 Settlement is fair, adequate, and reasonable and that it is in the best interests of the Class.

10           59.d. Defendants' Reasons for Settlement. While Defendants are confident that they have  
11 done no wrong, continued litigation in the Action through trial, appeals and final judgment would be time  
12 consuming, uncertain, risky, and expensive. Defendants continue to assert Plaintiff's allegations have no  
13 merit and do not give rise to Defendants' liability for damages, restitution, penalties, or other payments  
14 and that this Settlement is a compromise of disputed claims. Defendants have agreed to settle in the manner  
15 and upon the terms set forth in this Settlement Agreement to put the claims alleged in the Action to rest.

16           59.e. No Admissions by Defendants or Plaintiff. Defendants deny all claims alleged in  
17 the Action and deny all wrongdoing. Defendants contend they have complied with all applicable state,  
18 federal and local laws and reserves its right to assert all available defenses to Plaintiff's claims in the  
19 Action. Nothing contained in this Settlement Agreement, nor any documents referred to herein and no  
20 action that the Parties have undertaken to effectuate this Settlement Agreement should be construed or  
21 used as an admission by or against any of the Parties as to suitability of class or representative adjudication  
22 or about the merits of the claims asserted in the Action. The Parties maintain that neither this Settlement  
23 Agreement, nor any of its terms and conditions, nor any of the negotiations connected with it, is a  
24 concession, admission, or inference regarding wrongdoing or that class certification is proper under the  
25 standard applied to contested certification motions.

26           59.f. Certification for Settlement Purposes Only. The Parties agree to the certification of  
27 the proposed class for settlement purposes only.

28           59.g. No Conflicts of Interest with Relevant Third-Parties. The Parties represent they do

not have any financial interest in the Settlement Administrator, or otherwise have a relationship with the Settlement Administrator, or any third party that could create an appearance of a conflict of interest.

**60. No Tax Advice & Circular 230 Disclaimer.** The Parties represent that no provision of this Settlement Agreement or other communications or disclosures is, or was intended, to constitute tax advice within the meaning of United States Treasury Department Circular 230 (31 C.F.R., Subtitle A, Part 10, as amended). The Parties further represent they: (i) shall be solely responsible for reporting and paying any applicable federal, state and/or local income tax, employment tax or any other withholding on all taxable income or other benefit they individually receive as consideration exchanged pursuant to this Settlement Agreement; (ii) have relied exclusively upon their own, independent legal and tax advisors for tax advice in connection with this Settlement Agreement; and (iii) in keeping with their individual rights to due process, shall not be entitled to rely upon any communication or disclosure by Plaintiff, Defendants or Parties' Counsel to avoid the payment of any assessment, penalty, tax, attorneys' fees, or other amounts based on the taxability of any consideration provided or exchanged pursuant to this Settlement Agreement.

**V. SETTLEMENT CONSIDERATION AND RELEASED CLAIMS ON AND AFTER  
EFFECTIVE DATE**

**61. No Release of Claims Against any Other Defendants.** Because Defendant Satellite Affordable Housing Associates, a California corporation, and Defendant Satellite Affordable Housing Associates Property Management, a California corporation, are the only individuals defined as a "Defendants" for the purposes of this Settlement Agreement, there shall be no release of any claims of any nature against any other person pursuant to this Settlement Agreement unless such person qualifies as one of the Released Parties and the claim qualifies as a Released Claim.

**62. Non-Reversionary Nature of Settlement Agreement.** No portion of the Gross Settlement Amount shall revert to Defendants.

**63. No Claim-Submission Process.** There shall be no claim or claim form submission process or requirement and, as such, Class Members shall not receive, nor shall they be required to submit, a claim form to be entitled to an Individual Settlement Payment or Individual PAGA Payment.

**64. Releases of Claims Against Released Parties.** In exchange for Defendants' performance of their obligations during Settlement Administration, culminating in Defendants remitting the entire Gross

Settlement Amount to the Settlement Administrator, the Released Claims, Plaintiff's Further Released Claims, and PAGA Claims shall be released as follows.

**64.a. Participating Class Members' Release of Released Claims.** If Defendants remit the Gross Settlement Amount in full to the Settlement Administrator, then Plaintiff and all other Participating Class Members shall be deemed to have settled and released all Released Claims against the Released Parties that do not arise under PAGA.

**64.b. Plaintiff's Release of Plaintiff's Further Released Claims.** If Defendants remit the Gross Settlement Amount in full to the Settlement Administrator, then Plaintiff, in addition to Plaintiff's release of the Released Claims, shall be deemed to have released Plaintiff's Further Released Claims and shall be deemed to have waived all rights, protections, and benefits of California Civil Code section 1542, which provides:

A general release does not extend to claims which the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her would have materially affected his or her settlement with the debtor or the released party.

Plaintiff's Further Released Claims, hence, includes a release and waiver of all claims known and unknown, without exception, except as may be prohibited by law, up to the time the Plaintiff signs this Settlement Agreement.

**64.c. California's and PAGA Members' Release of PAGA Claims.** If Defendants remit the Gross Settlement Amount in full to the Settlement Administrator, then the State of California, by and through Plaintiff, its deputized PAGA representative, and all PAGA Members shall be deemed to have settled and released all PAGA Claims against the Released Parties.

## **VI. SETTLEMENT ADMINISTRATOR AND GENERAL SETTLEMENT ADMINISTRATION DUTIES**

**65. Appointment of Settlement Administrator.** The Parties have agreed to request that the Court appoint Simpluris, Inc. as the third-party settlement administrator to perform settlement administration duties pursuant to this Settlement Agreement. The Parties and Parties' Counsel represent they have no financial interest in, or relationship with, the Settlement Administrator that could create an appearance of a conflict of interest.

1        **66.    Settlement Administrator's Duties During Settlement Administration.** The Settlement  
2 Administrator shall perform the express and implied settlement administration tasks in this Settlement  
3 Agreement including: (i) translating into Spanish the Class Notice and printing and mailing Class Notices  
4 in English and Spanish; (ii) collecting, validating and attempting to resolve Workweek/PAGA Pay Period  
5 Disputes; (iii) collecting and validating Opt-Out Requests and Objections; (iv) establishing a qualified  
6 settlement fund; (v) preparing and mailing tax forms to Class Members and others; (vi) computing and  
7 distributing all payments made under the Settlement; (vii) calculating and remitting all employee payroll  
8 and other tax obligations to the appropriate government agencies; and (viii) transferring uncashed  
9 Individual Settlement Payments and Individual PAGA Payments to the Unclaimed Property Fund.

10        **66.a.   Settlement Administrator's Secure Recordkeeping and File Maintenance.** The  
11 Settlement Administrator shall secure and protect Class Member information from unauthorized access  
12 to, use, deletion and modification including all information in the Class List. The Settlement Administrator  
13 shall also exercise its best judgment and discretion to limit the disclosure of Class Member information to  
14 only those persons who need it to implement the terms and conditions of this Settlement Agreement and  
15 shall maintain all records related to the settlement administration tasks it performs for at least four (4)  
16 years after settlement administration has been completed.

17        **66.b.   Records of Communication with Class Members and Class List Maintenance.** The  
18 Settlement Administrator shall create and maintain records of all communications with Class Members or  
19 other persons affected by this Settlement Agreement including by maintaining documents it sends to and  
20 receives from Class Members and the Settlement Administrator's own notes describing oral or written  
21 communications with all Class Members. The Settlement Administrator shall also promptly and  
22 continuously update the Class List with all material notes and information to ensure it possesses the most  
23 accurate information about Class Members throughout settlement administration.

24        **66.c.   Communications with Class Members in English and Spanish.** If a Class Member  
25 indicates Spanish is their language of preference, then the Settlement Administrator shall undertake  
26 reasonable efforts to communicate in Spanish with Class Members.

27 **VII.    CONTENTS OF CLASS NOTICE**

28        **67.    Class Notice Generally.** The Parties have agreed to request that the Court approve a class

1 notice, substantially in the form attached as Exhibit 1, which shall provide, among other things: (1) a brief  
2 explanation of the case, including the basic contentions or denials of the Parties; (2) a statement that the  
3 Court will exclude a member from the Class if the Class Member so requests by the Response Deadline;  
4 (3) a procedure for the Class Member to follow in requesting exclusion from the Class; (4) a statement  
5 that a judgment, whether favorable or not, will bind all Class Members who do not request exclusion; and  
6 (5) a statement that any Class Member who does not request exclusion may, if the Class Member so  
7 desires, enter an appearance through counsel.

8           67.a. Notice and Binding Nature of Settlement Agreement. The Class Notice shall  
9 indicate the potentially binding nature of this Settlement Agreement on all Class Members.

10           67.b. Settlement Administration Disputes Prior to the Final Approval Hearing Subject to  
11 Court Review. The Class Notice shall indicate the Settlement Administrator, who the Court has appointed  
12 as a third-party to execute settlement administration duties, shall attempt to resolve all disputes including  
13 all Workweek/PAGA Pay Period Disputes, Opt-Out Request disputes, and Objection disputes, prior to the  
14 Final Approval Hearing and that the Settlement Administrator's determinations or decisions regarding the  
15 timeliness and validity of any dispute regarding this Settlement Agreement, shall be subject to Court  
16 review.

17           67.c. Individualized Class Notices and Response Deadline. The Settlement  
18 Administrator shall print Class Notices addressed to Class Members whose names appear on the Class  
19 List along with information specifically applicable to Class Members including the number of Workweek  
20 credits and PAGA Pay Period credits the Settlement Administrator intends on assigning Class Members  
21 and shall expressly identify the Response Deadline, by providing a date certain, which shall occur forty-  
22 five (45) days after the Settlement Administrator's initial bulk mailing of Class Notices.

23           68. Gross Settlement Amount. The Class Notice shall indicate that the non-reversionary Gross  
24 Settlement Amount shall be no less than four hundred twenty thousand dollars and zero cents  
25 (\$420,000.00), which Defendants shall pay as monetary consideration for the release of Released Claims  
26 and which amount shall be used to establish a common settlement fund comprising: (1) Individual  
27 Settlement Payments; (2) Settlement Administration Costs; (3) the PAGA Payment to the LWDA; (4) the  
28 PAGA Payment to PAGA Members; (5) the Class Representative Service Award; (6) the Class Counsel

Fee Award; and (7) the Class Counsel Cost Award payable under this Settlement.

68.a. Aggregate Workweek and PAGA Pay Period Estimate. The Class Notice shall provide the aggregate number of Workweeks worked by Class Members and the aggregate number of PAGA Pay Periods worked by PAGA Members according to Defendants' records.

68.b. Gross Settlement Amount Escalation Option. The Class Notice shall indicate that if the actual number of Workweeks worked by Class Members exceeds forty-one thousand, eight hundred thirty-five (41,835) Workweeks by ten percent (10%), then Defendants shall have the option to either (i) establish the end date of the Class Period up to the 46,019th Workweek worked, which shall end the Class Period and the PAGA Period, or (ii) pay additional money pro rata for each additional Workweek worked during the Class Period exceeding the 10% threshold (i.e., pay additional money so that the Gross Settlement increases pro rata for all Workweeks exceeding 46,019 Workweeks).

69. Net Settlement Amount. The Class Notice shall indicate the Net Settlement Amount, which, subject to a final accounting, is estimated to be no less than two hundred fifteen thousand dollars and zero cents (\$215,000.00), shall be the aggregate amount payable to Participating Class Members, which shall be determined by subtracting the PAGA Payment, Settlement Administration Costs, Class Representative Service Award, Class Counsel Fee Award, and the Class Counsel Cost Award from the Gross Settlement Amount.

69.a. Settlement Administration Costs. The Class Notice shall indicate an amount not exceeding twelve thousand, five hundred dollars, and zero cents (\$12,500.00), which Defendants have agreed not to oppose, shall be payable from the Gross Settlement Amount and due to the Settlement Administrator for the Settlement Administrator's administration of the notice and distribution process pursuant to this Settlement Agreement and that if the Court finally approves a lesser amount, then the difference shall remain a part of the Net Settlement Amount.

69.b. Class Representative Service Award. The Class Notice shall indicate an amount not exceeding seven thousand, five hundred dollars, and zero cents (\$7,500.00), payable from the Gross Settlement Amount and due to Plaintiff, which Defendants have agreed not to oppose, shall be payable from the Gross Settlement Amount and due to Plaintiff, separate from any Individual Settlement Payment and Individual PAGA Payment, for Plaintiff's efforts and risks in bringing and resolving the Action and

1 that if the Court finally approves a lesser amount, then the difference shall remain part of the Net  
2 Settlement Amount.

3           69.c. Class Counsel Fee Award. The Class Notice shall indicate an amount of no less  
4 than one hundred forty thousand dollars and zero cents (\$140,000.00) or one-third (1/3) of the Gross  
5 Settlement Amount, whichever is greater, which Defendants have agreed not to oppose, shall be payable  
6 from the Gross Settlement Amount and due to Class Counsel as reasonable attorneys' fees for litigating  
7 and resolving the Action and that if the Court finally approves a lesser amount, then the difference shall  
8 remain part of the Net Settlement Amount.

9           69.d. Class Counsel Cost Award. The Class Notice shall indicate an amount not  
10 exceeding twenty thousand dollars and zero cents (\$20,000.00), which Defendants have agreed not to  
11 oppose, shall be payable from the Gross Settlement Amount and due to Class Counsel for reimbursement  
12 of Class Counsel's reasonable litigation expenses incurred in litigating and resolving the Action and that  
13 if the Court finally approves a lesser amount, then the difference shall remain part of the Net Settlement  
14 Amount.

15           69.e. PAGA Payment to the LWDA. The Class Notice shall indicate that eighteen  
16 thousand, seven hundred fifty dollars, and zero cents (\$18,750.00), which Defendants have agreed not to  
17 oppose, shall be payable from the Gross Settlement Amount and due to the LWDA as its seventy-five  
18 percent (75%) share of the PAGA Payment and that if the Court finally approves a lesser amount, then  
19 the difference shall remain a part of the Net Settlement Amount.

20           69.f. Individual PAGA Payments Reported on IRS Form 1099-MISC. The Class Notice  
21 shall indicate that six thousand, two hundred fifty dollars, and zero cents (\$6,250.00) shall be payable  
22 from the Gross Settlement Amount to PAGA Members as their aggregate twenty-five percent (25%) share  
23 of the PAGA Payment, which the Settlement Administrator shall report as non-wage income on IRS Form  
24 1099-MISC, and that if the Court finally approves a lesser amount, then the difference shall remain a part  
25 of the Net Settlement Amount.

26           69.f.i. Individual PAGA Payment Calculations Based on PAGA Pay Period  
27 Credits. The Class Notice shall indicate that Individual PAGA Payments due to PAGA Members shall be  
28 based on their respective pro rata shares of the PAGA Payment to PAGA Members, which shall be

determined by the following three-step process: (i) the Settlement Administrator shall credit each PAGA Member with PAGA Pay Period credits based on the data in the Class List, which shall be presumed accurate, subject to the Workweek/PAGA Pay Period Dispute process; (ii) the Settlement Administrator shall determine the PAGA Pay Period Dollar Value by dividing the PAGA Payment to PAGA Members by the number of PAGA Pay Periods credited to all PAGA Members; and (iii) the Settlement Administrator shall determine the Individual PAGA Payment due to each PAGA Member by multiplying the number of PAGA Pay Periods credited to each PAGA Member by the PAGA Pay Period Dollar Value.

69.f.ii. Individualized PAGA Payment Amount Estimates. The Class Notice shall indicate the estimated Individual PAGA Payment due to each PAGA Member based on the PAGA Pay Period credits that the Settlement Administrator intends on assigning to each PAGA Member, subject to the Workweek/PAGA Pay Period Dispute process.

69.g. Individual Settlement Payments Reported on Twenty Percent (20%) Wages on IRS Form W-2 and Eighty Percent (80%) Non-Wages on IRS Form 1099-MISC. The Class Notice shall indicate the Net Settlement Amount, which, subject to a final accounting, is estimated to be no less than two hundred fifteen thousand dollars and zero cents (\$215,000.00), shall be the aggregate amount payable to Participating Class Members, which the Settlement Administrator shall report as twenty percent (20%) wages, subject to reduction for applicable employee payroll taxes and customary withholdings, on IRS Form W-2, and eighty percent (80%) as non-wage income on IRS Form 1099-MISC.

69.g.i. Individual Settlement Payments Based on Workweek Credits. The Class Notice shall indicate that Individual Settlement Payments due to Participating Class Members shall be based on their respective pro rata shares of the Net Settlement Amount, which shall be determined by the following three-step process: (i) the Settlement Administrator shall credit each Participating Class Member with Workweek credits based on the data in the Class List, which shall be presumed accurate, subject to the Workweek/PAGA Pay Period Dispute process; (ii) the Settlement Administrator shall determine the Workweek Dollar Value by dividing the Net Settlement Amount by the number of Workweeks credited to all Participating Class Members; and (iii) the Settlement Administrator shall determine the Individual Settlement Payment due to each Participating Class Member by multiplying the number of Workweeks credited to each Participating Class Member by the Workweek Dollar Value.

1                    69.g.ii. Individualized Settlement Payment Amount Estimates. The Class Notice  
2 shall indicate the estimated Individual Settlement Payment due to each Class Member based on the  
3 Workweek credits that the Settlement Administrator intends on assigning to each Class Member, subject  
4 to the Workweek/PAGA Pay Period Dispute process.

5            70. Individual Settlement Payment and Individual PAGA Payment Checks Void After 180  
6 Days. The Class Notice shall indicate that all Individual Settlement Payment and Individual PAGA  
7 Payment checks shall be valid for one hundred eighty (180) days after the Settlement Administrator's bulk  
8 mailing of the Individual Settlement Payment or Individual PAGA Payment checks and that if any such  
9 check has not been cashed or deposited by that time, then they shall become void.

10           70.a. Void Individual Settlement Payment and Individual PAGA Payment Checks Still  
11 Binding. The Class Notice shall indicate that if any Participating Class Members or PAGA Members do  
12 not cash, deposit or receive Individual Settlement Payment or Individual PAGA Payment checks after the  
13 Settlement Administrator's bulk mailing and before the date they become void, then all affected  
14 Participating Class Members and PAGA Members shall, nevertheless, be bound to the Settlement to the  
15 fullest extent under the law.

16           70.b. Transfer of Void Individual Settlement Payment and Individual PAGA Payment  
17 Amounts to the Unclaimed Property Fund. The Class Notice shall indicate that the Settlement  
18 Administrator shall, after the date that Individual Settlement Payment and Individual PAGA Payment  
19 checks become void, transfer all amounts transfer all amounts associated with the voided checks to the  
20 Unclaimed Property Fund for deposit in the name of the affected Participating Class Members or PAGA  
21 Members.

22           71. No Tax Advice in Class Notice. The Class Notice shall indicate the Parties make no  
23 representations concerning the taxability, tax treatment, or legal effect of any tax laws on any  
24 consideration provided or exchanged pursuant to the Settlement Agreement including any Individual  
25 Settlement Payments or any Individual PAGA Payments and that Class Members should consult their own  
26 tax advisors concerning the tax consequences of any payment under the Settlement Agreement.

27           72. Workweek/PAGA Pay Period Disputes. The Class Notice shall indicate that if a Class  
28 Member wishes to dispute the number of Workweeks or PAGA Pay Periods credited to the affected Class

Member in the Class Notice, then the affected Class Member must submit a timely and valid written Workweek/PAGA Pay Period Dispute to the Settlement Administrator by United States Mail, facsimile and/or in other written form by no later than the Response Deadline.

72.a. Timeliness of Workweek/PAGA Pay Period Disputes. The Class Notice shall indicate that the Settlement Administrator shall determine whether a Workweek/PAGA Pay Period Dispute is timely based on the postmarked date on the mailing envelope, or by other indicia of timeliness.

72.b. Validity of Workweek/PAGA Pay Period Disputes. The Class Notice shall indicate that the Settlement Administrator shall determine whether a Workweek/PAGA Pay Period Dispute is valid based on whether it is in writing and includes the following five (5) enumerated items: (1) the Class Member's full name; (2) the Class Member's dates of employment; (3) the Class Member's current contact information (e.g., a current mailing address and telephone number); (4) a statement indicating the number of Workweeks and/or PAGA Pay Periods that the affected Class Member contends should be credited along with documentary evidence to support the affected Class Member's contentions, if any; and (5) the Class Member or Class Member's legal representative's signature.

72.c. Untimely or Invalid Workweek/PAGA Pay Period Disputes. The Class Notice shall indicate that if a Workweek/PAGA Pay Period Dispute is not submitted in a timely and valid manner, then it may result in an affected Class Member being credited with fewer Workweeks or PAGA Pay Periods than the affected Class Member may be entitled to.

73. Opt-Out Requests. The Class Notice shall indicate that if a Class Member wishes to be excluded from the Settlement and release of Released Claims (that do not arise under PAGA), then the affected Class Member must submit a timely and valid written Opt-Out Request to the Settlement Administrator by United States Mail, facsimile and/or in other written form by no later than the Response Deadline. The Class Notice shall also indicate that if a Class Member submits a timely and valid Opt-Out Request, then the Class Member shall not be entitled to any benefits under the Settlement, other than an entitlement to an Individual PAGA Payment (if the Class Member qualifies as a PAGA Member) and the Class Member shall have no right to object to the Settlement Agreement or appeal the Final Judgment.

73.a. Timeliness of Opt-Out Requests. The Class Notice shall indicate that the Settlement Administrator shall determine whether an Opt-Out Request is timely based on the postmarked date on the

mailing envelope, or by other indicia of timeliness.

73.b. Validity of Opt-Out Requests. The Class Notice shall indicate that the Settlement Administrator shall determine whether an Opt-Out Request is valid based on whether it is in writing and includes the following five (5) enumerated items: (1) the Class Member's full name; (2) the Class Member's dates of employment; (3) the Class Member's contact information (e.g., current mailing address and telephone number); (4) the Class Member's statement in no exact words but, nevertheless, substantially in a form and substance indicating a desire to be excluded from the Settlement Agreement (e.g., "I wish to be excluded from the settlement."; "I opt out from the settlement."; or "I do not want to be part of the settlement."); and (5) the Class Member or Class Member's legal representative's signature.

73.c. Untimely or Invalid Opt-Out Requests. The Class Notice shall indicate that if an Opt-Out Request is not submitted in a timely and valid manner, then it may result in an affected Class Member being deemed a Participating Class Member who is bound by the Settlement and release of Released Claims.

74. Objections. The Class Notice shall indicate that if a Class Member wishes to object to the Settlement Agreement, then the Class Member must submit a timely and valid written Objection to the Settlement Administrator by United States Mail, facsimile and/or in other written form by no later than the Response Deadline and that any Class Member may hire an attorney at his or her own expense as a representative, who may assist the Class Member in submitting or raising an objection. The Class Notice shall also indicate that if a Class Member submits a timely and valid Objection, then the Class Member may still be bound by the terms of the Settlement, the release of Released Claims and the Final Judgment as a Participating Class Member.

74.a. Timeliness of Objections. The Class Notice shall indicate that the Settlement Administrator shall determine whether an Objection is timely based on the postmarked date on the mailing envelope, or by other indicia of timeliness.

74.b. Validity of Objections. The Class Notice shall indicate that the Settlement Administrator shall determine whether an Objection is valid based on whether it is in writing and includes the following five (5) enumerated items: (1) the Class Member's full name; (2) the Class Member's dates of employment; (3) the Class Member's current contact information (e.g., a current mailing address and

telephone number); (4) the Class Member's statement indicating the grounds for the objection; and (5) the Class Member or Class Member's legal representative's signature.

74.c. Untimely or Invalid Objections. The Class Notice shall indicate that if an Objection is not submitted in a timely and valid manner, then it may result in an affected Class Member's objection not being considered by the Court and that the affected Class Member may be deemed to have waived any right to object to the Settlement and prohibited from raising an objection to the Settlement at any hearing.

## **VIII. PRELIMINARY APPROVAL AND CLASS NOTICE ADMINISTRATION AFTER PRELIMINARY APPROVAL ORDER**

75. Motion for Preliminary Approval of Settlement. No later than sixteen (16) court days before the Preliminary Approval Hearing, Plaintiff shall file a motion for preliminary approval, seeking, among other things, entry of a Preliminary Approval Order, substantially in the form attached as **Exhibit 2**, conditionally certifying the Class for settlement purposes only, appointing Plaintiff as a representative of the Class, appointing Class Counsel as counsel for the Class, appointing the Settlement Administrator, setting a Final Approval Hearing date and ordering the Settlement Administrator to mail the Class Notice to Class Members.

75.a. Defendants' Provision of Updated, Estimated Number of Class Members, Workweeks, PAGA Members and PAGA Pay Periods. No later than 30 days prior to Plaintiff's deadline to file a motion for preliminary approval, and for the purposes of Plaintiff's drafting and filing of Plaintiff's motion, the Parties' potential determinations about the triggering of the Gross Settlement Amount Escalation Option, and Defendants' decisions if the Gross Settlement Amount Escalation Option is triggered, Defendants shall provide Class Counsel an updated, estimated number of Class Members and their dates of employment, who may be subject to this Settlement Agreement, in Microsoft Excel format.

75.b. Defendants' Provision of the Class List to the Settlement Administrator. No later than fifteen (15) days after the Court's entry of a Preliminary Approval Order, Defendants shall provide the Settlement Administrator with the Class List.

76. Mailing of Class Notice by Bulk First Class U.S. Mail. No later than fifteen (15) days after receiving the Class List, the Settlement Administrator shall mail copies of the Class Notice in English and Spanish to all Class Members via bulk First Class United States Mail, forwarding service requested.

1                   76.a. Verification of Class Member Current Addresses and Presumption of Accuracy.

2 Prior to mailing Class Notices to Class Members, the Settlement Administrator shall search the National  
3 Change of Address Database maintained by the United States Postal Service and perform skip tracing or  
4 other verification procedures to verify Class Members' current addresses. The addresses the Settlement  
5 Administrator determines as Class Members' current mailing addresses shall be presumed accurate.

6                   76.b. IRS Form W-9 and Additional Withholdings for Unverified Social Security or

7 Taxpayer Identification Numbers. Prior to mailing Class Notices to Class Members, the Settlement  
8 Administrator shall use verification procedures to verify Class Member social security numbers and/or  
9 taxpayer identification numbers and shall update the Class List accordingly. If the Settlement  
10 Administrator is unable to verify a Class Member's social security number and/or taxpayer identification  
11 number prior to its initial bulking mailing of Class Notices, then the Settlement Administrator shall enclose  
12 an IRS Form W-9 along with each affected Class Member's Class Notice and a writing informing the  
13 affected Class Member that the Settlement Administrator was unable to verify the affected Class  
14 Member's social security number and/or taxpayer identification number and that the affected Class  
15 Member must submit a completed and executed IRS Form W-9 to the Settlement Administrator on or  
16 before the Response Deadline to avoid additional withholdings and potential delays in distribution of any  
17 payments the affected Class Member may be entitled to under the Settlement.

18                   76.c. Re-Mailing of Undelivered Class Notices. No later than three (3) business days

19 after receiving a Class Notice returned as undelivered up to ten (10) days after the Response Deadline,  
20 Settlement Administrator shall attempt to determine another mailing address for the affected Class  
21 Member by use of skip tracing or other verification or search procedures using the name, address,  
22 telephone number, social security number and/or taxpayer identification number of the affected Class  
23 Member. If the Settlement Administrator identifies another mailing address for the affected Class  
24 Member, then it shall re-mail the Class Notice to the affected Class Member on the same day. If the  
25 Settlement Administrator does not identify another mailing address for the affected Class Member, then  
26 the Settlement Administrator shall be deemed to have satisfied its obligations to attempt to re-mail the  
27 undelivered Class Notice to that affected Class Member. The Settlement Administrator shall maintain  
28 records of the dates it receives undelivered Class Notices and re-mails Class Notices.

1        77.    Settlement Administrator's Weekly Reports Regarding Class Notice Mailings,  
2 Workweek/PAGA Pay Period Disputes, Opt-Out Requests and Objections. After its initial bulk mailing  
3 of Class Notices, the Settlement Administrator shall provide the Parties a weekly report, which shall  
4 include information about the number of Class Notices mailed, Class Notices returned as undelivered,  
5 Class Notices re-mailed, Workweek/PAGA Pay Period Disputes received, Opt-Out Requests received,  
6 and Objections received. The Settlement Administrator shall and continuously provide the Parties such  
7 weekly reports until at least ten (10) days after the Response Deadline.

8        78.    Determination of Timeliness and Validity of Workweek/PAGA Pay Period Disputes.  
9 Subject to Parties' Counsel and Court review, the Settlement Administrator shall determine whether the  
10 submission of a Workweek/PAGA Pay Period Dispute is timely and valid.

11            78.a.    Workweek/PAGA Pay Period Dispute Timeliness. The Settlement Administrator  
12 shall determine whether a Workweek/PAGA Pay Period Dispute is timely based on the postmarked date  
13 on the mailing envelope, or by other indicia of timeliness. If the postmarked date or other indicia shows  
14 the dispute was submitted after the Response Deadline, then the Settlement Administrator shall conclude  
15 that the submission was untimely, which may render the submission null, void, and ineffective.

16            78.b.    Workweek/PAGA Pay Period Dispute Validity. The Settlement Administrator shall  
17 determine whether a Workweek/PAGA Pay Period Dispute is valid based on whether it is in writing and  
18 includes the following five (5) enumerated items required for validity: (1) the Class Member's full name;  
19 (2) the Class Member's dates of employment; (3) the Class Member's current contact information (e.g., a  
20 current mailing address and telephone number); (4) a statement indicating the number of Workweeks  
21 and/or PAGA Pay Periods that the affected Class Member contends should be credited along with  
22 documentary evidence to support the affected Class Member's contentions, if any; and (5) the Class  
23 Member or Class Member's legal representative's signature. If the dispute is submitted orally or a written  
24 submission is ambiguous or lacks any of the five (5) enumerated items required for validity, then the  
25 Settlement Administrator shall conclude that the submission is invalid, which may render the submission  
26 null, void, and ineffective.

27            78.c.    Workweek/PAGA Pay Period Dispute Cure Notices and Notice to the Court. No  
28 later than three (3) business days after the Settlement Administrator concludes that a Workweek/PAGA

1 Pay Period Dispute is untimely or invalid prior to the Final Approval Hearing, the Settlement  
2 Administrator shall attempt to communicate with the affected Class Member to request that the affected  
3 Class Member cure any deficiencies in writing. Regardless of the timeliness or validity of any  
4 Workweek/PAGA Pay Period Dispute, the Parties shall ensure that all Workweek/PAGA Pay Period  
5 Disputes or any other written statements arguably constituting a timely and valid Workweek/PAGA Pay  
6 Period Dispute are brought to the Court's attention in advance of the Final Approval Hearing.

7 79. Workweek/PAGA Pay Period Dispute Notice, Investigation and Resolution. If the  
8 Settlement Administrator receives a Workweek/PAGA Pay Period Dispute prior to the Final Approval  
9 Hearing, then the Settlement Administrator shall promptly investigate and attempt to resolve the dispute.

10 79.a. Workweek/PAGA Pay Period Dispute Notice to the Parties. No later than three (3)  
11 business days after receiving a Workweek/PAGA Pay Period Dispute, and unless the Settlement  
12 Administrator has good cause to limit the disclosure of an affected Class Member's personal information  
13 considering factors including the affected Class Member's stated or unstated privacy interests, the  
14 Settlement Administrator shall notify the Parties of its receipt of the Workweek/PAGA Pay Period Dispute  
15 via electronic mail or facsimile, which shall include the identity and contact information of the affected  
16 Class Member and any evidence submitted by the affected Class Member.

17 79.b. The Parties' Submission and Evaluation of Further of Evidence. No later than seven  
18 (7) days after receiving the Settlement Administrator's notice of a Workweek/PAGA Pay Period Dispute  
19 Defendants shall provide the Settlement Administrator all relevant information they possess about the  
20 affected Class Member's contentions. Given Class Counsel's fiduciary duties owed to Class Members,  
21 Class Counsel may undertake reasonable efforts to communicate with and obtain information from the  
22 affected Class Member (or the Class Member's representative) to support the affected Class Member's  
23 contentions. The Settlement Administrator shall evaluate all relevant evidence and, in consultation with  
24 Parties' Counsel, shall render a final decision regarding the Workweek/PAGA Pay Period Dispute.

25 79.c. Notice to Affected Class Members Regarding Workweek/PAGA Pay Period  
26 Dispute Investigation and Resolution. No later than three (3) business days of rendering its final decision  
27 regarding a Workweek/PAGA Pay Period Dispute, the Settlement Administrator shall send the affected  
28 Class Member written notice of its decision via United States Mail, facsimile and/or electronic mail, which

1 shall: (a) indicate whether the Settlement Administrator found the Workweek/PAGA Pay Period Dispute  
2 wholly or partly meritorious, unmeritorious, or that it was unable to make a merits determination and the  
3 reasons why it made such a finding; (b) indicate the number of Workweeks and/or PAGA Pay Periods  
4 that the Settlement Administrator presently intends to credit the affected Class Member including the  
5 number of additional Workweeks or PAGA Pay Periods, if any, and any corresponding changes to the  
6 estimated Individual Settlement Payment or Individual PAGA Payment that the affected Class Member  
7 may receive; and (c) indicate that the Settlement Administrator's final decision is subject to Court review  
8 and that the Final Approval Hearing may be the best and final opportunity for the affected Class Member  
9 to seek the Court's review or intervention.

10 **80. Determination of Timeliness and Validity of Opt-Out Requests.** Subject to Parties' Counsel  
11 and Court review, the Settlement Administrator shall determine whether the submission of an Opt-Out  
12 Request is timely and valid.

13 **80.a. Opt-Out Request Timeliness.** The Settlement Administrator shall determine  
14 whether an Opt-Out Request is timely based on the postmarked date on the mailing envelope, or by other  
15 indicia of timeliness. If the postmarked date or other indicia shows the request was submitted after the  
16 Response Deadline, then the Settlement Administrator shall conclude that the submission was untimely,  
17 which may render the submission null, void, and ineffective.

18 **80.b. Opt-Out Request Validity.** The Settlement Administrator shall determine whether  
19 an Opt-Out Request is valid based on whether it is in writing and includes the five (5) enumerated items  
20 required for validity: (1) the Class Member's full name; (2) the Class Member's dates of employment; (3)  
21 the Class Member's contact information (e.g., current mailing address and telephone number); (4) the  
22 Class Member's statement in no exact words but, nevertheless, substantially in a form and substance  
23 indicating a desire to be excluded from the Settlement Agreement (e.g., "I wish to be excluded from the  
24 settlement."; "I opt out from the settlement."; or "I do not want to be part of the settlement."); and (5) the  
25 Class Member or Class Member's legal representative's signature. If the request is submitted orally or a  
26 written submission is ambiguous or lacks any of the five (5) enumerated items required for validity, then  
27 the Settlement Administrator shall conclude that the submission is invalid, which may render the  
28 submission null, void, and ineffective.

1                   80.c. Opt-Out Request Cure Notices and Notice to the Court. No later than three (3)  
2 business days after the Settlement Administrator concludes that an Opt-Out Request is untimely or invalid  
3 prior to the Final Approval Hearing, the Settlement Administrator shall attempt to communicate with the  
4 affected Class Member to request that the affected Class Member cure any deficiencies in writing.  
5 Regardless of the timeliness or validity of any Opt-Out Request, the Parties shall ensure that all Opt-Out  
6 Requests or any other written statements arguably constituting a timely and valid Opt-Out Request are  
7 brought to the Court's attention in advance of the Final Approval Hearing.

8                   81. Determination of Timeliness and Validity of Objections. Subject to Parties' Counsel and  
9 Court review, the Settlement Administrator shall determine whether the submission of an Objection is  
10 timely and valid.

11                   81.a. Objection Timeliness. The Settlement Administrator shall determine whether an  
12 Objection is timely based on the postmarked date on the mailing envelope, or by other indicia of  
13 timeliness. If the postmarked date or other indicia shows the objection was submitted after the Response  
14 Deadline, then the Settlement Administrator shall conclude that the submission was untimely, which may  
15 render the submission null, void, and ineffective.

16                   81.b. Objection Validity. The Settlement Administrator shall determine whether an  
17 Objection is valid based on whether it is in writing and includes the following five (5) enumerated items  
18 required for validity: (1) the Class Member's full name; (2) the Class Member's dates of employment; (3)  
19 the Class Member's current contact information (e.g., a current mailing address and telephone number);  
20 (4) the Class Member's statement indicating the grounds for the objection; and (5) the Class Member or  
21 Class Member's legal representative's signature. If the request is submitted orally or a written submission  
22 is ambiguous or lacks any of the five (5) enumerated items required for validity, then the Settlement  
23 Administrator shall conclude that the submission is invalid, which may render the submission null, void,  
24 and ineffective.

25                   81.c. Objection Cure Notices and Notice to the Court. No later than three (3) business  
26 days after the Settlement Administrator concludes that an Objection is untimely or invalid prior to the  
27 Final Approval Hearing, the Settlement Administrator shall attempt to communicate with the affected  
28 Class Member to request that the affected Class Member cure any deficiencies in writing. Regardless of

the timeliness or validity of any Objection, the Parties shall ensure that all Objections or any other written statements arguably constituting a timely and valid Objection are brought to the Court's attention in advance of the Final Approval Hearing.

#### **IX. FINAL APPROVAL AND FINAL JUDGMENT AND FINAL JUDGMENT**

**82. Motion for Final Approval of Settlement.** No later than sixteen (16) court days before the Final Approval Hearing, Plaintiff shall file a motion for final approval, seeking, among other things, entry of a Final Approval Order, substantially in the form attached as **Exhibit 3**, finally certifying the Class for settlement purposes only, ordering Defendants to remit the Gross Settlement Amount to the Settlement Administrator, approving and ordering the Settlement Administrator to distribute the amounts payable pursuant to the Settlement and setting a date for the Court's review of the Settlement fund distribution.

**83. Final Judgment.** At the time Plaintiff moves for final approval of the Settlement, Plaintiff shall also move the Court to enter a Final Judgment, substantially in the form attached as **Exhibit 4**, which shall, among other things, finally adjudge this Action and include a provision for the retention of the Court's jurisdiction over the Parties including the Class to enforce the terms of the judgment.

**83.a. Settlement Administrator's Report in Advance of Final Approval Hearing.** The Settlement Administrator shall, prior to the Final Approval Hearing and at the Parties' request, provide written reports or declarations to the Parties describing, among other things, the process and results of the settlement administration process, the number of Opt-Out Requests received (both timely and valid or otherwise), Objections received (both timely and valid or otherwise), Workweeks/Pay Periods Disputes received (both timely and valid or otherwise), and the actual or projected Settlement Administration Costs to date, which reports or declarations Plaintiff may file with the Court prior to the Final Approval Hearing.

**83.b. Notice of Final Approval Order and Final Judgment.** If the Court enters the Final Judgment, then the Settlement Administrator shall post copies of the Final Approval Order and Final Judgment for two hundred forty (240) days on its website and Plaintiff shall cause copies of the Final Approval Order and Final Judgment to be submitted to the LWDA. No individualized notice regarding the entry of the Final Approval Order and Final Judgment shall be required to be provided to the Class.

#### **X. SETTLEMENT ADMINISTRATION AFTER FINAL APPROVAL AND THE EFFECTIVE DATE**

1       84.   Establishment of a Qualified Settlement Fund After Final Approval. No later than seven  
2 (7) days after the Court enters a Final Approval Order, the Settlement Administrator shall establish a  
3 qualified settlement fund, account, or trust pursuant to applicable state and federal rules and regulations  
4 to hold the Gross Settlement Amount and distribute payments therefrom.

5               84.a.   Defendants' Payment of the Gross Settlement After Final Approval. No later than  
6 sixty (60) days after the Court enters the Final Approval Order, Defendants shall remit the Gross  
7 Settlement Amount in its entirety to the Settlement Administrator via secure wire transfer or by other  
8 secure means and the Settlement Administrator shall report to the Parties whether it received the entire  
9 Gross Settlement Amount in a timely manner within three (3) business days.

10              84.b.   Distribution Process and Court Intervention if Gross Settlement Amount is  
11 Untimely or Incomplete. If Defendants fail to remit the entire Gross Settlement Amount to the Settlement  
12 Administrator in full on the date it is due or within a reasonable time thereafter, then the Settlement  
13 Administrator shall refrain from distributing any part of the Gross Settlement Amount until the Parties  
14 provide the Settlement Administrator further instruction including by way of the Court's intervention or  
15 further orders.

16              84.c.   Interest on Gross Settlement Amount that is Untimely or Incomplete. If Defendants  
17 fail to remit the entire Gross Settlement Amount to the Settlement Administrator in full on the date it is  
18 due, then Defendants shall be obligated to pay ten percent (10%) annual interest on all amounts due and  
19 owing until Defendants remit the entire Gross Settlement Amount to the Settlement Administrator along  
20 with the accrued interest; the accrued interest shall remain part of the Net Settlement Amount and shall be  
21 distributed to Participating Class Members.

22       85.   Settlement Fund Distribution After Effective Date. No later than seven (7) days after  
23 receiving the Gross Settlement Amount in full, the Settlement Administrator shall distribute all payments  
24 from the Settlement fund. The Parties and Parties' Counsel shall have the right to monitor and review the  
25 administration of the Settlement to verify that monies allocated under this Settlement Agreement are  
26 distributed to the correct persons and in correct amounts in keeping with the Final Approval Order and  
27 Final Judgment.

28              85.a.   Settlement Administration Costs Distribution. The Settlement Administrator shall

1 distribute Settlement Administration Costs to itself for the Settlement Administrator's execution of  
2 settlement administration duties.

3           85.b. Class Representative Service Award Distribution. The Settlement Administrator  
4 shall distribute the Class Representative Service Award to Plaintiff via a check in Plaintiff's name, but  
5 mailed to Class Counsel, separate from any Individual Settlement Payment and Individual PAGA  
6 Payment, for Plaintiff's efforts and risks in bringing and resolving the Action, which the Settlement  
7 Administrator shall report as non-wage income on IRS Form 1099-MISC.

8           85.c. Class Counsel Fee Award Distribution. The Settlement Administrator shall  
9 distribute the Class Counsel Fee Award to Class Counsel via secure wire transfer as reasonable attorneys'  
10 fees for litigating and resolving the Action, which the Settlement Administrator shall report as non-wage  
11 income on IRS Form 1099-MISC.

12           85.d. Class Counsel Cost Award Distribution. The Settlement Administrator shall  
13 distribute the Class Counsel Fee Award to Class Counsel via secure wire transfer for reimbursement of  
14 Class Counsel's reasonable litigation expenses incurred in litigating and resolving the Action, which the  
15 Settlement Administrator shall report as non-wage income on IRS Form 1099-MISC.

16           85.e. PAGA Payment to the LWDA Distribution. The Settlement Administrator shall  
17 distribute the PAGA Payment to the LWDA via secure wire transfer or by other secure means to the  
18 LWDA as its seventy-five percent (75%) share of the PAGA Payment.

19           85.f. Individual PAGA Payment Distribution. The Settlement Administrator shall  
20 distribute Individual PAGA Payment checks to all PAGA Members via bulk First Class United States  
21 Mail addressed to each PAGA Members' last known mailing address based on data in the Class List  
22 including all updated data resulting from Class Members' timely and valid Opt-Out Requests and the  
23 resolution of Workweek/PAGA Pay Period Disputes, which the Settlement Administrator shall report as  
24 non-wage income on IRS Form 1099-MISC.

25           85.g. Individual Settlement Payment Distribution. The Settlement Administrator shall  
26 distribute Individual Settlement Payment checks to all Participating Class Members via bulk First Class  
27 United States Mail addressed to each Participating Class Members' last known mailing address based on  
28 data in the Class List including all updated data resulting from Class Members' timely and valid Opt-Out

1 Requests and the resolution of Workweek/PAGA Pay Period Disputes, which the Settlement  
2 Administrator shall report as twenty percent (20%) wages, subject to reduction for applicable employee  
3 payroll taxes and customary withholdings, on IRS Form W-2s and eighty percent (80%) as non-wage  
4 income on IRS Form 1099-MISC.

5 86. 120-Day Reminder Postcard for Uncashed Individual Settlement Payment and Individual  
6 PAGA Payment Checks Void. No later than one hundred and twenty (120) days of mailing Individual  
7 Settlement Payment and Individual PAGA Payment checks in bulk, the Settlement Administrator shall  
8 mail a reminder postcard to all Participating Class Members and PAGA Members, who have not cashed  
9 or deposited their Individual Settlement Payment or Individual PAGA Payment checks, that indicates their  
10 Individual Settlement Payment or Individual PAGA Payment checks shall become void if they are not  
11 cashed or deposited by a date certain.

12 86.a. Check Reissuance and Re-Mailing Prior to Void Date. The Settlement  
13 Administrator shall, prior to the date that all Individual Settlement Payment or Individual PAGA Payment  
14 checks become void, reissue any misrouted, misplaced, lost, or stolen Individual Settlement Payment or  
15 Individual PAGA Payment checks to an affected Participating Class Member or PAGA Member, so long  
16 as the affected Participating Class Member or PAGA Member's original Individual Settlement Payment  
17 or Individual PAGA Payment check has not been cashed or deposited.

18 86.b. Transfer of Void Individual Settlement Payment and Individual PAGA Payment  
19 Amounts to the Unclaimed Property Fund. No later than fourteen (14) days after Individual Settlement  
20 Payment and Individual PAGA Payment checks become void, the Settlement Administrator shall transfer  
21 all amounts associated with the voided checks to the Unclaimed Property Fund in the name of the affected  
22 Participating Class Members or PAGA Members thereby leaving no "unpaid residue" subject to the  
23 requirements of California Code of Civil Procedure section 384(b).

24 87. Settlement Administrator's Report Following Settlement Fund Distribution. After  
25 settlement fund distribution, and at the Parties' and Parties' Counsel's joint or independent requests, the  
26 Settlement Administrator shall provide written reports or declarations to the Parties and Parties' Counsel  
27 describing, among other things, the results of the settlement fund distribution process, including an  
28 accounting of: (1) Individual Settlement Payments; (2) Settlement Administration Costs; (3) the PAGA

1 Payment to the LWDA; (4) Individual PAGA Payments; (5) the Class Representative Service Award; (6)  
2 the Class Counsel Fee Award; and (7) the Class Counsel Cost Award payable under this Settlement as  
3 well as the transfer of all amounts associated with any voided checks to the Unclaimed Property Fund,  
4 which report or declarations Plaintiff may file with the Court.

5 **XI. ADDITIONAL SETTLEMENT PROVISIONS**

6 88. Authorization to Enter into Settlement Agreement and Indemnification. Parties' Counsel  
7 warrant and represent they were expressly authorized by the Parties whom they respectively represent to  
8 negotiate this Settlement Agreement and to take all appropriate actions required or permitted to be taken,  
9 on behalf of the Class, to effectuate its terms. The natural person signing this Settlement Agreement on  
10 behalf of Defendants represents and warrants that he or she is authorized to sign this Settlement Agreement  
11 on behalf of Defendants.

12 89. Intent to be Binding and Enforceability. The Parties intend this Settlement Agreement to  
13 be fully binding on each other and that the Court shall have jurisdiction to enforce the terms and conditions  
14 of the Settlement Agreement pursuant to Code of Civil Procedure section 664.6 (or the federal equivalent)  
15 upon noticed motion. If any of the Parties breach any terms of this Settlement Agreement and an action is  
16 brought to enforce its terms, then the prevailing party in any enforcement action shall be entitled to recover  
17 reasonable attorneys' fees and costs.

18 90. Continuing Jurisdiction of the Court. If the Court enters the Final Judgment, then the Court  
19 shall retain jurisdiction with respect to the interpretation, implementation, and enforcement of the terms  
20 of this Settlement Agreement and all orders and directives entered in connection therewith. Parties and  
21 Parties' Counsel shall submit to the jurisdiction of the Court for purposes of interpreting, implementing,  
22 and enforcing this Settlement Agreement and all orders and directives entered in connection therewith.

23 90.a. Effect of Settlement Not Being Final. If this Settlement Agreement does not  
24 become final by way of entry of a Final Judgment or by a denial of a preliminary approval or a final  
25 approval with prejudice that binds the Parties from exercising their rights to renegotiate a settlement over  
26 the same or similar subject matter, then it shall be rendered null and void ab initio. If this Settlement  
27 Agreement is rendered null and void ab initio, then no Class Member or person shall use this Settlement  
28 Agreement to support any claim or request for class certification in the Action or in any other civil

proceeding against Defendants. The Parties shall, accordingly, proceed in all respects as if this Settlement Agreement had not been executed, except that Plaintiff, on the one hand, and Defendants, on the other hand, shall pay the Settlement Administration Costs incurred to date to the Settlement Administrator in fifty percent (50%) shares.

90.b. Agreement to Cooperate if Court Does Not Approve Settlement. If the Court does not finally approve this Settlement for any reason and in a manner that does not bind the Parties from exercising their rights to renegotiate a settlement over the same or similar subject matter, then the Parties agree to cooperate to reach a settlement that may be approved by the Court.

90.c. Best Efforts and Cooperation. The Parties pledge their good faith and fair dealing in supporting the approval of this Settlement Agreement by the Court including, but not limited to, fully documenting the settlement, timely delivering documents and information to each other, completing, or filing any other required documents or pleadings, and arguing that the terms and conditions agreed upon should be enforced fully. Defendants agree they shall not oppose Plaintiff's motion for preliminary approval or motion for final approval nor any motions or requests for fees, costs, or awards so long as Plaintiff's motions and requests are materially consistent with the terms and provisions of this Settlement Agreement.

90.d. Disclosure of Discovery and Further Confirmatory Discovery to Support Fairness, Reasonableness, and Adequacy of Settlement. Defendants shall not object to Class Counsel's revelation of information that Defendants may have marked as confidential under the mediation privilege including the data, documents, and sampling exchanged for mediation purposes solely in connection with obtaining Court approval of the Settlement. If the Court denies entry of an order granting preliminary approval or final approval for want of additional information about the fairness, reasonableness or adequacy of the Settlement, then Defendants shall provide Class Counsel informal confirmatory discovery, as reasonably necessary, to secure preliminary or final approval of the Settlement such as additional data, documents, time and pay record samples.

90.e. Resolution of Disputes. If the Court fails to approve this Settlement for any reason, or if the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement, or on any supplemental provision that may become necessary to effectuate the terms of

1 this Settlement Agreement, then the Parties agree to meet and confer and attend mediation with Jeffrey  
2 Ross to reach a settlement that the Court may approve or to resolve such disagreement, as necessary.

3 90.f. No Discouragement of Class Member Participation or Obstruction of Settlement.

4 The Parties agree not to encourage Class Members to file Opt-Out Requests, Objections, oppositions, or  
5 other motions that oppose the entry of a Preliminary Approval Order or a Final Approval Order that  
6 approves this Settlement Agreement including by refraining from obtaining waivers or “*Pick Up Stix*”  
7 agreements from Class Members.

8 90.g. Confidentiality Limitation on Public Statements About Settlement. Other than to

9 present this Settlement to the Court for preliminary and final approval, the Parties and Parties’ Counsel  
10 agree to limit public comment on this settlement, the case, and the claims to stating that the matter has  
11 been resolved to the satisfaction of the Parties.

12 90.h. Neutral Employment Reference. If Defendants receive any oral and/or written

13 requests from prospective employers or other persons about Plaintiff’s employment with Defendants, then  
14 Defendants shall provide a neutral and objective employment reference, which may include no more than  
15 the substance of the following information: that Defendants currently or formerly employed Plaintiff; the  
16 start date and end date of Plaintiff’s period(s) of employment; Plaintiff’s job title(s) while employed; and  
17 Plaintiff’s current or final pay rate.

18 90.i. California Law Governs. All terms of this Settlement Agreement and the Exhibits

19 attached hereto shall be governed by and interpreted according to the laws of the State of California.  
20 However, if any material inconsistencies or ambiguities arise during the construction and interpretation of  
21 the terms and provisions of any of the Exhibits as compared to the terms and provisions in this Settlement  
22 Agreement, then the terms and provisions in this Settlement Agreement shall control.

23 90.j. Method of Signature and Counterparts. This Settlement Agreement may be

24 executed by facsimile, electronic, document scan, or other means, in one or more counterparts or  
25 duplicates of originals and each of them shall be deemed an original and shall constitute one instrument.

26 90.k. Amendment or Modification. This Settlement Agreement shall not be amended or

27 modified in any material respect unless by a written instrument signed by the Parties.

28 90.l. Binding on Successors and Assigns. This Settlement Agreement shall be binding

1 upon and inure to the benefit of the Parties' successors and assigns.

2           90.m. Headings. The descriptive headings of any paragraphs or sections of this Settlement  
3 Agreement including the capitalized terms therein are inserted for convenience only.

4           90.n. Construction. The Parties have drafted this Settlement Agreement together. Hence,  
5 in any construction of this Settlement Agreement, the same shall not be construed against any of the Parties  
6 by reason of any claim that one of the Parties drafted the Settlement Agreement.

7           90.o. Invalidity of Any Provision. If any term or provision of this Settlement Agreement  
8 is deemed invalid, then the Parties agree that the Court should strike the invalid term or provision and then  
9 fully construe the remaining terms and provisions valid and, in a manner, resulting in a construction giving  
10 all remaining terms and provisions of this Settlement Agreement validity and enforceability.

11           90.p. Waivers. The waiver of any breach of this Settlement Agreement shall not be  
12 deemed or construed as a waiver of any other breach of this Settlement Agreement, whether prior,  
13 subsequent, contemporaneous, or continuing.

14           91. Severability. If one or more of the provisions contained in this Settlement Agreement is  
15 deemed or held invalid, illegal, or unenforceable in any respect, then the invalid, illegal, or unenforceable  
16 provisions shall be deemed stricken and the remaining provisions shall remain valid.

17           92. Entire Agreement. This Settlement Agreement and the attached Exhibits constitute the  
18 entire agreement between the Parties. The Exhibits to this Settlement Agreement are an integral part of  
19 the Settlement. No oral or written representations, warranties, or inducements have been made to Plaintiff  
20 or Defendants concerning this Settlement Agreement other than the representations, warranties and  
21 covenants contained and memorialized in this Settlement Agreement. No other prior or contemporaneous  
22 written or oral agreements regarding the subject matter herein shall be deemed binding on the Parties.

23           \* \* \* *Remainder of Page Intentionally Blank – Signature Page Follows* \* \* \*

1 **IT IS SO STIPULATED.**

2 DATED: 4/24/2023

**PLAINTIFF ANYA MADELINE HILL-BUTLER**

3  
4 DocuSigned by:  
By: Anya Hill-Butler  
ANYA MADELINE HILL-BUTLER

6 Plaintiff ANYA MADELINE HILL-BUTLER  
7 individually, and on behalf of all others similarly  
8 situated

9 DATED: \_\_\_\_\_

**DEFENDANT SATELLITE AFFORDABLE  
HOUSING ASSOCIATES**

10  
11 By: \_\_\_\_\_  
MIRIAM BENAVIDES

12 Miriam Benavides, Chief People Officer,  
13 SATELLITE AFFORDABLE HOUSING  
ASSOCIATES

14 DATED: \_\_\_\_\_

**DEFENDANT SATELLITE AFFORDABLE  
HOUSING ASSOCIATES PROPERTY  
MANAGEMENT**

15  
16  
17 By: \_\_\_\_\_  
MIRIAM BENAVIDES

18 Miriam Benavides, Chief People Officer,  
19 SATELLITE AFFORDABLE HOUSING  
20 ASSOCIATES PROPERTY MANAGEMENT

21 **APPROVED AS TO FORM:**

22 DATED: 4/24/2023

**MOON & YANG, APC**

23  
24 By: [Signature]  
KANE MOON  
25 ROY K. SUH

26 Attorneys for Plaintiff ANYA MADELINE HILL-  
27 BUTLER individually, and on behalf of all others  
28 similarly situated

///

1 DATED: \_\_\_\_\_  
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**FERBER LAW, A PROFESSIONAL  
CORPORATION**

By: Adam Arce  
MICHELLE FINKEL FERBER  
JONATHAN R. BABIONE  
ADAM NATHANIEL ARCE

Attorneys for Defendants SATELLITE  
AFFORDABLE HOUSING ASSOCIATES and  
SATELLITE AFFORDABLE HOUSING  
ASSOCIATES PROPERTY MANAGEMENT

1 IT IS SO STIPULATED.

2 DATED: \_\_\_\_\_

PLAINTIFF ANYA MADELINE HILL-  
BUTLER

By: \_\_\_\_\_  
ANYA MADELINE HILL-BUTLER

Plaintiff ANYA MADELINE HILL-BUTLER  
individually, and on behalf of all others similarly  
situated

8 DATED: 04/25/2023

DEFENDANT SATELLITE AFFORDABLE  
HOUSING ASSOCIATES

By: Miriam Benavides  
MIRIAM BENAVIDES

Miriam Benavides, Chief People Officer,  
SATELLITE AFFORDABLE HOUSING  
ASSOCIATES

14 DATED: 04/25/2023

DEFENDANT SATELLITE AFFORDABLE  
HOUSING ASSOCIATES PROPERTY  
MANAGEMENT

By: Miriam Benavides  
MIRIAM BENAVIDES

Miriam Benavides, Chief People Officer,  
SATELLITE AFFORDABLE HOUSING  
ASSOCIATES PROPERTY MANAGEMENT

21 APPROVED AS TO FORM:

22 DATED: \_\_\_\_\_

MOON & YANG, APC

By: \_\_\_\_\_  
KANE MOON  
ROY K. SUH

Attorneys for Plaintiff ANYA MADELINE HILL-  
BUTLER individually, and on behalf of all others  
similarly situated

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# **EXHIBIT 1**

## **(Draft Class Notice)**

**NOTICE OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT**

*Hill-Butler v. Satellite Affordable Housing Associates, et al.*  
Alameda County Superior Court, Case No. 22CV009525

**A COURT AUTHORIZED THIS NOTICE. THIS IS NOT A SOLICITATION BY A LAWYER.  
YOU ARE NOT BEING SUED.**

IF YOU ARE OR WERE EMPLOYED BY SATELLITE AFFORDABLE HOUSING ASSOCIATES OR SATELLITE AFFORDABLE HOUSING ASSOCIATES PROPERTY MANAGEMENT, AS A NON-EXEMPT EMPLOYEE IN CALIFORNIA AT ANY TIME BETWEEN APRIL 6, 2018 AND [DATE], THEN THIS CLASS ACTION SETTLEMENT MAY AFFECT YOUR RIGHTS.

***Why should you read this Notice?***

A proposed settlement (the “Settlement” or “proposed Settlement”) has been reached in class and representative action entitled *Hill-Butler v. Satellite Affordable Housing Associates, et al.*, Alameda County Superior Court, Case No. 22CV009525 (the “Action”). The purpose of this Notice of Class and Representative Action Settlement (“Class Notice”) is to briefly describe the Action and to inform you of your rights and options in connection with the Action and the proposed Settlement. The proposed Settlement will resolve all claims in the Action. A formal Settlement Agreement is filed with the Court, which you may request a copy of, as described below. If there are any material inconsistencies between this notice and the Settlement Agreement, then subject to Court review, the provisions in the Settlement Agreement shall control.

The Court has preliminarily approved the Settlement’s payment provisions and other terms and conditions described in this notice. The Honorable Evelio Grillo will determine whether the Settlement is fair, adequate, and reasonable and whether a Final Approval Order and a Final Judgment should be entered during a Final Approval Hearing at [FINAL APPROVAL HEARING DATE & TIME] in Department 12 of the Alameda County Superior Court, located at 1225 Fallon Street, Oakland, California 94612. Because the date and time of the Final Approval Hearing may change without further notice, you should contact the Settlement Administrator or Class Counsel for further updates.

**IF YOU DO NOT REQUEST TO BE EXCLUDED OR “OPT-OUT” OF THE SETTLEMENT ON TIME AND THE COURT ENTERS A FINAL APPROVAL ORDER AND A FINAL JUDGMENT, THEN YOU MAY BE ENTITLED TO AN INDIVIDUAL SETTLEMENT PAYMENT AND MAY BE BOUND BY THE RELEASE OF THE “RELEASED CLAIMS” DESCRIBED IN THIS NOTICE.**

**YOUR RIGHTS AND OPTIONS IN THIS SETTLEMENT**

|                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Do nothing</b>                                                      | If you do nothing, then you will be considered part of the Class and will receive settlement benefits as explained more fully below. You will also give up various rights to pursue a separate legal action against Defendants Satellite Affordable Housing Associates and Satellite Affordable Housing Associates Property Management (“Defendants”) and any Released Parties based on any of the Released Claims.                                                    |
| <b>Request to exclude yourself from or “Opt-Out” of the Settlement</b> | If you do not want to participate in this Settlement, then you must exclude yourself from or “Opt-Out” of the Settlement, by writing to the Settlement Administrator by [RESPONSE DEADLINE]. If you choose to Opt-Out, then you will not receive any benefits under the Settlement nor will you release any claims against Defendants. If you qualify as a PAGA Member, however, then you will still receive an Individual PAGA Payment even if you choose to Opt-Out. |
| <b>Object to the Settlement</b>                                        | If you wish to object to the Settlement, then you must write to the Settlement Administrator by [RESPONSE DEADLINE], about why you object to the Settlement. This option is available only if you do not Opt-Out of the Settlement.                                                                                                                                                                                                                                    |
| <b>Contest or dispute your Workweek or PAGA Pay Period credits</b>     | If you wish to contest or dispute the number of Workweek or PAGA Pay Period credits the Settlement Administrator intends on assigning to you for the purpose of calculating your share of the Settlement funds, then you must write to the Settlement Administrator by [RESPONSE DEADLINE], about why you dispute the credits and provide supporting documentation that you possess to support your dispute.                                                           |

***Who is affected by this proposed Settlement?***

The Court has certified, for settlement purposes only, the following class of persons (the “Class”):

All current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time at any time from April 6, 2018 to [DATE] (“Class Period”).

According to Defendants’ records, you are a member of the Class (“Class Member”).

**What is this Action about?**

Plaintiff Anya Madeline Hill-Butler (“Plaintiff”), individually, and on behalf of the Class, alleges Defendants: (1) failed to pay minimum wages; (2) failed to pay overtime wages; (3) failed to provide required meal periods; (4) failed to provide required rest periods; (5) failed to indemnify employees for necessary expenditures; (6) failed to furnish accurate itemized wage statements; (7) failed to pay timely and all wages due to discharged and quitting employees; (8) engaged in unfair and unlawful business practices under California Business and Professions Code; (9) and engaged in conduct giving rise to civil penalties pursuant to the California Labor Code Private Attorneys General Act (“PAGA”).

Plaintiff believes this Settlement is in the best interests of all Class Members. Defendants deny all liability and are confident they have strong legal and factual defenses to these claims, but they recognize the risks, distractions and costs associated with continued litigation. Defendants contend that their conduct is and has been lawful at all relevant times, that Plaintiff’s claims do not have merit and do not meet the requirements for class certification. This Settlement is a compromise reached after good faith, arm’s-length negotiations between Plaintiff and Defendants (the “Parties”). Considering the risks and expenses associated with continued litigation, the Parties agree this Settlement is fair, adequate, and reasonable.

The Court has not ruled on the merits of Plaintiff’s claims or Defendants’ defenses.

**Who are the attorneys representing the Class?**

The attorneys representing the Class in the Action (“Class Counsel”) are: Kane Moon (Cal. SBN 249834) and Roy K. Suh (Cal. SBN 283988), MOON & YANG, APC, 1055 West Seventh Street, Suite 1880, Los Angeles, California 90017; Telephone: (213) 232-3128; Facsimile: (213) 232-3125.

**What are the Settlement payment terms?**

**Gross Settlement Amount.** The “Gross Settlement Amount” of \$420,000.00 includes: (1) the amount of all Individual Settlement Payments to Class Members who do not Opt-out (“Participating Class Members”); (2) Settlement Administration Costs to the Settlement Administrator; (3) the PAGA Payment to the California Labor and Workforce Development Agency (“LWDA”); (4) Individual PAGA Payments to PAGA Members; (5) the Class Representative Service Award to Plaintiff; (6) the Class Counsel Fee Award to Class Counsel; and (7) the Class Counsel Cost Award to Class Counsel.

**Net Settlement Amount.** The “Net Settlement Amount” is currently estimated to be \$215,000.00. The Net Settlement Amount is subject to a final accounting and court approval and will be the amount remaining for disbursement to Participating Class Members after the following amounts are deducted from Gross Settlement Amount: (1) Settlement Administration Costs estimated not to exceed \$12,500.00; (2) the \$18,750.00 PAGA Payment to the LWDA for PAGA penalties; (3) the \$6,250.00 aggregate PAGA Payment to PAGA Members; (4) the \$7,500.00 Class Representative Service Award to Plaintiff; (5) the greater of \$140,000.00 or one-third (1/3) of the Gross Settlement Amount as a Class Counsel Fee Award to Class Counsel; and (6) and a Class Counsel Cost Award not to exceed \$20,000.00.

**Individual Settlement Payments to Participating Class Members.** The Settlement Administrator shall disburse Individual Settlement Payments from the estimated \$215,000.00 Net Settlement Amount to Participating Class Members based on the Workweek credits assigned to them. Individual Settlement Payments shall be characterized as twenty percent (20%) wages, subject to IRS Form W-2 reporting, and eighty percent (80%) non-wages, subject to IRS Form 1099 reporting. The Settlement Administrator shall deduct applicable local, state and federal taxes from the wage portion of the Individual Settlement Payments only.

**Individual PAGA Payments to PAGA Members.** If you worked as an hourly non-exempt employee for Defendants in California at any time from March 29, 2021 to [DATE] (“PAGA Period”), then you may also be a PAGA Member. The Settlement Administrator shall disburse Individual PAGA Payments from the \$6,250.00 aggregate PAGA Payment to PAGA Members based on the Pay Period credits assigned to them. Individual PAGA Payments shall be characterized as 100% non-wages, subject to IRS Form 1099 reporting.

**PAGA Members Cannot opt-out of the “PAGA Component” of the Settlement.** If you are a PAGA Member and the Settlement becomes final, then you will be entitled to an Individual PAGA Payment even if you choose to Opt-out of the Class component of the Settlement. This is because Individual PAGA Payments do not constitute consideration offered or exchanged for the release of any Class Members’ individual, private rights of action. In other words, PAGA Members cannot opt-out of the PAGA component of the Settlement, but they can still preserve their individual, private rights to sue Defendants for any of the Released Claims as long as they Opt-out the “Class component” of the Settlement on time.

**Checks Void at 180 Days & Transfer to California State Controller’s Unclaimed Property Fund.** If the Settlement becomes final, then the Settlement Administrator shall mail Individual Settlement Payment and Individual PAGA Payment checks no sooner than 75 days thereafter. If any Individual Settlement Payment or Individual PAGA Payment checks remain uncashed 180 days after the Settlement Administrator’s initial bulk mailing, then the uncashed checks will automatically become void and the Settlement Administrator shall transfer the uncashed check amounts to the California State Controller’s Unclaimed Property Fund for deposit in the names of affected Participating Class Members, who shall remain bound by the Settlement. If the monies represented by your check is sent to the Unclaimed Property Fund, then you may consult the Unclaimed Property Fund’s website ([https://www.sco.ca.gov/upd\\_msg.html](https://www.sco.ca.gov/upd_msg.html)) for instructions on how to retrieve the funds.

**No Tax Advice.** Parties and their attorneys make no representations concerning the tax consequences of this Settlement or your participation in it. Class Members should consult with their own tax advisors concerning the tax consequences of the Settlement. Class Counsel is unable to offer advice concerning any tax consequences of payments to any Class Member.

***How much money should you expect as an Individual Settlement Payment and an Individual PAGA Payment?***

**Individual Settlement Payment Calculations.** The Settlement Administrator shall determine Individual Settlement Payment amounts by (1) dividing the Net Settlement Amount by the aggregate number of Workweek credits assigned to all Participating Class Members, resulting in the “Workweek Dollar Value” amount; and (2) multiplying the Workweek Dollar Value with the number of Workweek credits assigned to each Participating Class Member.

**Workweek Credits.** The Settlement Administrator shall credit each individual Participating Class Member with a single Workweek credit for every calendar week that the individual Participating Class Member worked at least one day or is otherwise identifiable, in Defendants’ personnel records, as Defendants’ employee in the state of California during the Class Period. Defendants estimate Class Members worked for Defendants during an aggregated 41,835 Workweeks.

**Individual PAGA Payment Calculations.** The Settlement Administrator shall determine Individual PAGA Payment amounts by (1) dividing the PAGA Payment to PAGA Members by the aggregate number of PAGA Pay Period credits assigned to all PAGA Members, resulting in the “PAGA Pay Period Dollar Value” amount; and (2) multiplying the PAGA Pay Period Dollar Value with the number of PAGA Pay Period credits assigned to each PAGA Member.

**PAGA Pay Period Credits.** The Settlement Administrator shall credit each individual PAGA Member with a single PAGA Pay Period credit for every two calendar weeks that the individual PAGA Member worked at least one day or is otherwise identifiable, in Defendants’ personnel records, as Defendants’ employee in the State of California during the PAGA Period. Defendants estimate PAGA Members worked for Defendants during an aggregated [X,XXX] PAGA Pay Periods.

**Your Preliminarily Assigned Workweeks and PAGA Pay Periods and Estimated Individual Settlement Payment and Individual PAGA Payment:** Defendants have provided the Settlement Administrator with the Workweeks and the PAGA Pay Periods all Class Members and PAGA Members worked during the Class Period and PAGA Period. Based on Defendants’ records, the Settlement Administrator intends to credit you with the following Workweek and PAGA Pay Period credits:

<<Total Workweeks>> Workweek Credits

<<Total Workweeks>> PAGA Pay Period Credits

Based on the estimated Workweek Dollar Value of <<\$X.XX.00>> and the estimated PAGA Pay Period Dollar Value of <<\$X.XX.00>>, **your estimated Individual Settlement Payment and estimated Individual PAGA Payment are:**

<<EstSettPayment>> Individual Settlement Payment

<<EstPAGAPayment>> Individual PAGA Payment

Please note that the foregoing amounts are only estimates before a final accounting is conducted and before all required legal deductions; your actual payment may be greater or smaller than the amount reported above.

***Who are the Released Parties and what claims will be released by the proposed Settlement’s Released Claims?***

**The Effective Date of the Settlement.** The “Effective Date” is the date that the Class is served notice of the Court’s entry of a Final Judgment in the manner specified by the Court and (i) sixty-five (65) days after the Court enters Final Judgment and no appeal, writ or other challenge to the finality of the judgment has been filed; or (ii) five (5) days after the day when all appeals, writs or other challenges to the Final Judgment have been resolved in a manner that affirms the finality of the judgment and the time for the filing of any further appeals, writs or other challenges has lapsed, whichever date is later.

**Participating Class Members’ Release of Released Claims Against Released Parties.** If the Effective Date occurs and Defendants remit the Gross Settlement Amount in full to the Settlement Administrator, then Plaintiff and each Participating Class Member shall be deemed to have settled and released the “Released Parties” of all “Released Claims” as follows:

- “Released Parties” means Defendants, their present, former and future controlling persons, parents, affiliates, subsidiaries, successors-in-interest, benefit plans sponsored by such companies, owners, officers, directors, principals, employees, agents, attorneys, insurers, managers, trustees, fiduciaries, representatives, divisions, predecessors, successors, and assigns, who may be liable for any of the Released Claims.
- “Released Claims” means the First through Eighth Causes of Action (and corresponding requests for relief) asserted by Plaintiff on behalf of herself and the Class in the Action, namely (1) Failure to Pay Minimum Wages (Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197); (2) Failure to Pay Overtime Compensation (Cal. Lab. Code §§ 510, 1194 and 1198); (3) Failure to Provide Meal Periods (Cal. Lab. Code §§ 226.7, 512); (4) Failure to Authorize and Permit Rest Breaks (Cal. Lab. Code §§ 226.7); (5) Failure to Indemnify Necessary Business Expenses (Cal. Lab. Code § 2802); (6) Failure to Timely Pay Final Wages at Termination (Cal. Lab. Code §§ 201-203); (7) Failure to Provide Accurate Itemized Wage Statements (Cal. Lab. Code § 226); and (8) Unfair Business Practices (Cal. Bus. & Prof. Code §§ 17200, *et seq.*) and all other claims, rights, demands, liabilities and causes of action that may have been

alleged based on the facts alleged in the operative complaint in the Action.

**California's Release of PAGA Claims Against Released Parties.** If the Effective Date occurs and Defendants remit the Gross Settlement Amount in full to the Settlement Administrator, then the State of California, by and through Plaintiff, its deputized PAGA representative, shall be deemed to have settled and released the Released Parties of all "PAGA Claims" as follows:

- "PAGA Claims" means the Ninth Cause of Action (and corresponding requests for relief) asserted by Plaintiff on behalf of herself and the alleged aggrieved employees in the Action, namely all claims, rights, demands, liabilities and causes of action arising from PAGA (Labor Code §§ 2698, *et seq.*) that were pled, alleged, or reasonably could have been alleged based on the facts asserted in the operative complaint in the Action and based on Plaintiff's March 29, 2022 PAGA Notice in Case No. LWDA-CM-876114-22.

#### **What are my options in this matter?**

**Class Members' Four Options and Communications with the Settlement Administrator & Class Counsel.** You have four (4) options under this Settlement. You may: (A) do nothing and remain in the Class and receive an Individual Settlement Payment; (B) request to exclude yourself from or "Opt-Out" of the Settlement; (C) object to the Settlement; and (D) contest or dispute your Workweek or PAGA Pay Period credits. All Opt-Out Requests, Objections and Workweek/PAGA Pay Period Disputes must be submitted to the Settlement Administrator at: Settlement Administrator for *Hill-Butler v. Satellite Affordable Housing Associates, et al.*, P.O. Box \_\_\_\_\_, [City], [State] [Zip] by United States Mail, facsimile and/or in other written form by no later than [RESPONSE DEADLINE DATE]. The Settlement Administrator is authorized to communicate with you if you exercise any of these options under this Settlement. Additionally, unless you clearly state that you do not wish to be contacted by Class Counsel, Class Counsel may contact you to resolve any uncertainties about the validity of any Opt-Out Requests, Objections or Workweek/PAGA Pay Period Disputes you submit.

**OPTION A. (Do Nothing).** If you wish to remain in the Class and be eligible to receive an Individual Settlement Payment under the proposed Settlement, then **you do not need to take any action and you do not need to submit a claim form.** If you do nothing (for example, if you do not submit timely and valid Opt-Out Request), then you will remain in the Class, Class Counsel will represent you for the purposes of this Settlement at no direct cost and you will be deemed to have consented to release the Released Claims described above.

**OPTION B. (Request to Exclude Yourself from or "Opt-Out" of the Settlement).** If you do not want to be part of the proposed Settlement, then you must submit a timely and valid written Opt-Out Request to the Settlement Administrator by [RESPONSE DEADLINE DATE] with the following information: (1) your full name; (2) your dates of employment; (3) your contact information (e.g., current mailing address and telephone number); (4) **your statement in no exact words but, nevertheless, substantially in a form and substance indicating a desire to be excluded from the Settlement Agreement (e.g., "I wish to be excluded from the settlement."; "I opt out from the settlement.");** and (5) your or your legal representative's signature. If you submit a timely and valid written Opt-Out Request, then you will have no further role in the Action, you will not be entitled to any benefit (except for being entitled to an Individual PAGA Payment, if you qualify) under the proposed Settlement and you may not be entitled or permitted to assert or raise an objection to the Settlement.

If you do not submit an Opt-Out Request in the manner described above in time, then the Court may determine that you have not opted out, you may be deemed a Participating Class Member and you may be bound by the release of Released Claims as described above and all other terms of the Settlement. Subject to review by Class Counsel, Defendants' Counsel, and the Court, the Settlement Administrator shall determine whether an Opt-Out Request is in writing and whether the writing lacks any of the foregoing five (5) enumerated items, which may render the request null and void.

**OPTION C. (Object to the Settlement).** If you wish to object to the settlement, then you may object to it by submitting a timely and written Objection to the Settlement Administrator by [RESPONSE DEADLINE DATE] with the following information: (1) your full name; (2) your dates of employment; (3) your current contact information (e.g., a current mailing address and telephone number); (4) your statement indicating the grounds for the objection; and (5) your or your legal representative's signature. Class Counsel will not assist or represent you for the purposes of objecting to the Settlement. However, you may hire an attorney at your own expense to represent you in your objection. **If Court finally approves the Settlement despite any Objections, then you may and will likely be bound by the terms of the Settlement including the release of Released Claims as set forth above.**

If you do not submit an Objection in the manner described above in time, then the Court may determine that you have waived any objections and may not allow you to make any objection (whether by appeal or otherwise) to the proposed Settlement. Subject to review by Class Counsel, Defendants' Counsel, and the Court, the Settlement Administrator shall determine whether an objection is in writing and whether the writing lacks any of the foregoing five (5) enumerated items, which may render the objection null and void.

**OPTION D. (Contest or Dispute Your Workweek or PAGA Pay Period Credits).** If you disagree with the number of Workweek or PAGA Pay Period credits you have been preliminarily assigned above, then you must submit a timely and valid written Workweek/PAGA Pay Period Dispute to the Settlement Administrator by [RESPONSE DEADLINE DATE] with the following information: (1) your full name; (2) your dates of employment; (3) your current contact information (e.g., a current mailing address and telephone number); (4) **a statement indicating the number of Workweeks and/or PAGA**

**Pay Periods that you contend should be credited along with documentary evidence to support your contentions, if any; and (5) your or your legal representative's signature.**

If you do not submit a Workweek/PAGA Pay Period Dispute in the manner described above in time, then the Court may determine that you have waived any challenge to the Workweek or PAGA Pay Period credits you have been assigned. Subject to review by Class Counsel, Defendants' Counsel, and the Court, the Settlement Administrator shall determine whether a Workweek/PAGA Pay Period dispute is in writing and whether the writing lacks any of the foregoing five (5) enumerated items, which may render the Workweek/PAGA Pay Period dispute null and void.

***What is the next step in the approval of the Settlement?***

The Court will hold a Final Approval Hearing **[FINAL APPROVAL HEARING DATE & TIME]** in Department 12 of the Alameda County Superior Court, located at 1225 Fallon Street, Oakland, California 94612 regarding the fairness, reasonableness, and adequacy of the proposed Settlement. The Final Approval Hearing may be rescheduled without further notice to Class Members. **You are not required to attend the Final Approval Hearing to receive an Individual Settlement Payment.**

If the Court grants final approval of the Settlement, then notice of the Final Judgment may be provided by electronic posting on the Settlement Administrator's website (**www.**) within seven (7) days after entry of the Final Judgment or in another manner other than direct mailing or notice to you.

***How can I get additional information?***

This Class Notice summarizes the Action and the basic terms of the Settlement. More details are in the Stipulation of Class and Representative Action Settlement, which, along with other records in the Action, may be available for inspection and/or copying during regular business hours at the Court Clerk's Office or by visiting the Court's case "Smart Search" website or webpage at: <https://eportal.alameda.courts.ca.gov/>. Please visit the Court's website for more information about accessing case related documents. You may also request a copy of the Settlement Agreement from Class Counsel, or contact Class Counsel with any questions, at the addresses and telephone numbers listed above.

**PLEASE DO NOT CONTACT THE COURT FOR INFORMATION REGARDING THIS SETTLEMENT.**

**[FURTHER WITHHOLDINGS NOTICE]**

The Settlement Administrator has identified you as a Class Member but has been unable to verify your social security number or tax identification number. If you do not complete the IRS Form W-9 enclosed with this Notice and return it to the Settlement Administrator, the Settlement Administrator may deduct additional withholdings from your Individual Settlement Payment. If you have any questions or concerns about completing and returning the enclosed IRS Form W-9, you may contact the Settlement Administrator to discuss other available options to verify your social security number or tax identification number.

**[NEXT PAGE – IRS FORM W-9]**

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**EXHIBIT 2**  
**(Draft Preliminary**  
**Approval Order)**

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10 Attorneys for Plaintiff ANYA MADELINE HILL-  
11 BUTLER

12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

13 **FOR THE COUNTY OF ALAMEDA - RENE C. DAVIDSON COURTHOUSE**

14 ANYA MADELINE HILL-BUTLER,  
15 individually, and on behalf of all others similarly  
16 situated,

17 Plaintiff,

18 v.

19 SATELLITE AFFORDABLE HOUSING  
20 ASSOCIATES, a California corporation;  
21 SATELLITE AFFORDABLE HOUSING  
22 ASSOCIATES PROPERTY MANAGEMENT, a  
23 California corporation; and DOES 1 through 10,  
24 inclusive,

25 Defendants.

Case No. 22CV009525

*Assigned for all purposes to the Honorable Evelio  
Grillo, Department 12*

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

PAGA Case No.

LWDA-CM-876114-22:

Action Filed:

FAC Filed:

Trial Date:

March 29, 2022

April 6, 2022

July 20, 2022

None Set

**[PROPOSED] ORDER GRANTING PRELIMINARY APPROVAL**

Plaintiff Anya Madeline Hill-Butler's ("Plaintiff") unopposed Motion for Preliminary Approval of Class Action Settlement ("Motion") involving Defendants Satellite Affordable Housing Associates and Satellite Affordable Housing Associates Property Management ("Defendants") came before this Court on [PRELIMINARY APPROVAL HEARING DATE & TIME] in *Hill-Butler v. Satellite Affordable Housing Associates, et al.*, Alameda County Superior Court, Case No. 22CV009525 (the "Action"). The Court, having reviewed the Motion and declarations filed in support thereof, including the Stipulation of Class and Representative Action Settlement ("Settlement Agreement") attached as **Exhibit A** to the Declaration of Roy K. Suh, the Notice of Class and Representative Action Settlement ("Class Notice"), which is attached as **Exhibit 1** to the Settlement Agreement and for GOOD CAUSE appearing, the Court hereby ORDERS the following:

1. The Court GRANTS preliminary approval of the settlement as set forth in the Settlement Agreement and finds the terms to be within the range of reasonableness of a settlement that ultimately could be granted final approval by the Court at the Final Approval Hearing. For purposes of the settlement, the Court finds that the proposed Class is ascertainable and that there is a sufficiently well-defined community of interest among the Class in questions of law and fact. Therefore, for settlement purposes only, the Court grants conditional certification of the following "Class" defined as follows:

All current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time from April 6, 2018 to [DATE] ("Class Period").

The Court further notes that the PAGA release component of the proposed Settlement shall potentially bind the State of California with respect to the following persons:

All current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time from March 29, 2021 to [DATE] ("PAGA Period").

2. For settlement purposes only, the Court designates Plaintiff Anya Madeline Hill-Butler as Class Representative.

3. For settlement purposes only, the Court appoints Kane Moon and Roy K. Suh of Moon & Yang, APC, as Class Counsel.

4. The Court appoints [Settlement Administrator – TBD] as the Settlement Administrator.

1           5.       A Final Approval Hearing on the question of whether the proposed Settlement should be  
2 finally approved as fair, as to the members of the Class is scheduled in Department 12 of this Court,  
3 located at 1225 Fallon Street, Oakland, California 94612 at \_\_\_\_\_ a.m./p.m.  
4 \_\_\_\_\_.

5           6.       At the Final Approval Hearing, the Court will consider: (a) whether the Settlement should  
6 be approved as fair, reasonable, and adequate for the Class; (b) whether an order granting final approval  
7 of the settlement and a final judgement should be entered; and (c) whether Plaintiff's application for a  
8 Class Representative Service Award and an award of attorney's fees and costs should be granted.

9           7.       Class Counsel shall file memoranda, declarations, or other statements and materials in  
10 support of their request for final approval and an award of attorney's fees and costs by no later than  
11 \_\_\_\_\_.

12           8.       The Court approves, as to form and content, the Class Notice attached as **Exhibit 1** to the  
13 Settlement Agreement. The Court finds that the form of notice to the Class regarding the pendency of the  
14 Action and of the proposed Settlement and the methods of giving notice to members of the Class constitute  
15 the best notice practicable under the circumstances and constitute valid, due and sufficient notice to all  
16 members of the Class. The class notice administration process complies with the requirements of  
17 California Code of Civil Procedure section 382, California Civil Code section 1781, California Rules of  
18 Court, rules 3.766 and 3.769, the California and United States Constitutions and other applicable law.

19           9.       The Court further approves the procedures for Class Members to opt out of or object to the  
20 proposed Settlement, as set forth in the Settlement Agreement and the Class Notice.

21           10.      The Court orders the Parties to carry out the class notice administration process for the  
22 proposed Settlement according to the terms of the Settlement Agreement and authorizes the Parties to  
23 utilize all reasonable procedures to effectuate those ends, which are materially consistent with this Order  
24 and the Settlement Agreement.

25           11.      Pending the Final Approval Hearing, all proceedings in the Action, other than those  
26 necessary to carry out or enforce the terms and conditions of the Settlement Agreement and this Order,  
27 are stayed. To facilitate class notice administration pending the Final Approval Hearing, the Court hereby  
28 enjoins all Class Members from filing or prosecuting any claims, suits, or proceedings regarding claims

released under the proposed Settlement pending in this Department until such Class Members have submitted valid Opt-Out Requests with the Settlement Administrator.

12. The Court orders the following implementation schedule for further proceedings:

| <u>Event</u>                                                                                                                                                                                                              | <u>Timing</u>                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Last day for Defendants to provide Class Member List to the Settlement Administrator.                                                                                                                                     | _____ [date]<br>0 preliminary approval date<br>+ 15 days to provide Class Member List<br>15 days after preliminary approval date                                |
| Last day for the Settlement Administrator to mail Class Notices to Class Members in bulk.                                                                                                                                 | _____ [date]<br>15 days after preliminary approval date<br>+ 15 days after Class Member List receipt<br>30 days after preliminary approval date                 |
| Last day for Class Members to postmark or submit Workweek/PAGA Pay Period Disputes, Opt-Out Requests, and Objections (“Response Deadline”).                                                                               | _____ [date]<br>30 days after preliminary approval date<br>+ 45 days after Class Notice mailing<br>75 days after preliminary approval date                      |
| Last day for Affected Class Members to whom the Settlement Administrator re-mails Class Notices to postmark or submit Workweek/PAGA Pay Period Disputes, Opt-Out Requests, and Objections (extended “Response Deadline”). | _____ [date]<br>75 days after preliminary approval date<br>+ 15 days after Response Deadline<br>90 days after preliminary approval date                         |
| Last day for Settlement Administrator to provide Parties with list of all Class Members who submitted valid Workweek/PAGA Pay Period Disputes, Opt-Out Requests, and Objections.                                          | _____ [date]<br>90 days after preliminary approval date<br>+ 10 days after extended Response Deadline<br>100 days after preliminary approval date               |
| Last day for Plaintiff to file a motion and supporting documents for final approval of class action settlement.                                                                                                           | _____ [date]<br>(16 court days before Final Approval Hearing)                                                                                                   |
| Final Approval Hearing.                                                                                                                                                                                                   | _____ [time] _____ [date]<br>100 days after preliminary approval date<br>+ 35 days after extended Response Deadline<br>135 days after preliminary approval date |

13. The Final Approval Hearing and related deadlines set forth above may, from time to time and without further notice to the Class (except those who have filed timely and valid objections), be continued or adjourned by Order of the Court.

IT IS SO ORDERED.

DATED: \_\_\_\_\_

\_\_\_\_\_  
THE HONORABLE EVELIO GRILLO  
Judge of the Superior Court

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# **EXHIBIT 3**

## **(Draft Final Approval Order)**

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10 Attorneys for Plaintiff ANYA MADELINE HILL-  
11 BUTLER

12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

13 **FOR THE COUNTY OF ALAMEDA - RENE C. DAVIDSON COURTHOUSE**

14 ANYA MADELINE HILL-BUTLER,  
15 individually, and on behalf of all others similarly  
16 situated,

17 Plaintiff,

18 v.

19 SATELLITE AFFORDABLE HOUSING  
20 ASSOCIATES, a California corporation;  
21 SATELLITE AFFORDABLE HOUSING  
22 ASSOCIATES PROPERTY MANAGEMENT, a  
23 California corporation; and DOES 1 through 10,  
24 inclusive,

25 Defendants.

Case No. 22CV009525

*Assigned for all purposes to the Honorable Evelio  
Grillo, Department 12*

**[PROPOSED] ORDER GRANTING FINAL  
APPROVAL OF STIPULATION OF CLASS  
AND REPRESENTATIVE ACTION  
SETTLEMENT**

PAGA Case No.

LWDA-CM-876114-22:

Action Filed:

FAC Filed:

Trial Date:

March 29, 2022

April 6, 2022

July 20, 2022

None Set

**[PROPOSED] ORDER GRANTING FINAL APPROVAL**

Plaintiff Anya Madeline Hill-Butler's ("Plaintiff") unopposed Motion for Final Approval of Class Action Settlement ("Motion") involving Defendants Satellite Affordable Housing Associates and Satellite Affordable Housing Associates Property Management ("Defendants") came before this Court on [FINAL APPROVAL HEARING DATE & TIME] in *Hill-Butler v. Satellite Affordable Housing Associates, et al.*, Alameda County Superior Court, Case No. 22CV009525 (the "Action"). The Court, having fully reviewed the Motion and declarations and exhibits filed in support thereof, as well as the records and documents on file in the Action including the Stipulation of Class and Representative Action Settlement ("Settlement Agreement") attached as **Exhibit A** to the Declaration of Roy K. Suh, the Notice of Class and Representative Action Settlement ("Class Notice"), which is attached as **Exhibit 1** to the Settlement, and the Declaration of [Settlement Administrator – TBD] and for and for GOOD CAUSE appearing, the Court hereby ORDERS the following:

1. The Court has jurisdiction over all claims asserted in the Action, Plaintiff, Class Members and Defendants and finally certifies and binds the following Class Members and Class:

All current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time from April 6, 2018 to [DATE] ("Class Period").

The Court further finds that the PAGA release component of the Settlement shall bind the State of California with respect to the following persons:

All current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time from March 29, 2021 to [DATE] ("PAGA Period").

2. Pursuant to Code of Civil Procedure section 382, Rule 3.769 of the California Rules of Court, and Labor Code §§ 2698, *et seq.* ("PAGA") the Court grants final approval of the Settlement as set forth in the Settlement Agreement for settlement purposes only.

3. The Court finds that Plaintiff has adequately represented the Class and finally appoints Plaintiff as Class Representative.

4. The Court finds that Kane Moon and Roy K. Suh of Moon & Yang, APC, have adequately represented the Class and finally appoints them as Class Counsel.

5. The Court finds that the Settlement is, in all respects, fair, reasonable, and adequate to the

1 Class when balanced against the probable outcome of extensive and costly litigation. Substantial  
2 investigation and research have been conducted such that counsel for the Parties are reasonably able to  
3 evaluate their respective positions. It appears to the Court that Settlement will avoid substantial additional  
4 costs by all parties, as well as the delay and risk that would be presented by further prosecution of the  
5 Action. The Court finds that the Settlement that has been reached is the result of intensive, non-collusive,  
6 arm's-length negotiations.

7 6. The Court determines that the Parties complied with the distribution of the Class Notice to  
8 the Class in the manner and form set forth in the Preliminary Approval Order and that, as a result, the  
9 Class Notice provided to the Class was the best notice practicable under the circumstances, constituted  
10 due and sufficient notice to all persons entitled to such notice and that all absent Class Members have been  
11 given the opportunity to participate fully in the claims exclusion and the approval process.

12 7. [Settlement Administrator – TBD], the Court-appointed Settlement Administrator has  
13 received \_\_\_\_\_ Workweek/PAGA Pay Period Disputes regarding the calculations of Class Members'  
14 credited Workweeks or PAGA Pay Periods. The Settlement Administrator has, furthermore, received  
15 \_\_\_\_\_ Objections and \_\_\_\_\_ Opt-Out Request to the Settlement (i.e., "Opt Outs") in response to the  
16 Class Notice. Accordingly, all Class Members shall be bound by the terms of the Settlement.

17 8. Plaintiff and all Class Members ("Participating Class Members"), shall have, by operation  
18 of this Order and the accompanying Judgment, fully, finally, and forever released, relinquished, and  
19 discharged Released Parties from all Released Claims as set forth in the Settlement Agreement.  
20 Participating Class Members shall be forever barred and enjoined from prosecuting any of the Released  
21 Claims against the Released Parties as set forth in the Settlement Agreement, whether or not they actually  
22 receive or cash Individual Settlement Payment checks and shall not be entitled to any further payment or  
23 any personal relief of any kind from any Released Parties including any payment for damages, wages,  
24 compensation, commissions, fees, costs, reimbursements, penalties, or interest on account of the Released  
25 Claims. If a Participating Class Member fails to receive or cash his or her Individual Settlement Payment  
26 check, then the affected Participating Class Member shall be deemed bound nonetheless.

27 9. The State of California, by and through Plaintiff and PAGA Representative Anya Madeline  
28 Hill-Butler, shall, by operation of this Order and the accompanying Judgment, fully, finally, and forever

1 release, relinquish, and discharge Released Parties from all PAGA Claims set forth in the Settlement  
2 Agreement as they relate to the PAGA Settlement and PAGA Members.

3 10. The Settlement is not an admission by Defendants of the merits of any claim in the Action  
4 or of any wrongdoing. Neither the Settlement Agreement, nor any document referenced therein, nor any  
5 action taken to carry out this Settlement Agreement, shall be (a) construed as or used as an admission of  
6 liability or an admission that any of Defendants' defenses in the Action are with or without merit, or (b)  
7 disclosed, referred to, or offered in evidence against Defendants in any further proceeding except for  
8 purposes of effectuating the Settlement. However, the Settlement may be admitted in evidence and  
9 otherwise used in any proceeding to enforce its terms, or in defense of any claims released or barred by  
10 the Settlement.

11 11. The Court approves the Gross Settlement Amount, as set forth in the Settlement  
12 Agreement, of four hundred twenty thousand dollars and zero cents (\$420,000.00), which shall be non-  
13 reversionary and which shall include (1) Individual Settlement Payments; (2) Settlement Administration  
14 Costs; (3) the PAGA Payment to the LWDA; (4) the PAGA Payment to PAGA Members; (5) the Class  
15 Representative Service Award; (6) the Class Counsel Fee Award; and (7) the Class Counsel Cost Award,  
16 payable under this Settlement in keeping with the subparagraphs below:

17 a. Individual Settlement Payments. The Court approves the methodology used to  
18 calculate each Participating Class Member's Individual Settlement Payment amount as detailed in the  
19 Settlement Agreement and approves payments of those amounts to Participating Class Members as  
20 Individual Settlement Payments.

21 b. Settlement Administration Costs. The Court approves the payment of [AMOUNT  
22 - TBD] as Settlement Administration Costs to the Settlement Administrator.

23 c. PAGA Payment to the LWDA. The Court approves the payment of eighteen  
24 thousand, seven hundred fifty dollars, and zero cents (\$18,750.00) to the California Labor Workforce  
25 Development Agency for the settlement of the PAGA Claims.

26 d. PAGA Payment to PAGA Members. The Court approves the payment of six  
27 thousand, two hundred fifty dollars, and zero cents (\$6,250.00) as the aggregate PAGA Payment to PAGA  
28 Members, the methodology used to calculate each PAGA Member's Individual PAGA Payment amount

1 as detailed in the Settlement Agreement and approves payments of those amounts to PAGA Members as  
2 Individual PAGA Payments.

3 e. Class Representative Service Award. The Court approves the payment of seven  
4 thousand, five hundred dollars, and zero cents (\$7,500.00) as a Class Representative Service Award to  
5 Plaintiff, separate and apart from any amounts due to Plaintiff as an Individual Settlement Payment or  
6 Individual PAGA Payment.

7 f. Class Counsel Fee Award. The Court approves the payment of one hundred forty  
8 thousand dollars and zero cents (\$140,000.00) [or \_\_\_\_\_ thousand dollars, and zero cents  
9 (\$\_\_\_\_.00), which is one-third (1/3) of the Gross Settlement Amount] as a Class Counsel Fee Award  
10 payable to Class Counsel in recognition of Class Counsel's diligent representation of Plaintiff and Class  
11 Members and the contingent risks Class Counsel undertook in litigating the Action because the Court  
12 determines that the award of such fees is fair and reasonable. The Court finds that Class Counsel's request  
13 for attorneys' fees is reasonable under the common fund method. The Court finds that Class Counsel's  
14 request for attorneys' fees is also reasonable under the lodestar method with application of a multiplier.  
15 The Court finds that the number of hours Class Counsel spent prosecuting the Action is reasonable and  
16 Class Counsel's hourly rates are reasonable and in line with rates prevailing in the community. Application  
17 of a multiplier is appropriate given the contingent risk incurred by Class Counsel, the difficulty of the  
18 questions involved, the substantial benefit conferred on the Class as a result of the Settlement, and the  
19 skill displayed by Class Counsel.

20 g. Class Counsel Cost Award. The Court approves the payment of [\_\_\_\_\_ thousand  
21 dollars, and zero cents (\$\_\_\_\_.00)] as a Class Counsel Cost Award to Class Counsel for reimbursement  
22 of Class Counsel's reasonable litigation expenses incurred in litigating and resolving the Action as a Class  
23 Counsel Cost Award for reimbursement of Class Counsel's litigation costs because the Court determines  
24 that the award of such costs is fair and reasonable.

25 12. The Court hereby approves the plan for transferring uncashed Individual Settlement  
26 Payment and Individual PAGA Settlement checks funds to California State Controller's Unclaimed  
27 Property Fund.

28 13. The Court orders the Parties to carry out the settlement fund distribution process for the

1 Settlement according to the terms of the Settlement Agreement and authorizes the Parties to utilize all  
2 reasonable procedures to effectuate those ends, which are materially consistent with this Order and the  
3 Settlement Agreement.

4 14. The Parties shall bear their own respective attorneys’ fees and costs, except as otherwise  
5 provided for in this Order or in the Settlement Agreement and as later approved by the Court.

6 15. Pursuant to California Rule of Court, Rule 3.769(h), this Court shall retain jurisdiction over  
7 all matters related to the administration and consummation of the Settlement and any claims, asserted in,  
8 arising out of, or related to the subject matter of the Action including, but not limited to, all matters related  
9 to the final distribution of Settlement funds and the determination of all controversies relating thereto.

10 16. A non-appearance Case Review re: Final Report re: Distribution of Settlement Funds is set  
11 for \_\_\_\_\_ (240 days from this Order) at \_\_\_\_\_. The Court  
12 orders Class Counsel to file the Final Report five (5) court days in advance of the Case Review.

13 17. Accordingly, and pursuant to Code of Civil Procedure section 382 and Rule 3.769 of the  
14 California Rules of Court, this Court GRANTS Plaintiff’s motion for Final Approval of Class Action  
15 Settlement and further directs that a separate Final Judgment shall be entered in accordance with the terms  
16 of this Order.

17 **IT IS SO ORDERED.**

18 DATED: \_\_\_\_\_

19 \_\_\_\_\_  
20 THE HONORABLE EVELIO GRILLO  
21 Judge of the Superior Court  
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**EXHIBIT 4**

**(Draft Final Judgment)**

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6 Attorneys for Plaintiff ANYA MADELINE HILL-  
BUTLER

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

9 **FOR THE COUNTY OF ALAMEDA - RENE C. DAVIDSON COURTHOUSE**

10 ANYA MADELINE HILL-BUTLER,  
individually, and on behalf of all others similarly  
11 situated,

12 Plaintiff,

13 v.

14 SATELLITE AFFORDABLE HOUSING  
ASSOCIATES, a California corporation;  
15 SATELLITE AFFORDABLE HOUSING  
ASSOCIATES PROPERTY MANAGEMENT, a  
16 California corporation; and DOES 1 through 10,  
inclusive,

17 Defendants.

Case No. 22CV009525

*Assigned for all purposes to the Honorable Evelio  
Grillo, Department 12*

**[PROPOSED] FINAL JUDGMENT**

PAGA Case No.

LWDA-CM-876114-22:

Action Filed:

FAC Filed:

Trial Date:

March 29, 2022

April 6, 2022

July 20, 2022

None Set

**[PROPOSED] FINAL JUDGMENT**

In keeping with this Court's [FINAL APPROVAL HEARING DATE] Order Granting Final Approval of Stipulation of Class and Representative Action Settlement ("Final Approval Order") this Court hereby **ADJUDGES** and **DECREES**:

1. Pursuant to the Code of Civil Procedure section 382, Rule 3.769 of the California Rules of Court and Labor Code §§ 2698, *et seq.* ("PAGA"), this Court now enters this Final Judgment pursuant to which Plaintiff Anya Madeline Hill-Butler, Participating Class Members and the State of California, California Labor and Workforce Development Agency ("LWDA"), shall take nothing from Defendants Satellite Affordable Housing Associates and Satellite Affordable Housing Associates Property Management ("Defendants"), except as expressly set forth in the Final Approval Order.

2. Pursuant to the Rules of Court, Rule 3.771(a), this Final Judgment, hence, binds the following Class:

All current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time from April 6, 2018 to [DATE] ("Class Period").

and finally binds the State of California as to the following PAGA Members:

All current and former hourly non-exempt employees who worked for Defendants in California as an hourly, non-exempt employee at any time from March 29, 2021 to [DATE] ("PAGA Period").

3. Pursuant to Code of Civil Procedure section 664.6 and Rules of Court, Rule 3.769(h), this Court shall retain jurisdiction over the Parties, Participating Class Members and the LWDA with respect to enforcement of this Final Judgment including, but not limited to, all matters related to the interpretation, administration, and consummation of the Settlement. Pursuant to the Rules of Court, Rule 3.771(b), the Settlement Administrator's posting of an electronic copy of this Final Judgment on the Settlement Administrator's website shall be deemed due and sufficient notice of entry of this Final Judgment.

**IT IS SO ADJUDGED.**

DATED: \_\_\_\_\_

\_\_\_\_\_  
THE HONORABLE EVELIO GRILLO  
Judge of the Superior Court