

**ARBITRATION
BEFORE HUNTER R. HUGHES III, ARBITRATOR
HUNTER HUGHES ADR**

**EDRIAN BIALA, AMBER GLEASON, and
DEBBIE TRINH, individually and on behalf
of all others similarly situated,**

Claimants,

v.

JFROG, INC.,

Respondent.

This matter came before the Arbitrator on Claimants' Unopposed Application for Final Settlement Approval.

1. The Arbitrator approves the Settlement Agreement and Release ("Settlement Agreement") attached as Exhibit 1 to the Declaration of Melissa L. Stewart in Support of Claimants' Unopposed Application for Final Approval of Class and Collective Action Settlement, and so-orders all of its terms. The Arbitrator finds that the Settlement Agreement is fair, reasonable, and adequate and reflects a reasonable compromise of contested issues.

2. On April, 8, 2022, the Arbitrator preliminarily certified the Class for settlement purposes only. The Arbitrator now grants final certification, for settlement purposes only, of the class of all individuals employed by JFrog, Inc. as Sales Representatives in California during the period May 3, 2017 through March 1, 2022.

3. The Arbitrator finds that the prerequisites and considerations necessary for certification of a collective under 29 U.S.C. § 216(b) of the Fair Labor Standards Act of 1938 are satisfied and certifies, for settlement purposes only, the collective of all individuals employed by

JFrog as Sales Representatives in the United States at any time between May 3, 2018 through March 1, 2022.

4. The Arbitrator approves the Service Awards of \$15,000.00 for each of the Named Claimants, Edrian Biala, Amber Gleason, and Debbie Trinh.

5. The Arbitrator grants Claimants' Counsel's unopposed request for one-third of the Total Settlement Amount, \$850,000.00, as attorneys' fees, and unopposed request for reimbursement of reasonable out-of-pocket costs of \$6,782.84.

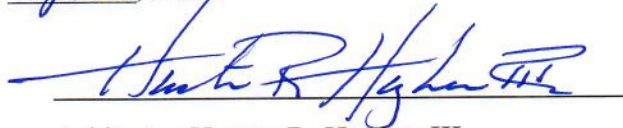
6. The Settlement Administrator shall distribute settlement funds in accordance with the Settlement Agreement.

7. The Parties shall abide by all terms of the Settlement Agreement, which are incorporated herein by reference, and this Award.

8. This case is dismissed with prejudice.

9. The Arbitrator will retain jurisdiction over this action for the purposes of enforcing the Settlement.

It is so ORDERED this 6th day of Sept, 2022.


Arbitrator Hunter R. Hughes III