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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SACRAMENTO

ALEXANDER SABATONI, individually, and on behalf of other members of the general public similarly situated and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act; Plaintiff, vs. COLLIERS INTERNATIONAL REAL ESTATE MANAGEMENT SERVICES (CA), INC., a Delaware corporation; CI REMS CA, INC., an unknown business entity; COLLIERS MACAULAY NICOLLS INC., an unknown business entity; and DOES 1 through 100, inclusive, Defendants.	Case No.: 34-2021-00305011-CU-OE-GDS Honorable Lauri A. Damrell Department 22 **<u>CLASS ACTION</u>** **PLAINTIFFS' NOTICE OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT; MEMORANDUM OF POINTS AND AUTHORITIES** Date: December 19, 2025 Time: 9:00 a.m. Department: 22 Complaint Filed: July 27, 2021 FAC Filed: January 10, 2025 Trial Date: None Set

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TO THE HONORABLE COURT AND TO ALL PARTIES AND THEIR COUNSEL OF RECORD:

PLEASE TAKE NOTICE that on December 19, 2025, at 9:00 a.m. or as soon thereafter as the matter may be heard before the Honorable Lauri A. Damrell in Department 22 of the Superior Court of California for the County of Sacramento, located at 720 9th Street, Sacramento, California 95814, Plaintiffs Alexander Sabatoni and David Wilber (together, "Plaintiffs" or "Class Representatives") will, and hereby do, move for an order:

- Granting preliminary approval of the proposed class action settlement described herein and as set forth in the Joint Stipulation of Class Action and PAGA Settlement and Release ("Settlement," "Agreement," or "Settlement Agreement"), attached as "**EXHIBIT 1**" to the Declaration of Vartan Madoyan in Support of Plaintiffs' Motion for Preliminary Approval of Class Action and PAGA Settlement;
- Certifying the proposed Class for settlement purposes;
- Appointing Plaintiffs Alexander Sabatoni and David Wilber as Class Representatives;
- Appointing Arby Aiwazian, Joanna Ghosh, Vartan Madoyan of Lawyers *for* Justice, PC, as Class Counsel;
- Approving the proposed Notice of Class Action Settlement ("Class Notice"), attached as "**EXHIBIT A**" to the [Proposed] Order Granting Preliminary Approval of Class Action and PAGA Settlement, and directing the mailing thereof in accordance with the Settlement Agreement;
- Approving Simpluris, Inc., as the Settlement Administrator; and
- Scheduling a hearing to consider final approval of the Settlement.

This Motion is made pursuant to Rule 3.769 of the California Rules of Court, which require approval by the Court of the settlement of a putative class action, and Rule 3.1113(e), which allows the Court to preliminarily certify a class for settlement purposes, and permits the Court to extend the page limit for memoranda.

Pursuant to Local Rule 1.06 (A), the court will make a tentative ruling on the merits of this matter by 2:00 p.m., the court day before the hearing. The complete text of the tentative

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ruling may be downloaded off the court's website. If the party does not have online access, they may call the dedicated phone number for the department as referenced in the local telephone directory between the hours of 2:00 p.m. and 4:00 p.m. on the court day before the hearing and receive the tentative ruling. If you do not call the court and the opposing party by 4:00 p.m. the court day before the hearing, no hearing will be held.

This motion is based upon the following memorandum of points and authorities, the Settlement Agreement, the Declaration of Proposed Class Counsel (Vartan Madoyan), the Declaration of Proposed Class Representatives (Alexander Sabatoni and David Wilber), and the Declaration of the Settlement Administrator (Denise Islas) in support thereof, as well as the pleadings and other records on file with the Court in this matter, and such evidence and oral argument as may be presented at the hearing on this motion.

Dated: November 25, 2025

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By: Vartan S. Madoyan

Vartan Madoyan
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MEMORANDUM OF POINTS AND AUTHORITIES

I. SUMMARY OF MOTION

Plaintiffs Alexander Sabatoni and David Wilber (together, "Plaintiffs" or "Class Representatives")[1] seek preliminary approval of the Joint Stipulation of Class Action and PAGA Settlement and Release ("Settlement," "Agreement," or "Settlement Agreement") entered into by and between Plaintiffs, individually and on behalf of all others similarly situated and other aggrieved employees, on the one hand, and Defendant Colliers International Real Estate Management Services (CA), Inc. ("Defendant"), on the other hand. Subject to approval by the Court, Plaintiffs and Defendant (collectively, the "Parties") have agreed to settle the lawsuit for a Total Settlement Amount of $1,027,720.00.[2]

Plaintiffs also seek to provisionally certify the following Class for settlement purposes, which Defendant does not oppose:

> All current and former hourly-paid, non-exempt employees of Defendant who worked for Defendant in the State of California at any time during the Class Period ("Class" or "Class Members").[3]

Class Members who do not submit a timely and valid Request for Exclusion from the Class Settlement ("Settlement Class Member") will receive a *pro rata* share of the Net Settlement Amount ("Individual Settlement Share"). The net payment of each Settlement Class Member's Individual Settlement Share ("Individual Settlement Payment") will be distributed to

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[1] As noted below, David Wilber (as of the date of filing of this motion) is technically not yet a party but rather a proposed plaintiff, as the Parties filed a Joint Stipulation for Leave to File Second Amended Complaint, which would join David Wilber as a plaintiff and class and PAGA representative. To avoid delay, however, and since it is anticipated that the Joint Stipulation will be granted, this Motion is brought on behalf of both Plaintiff Sabatoni and David Wilber. For the sake of convenience and for purposes of this Motion, Plaintiff Sabatoni and David Wilber are referred to collectively as "Plaintiffs."

[2] Settlement Agreement, attached as "**EXHIBIT 1**" to Declaration of Vartan Madoyan ("Madoyan Decl."), ¶ 14(mm). Based on its records. Defendant has represented that the putative Class worked a total of approximately 32,983 Workweeks during the period from July 27, 2017 through April 19, 2023 ("relevant time period"). If the Settlement Administrator determines that the Workweeks worked by Class Members during the relevant time period exceeds 32,983 by ten percent (10%) (i.e., more than 3,298), Defendant at its sole option shall either: 1) increase the Total Settlement Amount on a pro rata basis equal to the percentage increase in the number of Workweeks worked by the Class Members above ten percent (10%), meaning Defendant will increase the Total Settlement Amount by the percentage amount above ten percent (10%) (e.g., if the number of Workweeks increases by 11% to 36,611 workweeks, the Total Settlement Amount will increase by one percent (1%)); or 2) Defendant may choose to end the Class Period and PAGA Period on the date that the Workweeks total 110% of 32,983 (i.e., 36,281). *See id.*, ¶ 15(d).

[3] *Id.*, ¶ 14(e). "Class Period" is defined as the period from July 27, 2017 through the date of Preliminary Approval, or, if applicable, through the end date based on the escalator clause. *See id.*, ¶ 14(g).

Settlement Class Members on a *pro rata* basis based upon the number of weeks each Class Member worked for Defendant as an hourly-paid, non-exempt employee in the State of California during the Class Period, which will be calculated by Defendant for each Class Member by dividing the total days worked as a Class Member during the Class Period by seven (7) ("Workweeks").[4]

The Settlement, upon final approval by the Court and funding of the Total Settlement Amount, will operate to resolve the Released Class Claims of Plaintiffs and Settlement Class Members and the Released PAGA Claims of the State of California.[5]

II. PROCEDURAL HISTORY AND FACTUAL BACKGROUND

Defendants are subsidiaries of Colliers International Group, Inc., a publicly-traded company headquartered in Ontario, Canada. Defendants provide a range of real estate services, including but not limited to brokerage, facility management, valuation, and market research. Plaintiffs are former employees of Defendant.

On July 27, 2021, Plaintiff Sabatoni filed the Class Action Complaint for Damages ("Original Complaint") in the Superior Court for the County of Sacramento, thereby commencing the above-captioned lawsuit ("Action").[6]

On September 30, 2021, Defendant filed an Answer to Plaintiff Sabatoni's Original Complaint.[7]

On February 4, 2022, Plaintiff Sabatoni propounded on Defendant multiple sets of discovery, including Form Interrogatories – General (Set One), Request for Production of Documents (Set One), and Special Interrogatories (Set One and Two), and also propounded Notices of Deposition of Defendant's Person Most Knowledgeable and Requests for Production of Documents.[8]

On October 23, 2024, Plaintiff Sabatoni provided written notice by certified mail to the

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[4] Settlement Agreement, ¶¶ 14(q), 14(r), 14(ll), and 14(nn).
[5] *Id.*, ¶¶ 22 and 23. *See id.* at ¶ 14(ee) for the full scope of the "Released Class Claims," *id.* at ¶ 14(ff) for the full scope of the "Released PAGA Claims," and *id.* at ¶ 14(gg) for the definition of the "Released Parties."
[6] Madoyan Decl. ¶ 1, Exh. 1.
[7] *Id.*, ¶ *2.*
[8] *Id.*, ¶ *3.*

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LWDA and Defendant of the specific provisions of the California Labor Code that were alleged to be violated ("Sabatoni PAGA Notice"). Aside from confirmation of receipt of the PAGA Notice, the LWDA did not respond to the PAGA Notice.[9]

On January 10, 2025, Plaintiff Sabatoni filed a First Amended Class Action Complaint for Damages and Enforcement Under the Private Attorneys General Act ("First Amended Complaint").[10]

On March 3, 2025, David Wilber provided written notice by certified mail to the LWDA and Defendant of the specific provisions of the California Labor Code that were alleged to be violated ("Wilber PAGA Notice"). Aside from confirmation of receipt of the PAGA Notice, the LWDA did not respond to the PAGA Notice.[11]

On November 24, 2025, Plaintiff Sabatoni and Defendant filed a Joint Stipulation Granting Plaintiff Leave to File Seconded Amended Complaint, which attached as an exhibit a copy of the Proposed Second Amended Complaint ("Second Amended Complaint"), which proposes to add David Wilber as a plaintiff and class and PAGA representative. The Second Amended Complaint will be the operative complaint with respect to the Action and for purposes of Settlement. To avoid delay, however, and since it is anticipated that the Joint Stipulation will be granted, this Motion is brought on behalf of both Plaintiff Sabatoni and David Wilber. For the sake of convenience and for purposes of this Motion, Plaintiff Sabatoni and David Wilber are referred to collectively as "Plaintiffs."

Plaintiffs' core allegations are that Defendant has violated California wage and hour law, including but not limited to laws set forth in the California Labor Code, by engaging in a uniform practice and procedure, with respect to Plaintiffs, Class Members, and Aggrieved Employees of, *inter alia*, failing to pay all overtime and minimum wages, at all or at the correct rate of pay, failing to provide compliant meal and rest periods and associated premium pay, failing to timely pay wages during employment and upon termination of employment, failing to provide

[9] Madoyan Decl., ¶ 4.
[10] *Id.,* ¶ 5.
[11] *Id.,* ¶ 6.

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compliant wage statements, failing to maintain requisite payroll records, failing to pay vested vacation wages, and failing to reimburse necessary business expenses, and thereby engaged in unfair business practices in violation of California Business and Professions Code section 17200, et seq., and conduct giving rise to civil penalties recoverable under the Private Attorneys General Act of 2004 (California Labor Code sections 2698, *et seq.*). Plaintiffs contend that they, and the Class Members, are entitled to, *inter alia*, unpaid wages, penalties (including and not limited to, penalties pursuant to PAGA), and attorneys' fees and costs.

The Parties have actively litigated the matters since the Action was commenced on July 27, 2021, including participating in arm's-length and informed private mediation and settlement negotiations with mediator Francis J. Ortman III, Esq. ("Mediator"), a respected mediator of complex wage and hour actions.[12] With the aid of the mediator, the Parties reached the Settlement described herein to resolve the Action in its entirety.[13]

III. SUMMARY OF THE SETTLEMENT TERMS

Under the terms of the Settlement, Defendant will pay a Total Settlement Amount of $1,027,720.00 to resolve the Action.[14] Subject to approval by the Court, the Net Settlement Amount will be calculated by deducting the following amounts from the Total Settlement Amount: (1) Attorneys' fees in an amount not to exceed 35% of the Total Settlement Amount (i.e., $359,702.00 if the Total Settlement Amount remains $1,027,720.00), and litigation costs in an amount not to exceed $20,000.00 (together, "Attorneys' Fees and Costs") to Class Counsel; (2) Settlement Administration Costs not to exceed $10,000.00 to the Settlement Administrator ("Settlement Administration Costs"); (3) PAGA Penalty Amount of $155,000.00 ("PAGA Penalty Amount") apportioned 65% to the LWDA and 35% to Aggrieved Employees; and (4) Class Representative Enhancement Payments in the amount of up to $5,000.00 each to Plaintiffs (for a combined total of $10,000.00) ("Enhancement Payments").[15] The Parties have agreed to

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[12] *Id.*, ¶ 23.
[13] Ibid.
[14] *Id.*, ¶¶ 14(mm) & 15(b)
[15] Settlement Agreement, ¶¶ 15(b)(vii), 15(b)(viii), 15(b)(ix), and (15(b)(ii).

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retain Simpluris Inc., ("Simpluris" or "Settlement Administrator") to handle the notice and settlement administration process.[16]

The Parties have agreed that the Settlement Administrator will determine each Settlement Class Member's share of the available Net Settlement Amount ("Individual Settlement Share"), in accordance with the Settlement Agreement as follows: after Preliminary Approval of the Settlement, the Settlement Administrator will divide the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiply each Class Member's individual Workweeks by the Estimated Workweek Value to yield his or her estimated Individual Settlement Share.[17] The Parties have agreed that the Administrator will determine each Aggrieved Employee's *pro rata* share of the PAGA Penalties, in accordance with the Settlement Agreement on a per PAGA Workweek basis.[18]

The Parties agree, for purposes of this Settlement, that Individual Settlement Shares will be allocated 20% to the settlement of wage claims, subject to withholdings, and 80% to interest, penalties, and other non-wage damages.[19] The Settlement Administrator will withhold the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share, and issue checks to Settlement Class Members for their Individual Settlement Payments. Each Individual PAGA Payment will be allocated as 100% penalties and will not be subjected to withholdings.[20] Defendant will provide the legally-mandated employer-paid portion of the payroll taxes due with respect to the wages portion of the Individual Settlement Shares ("Employer Taxes") in addition to the Total Settlement Amount.[21]

Individual Settlement Payment and Individual PAGA Payment checks will be valid and negotiable for one hundred and eighty (180) calendar days after the date of issuance, thereafter,

[16] *Id.*, ¶ 14(jj).
[17] *Id.*, ¶ 15(b)(iii)(aa).
[18] *Id.*, ¶ 15(b)(iv).
[19] *Id.*, ¶ 15(b)(v).
[20] *Id.*, ¶ ¶ 15(b)(v).
[21] *Id.*, ¶¶ 14.m.

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they will be canceled and funds leftover from the canceled checks will be sent to the Court Appointed Special Advocates of Sacramento (CASA Sacramento).[22]

Class Members may exclude themselves from the Class Settlement by submitting a timely and valid written Request for Exclusion no later than 60 calendar days from the initial mailing of the Class Notice ("Response Deadline").[23] Aggrieved Employees shall be bound to the PAGA Settlement irrespective of whether they exercise their option to opt out of the Class Settlement.[24]

Any individual who does not exclude himself/herself from the Class Settlement (i.e., Settlement Class Members) can submit a Notice of Objection to the terms of the Class Settlement on or before the Response Deadline.[25]

In order to dispute the number of class Workweeks and/or PAGA Workweeks attributable to an individual Class Member and/or Aggrieved Employee, that Class Member and/or Aggrieved Employee must submit a written letter to the Settlement Administrator, and include copies of any supporting evidence they may have.[26]

IV. LEGAL STANDARD FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENTS

The settlement of a class action requires approval by the court. *Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1800; Cal. Code Civ. Proc. § 1781(f). Courts review class action settlements in a two-step process: (1) an earlier conditional review by the court; and (2) a later detailed review after the period during which notice is distributed to class members for their comments or objections. *Conte & Newberg, Newberg on Class Actions* § 11.24 (4th Ed. 2002). Preliminary approval of a settlement does not require a court to make a final determination that the settlement is fair, reasonable, and adequate. Rather, that decision is made only at the final approval stage. Cal. R. Ct. 3.769(g).

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[22] *Id.*, ¶ 17.
[23] Settlement Agreement, ¶¶ 14(ii) and 19.
[24] *Id.*, 19.
[25] *Id.*, ¶ 20.
[26] *Id.*, ¶ 21.

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In considering a potential class settlement, a court need not reach any ultimate conclusions on the issues of fact and law which underlie the merits of the dispute and need not engage in a trial on the merits. See *City of Detroit v. Grinnell Corporation* (2d Cir. 1974) 495 F.2d 448, 456; *Officers for Justice v. Civil Service Commission of City and County of San Francisco* (9th Cir. 1982) 688 F.2d 615, 625. Neither formal notice nor a hearing is required for the trial court to grant provisional class certification and preliminary approval; the court may grant such relief upon an informal application by the settling parties and may conduct any necessary hearing in court or in chambers, at the court's discretion. *Newberg*, § 11.25.

V. THE COURT SHOULD PRELIMINARY APPROVE THE SETTLEMENT

The trial court has broad discretion to determine whether a proposed settlement is fair under the circumstances of the case. *Dunk*, 48 Cal.App.4th at 1800. To make this fairness determination, courts must consider several relevant factors, including "the strength of the Plaintiff's case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of discovery completed and the stage of the proceedings, the experience and view of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement." *Dunk*, 48 Cal.App.4th at 1801. "The list of factors is not exclusive and the court is free to engage in a balancing and weighing of the factors depending on the circumstances of each case." *Wershba v. Apple Computer, Inc.* (2001) 91 Cal.App.4th 224, 245. Furthermore, courts give "proper deference to the private consensual decision of the parties." *Hanlon*, 150 F.3d at 1027 (citation omitted).

The proponent of the settlement has the burden to show that it is fair and reasonable. *Wershba*, 91 Cal.App.4th at 245. "A presumption of fairness exists where: (1) the settlement is reached through arm's-length bargaining; (2) investigation and discovery are sufficient to allow counsel and the court to act intelligently; (3) counsel is experienced in similar litigation; and (4) the percentage of objectors is small." *Id.*; *Dunk*, 48 Cal.App.4th at 1802; *7-Eleven Owners for Fair Franchising v. Southland Corp.* (2000) 85 Cal.App.4th 1135, 1151.

A. The Settlement Resulted from Arm's-Length Negotiations Based Upon Extensive Investigation and Discovery.

The Parties have actively litigated the matter since the Action commenced on July 27, 2021. Both sides investigated the veracity, strength, and scope of the claims throughout the case, and Class Counsel were actively preparing the matter for class certification and trial.[27]

Class Counsel conducted significant investigation and formal and informal discovery regarding the facts of the cases, including and not limited to, the exchange, review, and analysis of a large volume of documents and data from Plaintiffs, Defendant, and other sources.[28] The volume of data and documents that Class Counsel reviewed and analyzed included and was not limited to: Plaintiffs' employment records, earnings statements, and time and pay records, a detailed sampling of Class Members' time data and pay records, relevant wage and hour policies and handbooks applicable to the Class, including internal memoranda, company policy acknowledgements (including but not limited to Acknowledgement of Receipt of Location of Colliers International Policies and Procedures, Acknowledgement of the FCPA Prevention of Bribery Policy, Acknowledgement of Receipt of Colliers Information Technology Policies, Acknowledgement of Receipt of Whistleblower Policies and Procedures), forms, procedures and practices (including but not limited to Procedure – Attendance, Punctuality and Schedules), among other information and documents.[29] Class Counsel had the opportunity to interview Plaintiffs and others to gather facts and to identify potential witnesses.[30] In addition, Class Counsel have extensive experience in California wage-and-hour class actions.[31]

Plaintiffs and Defendant engaged in extensive settlement negotiations and participated in a full-day mediation conducted by Francis J. Ortman III, Esq., a well-respected mediator experienced in mediating complex labor and employment matters.[32] Prior to and during the mediation and settlement negotiations, the Parties exchanged extensive information and engaged

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[27] Madoyan Decl., ¶¶ 23-25.
[28] *Id.*, ¶ 24.
[29] Ibid.
[30] Ibid.
[31] *Id.*, ¶ 17.
[32] *Id.*, ¶ 23.

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in discussions regarding their evaluations of the case and various aspects of the case, including but not limited to, the risks and delays of further litigation, including the risks of proceeding with class certification and/or representative adjudication, the law relating to off-the-clock theory, regular rate, meal and rest periods, PAGA representative claims, and wage-and-hour enforcement; the evidence produced and analyzed; and the possibility of appeals.[33] During all settlement discussions, the Parties conducted their negotiations at arm's length in an adversarial position.[34] Arriving at a settlement that was acceptable to both Parties was not easy. Both sides felt strongly about their ability to prevail at certification and at trial.[35] After conducting investigations, formal and informal discovery, extensive settlement negotiations, and with the aid of the mediator's evaluation, the Parties have agreed that the matters are well-suited for settlement given the legal issues relating to Plaintiffs' principal claims, as well as the costs and risks to both sides that would attend further litigation.[36]

B. The Settlement Is Fair, Reasonable, and Adequate.

The Settlement represents a fair, adequate, and reasonable resolution of the matter.[37] The Settlement was calculated using the information and data uncovered during litigation, case investigation, and the formal and informal exchange of information.[38] The Settlement takes into account the potential risks and rewards inherent in any case and, in particular, in the matter at issue.[39] Moreover, considering all of the facts and circumstances of the lawsuits, the Settlement represents a fair, reasonable, and adequate recovery for the Class.[40]

Assuming that the Attorneys' Fees and Costs, Enhancement Payments, PAGA Penalty Amount, and Settlement Administration Costs are approved by the Court and paid in the full amounts provided for by the Settlement, the Settlement provides for a Net Settlement Amount

[33] Madoyan Decl., ¶ 23.
[34] Ibid.
[35] Ibid.
[36] Ibid.
[37] *Id.*, ¶¶ 23, 25, 27 and 34.
[38] *Id.*, ¶¶ 23-25.
[39] Ibid.
[40] *Id.*, ¶¶ 25-34.

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that is currently estimated to be at least $473,018.00.[41] Additionally, 35% of the PAGA Penalty Amount (i.e., Aggrieved Employee Amount), which is $54,250.00 out of $155,000.00, will be distributed to the Aggrieved Employees. The entire Net Settlement Amount will be fully paid out to the Settlement Class Members, in accordance with the Settlement Agreement, without requiring any claim forms to be submitted.

The amount of each Settlement Class Member's Individual Settlement Share and each Aggrieved Employee's Individual PAGA Payment will be calculated based on their Workweeks and/or PAGA Workweeks during the Class Period and PAGA Period, respectively.[42] "An allocation formula need only have a reasonable, rational basis [to warrant approval], particularly if recommended by experienced and competent class counsel." *In re American Bank Note Holographics, Inc., Securities Litigation* (S.D.N.Y. 2001) 127 F.Supp.2d 418, 429-30. Here, the allocation is reasonably related to the number of Workweeks and/or PAGA Workweeks actually worked for Defendant during the relevant period and should be approved.

In light of the foregoing considerations, Class Counsel believe that the Settlement as a whole is fair, reasonable, and adequate, and is in the best interest of the Class Members, Aggrieved Employees, and the State of California.[43] Although the recommendations of Class Counsel are not conclusive, the Court can properly take the recommendations into account, particularly if Class Counsel appear to be competent, and have experience with this type of litigation, and investigation have been completed, as is the case here. *Newberg*, §11.47. Accordingly, the Court should grant preliminary approval of the Settlement.

C. <u>The Settlement Is of Significant Value.</u>

Pursuant to *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, the Parties conducted extensive formal and informal discovery and exchanged a large volume of documents, data, and information prior to mediation.[44] The information that Class Counsel obtained from Plaintiffs, Defendant, and other sources allowed Class Counsel to develop valuation models in

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[41] Madoyan Decl., ¶ 9.
[42] Settlement Agreement, ¶¶ 15(b)(iii) and 15(b)(iv).
[43] Madoyan Decl., ¶¶ 23-34.
[44] *Id.*, ¶¶ 23-27.

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order to evaluate the potential value and merit of the claims, and perform a complete evaluation of Defendant's defenses thereto.[45] As outlined in the Declarations of Vartan Madoyan, Class Counsel performed an extensive analysis of each and every claim pursuant to *Kullar* prior to entering into the Settlement.[46]

VI. CERTIFICATION OF THE CLASS IS APPROPRIATE

The requisites for establishing class certification are met, and the Parties have stipulated to conditional certification of the Class for settlement purposes only.[47] California Code of Civil Procedure Section 382 "authorizes class actions when the question is one of a common or general interest, of many persons, or when the Parties are numerous, and it is impracticable to bring them all before the court." *Sav-On Drug Stores, Inc. v. Superior Court* (2004) 34 Cal.4th 319, 326. California courts certify class actions where the Plaintiff identifies "both [1] an ascertainable class and [2] a well-defined community of interest among class members." *Id*.

A. The Class Is Ascertainable and Sufficiently Numerous.

"Ascertainability is required in order to give notice to putative class members as to whom the judgment in the action will be res judicata." *Hicks v. Kaufman & Broad Home Corp.* (2001) 89 Cal.App.4th 908, 914. "A class is ascertainable if it identifies a group of unnamed Plaintiffs by describing a set of common characteristics sufficient to allow a member of that group to identify himself or herself as having a right to recover based on the description." *Bartold v. Glendale Federal Bank* (2000) 81 Cal.App.4th 816, 828. The proposed Class must also be sufficiently numerous. *Linder v. Thrifty Oil Co.* (2000) 23 Cal.4th 429, 435; see also *Rose v. City of Hayward* (1981) 126 Cal.App.3d 926, 934-35 (indicating that a class of 30 to 40 individuals satisfies the numerosity requirement as joinder is not practical at that point). The Class here is estimated to consist of at least 300 individuals, which is sufficiently numerous.[48] Further, all Class Members can and will be identified by Defendant to the Administrator through a review of Defendant's employment records hourly-paid and/or non-exempt employees within the State of

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[45] Madoyan Decl., ¶ 26.
[46] *Id.*, ¶¶ 23-33.
[47] Settlement Agreement, ¶ 7.
[48] Madoyan Decl., ¶ 14.

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California at any time during the Class Period. As such, the Class is ascertainable and sufficiently numerous.

B. The Class Shares a Well-Defined Community of Interest.

The community of interest requirement "embodies three factors: (1) predominant common questions of law or fact; (2) Class Representative with claims or defenses typical of the class; and (3) Class Representative who can adequately represent the class." *Sav-On*, *supra*, 34 Cal.4th at 326. "[T]he community of interest requirement for certification does not mandate that class members have uniform or identical claims." *Capitol People First v. Dep't of Developmental Services* (2007) 155 Cal.App.4th 676, 692 (emphasis in original). Rather, courts focus on the Defendant's internal policies and "pattern and practice . . . in order to assess whether that common behavior toward similarly situated Plaintiff renders class certification appropriate." *Id.* (citing *Sav-On*, 34 Cal.4th at 333).

Here, common issues of law and fact predominate as to each of the claims alleged and asserted in the Actions. Based on the documents and information obtained through formal and informal discovery and exchange of information in the matter, Plaintiffs contend that Class Members performed similar job duties and were subject to uniform operations and employment policies, practices, and procedures during the Class Period, including payroll and recordkeeping practices.[49] As a result, Plaintiffs claim that Class Members were uniformly not paid all compensation due to them from Defendant during the time period at issue. Plaintiffs maintain that the outcome of this litigation would be determined by Defendant's alleged uniform operations and employment policies and procedures that applied across its hourly-paid and/or non-exempt employees within the State of California at any time during the Class Period.

As members of the Class who were subject to these same policies, practices, and procedures, Plaintiffs' claims are typical of the Class. Moreover, Plaintiffs have no interests adverse to the Class. Plaintiffs have taken steps to initiate and maintain these actions and to ensure that it comes to a fair and reasonable resolution. Importantly, Plaintiffs have retained a

[49] Madoyan Decl., ¶ 15.

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law firm well-versed in wage and hour class actions, which have at all times represented the best interests of Plaintiffs and the Class.[50]

Accordingly, the proposed Class shares a community of interest, and the Court should certify the Class for settlement purposes only.

VII. APPOINTMENT OF CLASS COUNSEL AND ALLOCATION FOR ATTORNEYS' FEES AND COSTS

Class Counsel have litigated the matter for over four years and were actively preparing the matter for class certification and trial.[51] The ongoing work has been extensive, demanding, and ultimately successful in achieving a substantial settlement resolution. Class Counsel reviewed a large volume of documents and data[52] and also interviewed and obtained information from Plaintiffs and other percipient witnesses, researched applicable law, undertook damages/valuation calculations, and met and conferred with Defendant's counsel regarding the pleadings and the production of documents and data prior to mediation.[53] Counsel for the Parties also undertook extensive settlement discussions, which included participating in mediation.[54]

Class Counsel are well-experienced in wage-and-hour class action litigation and used that experience to obtain a great result for the Class.[55]

The Settlement establishes a Total Settlement Amount of $1,027,720.00, and provides for Class Counsel to apply to the Court consisting of attorneys' fees in an amount not to exceed 35% of the Total Settlement Amount (i.e., $359,702.00 if the Total Settlement Amount remains $1,027,720.00) and reimbursement of actual costs and expenses in an amount up to $20,000.00.[56] The attorneys' fees provided for by the Settlement are commensurate with: (1) the risk that Class Counsel took in bringing and litigating the case, (2) the extensive time, effort and expense that Class Counsel dedicated to the case, (3) the skill and determination that Class Counsel have

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[50] Madoyan Decl., ¶¶ 17-21.
[51] *Id.,* ¶¶ 24.
[52] *Id.,* ¶ 25 & 28.
[53] Ibid.
[54] *Id.,* ¶ 24.
[55] *Id.,* ¶¶ 17-21.
[56] Settlement Agreement, ¶ 15.b.vii.

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shown, (4) the results that Class Counsel have achieved throughout the litigation, (5) the value of the Settlement that Class Counsel have achieved for the Class Members, Aggrieved Employees, and the State of California, and (6) the other cases that Class Counsel had to turn down in order to devote their time and efforts to this matter. The proposed Class Notice informs Class Members that an award of the Attorneys' Fees and Costs will be sought, and the amount allocated toward the Attorneys' Fees and Costs by the Settlement.[57]

Trial courts have "wide latitude" in assessing the value of attorneys' fees and their decisions will "not be disturbed on appeal absent a manifest abuse of discretion." *Lealao v. Beneficial Cal., Inc.* (2000) 82 Cal.App.4th 19, 41. Indeed, it is long settled that the "experienced trial judge is the best judge of the value of professional services rendered in his court." *Ketchum v. Moses* (2001) 24 Cal.4th 1122, 1132. California law provides that attorney fee awards should be equivalent to fees paid in the legal marketplace to compensate for the result achieved and risk incurred. *Laffitte v. Robert Half Int'l, Inc.* (2016) 1 Cal.5th 480, 503 (citing *Lealao*, 82 Cal.App.4th at 48-49). In *Lealao*, the court held that when an action leads to a recovery that can be "monetized" with a reasonable degree of certainty, the trial court should "ensure that the fee awarded is within the range of fees freely negotiated in the legal marketplace in comparable litigation." *Id.* at 50.

The California Supreme Court has confirmed the propriety of calculating and awarding attorneys' fees as a percentage of a settlement that has, by litigation, been preserved or recovered for the benefit of others. *Laffitte*, *supra*, 1 Cal.5th 480 at 486 & 506. The Court has taken the position that while "[t]rial courts have discretion to conduct a lodestar cross-check on a percentage fee," "they also retain the discretion to forgo a lodestar cross-check and use other means to evaluate the reasonableness of a requested percentage fee[,]" and "[t]he percentage of fund method survives in California." *Id.* (internal quotation marks omitted).

Historically, courts have awarded fees as high as fifty percent (50%) of the settlement, depending on the circumstances of the case. *Newberg*, § 14.03; see also *In re Ampicillin Antitrust*

[57] Madoyan Decl., Exh. A.

Litig. (D.D.C. 1981) 526 F.Supp. 494 (awarding attorneys' fees in the amount of 45% of the $7.3 million settlement); *Beech Cinema, Inc. v. Twentieth-Century Fox Film Corp.* (S.D.N.Y. 1979) 480 F.Supp. 1195 (awarding approximately 53% of the settlement as attorneys' fees). California courts routinely approve class action attorneys' fee awards "averag[ing] around one-third of the recovery." *Chavez v. Netflix, Inc*. (2008) 162 Cal.App.4th 43, 66 n.11 (lower court found 20 to 40 percent range of contingency fee in marketplace was appropriate in class actions); see also *Estrada v. Dr. Pepper/Seven-Up*, Los Angeles County Superior Court Case No. BC262247 (May 2005) (wage and hour); *Moore v. IKEA*, Los Angeles County Superior Court Case No. BC263646 (Sept. 2006) (wage and hour).

Class Counsel have borne all of the risks and costs of litigation and will not receive any compensation until recovery is obtained.[58]

Class Counsel will provide evidence as to the specific work tasks performed, time worked, litigation efforts, and further argument at the time of filing Plaintiffs' Motion for Final Approval of the Settlement and application for the Attorneys' Fees and Costs at the Final Approval Hearing. Considering the work performed and the risks incurred, the attorneys' fees provided for by the Settlement are well within the range of reasonableness for preliminary approval.

VIII. THE PROPOSED CLASS NOTICE IS ADEQUATE

California statutory authority and case law vests the Court with broad discretion in fashioning appropriate class notice. *See* Cal. Code Civ. Proc. § 1781; *Cartt v. Superior Court* (1975) 50 Cal.App.3d 960, 973-74. A class notice is adequate if it "present[s] a fair recital of the subject matter and proposed terms" of the Settlement. *Mendoza v. United States* (9th Cir. 1980) 623 F.2d 1338, 1351 (quoting *Marshall v. Holiday Magic* (9th Cir. 1977) 550 F.2d 1173, 1177).

"Sufficient information about the case should be provided to enable class members to make an informed decision about their participation." *Manual for Complex Litigation* § 21.311 at 413 (4th ed. 2004). The proposed Class Notice describes the Settlement, the deadlines and

[58] Madoyan Decl., ¶ 9.

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procedures to submit a Notice of Objection to the Class Settlement, submit a Request for Exclusion from the Class Settlement, and/or dispute regarding Workweeks and/or PAGA Workweeks, and the date and time set for the Final Approval Hearing.[59] The proposed Class Notice summarizes the proceedings to date and the terms and conditions of the Settlement in an informative and coherent manner.[60] The proposed Class Notice recognizes that the Court has not yet granted final approval of the settlement.[61] The proposed Class Notice also apprises the Class Members and Aggrieved Employees of, *inter alia*, how their Individual Settlement Share and if applicable, their Individual PAGA Payment is calculated and the number of Workweeks and/or PAGA Workweeks credited to them.[62] The proposed Class Notice fulfills the requirement of neutrality in notice procedure. *Newberg*, at § 8.39.

Thus, the proposed Class Notice satisfies all due process requirements and complies with the standards of fairness, completeness, and neutrality. Fed. R. Civ. P. 23(c)(2) and 23(e); *Newberg*, §§ 8.21, 8.39; *Manual*, §§ 21.311, 21.312; *see also Cartt*, *supra*, 50 Cal.App.3d at 960. Accordingly, the Court should approve the proposed Class Notice.

IX. APPOINTMENT OF THE SETTLEMENT ADMINISTRATOR

The Parties have selected Simpluris, Inc., as the Settlement Administrator. Within 14 calendar days of receipt of the Class List, the Settlement Administrator will perform an NCOA check and will mail the Class Notice to each Class Member and Aggrieved Employee.[63] Class Notices returned to the Settlement Administrator as non-delivered during the thirty (30) calendar day period following the initial mailing of the Class Notice shall be resent to the forwarding address, if any, on the returned envelope.[64] If there is no forwarding address, the Settlement Administrator will do a single skip-trace for the Class Members whose Class Notice was returned, and re-mail the Class Notice within three (3) business days of receipt using the Class Member's Social Security Number. In the event that a Class Notice is re-mailed to a Class

[59] Settlement Agreement, Exh. A.
[60] Ibid.
[61] Ibid.
[62] Ibid.
[63] Settlement Agreement, ¶ 16.a.
[64] *Ibid.*

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Member, the Response Deadline for that Class Member shall be extended by fifteen (15) calendar days from the original Response Deadline.[65] The Settlement Administrator will receive and process Request for Exclusion, Notices of Objection, and Workweeks Disputes.[66] In addition, the Settlement Administrator will be responsible for printing, distributing, and tracking Class Notices and other documents for the Settlement; calculating and distributing payments due under the Settlement; issuing of 1099 and W-2 IRS Forms and undertaking all required tax reporting, filings, withholdings, and remittances; providing necessary reports and declarations; and other duties and responsibilities to process the Settlement and as requested by the Parties.[67] The Settlement Administration Costs is currently estimated to be $10,000.00, and will be paid out of the Total Settlement Amount, subject to approval by the Court.[68] Accordingly, Plaintiffs respectfully request that the Court appoint Simpluris as the Settlement Administrator and direct the mailing of the Class Notice to the Class Members and Aggrieved Employee in the manner outlined and based on the proposed deadlines as described herein and set forth in the Settlement Agreement.

X. ENHANCEMENT PAYMENTS

Plaintiffs respectfully request that the Court appoint them as the Class Representatives and preliminarily approve the Enhancement Payments in an amount up to $5,000.00 each.[69] It is within the Court's discretion to award payment to Class Representatives for their efforts and work. *Vranken v. Atlantic Richfield Co.* (N.D. Cal. 1995) 901 F.Supp. 294, 299. The factors that courts may consider in determining whether to make an Class Representative Service Payment include: (1) the risk to the Class Representative in commencing suit, both financial and otherwise; (2) the notoriety and personal difficulties encountered by the Class Representative; (3) the amount of time and effort spent by the Class Representative; (4) the duration of the litigation;

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[65] *Id.*, ¶¶ 14.ii.
[66] *Id.*, ¶¶ 14.w, 14.hh, and 14.oo.
[67] Settlement Agreement, ¶ 15.b.ix.
[68] Ibid.
[69] *Id.*, ¶ 15.b.viii.

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and (5) the personal benefit (or lack thereof) enjoyed by the Class Representative as a result of the litigation. *Id.*

The Enhancement Payments are fair and appropriate as Plaintiffs spent substantial time and effort in producing relevant documents and past employment records and providing the facts and evidence necessary to attempt to prove the allegations.[70] Plaintiffs also agreed to provide a general release of claims to Defendant, and were available whenever Class Counsel needed them and actively tried to obtain and provide information that would facilitate the pursuit of the class and PAGA claims.[71] Accordingly, it is appropriate and just for Plaintiffs to each receive $5,000.00 for their services on behalf of the Class, Aggrieved Employees, and the State of California, in addition to their Individual Settlement Payments.

XI. CONCLUSION

For the foregoing reasons, Plaintiffs respectfully request that the Court grant Preliminary Approval of the Settlement; conditionally certify the Class for settlement purposes; preliminary appoint and designate Lawyers *for* Justice, PC as Class Counsel; appoint Plaintiffs Alexander Sabatoni and David Wilber as Class Representatives; appoint Simpluris, Inc., as Settlement Administrator; preliminarily approve the allocations for Attorneys' Fees and Costs, Enhancement Payments, PAGA Penalty Amount, and Settlement Administration Costs; approve the proposed Class Notice; direct the Settlement Administrator to undertake the notice and settlement administration process in conformity with the deadlines and procedures provided by the Settlement Agreement; and schedule a Final Approval Hearing to take place in approximately six (6) months.

Dated: November 25, 2025

LAWYERS *for* JUSTICE, PC

By: Vartan S. Madoyan

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[70] Madoyan Decl., ¶ 10; Sabatoni Decl., ¶ 4.
[71] Madoyan Decl., ¶ 10; Sabatoni Decl., ¶¶ 3-6.

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