

**COMMONWEALTH OF MASSACHUSETTS
SUPERIOR COURT DEPARTMENT**

SUFFOLK ss.

Civil Action No. 2584CV02328

John Zorski, Paige Logan, and Mohammed
Shalabi, individually and on behalf of all
others similarly situated,

Plaintiffs,

v.

Catamorphic Company d/b/a LaunchDarkly,

Defendant.

JUDGMENT APPROVING SETTLEMENT

The above-entitled matter came before the Court on Plaintiffs' Unopposed Motion for Settlement Approval, with attachments ("Approval Motion"). The Court having reviewed the Plaintiffs' Complaint (and the claims asserted therein), the Approval Motion, and the Parties' Settlement and Release Agreement ("Settlement"), and being otherwise fully advised, it is hereby:

ORDERED AND ADJUDGED as follows:

1. **The Settlement is Approved** in its entirety.
2. The Court approves the Settlement and "so orders" all of its terms. The terms of the Settlement are incorporated by reference into this Order. The Court approves the Settlement as being fair and reasonable, and so Orders all the terms of the Settlement Agreement.

3. The Court approves the following release of claims:

All Participating Settlement Collective Members (Eligible Settlement Collective Members who consent to become a party to this Action by signing, cashing, or otherwise negotiating a Settlement Check) release all claims or causes of action they have for unpaid overtime wages under federal, state, and local law while they worked for Catamorphic Company d/b/a LaunchDarkly as Business Development

Representatives between February 2020 and July 31, 2024 (if in California) and between February 2020 and July 31, 2024 (if outside California), including but not limited to claims for unpaid overtime wages, wage-related penalties, liquidated or punitive damages, treble damages, attorneys' fees, costs, expenses, and interest. Such claims include, but are not limited to, all damages and liquidated damages claims based on violations of the Fair Labor Standards Act of 1938, as amended, 29 United States Code sections 201 et. Seq.; all treble damages for violations under the Massachusetts Wage Act, Massachusetts General Laws, chapter 149, section 150; all damages and statutory penalties for: violations of the California Labor Code sections 510 and 1194 (regarding overtime and interest); sections 226 and 1174 (regarding wage statements and maintenance of records); sections 226.7 and 512 (regarding meal and rest breaks); sections 201-204 (regarding the timing of payments, including waiting-time penalties); section 2802 (regarding reimbursement for business expenses); for violations of the California Unfair Competition Law, California Business and Professions Code sections 17200, et seq., and all claims for civil penalties for violations of the preceding California Labor Code statutes under the California Labor Code Private Attorneys General Act of 2004, as amended, California Labor Code sections 2698, et seq.

4. The Court approves the proposed Notice of Settlement and the proposed plan for its distribution.

5. The Court approves Service Awards for John Zorski, Paige Logan, and Mohammed Shalabi as requested in the Approval Motion.

6. The Court grants Plaintiffs' request for attorneys' fees and out-of-pocket costs and expenses as outlined in the Approval Motion.

7. The Court approves Analytics Consulting LLC, as the Settlement Administrator, and approves their fees and costs as outlined in the Approval Motion.

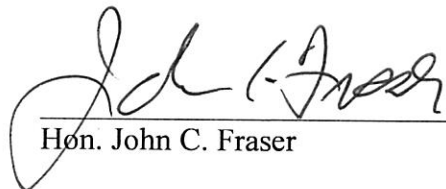
8. This case and the claims asserted by Plaintiffs are hereby **dismissed with prejudice** in their entirety, and without an award of attorneys' fees, costs, or expenses except as detailed in the Settlement and Approval Motion.

9. This Court will **retain jurisdiction** over this case for the purposes of receiving status reports, including a report documenting the consent to join forms and process, and supervising the implementation, enforcement, construction, administration, and interpretation of

the Settlement, including the distribution of the settlement funds.

10. The Parties shall abide by all terms of the Settlement.

It is so **ORDERED** and Adjudged, and **JUDGMENT** will be entered this 5th day of
November, 2025



Hon. John C. Fraser