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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SANTA CLARA

JENNIFER WONG, an individual, on behalf
of herself, and on behalf of all persons
similarly situated,

Plaintiff,

vs.

NURSE LOGISTICS, INC., a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 22CV408939

**DECLARATION OF KYLE NORDREHAUG
IN SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
SETTLEMENT**

Hearing Date: August 21, 2024

Hearing Time: 1:30 p.m.

Judge: Hon. Theodore C. Zayner
Dept: 19

Date Filed: June 24, 2022

Trial Date: Not set

1 I, Kyle Nordrehaug, declare as follows:

2 1. I am a partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP,
3 counsel of record for Plaintiff Jennifer Wong ("Plaintiff") in this matter. As such, I am fully
4 familiar with the facts, pleadings and history of this matter. The following facts are within my own
5 personal knowledge, and if called as a witness, I could testify competently to the matters stated
6 herein.

7 2. This declaration is being submitted in support of the Plaintiff's unopposed motion by
8 for preliminary approval of the proposed class action settlement with Defendant Nurse Logistics,
9 Inc. ("Defendant"), which motion seeks entry of an order: (1) preliminarily approving the proposed
10 settlement of this class action; (2) for settlement purposes only, conditionally certifying the Class,
11 which is comprised of "all individuals who currently work or previously worked as a nurse and an
12 independent contractor in the State of California and who were paid by Defendant or its affiliate
13 Nurse Registry, Inc. at any time during the Class Period", which is December 16, 2018 through
14 October 5, 2023; (3) provisionally appointing Plaintiff as the representative of the Class; (4)
15 provisionally appointing Norman B. Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik, Nicholas
16 J. De Blouw, Jeffrey S. Herman, Sergio J. Puche, and Trevor G. Moran of Blumenthal Nordrehaug
17 Bhowmik De Blouw LLP as Class Counsel for the Class; (5) approving the form and method for
18 providing notice to the Class of the proposed settlement; (6) directing that notice of the proposed
19 settlement be given to the Class; (7) appointing Apex Class Action as the Administrator; and (8)
20 scheduling a final approval hearing date for January 8, 2025 to consider the Plaintiff's motion for
21 final approval of the settlement and for approval of attorneys' fees, expenses and the service award.
22 Plaintiff and Defendant have reached a full and final settlement of the above-captioned action,
23 which is set forth in the Class Action and PAGA Settlement Agreement (the "Agreement") filed
24 concurrently with the Court. Attached hereto as Exhibit #1 is a copy of the fully executed Class
25 Action and PAGA Settlement Agreement ("Agreement") along with exhibits thereto. The form of
26 the Agreement is based upon the Los Angeles County Superior Court model form for a class and
27 PAGA settlement. This Declaration incorporates by reference the definitions in the Agreement, and
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1 all terms defined therein shall have the same meaning as set forth in the Agreement.

2
3 Fairness of Settlement

4 3. As consideration for this Settlement, the Gross Settlement Amount is One Million
5 Two Hundred Fifty Thousand Dollars and Zero Cents (\$1,250,000.00) to be paid by Defendant, as
6 set forth in the Agreement. The Gross Settlement Amount will settle all issues pending in the
7 Action between the Parties and will be made in full and final settlement of the released claims. The
8 Gross Settlement Amount includes all payments of Individual Class Payments to the Participating
9 Class Members, the Administration Expenses Payment to the Administrator, the Class Counsel Fees
10 Payment and Class Counsel Litigation Expenses Payment to Class Counsel, the Class
11 Representative Service Payment to Plaintiff, the Individual Settlement Amount, and the PAGA
12 Penalties payment to the California Labor and Workforce Development Agency (the "LWDA") and
13 the PAGA Members. The Gross Settlement Amount does not include the employer's share of
14 payroll taxes which will be separately paid by Defendant. The Settlement is all-in with no reversion
15 to Defendant and no need to submit claim forms. The following is a table of the key financial
16 terms of the Settlement and the proposed deductions:

17 **\$1,250,000** (Gross Settlement Amount)

- 18 - \$14,500 (Plaintiff's proposed service award not to exceed amount)
19 - \$500 (Plaintiff's Individual Settlement Payment)
20 - \$25,000 (Class Counsel Litigation Expenses Payment - not to exceed amount)
21 - \$416,666 (Class Counsel Fees Payment - not to exceed one-third of settlement)
22 - \$25,000 (PAGA Penalties - 75% to LWDA / 25% to PAGA Members)
23 - \$14,000 (Administration Expenses Payment - not to exceed amount)

24 **\$754,334** (Net Settlement Amount)

25 4. The relief provided in the Settlement will benefit all members of the Class. The
26 Settlement does not grant preferential treatment to Plaintiff or segments of the Class in any way.
27 Payments to the Class Members are all determined under a neutral methodology. Each Participating
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1 Class Member will receive the same opportunity to participate in and receive payment through a
2 neutral formula that is based upon the Workweeks worked by that individual.

3 5. On October 3, 2023, the Parties participated in an all-day mediation session presided
4 over by Tripper Ortman, a respected and experienced mediator of wage and hour class actions. In
5 preparation for the mediation, Defendant provided Class Counsel with necessary information,
6 including the payroll and timekeeping data for the Class. Plaintiff analyzed the data with the
7 assistance of a damages expert, Berger Consulting, and prepared and submitted a mediation brief
8 and damage valuation to the Mediator. Following the all-day mediation, the Parties agreed to the
9 Settlement, which was memorialized in the form of a Memorandum of Understanding. The final
10 terms of the Settlement were negotiated and set forth in the Agreement now presented for this
11 Court's approval. Importantly, Plaintiff and Class Counsel believe that this Settlement is fair,
12 reasonable and adequate.

13 6. Based upon 784 Class Members who collectively worked 21,325 Workweeks
14 (Agreement at ¶ 4.1), the Gross Settlement Amount provides a value of \$1,594 per Class Member
15 and \$58 per Workweek and, after deductions, the Net Settlement Amount provides an average
16 recovery of \$962.79 per Class Member and \$35.39 per Workweek. The calculations to compensate
17 for the amount due to the Class Members at the time the Settlement was negotiated were calculated
18 by Plaintiff's expert, Berger Consulting, in advance of mediation. Class Counsel analyzed the data
19 for putative class members and determined the potential maximum damages for the class claims.
20 For the Class, the maximum value of the claim for unpaid wages due to alleged overtime work was
21 \$3,516,645, the maximum value of unpaid wages due to alleged off-the-clock work was \$3,707,049,
22 the maximum potential damages for alleged meal period violations were estimated to be \$2,413,878
23 based upon a 100% violation rate, the maximum potential damages for alleged rest period violations
24 were estimated to be \$2,833,104 based upon the same 100% violation rate, and the maximum
25 potential damages for the alleged failure to reimburse business expenses were calculated to be
26 \$359,650 based upon \$50 per month. In total, the damages for the Class were calculated to have a
27 maximum potential total value of \$12,830,326. In addition, Plaintiff calculated that the maximum
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1 value of the potential waiting time penalties was \$7,882,48, and the maximum value of the potential
2 wage statement penalties were \$832,300.¹ Defendant vigorously disputed Plaintiff's calculations and
3 exposure theories. Consequently, the Gross Settlement Amount represents more than 9.7% of
4 Plaintiff's calculation of the potential maximum damages at issue for the Class in this case,
5 assuming these amounts could all be proven in full at trial.² The 100% alleged violation rate for
6 meal and rest breaks likely overstates the value of these claims as the Class Members received some
7 meal and rest breaks. Importantly, The recent decision that good faith belief of compliance by the
8 employer in *Naranjo v. Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056, 1065 (2024), could completely
9 negate the claims for waiting time and wage statement penalties, even if wages were owed to the
10 class. The maximum calculations should then be realistically risk rated in consideration for both the
11 risk of class certification and the risk of establishing class-wide liability on all claims. Given the
12 amount of the Settlement as compared to the potential value of the claims, the Settlement is most
13 certainly fair and reasonable.

14 15 Procedural History of the Litigation

16 7. On October 27, 2022, Plaintiff filed with the LWDA and served on Defendant a
17 notice under Labor Code section 2699.3 identifying the alleged Labor Code violations to recover
18 civil penalties on behalf of Aggrieved Employees for various Labor Code violations. A true and
19 correct copy of this PAGA Notice is attached hereto as Exhibit #3. On December 16, 2022, Plaintiff
20 commenced the Action by filing a Complaint against Defendant in the Superior Court of the State of
21 California, County of Santa Clara. The Complaint asserted class claims against Defendant for: (1)

22
23 ¹ While Plaintiff alleged claims for statutory penalties pursuant to Labor Code Sections 203 and
24 226, at mediation Plaintiff recognized that these claims were subject to additional, separate defenses
25 asserted by Defendant, including but not limited to, a good-faith dispute defense as to whether any
26 premium wages for meal or rest periods or other wages were owed given Defendant's position that
27 Plaintiff and Class Members were properly classified and compensated.

28 ² Because the PAGA claim does not provide a recovery to the Class, Plaintiff did not included
the PAGA claim in this discussion of the class claim valuation. The PAGA claim is addressed
below at ¶ 33.

1 unfair competition in violation of Cal. Bus & Prof. Code §§ 17200, et seq.; (2) failure to pay
2 minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1; (3) failure to pay
3 overtime wages in violation of Cal. Labor Code § 510;(4) failure to provide required meal periods in
4 violation of Cal. Labor Code §§ 226.7 and 512; (5) failure to provide required rest periods in
5 violation of Cal. Labor Code §§ 226.7 and 512; (6) failure to reimburse employees for required
6 expenses in violation of California Labor Code § 2802; (7) failure to provide accurate itemized
7 wage statements in violation of California Labor Code § 226; and, (8) failure to provide wages when
8 due in violation of California Labor Code §§ 201, 202 and 203.

9 8. On January 20, 2023, Plaintiff filed a separate complaint against Defendant (the
10 “PAGA Action”) for violation of the Private Attorney General Act (“PAGA”) seeking civil
11 penalties pursuant to Labor Code § 2699, et seq. for violations of Labor Code §§ 201, 202, 203, 204,
12 et seq., 210, 226(a), 226.7, 351, 510, 512, 558(a)(1) and (2), 1194, 1197, 1197.1, 1198, 2750.3, et
13 seq., 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and the
14 Applicable Wage Orders.

15 9. On April 17, 2023, Plaintiff filed a First Amended Class and Representative Action
16 Complaint adding an additional cause of action based on PAGA. Thereafter, Plaintiff dismissed her
17 separate PAGA Action without prejudice The First Amended Class and Representative Action
18 Complaint in the Action is referred to as the "Operative Complaint". Defendant denies the
19 allegations in the Operative Complaint, denies any failure to comply with the laws identified in the
20 Operative Complaint and denies any and all liability for the causes of action alleged.

21 10. Over the course of litigation, the Parties engaged in the investigation of the claims,
22 including production of documents, class data, and other information, allowing for the full and
23 complete analysis of liabilities and defenses to the claims in the Action. Plaintiff obtained informal
24 discovery, which included the production and analysis of thousands of pages of documents. The
25 information for mediation obtained by Plaintiff included: (1) data concerning the composition of the
26 Class; (2) payroll data for the Class and time punch data for the Class which covered 41,463 shifts
27 and 16,066 work weeks; (3) Defendant’s policies and nurse work descriptions; (4) the employment
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1 file for the Plaintiff; and, (5) samples of payments provided by Defendant. As such, Class Counsel
2 received the data and information for the Class, which was sufficient for Plaintiff's expert to prepare
3 the valuations of the claims for the Class.

4 11. Class Counsel has extensive experience in litigating wage and hour class actions in
5 California. The Parties have vigorously litigated the Action since inception. During the course of
6 litigation, the Parties each performed analysis of the merits and value of the claims. Plaintiff and
7 Defendant have engaged in substantial research and investigation in connection with the Action.
8 Class Counsel has thoroughly analyzed the value of the claims during the prosecution of this Action
9 and utilized an expert to perform an analysis of the data and valuation of the claims.

10 12. Plaintiff and Defendant agreed to discuss resolution of the Action through a
11 mediation. Prior to mediation, the Parties engaged in the above investigation and the exchange of
12 documents and information in connection with the Action. On October 3, 2023, the Parties
13 participated in an all-day mediation presided over by Tripper Ortman, a respected and experienced
14 mediator of wage and hour class actions. Following the mediation, each side, represented by its
15 respective counsel, were able to agree to settle the Action based upon a mediator's proposal which
16 was memorialized in a memorandum of understanding. The Parties then negotiated the final terms
17 of the settlement as set forth in the Agreement. At all times, the negotiations were arm's length and
18 contentious.

19 13. Although a settlement has been reached, Defendant denies any liability or
20 wrongdoing of any kind associated with the claims alleged in the Action and further deny that, for
21 any purpose other than settlement, the Action is appropriate for class and/or representative
22 treatment. Defendant contends, among other things, that it has properly classified and compensated
23 the Class Members and complied at all times with the California Labor Code, applicable Wage
24 Order, and all other laws and regulations. Further, Defendant contends that class certification is
25 inappropriate for any reason other than for settlement. Plaintiff contends that Defendant violated
26 California wage and hour laws. Plaintiff further contends that the Action is appropriate for class
27 certification on the basis that the claims meet the requisites for class certification. Without
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1 admitting that class certification is proper, Defendant has stipulated that the above Class may be
2 certified for settlement purposes only. (Agreement at ¶ 2.9.) The Parties agree that certification for
3 settlement purposes is not an admission that class certification is proper. Further, the Agreement is
4 not admissible in this or any other proceeding as evidence that the Class could be certified absent a
5 settlement. Solely for purposes of settling the Action, the Parties stipulate and agree that the
6 requisites for establishing class certification with respect to the Class are satisfied.

7 14. Class Counsel has conducted a thorough investigation into the facts of the class
8 action. Over the course of two years, Class Counsel diligently evaluated the Class Members' claims
9 against Defendant. Prior to the settlement negotiations, counsel for Defendant provided Class
10 Counsel with access to necessary documents and information for the Class. In addition, Class
11 Counsel has previously negotiated settlements with other employers in actions involving nearly
12 identical issues and analogous defenses. Based on the informal discovery and their own
13 independent investigation, evaluation and experience, Class Counsel believes that the settlement
14 with Defendant on the terms set forth in the Agreement is fair, reasonable, and adequate and is in
15 the best interest of the Class in light of all known facts and circumstances, including the risk of
16 significant delay, the risk that the claims would not be allowed to proceed on a class or
17 representative basis, the defenses asserted by Defendant, and potential appellate issues.

18
19 Settlement Terms and Plan of Allocation

20 15. The Gross Settlement Amount is One Million Two Hundred Fifty Thousand Dollars
21 (\$1,250,000). (Agreement at ¶ 1.20.) Under the Settlement, the Gross Settlement Amount consists
22 of the following elements: (i) all Individual Class Payments and Individual PAGA Payments; (ii) the
23 LWDA PAGA Payment; (iii) the Class Counsel Fees Payment and the Class Counsel Litigation
24 Expenses Payment; (iv) the Class Representative Service Payment; (v) Individual Settlement
25 Payment; and (vi) the Administration Expenses Payment. (Agreement at ¶ 1.20.) The Gross
26 Settlement Amount does not include Defendant's share of payroll taxes. (Agreement at ¶ 3.1.) The
27 Gross Settlement Amount shall be all-in with no reversion to Defendant. (Agreement at ¶ 3.1.)
28

1 16. Defendant will fund the Gross Settlement Amount no later than ten (10) days after
2 the Effective Date. (Agreement at ¶ 4.3.) The distribution of Individual Class Payments to
3 Participating Class Members along with the other Court-approved distributions shall be made by the
4 Administrator within fourteen (14) days after Defendant fully funds the Gross Settlement Amount.
5 (Agreement at ¶ 5.1.)

6 17. The amount remaining in the Gross Settlement Amount after the deduction of
7 Court-approved amounts for Individual PAGA Payments, the LWDA PAGA Payment, the Class
8 Representative Service Payment, the Class Counsel Fees Payment, the Class Counsel Litigation
9 Expenses Payment, Individual Settlement Payment, and the Administration Expenses Payment (the
10 “Net Settlement Amount”) shall be allocated to Participating Class Members as their Individual
11 Class Payments. (Agreement at ¶¶ 1.26 and 3.2(e).) From the Net Settlement Amount, the
12 Individual Class Payment for each Participating Class Member will be calculated by (i) dividing the
13 Net Settlement Amount by the total number of Workweeks worked by all Participating Class
14 Members during the Class Period and (b) multiplying the result by each Participating Class
15 Member's Workweeks. (Agreement at ¶ 3.2(e).) Workweeks will be calculated based on
16 Defendant's records; however, Class Members will have the right to challenge their number of
17 Workweeks.

18 18. Class Members may choose to opt-out of the Settlement by following the directions
19 in the Class Notice. (Agreement at ¶ 8.5, Ex. A.) All Class Members who do not "opt out" will be
20 deemed Participating Class Members and will be bound by the Settlement and will be entitled to
21 receive an Individual Class Payment. (Agreement at ¶ 8.5(c).) All PAGA Members, including any
22 who submit an opt-out request, still will receive an Individual PAGA Payment and will release of
23 the Released PAGA Claims regardless of their request for exclusion. (Agreement at ¶¶ 6.3 and
24 8.5(d)) Finally, the Class Notice will advise the Class Members of their right to object to the
25 Settlement and/or dispute their Workweeks. (Agreement at ¶¶ 8.6 and 8.7, Ex. A.)

26 19. A Participating Class Member must cash the check for his or her Individual Class
27 Payment (and, if applicable, Individual PAGA Payment) within 180 days after it is mailed.
28

1 (Agreement at ¶ 5.2.) Any settlement checks not cashed within 180 days will be voided and any
2 funds represented by such checks sent to a Court-approved nonprofit organization or foundation
3 consistent with Code of Civil Procedure Section 384(b) ("Cy Pres Recipient"). The Parties propose
4 Project HOPE as the Cy Pres Recipient, subject to Court approval. (Agreement at ¶ 5.4.)

5 20. Subject to Court approval, the Parties have agreed on Apex Class Action to
6 administer the settlement in this action (the "Administrator"). (Agreement at ¶ 1.2.) The
7 Administrator will be paid for settlement administration in an amount not to exceed \$14,000.
8 (Agreement at ¶ 3.2(c).) Decl. Nordrehaug at ¶20. A Declaration from ILYM is submitted
9 herewith.

10 21. Subject to Court approval, the Agreement provides for Class Counsel to be awarded
11 a sum not to exceed one-third of the Gross Settlement Amount as the Class Counsel Fees Payment.
12 (Agreement at ¶ 3.2(b).) Class Counsel will also be allowed to apply for an award of Class Counsel
13 Litigation Expenses Payment in an amount not to exceed \$25,000. (Agreement at ¶ 3.2(b).) Subject
14 to Court approval, the Agreement provides for a payment of no more than \$14,500 to Plaintiff as the
15 Class Representative Service Payment and a payment of no more than \$500 to plaintiff as the
16 Individual Settlement Payment for a general release. (Agreement at ¶ 3.2(a).)

17 22. Subject to Court approval, Twenty-Five Thousand Dollars (\$25,000) will be paid
18 from the Gross Settlement Amount in settlement of Plaintiff's claim for civil penalties under the
19 California Labor Code Private Attorneys General Act ("PAGA"), Cal. Labor Code Section 2698, *et*
20 *seq.* Pursuant to the express requirements of Labor Code § 2699(i), the PAGA Penalties payment
21 shall be allocated as follows: 75% (\$18,750) shall be allocated to the LWDA as its share of the civil
22 penalties and 25% (\$6,250) allocated to the PAGA Members and distributed as Individual PAGA
23 Payments based on the number of their respective PAGA Pay Periods. (Agreement at ¶ 3.2(d).) As
24 set forth in the accompanying proof of service, the LWDA has been served with this motion and the
25 Agreement.

26
27 Risks of Continued Litigation and Standards for Approval
28

1 23. Plaintiff and Class Counsel recognize the expense and length of continuing to litigate
2 and trying this Action against Defendant and then litigating a possible appeal that could take several
3 years. Class Counsel has also taken into account the uncertain outcome and risk of litigation,
4 especially in complex class actions such as this Action. Class Counsel is also mindful of and
5 recognizes the inherent problems of proof under, and alleged defenses to, the claims asserted in the
6 Action. Based upon their evaluation, Plaintiff and Class Counsel have determined that the
7 Settlement set forth in the Agreement is in the best interest of the Class Members.

8 24. Here, a number of defenses asserted by Defendant present serious threats to the
9 claims of the Plaintiff and the other Class Members. Defendant maintains that its practices
10 complied with California law. Defendant maintains that that the nurses were properly classified as
11 independent contractors and that Class Members' time was properly compensated. As to expense
12 reimbursement, Defendant maintains that it did not fail to provide reimbursement for necessary
13 business expenses because, among other things, nurses were independent contractors and are not
14 required to use their personal cell phones to perform their work. Defendant could argue that the
15 decisions in *Brinker v. Superior Court*, 53 Cal. 4th 1004 (2012), *Lockheed Martin Corp. v. Superior*
16 *Ct.*, 29 Cal. 4th 1096, 1108 (2003), and *Salazar v. See's Candy Shops Inc.*, 64 Cal.App.5th 85
17 (2021), weakened Plaintiff's claims in terms of liability and value, and preclude claims from
18 proceeding on a class or representative basis. Defendant also maintains that a good faith defense as
19 to its classification would negate the claims for waiting time penalties and/or failure to provide
20 accurate itemized wage statements. See e.g. *Naranjo v. Spectrum Sec. Servs.*, 15 Cal. 5th 1056,
21 1065 (May 6, 2024). If successful, Defendant's defenses could eliminate or substantially reduce
22 any recovery to the Class. While Plaintiff believes that these defenses could be overcome,
23 Defendant maintains these defenses have merit and therefore present a serious risk to recovery by
24 the Class.

25 25. There was also a significant risk that, if the Action was not settled, Plaintiff would be
26 unable to obtain class certification and thereby not recover on behalf of any nurse other than herself.
27 Defendant forcefully opposed the propriety of class certification and argued that the individual
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1 experience of each putative class member varied with respect to the claims, which would preclude
2 the claims from proceeding on a class basis. For instance, Plaintiff's meal and rest period claims
3 would require individualized inquiries into whether each nurse took a compliant meal or rest period
4 on a given shift and, if not, why. Plaintiff is aware of other cases where class certification of similar
5 claims was denied. *See e.g. Cacho v. Eurostar, Inc.*, 43 Cal. App. 5th 885 (2019) (denying
6 certification of rest break claims). Finally, even if class certification was successful, as
7 demonstrated by the California Supreme Court decision in *Duran v. U.S. Bank National*
8 *Association*, 59 Cal. 4th 1 (2014), there are significant hurdles to overcome for a class-wide
9 recovery even where a class has been certified. While other cases have approved class certification
10 of wage and hour claims, class certification in this Action would have been hotly disputed and was
11 by no means a foregone conclusion.

12 26. This settlement is therefore certainly entitled to preliminary approval. Were this
13 case to go to trial, the Plaintiff and the other class members would need to prove, among other
14 things, that they were all misclassified and that wages were owed on a class-wide basis. This was
15 and is a substantial risk. This Settlement provides a recovery to all nurses who worked for
16 Defendant, which is a result that would not be possible if liability was not imposed on a class-wide
17 basis.

18 27. Plaintiff will apply to the Court for a Class Representative Service Payment in
19 consideration for her service and for the risks undertaken on behalf of the Class. (Agreement at ¶
20 3.2(a).) Plaintiff performed her duties admirably by working with Class Counsel. The concurrently
21 filed declaration of the Plaintiff is presented herewith in support of the request. For purposes of this
22 preliminary approval stage, the requested service award of is within the accepted range of awards
23 for purposes of preliminary approval. *See, e.g., Andrews v. Plains All Am. Pipeline L.P.*, 2022 U.S.
24 Dist. LEXIS 172183, at *11 (C.D. Cal. 2022) (finding that the requested service awards of \$15,000
25 each are appropriate); *Reynolds v. Direct Flow Med., Inc.*, 2019 U.S. Dist. LEXIS 149865, at *19
26 (N.D. Cal. 2019) (granting request for \$12,500 service award); *Mathein v. Pier 1 Imps. (U.S.), Inc.*,
27 2018 U.S. Dist. LEXIS 71386 (E.D. Cal. 2018) (awarding \$12,500 where average class member
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1 payment was \$351); *Louie v. Kaiser Foundation Health Plan, Inc.*, 2008 WL 4473183, *7
2 (S.D.Cal. Oct. 06, 2008) (awarding \$25,000 service award to each of six plaintiffs in overtime class
3 action); *Glass v. UBS Fin. Servs.*, 2007 WL 221862, *16-17 (N.D. Cal. 2007) (awarding \$25,000
4 service award in overtime class action and a pool of \$100,000 in enhancements). Below, I provide a
5 long list of similar Court-approved service awards.

6 28. The stage of the proceedings at which the Settlement was reached also militates in
7 favor of preliminary approval and, ultimately, final approval of the Settlement. Class Counsel has
8 conducted a thorough investigation into the facts of the class action. Class Counsel began
9 investigating the Class Members' claims before the Action was filed. Class Counsel engaged in an
10 investigation of the claims and conducted a review and analysis of the relevant documents and data.
11 Class Counsel was also experienced with the claims at issue here, as Class Counsel previously
12 litigated and settled similar claims in other actions. Accordingly, the agreement to settle did not
13 occur until Class Counsel possessed sufficient information to make an informed judgment regarding
14 the likelihood of success on the merits and the results that could be obtained through further
15 litigation.

16 29. Based on the informal discovery of data and documents, and their own independent
17 investigation and evaluation, Class Counsel is of the opinion that the Settlement with Defendant for
18 the consideration and on the terms set forth in the Agreement is fair, reasonable, and adequate and is
19 in the best interest of the Class in light of all known facts and circumstances, including the risk of
20 significant delay, defenses asserted by Defendant, and numerous potential appellate issues. There
21 can be no doubt that counsel for both Parties possessed sufficient information to make an informed
22 judgment regarding the likelihood of success on the merits and the results that could be obtained
23 through further litigation.

24
25 Class Certification Issues

26 30. Plaintiff contends that the Settlement meets all of the requirements for certification
27 of a settlement class under California Code of Civil Procedure § 382 as demonstrated below, and
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1 therefore, the Court may appropriately approve the Class as defined in the Agreement. This Court
2 should conditionally certify the Class, for settlement purposes only, defined as follows:

3 All individuals who currently work or previously worked as a nurse and an
4 independent contractor in the State of California and who were paid by Defendant or
its affiliate Nurse Registry, Inc. at any time during the Class Period.

5 (Agreement at ¶ 1.4.)

6 The “Class Period” is from December 16, 2018 through October 5, 2023. (Agreement at ¶ 1.11.)

7 a. **Ascertainability And Numerosity** - Here, Plaintiff asserts that the 784
8 individuals who comprise the Class can be identified based on Defendant’s records and are
9 sufficiently numerous for class certification.

10 b. **Predominance of Common Issues Of Law and Fact** - Here, Plaintiff
11 contends that common questions of law and fact are present, and specifically the common questions
12 of whether Defendant’s practices were lawful, whether the Class Members were properly classified
13 as independent contractors, whether Class Members were lawfully compensated for all hours
14 worked, whether the Defendant failed to provide meal and rest periods to Class Members, whether
15 Defendant failed to provide expense reimbursement, and whether Class Members are entitled to
16 damages and penalties as a result of these alleged practices. Plaintiff contends that certification of
17 this Class is appropriate because Defendant allegedly engaged in uniform practices with respect to
18 the Class Members. As a result, these common questions of liability could be answered on a class
19 wide basis.

20 c. **Typicality** - In the Action, Plaintiff contends that there can be little doubt
21 that the typicality requirement is satisfied. Plaintiff worked for Defendant as independent contractor
22 nurse during the Class Period. Plaintiff contends that, like every other member of the Class, she was
23 subjected to the same practices and policies of Defendant and is subject to the same defenses. Thus,
24 Plaintiff asserts that the claims of Plaintiff and the Class Members arise from the same course of
25 conduct by the Defendant, involve the same policies and practices of Defendant, and are based on
26 the same legal theories.

27 d. **Adequacy** - Plaintiff contends that the Class Members are adequately
28 represented here because Plaintiff and Class Counsel (a) do not have any conflicts of interest with

1 other Class members, and (b) will prosecute the case vigorously on behalf of the Class. First,
2 Plaintiff is well aware of her duties as the representative of the Class and has actively participated in
3 the prosecution of this case to date. Plaintiff effectively communicated with counsel, provided
4 documents to counsel, and participated in the investigation and negotiations in the Action. Second,
5 Plaintiff retained competent counsel who are experienced in employment class actions and who
6 have no conflicts. Third, there is no antagonism between the interests of the Plaintiff and those of
7 the Class. Both Plaintiff and the Class Members seek monetary relief under the same set of facts
8 and legal theories.

9 31. Class Counsel's Adequacy of Representation and Absence of Conflict: Blumenthal
10 Nordrehaug Bhowmik De Blouw LLP is experienced in prosecuting class action lawsuits and can
11 competently represent the Class. Other lawyers at my firm and I have extensive class litigation
12 experience. We have handled a number of class actions and complex cases and have acted both as
13 counsel and as lead and co-lead counsel in a variety of these matters. We have successfully
14 prosecuted and obtained significant recoveries in numerous class action lawsuits and other lawsuits
15 involving complex issues of law and fact. My firm is particularly experienced in wage and hour
16 employment law class actions, including claims for misclassification, overtime, expense
17 reimbursement, unlawful deduction of wages, and missed rest and meal periods. Blumenthal
18 Nordrehaug Bhowmik De Blouw LLP has been involved as class counsel in over hundreds of wage
19 and hour class actions. Blumenthal Nordrehaug Bhowmik De Blouw LLP has been found to be
20 adequate counsel by the courts throughout California. We have been approved as experienced class
21 counsel by both state and federal courts in California in contested class certification proceedings. A
22 true and correct copy of the resume of my firm is attached hereto as Exhibit #2. The Class in this
23 settlement is defined as "all individuals who currently work or previously worked as a nurse and an
24 independent contractor in the State of California and who were paid by Defendant or its affiliate
25 Nurse Registry, Inc. at any time during the Class Period." I have reviewed my firm's cases and
26 representation of other plaintiffs and there is no conflict or representation which would prevent my
27 firm from representing the interests of the Class this case. My firm only represents employees, and
28 not employers. My firm has never represented Defendant nor any affiliate of the Defendant. My

1 firm's only interest in the subject matter of this litigation is to ensure a recovery to the Class and to
2 maximize that recovery. Finally, our allegiance to the Class and the claims of the Class is not
3 inconsistent with our allegiance to pursue the claims on behalf of other employees and classes as the
4 claims are all against different and distinct employers. I can think of no conflict that would arise in
5 our representation of the Class and our adequate representation of the Class is evidenced by the
6 successful prosecution of the class claims to reach an excellent recovery for the Class. Moreover,
7 neither the Plaintiff nor Class Counsel have any affiliation with the Administrator for this
8 settlement. Thus, the adequacy requirement for my firm is satisfied.

9 32. The Class Notice, drafted jointly and agreed upon by the Parties through their
10 respective counsel and to be approved by the Court, is based upon the Los Angeles County Superior
11 Court's model form and includes all relevant information. (*See Exhibit "A" to the Agreement.*)
12 The Class Notice includes all relevant information, and will include, among other information: (i)
13 information regarding the Action; (ii) the impact on the rights of the Class Members if they do not
14 opt out, including a description of the applicable release; (iii) information to the Class Members
15 regarding how to opt out and how to object to the Settlement; (iv) the estimated Individual Class
16 Payment (and, if applicable, Individual PAGA Payment) for each of the Class Members and how to
17 dispute the information used to calculate the payment; (iii) the amount of attorneys' fees and
18 expenses to be sought; (v) the amount of the Plaintiff's service award request; and (vi) the
19 anticipated expenses of the Administrator. The Class Notice will state that the Class Members
20 shall have sixty (60) days from the date that the Notice is mailed to them (the "Response Deadline")
21 to request exclusion (opt-out), and that the Response Deadline shall be extended 14 days in the
22 event of a re-mailing. (*Agreement at ¶¶ 1.41, 8.5(a).*) Class Members shall be given the
23 opportunity to object to the Settlement and/or requests for attorneys' fees and expenses and to
24 appear at the Final Approval Hearing. (*Agreement at ¶ 8.7.*) Class Members who do not submit a
25 timely and proper request to opt out will automatically receive a payment of their Individual Class
26 Payment (and, if applicable, their Individual PAGA Payment). This notice program was designed to
27 meaningfully reach the Class Members and it advises them of all pertinent information concerning
28 the Settlement.

1 33. The PAGA Claim -

2 a. **Approval of PAGA Settlements.** The decision in *O'Connor v. Uber*, 201
3 F.Supp.3d 1110, 1133 (N.D. Cal. 2016), and the LWDA's Response therein is illustrative. The
4 LWDA first states that "when viewing the monetary relief allocated to PAGA claims under a
5 settlement, the LWDA recognizes that the PAGA sum need not necessarily be viewed through the
6 same lens as the relief obtained by absent class members on other claims (i.e., the percentage of
7 recovery-to-exposure on the PAGA claims need not necessarily equal the percentage of recovery on
8 the other claims)." (LWDA Response at p.3). The LWDA also indicated that the payment of
9 money to the aggrieved employees furthers the purposes of PAGA and that the Court considers that
10 primary consideration. "The LWDA recognizes that this Court does not review the PAGA
11 allocation in isolation, but rather reviews the settlement as a whole, to determine whether it is
12 fundamentally fair, reasonable and adequate, with primary consideration for the interests of absent
13 class members." (LWDA Response at p.4).

14 b. **Valuation of the PAGA Claim.** For mediation, Plaintiff calculated the
15 value of the alleged PAGA claim as to the Aggrieved Employees for civil penalties to be between
16 \$586,350 and \$1,172,700 for a single violation in every one of the estimated 11,727 pay periods at
17 issue in the PAGA Period, depending on whether the violation was \$50 per pay period as in the case
18 of Labor Code § 558(a)(1) or the standard amount of \$100 per pay period for violation of Labor
19 Code § 1198. This valuation assumed that PAGA civil penalties would be awarded at the maximum
20 rate per pay period but without stacking.³ The PAGA allocation in the Settlement is \$25,000. This
21 allocation is justified by several important considerations. First, the PAGA claim was subject to the
22 same risks as the underlying class claims. Second, Defendant asserted additional defenses to the
23 PAGA claim, not only as to liability but also as to the amount of the penalties. Defendant could
24 also argue that no penalties prior to the PAGA notification should be awarded, and I am aware of

25
26 ³ Stacking is where more than one civil penalty is imposed in a pay period for the same conduct.
27 The valuation of between \$586,350 and \$1,172,700 is the civil penalty amount without stacking. If
28 stacking is permitted, then the valuation increases with each additional penalty added to each pay
period. Plaintiff, however, is not aware of any PAGA award which permitted stacking and in the
cases cited herein, only one penalty per pay period was assessed.

one Court which has so ruled. These additional defenses present a risk to the PAGA claim and the potential that some or all of the PAGA penalties sought may not be awarded. Second, in *Carrington v. Starbucks Corp.*, 30 Cal. App. 5th 504 (2018), the Court affirmed a judgment which only provided for a PAGA penalty of \$5 per violation. Therefore, at trial, any PAGA penalties awarded could be significantly less than Plaintiff's calculation even where Plaintiff prevailed on the PAGA claim. Even if we assume that violations for all 11,727 pay periods were established, using the valuation from *Carrington* results in a potential recovery of only \$58,635 under PAGA. This means that the PAGA allocation of \$25,000 in the Agreement is a reasonable percentage of this potential PAGA recovery. Fourth, the interests of PAGA are also served by the Class recovery under the reasoning of the LWDA in *O'Connor v. Uber*.

c. **Comparable PAGA Settlements.** In reaching the settlement of the PAGA claim, Class Counsel was also aware of what allocations other Courts have approved for similar PAGA settlements as compared to the total settlement amount. A class settlement that allocates approximately 2% of the total settlement value to resolve the PAGA claims applicable to the class is also supported by what has been approved in other wage-and-hour class settlements. Indeed, Courts typically approve PAGA settlement amounts in the range of between 0.27 to 2 percent of the total settlement. See *Davis v. Brown Shoe Co.*, 2015 U.S. Dist. LEXIS 149010 (E.D. Cal. 2015) (PAGA Payment of \$5,000 in a \$1.5 million class settlement); *Zamora v. Ryder Integrated Logistics, Inc.*, 2014 U.S. Dist. LEXIS 184096 (S.D. Cal. 2014) (\$7,500 payment to LWDA for PAGA on a \$1.5 million class settlement); *Lusby v. Gamestop Inc.*, 2015 U.S. Dist. LEXIS 42637 (N.D. Cal. 2015) (PAGA Payment of \$5,000 in a \$500,000 class settlement); *Cruz v. Sky Chefs, Inc.*, 2014 U.S. Dist. Lexis 17693 (N.D. Cal. 2014) (approving payment of \$10,000 to the LWDA for PAGA out of \$1,750,000 class settlement); *Chu v. Wells Fargo Investments, LLC*, 2011 WL 672645, *1 (N.D. Cal. 2011) (approving PAGA payment of \$7,500 to the LWDA out of \$6.9 million common-fund settlement); *Franco v. Ruiz Food Products, Inc.*, 2012 WL 5941801, *13 (E.D. Cal. 2012) (approving PAGA payment of \$7,500 to the LWDA out of \$2.5 million common-fund settlement); *Hopson v. Hanesbrands Inc.*, 2009 WL 928133, *9 (N.D. Cal. 2009) (approving PAGA allocation that was .49% of \$408,420.32 gross settlement); *Garcia v. Gordon Trucking, Inc.*,

1 10-cv-00324-AWI-SKO, Dkt. 149-3, 165 (E.D. Cal.) (approving a class settlement of \$3,700,000,
2 with \$10,000 allocated to the PAGA claim); *McKenzie v. Federal Express Corp.*, CV 10-02420
3 GAF (PLAx), Dkt. 139 & 141 (C.D. Cal.) (court approved a settlement in an amount of \$8.25
4 million, with \$82,500 allotted to the PAGA claim); *DeStefan v Frito-Lay*, 8:10-cv-00112-DOC
5 (C.D. Cal.) (court approved a class settlement of \$2 million, with \$10,000 allocated to PAGA);
6 *Martino v. Ecolab Inc.*, No. 3:14CV04358 (N.D. Cal. 2017) (\$100,000 allotted as PAGA penalties
7 or 0.48% of \$21,000,000 settlement amount); *East v. Comprehensive Educational Services Inc.*,
8 Fresno Superior Court Case No. 11-CECG-04226 (2015) (\$10,000 allotted as PAGA penalties or
9 0.13% of \$7,595,846 settlement amount); *Bararsani v. Coldwell Banker Residential Brokerage*
10 *Company*, Los Angeles Superior Court Case No. BC495767 (2016) (\$10,000 allotted as PAGA
11 penalties or 0.22% of \$4,500,000 settlement amount); *Moppin v. Los Robles Medical Center*, No.
12 5:15CV01551 (C.D. Cal. 2017) (\$15,000 allotted as PAGA penalties or 0.40% of \$3,775,000
13 settlement amount); *Scott-George v. PVH Corporation*. No., 2:13CV00441 (E.D. Cal. 2017)
14 (\$15,000 allotted as PAGA penalties or 0.46% of \$3,250,000 settlement amount); *Nehrlich v. RPM*
15 *Mortgage Inc.*, Orange County Superior Court Case No. 30-2013-00666783-CU-OE-CXC (2017)
16 (\$10,000 allotted as PAGA penalties or 0.40% of \$2,500,000 settlement amount); *Rubio v. KTI*
17 *Incorporated*, San Bernardino Superior Court Case No. CIVDS-14-06132 (2015) (\$1,000 allotted as
18 PAGA penalties or 0.18% of \$550,000 settlement amount); *Gray v. Mountain View Child Care Inc.*,
19 San Bernardino Superior Court Case No. CIVDS-14-02285 (2016) (\$2,500 allotted as PAGA
20 penalties or 0.37% of \$675,000 settlement amount); *Perez v. West Coast Liquidators Inc. d/b/a Big*
21 *Lots*, San Bernardino Superior Court Case No. CIVDS-14-17863 (2016) (\$3,000 allotted as PAGA
22 penalties or 0.33% of \$900,000 settlement amount); *Penaloza vs. PPG Industries Inc.*, Los Angeles
23 Superior Court No. BC471369 (2013) (\$5,000 allotted as PAGA penalties or 0.38% of \$1,300,000
24 settlement amount); *Mejia v. DHL Express (USA) Inc.*, No. 2:15CV00890 (C.D. Cal. 2017) (\$5,000
25 allotted as PAGA penalties or 0.34% of \$1,450,000 settlement amount).

26
27 34. Attorneys' Fees - The Class Counsel Fees Payment is capped at one-third of the
28 Gross Settlement Amount. A fee award that is capped at one-third of the common fund is fair and

1 reasonable, and at the time of final approval, my firm will present lodestar to further support the
2 reasonableness of the requested fee award. My firm has been regularly awarded attorney's fees
3 equal to one-third of the common fund in Court-approved wage and hour class settlements. Some
4 of the class action awards obtained by Class Counsel in similar employment actions throughout the
5 state bear out the reasonableness of a fee and costs award equivalent to one-third (1/3) of the total
6 settlement value: On December 4, 2018, in *Panda Express Wage and Hour Cases* (Los Angeles
7 Superior Court, Case No. JCCP 4919), Judge Carolyn Kuhl awarded Class Counsel a one-third fee
8 award in a wage and hour class settlement. On February 1, 2019, in *Solarcity Wage and Hour*
9 *Cases* (San Mateo Superior Court, Case No. JCCP 4945), Judge Marie Weiner awarded Class
10 Counsel a one-third fee award in a wage and hour class settlement. On July 30, 2019, in *Erickson v.*
11 *John Muir Health*, (Contra Costa Superior Court Case No. MSC18-00307), Judge Edward Weil
12 awarded Class Counsel a one-third fee award in a wage and hour class settlement. On December
13 18, 2019, in *Velasco v. Lemonade Restaurant Group*, (Los Angeles Superior Court Case No.
14 BC672235), Judge William Highberger awarded Class Counsel a one-third fee award in a wage and
15 hour class settlement. On January 31, 2020, in *El Pollo Loco Wage and Hour Cases* (Orange
16 County Superior Court Case No. JCCP 4957), Judge William Claster awarded Class Counsel a one-
17 third award in a wage and hour class settlement. On October 23, 2020, in *Ontiveros v. Baker*
18 *Concrete*, (Santa Clara Superior Court Case No. 18CV328679), Judge Brian Walsh awarded Class
19 Counsel a one-third fee award in a wage and hour class settlement. On December 3, 2020, in
20 *Blackshear v. California Fine Wine & Spirits* (Sacramento Superior Court Case No. 34-2018-
21 00245842), Judge Christopher Krueger awarded BNBD a one-third fee award in a wage and hour
22 class settlement. On June 2, 2021, in *Pacia v. CIM Group, L.P.* (Los Angeles Superior Court Case
23 No. BC709666), Judge Amy D. Hogue awarded Class Counsel a one-third fee award in a wage and
24 hour class settlement. On September 24, 2021, in *Prologistics Wage and Hour Cases* (Los Angeles
25 Superior Court Case No. JCCP 4881), Judge William Claster awarded Class Counsel a one-third fee
26 award in a wage and hour class settlement. On November 8, 2021, in *Securitas Wage and Hour*
27 *Cases* (Los Angeles Superior Court Case No. JCCP4837), Judge David Cunningham awarded a
28 one-third fee award in a wage and hour class settlement. On March 17, 2022, in *See's Candies*

1 *Wage and Hour Cases* (Los Angeles Superior Court Case No. JCCP5004), Judge Maren Nelson
2 awarded a one-third fee award in a wage and hour class action settlement. On April 12, 2022, in
3 *O'Donnell v. Okta, Inc.*, (San Francisco Superior Court Case No. CGC-20-587665), Judge Richard
4 Ulmer awarded a one-third fee award in a wage and hour class action settlement. On May 23, 2022,
5 in *Ettedgui v. WB Studio Enterprises Inc.*, (United States District Court, Central District of
6 California Case No. 2:20-cv-08053-MCS-JDE), District Judge Mark C. Scarsi awarded a one-third
7 fee award in a wage and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v.*
8 *Prometric LLC* (Los Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson
9 awarded a one-third fee award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D*
10 *Carwash Management LLC*, (Sacramento Superior Court Case No. 2019-00251338), Judge
11 Christopher E. Krueger awarded a one-third fee award in a wage and hour class action settlement.
12 On August 10, 2022, in *Spears, et al. v. Health Net of California, Inc.*, (Sacramento Superior Court
13 Case No. 34-2017-00210560-CU-OE-GDS), Judge Christopher E. Krueger awarded a one-third fee
14 award in a wage and hour class action settlement. On September 7, 2022, in *Lucchese, et al. v.*
15 *Kone, Inc.*, (San Francisco Superior Court Case No. CGC-20-588225), Judge Richard B. Ulmer, Jr.
16 awarded a one-third fee award in a wage and hour class action settlement. On November 4, 2022, in
17 *Infinity Energy Wage and Hour Cases* (San Diego Superior Court, Case No. JCCP5139), Judge Keri
18 Katz awarded a one-third fee award in a wage and hour class action settlement. On February 1,
19 2023, in *Hogan v. AECOM Technical Services, Inc.* (Los Angeles Superior Court Case No.
20 19STCV40072), Judge Stuart Rice awarded a one-third fee award in a wage and hour class
21 settlement. On February 28, 2023, in *Farthing v. Milestone Technologies* (San Francisco Superior
22 Court Case No. CGC-21-591251), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a
23 wage and hour class action settlement. On March 2, 2023, in *Leon v. Calaveras Materials* (Kings
24 County Superior Court Case No. 21C-0105), Judge Melissa D'Morias awarded a one-third fee
25 award in a wage and hour class settlement. On June 20, 2023, in *Gonzalez v. Pacific Western Bank*
26 (San Bernardino County Superior Court Case No. CIVSB2127657) Judge David Cohn awarded a
27 one-third fee award in a wage and hour class settlement, On June 30, 2023, in *Aguirre v. Headlands*
28 *Ventures* (Sacramento County Superior Court Case No. 34-2021-00297290), Judge Jill Talley

1 approved a one-third fee award in a wage and hour class settlement. On September 15, 2023, in
2 *Moran v. Sharp Healthcare* (San Diego County Superior Court Case No. 37-2019-00050203), Judge
3 Richard Whitney awarded a one-third fee award in a wage and hour class settlement. On October
4 10, 2023, in *Arango v. Schlumberger Technology*, (Orange County Case No.
5 30-2019-01056839-CU- OE-CXC), Judge William Claster approved a one-third fee award in a
6 wage and hour class action. On October 16, 2023, in *Flores v. Walmart*, (San Bernardino County
7 Superior Court Case No. CIVDS2023061) Judge Joseph T. Ortiz awarded a one-third fee award in a
8 wage and hour class settlement. On November 17, 2023, in *Silva v. Woodward HRT* (Los Angeles
9 County Superior Court Case No. 21STCV42692), Judge Maren Nelson awarded a one-third fee
10 award in a wage and hour class settlement. On November 29, 2023, in *Ochoa-Andrade v. See's*
11 *Candies* (San Mateo County Superior Court Case no. 22-CIV-02481), Judge Marie Weiner
12 approved a one-third fee award in a wage and hour class settlement. A fee award equal to one-third
13 of the common fund is therefore reasonable in light of the fees that have been awarded in other
14 similar cases.

15
16 35. Class Representative Service Payment - The reasonableness of the requested service
17 award is also established by reference to the amounts that other California courts have found to be
18 reasonable in wage and hour class action settlements since 2010: *Zamora v. Balboa Life &*
19 *Casualty, LLC*, Case No. BC360036, Los Angeles County Superior Court (Mar. 7, 2013)(awarding
20 \$25,000 service award); *Aguilar v. Cingular Wireless, LLC*, Case No. CV 06-8197 DDP
21 (AJWx)(C.D. Cal. Mar. 17, 2011)(awarding \$14,767 service award); *Magee v. American*
22 *Residential Services, LLC*, Case No. BC423798, Los Angeles County Superior Court (Apr. 21,
23 2011)(awarding \$15,000 service award); *Mares v. BFS Retail & Commercial Operations, LLC*,
24 Case No. BC375967, Los Angeles County Superior Court (June 24, 2010)(awarding \$15,000
25 service award); *Baker v. L.A. Fitness Int'l, LLC*, Case No. BC438654, L.A. County Superior Court
26 (Dec. 12, 2012)(awarding \$10,000 service awards to three named plaintiffs); *Blue v. Coldwell*
27 *banker Residential Brokerage Co.*, Case No. BC417335, Los Angeles County Superior Court (Mar.
28 21, 2011)(awarding \$10,000 service award); *Buckmire v. Jo-Ann Stores, Inc.*, Case No. BC394795,

1 Los Angeles County Superior Court (June, 11, 2010)(awarding \$10,000 service awards); *Coleman*
2 *v. Estes Express Lines, Inc.*, Case No. BC429042, Los Angeles County Superior Court (Oct. 3,
3 2013)(awarding \$10,000 service award); *Ethridge v. Universal Health Services, Inc.*, Case No.
4 BC391958, Los Angeles County Superior Court (May 27, 2011)(awarding \$10,000 service award);
5 *Hickson v. South Coast Auto Ins. Marketing, Inc.*, Case No. BC390395, Los Angeles County
6 Superior Court (Mar. 27, 2012)(awarding \$10,000 service award); *Hill v. sunglass Hut Int'l, Inc.*,
7 Case No. BC422934, Los Angeles County Superior Court (July 2, 2012)(awarding \$10,000 service
8 award); *Kambamba v. Victoria's Secret Stores, LLC*, Case No. BC368528, Los Angeles County
9 Superior Court, (Aug. 19, 2011)(awarding \$10,000 service award together with additional
10 compensation for their general release); *Nevarez v. Trader Joe's Co.*, Case No. BC373910, Los
11 Angeles County Superior Court (Jan. 29, 2010)(awarding \$10,000 service award); *Ordaz v. Rose*
12 *Hills Mortuary, L.P.*, Case No. BC386500, Los Angeles County Superior Court, (Mar. 19,
13 2010)(awarding \$10,000 service award); *Sheldon v. AHMC Monterey Park Hosp. LP*, Case No.
14 BC440282, Los Angeles County Superior Court (Feb. 22, 2013)(awarding \$10,000 service award);
15 *Silva v. Catholic Mortuary Services, Inc.*, Case No. BC408054, Los Angeles County Superior Court
16 (Feb. 8, 2011)(awarding \$10,000 enhancement award); *Weisbarth v. Banc West Investment Services,*
17 *Inc.*, Case No. BC422202, Los Angeles County Superior Court (May 24, 2013)(awarding \$10,000
18 service award); *Lazar v. Kaiser Foundation Health Plan*, Case No. 14-cv-273289, Santa Clara
19 County Superior Court (Dec. 28, 2015) (awarding \$10,000 service award); *Acheson v. Express,*
20 *LLC*, Case No. 109CV135335, Santa Clara County Superior Court (Sept. 13, 2011)(awarding
21 \$10,000 service award); *Bejarano v. Amerisave Mortgage Corp.*, Case No. EDCV 08-00599 SGL
22 (Opx)(C.D. Cal. June 22, 2010)(awarding \$10,000 service award); *Carbajal v. Sally Beauty Supply*
23 *LLC*, Case No. CIVVS 1004307, San Bernardino County Superior Court (Aug. 6, 2012)(awarding
24 \$10,000 service award); *Contreras v. Serco Inc.*, Case No. 10-cv-04526-CAS-JEMx (C.D. Cal. Sep.
25 10, 2012)(awarding \$10,000 service award); *Guerro v. R.R. Donnelley & Sons Co.*, Case No. RIC
26 10005196, Riverside County Superior Court (July 16, 2013)(awarding \$10,000 service award);
27 *Kisliuk v. ADT Security Services Inc.*, Case No. CV08-03241 DSF (RZx)(C.D. Cal. Jan. 10,
28 2011)(awarding \$10,000 service award); *Morales v. BCBG Maxazria Int'l Holdings, Inc.*, Case No.

1 JCCP 4582, Orange County Superior Court (Jan. 24, 2013)(awarding \$10,000 service award);
2 *Barrett v. Doyon Security Services, LLC*, Case No. BS900199, BS900517, San Bernardino County
3 Superior Court (Apr. 23, 2010)(awarding \$10,000 service award); *Zirpolo v. UAG Stevens Creek II*,
4 Santa Clara Superior Court Case no. 17CV313457 (July 10, 2018) (awarding \$10,000 service
5 award); *Taylor v. TIC - The Industrial Company*, U.S.D.C. Central District of California Case No.
6 EDCV 16-186-VAP (Aug. 1, 2018) (awarding \$10,000 service award).

7
8 36. Potentially Related Other Actions - I am unaware of any other related cases pending
9 against Defendant which would be impacted by this settlement. (Agreement at ¶ 2.10.)

10
11 37. Administration - The estimate from Apex Class Action is was selected, as it provided
12 for a capped estimate of \$11,500 to perform settlement administration for a class of up to 782, with
13 any difference between the actual expenses and the budget of \$14,000 to be retained in the Net
14 Settlement Amount for distribution to the Class. Submitted herewith is a true and correct copy of
15 the Declaration of Sean Hartranft from Apex Class Action, which includes their estimate for
16 administration along with the other issues required by paragraph 7.2 of the Agreement. I have used
17 Apex Class Action successfully as the administrator in more than ten class settlements in the last
18 couple years and know them to be competent and experienced. My firm has no relationship or
19 connection with Apex Class Action, and thus no conflict of interest exists.

20
21 Service on the LWDA:

22 38. At the same time as the filing and service of this declaration, I am also serving the
23 LWDA with the entire motion for preliminary approval which includes the Class Action and PAGA
24 Settlement Agreement. This service is verified by the accompanying proof of service.

25 I declare under penalty of perjury under the laws of the State of California that the foregoing
26 is true and correct. Executed this 26th day of July, 2024, at La Jolla, California.

27 /s/ Kyle Nordrehaug
28 Kyle Nordrehaug

EXHIBIT #1

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Jennifer Wong (“Plaintiff”) and defendant Nurse Logistics, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as the “Parties,” or individually as “Party.”

1. DEFINITIONS

In addition to other terms defined in this Agreement, the terms below have the following meaning in this Agreement:

- 1.1. “Action” means Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Jennifer Wong, an individual on behalf of herself, and on behalf of all persons similarly situated v. Nurse Logistics, Inc.*, Case No. 22CV408939, initiated on December 16, 2022, as amended on April 17, 2023, and pending in Superior Court of the State of California, County of Santa Clara.
- 1.2. “Administrator” means Apex Class Action Administration, the neutral entity the Parties have agreed to engage to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval.
- 1.4. “Class” means all individuals who currently work or previously worked as a nurse and an independent contractor in the State of California and who were paid by Defendant or its affiliate Nurse Registry, Inc. at any time during the Class Period.
- 1.5. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik, Nicholas J. De Blouw, Jeffrey S. Herman, Sergio J. Puche, and Trevor G. Moran of Blumenthal Nordrehaug Bhowmik De Blouw LLP.
- 1.6. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts to be paid to Class Counsel for fees and expenses, respectively, as approved by the Court, to compensate Class Counsel for their legal work in connection with the Action, including their pre-filing investigation, their filing of the Action, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Action.
- 1.7. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and total number of Workweeks and PAGA Pay Periods per Class Member.

- 1.8. “Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as a PAGA Member).
- 1.9. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, and skip traces.
- 1.10. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL to be provided to the Class Members by the Administrator in the form set forth as Exhibit A to this Agreement (other than formatting changes to facilitate printing by the Administrator).
- 1.11. “Class Period” means the period of time from December 16, 2018 through October 5, 2023.
- 1.12. “Class Representative” means the named Plaintiff in the Action seeking Court approval to serve as a Class Representative.
- 1.13. “Class Representative Service Payment” means the service payment made to the Plaintiff as Class Representative in order to compensate for initiating the Action and performing work in support of the Action.
- 1.14. “Court” means the Superior Court of California, County of Santa Clara.
- 1.15. “Defendant” means Nurse Logistics, Inc.
- 1.16. “Defense Counsel” means Littler Mendelson, P.C.
- 1.17. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final and is no longer appealable. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment and the time to file a notice of appeal has passed without any appeal being filed; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment if no such appeal is filed; or if a timely appeal from the Judgment is filed, the day of resolution (or withdrawal) of any such appeal in a way that does not alter the terms of settlement after the appellate court affirms the Judgment and issues a remittitur.
- 1.18. “Final Approval” means the Court’s order granting final approval of the Settlement substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.

- 1.19. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement to determine whether to approve finally and implement the terms of this Agreement and enter the Judgment.
- 1.20. “Gross Settlement Amount” means One Million Two Hundred Fifty Thousand Dollars and Zero Cents (\$1,250,000.00) which is the total amount to be paid by Defendant as provided by this Agreement except as provided in Paragraph 9 below and except as to the employer’s share of payroll taxes, if any, which shall not be paid from the gross settlement amount. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, Plaintiff’s Individual Settlement Payment and the Administration Expenses Payment. This Gross Settlement Amount is an all-in amount without any reversion to Defendant, and excludes any employer payroll taxes, if any, due on the portion of the Individual Class Payments allocated to wages which shall not be paid from the Gross Settlement and shall be the separate additional obligation of Defendant.
- 1.21. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.22. “Individual PAGA Payment” means the PAGA Member’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.
- 1.23. “Judgment” means the judgment entered by the Court based upon Final Approval substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.24. “LWDA” means the California Labor and Workforce Development Agency discussed in Labor Code section 2699.
- 1.25. “LWDA PAGA Payment” means the 75% of the PAGA Penalties, to be paid to the LWDA under Labor Code section 2699, subd. (I).
- 1.26. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Individual Settlement Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The Net Settlement Amount is to be paid to Participating Class Members as Individual Class Payments.
- 1.27. “Non-Participating Class Member” means a Class Member who opts out of the Class Settlement by submitting a valid and timely Request for Exclusion to the Administrator.

- 1.28. “PAGA Members” means all individuals who currently work or previously worked as a nurse and an independent contractor in the State of California and who were paid by Defendant or its affiliate Nurse Registry, Inc. at any time during the PAGA Period.
- 1.29. “PAGA Pay Period” means any pay period during which a PAGA Member worked for Defendant for at least one day during the PAGA Period.
- 1.30. “PAGA Period” means the period of time from October 27, 2021 through October 5, 2023.
- 1.31. “PAGA” means the Private Attorneys General Act of 2004 (Labor Code §§ 2698, *et seq.*).
- 1.32. “PAGA Notice” means the Plaintiff’s October 27, 2022 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.33. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the PAGA Members (\$6,250) and 75% to the LWDA (\$18,750) in settlement of PAGA claims.
- 1.34. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion.
- 1.35. “Plaintiff” means Jennifer Wong, the named plaintiff in the Action.
- 1.36. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement, substantially in the form attached hereto as Exhibit B to this Agreement and incorporated by this reference herein.
- 1.37. “Released Class Claims” means as all claims that occurred during the Class Period that were asserted in the Operative Complaint including claims based on the facts in the Operative Complaint or claims that could have been raised in the Operative Complaint based on the facts in the Operative Complaint or class claims that could have been raised in the Operative Complaint based on the facts stated in Plaintiff’s letter/notice to the LWDA. The Released Class Claims include all claims for unpaid wages, including failure to pay minimum wages, straight time compensation, overtime compensation, double time compensation, and interest; the calculation of the regular rate of pay; claims for unpaid wages related to alleged illegal or unlawful time rounding; reporting time pay; on-call pay; travel time pay; failure to pay wages at least twice each calendar month; missed, short, late, incomplete, or otherwise non-compliant meal period and rest breaks; missed meal period and rest break wages; the calculation of meal period and rest break premiums at the regular rate of pay; meal period waivers; payment for all hours worked, including off-the-clock work; misclassification; improper wage statements; deductions; failure to pay final wages; reimbursement for all necessary business expenses; unfair business practices; penalties, including recordkeeping penalties, wage statement penalties, misclassification penalties, minimum wage

penalties, and waiting time penalties; unlawfully collecting or receiving wages; and attorneys' fees and costs based on the before mentioned claims. The Released Class Claims include all claims based on the facts of the Operative Complaint for violations of the California Labor Code (including sections 201, 202, 203, 204 *et seq.*, 210, 221, 226, 226.7, 226.8, 246, 351, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, 2570.3 *et seq.*, and 2802, and 3357), California Business and Professions Code section 17200, *et seq.*, California Code of Regulations, Title 8, Sections 11040, 11070, and 11090, and California Wage Orders. Except as expressly set forth in this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or Class claims based on facts occurring outside the Class Period.

- 1.38. "Released PAGA Claims" means all known and unknown claims for civil penalties under PAGA that were alleged, or could have been alleged, in the Action that occurred during the PAGA Period based on the factual allegations asserted in Plaintiff's Operative Complaint, as amended, and/or in Plaintiff's letter/notice to the LWDA, including but not limited to claims relating to alleged violations of California Labor Code sections 200, 201, 202, 203, 204 *et seq.*, 210, 221, 226, 226.7, 226.8, 246, 351, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, 2698 *et seq.*, 2699, 2699.3, 2699.5, 2570.3 *et seq.*, 2802, and 3357, California Business and Professions Code section 17200 *et seq.*, California Code of Regulations, Title 8, Sections 11040, 11070, and 11090, and California Wage Orders. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for wrongful termination, discrimination, unemployment insurance, disability and worker's compensation, and PAGA claims outside of the PAGA Period.
- 1.39. "Released Parties" means: Defendant, and any of its past, present, and future direct or indirect parents, subsidiaries, predecessors, successors, and affiliates (including but not limited to Nurse Registry, Inc.), as well as each of its past, present, and future officers, directors, employees, partners, members, owners, shareholders, agents, attorneys, insurers, reinsurers, any individual or entity that could be jointly liable with Defendant, and any individual or entity that could be potentially or allegedly be considered joint employers, common law employers, co-employers, or dual employers.
- 1.40. "Request for Exclusion" means a Class Member's submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.41. "Response Deadline" means sixty (60) calendar days after the Administrator mails Class Notice to Class Members and PAGA Members and shall be the last date on which Class Members may: (a) submit Requests for Exclusion from the Settlement, or (b) submit his or her Objection to the Settlement. Class Members to whom Class Notice are resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.

1.42. “Settlement” means the disposition of the Action and all related claims effectuated by this Agreement and the Judgment.

1.43. “Workweek” means any week during the Class Period in which a Class Member worked for Defendant as a Class Member for at least one day.

2. RECITALS

Plaintiff’s Class Action

2.1. On December 16, 2022, Plaintiff commenced this Action by filing a Complaint against Defendant in the Superior Court of the State of California, County of Santa Clara (the “Class Action”). Plaintiff’s Complaint asserted claims that Defendant:

- (a) Violated California Business and Professions Code § 17200 et seq.;
- (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1.
- (c) Failed to pay overtime wages in violation of California Labor Code §§ 510, *et seq.*, 1194, and 1198;
- (d) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- (e) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- (f) Failed to provide accurate itemized wage statements in violation of California Labor Code § 226;
- (g) Failed to reimburse employees for required expenses in violation of California Labor Code § 2802; and
- (h) Failed to provide wages when due in violation of California Labor Code §§ 201, 202 and 203.

Plaintiff’s PAGA Action

2.2. On January 20, 2023, Plaintiff filed a separate Representative Action Complaint against Defendant (the “PAGA Action”). Plaintiff’s Representative Action Complaint asserted one cause of action against Defendant for Civil Penalties Pursuant to Labor Code §§ 2699, *et seq.* for violations of Labor Code §§ 201, 202, 203, 204, *et seq.*, 210, 226(a), 226.7, 351, 510, 512, 558(a)(1) and (2), 1194, 1197, 1197.1, 1198, 2750.3, *et seq.*, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and the applicable Wage Order(s).

Stipulation and Amended Complaint

2.3. On April 13, 2023, the Court granted Plaintiff leave to file a First Amended Class and Representative Action Complaint that added the claims and Parties from the PAGA Action into the first-filed Class Action.

- 2.4. On April 17, 2023, Plaintiff filed a First Amended Class and Representative Action Complaint adding an additional cause of action based on PAGA. Thereafter, Plaintiff dismissed her separate PAGA Action without prejudice.
- 2.5. The First Amended Class and Representative Action Complaint in the pending Action, is the (the “Operative Complaint”), which was filed on April 17, 2023.
- 2.6. Defendant denies the allegations in the Action, denies any failure to comply with the laws identified in the Action and denies any and all liability for the causes of action alleged in the Action.

Mediation and Settlement

- 2.7. On October 3, 2023, the Parties participated in an all-day mediation presided over by Tripper Ortman, a respected mediator of wage and hour representative and class actions. Following the mediation, each side, represented by its respective counsel, was able to agree to settle the Action based upon a mediator’s proposal which was memorialized in the form of a Memorandum of Understanding. This Agreement replaces and supersedes the Memorandum of Understanding and any other agreements, understandings, or representations between the Parties.
- 2.8. Prior to mediation, Plaintiff obtained sufficient documents and information to sufficiently investigate the claims such that Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).
- 2.9. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendant that the claims in the Action of Plaintiff or the Class have merit or that Defendant bears any liability to Plaintiff or the Class on those claims or any other claims, or as an admission by Plaintiff that Defendant’s defenses in the Action have merit. The Parties agree to certification of the Class for purposes of this Settlement only. If for any reason the settlement does not become effective, Defendant reserves the right to contest certification of any class for any reason and reserves all available defenses to the claims in the Action.
- 2.10. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, and except as to the employer’s share of payroll taxes, if any, which shall not be paid from the gross settlement amount, Defendant promises to pay One Million Two Hundred Fifty Thousand Dollars and Zero Cents (\$1,250,000.00) and no more as the Gross Settlement

Amount. This amount is all-inclusive of all payments contemplated in this resolution, excluding any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages which shall be separately paid by Defendant to the Administrator. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or PAGA Members to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant. The Parties agree that the consideration described herein constitutes adequate consideration for the Settlement and releases described herein.

3.2. Payments from the Gross Settlement Amount. Subject to the terms and conditions of this Agreement, the Administrator will make the following payments out of the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval.

- (a) To Plaintiff: Class Representative Service Payment to the Class Representative of not more than \$14,500 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member, and any separate Individual Payment to Plaintiff for her release of claims under Cal. Civil Code § 1542). Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment and for other payments made per the terms of this settlement and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these payments.
- (b) To Class Counsel: A Class Counsel Fees Payment of not more than one-third (1/3) of the Gross Settlement Amount, which is currently estimated to be \$416,666, and a Class Counsel Litigation Expenses Payment of not more than \$25,000. Defendant will not oppose requests for these payments provided that do not exceed these amounts. Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class

Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these payments.

- (c) To the Administrator: An Administration Expenses Payment not to exceed \$14,000 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses Payment is less, or the Court approves payment less than \$14,000, the Administrator will retain the remainder in the Net Settlement Amount for distribution to Participating Class Members.
- (d) To the LWDA and PAGA Members: PAGA Penalties in the amount of \$25,000 to be paid from the Gross Settlement Amount, with 75% (\$18,750) allocated to the LWDA PAGA Payment and 25% (\$6,250) allocated to the Individual PAGA Payments.
 - i. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the PAGA Members' 25% share of PAGA Penalties (\$ 6,250) by the total number of PAGA Pay Periods worked by all PAGA Members during the PAGA Period and (b) multiplying the result by each PAGA Member's PAGA Pay Periods. PAGA Members assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.
 - ii. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.
- (e) To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.
 - i. Tax Allocation of Individual Class Payments. 20% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 80% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for non-wages, expense reimbursement, interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.
 - ii. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

4. SETTLEMENT FUNDING

- 4.1. Class Workweeks and PAGA Member Pay Periods. Based on its records, Defendant has estimated that the Class consists of 784 Class Members who collectively worked a total of 21,325 Workweeks, and 510 PAGA Members who worked a total of 11,727 PAGA Pay Periods.
- 4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted Class Member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.
- 4.3. Funding of the Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than ten (10) days after the Effective Date.

5. PAYMENTS FROM THE GROSS SETTLEMENT AMOUNT

- 5.1. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, Individual Settlement Payment, and the Class Representative Service Payment.
- 5.2. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Participating Class Members and PAGA Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the "void date," which is 180 days after the date of mailing, when the check will be voided. Before checks are mailed, the Administrator shall update address information through the National Change of Address database. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Class Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all PAGA Members including Non-Participating Class Members who qualify as PAGA Members (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the

Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database. If a Participating Class Member's or PAGA Member's check is not cashed within 120 days after its last mailing to the affected individual, the Administrator will also send the individual a notice informing him or her that unless the check is cashed by the void date, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced but not cashed.

- 5.3. The Administrator must conduct a Class Member Address Search for all other Participating Class Members or PAGA Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Participating Class Members or PAGA Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Participating Class Member or PAGA Member whose original check was lost or misplaced, requested by the Participating Class Member or PAGA Member prior to the void date.
- 5.4. For any Participating Class Member or PAGA Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b) ("Cy Pres Recipient"). The Parties agree to Project HOPE as the Cy Pres Recipient, subject to Court approval. The Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.
- 5.5. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.
6. **RELEASE OF CLAIMS.** Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Participating Class Members, PAGA Members and the LWDA will release claims against all Released Parties as follows:
 - 6.1. Plaintiff's General Release of All Claims. In exchange for an additional \$500 paid from the Gross Settlement Amount ("Individual Settlement Payment"), Plaintiff and her respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences arising out of or related to Plaintiff's relationship with Released Parties through the Effective Date. ("Plaintiff's Release"). Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social

security benefits, or workers' compensation benefits. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

- (a) Plaintiff's Waiver of Rights Under Civil Code Section 1542. For purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

A general release does not extend to claims that 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 Released Party.

- 6.2. Release by Participating Class Members. All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims.

- 6.3. Release of PAGA Claims. All PAGA Members and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, spouses, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims.

7. **MOTION FOR PRELIMINARY APPROVAL**. The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's procedures and instructions.

- 7.1. Defendant's Responsibilities. Within 35 days of the full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed Declaration to verify Defendant's claim of financial hardship that justified the settlement amount and delayed payment, as well as all facts relevant to any actual or potential conflicts of interest with the Administrator and the *Cy Pres* Recipient. In this Declaration, Defendant shall also aver as to the number of Class Members and the number of Workweeks for the Class during the Class Period, and the number of PAGA Members and the number of PAGA pay periods during the PAGA Period.

- 7.2. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a draft proposed Order Granting Final Approval of Settlement; (v) a signed declaration from the Administrator attaching its "not to exceed" bid for

administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (vi) a signed declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the proposed *Cy Pres* recipient, and/or the Administrator; (vii) a signed declaration from Class Counsel attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), the Action, and this Agreement and (viii) all facts relevant to any actual or potential conflict of interest with Class Members, the Administrator, and/or the *Cy Pres* Recipient, if any. In their Declarations, Plaintiff and Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

- 7.3. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.
- 7.4. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

8. SETTLEMENT ADMINISTRATION

- 8.1. Selection of Administrator. The Parties have jointly selected Apex Class Action Administration to serve as the Administrator and verified that, as a condition of appointment, Apex Class Action Administration agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Administrator's duties will include preparing, printing, and mailing the Class Notice to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice; re-mailing Class Notices that are returned to the Class Member's new address; setting up a toll-free telephone number and email and a fax number to receive communications from Class Members; receiving and reviewing for validity completed Requests for Exclusion; providing the Parties with weekly status reports about the

delivery of Class Notice and receipt of Requests for Exclusion, objections and disputes; calculating Individual Class Payments and Individual PAGA Payments; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; and otherwise administering the Settlement pursuant to this Agreement. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

8.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for the purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.

8.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation section 468B-1.

8.4. Notice to Class Members.

- (a) No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and Pay Periods in the Class Data.
- (b) Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
- (c) Not later than 7 days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members or PAGA Members whose Class Notice is returned by the USPS a second time.
- (d) The deadlines for Class Members’ written objections, challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the Response Deadline provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

- (e) If the Administrator, the Parties, Defense Counsel or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

8.5. Requests for Exclusion (Opt-Outs).

- (a) Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.
- (b) The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.
- (c) Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under Paragraph 6.2 of the Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.
- (d) Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are PAGA Members are deemed to release the claims identified in Paragraph 6.3 of this Agreement and are eligible for an Individual PAGA Payment. If a Class Member submits both a Request for Exclusion and an

objection, only the Request for Exclusion will be accepted, and the objection will be void.

8.6. Challenges to Calculation of Workweeks. Each Class Member shall have until the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination as to the challenges.

8.7. Objections to Settlement.

- (a) Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class Representative Service Payment.
- (b) Participating Class Members may send written objections to the Administrator, by fax, email, or mail. Participating Class Members who wish to object will need to send those objections to the Administrator only. In the alternative, or in addition to a written objection, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice was re-mailed). Participating Class Members will not be barred from appearing at the final approval hearing if they have not complied with the objection procedures for mailing objections to the Settlement Administrator.
- (c) Non-Participating Class Members have no right to object to any of the class action components of the Settlement. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted, and the objection will be void.

8.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.

- (a) Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website (non-public) to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.
- (b) Request for Exclusion (Opt-Outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 7 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).
- (c) Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge.
- (d) Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include providing the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.
- (e) Administrator’s Declaration. Not later than 7 days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or

requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

- (f) Final Report by Administrator. Within 10 days after the Administrator disburses all funds of the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by individual identification number only of all payments made under this Agreement. At least 7 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court. If a second declaration attesting to the distribution of uncashed checks is required, the Administrator shall provide this second declaration at least 7 days before any deadline for a second declaration and Class Counsel shall be responsible for filing the second declaration with the Court.

9. CLASS SIZE MODIFICATION AND ESCALATOR CLAUSE. Based on its records, Defendant provided figures as to the Class size as set forth in paragraph 4.1 above. In regard hereto, Defendant is providing a declaration as set forth in paragraph 7.1 above. Should the qualifying workweeks worked by the Class Members during the Class Period identified in paragraph 4.1 above ultimately increase by more than 10% (i.e., if the workweeks exceed 23,458), Defendant, at its option, can either choose to: (1) cut off the end date for the Class Period as of the date on which the number of workweeks reaches 23,458, or (2) increase the Gross Settlement Amount on a proportional basis equal to the percentage increase in number of workweeks worked by the Class Members above the 10% (i.e., if there was 11% increase in the number workdays during the Class Period, Defendant would agree to increase the Gross Settlement Amount by 1%). Should the PAGA Pay Periods identified in paragraph 4.1 above ultimately increase by more than 10% (i.e., if the pay periods exceed 11,727), Defendant, at its option, can either choose to: (1) cut off the end date for the PAGA Period as of the date on which the number of PAGA Pay Periods reaches 12,900, or (2) increase the PAGA payment set forth in the Gross Settlement Amount on a proportional basis equal to the percentage increase in number of PAGA Pay Periods worked by the PAGA Members above the 10% (i.e., if there was 11% increase in the number workdays during the Class Period, Defendant would agree to increase the PAGA payment of the Gross Settlement Amount by 1%).

10. DEFENDANT'S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 5% of the total of all Class Members, Defendant may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Administration Expenses incurred as of the date Defendant makes this election to withdraw. Defendant must notify Class Counsel and the Court of its election to withdraw not later than 7 days after the Administrator sends the final Exclusion List to Defense Counsel. Invalid Requests for Exclusion will have no effect on this threshold for an election.

11. MOTION FOR FINAL APPROVAL. Unless otherwise ordered by the Court, not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699(l), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiff shall provide drafts of these documents to Defense Counsel not later than 7 days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

11.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

11.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final Approval. The Court’s decision to award less than the amounts requested for a Class Representative Service Payment, Individual Settlement Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

11.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement under C.C.P. section 664.6 solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

11.4. Waiver of the Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Gross Settlement Amount, Participating Class Member Payments, PAGA payments, the Class Representative Service Payment, the Individual Settlement Payment, Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment as set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties’ obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

11.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the gross amount of the settlement and the scope of release to be granted by Participating Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on an equal basis, any additional Administration Expenses reasonably incurred at the time of remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment, Individual Settlement Payment, or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

12. AMENDED JUDGMENT. If any amended judgment is required under Code of Civil Procedure section 384, the Parties will work together in good faith to jointly submit and a proposed amended judgment.

13. ADDITIONAL PROVISIONS

13.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Action have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. It is acknowledged by Defendant that it is participating in this settlement to avoid the expense, inconvenience, and delay of further litigation. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval, Final Approval or Judgment pursuant to this Agreement, Defendant reserves the right to contest certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

13.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in

response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that “the matter was resolved,” or words to that effect. This paragraph does not restrict Class Counsel’s communications with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.

- 13.3. No Solicitation. The Parties separately agree that they and their respective counsel and employees have not and will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel’s ability to communicate with Class Members or PAGA Members in accordance with Class Counsel’s ethical obligations owed to Class Members and PAGA Members.
- 13.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 13.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 13.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution. Defendant further agrees that it will not oppose Plaintiff’s motions for preliminary or final approval.
- 13.7. Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 13.8. Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement

be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

- 13.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 13.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 13.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 13.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 13.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 13.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Upon distribution of the entire Gross Settlement Amount, Class/PAGA Counsel shall destroy all confidential materials related to the Action, the litigation, and this Settlement. Within twenty-one (21) calendar days of the distribution of all funds, Class/PAGA Counsel shall sign a declaration confirming the destruction of Defendant's confidential materials, including the nurse identification numbers, time, and pay information related to the Class and PAGA Members.
- 13.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 13.16. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 13.17. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiffs and the Class:

Norman B. Blumenthal
Kyle R. Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
2255 Calle Clara
La Jolla, CA 92037
Tel.: (858) 551-1223
Fax: (858) 551-1232
E-Mail: norm@bamlawca.com
kyle@bamlawca.com

To Defendant:

Gregory Iskander
Shirley Shu
Littler Mendelson, P.C.
Treat Towers
1255 Treat Boulevard, Suite 600
Walnut Creek, California 94597
Tel.: (925) 932-2468
Fax: (925) 946-9809
E-Mail: giskander@littler.com
sshu@littler.com

- 13.18. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.
- 13.19. Stay of Litigation. The Parties agree that upon the execution of the Memorandum of Understanding the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for a period of not less than one (1) year starting from the date of the signing of the Memorandum of Understanding by all parties until the Effective Date or the date this Agreement shall no longer be of any force or effect.
- 13.20. Representation As to No Other Known Claims. Class Counsel represents that, as of this time, they do not represent any current or former employee or independent contractor of Defendant and have no current plans to file any new litigation against Defendant.
- 13.21. Fair Settlement. The Parties, Class Counsel and Defense Counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Action and

have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, both current and potential.

14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: <u>Jun 13, 2024</u>	<u><i>Jennifer Wong</i></u> Jennifer Wong (Jun 13, 2024 14:11 PDT) _____ Plaintiff Jennifer Wong
Dated: _____	_____ _____ [name] For Defendant Nurse Logistics, Inc.
Dated: <u>6/13/24</u>	<u><i>Kyle Nordrehaug</i></u> _____ Kyle Nordrehaug Blumenthal Nordrehaug Bhowmik De Blouw LLP Attorney for Plaintiff
Dated: _____	_____ Gregory Iskander Shirley Shu Littler Mendelson, P.C Attorney for Defendant

have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, both current and potential.

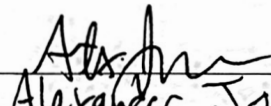
14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: _____

Plaintiff Jennifer Wong

Dated: 7/1/24



Alexander Johnson [name]
For Defendant Nurse Logistics, Inc.

Dated: _____

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: July 8, 2024



Gregory Iskander
Shirley Shu
Littler Mendelson, P.C.
Attorney for Defendant

EXHIBIT A

[NOTICE OF PROPOSED SETTLEMENT OF CLASS ACTION AND HEARING DATE FOR
FINAL COURT APPROVAL]

EXHIBIT “A”

**NOTICE OF PROPOSED SETTLEMENT OF CLASS ACTION
AND HEARING DATE FOR FINAL COURT APPROVAL**

***Wong v. Nurse Logistics, Inc., Superior Court of the State of California,
(County of Santa Clara, Case No. 22CV408939)***

***The Superior Court for the State of California authorized this Notice.
READ IT CAREFULLY!***

It is not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT
ACT. PLEASE READ THIS NOTICE CAREFULLY.**

You may be eligible to receive money from a class action lawsuit (“Action”) against Defendant Nurse Logistics, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by Plaintiff Jennifer Wong (“Plaintiff”) and seeks payment of (1) wages and other relief for the Class of all individuals who currently work or previously worked as an independent contractor as a nurse in the State of California and who were paid by Defendant or its affiliate Nurse Registry, Inc. at any time during the Class Period which is December 16, 2018 through October 5, 2023 (“Class Members”), and (2) civil penalties under the California Private Attorney General Act (“PAGA”) for all individuals who currently work or previously worked as an independent contractor in the State of California as a nurse and who were paid by Defendant or its affiliate Nurse Registry, Inc. at any time during the PAGA Period which is October 27, 2021 through October 5, 2023 (“PAGA Members”).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendant to fund Individual Class Payment payments to Class Members, and (2) a PAGA Settlement requiring Defendant to fund the PAGA Penalties to pay penalties to the California Labor and Workforce Development Agency (“LWDA”) and to PAGA Members.

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$_____>> (less withholding) and your share of the PAGA Penalties is estimated to be <<\$_____>>.** The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your share of the PAGA Penalties, then according to Defendant’s records you are not eligible for a share of the PAGA Penalties under the Settlement.)

The above estimates are based on Defendant’s records showing that **you worked <<_____>> eligible workweeks** during the Class Period and **you worked <<_____>> eligible pay periods** during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date. See Section 5 of this Notice below.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected

whether you act or do not act. You will be deemed to have carefully read and understood this Notice. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff's attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and in exchange requires Class Members to give up their rights to assert certain claims against Defendant.

If you worked for Defendant during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or a share of the PAGA Penalties. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims against Defendant as described in Section 4 below.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion. If you opt-out of the Settlement, you will not receive an Individual Class Payment, however you will preserve your right to personally pursue Class Period wage claims against Defendant. If you are a PAGA Member, you remain eligible for a share of the PAGA Penalties. You cannot opt-out of the PAGA portion of the proposed Settlement.
- (3) **Object to the Settlement.** You may object to the Settlement, either in writing or verbally at the hearing. Instructions on how to object are provided below.

Defendant will not retaliate against you for any actions you take with respect to the proposed Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and a share of the PAGA Penalties (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Class Claims). Additional information is set forth below.
You Can Opt-out of the Class Settlement but not the PAGA Settlement	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. If you request exclusion, you will receive no money from the Class Settlement and you will not be bound by the Class Settlement. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 7 of this Notice.
The Response Deadline is	However, you cannot opt-out of the PAGA portion of the proposed Settlement. If you are a PAGA Member and exclude yourself, you will

	still be paid your share of the PAGA Penalties and will remain subject to the release of the Released PAGA Claims regardless of whether you submit a request for exclusion.
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by the Response Deadline (_____)	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 8 of this Notice.
You Can Participate in the Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____ at _____ [a.m./p.m.], at the Santa Clara County Superior Court, located at 191 North First Street, San Jose, CA 95113, in Department 19 before Judge Theodore C. Zayner. This hearing may change as explained below in Section 9. Class Members may appear at the final approval hearing in person or remotely using the Microsoft Teams link for Department 19 (Afternoon Session). Instructions for appearing remotely are provided at https://www.sccscourt.org/general_info/ra_teams/video_hearings_teams.shtml and should be reviewed in advance. Class members who wish to appear remotely are encouraged to contact class counsel at least three days before the hearing if possible, so that potential technology or audibility issues can be avoided or minimized. You do not have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost). Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 9 of this Notice.
You Can Challenge the Calculation of Your Workweeks / Pay Periods Written Challenges Must	The amount of your Individual Class Payment and your share of the PAGA Penalties (if any) depend on how many workweeks you worked at least one day during the Class Period and how many pay periods you worked at least one day during the PAGA Period, respectively. The number of Class Period workweeks and number of PAGA Period pay periods you worked according to Defendant’s records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 5 of this Notice.

be Submitted by the Response Deadline (_____)	
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1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of the above-captioned action pending in the Superior Court of the State of California, in and for the County of Santa Clara (the “Court”), has been reached between Plaintiff and Defendant and has been granted preliminary approval by the Court. You may be entitled to receive money from this Settlement.

You have received this Class Notice because you have been identified as a member of the Class, which is defined as:

All individuals who currently work or previously worked as an independent contractor in the State of California as a nurse and who were paid by Defendant or its affiliate Nurse Registry, Inc. at any time during the Class Period.

The “Class Period” is December 16, 2018 through October 5, 2023.

2. What is this class action lawsuit about?

On December 16, 2022, Plaintiff filed a class action complaint against Defendant in the Superior Court of the State of California, County of Santa Clara Case No. 22CV408939 (hereinafter “Action”). Plaintiff asserted the following class claims against Defendant: unfair competition, failure to pay minimum wages, failure to pay overtime wages, failure to provide required meal periods and unpaid premiums, failure to provide required rest periods and unpaid premiums, failure to provide accurate itemized wage statements, failure to reimburse employees for required expenses, and failure to pay wages when due.

On January 20, 2023, Plaintiff filed a separate representative action complaint against Defendant in the Superior Court of the State of California, County of Santa Clara, asserting a single cause of action for violation of the Private Attorneys General Act, Cal. Labor Code §§ 2698, et seq. (“PAGA”), Case No. 22CV410163 (“PAGA Action”).

On April 17, 2023, Plaintiff filed a First Amended Class Action and Representative Action Complaint in the Action which added the claims alleged in the PAGA Action, and thereafter, Plaintiff dismissed the PAGA Action without prejudice. The First Amended Class Action and Representative Action Complaint is the operative complaint in the Action (the “Operative Complaint”).

Defendant denies that it has done anything wrong and disputes all the claims in the Action. Specifically, the Action alleges Defendant did not comply with California labor laws pertaining to for the payment of wages; meal periods and rest breaks; waiting time penalties; reimbursement of business expenses; wage statement requirements; and California Business and Professions

Code section 17200 *et seq.* Defendant contends that Defendant is not liable for any of the penalties sought or that could be sought in the Action, and that this Action cannot be maintained as a class or representative action.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firm Blumenthal Nordrehaug Bhowmik De Blouw LLP to serve as Class Counsel.

The Court has not ruled on the merits of Plaintiff's claims. However, to avoid additional expense, inconvenience, and interference with the business operations of Defendant, the Parties concluded that it is in their best interests and the interests of the Class to settle the Action now on the terms summarized in this Class Notice. The Settlement was reached after mediation and arm's-length negotiations between the Parties. The Plaintiff and Class Counsel think the settlement is in the best interest of all Class Members.

Accordingly, the Settlement constitutes a compromise of disputed claims and should not be construed as an admission of liability on the part of Defendant, who expressly denies all liability.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an "all in" amount of One Million Two Hundred Fifty Thousand Dollars and Zero Cents (\$1,250,000.00) (the "Gross Settlement Amount") to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments to Class Members, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, Plaintiff's Individual Settlement Payment, the Administration Expenses Payment, LWDA PAGA Payment, and the PAGA Penalties for civil penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Defendant. Defendant shall fully fund the Gross Settlement Amount no later than ten (10) business days after the Effective Date. The Effective Date is the date the Judgment is final and no longer subject to appeal. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, Plaintiff's Individual Settlement Payment, and the Class Representative Service Payment.

Court Approved Deductions from Gross Settlement Amount. The proposed payments, subject to Court approval, will be deducted from the Gross Settlement Amount before payments of Individual Class Payments are made to Class Members who do not request exclusion ("Participating Class Members"). At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:

- **Administration Expenses Payment.** Payment to the Administrator, estimated not to exceed \$14,000, for expenses, including expenses of notifying the Class Members of the Settlement, processing opt-outs, and distributing settlement checks and tax forms.

- Attorneys' Fees and Costs. Payment to Class Counsel of reasonable attorneys' fees not to exceed one-third (1/3) of the Gross Settlement Amount, which presently equals \$416,666, and an additional amount to reimburse actual litigation costs incurred by the Plaintiff not to exceed \$25,000. Class Counsel has been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. The amounts stated are what Class Counsel will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.
- Payments to Plaintiff. A Class Representative Service Payment in an amount not more than \$14,500 to the Plaintiff, or such lesser amount as may be approved by the Court, to compensate for services on behalf of the Class in initiating and prosecuting the Action, and for the risks Plaintiff undertook. Plaintiff will also receive \$500 as an Individual Settlement Payment. The amount stated is what Plaintiff will be requesting and the final amount to be paid will be decided at the Final Approval Hearing.
- PAGA Penalties. A payment of \$25,000 relating to Plaintiff's claim under PAGA, \$18,750 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$6,250 will be distributed to the PAGA Members as Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the PAGA Members' 25% share of PAGA Penalties (\$6,250) by the total number of PAGA Pay Periods worked by all PAGA Members during the PAGA Period and (b) multiplying the result by each PAGA Member's PAGA Pay Periods. PAGA Members assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. "PAGA Pay Period" means any pay period during which a PAGA Member worked for Defendant for at least one day during the PAGA Period (October 27, 2021 through October 5, 2023).

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

Calculation of Payments to Class Members. After all payments of the court-approved Attorneys' Fees and Costs, the Class Representative Service Payment, the Individual Settlement Payment, the PAGA Penalties, and the Administration Expenses Payment are deducted from the Gross Settlement Amount, the remaining portion, the "Net Settlement Amount", shall be distributed as Individual Class Payments to the Participating Class Members. The Net Settlement Amount is estimated to be at least \$ _____. The Administrator will pay an Individual Class Payment from the Net Settlement Amount to each Participating Class Member. The Individual Class Payment for each Participating Class Member will be calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks. "Workweek" means any week during the Class Period in which a Class Member worked for Defendant as a Class Member for at least one day. The number of Workweeks will be based on Defendant's records, however, Class Members may challenge the number of Workweeks as explained below.

If the Settlement is approved by the Court and you do not exclude yourself, you will automatically be mailed a check for your Individual Class Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Administrator to inform them of your correct address to ensure you receive your payment.

Tax Matters. Twenty Percent (20%) of each Participating Class Member's Individual Class Payment is in settlement of wage claims (the "Wage Portion"). Accordingly, the Wage Portion is subject to wage withholdings and shall be reported on IRS Form W-2. Eighty Percent (80%) of each Participating Class Member's Individual Class Payment is in settlement of claims for alleged non-wages, expense reimbursement, interest and penalties (collectively the "Non-Wage Portion"). The Non-Wage Portion shall not be subject to wage withholdings and shall be reported on IRS Form 1099. The employee portion of all applicable income and payroll taxes will be the responsibility of the Participating Class Members. Neither Class Counsel nor Defendant's Counsel intend anything contained in this Class Notice to constitute advice regarding taxes or taxability. The tax issues for each Participating Class Member are unique to him/her, and each Participating Class Member may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement and your receipt of the Individual Class Payment is conditioned upon the Court entering an order granting final approval of the Settlement and entering Judgment.

The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendant have agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.

Need to Promptly Cash Payment Checks. The front of every check issued will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the funds represented by such checks remitted to a non-profit charity as the cy pres beneficiary pursuant to California Code of Civil Procedure section 384. The Parties have proposed _____ to be this cy pres beneficiary.

4. What Do I Release Under the Settlement?

Released Class Claims. As of the Effective Date and upon full finding of the Gross Settlement Amount by Defendant, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims. The "Released Class Claims" are all claims that occurred during the Class Period that were asserted in the Operative Complaint including claims based on the facts in the Operative Complaint or claims that could have been raised in the Operative Complaint based on the facts in the Operative Complaint or class claims that could have been raised in the Operative Complaint based on the facts stated in Plaintiff's letter/notice to the LWDA. The Released Class Claims include all claims for unpaid wages, including failure to pay minimum wages, straight time compensation, overtime

compensation, double time compensation, and interest; the calculation of the regular rate of pay; claims for unpaid wages related to alleged illegal or unlawful time rounding; reporting time pay; on-call pay; travel time pay; failure to pay wages at least twice each calendar month; missed, short, late, incomplete, or otherwise non-compliant meal period and rest breaks; missed meal period and rest break wages; the calculation of meal period and rest break premiums at the regular rate of pay; meal period waivers; payment for all hours worked, including off-the-clock work; misclassification; improper wage statements; deductions; failure to pay final wages; reimbursement for all necessary business expenses; unfair business practices; penalties, including recordkeeping penalties, wage statement penalties, misclassification penalties, minimum wage penalties, and waiting time penalties; unlawfully collecting or receiving wages; and attorneys' fees and costs based on the before mentioned claims. The Released Class Claims include all claims based on the facts of the Operative Complaint for violations of the California Labor Code (including sections 201, 202, 203, 204 *et seq.*, 210, 221, 226, 226.7, 226.8, 246, 351, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, 2570.3 *et seq.*, and 2802, and 3357), California Business and Professions Code section 17200, *et seq.*, California Code of Regulations, Title 8, Sections 11040, 11070, and 11090, and California Wage Orders. Except as expressly set forth in this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or Class claims based on facts occurring outside the Class Period.

This means that, if you do not timely and formally exclude yourself from the Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or any other Released Party about the Released Class Claims resolved by this Settlement. It also means that all of the Court's orders in the Actions will apply to you and legally bind you.

Released PAGA Claims. As of the Effective Date and upon full funding of the Gross Settlement Amount by Defendant, all PAGA Members and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, spouses, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims. The "Released PAGA Claims" are all known and unknown claims for civil penalties under PAGA that were alleged, or could have been alleged, in the Action that occurred during the PAGA Period based on the factual allegations asserted in Plaintiff's Operative Complaint, as amended, and/or in Plaintiff's letter/notice to the LWDA, including but not limited to claims relating to alleged violations of California Labor Code sections 200, 201, 202, 203, 204 *et seq.*, 210, 221, 226, 226.7, 226.8, 246, 351, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, 2698 *et seq.*, 2699, 2699.3, 2699.5, 2570.3 *et seq.*, 2802, and 3357, California Business and Professions Code section 17200 *et seq.*, California Code of Regulations, Title 8, Sections 11040, 11070, and 11090, and California Wage Orders. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for wrongful termination, discrimination, unemployment insurance, disability and worker's compensation, and PAGA claims outside of the PAGA Period.

Released Parties. The Released Parties are: Defendant, and any of its past, present, and future direct or indirect parents, subsidiaries, predecessors, successors, and affiliates (including but not limited to Nurse Registry, Inc.), as well as each of its past, present, and future officers, directors, employees, partners, members, owners, shareholders, agents, attorneys, insurers, reinsurers, any

individual or entity that could be jointly liable with Defendant, and any individual or entity that could be potentially or allegedly be considered joint employers, common law employers, co-employers, or dual employers.

5. How much will my payment be?

Defendant's records reflect that you worked <<____>> Workweeks during the Class Period (December 16, 2018 through October 5, 2023).

Based on this information, your estimated Individual Class Payment from the Net Settlement Amount is <<____>>.

[Defendant's records reflect that you worked <<____>> PAGA Pay Periods during the during the PAGA Period (October 27, 2021 through October 5, 2023). Based on this information, your estimated Individual PAGA Payment is <<____>>.]

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Administrator at the address provided in this Class Notice no later than the Response Deadline, which is _____ [sixty (60) days after the mailing of the Class Notice or an additional 14 days in the case of re-mailing]. The address for the Administrator is _____ . You may also fax the dispute to _____ or email the dispute to _____ by no later than the Response Deadline. Any dispute should include credible written evidence and will be resolved by the Administrator. The Administrator's determination is final.

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your Individual Class Payment will be mailed automatically to the same address as this Class Notice. If your address is incorrect or has changed, you must notify the Administrator. The Administrator is: Apex Class Action _____ (800) _____.

The Court will hold a Final Approval Hearing on _____ at _____ to decide whether to approve the Settlement and fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as service payment to Plaintiff. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed approximately three months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient.

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Class portion of the Settlement or "opt out." **If you opt out, you will not receive an Individual Class Payment from the Settlement, and you will not be bound by its terms, which means you will retain the right to sue Defendant for the Released Class Claims.** However, PAGA Members who opt out will still be paid their allocation of the PAGA Penalties and will remain

subject to the release of the Released PAGA Claims regardless of whether they submit a request for exclusion.

To opt out, you must submit to the Administrator a written, signed and dated request to opt-out postmarked no later than the Response Deadline which is _____. You may also fax your request to opt out to _____ or email the dispute to _____ by no later than the Response Deadline. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *Wong v. Nurse Logistics, Inc.* lawsuit. The request to opt-out should state the Class Member's full name. Please include the name and number of the case, which is *Wong v. Nurse Logistics, Inc.*, Case No. 22CV408939. The request to opt-out must be completed and signed by you. No other person may opt-out for a living member of the Class.

The address for the Administrator is _____. Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I Object to the Settlement?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendant are asking the Court to approve. At least sixteen (16) court days before the Final Approval Hearing, scheduled for _____, Class Counsel and Plaintiff will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and for Attorneys' Fees, Litigation Expenses, Individual Settlement Payment, and Service Award stating (a) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (b) the amounts Plaintiff is requesting as a Class Representative Service Payment and Individual Settlement Payment. Upon reasonable request, Class Counsel (whose contact information is below) will send you copies of these documents at no cost to you. You can also view them on the Administrator's website at [] or on the via the Case Information Portal for the California Superior Court for the County of Santa Clara (<https://cmportal.scscourt.org/Portal>) and entering the Case No. 22CV408939.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and for Attorneys' Fees, Litigation Expenses, Individual Settlement Payment, and Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The Response Deadline for sending written objections to the Administrator is _____**[sixty (60) days after the date of the Notice or an additional 14 days after the Notice in the case of re-mailing]. You may also fax the dispute to _____ or email the dispute to _____ by no later than this Response Deadline. Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, *Wong v. Nurse Logistics, Inc.*, Case No. 22CV408939, and include your name. The Administrator's contact information is as follows:

Administrator:

Name of Company: Apex Class Action
Email Address: _____
Mailing Address: _____
Telephone Number: _____
Fax Number: _____

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. Class Members may appear at the final approval hearing in person or remotely using the Microsoft Teams link for Department 19 (Afternoon Session). Instructions for appearing remotely are provided at https://www.scscourt.org/general_info/ra_teams/video_hearings_teams.shtml and should be reviewed in advance. Class members who wish to appear remotely are encouraged to contact class counsel at least three days before the hearing if possible, so that potential technology or audibility issues can be avoided or minimized.

The addresses for Parties' counsel are as follows:

CLASS COUNSEL:

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik DeBlouw LLP
2255 Calle Clara
La Jolla, CA 92037
Tel.: (858) 551-1223
Fax: (858) 551-1232
E-Mail: kyle@bamlawca.com

COUNSEL FOR DEFENDANT:

Greg Iskander
Shirley Shu
Littler Mendelson, P.C.
1255 Treat Boulevard, Suite 600
Walnut Creek, California 94597

9. Can I Attend the Final Approval Hearing?

The Court will hold a Final Approval Hearing at _____ (Pacific Standard Time) on _____, in Department 19 of the Superior Court of California, County of Santa Clara County Superior Court, located at 191 North First Street, San Jose, CA 95113, before Judge Theodore C. Zayner. At this hearing the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement and to fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as individual and service payments to Plaintiff. If there are objections, the Court will consider them. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

Class Members may appear at the final approval hearing in person or remotely using the Microsoft

Teams link for Department 19 (Afternoon Session). Instructions for appearing remotely are provided at https://www.sccourt.org/general_info/ra_teams/video_hearings_teams.shtml and should be reviewed in advance. Class members who wish to appear remotely are encouraged to contact class counsel at least three days before the hearing if possible, so that potential technology or audibility issues can be avoided or minimized.

It is possible the Court will reschedule the Final Approval Hearing. If the hearing is continued, notice will be posted on the Administrator's website at []. In addition, hearing dates are posted on the Internet via the Case Query page for the California Superior Court for the County of Santa Clara () and entering the Case No. 22CV408939.

10. How Can I Get More Information?

You may call the Administrator at _____ or write to *Wong v. Nurse Logistics, Inc.* Administrator, c/o _____.

This Class Notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Judgment, the motion for attorneys' fees, costs and service awards, the motion for final approval or other Settlement documents by going to the Administrator's website at []. You may get more details by examining the Court's file on the Internet via the Case Information Portal for the California Superior Court for the County of Santa Clara (<https://cmportal.sccourt.org/Portal>) and entering the Case No. 22CV408939. If you wish to view the Court files in person, you should go to the Clerk's Office located at 191 North First Street, San Jose, CA 95113.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- **What if Your Address Changes** - To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.
- **What if You Fail to Cash a Check** - Settlement checks will be null and void 180 days after issuance if not deposited or cashed, and this expiration date is printed on the check. In such events, the Administrator shall direct all unclaimed funds to be paid to a non-profit charity as the cy pres beneficiary. The Parties have proposed _____ to be this cy pres beneficiary to receive the unclaimed funds.
- **What if You Lose Your Check** - If your check is lost or misplaced, you should contact the Administrator immediately to request a replacement.

EXHIBIT B

[ORDER GRANTING PRELIMINARY APPROVAL]

EXHIBIT "B"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SANTA CLARA

JENNIFER WONG, an individual, on behalf
of herself, and on behalf of all persons
similarly situated,

Plaintiff,

v.

NURSE LOGISTICS, INC., a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

CASE NO.: **22CV408939**

**[PROPOSED] PRELIMINARY
APPROVAL ORDER**

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Theodore C. Zayner
Dept.: 19

Action Filed: December 16, 2022
Trial Date: Not set

PRELIMINARY APPROVAL ORDER

1 This matter came before the Honorable Theordore C. Zayner of the Superior Court of the
2 State of California, in and for the County Santa Clara, on _____[DATE], for the motion by
3 Plaintiff Jennifer Wong (“Plaintiff”) for preliminary approval of the class and PAGA
4 representative settlement with Defendant Nurse Logistics, Inc. (“Defendant”). The Court, having
5 considered the briefs, argument of counsel and all matters presented to the Court and good cause
6 appearing, hereby GRANTS Plaintiff’s Motion for Preliminary Approval of Class Action and
7 PAGA Representative Settlement.

8 **IT IS HEREBY ORDERED:**

9 1. The Court preliminarily approves the Class Action and PAGA Settlement
10 Agreement (“Agreement”) submitted as Exhibit #1 to the Declaration of Kyle Nordrehaug in
11 Support of Plaintiff’s Motion for Preliminary Approval of Class Action and PAGA Representative
12 Settlement. This preliminary approval is based on the Court’s determination that the Settlement
13 set forth in the Agreement is within the range of possible final approval, pursuant to the provisions
14 of section 382 of the California Code of Civil Procedure and California Rules of Court, rule 3.769.

15 2. This Order incorporates by reference the definitions in the Agreement, and all
16 terms defined therein shall have the same meaning in this Order as set forth in the Agreement.

17 3. The Gross Settlement Amount is One Million Two Hundred Fifty Thousand
18 Dollars and Zero Cents (\$1,250,000.00). It appears to the Court on a preliminary basis that the
19 settlement amount and terms are fair, adequate and reasonable as to all potential Class Members
20 when balanced against the probable outcome of further litigation and the significant risks relating
21 to certification, liability and damages issues. It further appears that investigation and research
22 have been conducted such that counsel for the Parties are able to reasonably evaluate their
23 respective positions. It further appears to the Court that settlement at this time will avoid
24 substantial additional costs by all Parties, as well as avoid the delay and risks that would be
25 presented by the further prosecution of the Action. It further appears that the Agreement has been
26 reached as the result of serious and non-collusive, arms-length negotiations. The Court therefore
27 preliminarily finds that the Settlement is fair, adequate, and reasonable when balanced against the
28

1 probable outcome of further litigation and the significant risks relating to certification, liability,
2 and damages issues.

3 4. The Agreement specifies an attorneys' fees award not to exceed one-third of the
4 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed Twenty-Five
5 Thousand Dollars (\$25,000), and a proposed Class Representative Service Payment to the Plaintiff
6 in an amount not to exceed Fourteen Thousand Five Hundred Dollars (\$14,500). The Court will
7 not approve the amount of attorneys' fees and litigation expenses, nor the amount of any service
8 award, until the Final Approval Hearing. Plaintiff will be required to present evidence supporting
9 these requests prior to final approval.

10 5. The Court recognizes that Plaintiff and Defendant stipulate and agree to
11 certification of a class for settlement purposes only. This stipulation will not be deemed
12 admissible in this or any other proceeding should this Settlement not become final. For settlement
13 purposes only, the Court conditionally certifies the following Class: "all individuals who currently
14 work or previously worked as a nurse and an independent contractor in the State of California and
15 who were paid by Defendant or its affiliate Nurse Registry, Inc. at any time during the Class
16 Period." The Class Period is December 16, 2018 through October 5, 2023.

17 6. The Court concludes that, for settlement purposes only, the Class meets the
18 requirements for certification under section 382 of the California Code of Civil Procedure in that:
19 (a) the Class is ascertainable and so numerous that joinder of all members of the Class is
20 impracticable; (b) common questions of law and fact predominate, and there is a well-defined
21 community of interest amongst the members of the Class with respect to the subject matter of the
22 litigation; (c) the claims of the Plaintiff are typical of the claims of the members of the Class;
23 (d) the Plaintiff can fairly and adequately protect the interests of the members of the Class; (e) a
24 class action is superior to other available methods for the efficient resolution of this controversy;
25 and (f) counsel for the Class is qualified to act as counsel for the Class and the Plaintiff is an
26 adequate representative of the Class.

27 7. The Court provisionally appoints Plaintiff as the representative of the Class. The
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1 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik,
2 Nicholas J. De Blouw, Jeffrey S. Herman, Sergio J. Puche, and Trevor G. Moran of Blumenthal
3 Nordrehaug Bhowmik De Blouw LLP as Class Counsel.

4 8. The Agreement provides for PAGA Penalties out of the Gross Settlement Amount
5 of \$25,000, which shall be allocated as follows: \$18,750 to the California Labor and Workforce
6 Development Agency (“LWDA”) as the LWDA’s 75% share of the settlement of civil penalties
7 paid under this Agreement pursuant to the PAGA and \$6,250 to the PAGA Members. “PAGA
8 Members” are all individuals who currently or previously worked as a nurse and an independent
9 contractor in the State of California and who were paid by Defendant or its affiliate Nurse
10 Registry, Inc. at any time during the PAGA Period. The PAGA Period is from October 27, 2021
11 through October 5, 2023. Pursuant to California Labor Code section 2699, subdivision (l)(2), the
12 LWDA will be provided notice of the Agreement and these settlement terms. The Court finds the
13 PAGA Penalties to be reasonable.

14 9. The Court hereby approves, as to form and content, the Class Notice, attached as
15 Exhibit A to the Agreement. The Court finds that the Class Notice appears to fully and accurately
16 inform the Class of all material elements of the proposed Settlement, of the Class Members’ right
17 to be excluded from the Class by submitting a written opt-out request, and of each Class
18 Member’s right and opportunity to object to the Settlement. The Court further finds that the
19 distribution of the Class Notice substantially in the manner and form set forth in the Agreement
20 and this Order meets the requirements of due process, is the best notice practicable under the
21 circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The
22 Court orders the mailing of the Class Notice by first class mail, pursuant to the terms set forth in
23 the Agreement. If a Class Notice Packet is returned because of an incorrect address, the
24 Settlement administrator will promptly search for a more current address for the Class Member
25 and re-mail the Class Notice Packet to the Class Member.

26 10. The Court hereby appoints Apex Class Action Administration as Administrator for
27 the Settlement. No later than fifteen (15) calendar days after issuance of this Order, Defendant
28

1 shall provide to the Administrator an electronic spreadsheet with the Class Data. This
2 information will otherwise remain confidential and will not be disclosed to anyone, except as
3 required to applicable taxing authorities, to carry out the procedures in the Agreement, or pursuant
4 to Defendant's express written authorization or by order of the Court. The Administrator will
5 perform address updates and verifications as necessary prior to the mailing of the Class Notice.
6 Using best efforts to mail it as soon as possible, and in no event later than fourteen (14) calendar
7 days after receiving the Class Data spreadsheet, the Administrator will mail the Class Notice
8 Packet to all Class Members via first-class U.S. Mail to their last known address.

9 11. The Court hereby preliminarily approves the proposed procedure for exclusion
10 from the Settlement. Any Class Member may individually choose to opt out of and be excluded
11 from the Class as provided in the Class Notice by following the instructions set forth in the Class
12 Notice. All requests for exclusion must be sent to the Administrator and postmarked by no later
13 than the Response Deadline, which is sixty (60) calendar days after the Administrator initially
14 mails the Class Notice Packets to the Class Members. If the Class Notice Packet is re-mailed, this
15 Response Deadline for requests for exclusion will be extended an additional fourteen (14) calendar
16 days. Any person who chooses to opt out of and be excluded from the Class will not be entitled to
17 any recovery under the Class Settlement and will not be bound by the Class Settlement or have
18 any right to object, appeal or comment thereon. PAGA Members shall be sent their Individual
19 PAGA Payment and will be subject to the release of the Released PAGA Claims regardless of
20 whether they opt out of the Class. Class Members who have not requested exclusion shall be
21 bound by all determinations of the Court, the Agreement, and the Judgment. A request for
22 exclusion applies only to the individual submitting the request for exclusion, and any attempt to
23 effect an opt-out on behalf of any other individual or individuals (including a group, class, or
24 subclass of individuals) is not permitted and will be deemed invalid.

25 12. Any Class Member who has not opted-out may appear at the Final Approval
26 Hearing and may object or express the Class Member's views regarding the Settlement and may
27 present evidence and file briefs or other papers that may be proper and relevant to the issues to be
28

1 heard and determined by the Court as provided in the Class Notice. Class Members will have
2 until the Response Deadline set forth in the Class Notice to submit their written objections to the
3 Administrator in accordance with the instructions in the Class Notice. If the Class Notice is re-
4 mailed, the Response Deadline will be extended an additional fourteen (14) calendar days.
5 Alternatively, Class Members may appear at the Final Approval Hearing to make an oral
6 objection.

7 13. A Final Approval Hearing shall be held before this Court on _____
8 _____ at 1:30 p.m. in Department 19 at the of the Santa Clara County Superior Court
9 to determine all necessary matters concerning the Settlement, including: whether the proposed
10 settlement of the Action on the terms and conditions provided for in the Agreement is fair,
11 adequate and reasonable and should be finally approved by the Court; whether the Final Approval
12 Order and Judgment should be entered herein; whether the plan of allocation contained in the
13 Agreement should be approved as fair, adequate and reasonable to the Class Members; and to
14 finally approve attorneys' fees and costs, the service award, the Individual Settlement Payment,
15 and the expenses of the Administrator. All papers in support of the motion for final approval of
16 the class settlement shall be filed with the Court and served on all counsel no later than sixteen
17 (16) court days before the hearing and shall be heard at the Final Approval Hearing.

18 14. Neither the Settlement nor any exhibit, document, or instrument delivered
19 thereunder shall be construed as a concession or admission by Defendant in any way that the
20 claims asserted have any merit or that this Action was properly brought as a class or representative
21 action, and shall not be used as evidence of, or used against Defendant as, an admission or
22 indication in any way, including with respect to any claim of any liability, wrongdoing, fault or
23 omission by Defendant or with respect to the truth of any allegation asserted by any person.
24 Whether or not the Settlement is finally approved, neither the Agreement, nor any exhibit,
25 document, statement, proceeding or conduct related to the Settlement or Agreement, nor any
26 reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as,
27 received as or deemed to be evidence for any purpose adverse to the Defendant, including, but not
28

1 limited to, evidence of a presumption, concession, indication or admission by Defendant of any
2 liability, fault, wrongdoing, omission, concession or damage.

3 15. In the event the Settlement does not become effective in accordance with the terms
4 of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to
5 become effective for any reason, this Order shall be rendered null and void and shall be vacated,
6 and the Parties shall revert to their respective positions as of before entering into the Agreement,
7 and expressly reserve their respective rights regarding the prosecution and defense of this Action,
8 including all available defenses and affirmative defenses, and arguments that no claim in the
9 Action could be certified as a class action and/or managed as a representative action. In such an
10 event, the Court's orders regarding the Settlement, including this Order, shall not be used or
11 referred to in litigation or otherwise for any purpose.

12 16. The Court reserves the right to adjourn or continue the date of the Final Approval
13 Hearing and all dates provided for in the Agreement without further notice to Class Members and
14 retains jurisdiction to consider all further applications arising out of or connected with the
15 proposed Settlement.

16 17. The Action is stayed and all trial and related pre-trial dates are vacated, subject to
17 further orders of the Court at the Final Approval Hearing.

18 **IT IS SO ORDERED.**

19
20 Dated: _____

HON. THEODORE C. ZAYNER
JUDGE, SUPERIOR COURT OF CALIFORNIA

EXHIBIT C

[FINAL APPROVAL ORDER AND JUDGMENT]

EXHIBIT "C"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SANTA CLARA

JENNIFER WONG, an individual, on behalf
of herself, and on behalf of all persons
similarly situated,

Plaintiff,

v.

NURSE LOGISTICS, INC., a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

CASE NO.: 22CV408939

**[PROPOSED] FINAL APPROVAL
ORDER AND JUDGMENT**

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Theodore C. Zayner
Dept.: 19

Action Filed: December 16, 2022
Trial Date: Not set

FINAL APPROVAL ORDER AND JUDGMENT

1 The motion of Plaintiff Jennifer Wong (“Plaintiff”) for an order finally approving the Class
2 Action and PAGA Settlement Agreement (“Agreement”) between Plaintiff and Defendant Nurse
3 Logistics, Inc. (“Defendant”) came on for hearing on _____ before the Honorable
4 Theodore C. Zayner.

5 The motion is GRANTED, as set forth below.

6 **I.**

7 **FINDINGS**

8 Based on the oral and written argument and evidence presented in connection with the
9 motion, the Court makes the following findings:

- 10 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 11 2. This Court has jurisdiction over the subject matter of this litigation pending before
12 the Superior Court of the State of California, in and for the County of Santa Clara, and over all
13 Parties to this litigation, including the Class.
- 14 3. Based on a review of the papers submitted by Plaintiff and a review of the
15 applicable law, the Court finds that the Gross Settlement Amount of One Million Two Hundred
16 Fifty Thousand Dollars and Zero Cents (\$1,250,000.00) and the terms set forth in the Agreement
17 are fair, reasonable, and adequate.
- 18 4. The Court further finds that the Settlement was the result of arm’s length
19 negotiations conducted after Class Counsel had adequately investigated the claims and became
20 familiar with the strengths and weaknesses of those claims. In particular, the amount of the
21 Settlement, the significant risks relating to certification, liability, and damages issues, and the
22 assistance of an experienced mediator in the settlement process, among other factors, support the
23 Court’s conclusion that the Settlement is fair, reasonable, and adequate.

24 **Preliminary Approval of the Settlement**

- 25 5. On _____, the Court granted preliminary approval of the settlement. At
26 this same time, the Court approved conditional certification of the Class for settlement purposes
27 only. The Court also approved the form and method of the Class Notice, appointed Plaintiff as the

28 **FINAL APPROVAL ORDER AND JUDGMENT**

1 Class Representative, appointed Norman B. Blumenthal, Kyle R. Nordrehaug and Aparajit
2 Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class Counsel for the Class,
3 and appointed Apex Class Action Administration as the Administrator.

4 **Notice to the Class**

5 6. In compliance with the Preliminary Approval Order, the Class Notice Packet was
6 mailed by first class mail to members of the Class at their last known addresses on or about
7 _____. Mailing of the Class Notice to their last known addresses was the best notice
8 practicable under the circumstances and was reasonably calculated to communicate actual notice
9 of the litigation and the proposed settlement to the Class. The Class Notice given to the Class
10 Members fully and accurately informed the Class Members of all material elements of the
11 proposed Settlement and of their opportunity to object to or comment thereon or to seek exclusion
12 from the Settlement; was valid, due, and sufficient notice to all Class Members; and complied
13 fully with the laws of the State of California, the United States Constitution, due process and other
14 applicable law. The Class Notice fairly and adequately described the Settlement and provided
15 Class Members adequate instructions and a variety of means to obtain additional information.

16 7. The Response Deadline for opting out of the Class or submitting written objections
17 to the Settlement was _____, which was extended by 14 days in the event of a re-
18 mailing. There was an adequate interval between notice and the deadline to permit Class
19 Members to choose what to do and act on their decision. A full and fair opportunity has been
20 afforded to the Class Members to participate in this hearing, and all Class Members and other
21 persons wishing to be heard have been heard. Class Members also have had a full and fair
22 opportunity to exclude themselves from the proposed Settlement and Class. Accordingly, the
23 Court determines that all Class Members who did not timely and properly submit a request for
24 exclusion in accordance with the Agreement are bound by the Settlement and this Final Approval
25 Order and Judgment.

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a. The settlement was reached through arm's-length bargaining between the parties during an all-day mediation before Tripper Ortman, a respected and experienced mediator of wage and hour class actions. There has been no collusion between the parties in reaching the proposed settlement.

c. Counsel for both Parties are experienced in similar employment class action litigation. All counsel recommended approval of the Agreement.

9. The consideration to be given to the Class Members under the terms of the Agreement is fair, reasonable and adequate considering the strengths and weaknesses of the claims asserted in this action and is fair, reasonable and adequate compensation for the release of Class Members' claims, given the uncertainties and significant risks of the litigation and the delays which would ensue from continued prosecution of the action.

Class Counsel's Attorneys' Fees and Costs

FINAL APPROVAL ORDER AND JUDGMENT

Class Representative Service and Individual Settlement Payments

12. The Agreement provides for a Class Representative Service Payment of not more than \$14,500 to the Plaintiff, subject to the Court's approval, and an Individual Settlement Payment of \$500. The Court finds that the Class Representative Service Payment in the amount of \$_____ and the Individual Settlement Payment in the amount of \$_____ to the Plaintiff is reasonable in light of the risks and burdens undertaken by the Plaintiff in the litigation, for the time and effort in bringing and prosecuting this matter on behalf of the Class, and for the execution of the release.

Administration Expenses Payment

13. The Administrator shall calculate and administer the payment to be made to the Participating Class Members, transmit payment for attorneys' fees and costs to Class Counsel, transmit the Class Representative Service Payment and Individual Settlement Payment to the Plaintiff, distribute the PAGA Penalties, issue any required tax reporting forms, calculate withholdings and perform the other remaining duties as set forth in the Agreement. The Administrator has documented \$ _____ for the Administration Expenses Payment, and this amount is reasonable in light of the work performed by the Administrator.

PAGA Penalties

14. The PAGA Penalties amount of \$25,000 is approved and shall be paid out of the Gross Settlement Amount, 75% of which shall be allocated and paid to the LWDA and 25% of which shall be distributed to the PAGA Members as Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the PAGA Members' 25% share of PAGA Penalties (\$ 6,250) by the total number of PAGA Pay Periods worked by all PAGA Members during the PAGA Period and (b) multiplying the result by each PAGA Member's PAGA Pay Periods. The PAGA Members are all individuals who currently work or previously worked as a nurse and an independent contractor in the State of California and who were paid by Defendant or its affiliate Nurse Registry, Inc. at any time during the PAGA Period which is October 27, 2021 through October 5, 2023. All PAGA Members will

1 be sent their share of the PAGA Penalties and will be subject to the release of the Released PAGA
2 Claims as set forth below, whether or not they opt out of the Class Settlement. Pursuant to
3 California Labor Code §2699(1)(2), the LWDA was provided notice of the Agreement and these
4 settlement terms, and has not indicated any objection thereto. The Court finds the PAGA
5 Penalties to be reasonable.

6
7
8 **II.**
9 **ORDERS**

8 Based on the foregoing findings, and good cause appearing, IT IS HEREBY ORDERED:

9 15. The certification of the Class for the purposes of settlement is confirmed. The Class
10 is defined as follows:

11 All individuals who currently work or previously worked as a nurse and an
12 independent contractor in the State of California and who were paid by Defendant
13 or its affiliate Nurse Registry, Inc. at any time during the Class Period (December
14 16, 2018 through October 5, 2023).

14 16. All persons who meet the foregoing definition are members of the Class, except
15 for those individuals who timely submitted a valid request for exclusion (“opt out”) from the
16 Class. [INSERT REFERENCE TO IDENTIFY ANY OPT OUTS].

17 17. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the
18 best interest of the Class. Defendant shall fully fund the Gross Settlement Amount, and also fund
19 the amounts necessary to fully pay Defendant’s share of payroll taxes in accordance with the
20 Agreement, by transmitting the funds to the Administrator no later than 10 business days after the
21 Effective Date.

22 18. Class Counsel are awarded Class Counsel Fees Payment in the amount of \$_____
23 _____ and Class Counsel Litigation Expenses Payment in the amount of \$_____.
24 Class Counsel shall not seek or obtain any other compensation or reimbursement from Defendant,
25 Plaintiff or members of the Class.

26 19. The payment of the Class Representative Service Payment in the amount of \$
27 _____ to the Plaintiff is approved.

28 **FINAL APPROVAL ORDER AND JUDGMENT**

1 20. The Individual Settlement Payment to Plaintiff in the amount of \$ _____ is
2 approved.

3 21. The payment of \$ _____ to the Administrator as the Administration
4 Expenses Payment is approved.

5 22. The PAGA Penalties of \$25,000 are approved and shall be allocated as set forth in
6 the Agreement.

7 23. Pursuant to California Labor Code §2699(1)(2), Class Counsel shall submit a copy
8 of this Final Approval Order and Judgment to the LWDA within 10 days after its entry.

9 24. A Participating Class Member must cash his or her Individual Class Payment check
10 within 180 days after the issuance of the checks. An PAGA Member must cash his or her
11 Individual PAGA Payment check within 180 days after the issuance of the checks. If such checks
12 are not cashed within 120 days after the initial mailing of the checks, the Administrator will also
13 send the affected Participating Class Member and/or PAGA Member a reminder notice informing
14 him or her that unless the check is cashed by the void date, it will expire and become non-
15 negotiable, and offer to replace the check if it was lost or misplaced but not cashed. If the check
16 remains uncashed by the expiration of the 180 day period, the funds from such uncashed checks
17 shall be paid to Project HOPE as the cy pres beneficiary in accordance with California Code of
18 Civil Procedure section 384(b).

19 25. The Agreement and this Settlement are not an admission by Defendant, nor is this
20 Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of any
21 wrongdoing by Defendant or that this Action is appropriate for class or representative treatment
22 (other than for settlement purposes). Neither this Final Approval Order and Judgment, the
23 Agreement, nor any document referred to herein, nor any action taken to carry out the Agreement
24 is, may be construed as, or may be used as an admission by or against Defendant of any fault,
25 wrongdoing or liability whatsoever. The entering into or carrying out of the Agreement, and any
26 negotiations or proceedings related thereto, shall not in any event be construed as, or deemed to be
27 evidence of, an admission or concession with regard to the denials or defenses by Defendant.

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FINAL APPROVAL ORDER AND JUDGMENT

1 Notwithstanding these restrictions, Defendant may file in the Action or in any other proceeding
2 this Final Approval Order and Judgment, the Agreement, or any other papers and records on file in
3 the Action as evidence of the Settlement to support a defense of res judicata, collateral estoppel,
4 release, or other theory of claim or issue preclusion or similar defense as to the Released Class
5 Claims and/or the Released PAGA Claims.

6 26. Notice of entry of this Final Approval Order and Judgment shall be given to all
7 Parties by Class Counsel on behalf of Plaintiff and all Class Members. The Final Approval Order
8 and Judgment shall be posted on Class Counsel's website as set forth in the Class Notice to the
9 Class. It shall not be necessary to send notice of entry of this Final Approval Order and Judgment
10 to individual Class Members.

11 27. If the Agreement does not become final and effective in accordance with the terms
12 of the Agreement, then this Final Approval Order and Judgment, and all orders entered in
13 connection herewith, shall be rendered null and void and shall be vacated, and the Parties shall
14 revert to their respective positions as of before entering into the Agreement, and expressly reserve
15 their respective rights regarding the prosecution and defense of this Action, including all available
16 defenses and affirmative defenses, and arguments that any claim in the Action could not be
17 certified as a class action and/or managed as a representative action.

18
19 **IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:**

20 26. The Court hereby enters final judgment in the entire Action in accordance with the
21 terms of the Settlement, the Preliminary Approval Order, and this Final Approval Order and
22 Judgment.

23 27. Except as set forth in the Agreement and this Final Approval Order and Judgment,
24 Plaintiff, and all members of the Class, shall take nothing in the Action.

25 28. Pursuant to California Code of Civil Procedure section 664.6, and without affecting
26 the finality of this Judgment in any way, the Court shall retain jurisdiction to construe, interpret,
27 implement and enforce the Agreement, to hear and resolve any contested challenge to a claim for
28

FINAL APPROVAL ORDER AND JUDGMENT

1 settlement benefits, and to supervise and adjudicate any dispute arising from or in connection with
2 the distribution of settlement benefits.

3 29. The Parties are authorized to agree to and to adopt such amendments, modifications
4 and expansions of the Agreement and all exhibits attached thereto which are consistent with this
5 Final Approval Order and Judgment and do not limit the rights of the Parties or Class Members
6 under the Agreement, subject to Court approval.

7 30. Each party shall bear its own attorneys' fees and costs, except as otherwise
8 provided in the Agreement and in this Final Approval Order and Judgment.

9 31. As of the Effective Date and upon full funding of the Gross Settlement Amount and
10 all employer payroll taxes owed on the Wage Portion of the Individual Class Payments by
11 Defendant, Plaintiff, all Participating Class Members, on behalf of themselves and their respective
12 former and present representatives, agents, attorneys, heirs, administrators, successors, and
13 assigns, release Released Parties from the Released Class Claims. The "Released Class Claims"
14 are all claims that occurred during the Class Period that were asserted in the Operative Complaint
15 including claims based on the facts in the Operative Complaint or claims that could have been
16 raised in the Operative Complaint based on the facts in the Operative Complaint or class claims
17 that could have been raised in the Operative Complaint based on the facts stated in Plaintiff's
18 letter/notice to the LWDA. The Released Class Claims include all claims for unpaid wages,
19 including failure to pay minimum wages, straight time compensation, overtime compensation,
20 double time compensation, and interest; the calculation of the regular rate of pay; claims for
21 unpaid wages related to alleged illegal or unlawful time rounding; reporting time pay; on-call pay;
22 travel time pay; failure to pay wages at least twice each calendar month; missed, short, late,
23 incomplete, or otherwise non-compliant meal period and rest breaks; missed meal period and rest
24 break wages; the calculation of meal period and rest break premiums at the regular rate of pay;
25 meal period waivers; payment for all hours worked, including off-the-clock work;
26 misclassification; improper wage statements; deductions; failure to pay final wages;
27 reimbursement for all necessary business expenses; unfair business practices; penalties, including

1 recordkeeping penalties, wage statement penalties, misclassification penalties, minimum wage
2 penalties, and waiting time penalties; unlawfully collecting or receiving wages; and attorneys' fees
3 and costs based on the before mentioned claims. The Released Class Claims include all claims
4 based on the facts of the Operative Complaint for violations of the California Labor Code
5 (including sections 201, 202, 203, 204 et seq., 210, 221, 226, 226.7, 226.8, 246, 351, 510, 512,
6 558, 1194, 1194.2, 1197, 1197.1, 1198, 2570.3 et seq., and 2802, and 3357), California Business
7 and Professions Code section 17200, et seq., California Code of Regulations, Title 8, Sections
8 11040, 11070, and 11090, and California Wage Orders. Except as expressly set forth in this
9 Agreement, Participating Class Members do not release any other claims, including claims for
10 vested benefits, wrongful termination, violation of the Fair Employment and Housing Act,
11 unemployment insurance, disability, social security, workers' compensation, or Class claims based
12 on facts occurring outside the Class Period. The "Released Parties" are Defendant, and any of its
13 past, present, and future direct or indirect parents, subsidiaries, predecessors, successors, and
14 affiliates (including but not limited to Nurse Registry, Inc.), as well as each of its past, present,
15 and future officers, directors, employees, partners, members, owners, shareholders, agents,
16 attorneys, insurers, reinsurers, any individual or entity that could be jointly liable with Defendant,
17 and any individual or entity that could be potentially or allegedly be considered joint employers,
18 common law employers, co-employers, or dual employers.

19 32. As of the Effective Date and upon full funding of the Gross Settlement Amount and
20 all employer payroll taxes owed on the Wage Portion of the Individual Class Payments by
21 Defendant, Plaintiff, all PAGA Members and the LWDA are deemed to release, on behalf of
22 themselves and their respective former and present representatives, spouses, agents, attorneys,
23 heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA
24 Claims. The "Released PAGA Claims" are all known and unknown claims for civil penalties
25 under PAGA that were alleged, or could have been alleged, in the Action that occurred during the
26 PAGA Period based on the factual allegations asserted in Plaintiff's Operative Complaint, as
27 amended, and/or in Plaintiff's letter/notice to the LWDA, including but not limited to claims
28

FINAL APPROVAL ORDER AND JUDGMENT

1 relating to alleged violations of California Labor Code sections 200, 201, 202, 203, 204 et seq.,
2 210, 221, 226, 226.7, 226.8, 246, 351, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, 2698 *et*
3 *seq.*, 2699, 2699.3, 2699.5, 2570.3 *et seq.*, 2802, and 3357, California Business and Professions
4 Code section 17200 et seq., California Code of Regulations, Title 8, Sections 11040, 11070, and
5 11090, and California Wage Orders. The Released PAGA Claims do not include other PAGA
6 claims, underlying wage and hour claims, claims for wrongful termination, discrimination,
7 unemployment insurance, disability and worker's compensation, and PAGA claims outside of the
8 PAGA Period.

9 33. Plaintiff and her respective former and present spouses, representatives, agents,
10 attorneys, heirs, administrators, successors, and assigns generally, release and discharge the
11 Released Parties from all claims, transactions, or occurrences arising out of or related to Plaintiff's
12 relationship with Released Parties through the Effective Date ("Plaintiff's Release") as fully set
13 forth in the Agreement.

14 34. For any Class Member or PAGA Member whose Individual Class Payment Check
15 and/or Individual PAGA Payment check is uncashed and cancelled after the void date, the
16 Administrator shall transmit the funds represented by such checks to Project HOPE.

17 **LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY. IT IS SO ORDERED.**

18
19 Dated: _____

20 _____
21 HON. THEODORE C. ZAYNER
22 JUDGE, SUPERIOR COURT OF CALIFORNIA
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FINAL APPROVAL ORDER AND JUDGMENT

EXHIBIT #2

Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (858) 551-1232

FIRM RESUME

Areas of Practice: Employee, Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation, Business Litigation.

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Action, Civil Litigation, Wage and Hour Class Actions, Transactional Law

Admitted: 1973, Illinois; 1976, California

Biography: Law Clerk to Justice Thomas J. Moran, Illinois Supreme Court, 1973-1975, while on Illinois Court of Appeals. Instructor, Oil and Gas Law: California Western School of Law, 1981; University of San Diego School of Law, 1983. Sole Practitioner 1976-1987. Partner, Blumenthal & Ostroff, 1988-1995. Partner, Blumenthal, Ostroff & Markham, 1995-2001. Partner, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2018. Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP, 2018 - present.

Member: San Diego County, Illinois State and American Bar Associations; State Bar of California.

Educated: University of Wisconsin (B.A., 1970); Loyola University of Chicago (J.D., 1973);

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation

Admitted: 1999, California

Biography: Associate, Blumenthal, Ostroff & Markham, 1999-2001. Associate, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Member: State Bar of California, Ninth Circuit Court of Appeals, Third Circuit Court of Appeals

Educated: University of California at Berkeley (B.A., 1994); University of San Diego School of Law (J.D. 1999)

Awards: Top Labor & Employment Attorney 2016; Top Appellate Reversal - Daily Journal 2015; Super Lawyer 2015-2018

Aparajit Bhowmik

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2006, California

Educated: University of California at San Diego (B.A., 2002); University of San Diego School of Law (J.D. 2006)

Biography: Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Awards: Rising Star 2015

Nicholas J. De Blouw

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: Wayne State University (B.A. 2008); California Western School of Law (J.D. 2011)

Piya Mukherjee

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2010, California

Educated: University of California, San Diego (B.S. 2006); University of Southern California, Gould School of Law (J.D. 2010)

Victoria Rivapalacio

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: University of California at San Diego (B.A., 2003); George Washington University Law School (J.D. 2010)

Ricardo Ehmann

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

Educated: University of California, San Diego (B.A. 1998); Loyola Law School (J.D. 2001)

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

Educated: University of Michigan (B.A. 2008); California Western School of Law (J.D. 2011)

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: San Diego State University; California Western School of Law

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

Educated: University of California, Irvine; California Western School of Law

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: Arizona State University; University of San Diego School of Law

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

Educated: University of Southern California; California Western School of Law

Sergio Julian Puche

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2013, California

Educated: University of California, Irvine; California Western School of Law

Trevor Moran

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, California

Educated: University of Rhode Island; California Western School of Law

Adolfo Sanchez Contreras

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2024, California; 2014, Mexico

Educated: The Juarez University

REPORTED CASES

Sakkab v. Luxottica Retail N. Am., Inc., 803 F.3d 425 (9th Cir. 2015) (The panel reversed the district court's order granting Luxottica Retail North America, Inc.'s motion to compel arbitration of claims and dismissing plaintiff's first amended complaint, in a putative class action raising class employment-related claims and a non-class representative claim for civil penalties under the Private Attorney General Act.);

Securitas Security Services USA, Inc. v. Superior Court, 234 Cal. App. 4th 1109 (Cal. Feb. 27, 2015) (Court of Appeal concluded the trial court correctly ruled that *Iskanian* rendered the PAGA waiver within the parties' dispute resolution agreement unenforceable. However, the Court of Appeal then ruled the trial court erred by failing to invalidate the non-severable class action waiver from the agreement and remanded the entire complaint, including class action and PAGA claims, be litigated in the Superior Court);

Sussex v. United States Dist. Court for the Dist. of Nev., 781 F.3d 1065 (9th Cir. 2015) (The panel determined that the district court clearly erred in holding that its decision to intervene mid-arbitration was justified under *Aerojet-General*. Specifically, the panel held that the district court erred in predicting that an award issued by the arbitrator would likely be vacated because of his "evident partiality" under 9 U.S.C. § 10(a)(2).);

Provost v. YourMechanic, Inc., 2020 Cal. App. Lexis 955 (Oct. 15, 2020) (Court of Appeals affirmed denial of arbitration of PAGA claim, and held in a case of first impression, that there was no additional standing rules for PAGA claim brought by independent contractor);

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Hometown Heart – San Francisco County Superior Court, Case No. CGC-20-582454; Lopez v. Hy0Lang Electric California, Inc. – San Diego County Superior Court, Case No. 37-2020-00012543-CU-OE-CTL; Heuklom v. Clara Medical Group, P.C. – San Francisco County Superior Court, Case No. CGC-20-585918; Dominguez v. Lifesafer of Northern California – Monterey County Superior Court, Case No. 20CV002586; Kiseleva v. Totalmed Staffing Inc. – U.S. District Court, California Northern District, Case No. 5:19-cv-06480; Vires v. Sweetgreen, Inc. – Santa Clara County Superior Court, Case No. 20CV365918; Kim v. Wireless Vision, LLC – San Bernardino County Superior Court, Case No. CIVDS2000074; Senoren v. Air Canada Corporation – Los Angeles County Superior Court, Case No. 20STCV13942; Clark v. Quest Diagnostics Incorporated – San Bernardino County Superior Court, Case No. CIVDS2018707; Green v. Shipt, Inc. – Los Angeles County Superior Court, Case No. 20STCV01001; Respass v. The Scion Group LLC – Sacramento County Superior County, Case No. 34-2020-00285265; Jackson v. Decathlon USA LLC – Alameda County Superior Court, Case No. RG2003024; Avacena v. FTG Aerospace Inc. – Los Angeles County Superior Court, Case No. 20STCV28767; Perez v. Butler America, LLC – Los Angeles County Superior Court, Case No. 20STCV20218; Christensen v. Carter’s Retail, Inc. – Orange County Superior Court, Case No. 30-2020-01138792-CU-OE-CXC; Astudillo v. Torrance Health Association, Inc. – Los Angeles County Superior Court, Case No. 20STCV18424; Hansen v. Holiday AI Management Sub LLC – Contra Costa County Superior Court, Case No. CIVMSC20-00779; Almahdi v. Vitamin Shoppe Industries Inc – Santa Clara County Superior Court, Case No. 20CV365150; Krisinda v. Loyal Source Government Services LLC – U.S. District Court, California Southern District, Case No. 3:20-cv-879-LAB-NLS; Ettedgui v. WB Studio Enterprises Inc – U.S. District Court, California Central District, Case No. 2:20-CV-08053-MCS (MAAx); Fernandez v. Nuvision Federal Credit Union – Orange County Superior Court, Case No. 30-2020-01161691-CU-OE-CJC; Aviles v. UPS Supply Chain Solutions, Inc. – Riverside County Superior Court, Case No. RIC2000727; Alcocer v. DSV Solutions, LLC – San Bernardino Superior Court, Case No. CIVDS2010345; Wilson v. Wholesome Harvest Baking, LLC – U.S. District Court, California Northern District, Case No. 4:20-cv-05186-YGR; Gregory v. Verio Healthcare, Inc. – Los Angeles County Superior Court, Case No. 20STCV37254; Rose v. Impact Group, LLC – Orange County Superior Court, Case No. 30-2020-01141107-CU-OE-CXC; Monasterio v. Citibank, N.A. – San Mateo County Superior Court, Case No. 20-CIV-03650; Martinez-Lopez v. Medamerica, Inc. – San Diego County Superior Court, Case No. 37-2020-00034393-CU-OE-CTL; Cox v. PRB Management, LLC – Solano County Superior Court, Case No. FCS055514; Nash v. K. Hovnanian Companies, LLC – Riverside County Superior Court, Case No. RIC2003319; Kyler v. Harbor Freight Tools USA, Inc. – San Diego County Superior Court, Case No. 37-2020-00015828-CU-OE-CTL; Roberts v. Solantic Corporation – Los Angeles County Superior Court, Case No. 20STCV41117; Price v. Mistras Group, Inc. – Los Angeles County Superior Court, Case No. 20STCV22485; Macias v. ABM Electrical & Lighting Solutions, Inc. – San Diego County Superior Court, Case No. 37-2020-00024997-CU-OE-CTL; Basu-Kesselman v. Garuda Labs, Inc. – San Francisco County Superior Court, Case No. CGC-20-585229; Armstrong v. Prometric LLC – Los Angeles County Superior Court, Case No. 20STCV29967; Ashlock v. Advantis Medical Staffing, LLC – San Diego County Superior Court, Case No. 37-2020-00022305-CU-OE-CTL; Wilson v. WXI Global Solutions, LLC – Los Angeles County Superior Court, Case No. 20STCV25007; Gandhale v. Select Rehabilitation, LLC – Monterey County Superior Court, Case No. 20CV002240; Starvoice v. G4S Secure Solutions (USA) Inc. – San Diego County Superior Court, Case No. 37-2020-00029421-CU-OE-CTL; Mbise v. Axlehire, Inc. – Alameda County Superior Court, Case No. RG20067350; Points v. C&J Services, Inc. – Kern County Superior Court, Case No. BCV-20-102483; Marshall v. PHI Air Medical, LLC – Lassen County Superior Court, Case No. 62973; Jauregui v. Cyctec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

EXHIBIT #3

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WRITERS EXT:

1004

October 27, 2021

CA2728

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

Nurse Logistics, Inc.
Certified Mail #70220410000153343423
CORPNET, INCORPORATED
31416 AGOURA RD STE 118
WESTLAKE VILLAGE, CA 91361

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204 *et seq.*, 210, 226(a), 226.7, 246, 1351, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2570.3 *et seq.*, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), Violation of Applicable Industrial Welfare Commission Wage Order(s), and Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

“Aggrieved Employees” refers to all individuals who worked for Nurse Logistics, Inc. in California as Certified Nursing Assistants, Licensed Vocational Nurses, Registered Nurses, and other similarly situated persons with similar job titles and who were classified as independent contractors during the time period of October 27, 2021 until a date as determined by the Court. Our offices represent Jennifer Wong (“Plaintiff”), and other Aggrieved Employees in a lawsuit against Nurse Logistics, Inc. (“Defendant”). Plaintiff was employed by Defendant as a Registered Nurse in California from April of 2020 to June of 2020 and was classified as an independent contractor. However, the job duties of Plaintiff and other Aggrieved Employees did not entitle Defendant to claim any exemption from minimum wages, overtime wages, meal and rest periods and reimbursement of business expenses as to Plaintiff and other Aggrieved Employees, among other things. Plaintiff and Aggrieved Employees should have been classified by Defendant as non-exempt employees entitled to the legally required meal and rest breaks and payment for all time worked under Defendant’s control. As a result, Plaintiff and other Aggrieved Employees worked time for which they were unlawfully not paid the correct compensation. Further, Defendant unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for all of their time worked, including minimum and overtime wages, and for all of their missed meal and rest breaks. Moreover, when Defendant required Plaintiff and Aggrieved Employees to report for work, but “furnished less than half said employee’s usual or scheduled day’s work,” Defendant violated Cal. Code Regs., tit. 8 § 11040, subd. 5(A) by failing to pay

Plaintiff and Aggrieved Employees for at least two (2) hours' worth of work at their regular rate of pay. In addition, when Defendant required Plaintiff and Aggrieved Employees to respond to and engage in additional work, this resulted in a second reporting for work in a single workday, and Defendant failed to pay these employees reporting time pay as required by Cal. Code Regs., tit. 8, § 11040, subd. 5(B). Further, Defendant failed to advise Plaintiff and the other Aggrieved Employees of their right to take separately and hourly paid duty-free ten (10) minute rest periods. *See Vaquero v. Stoneledge Furniture, LLC*, 9 Cal. App. 5th 98, 110 (2017). Additionally, pursuant to Labor Code § 204 *et seq.*, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages. Plaintiff further contends that Defendant failed to provide accurate wage statements to Plaintiff, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Additionally, Plaintiff contends that Defendant failed to comply with Industrial Wage Order 7(A)(3) in that Defendant failed to keep time records showing when Plaintiff began and ended each shift and meal period. Plaintiff and other Aggrieved Employees perform tasks that reasonably permit sitting, and a seat would not interfere with their performance of any of their tasks that may require them to stand. Defendant failed to provide Plaintiff and other Aggrieved Employees with suitable seats. Said conduct, in addition to the foregoing, as well as the conduct alleged in the incorporated Complaint, violates Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 226(a), 226.7, 246, 351, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), Violation of the applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable under California Labor Code section 2699.3.

A true and correct copy of the Complaint by Plaintiff against Defendant, which (i) identifies the alleged violations, (ii) details the facts and theories which support the alleged violations, (iii) details the specific work performed by Plaintiff, (iii) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to Plaintiff, and (iv) sets forth the illegal practices used by Defendant, is attached hereto. This information provides notice to the Labor and Workforce Development Agency of the facts and theories supporting the alleged violations for the agency's reference. Plaintiff therefore incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

This notice is provided to enable Plaintiff to proceed with the Complaint against Defendant as authorized by California Labor Code section 2695, *et seq.* The filing fee of \$75 is being mailed to the Department of Industrial Relations Accounting unit with an identification of the Plaintiff, the Defendant and the notice. The lawsuit consists of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Statute of 2004 on behalf of Plaintiff and all Aggrieved Employees.

Your earliest response to this notice is appreciated. If you have any questions of concerns, please do not hesitate to contact me at the above number and address.

Respectfully,

/s/ Nicholas J. De Blouw

Nicholas J. De Blouw, Esq.