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10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

11 **IN AND FOR THE COUNTY OF LOS ANGELES**

12 LOUIE SOTO and MATEO SARRIA,
13 individuals, on behalf of themselves and on
14 behalf of all persons similarly situated, and
on behalf of the State of California, as a
private attorney general,

15 Plaintiffs,

16 vs.

17 ONE HEALTH LABORATORIES, LLC,
18 a Limited Liability Company; and DOES 1
through 50, inclusive,

19 Defendants.

CASE NO.: **23STCV01753**

[Consolidated with Case No. 23STCV01763]

**DECLARATION OF NORMAN BLUMENTHAL
IN SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS SETTLEMENT,
ATTORNEYS' FEES, COSTS AND SERVICE
AWARDS**

Hearing Date: April 15, 2026

Hearing Time: 10:00 a.m.

[Hearing scheduled by Order dated October 23,
2025]

Judge: Hon. Elaine Lu

Dept: SS-9

Date Filed: January 27, 2023

Trial Date: Not set

1 I, NORMAN B. BLUMENTHAL, declare as follows:

2 1. I am the managing partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw
3 LLP, counsel of record for Plaintiffs Louie Soto and Mateo Sarria (“Plaintiffs”) in this matter. As such,
4 I am fully familiar with the facts, pleadings and history of this matter. The following facts are within my
5 own personal knowledge, and if called as a witness, I could testify competently to the matters stated
6 herein. This declaration is being submitted in support to the Plaintiffs’ motion for final approval of the
7 class settlement, including attorneys’ fees, costs and service award

8 2. Over the course of the litigation, a number of attorneys in my firm have worked on this
9 matter. Their credentials are reflected in the Blumenthal Nordrehaug Bhowmik De Blouw LLP firm
10 resume, a true and correct copy of which is attached hereto as Exhibit #1. Some of the major cases our
11 firm has undertaken are also set forth in Exhibit #1. The bulk of the attorneys involved in this matter at
12 Blumenthal Nordrehaug Bhowmik De Blouw LLP have had substantial class litigation experience in the
13 areas of employment class actions, unfair business practices and other complex litigation. The attorneys
14 at my firm have extensive experience in cases involving labor code violations and overtime claims. Class
15 Counsel has litigated similar overtime cases against other employers on behalf of employees, including
16 cases against Sharp Healthcare, Walmart, Legoland, Cigna, HealthNet, See’s Candies, Securitas, Okta,
17 Advanced Home Health, El Pollo Loco, Total Renal, Panda Express, Walt Disney Resorts, Pharmaca,
18 Nortek Security, California Fine Wine, Solarcity, Walgreens, Space Exploration, Union Bank, Verizon,
19 Apple, Wells Fargo, Kaiser, Universal Protection Services, and California State Automobile Association.
20 Class Counsel have been approved as experienced class counsel during contested motions in state and
21 federal courts throughout California. It is this level of experience which enabled the firm to undertake the
22 instant matter and to successfully combat the resources of the defendants and their capable and
23 experienced counsel. Class Counsel have participated in every aspect of the settlement discussions and
24 have concluded the settlement is fair, adequate and reasonable and in the best interests of the Class.

25
26 3. Summary of the Proposed Settlement.

27 (a) A true and correct copy of the First Amended Class and Collective Action and PAGA
28 Settlement Agreement (the “Agreement”) between the parties is attached hereto as Exhibit #2. Plaintiffs

1 and Defendant One Health Laboratories, LLC (“Defendant”) reached a full and final settlement of the
2 above-captioned action, which is embodied in the Agreement filed concurrently with the Court. As
3 consideration for this Settlement, the Gross Settlement Amount to be paid by Defendant One Health
4 Laboratories, LLC (“Defendant”) is Three Hundred Fifty Thousand Dollars (\$350,000) (Agreement at
5 ¶¶ 1.22 and 3.1.) Under the Settlement, the Gross Settlement Amount consists of the following elements:
6 (1) payment of the Individual Class Payments to the Participating Class Members; (2) Class Counsel Fees
7 Payment and Class Counsel Litigation Expenses Payment; (3) Administration Expenses Payment; (4) the
8 Class Representative Service Payments to the Plaintiffs; and (5) the PAGA Penalties payment allocated
9 75% to the LWDA PAGA Payment and 25% to the Individual PAGA Payments. (Agreement at ¶ 1.22.)

10 (b) The Gross Settlement Amount does not include Defendant’s share of payroll taxes.
11 (Agreement at ¶ 3.1.) The Gross Settlement Amount shall be all-in with no reversion to Defendant.
12 (Agreement at ¶ 3.1.)

13 (c) Defendant shall fund the Gross Settlement Amount and the amount necessary to pay payroll
14 taxes thereon no later than 14 days after the Effective Date. (Agreement at ¶ 4.3.) The distribution of
15 Individual Class Payments to Participating Class Members will be made within 14 days after Defendant
16 funds the Gross Settlement Amount. (Agreement at ¶ 5.1.)

17 (d) The amount remaining in the Gross Settlement Amount after the deduction of Court-approved
18 amounts for Individual PAGA Payments, the LWDA PAGA Payment, the Class Representative Service
19 Payments, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the
20 Administration Expenses Payment (called the “Net Settlement Amount”) shall be allocated to Class
21 Members as their Individual Class Payments. (Agreement at ¶¶ 1.28 and 3.2.) The Administrator will
22 calculate each Individual Class Payment by (a) dividing the Net Settlement Amount by the total number
23 of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the
24 re-sult by each Participating Class Member's Workweeks worked during the Class Period. (Agreement
25 at ¶ 3.2(e).) Workweeks will initially be based on Defendant’s records, however, Class Members will have
26 the right to challenge the number of Workweeks.

27 (e) Class Members could choose to opt-out of the Settlement by following the directions in the
28

1 Class Notice. (Agreement at ¶ 8.5, Ex. A.) All Class Members who did not “opt out” are be deemed
2 Participating Class Members who will be bound by the Settlement and will be entitled to receive an
3 Individual Class Payment. (Agreement at ¶ 8.5(c).) All Aggrieved Employees, including those who
4 submitted an opt-out request, will still be paid their allocation of the PAGA Penalties and will remain
5 subject to the release of the Released PAGA Claims regardless of their request for exclusion from the
6 Class. (Agreement at ¶¶ 6.3 and 8.5(d).) Finally, the Class Notice advised the Class Members of their
7 right to object to the Settlement and/or dispute their Workweeks. (Agreement at ¶¶ 8.6 and 8.7, and Ex.
8 A.)

9 (f) Participating Class Members must cash their Individual Class Payment check within 180 days
10 after it is mailed. (Agreement at ¶ 5.2.) Any settlement checks not cashed within 180 days will be voided
11 and any funds represented by such checks sent to the California Controller's Unclaimed Property Fund in
12 the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of
13 California Code of Civil Procedure Section 384, subd. (b). (Agreement at ¶ 5.4.)

14 (g) Apex Class Action Administration was appointed by the Court as the Administrator for the
15 Settlement. (Agreement at ¶ 1.2) From the Gross Settlement Amount, he Administrator will be paid for
16 settlement administration in an amount not to exceed \$10,000. (Agreement at ¶ 3.2(c).) As set forth in
17 the Shim Decl. at ¶ 19, the Administration Expenses Payment, including fees and costs incurred to-date,
18 as well as anticipated fees and costs for completion of the settlement administration, are \$7,990.

19 (h) Subject to Court approval, the Agreement provides for Class Counsel to be awarded a sum
20 not to exceed one-third of the Gross Settlement Amount, as the Class Counsel Fees Payment. (Agreement
21 at ¶ 3.2(b).) Class Counsel will also be allowed to apply separately for an award of Class Counsel
22 Litigation Expenses Payment in an amount not to exceed \$25,000. (Agreement at ¶ 3.2(b).) Subject to
23 Court approval, the Agreement provides for a payment of no more than \$7,500 to each Plaintiff as their
24 Class Representative Service Payments. (Agreement at ¶ 3.2(a).) In support of these requests for
25 attorneys' fees, reimbursement of expenses and service award, Class Counsel is providing evidentiary
26 support, including lodestar.

27 (i) Subject to Court approval, the PAGA Penalties will be paid from the Gross Settlement Amount
28 for PAGA penalties under the California Private Attorneys General Act, Cal. Labor Code Section 2698,

1 *et seq.* (“PAGA”). The PAGA Penalties are \$20,000. (Agreement at ¶¶ 1.34 and 3.2(d).) Pursuant to
2 the express requirements of Labor Code § 2699(i), the PAGA Payment shall be allocated as follows: 75%
3 shall be allocated to the Labor Workforce Development Agency (“LWDA”) as its share of the civil
4 penalties and 25% allocated to the Individual PAGA Payments to be distributed to the Aggrieved
5 Employees based on the number of their respective PAGA Pay Periods.¹ (Agreement at ¶ 3.2(d).) As set
6 forth in the accompanying proof of service, the LWDA has been served with this motion and the
7 Agreement

8 (j) The Settlement is fair, adequate and reasonable to the class and should be finally approved for
9 the same reasons the Court granted preliminary approval of the Settlement, agreeing that the settlement
10 is “fair, adequate, and reasonable”. (Preliminary Approval Order at ¶ 1.) In sum, the Settlement valued
11 at \$350,000 is an excellent result for the Class. This result is particularly favorable in light of the fact that
12 liability and class certification in this case were far from certain in light of the defenses asserted by
13 Defendant. Given the complexities of this case, the defenses asserted, the uncertainty of class certification,
14 along with the uncertainties of proof at trial and appeal, the proposed settlement is fair, reasonable and
15 adequate, and should be finally approved.

16
17 4. Procedural status of the settlement - In accordance with the Preliminary Approval Order
18 dated October 23, 2025 ("Preliminary Approval Order"), the approved Class Notice has been disseminated
19 to the Class. The reaction of the Class unequivocally supports approval of the Settlement. On November
20 18, 2025, the Administrator mailed the Court-approved Class Notice to the Class Members, which
21 provided each class member with the terms of the Settlement, including notice of the claims at issue and
22 the financial terms of the settlement, including the attorneys' fees, costs, and service award that were being
23 sought, how individual settlement awards would be calculated, and the specific, estimated payment amount
24 to that individual. See Shim Decl. ¶ 7, Exh. A. In disseminating the notice, the Administrator followed
25 the notice procedures authorized by the Court in its Preliminary Approval Order. Significantly, there have
26

27
28 ¹ The PAGA claim was initiated prior to June 2024, and therefore the prior version of Labor Code
¶2699 applies to the 75/25 allocation.

1 been no objections and no requests to opt-out. Nava Decl. ¶¶ 11-12. As such, the entire Class (100%)
2 will participate in the Settlement and will be sent a settlement check. *See* Shim Decl. at ¶¶ 13-15.

3
4 5. Description of Plaintiffs' claims - The Action generally alleges that Plaintiffs and other
5 Class Members were not properly paid all overtime wages for hours worked and at the correct rate of pay,
6 were not provided meal and rest periods or paid premiums at the correct rate of pay in lieu thereof, were
7 not timely paid earned wages, were not provided reimbursement for required expenses, were not provided
8 accurate itemized wage statements, were not pay all sick wages and the correct rate of pay, and were not
9 paid all wages at the time of termination. The Action seeks unpaid wages, penalties, attorney fees,
10 litigation costs, and any other equitable or legal relief allegedly due and owing to Plaintiffs and the other
11 Class Members by virtue of the foregoing claims.

12
13 6. Procedural History of the Litigation

14 (a) On November 9, 2022, Plaintiff Soto filed with the LWDA and served on Defendant a notice
15 under Labor Code section 2699.3 identifying the alleged Labor Code violations to recover civil penalties
16 on behalf of Aggrieved Employees for various Labor Code violations. The PAGA Notice specifically
17 alleged violations of Labor Code §§ 201, 202, 203, 204 et seq., 210, 218, 221, 226(a), 226.7, 227.3, 246,
18 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section
19 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to
20 Provide Seating), and violation of the applicable Wage Order(s).

21 (b) On January 27, 2023, Plaintiff Soto commenced this Action by filing a Class Action Complaint
22 against Defendant in the Superior Court of the State of California, County of Los Angeles. This Class
23 Action Complaint asserted class claims against Defendant for: (1) unfair competition in violation of Cal.
24 Bus & Prof. Code §§ 17200, et seq.; (2) failure to pay minimum wages in violation of California Labor
25 Code §§ 1194, 1197, and 1197.1; (3) failure to pay overtime wages in violation of California Labor Code
26 §§ 510, 1194 & 1198; (4) failure to provide required meal periods in violation of Cal. Labor Code §§
27 226.7 and 512; (5) failure to provide required rest periods in violation of Cal. Labor Code §§ 226.7 and
28 512; (6) failure to provide accurate itemized wage statements in violation of California Labor Code §§

1 226.7 and 512; (7) failure to to reimburse employees for required expenses in violation of California Labor
2 Code § 2802; (8) failure to provide wages when due in violation of California Labor Code §§ 201, 202
3 and 203; and, (9) failure to pay sick pay wages in violation of California Labor Code §§ 201-204, 233,
4 246.² On January 27, 2023, Plaintiff Louie Soto filed a PAGA Representative Complaint against
5 Defendant in the Superior Court of the State of California, County of Los Angeles, asserting a single cause
6 of action for violation of the PAGA Cal. Labor Code §§ 2698, et seq., Case No. 23STCV01763 (the
7 "PAGA Lawsuit"). On June 13, 2023, the Court issued an Order deeming the Class Lawsuit and the
8 PAGA Lawsuit related, and designating the Class Lawsuit as the lead case. On June 21, 2024, pursuant
9 to the Parties' stipulation, the Court consolidated the Class Lawsuit with the PAGA Lawsuit for the
10 purposes of settlement, permitting Plaintiffs to file a First Amended Consolidated Class And
11 Representative Action Complaint (the "FACC").

12 (c) On July 2, 2024, Plaintiffs filed the FACC, which added Plaintiff Matteo Sarria and harmonized
13 the claims and allegations made in the Class Lawsuit and PAGA Lawsuit. The FACC is the operative
14 complaint in the Action (the "Operative Complaint").

15 (d) Over the course of litigation, the Parties engaged in the investigation of the claims, including
16 informal discovery, and the production of hundreds of pages of documents, class data, and other
17 information, allowing for the full and complete analysis of liabilities and defenses to the claims in the
18 Action. The information for mediation obtained by Plaintiffs included: (1) data concerning the class; (2)
19 payroll data and time punch data for the class covering 7,148 shifts worked and 1,695 workweeks; (3)
20 Defendant's wage and hour policies; (4) the employment file for the Plaintiffs; and, (5) samples of wage
21 statements provided by Defendant. As such, Class Counsel received the data and information for the
22 Class, which was sufficient for Plaintiffs' expert to prepare the valuations of the claims for the Class.

23 (e) Class Counsel has extensive experience in litigating wage and hour class actions in California.

24
25 ² The Action also alleged an individual claim for retaliation which was based upon separate and
26 independent facts applicable to the employment of Plaintiff Soto. As addressed in Paragraph 6.1 of the
27 Agreement, the resolution and release of Plaintiff Louie Soto's individual cause of action for alleged
28 retaliation in violation of Labor Code section 1102.5 is subject to a separate, confidential settlement
agreement. If the Court requires the Parties to submit the terms of the individual settlement agreement
to obtain approval of this Settlement, the Parties agree that the individual settlement agreement will be
submitted in camera under seal to the Court.

1 The Parties have intelligently litigated the Action since inception. During the course of litigation, the
2 Parties each performed analysis of the merits and value of the claims. Plaintiffs and Defendant have
3 engaged in significant research and investigation in connection with the Action. Plaintiffs obtained
4 informal discovery and the production of relevant documents and data from the Defendant. Class Counsel
5 has thoroughly analyzed the value of the claims during the prosecution of this Action and utilized an expert
6 to perform an analysis of the data and valuation of the claims.

7 (f) Plaintiffs and Defendant agreed to discuss resolution of the Action through a mediation. Prior
8 to mediation, the Parties engaged in the above investigation and the exchange of documents and
9 information in connection with the Action. On February 5, 2024, the Parties participated in an all-day
10 mediation presided over by Steve Serratore, a respected mediator of wage and hour representative and
11 class actions. Following the mediation, each side, represented by its respective counsel, were able to agree
12 to settle the Action based upon a mediator's proposal which was memorialized in a memorandum of
13 understanding. The Parties then negotiated the final terms of the settlement as set forth in the Agreement.
14 At all times, the negotiations were arm's length and contentious.

15 (g) Although a settlement has been reached, Defendant denies any liability or wrongdoing of any
16 kind associated with the claims alleged in the Action and further denies that, for any purpose other than
17 settlement, the Action is appropriate for class and/or representative treatment. Defendant contends,
18 among other things, that it has complied at all times with the California Labor Code, applicable Wage
19 Order, and all other laws and regulations. Further, Defendant contends that class certification is
20 inappropriate for any reason other than for settlement. Plaintiffs contend that Defendant violated
21 California wage and hour laws. Plaintiffs further contend that the Action is appropriate for class
22 certification on the basis that the claims meet the requisites for class certification. Without admitting that
23 class certification is proper, Defendant has stipulated that the above Class may be certified for settlement
24 purposes only. (Agreement at ¶ 2.11). The Parties agree that certification for settlement purposes is not
25 an admission that class certification is proper. Further, the Agreement is not admissible in this or any other
26 proceeding as evidence that the Class could be certified absent a settlement. Solely for purposes of settling
27 the Action, the Parties stipulate and agree that the requisites for establishing class certification with respect
28 to the Class are satisfied.

1 (h) Class Counsel has conducted an investigation into the facts of the class action. Informal
2 discovery was obtained, which included the production of documents and data. Class Counsel engaged
3 in a thorough review and analysis of the relevant documents and data with the assistance of an expert.
4 Accordingly, the agreement to settle did not occur until Class Counsel possessed sufficient information
5 to make an informed judgment regarding the likelihood of success on the merits and the results that could
6 be obtained through further litigation. In addition, Class Counsel previously negotiated settlements with
7 other employers in actions involving nearly identical issues and analogous defenses. Based on the
8 foregoing data and their own independent investigation, evaluation and experience, Class Counsel believes
9 that the settlement with Defendant on the terms set forth in the Agreement is fair, reasonable, and
10 adequate and is in the best interest of the Class in light of all known facts and circumstances, including the
11 risk of significant delay, defenses asserted by Defendant, and potential appellate issues.

12 13 7. History of Settlement Discussions

14 (a) This settlement is the result of extensive and hard-fought litigation as well as negotiations
15 before an experienced and well-respected mediator. Defendant has expressly denied and continues to deny
16 any wrongdoing or legal liability arising out of the conduct alleged in the Action. Plaintiffs and Class
17 Counsel have determined that it is desirable and beneficial to the Class to resolve the Released Class
18 Claims of the Class in accordance with this Settlement, based upon the experience of Class Counsel who
19 has previously litigated similar claims against other employers.

20 (b) The Parties attended an arms-length mediation session with Steve Serratore, a respected jurist
21 and experienced mediator of wage and hour class actions, in order to reach this Settlement. In preparation
22 for the mediation, Defendant provided Plaintiffs and Class Counsel with payroll and employment data and
23 other information regarding the Class Members, various internal documents, and other compensation and
24 employment-related materials. Class Counsel analyzed the data with the assistance of damages expert
25 Berger Consulting and prepared and submitted a mediation brief to the mediator. Following the all-day
26 mediation session, the Parties agreed to this Settlement based upon a mediator's proposal.

27 (c) From February 2024 to January 7, 2025, the initial settlement agreement and exhibits
28 thereto were finalized and executed. The Parties then revised the initial settlement agreement to address

1 certain issues raised by the Court in its Minute Orders dated June 11, 2025 and September 23, 2025, and
2 the Agreement was fully executed on February 3, 2025. On October 23, 2025, the Court issued its Order
3 granting preliminary approved of the settlement as fair, adequate, and reasonable to the Class.

4 (d) Plaintiffs and Class Counsel believe that this settlement is fair, reasonable and adequate. In
5 my judgment as experienced Class Counsel, this Settlement should be finally approved.

6
7 8. The outcome of this case would have been uncertain and fraught with risks.

8 (a) Here, a number of defenses asserted by Defendant present serious threats to the claims of the
9 Plaintiffs and the other Class Members. Defendant asserted that Defendant's practices complied with all
10 applicable Labor laws. Defendant argued that Class Members were paid for all time worked and that all
11 work time was properly recorded and compensation for that time was correctly compensated. Defendant
12 contends that its meal and rest period policies fully complied with California law and Defendant did not
13 fail to provide the opportunity for legally required meal and rest breaks. Defendant contends that there
14 was no failure to pay for business expenses and any cell phone usage was merely convenient and voluntary
15 such that reimbursement was not legally required. Finally, Defendant could argue that the Supreme Court
16 decision in *Brinker v. Superior Court*, 53 Cal. 4th 1004 (2012), weakened Plaintiffs' claims, on liability,
17 value, and class certifiability as to the meal and rest period claims. Defendant also argues that based on
18 their facially lawful practices, Defendant acted in good faith and without willfulness, which if accepted
19 would negate the claims for waiting time penalties and/or inaccurate wage statements. See e.g. *Naranjo*
20 *v. Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056, 1065 (May 6, 2024) ("if an employer reasonably and in
21 good faith believed it was providing a complete and accurate wage statement in compliance with the
22 requirements of section 226, then it has not knowingly and intentionally failed to comply with the wage
23 statement law.") Defendant's defenses could eliminate or substantially reduce any recovery to the Class.
24 While Plaintiffs believe that these defenses could be overcome, Defendant maintains these defenses have
25 merit and therefore present a serious risk to recovery by the Class.

26 (b) There was also a significant risk that, if the Action was not settled, Plaintiffs would be unable
27 to obtain a certified class and maintain the certified class through trial, and thereby not recover on behalf
28 of any employees other than themselves. At the time of the mediation, Defendant forcefully opposed the

1 propriety of class certification, arguing that individual issues precluded class certification. Further, as
2 demonstrated by the California Supreme Court decision in *Duran v. U.S. Bank National Assn.*, 59 Cal.
3 4th 1 (2014), there are significant hurdles to overcome for a class-wide recovery even where the class has
4 been certified. While other cases have approved class certification in wage and hour claims, class
5 certification in this action was hotly disputed and the maintenance of a certified class through trial was by
6 no means a foregone conclusion.

7 (c) As demonstrated by the decision in *Duran*, the complexities and duration of further litigation
8 cannot be overstated. There is little doubt that Defendant would post a bond and appeal in the event of
9 an adverse judgment. A post-judgment appeal by Defendant would have required many more years to
10 resolve, assuming the judgment was affirmed. If the judgment was not affirmed in total, then the case
11 could have dragged on for years after the appeal. The benefits of a guaranteed recovery today outweigh
12 an uncertain result three or more years in the future. Plaintiffs and Class Counsel recognize the expense
13 and length of a trial against Defendant through possible appeals which could take at least another two or
14 three years. Class Counsel also have taken into account the uncertain outcome, the risk of litigation,
15 especially in complex actions such as this one. Class Counsel are also mindful of and recognize the
16 inherent problems of proof under, and alleged defenses to, the claims asserted in the Action. Moreover,
17 post-trial motions and appeals would have been inevitable. Costs would have mounted and recovery
18 would have been delayed if not denied, thereby reducing the benefits of an ultimate victory. The
19 Settlement confers substantial benefits upon the Class. Based upon their evaluation, Plaintiffs and Class
20 Counsel have determined that the Settlement set forth in the Agreement is in the best interest of the Class.

21 (d) The Settlement in this case is fair, reasonable and adequate considering Defendant's
22 defenses to Plaintiffs' claims. As set forth in the Declaration of Nordrehaug in support of preliminary
23 approval which discussed the value of the class claims in detail, the Gross Settlement Amount compares
24 favorably to the value of the claims. Based upon 189 Participating Class Members who collectively
25 worked an estimated 10,581 workweeks, the Gross Settlement Amount provides an average value of
26 \$1,851 per Class Member and \$33 per workweek and after deductions the Net Settlement Amount
27 provides an average recovery of \$874.83 per Class Member and a recovery of \$15.62 per workweek. The
28 calculations to compensate for the amount due for the Class at the time of the mediation were calculated

1 by Berger Consulting, Plaintiffs' damage expert. As to the Class whose claims are at issue in this Action,
2 Plaintiffs used this expert to analyze the data and determine the potential unpaid wages for the employees.
3 The maximum potential damages were calculated to be \$375,987 for the alleged unpaid wages due to off-
4 the-clock work at 1 hour per week, \$4,678 for the alleged unpaid overtime wages due to the
5 miscalculation of the regular rate, \$3,904 for the alleged undepaid sick pay due to the alleged
6 miscalculation of the regular rate, \$810,319 for alleged meal period damages based upon a 69.2% potential
7 violation rate for shifts observed in the time records, and \$793,075 for alleged rest period damages based
8 upon the same 69.2% potential violation rate observed for meal breaks, \$14,600 for alleged unreimbursed
9 business expenses for personal cell phone usage at \$5 per month. As a result, the total damage valuation
10 was calculated that Defendant was subject to a maximum damage claim in the amount of \$2,002,564. As
11 to potential penalties, Plaintiffs calculated that potential waiting time penalties were a maximum of
12 between \$464,764 and \$1,082,561, depending on the predicate violation, and potential maximum wage
13 statement penalties were \$313,700.³ Defendant vigorously disputed Plaintiffs' calculations and exposure
14 theories. Consequently, the Gross Settlement Amount of \$350,000 represents more than 17% of the
15 maximum value of the alleged damages at issue in this case at the time this Settlement was negotiated.⁴
16 Importantly, the recent decision that good faith belief of compliance by the employer in *Naranjo v.*
17 *Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056, 1065 (2024), could completely negate the claims for waiting
18 time and wage statement penalties, even if wages were owed to the Class. The above maximum
19 calculations should then be adjusted in consideration for both the risk of class certification and the risk of
20 establishing class-wide liability on all claims. Given the amount of the settlement as compared to the

21
22 ³ While Plaintiffs alleged claims for statutory penalties pursuant to Labor Code Sections 203 and
23 226, at mediation Plaintiffs recognized that these claims were subject to additional, separate defenses
24 asserted by Defendant, including, a good faith dispute defense as to whether any premium wages for
25 meal or rest periods or other wages were owed given Defendant's position that Plaintiffs and Class
26 Members were properly compensated. *See Nordstrom Commission Cases*, 186 Cal. App. 4th 576, 584
(2010) ("There is no willful failure to pay wages if the employer and employee have a good faith dispute
as to whether and when the wages were due.").

27 ⁴ Because the PAGA claim is not a class claim and primarily is paid to the State of California,
28 Plaintiffs have not included the PAGA claim in this discussion of the value of the class claims. The
PAGA claim was addressed in the Motion for Preliminary Approval in the Declaration of Nordrehaug
at ¶33.

1 potential value of claims in this case and the defenses asserted by Defendant, this settlement is fair and
2 reasonable.⁵ Clearly, the goal of this litigation has been met.

3 (e) In sum, the Settlement is a fair and reasonable result, and provides the Class with a significant
4 recovery, particularly when viewed in light of the fact that the Defendant asserted serious and substantial
5 defenses both to liability and to class certification. The maximum and average class member allocations
6 (in addition to their Individual PAGA Payment) are \$2,265.84 and \$874.81, respectively. *See* Shim Decl.
7 ¶16. Given the complexities of this case, the defenses, along with the uncertainties of proof and appeal,
8 the proposed Settlement is fair, reasonable and adequate, and should be finally approved.

9 (f) It is impossible to predict with certainty whether, under the facts of this case, Plaintiffs would
10 prevail against the Defendant's factual and legal defenses. While Plaintiffs and Class Counsel believe in
11 the merits of the claims, Defendant has asserted real and substantial defenses to these claims and to class
12 certification. Settlement in this case clearly benefits the Class when measuring the strengths of Plaintiffs'
13 case and the risk of establishing class wide liability and damages.

14
15 **ATTORNEYS' FEES, LITIGATION EXPENSES AND SERVICE AWARD**

16 9. **The Agreement For The Payment of Fees and Expenses Should Is Appropriate And Should**
17 **Be Enforced**

18 (a) Class Counsel successfully negotiated a class action settlement which provides for a common
19 fund settlement to be paid by Defendant to the Class in the amount of Three Hundred Fifty Thousand
20 Dollars (\$350,000) (Agreement at ¶¶ 1.22 and 3.1.) As part of the settlement, the parties agreed to an

21
22 ⁵ See *Glass v. UBS Fin. Servs.*, 2007 U.S. Dist. LEXIS 8476 (N.D. Cal. 2007) (approving a
23 settlement where the settlement amount constituted approximately 25% of the estimated overtime
24 damages for the class); *Stovall-Gusman v. W.W. Granger, Inc.*, 2015 U.S. Dist. LEXIS 78671, at *12
25 (N.D. Cal. 2015) (granting final approval where "the proposed Total Settlement Amount represents
26 approximately 10% of what class might have been awarded had they succeeded at trial."); *Dunleavy v.*
27 *Nadler (In re Mego Fin. Corp. Sec. Litig.)*, 213 F.3d 454, 459 (9th Cir. 2000) (affirming approval of
28 a class settlement which represented "roughly one-sixth of the potential recovery".) See also *Viceral v.*
Mistras Grp., Inc., 2016 WL 5907869 (N.D. Cal. 2016) (approving wage and hour class action
settlement amounting to 8.1% of full value); *Ma v. Covidien Holding, Inc.*, 2014 WL 2472316, (C.D.
Cal. 2014) (approving wage and hour class action settlement worth "somewhere between 9% and 18%"
of maximum valuation).

1 award of attorneys' fees equal to one-third (1/3) of the Gross Settlement Amount as the Class Counsel
2 Fees Payment. (Agreement at ¶ 3.2(b).) By this motion, Class Counsel respectfully requests approval of
3 the Class Counsel Fees Payment in an amount equal to one-third of the Gross Settlement Amount.

4 (b) In the class action context, that means "attempting to award the fee that informed private
5 bargaining, if it were truly possible, might have reached." Here, informed arms-length bargaining between
6 experienced counsel and Defendant resulted in Defendant negotiating the fee award to one-third of the
7 Gross Settlement Amount. Such bargaining is obviously the best measure of the market for fees.
8 Moreover, fee awards in common fund settlements as this one have resulted in a percentage of fees in an
9 equivalent percentage to the sum sought by Class Counsel herein, further reflecting the accurate market
10 value of the award requested.

11 (c) The requested fee award, agreed to by the parties as part of the Settlement, should be
12 approved. The requested fee award was bargained for during arms' length adversarial bargaining by
13 counsel for each of the parties as part of the Settlement.

14
15 10. The Class Counsel Fee Award Is Properly Calculated as a Percentage of the Total Value
16 Created for the Benefit of the Class

17 (a) As part of the settlement, the Parties agreed to an award of attorneys' fees equal to one-third
18 of the Gross Settlement Amount of \$350,000 which equals \$116,666 for attorneys' fees. As part of the
19 Agreement, Defendant also agreed that Class Counsel will also be paid reasonable litigations expenses
20 incurred as per Class Counsel's billing statement in an amount not to exceed \$25,000. Finally, Defendant
21 also agreed that Plaintiffs can be awarded a Class Representative Service Payment in the amount of \$7,500
22 each, as their service awards under the Agreement.

23 (b) In defining a reasonable fee, the Court should mimic the marketplace for cases involving a
24 significant contingent risk such as this one. Our legal system places unique reliance on private litigants
25 to enforce substantive provisions of employment law through class actions. Therefore, attorneys providing
26 these substantial benefits should be paid an award equal to the amount negotiated in private bargaining
27 that takes place in the legal market place.

28 (c) There is a substantial difference between the risk assumed by attorneys being paid by the hour

1 and attorneys working on a contingent fee basis. The attorney being paid by the hour can go to the bank
2 with his fee. The attorney working on a contingent basis can only log hours while working without pay
3 towards a result that will hopefully entitle him to a marketplace contingent fee taking into account the risk
4 and other factors of the undertaking. Otherwise, the contingent fee attorney receives nothing. In this case,
5 the nature of the fee was wholly contingent. Class Counsel subjected themselves to this contingent fee
6 market risk in this all or nothing contingent fee case wherein the necessity and financial burden of private
7 enforcement makes the requested award appropriate. This case was litigated on a contingent basis for
8 over one year, with all of the risk factors inherent in such an uncertain undertaking. Indeed, I am aware
9 of other similar cases where the court dismissed the class allegations or denied class certification. Under
10 such circumstances, courts have held that a risk multiplier must be applied to the fee award.

11 (d) Here, the contingent nature of the fee award, both from the point of view of eventual
12 settlement and the point of view of establishing eligibility for an award, also warrant the requested fee
13 award. A number of difficult issues, the adverse resolution of any one of which could have doomed the
14 successful prosecution of the action, were present here. Attorneys' fees in this case were not only
15 contingent but risky, with a very real chance that Class Counsel would receive nothing at all for their
16 efforts, having devoted time and advanced costs. Class Counsel has previously invested in cases which
17 resulted in no recovery, and here Class Counsel is recovering a fee award that comparable to the multiplier
18 approved in other cases.

19 (e) At the time this case was brought, the result was far from certain as discussed above at
20 paragraphs 8(a) and 8(b).

21 (f) The Settlement was possible only because Class Counsel was able to convince Defendant that
22 Plaintiffs could potentially prevail on the contested issues regarding liability, maintain class certification,
23 overcome difficulties in proof as to monetary relief and take the case to trial if need be. In successfully
24 navigating these hurdles Class Counsel displayed the necessary skills in both wage and hour and class
25 action litigation. The high quality of the Class Counsel's work in this case was mandated by the vigorous
26 defense presented by counsel for Defendant. Over the last years of litigation, Class Counsel was required
27 to invest substantial time and resources in investigation, litigation, the determination of potential damages
28 and communicating with and responding to opposing counsel's and class members' requests and inquiries.

1 (g) To represent the Class on a contingent fee basis, Class Counsel also had to forego
2 compensable hourly work on other cases to devote the necessary time and resources to this contingent
3 case. In so doing, Class Counsel gave up the hourly work that a firm can bank on for the risky contingent
4 fee work in this case which could potentially have paid nothing.

5 (h) Class Counsel were required to advance all costs in this litigation. Especially in this type of
6 litigation where the corporate defendant and their attorneys are well funded, this can prove to be very
7 expensive and risky. Accordingly, because the risk of advancing costs in this type of litigation can be
8 significant, it is therefore cost prohibitive to many attorneys. The financial burdens undertaken by
9 Plaintiffs and Class Counsel in prosecuting this action on behalf of the Class were very substantial. Class
10 Counsel has previously litigated cases and advanced costs, but received no recovery. To date, Class
11 Counsel advanced more than \$24,000 in costs which could not have been recovered if this case had been
12 lost. The Plaintiffs also undertook the risk of liability for Defendant's costs had this case not succeeded,
13 as well as other potential negative financial ramifications from having sued Defendant on behalf of the
14 Class. Accordingly, the contingent nature of the fee and the financial burdens on Class Counsel and on
15 Plaintiffs also support the requested awards.

16 (i) In a common fund settlement, the lodestar method is merely a cross-check on the
17 reasonableness of a percentage figure. In this case, the reasonableness of the requested attorneys' fee of
18 one-third equal to \$116,666 is also established by reference to Class Counsel's lodestar in this matter.
19 **The contemporaneous billing records for Class Counsel evidence that through March 9, 2026, Class**
20 **Counsel's total lodestar is \$158,710.00, with significant additional fees still to be incurred to**
21 **complete final approval and the settlement process.** The requested fee award is therefore less than
22 Class Counsel's total lodestar, representing a "negative multiplier" of 0.7, and there will be additional
23 lodestar incurred by Class Counsel to complete the settlement process and manage the settlement
24 distribution and reports. Such a multiplier is below the range of positive multipliers approved in other
25 cases such as *Laffitte* and *Vizcaino v. Microsoft Corp.*, 290 F.3d 1043, 1051 (9th Cir. 2002).⁶ As
26

27 ⁶ See *Laffitte, supra*, 1 Cal. 5th at 487 (approving 1/3 fee award with multiplier of 2.13); *Vizcaino*
28 *supra*, at 1051(3.65 multiplier approved); *Pellegrino v. Robert Half Intern., Inc.*, 182 Cal.App.4th 278
(2010) (in class actions reasonable multipliers of 2.0 to 4.0 are often applied); *Wershba*, 91 Cal. App.

1 evidenced by the billing, Class Counsel's work was efficiently performed and highly successful, and Class
2 Counsel should not be punished for efficient and successful litigation. As a result, this Court may conclude
3 that the requested award is fair and reasonable and is justified under California law.

4 (j) Counsel retained on a contingency fee basis, whether in private matters or in representative
5 litigation of this sort, is entitled to a premium beyond his standard, hourly, non-contingent fee schedule
6 in order to compensate for both the risks and the delay in payment for the simple fact that despite the most
7 vigorous and competent of efforts, success is never guaranteed. This is particularly true here where Class
8 Counsel has prosecuted this case on a contingency basis for over two years. Indeed, if counsel is not
9 adequately compensated for the risks inherent in difficult class actions, competent attorneys will be
10 discouraged from prosecuting similar cases.

11 11. On December 4, 2018, in *Panda Express Wage and Hour Cases* (Los Angeles Superior
12 Court, Case No. JCCP 4919) Judge Carolyn Kuhl awarded Class Counsel a one-third fee award in a wage
13 and hour class settlement. On January 31, 2020, in *El Pollo Loco Wage and Hour Cases* (Orange County
14 Superior Court Case No. JCCP 4957) Judge William Claster awarded Class Counsel a one-third award
15 in a wage and hour class settlement. On February 11, 2020, in *Singh v. Total Renal Care* (San Francisco
16 Superior Court Case No. CGC-16-550847) Judge Ethan Schulman awarded Class Counsel a one-third
17 award in a wage and hour class settlement. On April 15, 2021, in *Walker v. Brink's Global Services USA*
18 (Los Angeles County Superior Court Case No. BC564369) Judge Amy Hogue awarded Class Counsel
19 a one-third award in a wage and hour class settlement. On June 2, 2021, in *Pacia v. CIM Group, L.P.* (Los
20 Angeles Superior Court Case No. BC709666), Judge Amy D. Hogue awarded Class Counsel a one-third
21 fee award in a wage and hour class settlement. On November 8, 2021, in *Securitas Wage and Hour Cases*
22 (Los Angeles Superior Court Case No. JCCP4837) Judge David Cunningham awarded a one-third fee
23 award in a wage and hour class settlement. On November 17, 2021, in *Leon v. Sierra Aluminum*
24 *Company* (San Bernardino Superior Court Case No. CIVDS2010856) Judge David Cohn awarded a

25
26 4th at 255 ("multipliers can range from 2 to 4 or even higher."); *In re Sutter Health Uninsured Pricing*
27 *Cases*, 171 Cal.App.4th 495, 512 (2009) (affirming multiplier of 2.52 as "fair and reasonable"); *Chavez*
28 *v. Netflix, Inc.*, 162 Cal.App.4th 43, 66 (2008) (affirming multiplier of 2.53 as well within the approved
range of 2 to 4); *Taylor v. Fedex Freight, Inc.*, 2016 U.S. Dist. LEXIS 142202 (E.D. Cal. 2016) (2.26
multiplier).

one-third fee award in a wage and hour class settlement. On March 17, 2022, in *See's Candies Wage and Hour Cases* (Los Angeles Superior Court Case No. JCCP5004) Judge Maren Nelson awarded a one-third fee award in a wage and hour class action settlement. On April 12, 2022, in *O'Donnell v. Okta, Inc.*, (San Francisco Superior Court Case No. CGC-20-587665) Judge Richard Ulmer awarded a one-third fee award in a wage and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v. Prometric LLC* (Los Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson awarded a one-third fee award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D Carwash Management LLC*, (Sacramento Superior Court Case No. 2019-00251338), Judge Christopher E. Krueger awarded a one-third fee award in a wage and hour class action settlement. On August 10, 2022, in *Spears, et al. v. Health Net of California, Inc.*, (Sacramento Superior Court Case No. 34-2017-00210560-CU-OE-GDS), Judge Christopher E. Krueger awarded a one-third fee award in a wage and hour class action settlement. On September 7, 2022, in *Lucchese, et al. v. Kone, Inc.*, (San Francisco Superior Court Case No. CGC-20-588225), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage and hour class action settlement. On November 4, 2022, in *Infinity Energy Wage and Hour Cases* (San Diego Superior Court, Case No. JCCP5139), Judge Keri Katz awarded a one-third fee award in a wage and hour class action settlement. On February 1, 2023, in *Hogan v. AECOM Technical Services, Inc.* (Los Angeles Superior Court Case No. 19STCV40072), Judge Stuart Rice awarded a one-third fee award in a wage and hour class settlement. On February 28, 2023, in *Farthing v. Milestone Technologies* (San Francisco Superior Court Case No. CGC-21-591251), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage and hour class action settlement. On March 2, 2023, in *Leon v. Calaveras Materials* (Kings County Superior Court Case No. 21C-0105), Judge Melissa D'Morias awarded a one-third fee award in a wage and hour class settlement. On June 20, 2023, in *Gonzalez v. Pacific Western Bank* (San Bernardino County Superior Court Case No. CIVSB2127657) Judge David Cohn awarded a one-third fee award in a wage and hour class settlement, On June 30, 2023, in *Aguirre v. Headlands Ventures* (Sacramento County Superior Court Case No. 34-2021-00297290), Judge Jill Talley approved a one-third fee award in a wage and hour class settlement. On October 16, 2023, in *Flores v. Walmart*, (San Bernardino County Superior Court Case No. CIVDS2023061) Judge Joseph T. Ortiz awarded a one-third fee award in a wage and hour class settlement. On November 17, 2023, in *Silva v. Woodward HRT* (Los Angeles County

1 Superior Court Case No. 21STCV42692), Judge Maren Nelson awarded a one-third fee award in a wage
2 and hour class settlement. On November 29, 2023, in *Ochoa-Andrade v. See's Candies* (San Mateo
3 County Superior Court Case no. 22-CIV-02481), Judge Marie Weiner approved a one-third fee award
4 in a wage and hour class settlement. On September 12, 2024, in *Murdock v. Aspen Surgery Center*
5 (Contra Costa County Superior Court Case No. MSC21-02047), Judge Charles Treat approved a
6 one-third fee award in a wage and hour class settlement. On October 8, 2024, in *Rattler v. Pacific Coast*
7 *Container* (Alameda Superior Court Case No. 22CV015216), Judge Michael Markman approved a
8 one-third fee award in a wage and hour class settlement. On January 14, 2025, in *Curry v. United Health*
9 *Care Staffing* (San Francisco Superior Court Case No. CGC-21-597339), Judge Curtis Karnow approved
10 a one-third fee award in a wage and hour class settlement. On January 17, 2025, in *Virgen v. Curaleaf*
11 (Sacramento County Superior Court Case No. 34-2022-00314655), Judge Lauri Damrell approved a
12 one-third fee award in a wage and hour class settlement. On February 7, 2025, in *Wong v. Nurse Logistics*
13 (Santa Clara County Superior Court Case No. 22CV408939), Judge Theodore Zayner approved a
14 one-third fee award in a wage and hour class settlement. A fee award equal to one-third of the common
15 fund is therefore reasonable in light of the fees that have been awarded in other similar cases.

16 12. **The contemporaneous billing records for Class Counsel evidence that through March**
17 **9, 2026, Class Counsel's total lodestar is \$158,710.00, with significant additional fees still to be**
18 **incurred to complete final approval and the settlement process.** From November 9, 2022 to March
19 9, 2026, my firm worked on this matter for over 229 hours, with hourly rates for attorneys ranging from
20 \$450 to \$995, resulting in a total incurred lodestar for my firm in the amount of \$158,710.00. The
21 requested fee award is therefore less than Class Counsel's total lodestar, representing a "negative
22 multiplier" of 0.7, and there will be additional lodestar incurred by Class Counsel to complete the
23 settlement process and manage the settlement distribution and reports. A detailed breakdown of the total
24 fees and the services performed by the firm on this case is attached hereto as Exhibit #3. In addition, Class
25 Counsel will be performing significant additional work that is not included in this lodestar amount,
26 including finalizing the final approval motion, attending the hearing on final approval, and monitoring
27 completion of the settlement process. I expect this additional work will result in \$20,000 in additional
28 lodestar for my firm. The rates charged by my firm are in line with the prevailing rates of attorneys in the

1 local legal community for similar work and, if this were a commercial matter, these are the charges that
2 would be made and presented to the client. My firm's hourly rates are based upon the Laffey Matrix with
3 the appropriate 2% increase adjustment for Southern California. A true and correct copy of the current
4 Laffey Matrix is attached hereto as Exhibit #4. These hourly rates have been approved by Court's
5 throughout California, including the Courts in the Superior Court of California. In fact, on August 1,
6 2018, District Judge Andre Birotte Jr. explicitly found that Class Counsel's "rates generally appear
7 reasonable and 'in line with those prevailing in the [relevant] community'—the Central District of
8 California". Finally, the reasonableness of Class Counsel's hourly rates is further confirmed by comparing
9 such rates with the rates of comparable counsel practicing complex and class litigation as detailed in the
10 National Law Journal Billing Survey. See e.g. *Zest IP Holdings, LLC v. Implant Direct MFG., LLC*, 2014
11 U.S. Dist. LEXIS 167563 (S.D. Cal. 2014) (finding that "Mayer Brown's \$775 average billing rate for
12 partners" and "Mayer Brown's \$543 average associate billing rate" are reasonable rates when compared
13 within 21 other firms practicing in the Southern District of California.) This survey is useful to show that
14 Class Counsel's rates are in line with the comparable rates of the defense counsel that opposes these types
15 of class claims, such as Mayer Brown noted above who is defense counsel in cases currently being
16 prosecuted by Class Counsel. In another example, Sheppard Mullin Richter & Hampton, who is opposing
17 counsel in many cases prosecuted by Class Counsel, charges rates as high as \$875 for partners and \$535
18 for associates. Similarly, Paul Hastings, another opposing counsel in these types of cases, charges between
19 \$900 and \$750 for partners and \$755 and \$335 for associates. Thus, the rates charged by Class Counsel
20 for comparable work are less than these examples, and are therefore undoubtedly reasonable. Therefore,
21 the requested fee award as a percentage of the fund is supported by the currently lodestar incurred with
22 a reasonable multiplier which will be even less by the completion of the settlement. This is comparable
23 to the multipliers approved in other cases. The requested award is therefore reasonable viewed by the
24 Lodestar/Multiplier cross-check.

25
26 Litigation Expenses

27 13. The Agreement provides at paragraph 3.2(b), that Class Counsel may seek a "Class
28 Counsel Litigation Expenses Payment of not more than \$25,000." Class Counsel requests reimbursement

1 for incurred litigation expenses and costs in the amount of \$24,011.58. Class Counsel have incurred
2 expenses in the total amount of \$24,011.58 based upon counsel's billing records. These litigation
3 expenses include the expenses incurred for filing fees, mediation expenses, expert expenses (Berger
4 Consulting), CaseAnywhere charges, and attorney service charges (Knox, OneLegal), all of which are
5 costs normally billed to and paid by the client.⁷ The details of the litigation expenses incurred are set forth
6 in my firm's billing statement for this matter, a true and correct copy of which is attached hereto as Exhibit
7 #3. These costs were reasonably incurred in the prosecution of the Action.

8
9 Service Award

10 14. For their service as the class representatives, Plaintiffs should be awarded the service
11 awards of \$7,500 each, in accordance with the Agreement for their time, risk and effort expended on
12 behalf of the Class as the class representative. (Agreement at ¶ 3.2(a).) Defendant has agreed to this
13 payment and there have been no objections to the requested service award. The Plaintiffs' declarations
14 in support of this request is attached hereto as Exhibits #5 and 6. As the sole representative of the Class,
15 Plaintiffs performed their duties to the Class admirably and without exception. Plaintiffs worked
16 extensively with Class Counsel during the course of the litigation, responding to numerous requests,
17 searching for documents, working with counsel, and reviewing the settlement documentation. The
18 Plaintiffs' declarations details the involvement, stress and risks he undertook as a result of this Action.
19 Plaintiffs also assumed the serious risk that he might possibly be liable for costs and fees to Defendant, as
20 well as the reputational risk of being "blacklisted" by other future employers for having filed a class action
21 on behalf of fellow former employees. Without the Plaintiffs' participation, cooperation and information,
22 no other employees would be receiving any benefit. The payment of service awards to successful class
23 representatives is appropriate and the amount of \$7,500 is well within the currently awarded range for
24 similar settlements. The requested award is also reasonable by reference to the amounts that other

25
26 ⁷ Nontaxable costs are properly awarded where authorized by the parties' agreement. *Stetson*, 821
27 F.3d at 1165. Accordingly, "[e]xpenses such as reimbursement for travel, meals, lodging, photocopying,
28 long-distance telephone calls, computer legal research, postage, courier service, mediation, exhibits,
documents scanning, and visual equipment are typically recoverable." *Rutti v. Lojack Corp., Inc.*, 2012
WL 3151077, at *12 (C.D. Cal. 2012).

1 California courts have found to be reasonable in wage and hour class action settlements: *Andrews v.*
2 *Plains All Am. Pipeline L.P.*, 2022 U.S. Dist. LEXIS 172183, at *11 (C.D. Cal. 2022) (finding that the
3 requested service awards of \$15,000 each are appropriate); *Reynolds v. Direct Flow Med., Inc.*, 2019 U.S.
4 Dist. LEXIS 149865, at *19 (N.D. Cal. 2019) (granting request for \$12,500 service award); *Mathein v.*
5 *Pier 1 Imps.*, 2018 U.S. Dist. LEXIS 71386, 168 (E.D. Cal. 2018) (approving two service awards of
6 \$12,500 each); *Louie v. Kaiser Foundation Health Plan, Inc.*, 2008 WL 4473183, *7 (S.D. Cal. Oct. 06,
7 2008) (awarding \$25,000 service award to each of six plaintiffs in overtime class action); *Holman v.*
8 *Experian Info. Solutions, Inc.*, 2014 U.S. Dist. LEXIS 173698 (approving \$10,000 service award where
9 class member recovery was \$375); *Ontiveros v. Zamora*, 303 F.R.D. 356, 366 (E.D. Cal. 2014) (reducing
10 \$20,000 award to \$15,000 where the plaintiff brought a class claim in lieu of bringing an individual
11 action); *Glass v. UBS Fin. Servs.*, 2007 U.S. Dist. LEXIS 8476 at *51-*52 (N.D. Cal. 2007) (awarding
12 \$25,000 service award in overtime wage class action); *Zamora v. Balboa Life & Casualty, LLC*, Case No.
13 BC360036, Los Angeles County Superior Court (Mar. 7, 2013) (awarding \$25,000 service award); *Aguiar*
14 *v. Cingular Wireless, LLC*, Case No. CV 06-8197 DDP (AJWx) (C.D. Cal. Mar. 17, 2011) (awarding
15 \$14,767 service award); *Magee v. American Residential Services, LLC*, Case No. BC423798, Los
16 Angeles County Superior Court (Apr. 21, 2011) (awarding \$15,000 service award); *Mares v. BFS Retail*
17 *& Commercial Operations, LLC*, Case No. BC375967, Los Angeles County Superior Court (June 24,
18 2010) (awarding \$15,000 service award); *Baker v. L.A. Fitness Int'l, LLC*, Case No. BC438654, L.A.
19 County Superior Court (Dec. 12, 2012) (awarding \$10,000 service awards to three named plaintiffs); *Blue*
20 *v. Coldwell banker Residential Brokerage Co.*, Case No. BC417335, Los Angeles County Superior Court
21 (Mar. 21, 2011) (awarding \$10,000 service award); *Buckmire v. Jo-Ann Stores, Inc.*, Case No. BC394795,
22 Los Angeles County Superior Court (June, 11, 2010) (awarding \$10,000 service awards); *Coleman v.*
23 *Estes Express Lines, Inc.*, Case No. BC429042, Los Angeles County Superior Court (Oct. 3,
24 2013) (awarding \$10,000 service award); *Ethridge v. Universal Health Services, Inc.*, Case No.
25 BC391958, Los Angeles County Superior Court (May 27, 2011) (awarding \$10,000 service award);
26 *Hickson v. South Coast Auto Ins. Marketing, Inc.*, Case No. BC390395, Los Angeles County Superior
27 Court (Mar. 27, 2012) (awarding \$10,000 service award); *Hill v. sunglass Hut Int'l, Inc.*, Case No.
28 BC422934, Los Angeles County Superior Court (July 2, 2012) (awarding \$10,000 service award);

1 *Kambamba v. Victoria's Secret Stores, LLC*, Case No. BC368528, Los Angeles County Superior Court,
2 (Aug. 19, 2011)(awarding \$10,000 service award together with additional compensation for their general
3 release); *Nevarez v. Trader Joe's Co.*, Case No. BC373910, Los Angeles County Superior Court (Jan. 29,
4 2010)(awarding \$10,000 service award); *Ordaz v. Rose Hills Mortuary, L.P.*, Case No. BC386500, Los
5 Angeles County Superior Court, (Mar. 19, 2010)(awarding \$10,000 service award); *Sheldon v. AHMC*
6 *Monterey Park Hosp. LP*, Case No. BC440282, Los Angeles County Superior Court (Feb. 22,
7 2013)(awarding \$10,000 service award); *Silva v. Catholic Mortuary Services, Inc.*, Case No. BC408054,
8 Los Angeles County Superior Court (Feb. 8, 2011)(awarding \$10,000 enhancement award); *Weisbarth*
9 *v. Banc West Investment Services, Inc.*, Case No. BC422202, Los Angeles County Superior Court (May
10 24, 2013)(awarding \$10,000 service award); *Lazar v. Kaiser Foundation Health Plan*, Case No. 14-cv-
11 273289, Santa Clara County Superior Court (Dec. 28, 2015) (awarding \$10,000 service award); *Acheson*
12 *v. Express, LLC*, Case No. 109CV135335, Santa Clara County Superior Court (Sept. 13, 2011)(awarding
13 \$10,000 service award); *Bejarano v. Amerisave Mortgage Corp.*, Case No. EDCV 08-00599 SGL
14 (Opx)(C.D. Cal. June 22, 2010)(awarding \$10,000 service award); *Carbajal v. Sally Beauty Supply LLC*,
15 Case No. CIVVS 1004307, San Bernardino County Superior Court (Aug. 6, 2012)(awarding \$10,000
16 service award); *Contreras v. Serco Inc.*, Case No. 10-cv-04526-CAS-JEMx (C.D. Cal. Sep. 10,
17 2012)(awarding \$10,000 service award); *Guerro v. R.R. Donnelley & Sons Co.*, Case No. RIC 10005196,
18 Riverside County Superior Court (July 16, 2013)(awarding \$10,000 service award); *Kisliuk v. ADT*
19 *Security Services Inc.*, Case No. CV08-03241 DSF (RZx)(C.D. Cal. Jan. 10, 2011)(awarding \$10,000
20 service award); *Morales v. BCBG Maxazria Int'l Holdings, Inc.*, Case No. JCCP 4582, Orange County
21 Superior Court (Jan. 24, 2013)(awarding \$10,000 service award); *Barrett v. Doyon Security Services,*
22 *LLC*, Case No. BS900199, BS900517, San Bernardino County Superior Court (Apr. 23, 2010)(awarding
23 \$10,000 service award); *Zirpolo v. UAG Stevens Creek II*, Santa Clara Superior Court Case no.
24 17CV313457 (July 10, 2018) (awarding \$10,000 service award); *Taylor v. TIC - The Industrial*
25 *Complany*, U.S.D.C. Central District of California Case No. EDCV 16-186-VAP (Aug. 1, 2018)
26 (awarding \$10,000 service award).

27 15. The requested service award is also reasonable in light of the reputational risk that Plaintiffs
28 assumed in bringing this action against their former employer. Plaintiffs put their future employment

1 prospects at risk by becoming a class representative as the fact that they filed a lawsuit "is searchable on
2 the internet and may become known to prospective employers when evaluating" him for employment.
3 *Guippone v. BH S&B Holdings, LLC*, 2011 U.S., Dist. LEXIS 126026, *20 (S.D.N.Y. Oct. 28, 2011).
4 Employers routinely screen employee candidates to determine whether they have ever filed a suit against
5 other employers, allowing them to screen out the litigious candidates. An entire industry exists that allows
6 employers to run extensive background searches on potential employees. Companies who provide these
7 services specifically highlight the fact that their services allows employers to weed out litigious
8 employment candidates. Reliable Plant outlines ways that employers can "get a sense of whether a
9 prospective employee is likely to sue" the employer, through background checks and other means, to
10 screen out these employees.⁸ Onicra Credit Rating Agency states: "Background screening has become
11 a necessity in today's litigious society." Back Track Screening also represents: "In today's litigious culture,
12 employers simply cannot afford to hire employees who will put their company at risk."⁹ PreciseHire also
13 offers employment screening and similarly warns: "with today's business climate being extremely
14 competitive and highly litigious, conducting pre employment background checks has become a
15 necessity."¹⁰

16 16. As a result, Class Counsel respectfully requests approval of the application for award
17 of the Class Counsel Fees Payment equal to one-third (1/3) of the common fund, an award of litigation
18 expenses in the amount of \$24,011.58, and approval of the requested service awards to the Plaintiffs.

19 17. In accordance with California Rules of Court, rule 3.769, I make the following
20 disclosure. The Class Counsel Fees Payment awarded shall be allocated 100% to Blumenthal
21 Nordrehaug Bhowmik De Blouw LLP.

22
23 I declare under penalty of perjury under the laws of the State of California that the foregoing is
24

25 ⁸ www.reliableplant.com/Read/6959/a-solution-to-fear-of-hiring-litigious-employees.

26 ⁹ <http://www.btscreening.com/wp-content/uploads/2012/09/Screening-101.pdf>.

27 ¹⁰ [https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-have-](https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-have-become-a-busines-necissity/)
28 [become-a-busines-necissity/](https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-have-become-a-busines-necissity/).

1 true and correct. Executed this 9th day of March, 2025, at San Diego, California.
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/s/ Norman Blumenthal
NORMAN B. BLUMENTHAL

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EXHIBIT #1

Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

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FIRM RESUME

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

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Educated: Westminster University (B.A. 2004); University of Utah (J.D. 2008)

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); In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles, 75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E*Trade Mortg. Corp., 514 F.3d 1001 (9th Cir. 2008); Silvas v. E*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 630 F. Supp. 2d 1222 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 2008 U.S. Dist. LEXIS 102380 (S.D. Cal. 2008); Louie v. Kaiser Found. Health Plan, Inc., 2008 U.S. Dist. LEXIS 78314 (S.D. Cal. 2008); Weltman v. Ortho Mattress, Inc., 2010 U.S. Dist. LEXIS 20521 (S.D. Cal. 2010); Weltman v. Ortho Mattress, Inc., 2008 U.S. Dist. LEXIS 60344 (S.D. Cal. 2008); Curry v. CTB McGraw-Hill, LLC, 2006 U.S. Dist. LEXIS 5920; 97 A.F.T.R.2d (RIA) 1888; 37 Employee Benefits Cas. (BNA) 2390 (N.D. Cal. 2006); Reynov v. ADP Claims Servs. Group, 2006 U.S. Dist. LEXIS 94332 (N.D. Cal. 2006); Kennedy v. Natural Balance Pet Foods, Inc., 2010 U.S. App. LEXIS 248 (9th Cir. 2010); Kennedy v. Natural Balance Pet Foods, Inc., 2008 U.S. Dist. LEXIS 38889 (S.D. Cal. 2008); Kennedy v. Natural Balance Pet Foods, Inc., 2007 U.S. Dist. LEXIS 57766 (S.D. Cal. 2007); Sussex v. Turnberry/MGM Grand Towers, LLC, 2009 U.S. Dist. LEXIS 29503 (D. Nev. 2009); Picus v. Wal-Mart Stores, Inc., 256 F.R.D. 651 (D. Nev. 2009); Tull v. Stewart Title of Cal., Inc., 2009 U.S. Dist. LEXIS 14171 (S.D. Cal. 2009); Keshishzadeh v. Gallagher, 2010 U.S. Dist. LEXIS 46805 (S.D. Cal. 2010); Keshishzadeh v. Arthur J. Gallagher Serv. Co., 2010 U.S. Dist. Lexis 116380 (S.D. Cal. 2010); In re Pet Food Prods. Liab. Litig., MDL Docket No. 1850 (All Cases), 2008 U.S. Dist. LEXIS 94603 (D.N.J. 2008); In re Pet Food Prods. Liab. Litig., 629 F.3d 333 (3rd Cir. 2010); Puentes v. Wells Fargo Home Mortgage, Inc., 160 Cal. App. 4th 638 (2008); Rezec v. Sony Pictures Entertainment, Inc., 116 Cal. App. 4th 135 (2004); Badillo v. Am. Tobacco Co., 202 F.R.D. 261 (D. Nev. 2001); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin., 2010 U.S. App. Lexis 23025 (9th Cir. 2010); Dirienzo v. Dunbar Armored, Inc., 2011 U.S. Dist. Lexis 36650 (S.D. Cal. 2011); Rix v. Lockheed Martin Corp., 2011 U.S. Dist Lexis 25422 (S.D. Cal. 2011); Weitzke v. Costar Realty Info., Inc., 2011 U.S. Dist Lexis 20605 (S.D. Cal. 2011); Goodman v. Platinum Condo. Dev., LLC, 2011 U.S. Dist. LEXIS 36044 (D. Nev. 2011); Sussex v. Turnberry/MGM Grand Towers, LLC, 2011 U.S. Dist. LEXIS 14502 (D. Nev. 2011); Smith v. Kaiser Foundation Hospitals, Inc., 2010 U.S. Dist. Lexis 117869 (S.D. Cal. 2010); Dobrosky v. Arthur J. Gallagher Serv. Co.,

LLC, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, Metrow v. Liberty Mut. Managed Care LLC, No. EDCV 16-1133 JGB (KKx), 2017 U.S. Dist. LEXIS 73656 (C.D. Cal. May 1, 2017); Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); Orozco v. Illinois Tool Works Inc., Class Certification Granted, 2017 U.S. Dist. LEXIS 23179 (E.D. Cal. Feb. 16, 2017); Rieve v. Coventry Health Care, Summary Judgment *Sua Sponte* Granted for Plaintiff, Rieve v. Coventry Health Care, Inc., 870 F. Supp. 2d 856 (C.D. Cal. 2012)

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4G Wireless Wage Cases, Orange County Superior Court, JCCP No. 4736; Classic Party Rentals Wage & Hour Cases, Los Angeles Superior Court, Case No. JCCP No. 4672; Abu-Arafeh v. Norco Delivery Service, Inc., San Francisco County Superior Court, Case No. CGC-14-540601; Aburto v. Verizon, U.S. District Court, Southern District California, Case No. 11-cv-0088; Adkins v. Washington Mutual Bank, Class Certification Granted, San Diego County Superior Court, Case No. GIC819546; Agah v. CompUSA, U.S. District Court, Central District of California, Case No. SA CV05-1087 DOC (Anx); Akers v. The San Diego Union Tribune, San Diego County Superior Court, Case No 37-2010-00088571; Altman v. SolarCity Corporation, San Diego County Superior Court, Case No. 37-2014-00023450-CU-OE-CTL; Aquino v. Macy's West Stores, Orange County Superior Court, Case No. 30-2010-00395420; Baker v. Advanced Disability Management, Inc., Sacramento County Superior Court, Case No. 34-2014-00160711; Barcia v. Contain-A-Way, U.S. District Court, Southern District California, Case No. 07 cv 0938; Bates v. Verengo, Inc., Orange County Superior Court, Case No. 30-2012-00619985-CU-OE-CXC; Battle v. Charming Charlie Inc., San Diego County Superior Court, Case No. 37-2014-00005608; Behar v. Union Bank, Orange County Superior Court, Case No. 30-2009-00317275; Bell v. John Stweart Company, Alameda County Superior Court, Case No. RG14728792; Bennett v. Custom Built Personal Training Monterey County Superior Court, Case No. M127596; Bermant v. Bank of America, Investment Services, Inc., Los Angeles Superior Court, Civil Action No. BC342505; Bethley v. Raytheon Company, United States District Court, Central District of California, Case No. SACV10-01741; Betorina v. Randstad US, L.P., U.S. District Court Northern District of California, Case No. 3:15-cv-03646-MEJ; Beverage v. Edcoa Inc., Sacramento County Superior Court, Case No. 2013-00138279; Bova v. Washington Mutual Bank / JP Morgan Chase, U.S. District Court, Southern District California, Case No. 07-cv-2410; Bowden v. Sunset Parking Services, LLC & LAZ Parking California, LLC - Settled San Diego County Superior Court, Case No. 37-2012-00101751-CU-OE-CTL; Briseno v. American Savings Bank, Class Certification Granted, Orange County Superior Court, Case No. 774773; Brueske v. Welk Resorts, San Diego Superior Court, Case No 37-2010-00086460; Bueche v. Fidelity National Management Services, U.S. District Court, Eastern District of California, Case No. 13-cv-01114; Bunch v. Pinnacle Travel Services, LLC, Los Angeles County Superior Court, Case No. BC552048; Butler v. Stericycle, Inc & Appletree Answering Services of California, Inc., Sacramento County Superior Court, Case No. 34-2015-00180282; Cabral v. Creative Communication Tech., Class Certification Granted, Los Angeles Superior Court, Case No. BC402239; Cardoza v. Wal-Mart Associates, Inc., U.S. District Court Northern District of California, Case No. 4:15-cv-01634-DMR; Castro v. Vivint Solar, Inc., San Diego County Superior Court, Case No. 37-2014-00031385-CU-OE-CTL; Cavazos v. Heartland Automotive Services, Inc., Riverside County Superior Court, Case No. PSC 1401759; Cohen v. Bosch Tool, San Diego Superior Court, Case No. GIC 853562; Comstock v. Washington Mutual Bank - Class Certification Granted, San Diego County Superior Court, Case No. GIC820803; Conley v. Norwest, San Diego County Superior Court, Case No. N73741; Connell v. Sun Microsystems, Alameda Superior Court, Case No. RG06252310; Corrente

v. Luxe Valet, Inc., San Francisco County Superior Court, Case No. CGC-15-545961; Cruz v. Redfin Corporation, U.S. District Court Northern District of California, Case No. 3:14-cv-05234-THE; Culley v. Lincare Inc. & Alpha Respiratory Inc., U.S. District Court eastern District of California, Case No. 2:15-cv-00081-GEb-CMK; Cunningham v. Leslie's Poolmart, Inc., U.S. District Court, Central District of California, Case No. 13-cv-02122-CAS; Curry v. California Testing Bureau/McGraw Hill, U.S. District Court, Northern District of California, Case No. C-05-4003 JW; Daniels, et al. v. Philip Morris,(In Re Tobacco Cases II) – Class Certification Granted, San Diego Superior Court, Case No. JCCP 4042; Davis v. Genex Holdings Inc., Santa Clara County Superior Court, Case No. 1-13-cv-240830; Davis v. Clear Connection, LLC, San Diego County Superior Court, Case No. 37-2014-00035173-CU-OE-CTL; Day v. WDC Exploration, Orange County Superior Court, Case No. 30-2010-00433770; Dedrick v. Hollandia Dairy, San Diego County Superior Court, Case No. 37-2014-00004311-Cu-OE-CTL; Delmare v. Sungard Higher Education - Settled U.S. District Court, Southern District of California, Case No. 07-cv-1801; Del Rio v. Tumi Stores, Inc., San Diego County Superior Court, Case No. 37-2015-00022008-CU-OE-CTL; Dewane v. Prudential, U.S. District Court, Central District of California, Case No. SA CV 05-1031; Diesel v. Wells Fargo Bank, Orange County Superior Court, Case No. 30-2011-00441368; Dirienzo v. Dunbar Armored, U.S. District Court, Southern District of California, Case No. 09-cv-2745; Dobrosky v. Arthur J. Gallagher Service Company, LLC, Class certification Granted, No. EDCV 13-0646 JGB (Spx); Dodds v. Zaven Tootikian, Los Angeles County Superior Court, Case No. BC494402; Drumheller v. Radioshack Corporation, United States District Court, Central District of California, Case No. SACV11-355; Enger v. Kaiser Foundation Health Plan, U.S. District Court, Southern District of California, Case No. 09-cv-1670; Escobar v. Silicon Valley Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 1-14-cv272514; Fierro v. Chase Manhattan - Class Certification Granted, Settled San Diego Superior Court, Case No. GIN033490; Figueroa v. Circle K Stores, Inc., San Diego County Superior Court, Case No. 37-2012-00101193-CU-OE-CTL; Finch v. Lamps Plus, (Lamps Plus Credit Transaction Cases), San Diego Superior Court, Case No. JCCP 4532; Fletcher v. Verizon, U.S. District Court, Southern District of California, Case No. 09-cv-1736; Francisco v. Diebold, U.S. District Court, Southern District of California, Case No. 09-cv-1889; Friend v. Wellpoint, Los Angeles Superior Court, Case No. BC345147; Frudakis v. Merck Sharp & Dohme, U.S. District Court, Central District California, Case No. SACV 11-00146; Fulcher v. Olan Mills, Inc., U.S. District Court, Northern District of California, Case No. 11-cv-1821; Gabisan v. Pelican Products, U.S. District Court, Southern District California, Case No. 08 cv 1361; Galindo v. Sunrun Installation Services Inc., San Diego County Superior Court, Case No. 37-2015-00008350-CU-OE-CTL; Gallagher v. Legacy Partners Commercial, Santa Clara County Superior Court, Case No. 112-cv-221688; Ghattas v. Footlocker Retail, Inc., U.S. District Court Central District of California, Case No. CV 13-0001678 PA; Gibson v. World Savings, Orange County Superior Court, Case No. 762321; Goerzen v. Interstate Realty Management, Co., Stanislaus County Superior Court, Case No. 679545; Gomez v. Enterprise Rent-A-Car, U.S. District Court, Southern District of California, Case No. 3:10-cv-02373; Gordon v. Wells Fargo Bank, U.S. District Court, Southern District of California, Case No. 3:11-cv-00090; Grabowski v. CH Robinson, U.S. District Court, Southern District of California, Case No. 10-cv-1658; Gross v. ACS Compig Corporation, Orange County Superior Court, Case No. 30-2012-00587846-CU-OE-CXC; Gripenstraw v. Buffalo Wild Wings, U.S. District Court, Eastern District of California, Case No. 12-CV-00233; Gruender v. First American Title, Orange County Superior Court, Case No. 06 CC 00197; Guillen v. Univision Television Group, Inc. & Univision Management Co., San Francisco County Superior Court, Case No. CGC-12-526445; Gujjar v. Consultancy Services Limited, Orange County Superior Court, Case No. 30-2010-00365905; Gutierrez v. Five Guys Operations, LLC, San Diego County Superior Court, Case No. 37-2012-00086185-CU-OE-CTL; Handler v. Oppenheimer, Los Angeles Superior Court, Civil Action No. BC343542; Harley v. Tavistock Freebirds, LLC, Sacramento County Superior Court, Case No. 34-2014-00173010; Harrington v. Corinthian Colleges – Class Certification Granted, Orange Superior Court; United States Bankruptcy Court

District of Delaware; Harvey v. PQ Operations, Inc., Los Angeles County Superior Court, Case No. BC497964; Henshaw v. Home Depot U.S.A., United States District Court, Central District of California, Case No. SACV10-01392; Heithold v. United Education Institute, Orange County Superior Court, Case No. 30-2013-00623416-CU-OE-CXC; Hibler v. Coca Cola Bottling, Settled U.S. District Court, Southern District of California, Case No. 11cv0298; Hildebrandt v. TWC Administration LLC & Time Warner NY Cable, LLC, U.S. District Court, Central District of California, Case No. ED-cv-13-02276-JGB; Hopkins v. BCI Coca-Cola Bottling Company of Los Angeles, United States District Court, Central District of California; U.S. Court of Appeals 9th Circuit; Howard v. Southern California Permanente Medical Group, Los Angeles Superior Court, Case No. BC586369; Hughes v. Parexel International, Los Angeles County Superior Court, Case No. BC485950; Hurley v. Comcast of California/Colorado/Texas/Washington, Inc., Sonoma County Superior Court, Case No. SCV-253801; Irving v. Solarcity Corporation, San Mateo County Superior Court, Case No. CIV525975; Jacobs v. Nu Horizons - Settled Santa Clara County Superior Court, Case No. 111cv194797; Jefferson v. Bottling Group LLC (Pepsi) - Class Certification Granted, Orange County Superior Court, Case No. 30-2009-0018010; Jones v. E*Trade Mortgage, U.S. District Court, Southern District California Case No. 02-CV-1123 L (JAH); Kennedy v. Natural Balance - Dismissal Reversed on Appeal, San Diego Superior Court, Case No. 37-2007-00066201; Keshishzadeh v. Arthur J. Gallagher Service Co., U.S. District Court, Southern District of California, Case No. 09-cv-0168; Kinney v. AIG Domestic Claims / Chartis, U.S. District Court, Central District of California, Case No. 8:10-cv-00399; Kizer v. Tristar Risk Management, Orange County Superior Court, Case No. 30-2014-00707394-CU-OE-CXC; Kleinberg v. Reeve Trucking Company, Inc., San Diego County Superior Court, Case No. 37-2015-00001601-CU-OE-CTL; Kove v. Old Republic Title, Alameda County Superior Court, Case No. RG09477437; Krellcom v. Medley Communications, Inc., San Diego County Superior Court, Case No. 37-2013-00050245-CU-OE-CTL; Ladd v. Extreme Recovery, LP, Contra Costa County Superior Court, Case No. MSC11-02790; Langille v. EMC, U.S. District Court, Southern District of California, Case No. 09-cv-0168; Lawson v. Marquee Staffing, Los Angeles County Superior Court, Case No. 37-2012-00103717-CU-OE-CTL; Lazar v. Kaiser Foundation Health Plan, Inc., Santa Clara County Superior Court, Case No. 1-14-cv-273289; Lemmons v. Kaiser Foundation Hospitals, Inc., Sacramento County Superior Court, Case No. 34-2012-00125488; Levine v. Groeniger, Alameda County Superior Court, Case No. RG09476193; Linder v. OCWEN (In re Ocwen Federal Bank FSB Servicing Litig.) U.S. District Court, Central District California, Case No. 07cv501, U.S. District Court, Northern Dist. Illinois, Case No. MDL 1604; Litton v. Diebold, Incorporated, San Mateo County Superior Court, Case No. CIV524776; Lohn v. Sodexo, Inc. & SDH Services West, LLC, U.S. District Court Central District of California, Case No. 2:15-CV-05409; Lopez v. K-Mart, Ventura County Superior Court, Case No. BC351983; Louie / Stringer v. Kaiser, U.S. District Court, Southern District California, Case No. 08-cv-0795; Lucero v. Sears, U.S. District Court Southern District of California, Case No. 3:14-cv-01620-AJB; Lucero v. Kaiser Foundation Hospitals, Inc., San Diego County Superior Court, Case No. 37-2013-00075933-CU-OE-CTL; Magallanes v. TSA Stores, Inc., Santa Clara County Superior Court, Case No. 1-15-cv-283586; Magana v. El Pollo Loco, Inc., Orange County Superior Court, Case No. 30-2012-00613901-CU-OE-CXC; Maitland v. Marriott, U.S. District Court, Central District California, Case No. SACV 10-00374; Mann v. NEC Electronics America, Santa Clara County Superior Court, Case No. 109CV132089; Martinez v. Hydro-Scape Products, Inc., San Diego County Superior Court, Case No. 37-2014-00029157-CU-OE-CTL; Mathies v. Union Bank - Class Certification Granted, San Francisco County Superior Court, Case No. CGC-10-498077; McDermott v. Catalina Restaurant Group Inc., Orange County Superior Court, Case No. 30-2012-00574113-CU-OE-CXC; McPhail v. First Command, United States District Court for the Southern District of California, Case No. 05CV0179 IEG (JMA); Medina v. Universal Protection Service, LP, Santa Clara County Superior Court, Case No. BC572848; Meierdiercks v. 8x8, Inc., Santa Clara County Superior Court, Case No. 110CV162413; Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, U.S. District Court Eastern District of California, Case No. 16-1133

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v. Qualxserv, LLC / Worldwide Techservices - Class Certification Granted, U.S. District Court, Southern District of California, Case No. 09-cv-0017; Serrato v. Sociedad Textil Lonia, Corp., San Diego County Superior Court, Case No. 37-2012-00101195-CU-OE-CTL; Shrivastara v. Fry's Electronics, Santa Clara County Superior Court, Case No. 111cv192189; Sierra v. Oakley Sales Corp., Orange County Superior Court, U.S. District Court Central District of California; U.S. Court of Appeals 9th Circuit; Sirota v. Swing-N-Slide, Wisconsin District Court, County of Rock Wisconsin, Case No. 95CV726J; Small v. Kaiser Foundation Hospitals - Settled San Diego County Superior Court, Case No. 37-2011-00099011-CU-OE-CTL; Smith v. Kaiser Foundation Hospitals, U.S. District Court, Southern District of California, Case No. 08-cv-02353; Smith v. Fedex Ground Package system, Inc., Alameda County Superior Court, Case No. RG14734322; Sones v. World Savings / Wachovia; U.S. District Court, Northern District of California, Case No. 3:08-cv-04811; Spradlin v. Trump, U.S. District Court, District of Nevada, Case No. 2:08-cv-01428; Steele v. Kaiser Foundation Health Plan, U.S. District Court, Northern District of California, Case No. 07-5743; Steffan v. Fry's Electronics, Inc., Santa Clara County Superior Court, Case No. 1-13-CV-254011; Steroid Hormone Product Cases, Los Angeles Superior Court, JCCP4363; Strauss v. Bayer Corporation, United States District Court, District of Minnesota; Sustersic v. International Paper Co., Orange County Superior Court, Case No. 30-2009-00331538; Sutton v. Seasons Hospice & Palliative Care of California, Inc., Los Angeles County Superior Court, Case No. BC590870; Swartout v. First Alarm Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 112-cv-231989; Talamantez v. The Wellpoint Companies, Inc., U.S. District Court, Central District of California, Case No. 12-cv-08058; Tan v. California State Automobile Assn. - Class Certification Granted, U.S. District Court, Central District California, Case No. 07cv1011, Orange County Superior Court, Case No. 30-2008-00231219; Tauber v. Alaska Airlines, et al., Los Angeles Superior Court; Thai v. Staff Assistance, Inc., Los Angeles County Superior Court, Case No. BC567943; Thomas v. Stanford Health Care d/b/a Stanford University Medical Center, Santa Clara County Superior Court, Case No. 1-14-cv-273362; Thomas-Byass v. Michael Kors Stores (California), Inc., U.S. District Court Central District of California, Case No. 5:15-cv-00369-JGB; Trujillo v. LivHome, Orange County Superior Court, Case No. 30-2008-00100372, San Diego County Superior Court, Case No. JCCP4570; Tull v. Stewart Title, U.S. District Court, Southern District California, Case No. 08-CV-1095; Turner v. C.R. England, U.S. District Court Central District of California, Case No. 5:14-cv-02207-PSG; Turner v. Ampac Fine Chemicals, LLC, Sacramento County Superior Court, Case No. 34-2015-00176993; Valadez v. Schering-Plough, U.S. District Court, Southern District California, Case No. 10-CV-2595; Van Gorp v. Ameriquest Mortgage/Deutsche Bank, U.S. District Court, Central District of California, Case No. SACV05-907 CJC (Anx); Varela v. The Walking Company, Los Angeles County Superior Court, Case No. BC562520; Veloz v. Ross Dress For Less, Inc., Los Angeles County Superior Court, Case No. BC485949; Vogel v. Price-Simms, Inc., Santa Clara County Superior Court, Case No. 114CV261268; Vrab v. DNC Parks & Resorts at Tenaya, Inc., Mariposa County Superior Court, Case No. 0010225; Vultaggio-Kish v. Golden State Lumber, Inc., San Mateo County Superior Court, Case No. CIV 51661; Wadhwa v. Escrow Plus, Los Angeles Superior Court; Waldhart v. Mastec North Amercia, Inc., San Bernardino County Superior Court, Case No. CIVDS1419318; Walker v. Brink's Global Services USA, Inc. & Brinks Incorporated, Los Angeles County Superior Court, Case No. BC564369; Walsh v. Apple, Inc., U.S. District Court, Northern District California, Case No. 08-04918; Weinman v. Midbar Condo Development (Las Vegas One), U.S. District Court, District of Nevada, Case No. 2:08-cv-00684; Weltman v. Ortho Mattress - Class Certification Granted, U.S. District Court, Southern District California, Case No. 08-cv-0840, Orange County Superior Court, Case No. 30-2009-00327802; West v. Jerome's Furniture Warehouse, Sacramento County Superior Court, Case No. 34-2013-00147707-CU-OE-GDS; Wheat v. Jerome's Furniture Warehouse, San Diego County Superior Court, Case No. 37-2012-00094419-CU-OE-CTL; Wietzke v. Costar Realty, U.S. District Court, Southern District California, Case No. 09-cv-2743; Williams v. Lockheed Martin Corporation, U.S. District Court, Southern District California, Case No. 3:09-cv-01669; Wilson v. Wal-Mart

Associates, Inc., U.S. District Court Central District of California, Case No. 8:14-cv-1021-FMO; Winston v. Lemoire Transportation, Inc., Contra Costa County Superior Court, Case No. C-15-00897; Wise v. Cubic, U.S. District Court, Southern District California, Case No. 08-cv-2315; Witman v. Level 3 Communications, San Diego County Superior Court, Case No. 37-2012-00091649-CU-OE-CTL; Yam v. Kaiser Foundation Hospitals, U.S. District Court, Northern District California, Case No. 10-cv-05225-SBA; Zurlo v. Mission Linen, U.S. District Court, Central District, Case No. 08cv1326; Baxt v. Scor U.S., Delaware Court of Chancery; Bronson v. Blech Securities - Settled U.S. District Court, Southern District of New York; Castro & Cardwell v. B & H Education, Inc., Los Angeles Superior Court Case No. BC456198; Dibella v. Olympic Financial, U.S. District Court, District of Minnesota; Doyle v. Lorna Jane USA, Inc., Los Angeles County Superior Court, Case No. BC526837; Estrella v. B-Per Electronic, Inc. & My Wireless, Inc., San Diego County Superior Court, Case No. 37-2013-00048951-CU-OE-CTL; Ferrari v. Read-Rite, U. S. District Court, Northern District of California; Forever 21 Wage and Hour Cases - Settled San Diego County Superior Court, JCC Proceeding No. 4745; Hart v. United States Tobacco Co., Los Angeles Superior Court; In re Bank of America Wage and Hour Employment Practices Litigation, U.S. District Court, District of Kansas, Case No. MDL 2138; In re Walgreen Co. Wage and Hour Litigation, U.S. District Court, Central District of California, Case No. 11-cv-07664; Jackson v. Fresh & Easy Neighborhood Market Inc., Los Angeles County Superior Court, Case No. BC497964; U.S. Bankruptcy Court District of Delaware Case No. 13-12569 (KJC); Jordan/Ramos v. DMV -Sacramento County Superior Court; Kensington Capital v. Oakley, U. S. District Court, Southern District of California; Kensington Capital v. Vesta, U. S. District Court, Northern District of Alabama; Lopez v. Tire centers, LLC, U.S. District Court Northern District of California, Case No. 3:13-cv-05444-JCS; Miller v. Western Athletic Clubs, LLC, Santa Clara County Superior Court, Case No. 112-cv-228670; Moffett v. WIS International, San Diego County Superior Court, Case No. 37-2011-00099909-CU-OE-CTL; Perez v. Urban Outfitters, Inc., U.S. District Court Northern District of California, Case No. 13-cv-02628-JSW; Ridgewood Capital Management v. Gensia, U.S. District Court, Southern District of California, #CV-92-1500H; Sandoval v. Redfin Corporation, U.S. District Court Northern District, Case No. 3:14-cv-04444-SC; Shurman v. Scimed, State of Minnesota District Court, Fourth District, #94-17640; Sioson v. AMP Holding, Inc., Orange County Superior Court, Case No. 30-2013-00663825; Slatton v. G.E. Capital Mortgage Services, Camden County Superior Court, New Jersey, #CAML0256198; Somkin v. Molten Metal, U.S. District Court, District of Massachusetts, #9710325PBS; Sparks v AT&T, Illinois District Court - Madison County; Sullivan v. Lyon Management Group, Orange County Superior Court, Case No. 30-2013-00649432-CU-BT-CXC; Herencia v. Alexander's Steakhouse, Inc. – San Francisco County Superior Court, Case No. CGC-16-550551; Reinhardt v. Beverly Fabrics, Inc. – Sonoma County Superior Court, Case No. SCV-257217; DeBettencourt v. Interstate realty Management Company – San Joaquin County Superior Court, Case No. STK-CV-UOE-2015-0011942; Torres v. Bhandal Bros, Inc. – Santa Cruz County Superior Court, Case No. 16CV01555; Rodriguez v. El Toro Medical Investors Limited Partnership – U.S. District Court, Central District of California, Case No. 16-CV-00059-JLS-KES; Velez v. Timec Specialty Services, Inc. & Transfield Services– Los Angeles County Superior Court, Case No. BC614318; Henry v. Central Freight Lines, Inc. – U.S. District Court, Eastern District of California, Case No. 16-CV-00280-JAM-EFB; Taylor v. TIC – The Industrial Company – U.S. District Court, Central District of California, Case No. 16-CV-00186-VAP(SPX); Harvey v. Sears, Roebuck And Co. – Sacramento County Superior Court, Case No. 34-2017-00207556; Tapia v. Panda Express, LLC et al. – Los Angeles County Superior Court, JCCP No. 4919; Severson v. Lowe's HIW, Inc. – Sacramento County Superior Court, Case No. 34-2016-00189508; Bendon v. DTG Operations, Inc. - U.S. District Court, Central District of California, Case No. 16-CV-00861-FMO-AGR; Talavera v. ACS Dataline, LP – Los Angeles County Superior Court, Case No. BC617159; McHenry v. Prologix Distribution Services (West), LLC – Los Angeles County Superior Court, Case No. BC608948; Stone v. Prologistics Distribution, Inc. – Orange County Superior Court, JCCP No 4881; Easton v. Handy Technologies, Inc. – San Diego County Superior

Court, Case No. 37-2016-00004419-CU-OE-CTL; Singh v. Total Renal Care, Inc. – San Francisco County Superior Court, Case No. CGC-16-550847; Conners v. Rag Traders Melrose, LLC – Los Angeles County Superior Court, Case No. BC591413; Saporito v. Space Explorations Technologies Corporation, Los Angeles Superior Court, Case No. BC554258; Calhoun v. Celadon Trucking Services, Inc., U.S. District Court, Central District of California, Case No. 16-CV-01351-PSG-FFM; Conners v. Mission Valley Kilt, LLC - San Diego County Superior Court, Case No. 37-2015-00036888-CU-OE-CTL; Shibley v. New Prime, Inc. - U.S. District Court, Central District of California, Case No. 17-CV-00321-DOC; Lawrenz v. Blacktalon Enterprises, Inc. - Sonoma County Superior Court, Case No. SCV-258205; Jamison v. Fitness 19 CA 121, LLC - Solano County Superior Court, Case No. FCS046697; Brooks v. Archer Trucking, Inc. – Mendocino County Superior Court, Case No. SCUK-CVG-16-67106; Montgomery v. New Prime, Inc. - San Bernardino County Superior Court, Case No. CIVDS1611884; Mills v. Core-Mark International, Inc. – San Diego County Superior Court, case No. 37-2016-00009669-CU-OE-CTL; Lopez v. Networked Insurance Agents, LLC – Orange County Superior Court, Case No. 30-2016-00843587-CU-OE-CXC; Yberri v. Agent Provocateur, Inc. – Los Angeles County Superior Court, Case No. BC620413; Woodard v. BKD Twenty-One Management Company, Inc. – San Diego County Superior Court, Case No. 37-2016-00009682-CU-OE-CTL; Gallagher v. H.H. Restaurant, Inc. – San Diego County Superior Court, Case No. 37-2016-00031247-CU-OE-CTL; San Nicolas v. West Covina Corporate Fitness, Inc. – Los Angeles County Superior Court, Case No. BC16304; Summerlin v. Maplebear Inc., d/b/a Instacart – Los Angeles County Superior Court, Case No. BC 603030; Padilla v. Sutter West Bay Hospitals – San Mateo County Superior Court, Case No. CIV538977; Quagliariello v. Victory Entertainment, Inc. – Los Angeles County Superior Court, Case No. BC620273; Mohammad v. Tee It Up LLC – Contra Costa Superior Court, Case No. C16-01188; Pucilowski v. Esurance Insurance Services, Inc. – Placer County Superior Court, Case No. SCV0038790; Arias v. Alamos Enterprises, LLC – Orange County Superior Court, Case No. 30-2016-00865183-CU-OE-CXC; Orzano v. Hazelwood Enterprises, Inc. - San Diego County Superior Court, Case No. 37-2016-00029231-CU-OE-CTL; Tejero v. Firstmed Ambulance Services, Inc. – Orange County Superior Court, Case No. 30-2016-00885355-CU-OE-CXC; Artis v. T-W Transport, Inc. – San Diego County Superior Court, Case No. 37-2016-00013010-CU-OE-CTL; Searles v. Navajo Express, Inc. – San Bernardino County Superior Court, Case No. CIVDS1613846; Lara v. Commercial Protective Service, Inc. – Los Angeles County Superior Court, Case No. BC648921; Picos v. Culinart of California, Inc. – San Diego County Superior Court, Case No. JCCP 4892; Samaniego v. A&I Transport, Inc. – Santa Cruz County Superior Court, Case No. 16CV01894; Bailey v. Romanoff Floor Covering, Inc. – U.S. District Court, Eastern District of California, Case No. 17-CV-00685-TLN-CMK; Aguirre v. Bitech, Inc. – Sacramento County Superior Court, Case No. 34-2016-002022; Phillips v. DI Overnite LLC – San Diego County Superior Court, Case No. 37-2016-00016800-CU-OE-CTL; Jacob v. Pride Transport, Inc. – Santa Cruz County Superior Court, Case No. 16CV1337; Bennett v. Heartland Express, Inc. of Iowa – San Diego County Superior Court, Case No. 37-2016-00015056-CU-OE-CTL; Stapf v. Mercer Health & Benefits Administration LLC – Los Angeles County Superior Court, Case No. BC643007; Armstrong v. Ruan Transport Corporation – San Bernardino County Superior Court, Case No. CIVDS1605897; Geiger v. Floyd's 99-California LLC – Orange County Superior Court, Case No. 30-2016-00874943-CU-OE-CXC; Mondrian v. Trius Trucking, Inc. – Fresno County Superior Court, Case No. 16CECG01501; Johnson v. Fedex Office and Print Services, Inc. – Alameda County Superior Court, Case No. RG17856291; Rios v. Pacific Western Bank - San Diego County Superior Court, Case No. 37-2016-00038083; Sanders v. Old Dominion Freight Lines, Inc. – San Diego County Superior Court, Case No. 37-2016-00030725-CU-OE-CTL; Taylor v. Gardner Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1614280; Couture v. Wal-Mart Associates, Inc. – U.S. District Court, Eastern District of California, case No. 16-CV-02202-VC; Bertuol v. AHMC Anaheim Regional Medical Center LP – Orange County Superior Court, Case No. 30-2017-00899024-CO-OE-CXC; Espinoza v. Prime Communications of California, LLC – San Mateo

County Superior Court, Case No. 16CIV01563; Archuletta v. Tidy Services, Inc.– Orange County Superior court, Case No. 30-2016-008611892-CU-OE-CXC; Puccini v. Earthbound Farm, LLC– Santa Clara County Superior Court, Case No. 17CV308643; Vikram v. First Student Management, LLC – U.S. District Court, Northern District of California, Case No. 17-CV-04656-KAW; Blair v. Ashley Distribution Services, LTD. – U.S. District Court, Central District of California, Case No. 17-CV-01427-JAK-SP; Richardson v. Service Staffing, LLC– Orange County Superior Court, Case No. 30-2017-00899039-CU-OE-CXC; Coffin v. Certified Freight Logistics, Inc. – San Diego County Superior Court, Case No. 37-2016-00036523-CU-OE-CTL; Encarnacion v. S.A.S. Services Group, Inc. – San Diego County Superior Court, Case No. 37-2017-00026726-CU-OE-CTL; Vasquez v. Golden State Overnight Delivery Service, Inc.– Alameda County Superior Court, Case No. RG17862924; Karr v. Tristar Managed Care, Inc. – Contra Costa Superior Court, case No. MSC17-00650; Gouveia v. Central Cal Transportation – San Joaquin County Superior Court, Case No. STK-CV-UOE-2017-0001765; Miranda v. Genex Services, LLC – U.S. District Court, Northern District of California, Case No. 17-CV-01438-JD; Spears v. Health Net of California, Inc. – Sacramento County Superior Court, Case No. 34-2017-00210560; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01879; McComack v. Marriott Ownership Resorts, Inc. – U.S. District Court, Southern District of California, Case No. 17CV1663 BEN WVG; Velasco v. Lemonade Restaurant Group, LLC – Los Angeles County Superior Court, Case No. BC672235; Smith v. Personnel Services, Inc.– U.S. District Court, Northern District of California, Case NO. 17-CV-03594-SK; Gabriel v. Kuni SDA, LLC – San Diego County Superior Court, Case No. 37-2017-000251191-CU-OE-CTL; Miller v. Mattress Firm, Inc. – Santa Clara County Superior Court, Case No. 17CV313148; Provost v. Yourmechanic, Inc. – San Diego County Superior Court, Case No. 37-2017-00024056-CU-OE-CTL; Zirpolo v. UAG Stevens Creek II, Inc. – Santa Clara County Superior Court, Case No. 17CV313457; Salazar v. Aids Healthcare Foundation – San Diego County Superior Court, Case No. 37-2017-00033482-CU-OE-CTL; Knipe v. Amazon.com, Inc. – San Diego County Superior Court, Case No. 37-2017-00029426-CU-OE-CTL; Erwin v. Caremeridian, LLC – Fresno County Superior Court, Case No. 17CECG03048; Davis v. Cox Communications California, LLC – U.S. District Court, Southern District of California, Case No. 16-CV-00989-BAS-BLM; Lara v. RMI International, Inc. – Los Angeles County Superior Court, Case No. BC597695; Harper v. C.R. England, Inc.– U.S. District Court, Utah Central Division, Case No. 16-CV-00906-DB; Mrazik v. C.H. Robinson Company – U.S. District Court, Central District of California, Case No. 12-CV-02067-CAS-PLA; Horn v. Rise Medical Staffing, LLC – U.S. District Court, Eastern District of California, Case No. 2:17-cv-01967-MCE-KJN; Pasallo v. GSG Protective Services CA Inc.– San Diego Superior Court, Case No. 37-2018-00037611-CU-OE-CTL; Smith v. Pacific Personnel Services, Inc. – U.S. District Court, Northern District of California, Case No. 17-cv-03594-SK; Terrado v. Accredited Debt Relief, LLC – San Diego Superior Court, Case No. 37-2018-00014181-CU-OE-CTL; Escobedo v. Pacific Western Bank – Los Angeles Superior Court, Case No. BC682686; Wade v. Automobile Club of Southern California – Orange County Superior Court, Case No. 30-2017-00960268-CU-OE-CXC; Montano v. American Automobile Association of Northern California – Contra Costa County Superior Court, Case No. CIVMSC18-01539; Perez v. Summit Interconnect, Inc. – Orange County Superior Court, Case No. 30-2018-00995403-CU-OE-CXC; Wolleson v. Gosch Imports, Inc. – Riverside County Superior Court, Case No. RIC170356; Banuelos v. Ortho Mattress, Inc. – Orange County Superior Court, Case No. 30-2020-01161304-CU-OE-CXC; Castellanos v. Miller Automotive Group, Inc. – Los Angeles County Superior Court, Case No. BC699211; Tressler v. Spoonful Management, LLC – Los Angeles County Superior Court, Case No. BC71940; Delph v. Employee Retention Services, LLC – San Diego County Superior Court, Case No. 37-2018-00007885; Romero v. May Trucking Company – U.S. District Court, Central District of California, Case No. 5:17-cv-02166-JGB-SHK; Miranda v. Genex Services, LLC – San Bernardino County Superior Court, Case No. CIVDS1700779; Moore v. Zirx Transportation Services, Inc. – Los Angeles County Superior Court, Case No. CGC-18-566655; Sottile v. Motion Recruitment Partners – Santa Clara County Superior Court, Case No.

18CV321677; Shahbazian v. Fast Auto Loans, Inc. – U.S. District Court, Central District of California, Case No. 2:18-cv-03076-ODW-KS; Salazar v. Johnson & Johnson Consumer Inc. – Los Angeles County Superior Court, Case No. BC702468; Conti v. L’Oreal USA S/D, Inc. – U.S. District Court, Eastern District of California, Fresno, Case No. 1:19-CV-00769-LJO-SKO; Mercado v. Security Industry Specialists, Inc. – Santa Clara County Superior Court, Case No. 17CV320059; Vikili v. Dignity Health – San Francisco County Superior Court, Case No. CGC-18-569456; Bagby v. Swissport SA, LLC – Los Angeles County Superior Court, Case No. BC691058; Henry v. Motion Entertainment Group, LLC – San Francisco County Superior Court, Case No. CGC18565643; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Lanuza v. AccentCare, Inc. – San Francisco County Superior Court, Case No. CGC-18-565521; Thomas v. Easy Driving School, LLC – San Diego County Superior Court, Case No. 37-2018-00047639-CU-OE-CTL; Erickson v. Erickson – Contra Costa County Superior Court, Case No. MSC18-00307; Martin v. Menzies Aviation (USA) Inc. – San Francisco County Superior Court, Case No. CGC-18-566072; Mortimer v. Healthsouth Bakersfield Rehabilitation Hospital, LLC – Kern County Superior Court, Case No. BCV-18-102761; Alcaraz v. Red Lion Hotels Corporation – San Francisco County Superior Court, Case No. CGC-18-570310; Calhoun v. Total Transportation and Distribution, Inc. – San Diego County Superior Court, Case No. 37-2018-00058681-CU-OE-CTL; Rataul v. Overton Security Services, Inc. – Alameda County Superior Court, Case No. RG18891882; Beltran v. Compass Bank – San Diego County Superior Court, Case No. 37-2019-00024475-CU-OE-CTL; Kirshner v. Touchstone Golf, LLC – San Diego County Superior Court, Case No. 37-2018-00028865-CU-OE-CTL; Pizarro v. The Home Depot, Inc. – U.S. District Court for the Northern District of Georgia-Atlanta Division; Hatanaka v. Restore Rehabilitation, LLC – San Diego County Superior Court, Case No. 37-2018-00034780-CU-OE-CTL; Faria v. Carriage Funeral Holdings, Inc. – Contra Costa County Superior Court, Case No. MSC18-00606; Ontiveros v. Baker Concrete Construction, Inc. – Santa Clara County Superior Court, Case No. 18CV328679; Morales v. Redlands Automotive Services, Inc. – San Bernardino County Superior Court, Case No. CIVDS1807525; Ramirez v. Carefusion Resources, LLC – U.S. District Court, Southern District of California; Amster v. Starbucks Corporation – San Bernardino Superior Court, Case No. CIVDS1922016; Kutzman v. Derrel’s Mini Storage, Inc. – U.S. District, Eastern District of California, Case No. 1:18-cv-00755-AWI-JLT; Marks v. Universal Propulsion Company, Inc. – Solano County Superior Court, Case No. FCS051608; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01480; Teniente v. Cirrus Asset Management, Inc. – Los Angeles County Superior Court, Case No. 20STCV16302; Blackshear v. California Fine Wine & Spirits LLC – Sacramento County Superior Court, Case No. 34-2018-00245842; Warnick v. Golden Gate America West LLC – Los Angeles County Superior Court, Case No. BC714176; Bennett v. Dnata Aviation USA, Inc. – San Francisco County Superior Court, Case No. CGC-18-566911; George v. PF Stockton Fitness LLC – Sacramento County Superior Court, Case No. 34-2019-00261113-CU-OE-GDS; Oshana v. Farmers and Merchants Bank of Central California – Stanislaus County Superior Court, Case No. CV-19-003427; Vasquez v. Packaging Corporation of America, – U.S. District Court, California Central District, Case No. 2:19-cv-01935-PSG-PLA; Palomino v. Zara USA Inc. – Orange County Superior Court, Case No. 30-2018-00992682-CU-OE-CXC; Simmons v. Joe & The Juice LA, LLC – San Francisco County Superior Court; Pacia v. CIM Group, L.P. – Los Angeles County Superior Court, Case No. BC709666; Flores v. Plastic Express – Los Angeles County Superior Court, Case No. BC71971; Madera v. William Warren Properties, Inc. – Orange County Superior Court, Case No. 30-2019-01055704-CU-OE-CXC; Hernandez v. Quality Custom Distribution – Orange County Superior Court, Case No. 30-2018-01010611-CU-OE-CXC; Arango v. Schlumberger Technology Corporation – Orange County Superior Court, Case No. 30-2019-01056839-CU-OE-CXC; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Ramirez v. J E H Enterprises, Inc. – San Francisco County Superior Court, Case No. CGC-19-574691; Sullen v. First Service Residential California, LLC – San Francisco County Superior Court, Case No. CGC-19-575131; Valentino v. East Bay Tire Co. –

Solano County Superior Court, Case No. FCS053067; Murphy v. Rockler Retail Group, Inc. – Sacramento Superior Court, Case No. 34-2019-00251220; Shahbazian v. Onewest Bank – Los Angeles County Superior Court, Case No. 19STCV23722; Bruemmer v. Tempur Retail Stores LLC – Marin County Superior Court, Case No. CIV1803646; Antonios v. Interface Rehab, Inc. – Orange County Superior, Case No. 30-2019-01067547-CU-OE-CXC; Tavallodi v. DC Auto, Inc. – San Bernardino, Case No. CIVDS1833598; Miranda v. The Lloyd Pest Control Co. – San Diego County Superior Court, Case No. 37-2018-00052510-CU-OE-CTL; Soenardi v. Magnussen Imports, Inc. – Santa Clara County Superior Court, Case No. 18CV340003; Thai v. Team Industrial Services, Inc. – Los Angeles County Superior Court, Case No. 19STCV21953; Castillo v. A.J. Kirkwood & Associates, Inc. – Los Angeles County Superior Court, Case No. 19STCV04435; Moss v. Jabil Inc. – Alameda County Superior Court, Case No. HG20050536; Billosillo, Jr. v. Crown Energy Services, Inc. – San Diego County Superior Court, Case No. 37-2018-00058254-CU-OE-CTL; Tarkington v. Freetime, Inc. – San Diego County Superior Court, Case No. 37-2019-00011473-CU-OE-CTL; McIntyre v. J.J.R. Enterprises, Inc. – Sacramento County Superior Court, Case No. 34-2019-00251220; Bucur v. Pharmaca Integrative Pharmacy, Inc. – San Diego County Superior Court, Case No. 37-2019-00009409-CU-OE-CTL; Batin v. McGee Air Services, Inc. – Santa Clara County Superior Court, Case No. 19CV347733; Terry v. McGee Air Services, Inc. – King County Superior Court of Washington, Case No. 19-2-3321-5 KNT; Weiss v. Niznik Behavioral Health Resources, Inc. – San Diego County Superior Court, Case No. 37-2019-00039441-CU-OE-CTL; Cavada v. Inter-Continental Hotels Group, Inc. – U.S. District Court, Southern District of California, Case No. 3:19-cv-01675-GPC-AHG; Lesevic v. Spectraforce Technologies, Inc. – U.S. District Court, Northern District of California, Case No. 5:19-cv-03126-LHK; Mutchler v. Circle K Stores, Inc. – San Diego County Superior Court, Case No. 37-2020-00016331-CU-OE-CTL, Azima v. CSI Medical Group, – Santa Clara County Superior Court, Case No. 19CV345450; Porras v. Baypointe Enterprises, LLC – Los Angeles County Superior Court, Case No. 19STCV31015; Mitchell v. Mack Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1928334; Watts v. T.R.L. Systems, Incorporated – Orange County Superior Court, Case No. 30-2019-01102457-CU-OE-CXC; Price v. DMSD Restaurants Inc. – San Diego County Superior Court, Case No. 37-2019-00024062-CU-OE-CTL; Jacobs v. Nortek Security & Control LLC – San Diego County Superior Court, Case No. 37-2019-0019735-CU-OE-CTL; Gonzalez v. Hub International Midwest – San Bernardino County Superior Court, Case No. CIVDS1900463; Cisneros v. Bluepearl California, Inc. – San Mateo Superior Court, Case No. 19-CIV-05707; Garcia v. Gallagher Basset Services – San Bernardino Superior Court, Case No. CIVDS2004140; Callow v. Adventist Health System/West – Placer County Superior Court, Case No. SCV0043607; Dominguez v. Kimco Facility Services, LLC – Los Angeles County Superior Court, Case No. 19STCV37592; Searles v. Robert Heath Trucking, Inc. – Los Angeles County Superior Court, Case No. 19STCV30808; Rangel v. Pioneer Hi-Bred international, Inc. – Yolo County Superior Court, Case No. CV-19-1797; Ivon v. Sinclair Television of California, Humboldt County Superior Court, Case No. DR190699; Williams v. Henkels & McCoy, Inc. – San Bernardino County Superior Court, Case No. CIVDS2003888; Cano v. Larry Green Chrysler Jeep Dodge, Inc. – Riverside County Superior Court, Case No. BLC1900184; Lopez v. Cepheid – Santa Clara County Superior Court, Case No. 19CV358827; Hernandez v. Quick Dispense, Inc. – Los Angeles County Superior Court, Case No. 19STCV29405; Lopez v. Lacoste USA, Inc. – San Bernardino County Superior Court, Case No. CIVDS1914626; Duhe v. Hospital Couriers Nevada, LLC – Contra Costa County Superior Court, Case No. MSC19-01377; Law v. Sequoia Equities, Incorporated – Contra Costa Superior Court, Case No. C19-01925; Dvorak v. Rockwell Collins, Inc. – San Diego County Superior Court, Case No. 37-2019-00064397-CU-OE-CTL; Noguera v. Metal Container Corporation – Riverside County Superior Court, Case No. RIC2003235; Leon v. Miller Event Management, Inc. – San Luis Obispo Superior Court, Case No. 19CV-0435; Leon v. Miller Event Management, Inc. – San Luis Obispo County Superior Court, Case No. 19CV-0435, Camacho-Bias v. Serve U Brands Inc. – Butte County Superior Court, Case No. 20CV00603; La Pietra v. Entertainment Partners Services, LLC – Los Angeles County Superior

Court, Case No. 19STCV39529; Celis v. Theatre Box - San Diego, LLC – San Diego County Superior Court, Case No. _____; Ignacio v. Laboratory Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-06079-AB-RAO; Kovnas v. Cahill Contractors LLC – Alameda County Superior Court, Case No. RG19037852; Hersh v. Mrs. Gooch's Natural Food – Los Angeles County Superior Court, Case No. 19STCV10444; Miller v. The Permanente Medical Group – Alameda County Superior Court, Case No. RG19045904; Vasquez v. Autoalert, LLC – Orange County Superior Court, Case No. 30-2019-01114549-CU-OE-CXC; Cavanaugh v. Morton Golf, LLC – Sacramento County Superior Court, Case No. 34-2019-00270176; Coley v. Monroe Operations, LLC – Alameda County Superior Court, Case No. RG20063188; Ramirez v. Sierra Aluminum Company – U.S. District Court, California Central District Court, Case No. 5:20-cv-00417-JGB-KK; Marrero v. Stat Med, P.C. – Alameda County Superior Court, Case No. HG19043214; Enriquez v. Solari Enterprises, Inc. – Los Angeles County Superior Court, Case No. 20STCV11129; Craig v. 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 Court, 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. Cytotec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

EXHIBIT #2

FIRST AMENDED CLASS AND COLLECTIVE ACTION AND PAGA SETTLEMENT AGREEMENT

This First Amended Class and Collective Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiffs Louie Soto and Mateo Sarria (collectively, “Plaintiffs”) and defendant One Health Laboratories, LLC (“Defendant”). The Agreement refers to Plaintiffs 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 the Plaintiffs’ consolidated lawsuit alleging wage and hour violations against Defendant, as amended, captioned *Louie Soto v. One Health Laboratories, LLC*, Case No. 23STCV01753, initiated on January 27, 2023 and pending in Superior Court of the State of California, County of Los Angeles (consolidated with *Louie Soto v. One Health Laboratories, LLC*, Case No. 23STCV01763, initiated on January 27, 2023 and pending in the Superior Court of the State of California, County of Los Angeles).
- 1.2. “Administrator” means Apex Class Action LLC, the neutral entity the Parties have agreed to appoint 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 of the Settlement.
- 1.4. “Aggrieved Employees” means all individuals who are or previously were employed by Defendant who were classified as non-exempt in the state of California at any time during the PAGA Period.
- 1.5. “Class” means all individuals who are or previously were employed by Defendant who were classified as non-exempt in the State of California at any time during the Class Period.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts to be paid to Class Counsel for reasonable fees and expenses,

respectively, as approved by the Court, to compensate Class Counsel for their legal work in connection with the Action, as amended, including their pre-filing investigation, their filing of the Action, as amended, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Action, as amended.

- 1.8. “Class Data” means Class Members’ identifying information in Defendant’s possession, including name, last-known mailing address, Social Security number, email address (if known and available to Defendant), and number of Workweeks worked during the Class Period and PAGA Pay Periods worked during the PAGA Period.
- 1.9. “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 an Aggrieved Employee).
- 1.10. “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, skip traces, and direct contact by the Administrator with Class Members by use of information available to the Administrator.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English with a Spanish translation in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Notice Packet” means the Class Notice 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).
- 1.13. “Class Period” means the period of time from January 27, 2019 to May 12, 2024.
- 1.14. “Class Representatives” means the named Plaintiffs in the Operative Complaint in the Action, as amended, seeking Court approval to serve as a Class Representatives, Louie Soto and Mateo Sarria.
- 1.15. “Class Representative Service Payment” means, in exchange for the execution of stand-alone general releases of all claims by the Plaintiffs, the service payment of not more than \$7,500.00 each, made to the Plaintiffs as Class Representatives in order to compensate for prosecuting the Action, as amended, performing work in support of the Action, as amended, and undertaking the risk of liability for Defendant’s expenses.

- 1.16. “Court” means the Superior Court of California, County of Los Angeles.
- 1.17. “Defendant” means One Health Laboratories, LLC.
- 1.18. “Defense Counsel” means Jason W. Kearnaghan, Y. Douglas Yang, and Emma Husseman of Sheppard, Mullin, Richter & Hampton LLP.
- 1.19. “Effective Date” means the date on which the Final Award becomes final. For purposes of this Section, the Final Award “becomes final” after the Court grants the Motion for Final Approval and upon service of the Notice of Entry of Order and/or Judgment, and upon the latter of: (i) if no appeal, or other challenge is filed, the sixty-first (61st) day following Notice of Entry of the Court’s Order and/or Judgment; (ii) the date of affirmance of an appeal of the Order Granting Final Approval and/or Judgment becomes final under the California Rules of Court; or (iii) the date of final dismissal of any appeal from the Order Granting Final Approval and/or Judgment or the final dismissal of any proceeding on review of any court of appeal decision relating to the Order Granting Final Approval and/or Judgment, and issuance of remittitur.
- 1.20. “Final Approval” means the Court’s order granting final approval of the Settlement, which may, at the Court’s discretion, take substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.21. “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.
- 1.22. “Gross Settlement Amount” means Three Hundred Fifty Thousand Dollars and No Cents (\$350,000.00) which is the total gross amount to be paid by Defendant as provided by this Agreement, except as provided in Paragraph 9 below. 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 and the Administration Expenses Payment. This Gross Settlement Amount is an all-in amount without any reversion to Defendant, and excludes any employer-side 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.
- 1.23. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount, calculated in accordance with Paragraph 3.2, below.
- 1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties, calculated in accordance with Paragraph 3.2, below.

- 1.25. “Judgment” means the judgment entered by the Court based upon Final Approval, which may, at the Court’s discretion, take substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.26. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.27. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28. “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 Payments, 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.
- 1.29. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by submitting a valid and timely Request for Exclusion to the Administrator.
- 1.30. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.
- 1.31. “PAGA Period” means the period of time from November 9, 2021 to May 12, 2024.
- 1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. “PAGA Notice” means the November 9, 2022 letter sent by Class Counsel on behalf of Plaintiffs to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.34. “PAGA Penalties” means the total amount of PAGA civil penalties of \$20,000 to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$5,000.00) and the 75% to LWDA (\$15,000.00) in settlement of PAGA claims.
- 1.35. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion to the Administrator.
- 1.36. “Plaintiffs” means Louie Soto and Mateo Sarria, the named plaintiffs in the Action, as amended.
- 1.37. “Plaintiffs’ Released Claims” include, but are not limited to Released Class Claims, Released PAGA Claims, and any alleged (a) violation of the National Labor Relations

Act, Title VII of the Civil Rights Act, the California Fair Employment and Housing Act, the Americans With Disabilities Act of 1990, the Federal Age Discrimination in Employment Act, as amended by the Older Workers Benefit Protection Act of 1990, the Fair Labor Standards Act, the California Labor Code, any applicable California Wage Order, PAGA (to include, but not limited to, acting as a PAGA representative), the California Equal Pay Act, the California Fair Pay Act, the Occupational Safety and Health Act, the Consolidated Omnibus Budget Reconciliation Act of 1985, the California Family Rights Act, the Employee Retirement Income Security Act (excluding vested benefits), the California Unfair Business Practices Act/Unfair Competition Law, the Family and Medical Leave Act, the Worker Adjustment and Retraining Notification Act, and any state law equivalent; (b) harassment, discrimination and/or retaliation, or failure to prevent the same, on the basis of age, race, color, ancestry, national origin (including language use restrictions), citizenship, religious creed (including religious dress and grooming practices), sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), marital status, domestic partnership status, sexual orientation, gender, gender identity or gender expression, veteran status, military status, political affiliation, failure to accommodate a disability, failure to engage in the interactive process, family care or medical leave status or the denial of family and medical care leave, physical or mental disability (including HIV and AIDS), medical condition (including cancer and genetic characteristics), genetic information or any other basis protected by applicable federal, state and/or local laws, regulations, rules, ordinances and/or orders, failure to pay wages due or other monies owed; (c) any whistleblower or retaliation claims on the basis of any protected activity or other protected basis; (d) breach of any express or implied promise, contract or agreement (express or implied), or breach of the implied covenant of good faith and fair dealing; (e) any tort or common law claims, including wrongful discharge, intentional or negligent infliction of emotional distress, negligence, fraud, misrepresentation, defamation, libel, slander, interference with prospective economic advantage, or other tort or common law actions; (f) claims for misclassification, wage and hour, or other claims related to hours, conditions, or compensation related to work; and (g) any other violation of local, state, or federal law, constitution, statute, regulation or ordinance, public policy, contract, or tort or common law claim, whether for legal or equitable relief, having any bearing whatsoever on the terms and conditions of employment, or association or working relationship, with any of the Released Parties, including but not limited to any allegations for penalties, interest, costs and fees, including attorneys' fees, incurred in any of these matters, which Plaintiffs ever had, now have, or may have as of the later date of Plaintiffs' execution of this Agreement or Plaintiffs' execution of the stand-alone individual settlement agreements (whichever is later) (with the exception of the Released Class Claims and Released PAGA Claims, as the release for those claims will extend through the Class Period and PAGA Period, respectfully); all claims asserted in the Action, as amended, and/or PAGA Notice, as amended, arising from or related to the Action, as amended, and/or PAGA Notice, as amended, and/or that could have been raised in the Action, as amended, and/or PAGA Notice, as amended, based upon the

facts and causes of action alleged. Plaintiffs' Released Claims include the Released Class Claims, Released PAGA Claims, all claims for unpaid wages, failure to pay minimum wages, straight time compensation, overtime compensation, double-time compensation, and interest; the calculation of the regular rate of pay; wages related to alleged illegal time rounding; missed/short/late/interrupted meal period, rest period, and/or recovery period wages/premiums; failure to provide meal periods; failure to authorize and permit rest periods and/or recovery periods; the calculation of meal period, rest period, and/or recovery period premiums; payment for all hours worked, including off-the-clock work; wage statements; unpaid vacation; deductions; failure to keep/maintain accurate records including payroll records; unfair business practices; penalties, including, but not limited to, recordkeeping penalties, wage statement penalties, minimum-wage penalties, and waiting-time penalties; failure to timely pay wages; failure to timely pay final wages; and attorneys' fees and costs; all claims arising under the California Labor Code (including, but not limited to, sections 200, 201, 201.1, 201.3, 201.5, 202, 203, 204, 204.1, 204.2, 204.11, 205, 205.5, 206, 210, 212, 213, 216, 218, 218.5, 218.6, 221, 222, 223, 224, 225, 225.5, 226, 226.3, 226.7, 226.8, 227.3, 246, 256, 432, 510, 511, 512, 515, 515.5, 516, 550, 551, 552, 554, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1194.3, 1194.5, 1197, 1197.1, 1197.2, 1197.5, 1198, 1198.5, 1199, 2698, et seq., 2699, et seq., 2800, and 2802); all claims arising under: the Wage Orders of the California Industrial Welfare Commission; PAGA; California Business and Professions Code section 17200, et seq.; the California Civil Code, to include but not limited to, sections 3287, 3336 and 3294; 12 CCR § 11040; 8 CCR § 11060; California Code of Civil Procedure § 1021.5; the California common law of contract; the Fair Labor Standards Act ("FLSA"), 29 U.S.C. § 201 et seq.; federal common law; and the Employee Retirement Income Security Act, 29 U.S.C. § 1001, et seq. ("ERISA"); all claims for lost wages and benefits, emotional distress, retaliation, punitive damages, and attorneys' fees and costs arising under federal, state, or local laws for discrimination, harassment, retaliation, and wrongful termination, such as, by way of example only, (as amended) 42 U.S.C. section 1981, Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act, the Age Discrimination in Employment Act, and the California Fair Employment and Housing Act; and the law of contract and tort.

- 1.38. "Preliminary Approval" means the Court's Order Granting Preliminary Approval of the Settlement, which may, at the Court's discretion, take substantially in the form attached hereto as Exhibit B to this Agreement and incorporated by this reference herein.
- 1.39. "Released Class Claims" means any and all claims that were alleged, or reasonably could have been alleged, based on the facts and/or theories alleged in the Operative Complaint filed in the Action, as amended, which occurred during the Class Period during employment in a non-exempt position in California. 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; alleged illegal time rounding; paid sick leave; reporting time pay; failure to indemnify or reimburse expenses; missed/short/late/interrupted meal period, rest period, and/or recovery period wages/premiums; failure to provide meal periods; failure to authorize and permit rest periods and/or recovery periods; the calculation of meal period, rest period, and/or recovery period premiums; payment for all hours worked, including off-the-clock work; wage statements; failure to timely pay wages; failure to timely pay final wages; unfair business practices related to the Released Class Claims; penalties, including record-keeping penalties, wage statement penalties, minimum-wage penalties, and waiting-time penalties; non-compliant wage statements; and attorneys' fees and costs; all claims related to the Released Class Claims arising under: the California Labor Code (including sections 200, 201, 202, 203, 204, 210, 218, 218.5, 218.6, 221, 225, 226, 226.7, 227.3, 245, 246, 246.5, 510, 512, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2802); the Wage Orders of the California Industrial Welfare Commission; California Business and Professions Code section 17200, *et seq.*; Civil Code § 3287, 8 CCR § 11040; 8 CCR § 11050; California Code of Civil Procedure § 1021.5; the Fair Labor Standards Act ("FLSA"), 29 U.S.C. § 201 *et seq.*; 29 CFR 778.223; 29 CFR 778.315. This release excludes all other claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, Plaintiffs' individual claims that are subject to separate releases, and California class claims outside of the Class Period. Upon entry of Judgment, participating Class Members are precluded from filing a wage and hour action under the FLSA against the Released Parties for claims and/or causes of action encompassed by the Released Class Claims which are extinguished and precluded pursuant to the holding in *Rangel v. PLS Check Cashers of California, Inc.*, 899 F.3d 1106 (2018).

- 1.40. "Released PAGA Claims" means all claims for PAGA (Labor Code sections 2698 to 2699.3) penalties that were alleged, or could have been alleged, based on the facts stated in the Operative Complaint filed in the Action, as amended and/or PAGA Notice, as amended, which occurred during the PAGA Period during employment in a non-exempt position in California. The Released PAGA Claims include all known and unknown claims for civil penalties under PAGA that were alleged, or could have been alleged in the Operative Complaint filed in the Action, as amended, and/or in the PAGA Notice, including PAGA claims relating to failure to pay minimum wages, straight time compensation, overtime compensation, double-time compensation, and interest; the calculation of the regular rate of pay; alleged illegal time rounding; paid sick leave; reporting time pay; failure to indemnify or reimburse expenses; missed/short/late/interrupted meal period, rest period, and/or recovery period wages/premiums; failure to provide meal periods; failure to authorize and permit rest periods and/or recovery periods; the calculation of meal period, rest period, and/or recovery period premiums; payment for all hours worked, including off-the-clock work; wage statements; failure to timely pay wages; failure to timely pay final wages; failure to provide suitable seating; alleged violations of Labor Code sections 200, 201,

202, 203, 204, 206, 210, 218, 218.5, 218.6, 221, 225, 226, 226.3, 226.7, 227.3, 510, 511, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2698-2699.3, and 2802; and alleged violations of the Wage Orders of the California Industrial Welfare Commission.

- 1.41. “Released Parties” means: Defendant and each of its past, present and future agents, employees, servants, officers, directors, managing agents, members, owners (whether direct or indirect), partners, trustees, representatives, shareholders, stockholders, attorneys, parents, subsidiaries, equity sponsors, related companies/corporations and/or partnerships, divisions, assigns, predecessors, successors, insurers, consultants, joint venturers, joint employers, potential and alleged joint employers, temporary staffing agencies, dual employers, potential and alleged dual employers, co-employers, potential and alleged co-employers, common law employers, potential and alleged common law employers, contractors, affiliates, service providers, alter-egos, alleged alter-egos, vendors, affiliated organizations, any person and/or entity with potential or alleged to have joint liability, and all of their respective past, present and future employees, directors, officers, members, owners, agents, representatives, payroll agencies, attorneys, stockholders, fiduciaries, parents, subsidiaries, other service providers, and assigns, and each and all of them.
- 1.42. “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.
- 1.43. “Response Deadline” means forty-five (45) calendar days from the date on which the Administrator mails Class Notice Packets to Class Members and Aggrieved Employees, 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 Packets are resent after having been returned undeliverable to the Settlement Administrator shall have an additional 14 calendar days beyond the Response Deadline.
- 1.44. “Settlement” means the disposition of the Action, as amended, and all related claims effectuated by this Agreement and the Judgment.
- 1.45. “Settlement Payment Check” means the payment to Class Members. The back of the Settlement Payment Check shall state, immediately below the space where the check is to be endorsed by the payee: “By endorsing or otherwise negotiating this check, I acknowledge that I read, understood, and agree to the terms set forth in the Notice of Class Action Settlement and I consent to join in the Fair Labor Standards Act (“FLSA”) portion of the [Action], elect to participate in the settlement of the FLSA claims, and agree to release all of my FLSA claims that are covered by the Settlement.”
- 1.46. “Workweek” means any week during the Class Period during which a Class

Member worked for Defendant for at least one day.

2. RECITALS

2.1. Plaintiffs are former employees of Defendant at some point during the Class Period.

2.2. On January 27, 2023, Plaintiff Louie Soto commenced this Action by filing a putative class action Complaint against Defendant in the Superior Court of the State of California, County of Los Angeles, Case No. 23STCV01753 (the “Class Lawsuit”). The Complaint filed in the putative Class Lawsuit asserted the following causes of action against Defendant:

- (a) Violation of California Business and Professions Code § 17200 et seq.;
- (b) Failure to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1;
- (c) Failure to pay overtime wages in violation of California Labor Code § 510, et seq.;
- (d) Failure to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- (e) Failure to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- (f) Failure to provide accurate itemized wage statements in violation of California Labor Code § 226;
- (g) Failure to reimburse employees for required expenses in violation of California Labor Code § 2802;
- (h) Failure to pay sick wages in violation of California Labor Code §§ 201-204, 233, 246; and
- (i) Retaliation in violation of Labor Code § 1102.5. *et seq.*

2.3. On January 27, 2023, Plaintiff Louie Soto filed a PAGA Representative Complaint against Defendant in the Superior Court of the State of California, County of Los Angeles, asserting a single cause of action for violation of the PAGA Cal. Labor Code §§ 2698, *et seq.*, Case No. 23STCV01763 (the “PAGA Lawsuit”).

2.4. On June 13, 2023, the Court issued an Order deeming the Class Lawsuit and the PAGA Lawsuit related, and designating the Class Lawsuit as the lead case.

2.5. On June 21, 2024, pursuant to the Parties’ stipulation, the Court consolidated the Class Lawsuit with the PAGA Lawsuit for the purposes of settlement, permitting Plaintiffs to file a *First Amended Consolidated Class And Representative Action Complaint* (the “FACC”).

2.6. On July 2, 2024, Plaintiffs filed the FACC, which added Plaintiff Matteo Sarria and harmonized the claims and allegations made in the Class Lawsuit and PAGA Lawsuit.

- 2.7. The FACC is the Operative Complaint in the Action, as amended.
- 2.8. Defendant denies the allegations asserted in the Action, as amended, (including, but not limited to those made in the Operative Complaint), denies any failure to comply with the laws identified in the Action, as amended, and denies any and all liability for the causes of action alleged in the Action, as amended.
- 2.9. On February 5, 2024, the Parties participated in an all-day mediation presided over by Steve Serratore, 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, 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.
- 2.10. Prior to mediation, Plaintiffs obtained sufficient documents and information from Defendant, including but not limited to an adequate sampling of employee time and payroll records, records relating to Plaintiffs, Defendant's policy documents, and the exchange of relevant data points pertaining to the Class and PAGA claims, to sufficiently investigate the claims such that Plaintiffs' 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*").
- 2.11. 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, as amended, of Plaintiffs or the Class have merit or that Defendant bears any liability to Plaintiffs or the Class on those claims or any other claims, or as an admission by Plaintiffs that Defendant's defenses in the Action, as amended, 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, as amended.
- 2.12. 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, Defendant promises to pay the gross amount of \$350,000.00 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 Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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 Plaintiffs: Class Representative Service Payments to the Class Representatives of not more than the gross amount of \$7,500.00 to each Class Representative (in addition to any Individual Class Payment and any Individual PAGA Payment each Class Representative is entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiffs' request for Class Representative Service Payments that do not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiffs 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 Class Representative Service Payments less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. A reduction by the Court of the Class Representative Service Payments shall not be grounds to nullify this Agreement. The Administrator will pay the Class Representative Service Payments using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class Representative Service Payments. The Class Representative Service Payments are conditioned on the execution by Plaintiffs of stand-alone settlement agreements and general releases of all claims.
- (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 \$116,666.00, and a Class Counsel Litigation Expenses Payment of not more than \$25,000.00. Defendant will not oppose requests for these payments provided that do not exceed these amounts. Plaintiffs 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 Plaintiffs' Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. A reduction by the Court of either the Class Counsel Fee Payment(s) and/or Class Counsel Litigation Expenses Payment(s) shall not be grounds to nullify this Agreement. 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 \$10,000.00 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 \$10,000.00, the Administrator will retain the remainder in the Net Settlement Amount for distribution to Participating Class Members.
- (d) To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$20,000.00 to be paid from the Gross Settlement Amount, with 75% (\$15,000.00) allocated to the LWDA PAGA Payment and 25% (\$5,000.00) allocated to the Individual PAGA Payments as a satisfaction and release of the Released PAGA Claims.
 - i. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$5,000.00) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. Regardless of whether Aggrieved Employees submit a Request for Exclusion, no Aggrieved Employee may opt out of the Released PAGA Claims and therefore all Aggrieved Employees shall receive their respective Individual PAGA Payments.
 - 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: For each Participating Class Member, an Individual Class Payment 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 worked during the Class Period.
 - i. Tax Allocation of Individual Class Payments. 25% 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. 75% 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 Aggrieved Employee Pay Periods. Based on its records, Defendant has represented that the Class consists of 239 Class Members who collectively worked a total of 10,878 Workweeks during the Class Period, and 166 Aggrieved Employees who worked a total of 3,555 PAGA Pay Periods during the PAGA Period.
- 4.2. Class Data. Not later than 15 business 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 14 days after the Effective Date.

5. PAYMENTS FROM THE GROSS SETTLEMENT AMOUNT

- 5.1. Within 14 calendar 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, 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 Class 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 Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (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 Aggrieved Employee'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 Class 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 Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.
- 5.4. For any Class 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 the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
- 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, Plaintiffs, Class Counsel, Participating Class Members, Aggrieved Employees and the LWDA (whether on its behalf or on behalf of the State of California) will release claims against all Released Parties, as follows:

6.1. Plaintiffs' Release. As a condition of receiving any portion of the Class Representative Service Payments (and with respect to Plaintiff Soto, as a condition of receiving a separate settlement payment relating to his cause of action for retaliation in violation of Labor Code section 1102.5), Plaintiffs and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties (which as defined above specifically includes Defendant), and each and all of them, from any and all claims liabilities, causes of actions, charges, complaints, obligations, costs, losses, damages, injuries, attorneys' fees, and other legal responsibilities, of any form whatsoever, whether known or unknown, unforeseen, unanticipated, unsuspected, or latent, which Plaintiffs or their heirs, administrators, executors, successors in interest, and/or assigns have incurred or expect to incur, or now own or hold, or have at any time heretofore owned or held, or may at any time own, hold, or claim to hold by reason of any matter or thing arising from any cause prior to the later date of Plaintiffs' execution of this Agreement or Plaintiffs' execution of the stand-alone individual settlement agreements (whichever is later). The scope of Plaintiffs' Release includes Plaintiffs' Released Claims.

Plaintiffs' Release shall not include a release of claims or actions to enforce this Agreement, or any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time, or any rights Plaintiffs may have to file, cooperate, or participate in any proceeding before the Equal Employment Opportunity Commission ("EEOC") or a state fair employment practices agency, and/or Government Agency. Plaintiffs, however, waive the right to recover any damages or to receive other relief in any claim or suit brought by or through the EEOC or any other federal, state or local agency on Plaintiffs' behalf directly from the Released Parties to the fullest extent permitted by law, but expressly excluding any monetary award or other relief available, including a whistleblower award, or other awards or relief that may not lawfully be waived.

Plaintiffs' Release excludes the release of claims not permitted by law. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them. All such claims, liabilities or causes of action (including, without limitation, claims for related attorneys' fees and costs) are forever barred by this Agreement regardless of the forum in which they may be brought. The Parties intend for this release to be as broad as possible. Plaintiffs' Release applies to persons who are not signatories to the Agreement.

(a) Plaintiffs' Waiver of Rights Under Civil Code Section 1542. For purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish 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.

(b) Plaintiff Louie Soto's Other Claims. As referenced in Paragraph 6.1, above, the resolution and release of Plaintiff Louie Soto's individual cause of action for alleged retaliation in violation of Labor Code section 1102.5 is subject to a separate, standalone settlement agreement, which is incorporated herein by reference. If the Court requires the Parties to submit the terms of the individual settlement agreement to obtain approval of this Settlement, the Parties agree that the individual settlement agreement will be submitted in camera under seal to the Court.

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 the Released Parties from the Released Class Claims.

6.3. Release of PAGA Claims. All Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, 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 14 days of the full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed declaration from Defendant and Defendant's Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator. In the Declaration, Defendant 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.

7.2. Plaintiffs' Responsibilities. Plaintiffs 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 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; (v) a signed declaration from Plaintiffs 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 Administrator; (v) a signed declaration from each Class Counsel firm 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)), Operative Complaint (Labor Code section 2699, subd. (1)(1)), this Agreement (Labor Code section 2699, subd. (1)(2)); (vi) a redlined version of the parties' Agreement showing all modifications made to the Model Agreement ready for filing with the Court; and (vii) all facts relevant to any actual or potential conflict of interest with Class Members and the Administrator. In their Declarations, Plaintiffs and Class Counsel Declaration 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 LLC to serve as the Administrator and verified that, as a condition of appointment, Apex Class Action LLC 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 Packet to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets 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 Packets 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 purposes of calculating payroll tax withholdings and providing reports 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 with Spanish translation 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 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. All Aggrieved Employees, including those who timely and effectively exclude themselves from the Released Class Claims (Settlement), shall nevertheless be bound by the Released PAGA Claims as set forth in Paragraph 6.3.
- (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 Paragraphs 6.2 and 6.3 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 Aggrieved Employees 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. 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).
- (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 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 provide 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 Plaintiffs are 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 employee 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. RESERVED.

- 10. DEFENDANT'S RIGHT TO WITHDRAW.** If the number of valid Requests for Exclusion identified in the Exclusion List exceeds five percent (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 Settlement Administrator sends the final Exclusion List to Defense Counsel. Invalid and late 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, Plaintiffs 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(1), a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiffs 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, 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, as amended, 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 Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment reflected 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 scope of release to be granted by 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 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 Operative Complaint or Action, as amended, have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendant's defenses in the Action, as amended, have merit. 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 reason, and Defendant reserves all available defenses to the claims in the Action, , as amended, and Plaintiffs reserve 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, as amended, 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. Neither Plaintiffs nor Class Counsel shall issue any press release or announcement of any kind (to include but not limited to posting on websites, settlement reporting services, and/or other media or social media), related in any way to the Settlement. Plaintiffs, 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, whether verbally or in writing, 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, any with 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. Plaintiffs shall be informed that the Settlement is confidential and shall be advised to keep the Settlement confidential.

From and after Preliminary Approval of the Settlement, Plaintiffs and Class Counsel may: (1) as required by law; (2) as required under the terms of the Settlement; or (3) as required under counsel's duties and responsibilities as Class Counsel, comment regarding the specific terms of the Settlement. In all other cases, Plaintiffs and Class Counsel agree to limit their statements regarding the terms of the Settlement, whether oral, written or electronic (including the world wide web), to say the Action, as amended, has been resolved and that Plaintiffs and Class Counsel are satisfied with the Settlement terms. This Settlement shall not be advertised or mentioned on any source, including Plaintiffs' Counsels' personal or firm website(s).

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 in accordance with Class Counsel's ethical obligations owed to Class 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 Plaintiffs 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.
- 13.7. No 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 Plaintiffs, 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, as amended, 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. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiffs shall destroy, all paper and electronic versions of Class Data received from Defendant.
- 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:

Jason W. Kearnaghan
Y. Douglas Yang
Emma Husseman
SHEPPARD, MULLIN, RICHTER & HAMPTON LLP
350 South Grand Avenue, 40th Floor
Los Angeles, CA 90071
Tel: (213) 620-1780
Email: JKearnaghan@sheppardmullin.com
Dyang@sheppardmullin.com
ehusseman@sheppardmullin.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 this Agreement 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 C.C.P. section 583.330 to extend the date to bring a case to trial under C.C.P. section 583.310 for the entire period of this settlement process from the mediation on April 10, 2024 until the earlier of the Effective Date or the date this Agreement shall no longer be of any force or effect.

13.20. 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, as amended, 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: 10/03/2025


Louie Soto (Oct 3, 2025 10:42:25 PDT)
Plaintiff Louie Soto

Dated: _____

Plaintiff Mateo Sarria

Dated: _____

Max Perelman, Chief Executive Officer
For Defendant One Health Laboratories, LLC

Dated: _____

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: _____

Jason W. Kearnaghan
Sheppard, Mullin, Richter & Hampton LLP
Attorney for Defendant

13.20. 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, as amended, 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: _____
Plaintiff Louie Soto

Dated: 10/09/2025

Mateo Sarria (Oct 9, 2025 11:23:45 PDT)
Plaintiff Mateo Sarria

Dated: _____
Max Perelman, Chief Executive Officer
For Defendant One Health Laboratories, LLC

Dated: 10/9/25

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: _____
Jason W. Kearnaghan
Sheppard, Mullin, Richter & Hampton LLP
Attorney for Defendant

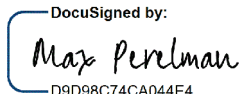
13.20. Fair Settlement. The Parties, Class Counsel and Defense Counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Action, as amended, and have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, both current and potential.

14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: _____
Plaintiff Louie Soto

Dated: _____
Plaintiff Mateo Sarria

Dated: 10/9/2025

D9D98C74CA044E4...
Max Perelman, Chief Executive Officer
For Defendant One Health Laboratories, LLC

Dated: _____
Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: 10/9/2025

Jason W. Kearnaghan
Sheppard, Mullin, Richter & Hampton LLP
Attorney for Defendant

EXHIBIT A

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

EXHIBIT “A”

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

***Soto v. One Health Laboratories, LLC, Superior Court of the State of California,
County of Los Angeles, Case No. 23STCV01753 (consolidated with Case No.
23STCV01763)***

***The Superior Court for the State of California authorized this Notice. Read it carefully!
It’s 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 an employee class action lawsuit (“Action”) against Defendant One Health Laboratories, LLC (“Defendant”) for alleged wage and hour violations. The Action was filed by Plaintiffs Louie Soto and Mateo Sarria (“Plaintiffs”) and seeks payment of (1) wages and other relief on behalf of all individuals who are or previously were employed by Defendant who were classified as non-exempt in the State of California at any time during the Class Period (January 27, 2019 through May 12, 2024) (“Class Members”), and (2) penalties and other relief on behalf of all individuals who are or previously were employed by Defendant who were classified as non-exempt in the state of California at any time during the PAGA Period (November 9, 2021 through May 12, 2024) (“Aggrieved Employees”).

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

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$ _____>> (less withholding), and your Individual PAGA Payment 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 Individual PAGA Payment, then according to Defendant’s records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendant’s records showing that **you worked << _____>> workweeks** during the Class Period and **you worked << _____>> 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. Read this Notice carefully. You will be deemed to have

carefully read and understood it. 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 Plaintiffs and Plaintiffs' attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees 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 an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Defendant as described below 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 or otherwise notifying the Administrator in writing. 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 an Aggrieved Employee, you remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

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 an Individual PAGA Payment (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).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is ____.	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. 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. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released Claims (defined below) regardless of whether you submit a request for exclusion.
Participating Class	All Class Members who do not opt-out ("Participating Class

Members Can Object to the Class Settlement Written Objections Must be Submitted by the Response Deadline _____	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 Plaintiffs 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 Plaintiffs reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiffs 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 Los Angeles County Superior Court, Spring Street Courthouse, located at 312 North Spring Street, Los Angeles, CA 90012, in Department 9 before Judge Elaine Lu. This hearing may change as explained below in Section 9. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. 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 Witten Challenges Must be Submitted by the Response Deadline (_____)	The amount of your Individual Class Payment depends on how many workweeks you worked at least one day during the Class Period. The amount of your share of your Individual PAGA Payment (if any) depends on how many pay periods you worked at least one day during the PAGA Period. 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

1. What is action about?

Plaintiffs are employees of Defendant. The Action accuses Defendant of violating California labor laws by failing to pay minimum wages, failing to pay overtime wages, failing to provide required meal periods and unpaid premiums, failing to provide required rest periods and unpaid premiums, failing to provide accurate itemized wage statements, failing to provide required expense reimbursement, failing to provide wages when due, failure to pay sick pay, and engaging in unfair competition. Plaintiffs also seeks civil penalties in a representative claim under the Private Attorneys General Act (“PAGA”).

Defendant strongly denies that it violated any laws or failed to pay any wages and further denies any liability whatsoever to Plaintiffs, the Class, or Aggrieved Employees. Defendant contends it complied with all applicable laws.

2. What does it mean that the action has settled?

The Court has made no determination whether Defendant or Plaintiffs are correct on the merits. In other words, the Court has not determined whether any laws have been violated, nor has it decided in favor of Plaintiffs or Defendant. In the meantime, Plaintiffs and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) with no decision or admission of who is right or wrong, rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims. Plaintiffs and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of **Three Hundred Fifty Thousand Dollars and No Cents (\$350,000.00) (the “Gross Settlement Amount”)** to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payments, the Administration Expenses Payment, Individual PAGA Payments, and 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 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 14 days after the Effective Date. The “Effective Date” means 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 to Participating Class Members.

Court Approved Deductions from Gross Settlement Amount. At the Final Approval Hearing, Plaintiffs and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, 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 \$10,000.00, 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

\$116,666.00, and an additional amount to reimburse actual litigation costs incurred by the Plaintiffs not to exceed \$25,000.00. Class Counsel has been prosecuting the Action on behalf of Plaintiffs 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.

- Class Representative Service Payments. Class Representative Service Payments in an amount not more than \$7,500.00 each to the Plaintiffs as a service award, or such lesser amount as may be approved by the Court, to compensate them for services on behalf of the Class in initiating and prosecuting the Action, and for the risks they undertook. The amount stated is what Plaintiffs will be requesting and the final amount to be paid will be decided at the Final Approval Hearing.
- PAGA Penalties. A payment of \$20,000.00 relating to Plaintiffs' claim under PAGA, \$15,000.00 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$5,000.00 will be distributed to the Aggrieved Employees as Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$5,000.00) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period, which is November 9, 2021 through May 12, 2024.

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 of the payments of the court-approved Attorneys' Fees and Costs, the Class Representative Service Payments, 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 worked during the Class Period. "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-Five Percent (25%) 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. Seventy-Five Percent (75%) of each Participating Class Member's Individual Class Payment is in settlement of claims for non-wages, expense reimbursement, interest and penalties allegedly due to employees (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. Plaintiffs 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 to the California Controller's Unclaimed Property Fund in the name of the individual who failed to cash their check.

Administrator. The Court has appointed a neutral company, Apex Class Action LLC (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice.

4. What Do I Release Under the Settlement?

Released Class 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, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from the Released Class Claims. The "Released Class

Claims” are any and all claims that were alleged, or reasonably could have been alleged, based on the facts and/or theories alleged in the Operative Complaint filed in the Action, as amended, which occurred during the Class Period during employment in a non-exempt position in California. 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; alleged illegal time rounding; paid sick leave; reporting time pay; failure to indemnify or reimburse expenses; missed/short/late/interrupted meal period, rest period, and/or recovery period wages/premiums; failure to provide meal periods; failure to authorize and permit rest periods and/or recovery periods; the calculation of meal period, rest period, and/or recovery period premiums; payment for all hours worked, including off-the-clock work; wage statements; failure to timely pay wages; failure to timely pay final wages; unfair business practices related to the Released Class Claims; penalties, including recordkeeping penalties, wage statement penalties, minimum-wage penalties, and waiting-time penalties; non-compliant wage statements; and attorneys’ fees and costs; all claims related to the Released Class Claims arising under: the California Labor Code (including sections 200, 201, 202, 203, 204, 210, 218, 218.5, 218.6, 221, 225, 226, 226.7, 227.3, 245, 246, 246.5, 510, 512, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2802); the Wage Orders of the California Industrial Welfare Commission; California Business and Professions Code section 17200, *et seq.*; Civil Code § 3287, 8 CCR § 11040; 8 CCR § 11050; California Code of Civil Procedure § 1021.5; the Fair Labor Standards Act (“FLSA”), 29 U.S.C. § 201 *et seq.*; 29 CFR 778.223; 29 CFR 778.315. This release excludes all other claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, Plaintiffs’ individual claims that are subject to separate releases, and California class claims outside of 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 and 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 Action will apply to you and legally bind you.

Released PAGA 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, all Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims. The “Released PAGA Claims” are all claims for PAGA (Labor Code sections 2698 to 2699.3) penalties that were alleged, or could have been alleged, based on the facts stated in the Operative Complaint filed in the Action, as amended and/or PAGA Notice, as amended, which occurred during the PAGA Period during employment in a non-exempt position in California. The Released PAGA Claims include all known and unknown claims for civil penalties under PAGA that were alleged, or could have been alleged in the Operative Complaint filed in the Action, as amended, and/or in the PAGA Notice, including PAGA claims relating to failure to pay minimum wages, straight time compensation, overtime compensation, double-time compensation, and interest; the calculation of the regular rate of pay; alleged illegal time rounding; paid sick leave; reporting time pay; failure to indemnify or reimburse expenses; missed/short/late/interrupted meal period, rest period, and/or recovery period wages/premiums; failure to provide meal periods; failure to authorize and permit rest

periods and/or recovery periods; the calculation of meal period, rest period, and/or recovery period premiums; payment for all hours worked, including off-the-clock work; wage statements; failure to timely pay wages; failure to timely pay final wages; failure to provide suitable seating; alleged violations of Labor Code sections 200, 201, 202, 203, 204, 206, 210, 218, 218.5, 218.6, 221, 225, 226, 226.3, 226.7, 227.3, 510, 511, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2698-2699.3, and 2802; and alleged violations of the Wage Orders of the California Industrial Welfare Commission.

Released Parties. The Released Parties are: Defendant and each of its past, present and future agents, employees, servants, officers, directors, managing agents, members, owners (whether direct or indirect), partners, trustees, representatives, shareholders, stockholders, attorneys, parents, subsidiaries, equity sponsors, related companies/corporations and/or partnerships, divisions, assigns, predecessors, successors, insurers, consultants, joint venturers, joint employers, potential and alleged joint employers, temporary staffing agencies, dual employers, potential and alleged dual employers, co-employers, potential and alleged co-employers, common law employers, potential and alleged common law employers, contractors, affiliates, service providers, alter-egos, alleged alter-egos, vendors, affiliated organizations, any person and/or entity with potential or alleged to have joint liability, and all of their respective past, present and future employees, directors, officers, members, owners, agents, representatives, payroll agencies, attorneys, stockholders, fiduciaries, parents, subsidiaries, other service providers, and assigns, and each and all of them.

5. How much will my payment be?

Individual Class Payments. The Administrator will calculate Individual Class Payments 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 worked during the Class Period.

Defendant's records reflect that you worked <<____>> Workweeks during the Class Period (January 27, 2019 through May 12, 2024).

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 (November 9, 2021 through May 12, 2024). 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 _____ [forty-five (45) days after the mailing of the Class Notice or an additional 14 days in the case of re-mailing]. 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.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

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.

The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.

The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

Your check will be sent to the same address as this Class Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Class Notice has the Administrator's contact information.

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, Aggrieved Employees who opt out will still be paid their allocation of the PAGA Penalties and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion. The PAGA Penalties amount is \$20,000.00, of which \$5,000.00 will be distributed to the Aggrieved Employees to be allocated based on their respective PAGA Pay Periods. Your share of the PAGA Penalties, if any, is set forth in Section 5 above.

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 *Soto v. One Health Laboratories, LLC* lawsuit. The request to opt-out should state the Class Member's full name, address and email address or telephone number. Please include the name and number of the case, which is *Soto v.*

One Health Laboratories, LLC, Case No. 23STCV01753. 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 Plaintiffs and Defendant are asking the Court to approve. At least sixteen (16) court days before the Final Approval Hearing, scheduled for _____, Class Counsel and Plaintiffs will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as Class Representative Service Payments. 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 Court's website (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 23STCV01753.

A Participating Class Member who disagrees with any aspect of the Agreement and/or the Motion for Final Approval may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiffs are too high or too low. **The Response Deadline for sending written objections to the Administrator is _____** [forty-five (45) 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, *Soto v. One Health Laboratories, LLC*, Case No. 23STCV01753, and include your name, current address, email or telephone number, and approximate dates of employment for Defendant and sign the objection. The Administrator's contact information is as follows:

Administrator:

Name of Company: Apex Class Action LLC

Email Address: _____

Mailing Address: _____

Telephone Number: _____

Fax Number: _____

Settlement Website: _____

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.

You also have the option to appear at the hearing by audio or video. Instructions on how to do so are available on the Court's website at <https://www.lacourt.org/lacc/>. Check the Court's website for the most current information. See Section 9 of this Notice (immediately below) for specifics regarding the Final Approval Hearing

The addresses for Parties' counsel are as follows:

CLASS COUNSEL:

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik DeBlouw LLP
2255 Calle Clara
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Tel.: (858) 551-1223
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COUNSEL FOR DEFENDANT:

Jason W. Kearnaughan
Y. Douglas Yang
Emma Husseman
SHEPPARD, MULLIN, RICHTER & HAMPTON LLP
350 South Grand Ave., 40th Floor
Los Angeles, CA 90071

9. Can I Attend the Final Approval Hearing?

You can, but don't have to, attend the Final Approval Hearing at _____ (Pacific Standard Time) on _____, in Department 9 of the Superior Court of California, County of Los Angeles, Spring Street Courthouse, 312 North Spring Street, Los Angeles, California 90012, before Judge Elaine Lu. 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 a service payment 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 in remotely using the Court Connect procedure at <https://www.lacourt.org/lacc/>. You may also appear in person. Check the Court's website for the most current information on appearing in Court.

It's 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 Access page for the Los Angeles County Superior Court (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 23STCV01753.

10. How Can I Get More Information?

You may call the Administrator at _____ or write to *Soto v. One Health Laboratories, LLC* 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 award, 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 Access page for the California Superior Court for the County of Los Angeles (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 23STCV01753. If you wish to view the Court files in person, you are encouraged to make an appointment with the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

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 the California Controller's Unclaimed Property Fund in the name of and for the benefit of the individual who did not cash their check. The funds may be claimed at https://www.sco.ca.gov/upd_msg.html.
- **What if You Lose Your Check** - If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void you should consult the Unclaimed Property Fund website for instructions on how to retrieve the funds.

EXHIBIT B

[ORDER GRANTING PRELIMINARY APPROVAL]

EXHIBIT "B"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

LOUIE SOTO and MATEO SARRIA,
individuals, on behalf of themselves and on
behalf of all persons similarly situated, and on
behalf of the State of California, as a private
attorney general,

Plaintiffs,

vs.

ONE HEALTH LABORATORIES, LLC, a
Limited Liability Company; and DOES 1
through 50, inclusive,

Defendants.

CASE NO.: **23STCV01753**
[Consolidated with Case No. 23STCV01763]

**[PROPOSED] PRELIMINARY
APPROVAL ORDER**

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Elaine Lu
Dept: SS- 9

Date Filed: January 27, 2023
Trial Date: Not set

This matter came before the Honorable Elaine Lu of the Superior Court of the State of California, in and for the County Los Angeles, on _____[DATE], for hearing on the unopposed motion by Plaintiffs Louie Soto and Mateo Sarria (collectively, "Plaintiffs") for preliminary approval of the First Amended Class and Collective Action and PAGA Settlement

1 with Defendant One Health Laboratories, LLC (“Defendant”). The Court, having considered the
2 briefs, argument of counsel and all matters presented to the Court and good cause appearing,
3 hereby GRANTS Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement.
4

5 **IT IS HEREBY ORDERED:**

6 1. The Court preliminarily approves the Class and Collective Action and PAGA
7 Settlement Agreement (“Agreement”) attached as Exhibit ____ to the Declaration of Kyle
8 Nordrehaug in Support of Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement.
9 This is based on the Court’s determination that the Settlement set forth in the Agreement is within
10 the range of possible final approval, pursuant to the provisions of Section 382 of the California
11 Code of Civil Procedure and California Rules of Court, rule 3.769.

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

14 3. The Gross Settlement Amount that Defendant shall pay is Three Hundred Fifty
15 Thousand Dollars and No Cents (\$350,000.00). It appears to the Court on a preliminary basis that
16 the settlement amount and terms are fair, adequate and reasonable as to all potential Class
17 Members when balanced against the probable outcome of further litigation and the significant
18 risks relating to certification, liability and damages issues. It further appears that investigation and
19 research have been conducted such that counsel for the Parties are able to reasonably evaluate
20 their respective positions. It further appears to the Court that the Settlement will avoid substantial
21 additional costs by all Parties, as well as avoid the delay and risks that would be presented by the
22 further prosecution of the Action. It further appears that the Settlement has been reached as the
23 result of serious and non-collusive, arm’s-length negotiations.

24 4. The Court preliminarily finds that the Settlement appears to be within the range of
25 reasonableness of a settlement that could ultimately be given final approval by this Court. The
26 Court has reviewed the monetary recovery that is being granted as part of the Settlement and
27 preliminarily finds that the monetary settlement awards made available to the Class is fair,
28

1 adequate, and reasonable when balanced against the probable outcome of further litigation and the
2 significant risks relating to certification, liability, and damages issues.

3 5. The Agreement specifies for an attorneys' fees award not to exceed one-third of the
4 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$20,000.00, and
5 proposed Class Representative Service Payments to the Plaintiffs in an amount not to exceed
6 \$7,500.00 each. The Court will not approve the amount of attorneys' fees and costs, nor the
7 amount of any service award, until the Final Approval Hearing. Plaintiffs will be required to
8 present evidence supporting these requests, including lodestar, prior to final approval.

9 6. The Court recognizes that Plaintiffs and Defendant stipulate and agree to
10 representative treatment and certification of a class for settlement purposes only. This stipulation
11 will not be deemed admissible in this, or any other proceeding should this Settlement not become
12 final. For settlement purposes only, the Court conditionally certifies the Class which consists of
13 "all individuals who are or previously were employed by Defendant who were classified as non-
14 exempt in the State of California at any time during the Class Period." The "Class Period" is
15 January 27, 2019 through May 12, 2024.

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

26 8. The Court provisionally appoints Plaintiffs as the representatives of the Class. The
27 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik
28

1 of Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class Counsel for the Class.

2 9. The Agreement provides for a PAGA Penalties out of the Gross Settlement
3 Amount of \$20,000.00, which shall be allocated \$15,000.00 to the Labor & Workforce
4 Development Agency (“LWDA”) as the LWDA’s 75% share of the settlement of civil penalties
5 paid under this Agreement pursuant to the PAGA and \$5,000.00 to the Aggrieved Employees.
6 “Aggrieved Employees” are all individuals who are or previously were employed by Defendant
7 who were classified as non-exempt in the state of California at any time during the PAGA Period
8 (November 9, 2021 through May 12, 2024). Pursuant to Labor Code section 2699, subdivision
9 (l)(2), the LWDA will be provided notice of the Agreement and these settlement terms. The Court
10 finds the PAGA Penalties to be reasonable.

11 10. The Court hereby approves, as to form and content, the Class Notice attached to the
12 Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and accurately
13 inform the Class of all material elements of the proposed Settlement, of the Class Members’ right
14 to be excluded from the Class by submitting a written opt-out request, and of each member’s right
15 and opportunity to object to the Settlement. The Court further finds that the distribution of the
16 Class Notice substantially in the manner and form set forth in the Agreement and this Order meets
17 the requirements of due process, is the best notice practicable under the circumstances, and shall
18 constitute due and sufficient notice to all persons entitled thereto. The Court orders the mailing of
19 the Class Notice by first class mail pursuant to the terms set forth in the Agreement. If a Class
20 Notice Packet is returned because of an incorrect address, the Administrator will promptly search
21 for a more current address for the Class Member and re-mail the Class Notice Packet to any new
22 address for the Class Member no later than seven (7) days after the receipt of the undelivered
23 Class Notice.

24 11. The Court hereby appoints Apex Class Action LLC as the Administrator. No later
25 than fifteen (15) business days after this Order, Defendant will provide the Class Data to the
26 Administrator. The Administrator will perform address updates and verifications as necessary
27 prior to the first mailing. Using best efforts to mail it as soon as possible, and in no event later
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1 than fourteen (14) days after receiving the Class Data, the Administrator will mail the Class Notice
2 Packet to all Class Members via first-class regular U.S. Mail to their last known address.

3 12. The Court hereby preliminarily approves the proposed procedure for exclusion
4 from the Settlement. Any Class Member may individually choose to opt out of and be excluded
5 from the Class as provided in the Class Notice by following the instructions for requesting
6 exclusion from the Class that are set forth in the Class Notice. All requests for exclusion must be
7 postmarked or received no later than forty-five (45) calendar days after the date of the mailing of
8 the Class Notice (“Response Deadline”). If a Class Notice Packet is re-mailed, the Response
9 Deadline for requests for exclusion will be extended an additional fourteen (14) days. A Request
10 for Exclusion may also be faxed or emailed to the Administrator as indicated in the Class Notice.
11 Any such person who chooses to opt out of and be excluded from the Class will not be entitled to
12 any recovery under the Class Settlement and will not be bound by the Class Settlement or have
13 any right to object, appeal or comment thereon. Class Members who have not requested exclusion
14 shall be bound by all determinations of the Court, the Agreement and the Judgment. A request for
15 exclusion may only opt out that particular individual, and any attempt to effect an opt-out of a
16 group, class, or subclass of individuals is not permitted and will be deemed invalid.

17 13. Any Class Member who has not opted out may appear at the final approval hearing
18 and may object or express the Member’s views regarding the Settlement and may present evidence
19 and file briefs or other papers that may be proper and relevant to the issues to be heard and
20 determined by the Court as provided in the Class Notice. Class Members will have until the
21 Response Deadline to submit their written objections to the Administrator. Written objections
22 may also be faxed or emailed to the Administrator as indicated in the Class Notice. If a Class
23 Notice Packet is re-mailed, the Response Deadline for written objections will be extended an
24 additional fourteen (14) days. Alternatively, Class Members may appear at the Final Approval
25 Hearing to make an oral objection.

26 14. A final approval hearing shall be held before this Court on _____
27 _____ at _____ in Department 9 at the Spring Street Courthouse of the Los
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1 Angeles County Superior Court to hear the motion for final approval and for attorneys' fees and
2 costs, and to determine all necessary matters concerning the Settlement, including: whether the
3 proposed settlement of the Action on the terms and conditions provided for in the Agreement is
4 fair, adequate and reasonable and should be finally approved by the Court; whether the Final
5 Approval Order and Judgment should be entered herein; whether the plan of allocation contained
6 in the Agreement should be approved as fair, adequate and reasonable to the Class Members; and
7 to finally approve attorneys' fees and costs, service award, and the fees and expenses of the
8 Administrator. All papers in support of the motion for final approval shall be filed with the Court
9 and served on all counsel no later than sixteen (16) court days before the hearing and the motion
10 shall be heard at this final approval hearing.

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

23 16. In the event the Settlement does not become effective in accordance with the terms
24 of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to
25 become effective for any reason, this Order shall be rendered null and void and shall be vacated,
26 and the Parties shall revert to their respective positions as of before entering into the Agreement,
27 and expressly reserve their respective rights regarding the prosecution and defense of this Action,
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1 including all available defenses and affirmative defenses, and arguments that any claim in the
2 Action could not be certified as a class action and/or managed as a representative action. In such
3 an event, the Court's orders regarding the Settlement, including this Order, shall not be used or
4 referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of
5 the Agreement with respect to the effect of the Agreement if it is not approved.

6 17. The Court reserves the right to adjourn or continue the date of the final approval
7 hearing and all dates provided for in the Agreement without further notice to Class Members and
8 retains jurisdiction to consider all further applications arising out of or connected with the
9 proposed Settlement.

10 **IT IS SO ORDERED.**

11 Dated: _____

12 _____
13 HON. ELAINE LU
14 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA
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EXHIBIT C

[FINAL APPROVAL ORDER AND JUDGMENT]

EXHIBIT "C"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

LOUIE SOTO and MATEO SARRIA,
individuals, on behalf of themselves and on
behalf of all persons similarly situated, and on
behalf of the State of California, as a private
attorney general,

Plaintiff,

vs.

ONE HEALTH LABORATORIES, LLC, a
Limited Liability Company; and DOES 1
through 50, inclusive,

Defendants.

CASE NO.: **23STCV01753**
[Consolidated with Case No. 23STCV01763]

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

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Elaine Lu
Dept: SS- 9

Date Filed: January 27, 2023
Trial Date: Not set

1 The unopposed motion of Plaintiffs Louie Soto and Mateo Sarria (“Plaintiffs”) for an order
2 finally approving the First Amended Class and Collective Action and PAGA Settlement
3 Agreement (“Agreement”) with Defendant One Health Laboratories, LLC (“Defendant”),
4 attorneys’ fees and costs, service payments, and the expenses of the Administrator duly came on
5 for hearing on _____ before the Honorable Elaine Lu

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 for the State of California, in and for the County of Los Angeles, and over all
13 Parties to this litigation, including the Class.
- 14 3. Based on a review of the papers submitted by Plaintiffs and a review of the
15 applicable law, the Court finds that the Gross Settlement Amount of Three Hundred Fifty
16 Thousand Dollars and No Cents (\$350,000.00) and the terms set forth in the Agreement are fair,
17 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, and the assistance of an experienced mediator in the settlement process, among other
22 factors, support the Court’s conclusion that the Settlement is fair, reasonable, and adequate.

23 **Preliminary Approval of the Settlement**

- 24 5. On _____, the Court granted preliminary approval of the Settlement. At
25 this same time, the Court approved conditional certification of the Class for settlement purposes
26 only.

27 **Notice to the Class**

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

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

21 **Fairness of the Settlement**

22 8. The Agreement is entitled to a presumption of fairness. *Dunk v. Ford Motor Co.*
23 48 Cal.App.4th 1794, 1801 (1996).

24 a. The settlement was reached through arm's-length bargaining between the
25 Parties during an all-day mediation before Steve Serratore, an experienced mediator of wage and
26 hour class actions. There has been no collusion between the Parties in reaching the Settlement.

1 b. Plaintiffs and Class Counsel’s investigation and discovery have been
2 sufficient to allow the Court and counsel to act intelligently.

3 c. Counsel for all Parties are experienced in similar employment class action
4 and PAGA litigation. Class Counsel recommended approval of the Agreement.

5 d. The percentage of objectors and requests for exclusion is small. ____
6 objections were received. _____ requests for exclusion were received.

7 e. The participation rate was high. _____ Class Members will be mailed a
8 settlement payment, representing _____ % of the overall Class.

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

14 10. The Agreement is approved as fair, adequate and reasonable and in the best
15 interests of the Class Members.

16 **Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment**

17 11. An award of \$116,666.00 for attorneys’ fees, representing one-third of the Gross
18 Settlement Amount, and \$ _____ for litigation costs and expenses, is reasonable, in light of
19 the contingent nature of Class Counsel’s fee, the hours worked by Class Counsel, and the results
20 achieved by Class Counsel. The requested award has been supported by Class Counsel’s lodestar
21 and billing statement.

22 **Class Representative Service Payments**

23 12. The Agreement provides for a Class Representative Service Payments of not more
24 than \$7,500.00 each to the Plaintiffs, subject to the Court’s approval. The Court finds that Class
25 Representative Service Payments in the amount of \$ _____ each to the Plaintiffs are
26 reasonable in light of the risks and burdens undertaken by the Plaintiffs in this litigation and for
27 their time and effort in bringing and prosecuting this matter on behalf of the Class.

1 **Administration Expenses Payment**

2 13. The Administrator shall calculate and administer the payment to be made to the
3 Class Members, transmit payment for attorneys' fees and costs to Class Counsel, transmit the
4 Class Representative Service Payments to the Plaintiffs, issue all required tax reporting forms,
5 calculate withholdings and perform the other remaining duties set forth in the Agreement. The
6 Administrator has documented \$ _____ in fees and expenses, and this amount is reasonable in
7 light of the work performed by the Administrator.

8 **PAGA Penalties**

9 14. The Agreement provides for PAGA Penalties out of the Gross Settlement Amount
10 of \$20,000.00, which shall be allocated \$15,000.00 to the Labor & Workforce Development
11 Agency ("LWDA") as the LWDA's 75% share of the settlement of civil penalties paid under this
12 Agreement pursuant to the PAGA and \$5,000.00 to be distributed to the Aggrieved Employees
13 and allocated by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA
14 Penalties (\$5,000.00) by the total number of PAGA Pay Periods worked by all Aggrieved
15 Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's
16 PAGA Pay Periods. "Aggrieved Employees" are all individuals who are or previously were
17 employed by Defendant who were classified as non-exempt in the state of California at any time
18 during the PAGA Period (November 9, 2021 through May 12, 2024). Pursuant to Labor Code
19 section 2699, subdivision (1)(2), the LWDA was provided notice of the Agreement and these
20 settlement terms and has not indicated any objection thereto. The Court finds the PAGA Penalties
21 to be reasonable.

22 **II.**

23 **ORDERS**

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

25 15. The Class is certified for the purposes of settlement only. The Class is defined as
26 follows:

27 All individuals who are or previously were employed by Defendant who were
28 classified as non-exempt in the State of California at any time during the Class
Period (January 27, 2019 through May 12, 2024).

1 16. All persons who meet the foregoing definition are members of the Class, except for
2 those individuals who filed a valid request for exclusion (“opt out”) from the Class. [INSERT
3 REFERENCE TO IDENTIFY ANY OPT OUTS].
4

5 17. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the
6 best interest of the Class. Defendant shall fully fund the Gross Settlement Amount, and also fund
7 the amounts necessary to fully pay Defendant’s share of payroll taxes by transmitting the funds to
8 the Administrator no later than 14 days after the Effective Date.

9 18. Class Counsel are awarded attorneys’ fees in the amount of \$116,666.00 and costs
10 in the amount of \$_____. Class Counsel shall not seek or obtain any other compensation or
11 reimbursement from Defendant, Plaintiffs or members of the Class.

12 19. The payment of Class Representative Service Payments in the amount of
13 \$_____ each to the Plaintiffs is approved.

14 20. The payment of \$_____ to the Administrator for its fees and expenses is
15 approved.

16 21. The PAGA Penalties of \$20,000.00 is approved and is to be distributed in
17 accordance with the Agreement.

18 22. Pursuant to Labor Code section 2699, subdivision (1)(2), Class Counsel shall
19 submit a copy of this Final Approval Order and Judgment to the LWDA within 10 days after its
20 entry.

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

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

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

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

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

20 26. Except as set forth in the Agreement and this Final Approval Order and Judgment,
21 Plaintiffs, and all members of the Class, shall take nothing in the Action.

22 27. All Parties shall bear their own attorneys' fees and costs, except as otherwise
23 provided in the Agreement and in this Final Approval Order and Judgment.

24 28. Effective on the date when Defendant fully funds the entire Gross Settlement
25 Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class
26 Payments, Plaintiffs, Class Counsel, Participating Class Members, Aggrieved Employees and the
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1 LWDA (whether on its behalf or on behalf of the State of California) will release claims against
2 all Released Parties, as follows:

3 (a) All Participating Class Members, on behalf of themselves and their
4 respective former and present representatives, agents, attorneys, heirs, administrators, successors,
5 and assigns, release the Released Parties from the Released Class Claims. The “Released Class
6 Claims” are any and all claims that were alleged, or reasonably could have been alleged, based on
7 the facts and/or theories alleged in the Operative Complaint filed in the Action, as amended, which
8 occurred during the Class Period during employment in a non-exempt position in California. The
9 Released Class Claims include all claims for unpaid wages, including failure to pay minimum
10 wages, straight time compensation, overtime compensation, double-time compensation, and
11 interest; the calculation of the regular rate of pay; alleged illegal time rounding; paid sick leave;
12 reporting time pay; failure to indemnify or reimburse expenses; missed/short/late/interrupted meal
13 period, rest period, and/or recovery period wages/premiums; failure to provide meal periods;
14 failure to authorize and permit rest periods and/or recovery periods; the calculation of meal period,
15 rest period, and/or recovery period premiums; payment for all hours worked, including off-the-
16 clock work; wage statements; failure to timely pay wages; failure to timely pay final wages; unfair
17 business practices related to the Released Class Claims; penalties, including recordkeeping
18 penalties, wage statement penalties, minimum-wage penalties, and waiting-time penalties; non-
19 compliant wage statements; and attorneys’ fees and costs; all claims related to the Released Class
20 Claims arising under: the California Labor Code (including sections 200, 201, 202, 203, 204, 210,
21 218, 218.5, 218.6, 221, 225, 226, 226.7, 227.3, 245, 246, 246.5, 510, 512, 1194, 1194.2, 1197,
22 1197.1, 1198, 1199, 2802); the Wage Orders of the California Industrial Welfare Commission;
23 California Business and Professions Code section 17200, *et seq.*; Civil Code § 3287, 8 CCR §
24 11040; 8 CCR § 11050; California Code of Civil Procedure § 1021.5; the Fair Labor Standards
25 Act (“FLSA”), 29 U.S.C. § 201 *et seq.*; 29 CFR 778.223; 29 CFR 778.315. This release excludes
26 all other claims for vested benefits, wrongful termination, violation of the Fair Employment and
27 Housing Act, unemployment insurance, disability, social security, workers’ compensation,

1 Plaintiffs' individual claims that are subject to separate releases, and California class claims
2 outside of the Class Period.

3 (b) All Aggrieved Employees and the LWDA are deemed to release, on behalf
4 of themselves and their respective former and present representatives, agents, attorneys, heirs,
5 administrators, successors, and assigns, the Released Parties from the Released PAGA Claims.
6 The "Released PAGA Claims" are all claims for PAGA (Labor Code sections 2698 to 2699.3)
7 penalties that were alleged, or could have been alleged, based on the facts stated in the Operative
8 Complaint filed in the Action, as amended and/or PAGA Notice, as amended, which occurred
9 during the PAGA Period during employment in a non-exempt position in California. The
10 Released PAGA Claims include all known and unknown claims for civil penalties under PAGA
11 that were alleged, or could have been alleged in the Operative Complaint filed in the Action, as
12 amended, and/or in the PAGA Notice, including PAGA claims relating to failure to pay minimum
13 wages, straight time compensation, overtime compensation, double-time compensation, and
14 interest; the calculation of the regular rate of pay; alleged illegal time rounding; paid sick leave;
15 reporting time pay; failure to indemnify or reimburse expenses; missed/short/late/interrupted meal
16 period, rest period, and/or recovery period wages/premiums; failure to provide meal periods;
17 failure to authorize and permit rest periods and/or recovery periods; the calculation of meal period,
18 rest period, and/or recovery period premiums; payment for all hours worked, including off-the-
19 clock work; wage statements; failure to timely pay wages; failure to timely pay final wages;
20 failure to provide suitable seating; alleged violations of Labor Code sections 200, 201, 202, 203,
21 204, 206, 210, 218, 218.5, 218.6, 221, 225, 226, 226.3, 226.7, 227.3, 510, 511, 512, 558, 1194,
22 1194.2, 1197, 1197.1, 1198, 1199, 2698-2699.3, and 2802; and alleged violations of the Wage
23 Orders of the California Industrial Welfare Commission.

24 (c) Plaintiffs and their respective former and present spouses, representatives,
25 agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge
26 Released Parties (which as defined above specifically includes Defendant), and each and all of
27 them, from the Plaintiffs' Release, as fully set forth in the Agreement.

1 29. For any Class Member or Aggrieved Employee whose Individual Class Payment
2 check or Individual PAGA Payment check is uncashed and cancelled after the void date, the
3 Administrator shall transmit the funds represented by such checks to the California Controller's
4 Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue"
5 subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).

6 30. The Court hereby enters judgment in the entire Action as of the filing date of this
7 Order and Judgment, pursuant to the terms set forth in the Settlement. Without affecting the
8 finality of this Order and Judgment in any way, the Court hereby retains continuing jurisdiction
9 over the interpretation, implementation, and enforcement of the Settlement and all orders entered
10 in connection therewith pursuant to California Code of Civil Procedure section 664.6.

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

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13 Dated: _____

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15 _____
16 HON. ELAINE LU
17 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA
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EXHIBIT #3

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

2255 CALLE CLARA
LA JOLLA, CA - California 92037-3107

INVOICE

Invoice # 1
Date: 03/09/2026
Due On: 04/08/2026

Louie Soto
959 S. Kern Avenue
Los Angeles, CA 90022

CA2785

One Health Laboratories

Services

Attorney	Date	Notes	Quantity	Rate	Total
NDB	10/16/2022	Review original intake notes. Legal research regarding related litigation in State and Federal Court. Research Defendant's business operations in CA. Review facts and claims. Conference with Plaintiff.	3.30	\$850.00	\$2,805.00
NDB	10/17/2022	Review documents and emails from Plaintiff regarding individual claims for retaliation and discrimination. Analyze rest break and off the clock claims. Legal research regarding the same.	2.90	\$850.00	\$2,465.00
NDB	10/19/2022	Review entire employment file for legal claims. Analyze all paystubs for regular rate and wage statement violations. Legal research. Obtain background facts for Complaint. Review venue issue.	3.20	\$850.00	\$2,720.00
NDB	10/23/2022	Review facts and law. Draft Complaint.	2.90	\$850.00	\$2,465.00
NDB	10/28/2022	Review and analyze claims. Draft Complaint. Discuss claims and facts with Plaintiff.	2.70	\$850.00	\$2,295.00
SB	11/03/2022	Prepare case notes	2.60	\$450.00	\$1,170.00
NDB	11/09/2022	Review and research PAGA claims and penalties. Analyze case file. Draft PAGA Notice.	2.10	\$850.00	\$1,785.00
RE	01/25/2023	Review case notes/damage analysis	0.50	\$675.00	\$337.50

RE	01/25/2023	Review & analyze employment file documents	2.50	\$675.00	\$1,687.50
RE	01/26/2023	Review, edit & finalize class action complaint draft	2.70	\$675.00	\$1,822.50
RE	01/26/2023	Draft PAGA Only complaint	3.75	\$675.00	\$2,531.25
NDB	01/26/2023	Review case file and PAGA notice. Review and revise PAGA only complaint. Analyze facts and law. Discuss with R. Ehmann.	1.40	\$850.00	\$1,190.00
RE	01/27/2023	Draft summons, civil case cover sheet & addendum/statement of location re class action	0.50	\$675.00	\$337.50
RE	01/27/2023	Draft summons, civil case cover sheet & addendum/statement of location re paga action	0.50	\$675.00	\$337.50
RE	01/27/2023	Review & finalize class action complaint package; file in LA Sup. Ct.	0.50	\$675.00	\$337.50
RE	01/27/2023	Review & finalize paga only action complaint package; file in LA Sup. Ct.	0.50	\$675.00	\$337.50
RE	01/27/2023	Review court-returned documents; review docket; memo to firm re judicial/departement assignment and status of initial case management conference re class action	0.50	\$675.00	\$337.50
RE	01/27/2023	Review court-returned documents; review docket; memo to firm re judicial/departement assignment and status of initial case management conference re PAGA action	0.50	\$675.00	\$337.50
RE	01/27/2023	Provide notice to LWDA; upload PAGA complaint to LWDA website; save confirmation for future verification of notice to LWDA	0.40	\$675.00	\$270.00
CL	01/27/2023	Receipt and review Notice of Case Assignment.	0.30	\$750.00	\$225.00
ASC	01/30/2023	Add case to spreadsheets	0.30	\$250.00	\$75.00
CL	02/03/2023	Review and analyze Notice of CMC.	0.30	\$750.00	\$225.00
CL	02/03/2023	Receipt and review Initial Status Conference Order.	0.30	\$750.00	\$225.00
RE	02/04/2023	Prepare initial documents for service of process re class action; send out for service via Knox	0.70	\$675.00	\$472.50
RE	02/04/2023	Prepare initial documents for service of process re paga action; send out for service via Knox	0.75	\$675.00	\$506.25
CL	02/07/2023	[Class] Receipt and review Initial Status Conference Order and Minute Order.	0.30	\$750.00	\$225.00
ASC	02/07/2023	Draft POS re Service of ISC order and Order re New Class action, ask TG/CJ to mail // file POS	0.50	\$250.00	\$125.00
RE	02/10/2023	File proof of service of summons re class action;	0.50	\$675.00	\$337.50

memo to firm re post service written discovery					
RE	02/10/2023	File proof of service of summons re paga action; memo to firm re post service written discovery	0.50	\$675.00	\$337.50
CL	02/10/2023	Review and analyze Email from L. Soto re: severance agreement; Discuss with Nick re: Warn Act.	0.30	\$750.00	\$225.00
SB	02/20/2023	Review complaint, analyze, advise ND	2.60	\$450.00	\$1,170.00
ASC	02/27/2023	Draft Flow Chart and update // update discovery spreadsheet re SOP via NAR	0.20	\$250.00	\$50.00
SB	02/28/2023	Revise complaint, advise ND	2.60	\$450.00	\$1,170.00
RH	04/24/2023	Review of file materials, including relevant pleadings and orders, to determine plan for handling with respect to Court order to sign up for electronic service.	0.30	\$675.00	\$202.50
CL	04/24/2023	Review and analyze Order Continuing ISC.	0.10	\$750.00	\$75.00
RH	04/24/2023	Receipt and review of Court Order Continuing Initial Status Conference, and determination as to further handling.	0.20	\$675.00	\$135.00
RH	04/25/2023	Preparation of Notice of Continuance of Initial Status Conference, pursuant to Court order.	0.70	\$675.00	\$472.50
ASC	04/26/2023	Finalize file (one legal), and serve (TG, USPS) notice of continuance of ISC, calendar new ISC date 6/20, case stayed	0.50	\$250.00	\$125.00
AR	04/27/2023	Review and outline file and docket for status in advance of drafting joint statement; draft follow up correspondence.	0.50	\$550.00	\$275.00
CL	05/13/2023	Receipt and review Notice of Related Cases.	0.20	\$750.00	\$150.00
AR	05/15/2023	Receive and review notice of related case; multiple correspondence regarding opposition.	0.60	\$550.00	\$330.00
AR	05/15/2023	Draft opposition to notice of related case in Class action; coordinate filing and service.	1.00	\$550.00	\$550.00
AR	05/15/2023	Draft opposition to notice of related case in PAGA action; coordinate filing and service.	0.70	\$550.00	\$385.00
ASC	05/15/2023	Draft oppos to ntc of related case, PAGA and Class, email to AGR for review//Update POS	0.50	\$250.00	\$125.00
ASC	05/15/2023	Finalize, add POS, file via one legal, ask CJ/TG to serve by mail	0.50	\$250.00	\$125.00
AR	05/17/2023	Review docket and orders regarding ISC and e-service; draft follow up correspondence.	0.30	\$550.00	\$165.00

CL	05/24/2023	Receipt and review service initiation memo.	0.30	\$750.00	\$225.00
AR	05/24/2023	Review and outline orders; draft correspondence with opposing counsel regarding e-service.	0.40	\$550.00	\$220.00
ASC	05/24/2023	Launch case on caseanywhere // email court per ISC	0.50	\$250.00	\$125.00
CL	05/26/2023	Review, analyze and bates stamp Plaintiff's documents; draft memorandum to file re: liability; discuss same with AJ.	1.80	\$750.00	\$1,350.00
AR	06/06/2023	Multiple correspondence with opposing counsel regarding meet and confer call.	0.30	\$550.00	\$165.00
RH	06/06/2023	Correspondence from Doug Yang re pre-CMC meet and confer call.	0.10	\$675.00	\$67.50
ASC	06/06/2023	Update POS re add Emma Husseman	0.20	\$250.00	\$50.00
RH	06/09/2023	Preparation for Case Management Conference by review of relevant file materials and telephone call to Douglas Yang for purpose of meeting and conferring.	0.30	\$675.00	\$202.50
RH	06/12/2023	Correspondence with Doug Yang regarding plan to meet and confer regarding joint case management statement.	0.20	\$675.00	\$135.00
RH	06/12/2023	Preparation of draft of Parties' Joint Initial Status Conference Statement; and contemporaneous examination of relevant file materials.	1.30	\$675.00	\$877.50
RH	06/12/2023	Preparation for and telephone conference with Doug Yang and Emma Husseman to meet and confer regarding Joint Initial Status Conference Statement; revision of Statement to incorporate discussions during call; and follow-up correspondence with counsel regarding finalization of Statement, class size, and relevant workweeks.	1.20	\$675.00	\$810.00
RH	06/13/2023	Preparation of correspondence to Doug Yang regarding status of Joint ISC Statement.	0.20	\$675.00	\$135.00
RH	06/13/2023	Receipt and review of revised draft of Joint ISC Statement from Emma Husseman; assessment of changes; incorporate further revisions; and preparation of correspondence to Ms. Husseman re the same.	0.50	\$675.00	\$337.50
RH	06/14/2023	Correspondence from Emma Husseman, MaryBeth Pimental, and CaseAnywhere regarding completion, service, and filing of parties' Joint ISC Statement.	0.20	\$675.00	\$135.00
CL	06/14/2023	Receipt and review Joint ISC Statement.	0.30	\$750.00	\$225.00

AR	06/14/2023	Review and outline file for status; multiple correspondence with RH regarding appearance.	0.50	\$550.00	\$275.00
CL	06/16/2023	Review and analyze Minute Order on Notice of Related Case.	0.30	\$750.00	\$225.00
RH	06/16/2023	Receipt and review of Court Order re Notice of Related Cases, and determination as to further handling.	0.20	\$675.00	\$135.00
RH	06/20/2023	Attend and appear for Initial Status Conference; preparation for same by comprehensive review of relevant file materials to identify all topics for discussion with Court; and circulate summary of outcome of hearing.	2.10	\$675.00	\$1,417.50
ASC	06/20/2023	Remind RH re CMC, research IDC procedure dept 1 LA	0.50	\$250.00	\$125.00
CL	06/22/2023	Receipt and review Order re Related Cases.	0.20	\$750.00	\$150.00
RH	06/22/2023	Receipt, review, and analysis of order re related cases, and determination as to further handling.	0.20	\$675.00	\$135.00
RH	07/03/2023	Correspondence from Gina Schermerhorn re Notice of Ruling of Related Cases, and analysis of same.	0.20	\$675.00	\$135.00
CL	07/05/2023	Receipt and review Notice of Ruling of Related Case.	0.30	\$750.00	\$225.00
RH	07/07/2023	Receipt and review of correspondence from Doug Yang re class size and number of workweeks, and update case notes re same.	0.20	\$675.00	\$135.00
RH	07/10/2023	Preparation for and telephone conference with Doug Yang to meet and confer regarding Initial Status Conference, including review of orders, docket, and correspondence; and preparation of follow-up correspondence to Mr. Yang regarding same.	0.80	\$675.00	\$540.00
RH	07/10/2023	Correspondence from Doug Yang regarding proposed mediators, and determination as to further handling.	0.20	\$675.00	\$135.00
ASC	07/10/2023	Update Mediation Prep re class size and no. of workweeks	0.20	\$250.00	\$50.00
RH	07/11/2023	Correspondence with Doug Yang regarding preparation of draft Joint Initial Status Conference Statement.	0.20	\$675.00	\$135.00
RH	07/11/2023	Review, analysis, and execution of Joint Initial Status Conference Statement, including contemporaneous examination of relevant file materials to determine correctness; and preparation of correspondence to Doug Yang re	0.30	\$675.00	\$202.50

		same.			
CL	07/11/2023	Receipt and review Joint ISC Statement.	0.30	\$750.00	\$225.00
ASC	07/14/2023	Set up remote appearance via LA Court Connect for AGR and Charlotte as backup	0.20	\$250.00	\$50.00
RH	07/19/2023	Correspondence from Doug Yang re mediators Lou Marlin and Steve Cerveris.	0.10	\$675.00	\$67.50
RH	07/19/2023	Receipt, review, and analysis of Minute Order Continuing Initial Status Conference; determination as to further handling; and circulate summary of same.	0.40	\$675.00	\$270.00
CJ	07/19/2023	Review status of case and claims to cover for litigation Team C at CMC, review case and prior CMC Statements to prepare to appear	1.00	\$550.00	\$550.00
CL	07/20/2023	Receipt and review Minute Order re: CMC	0.20	\$750.00	\$150.00
CL	07/20/2023	Email from/to D. Yang re: mediation.	0.20	\$750.00	\$150.00
RH	07/20/2023	Correspondence from Doug Yang re mediator candidates.	0.10	\$675.00	\$67.50
RH	07/25/2023	Receipt, review, and analysis of Court Order Continuing Initial Status Conference, and determination as to further handling of the same.	0.20	\$675.00	\$135.00
RH	07/26/2023	Correspondence from Doug Yang re request to consolidate deadlines to produce Mateo Sarria's employment and payroll records.	0.10	\$675.00	\$67.50
RH	08/02/2023	Correspondence from Doug Yang re agreement to mediator Steve Serratore.	0.10	\$675.00	\$67.50
CL	08/02/2023	Email from D. Yang re: mediation with S. Serratore.	0.20	\$750.00	\$150.00
CL	08/04/2023	Email to T. Karadolian re: service list and caption.	0.30	\$750.00	\$225.00
CL	08/09/2023	Email from T. Karadolian re: W9 for Steven Serratore and mediation.	0.20	\$750.00	\$150.00
CL	08/09/2023	Emails from D. Yang re: request for W9 for Steven Serratore and mediation.	0.20	\$750.00	\$150.00
CL	08/09/2023	Review and analyze letter from S. Serratore re: mediation.	0.20	\$750.00	\$150.00
CL	08/11/2023	Review and analyze Defendant's Production OHL1-46.	0.30	\$750.00	\$225.00
ASC	08/15/2023	Review P's docs, calendar reminders to bates stamp documents ahead of mediation data request and brief due	0.20	\$250.00	\$50.00

ASC	08/16/2023	Review status of case and confirm applicable dates on court's website, prepare stipulations and proposed orders to stay paga and class cases pending mediation	1.00	\$250.00	\$250.00
AR	08/16/2023	Review file for onboarding; review prior orders; draft joint case management statement and submit to opposing counsel for review.	1.20	\$550.00	\$660.00
AR	08/16/2023	Multiple correspondence with opposing counsel regarding stipulations; draft and submit stipulations to stay the Class and PAGA actions.	1.50	\$550.00	\$825.00
ASC	08/17/2023	Organize plaintiff's documents and pay stubs, convert, combine and bates stamp	1.50	\$250.00	\$375.00
AR	08/17/2023	Follow up correspondence with opposing counsel regarding joint statement.	0.30	\$550.00	\$165.00
AR	08/17/2023	Revise, finalize, file and serve stipulation and proposed order to stay in Class and PAGA actions.	1.20	\$550.00	\$660.00
ASC	08/18/2023	Confirm 8/24/23 ISC hearing still on calendar, set up appearance via court connect for AGR	0.20	\$250.00	\$50.00
ASC	08/18/2023	Update POS to add Bee De La Cruz	0.20	\$250.00	\$50.00
AR	08/18/2023	Review and outline claims; draft mediation data form.	1.00	\$550.00	\$550.00
AR	08/18/2023	Compile and review documents; develop exhibit book.	1.30	\$550.00	\$715.00
AR	08/18/2023	Draft mediation data request and submit to AB for review.	1.50	\$550.00	\$825.00
RH	08/18/2023	Receipt and review of Order re Stay Pending Mediation.	0.20	\$675.00	\$135.00
CL	08/23/2023	Receipt and review Order re Stay Pending Mediation.	0.20	\$750.00	\$150.00
AR	08/24/2023	Follow up correspondence with AB regarding mediation data request.	0.30	\$550.00	\$165.00
AR	08/25/2023	Multiple correspondence with AB regarding preservation of evidence and mediation data request.	0.30	\$550.00	\$165.00
AR	08/25/2023	Revise mediation data request, submit to AB for review.	0.50	\$550.00	\$275.00
AR	08/25/2023	Draft preservation of evidence letter, submit to AB for review.	0.80	\$550.00	\$440.00
AR	08/25/2023	Revise and finalize mediation data request and preservation of evidence letter; submit to	0.60	\$550.00	\$330.00

		opposing counsel.			
NDB	08/25/2023	Review original intake notes of add rep Saravia. Review and analyze entire employment file for legal claims. Review all paystubs for wage and hour issues. Discuss with Plaintiff.	2.70	\$850.00	\$2,295.00
AR	12/21/2023	Review file for status; draft correspondence with opposing counsel regarding mediation.	0.30	\$550.00	\$165.00
ASC	01/17/2024	Email OPC re follow up on mediation data request	0.20	\$250.00	\$50.00
AR	01/17/2024	Multiple correspondence with AC regarding status of mediation data.	0.30	\$550.00	\$165.00
ASC	01/19/2024	Email OPC re follow up on mediation data request	0.20	\$250.00	\$50.00
NDB	01/20/2024	Review court docket and case file. Review discovery to date. Analyze data produced for mediation purposes. Analyze case demographics and written policy documents. Legal research regarding wage and hour claims in preparation for mediation.	4.10	\$850.00	\$3,485.00
NDB	01/22/2024	Review facts and law. Draft mediation brief. Legal research.	3.80	\$850.00	\$3,230.00
ASC	01/24/2024	Email OPC re follow up on mediation data request	0.20	\$250.00	\$50.00
ASC	01/24/2024	Email Client re set up phone meeting to update case notes for mediation	0.20	\$250.00	\$50.00
ASC	01/25/2024	Follow up with OPC re production of data for mediation	0.20	\$250.00	\$50.00
SB	01/26/2024	Speak with client in advance of mediation, analyze claims, advise AJB	2.80	\$450.00	\$1,260.00
ASC	01/26/2024	Follow up with OPC re production of data for mediation	0.20	\$250.00	\$50.00
NDB	01/26/2024	Legal research regarding previous settlements with similar claims and workweeks for mediation valuation. Review and analyze settlement damages for individual Plaintiffs and confirm settlement authority.	1.80	\$850.00	\$1,530.00
ASC	01/29/2024	Email expert re no of workweeks and CMs for case analysis re mediation//send complaints and PAGA letter	0.30	\$250.00	\$75.00
AR	01/30/2024	Teleconference with AC regarding status of Plaintiff records; review file and draft follow up correspondence.	0.60	\$550.00	\$330.00
SB	01/31/2024	Speak with client about claims, calculate individual damages, add to case notes, advise AJB	2.60	\$450.00	\$1,170.00

YS	02/01/2024	Update internal spreadsheet with class/AE info. Update file with correspondence from OPC re AE/CM size.	0.20	\$250.00	\$50.00
ASC	02/01/2024	Review additional documents provided by client for mediation, organize, bates stamp, share with expert	1.00	\$250.00	\$250.00
ASC	02/01/2024	Multiple communications with OPC, expert and team regarding mediation production	0.50	\$250.00	\$125.00
ASC	02/02/2024	Follow up with OPC re time records for mediation	0.20	\$250.00	\$50.00
SB	02/02/2024	Prepare for mediation, review and analyze mediation brief, advise AJB	2.60	\$450.00	\$1,170.00
AB	02/05/2024	Prep and appear for mediation.	8.00	\$895.00	\$7,160.00
SB	02/05/2024	Attend mediation	8.00	\$450.00	\$3,600.00
ASC	02/07/2024	Email CL re update on mediation	0.20	\$250.00	\$50.00
AR	02/07/2024	Multiple correspondence with client and AC regarding status of settlement.	0.30	\$550.00	\$165.00
AR	02/15/2024	Review file for status; draft post mediation status report in Class and PAGA actions; submit to opposing counsel.	1.20	\$550.00	\$660.00
CL	02/16/2024	Discuss with AJ and Andy re conditional mediator's proposal; Revise and finalize Joint CMS.	1.30	\$750.00	\$975.00
AR	02/16/2024	Follow up correspondence with opposing counsel regarding joint statement.	0.30	\$550.00	\$165.00
AR	02/16/2024	Receive and review revisions from opposing counsel; draft multiple follow up correspondence.	0.50	\$550.00	\$275.00
AR	02/16/2024	Teleconference with CTL regarding status; revise and submit joint statement.	0.40	\$550.00	\$220.00
AR	02/16/2024	Revise joint statements; draft follow up correspondence with opposing counsel; submit for filing.	0.60	\$550.00	\$330.00
ASC	03/08/2024	Email CTL re additional rep MOU	0.20	\$250.00	\$50.00
ASC	03/11/2024	Email AJ re additional rep Mateo Sarria	0.20	\$250.00	\$50.00
CL	03/12/2024	Discuss with AJ new rep and terms of MOU.	0.20	\$750.00	\$150.00
CL	03/18/2024	Email from D. Yang re meet and confer re: settlement agreement and finalized MOU.	0.30	\$750.00	\$225.00
ASC	03/21/2024	Prepare for Initial Status Conference	0.30	\$250.00	\$75.00
ASC	03/21/2024	Appear at Initial Status Conference	1.20	\$250.00	\$300.00

CL	03/25/2024	Review and analyze revisions to MOU in preparation to revise pleadings to comport with terms.	0.40	\$750.00	\$300.00
CL	03/26/2024	Review and analyze MOU in preparation for First Amended Complaint; Revise First Amended Complaint.	1.50	\$750.00	\$1,125.00
CL	03/26/2024	Email for D. Yang re: finalized MOU and attachment of FACC for review.	0.30	\$750.00	\$225.00
YS	03/26/2024	Prepare draft of the FACC.	1.00	\$250.00	\$250.00
ASC	04/02/2024	Email to D. Yang re final MOU and FACC redline review	0.40	\$250.00	\$100.00
ASC	04/04/2024	Email to D. Yang re finalized MOU and review FACC	0.30	\$250.00	\$75.00
ASC	04/05/2024	Receipt and review of email from D. Yang re finalized MOU and discussion of proposed FACC	0.30	\$250.00	\$75.00
ASC	04/10/2024	Monitor status of MOU, receive emails from D. Yang re final version	0.30	\$250.00	\$75.00
VR	04/12/2024	Draft: draft individual agreement; review MOU; review complaint and case history	2.00	\$750.00	\$1,500.00
VR	04/13/2024	Draft: draft individual settlement agreement; review MOU; review correspondence between parties; correspondence to TPA	2.00	\$750.00	\$1,500.00
VR	04/14/2024	Draft: draft longform settlement agreement; review MOU; review correspondence between parties	2.20	\$750.00	\$1,650.00
ASC	04/19/2024	Confirm MOU fully executed, email to Y. Silva re drafting consolidated complaint	0.30	\$250.00	\$75.00
VR	04/27/2024	Draft: Draft settlement agreement; review and revise individual agreement; review and revise amended complaint; advise KN	2.00	\$750.00	\$1,500.00
AR	04/29/2024	Retrieve and review dismissal orders; multiple follow up correspondence with opposing counsel.	0.70	\$550.00	\$385.00
YS	05/07/2024	Prepare shell for stip for leave for FACC.	0.60	\$250.00	\$150.00
KN	05/07/2024	Review draft agreement from VR; review and revise Agreement; provide memo to VR with guidance.	1.80	\$950.00	\$1,710.00
VR	05/07/2024	Review and Revise: review and revise settlement agreement; review and revise stipulation re amended complaint; correspondence to Def	1.70	\$750.00	\$1,275.00
VR	05/17/2024	Review and Analyze: review and analyze MOU re amended complaint; review correspondence	0.60	\$750.00	\$450.00

		between parties; advise PM			
VR	06/03/2024	Review and Revise: review and revise joint stipulation re FACC; review FACC; correspondence to Def	0.40	\$750.00	\$300.00
AR	06/04/2024	Review file and docket for status; draft follow up correspondence with VR.	0.30	\$550.00	\$165.00
AR	06/04/2024	Draft joint status report in Class action; submit to opposing counsel for review.	1.50	\$550.00	\$825.00
AR	06/04/2024	Draft joint status report in Class action; submit to opposing counsel for review.	0.70	\$550.00	\$385.00
VR	06/04/2024	Receipt and Review of Correspondence: review correspondence between parties; review CMC statement; advise AR re status of settlement	0.30	\$750.00	\$225.00
YS	06/04/2024	[PAGA] Finalize joint status conference statement for service. Prepare POS. File via Onelegal. Email to OPC re statement. Email to Court Docs for circulation.	0.60	\$250.00	\$150.00
YS	06/04/2024	[Class] Finalize joint status conference statement for service. Prepare POS. File via Onelegal. Upload to Caseanywhere for service. Email to Court Docs for circulation.	0.60	\$250.00	\$150.00
ASC	06/04/2024	Discuss ISC and upcoming Status Conference re MPA with AGR	0.30	\$250.00	\$75.00
ASC	06/06/2024	Review Minute Order 6/6/24 re Status Conference continued, calendar new date	0.30	\$250.00	\$75.00
ASC	06/10/2024	Review order continuing ISC	0.30	\$250.00	\$75.00
YS	06/14/2024	Review status of case, Confirm 6/20 Status Conference re PAGA and Class Settlement/ISC still on calendar, continued to 9/30, confirm new date on calendar	0.30	\$250.00	\$75.00
VR	06/17/2024	Receipt and Review of Correspondence: review correspondence from Def; review longform settlement agreement; advise AJB	0.30	\$750.00	\$225.00
YS	06/18/2024	Finalize parties' joint stipulation and proposed order re filing of FAC for service. Update POS. Attach the proposed FACC as exhibit and bookmark the exhibit. Convert to word format. Add matter to VBR's Onelegal. File via Onelegal. Upload to Caseanywhere for service. Email to OPC for circulation.	0.80	\$250.00	\$200.00
VR	06/20/2024	Review and Analyze: review court's orders and docket; review stipulation re amended complaint	0.30	\$750.00	\$225.00
VR	07/01/2024	Review and Analyze: review and analyze court's	0.80	\$750.00	\$600.00

		orders; review FAC; advise NDB; review status of settlement			
YS	07/02/2024	Finalize FACC for service. Prepare POS. File via Onelegal. Upload to Caseanywhere for service. Email to Court Docs for circulation.	0.60	\$250.00	\$150.00
YS	07/10/2024	Review courtlinks for conformed FACC. Download conformed FACC. Update file. Upload to the LWDA portal. Email to Court Docs re circulation of FACC and confirmation of submission	0.40	\$250.00	\$100.00
VR	07/18/2024	Review and Revise: review and revise settlement agreement; review MOU; review correspondence between the parties; advise KN	1.80	\$750.00	\$1,350.00
KN	07/29/2024	Review Def revisions to agreement; advise staff; memo to VR	1.50	\$950.00	\$1,425.00
ASC	08/28/2024	Review and respond to email from L. Soto re status of settlement and motion for approval	0.50	\$250.00	\$125.00
VR	09/05/2024	Review and Analyze: review correspondence between parties; review court's orders and docket; advise CL	0.40	\$750.00	\$300.00
VR	09/11/2024	Correspondence with Opposing Counsel: review correspondence between parties; review status of settlement; correspondence to Def	0.30	\$750.00	\$225.00
YS	09/16/2024	Review Onelegal. Retrieve file-stamp joint status report. Update file.	0.20	\$250.00	\$50.00
YS	09/27/2024	Review status of case, Confirm 9/30 Status conf on calendar, hearing was vacated for the moment, no date to calendar	0.30	\$250.00	\$75.00
VR	09/27/2024	Review and Revise: review and revise individual settlement agreement; review and revise class and PAGA settlement agreement; correspondence to Def; review correspondence between parties; advise KN	2.40	\$750.00	\$1,800.00
VR	09/30/2024	Review and Revise: review and revise settlement agreement; review correspondence between parties; review ind'l agreement; advise Kn	0.50	\$750.00	\$375.00
YS	10/02/2024	Review Courtlinks alert re upcoming hearings. Confirm 11/12 ISC and Status Conf re Settlement is on calendar.	0.10	\$250.00	\$25.00
KN	10/02/2024	Draft exhibits to Agreement; review LA model form; address issue with Agreement; memo to staff; email drafts to Defendant.	4.00	\$950.00	\$3,800.00
VR	10/02/2024	Review and Revise: review and revise settlement agreement; review individual agreement;	0.30	\$750.00	\$225.00

		correspondence to Def			
VR	10/09/2024	Receipt and Review of Correspondence: review correspondence between parties; review individual settlement agreement; advise KN	0.40	\$750.00	\$300.00
VR	11/04/2024	Review and Revise: review and revise joint CMC statement; review correspondence between parties; correspondence to Def	1.00	\$750.00	\$750.00
ASC	11/04/2024	Email from L. Soto re status of settlement; review upcoming dates and respond to client re next hearing date and status	0.40	\$250.00	\$100.00
CL	11/11/2024	Receipt and review Order Continuing ISC.	0.30	\$750.00	\$225.00
ASC	11/11/2024	Review order continuing ISC	0.30	\$250.00	\$75.00
VR	11/12/2024	Review and Analyze: review court's orders and docket; review CMC statement; review status of settlement	0.30	\$750.00	\$225.00
KN	11/19/2024	Review Defendant revisions to the Exhibits; revise exhibits; memo to Def regarding final revisions.	1.50	\$950.00	\$1,425.00
ASC	11/26/2024	Review status of settlement; email to Plaintiff re status update	0.50	\$250.00	\$125.00
ASC	12/09/2024	Review status of settlement agreement and reservation of MPA hearing in connection with service payment declaration	0.30	\$250.00	\$75.00
VR	12/09/2024	Receipt and Review of Correspondence: review correspondence between parties; review settlement agreement; advise NBB	0.30	\$750.00	\$225.00
KN	12/26/2024	Review Def revisions to Agreement and to exhibits; email to Def	1.00	\$950.00	\$950.00
KN	12/30/2024	Review final exhibits; research issues; review redline report; respond to Defendant	1.00	\$950.00	\$950.00
VR	01/07/2025	Receipt and Review of Correspondence: review correspondence between parties; review longform settlement agreement and individual agreement; correspondence to Def	0.40	\$750.00	\$300.00
VR	01/13/2025	Review and Revise: review and revise individual settlement agreements; review correspondence between parties; correspondence to Def	0.70	\$750.00	\$525.00
CL	01/20/2025	Email from L. Soto re: confirmation of execution of settlement agreement.	0.10	\$750.00	\$75.00
YS	01/21/2025	Review chamber rules re hearing date for MPA. Email to VR.	0.30	\$250.00	\$75.00
NDB	01/26/2025	Review and revise individual settlement	1.00	\$850.00	\$850.00

		agreement. Analyze agreement for conformity with MOU terms. Conference with Plaintiff to discuss. Follow up emails and calls to explain.			
VR	01/29/2025	Draft Case Management Statement: review court's orders and docket; review settlement agreement; correspondence to plaintiff; advise NDB and KN; draft CMC statement; correspondence to Def	1.10	\$750.00	\$825.00
VR	01/30/2025	Review and Analyze: review status of settlement agreements; review correspondence between parties; correspondence to Def; advise CL	0.70	\$750.00	\$525.00
CL	02/05/2025	Prepare for ISC and Motion Setting Conference for Class and PAGA Settlement; review and analyze docket and LA Court connect re: same.	0.40	\$750.00	\$300.00
CL	02/06/2025	Receipt and review Minute Order re CMC.	0.20	\$750.00	\$150.00
KN	04/18/2025	Prepare approval outline; analysis of Kular issues and procedural history; draft motion for preliminary approval	4.00	\$950.00	\$3,800.00
CL	04/18/2025	Email to Counsel re: request for 7.1 declaration and class size for escalator clause	0.30	\$750.00	\$225.00
KN	05/13/2025	Draft declaration ISO motion; memo to staff re: client issues; serve settlement agreement on LWDA; prep declarations and exhibits for motion	3.25	\$950.00	\$3,087.50
ASC	05/13/2025	Prepare declaration of Plaintiff Soto iso MPA	1.00	\$250.00	\$250.00
ASC	05/13/2025	Prepare declaration of Plaintiff Sarria iso MPA	1.00	\$250.00	\$250.00
KN	05/14/2025	draft declaration; review and revise declaration; work on kullar insert; prepare exhibits and redlines	2.50	\$950.00	\$2,375.00
KN	05/14/2025	Review and revise motion; revise proposed order for final; prepare exhibits for filing; finalize motion; file and serve motion; serve LWDA	2.30	\$950.00	\$2,185.00
YS	06/05/2025	Review status of case, Confirm 6/11 MPA hearing on calendar	0.10	\$250.00	\$25.00
CL	06/09/2025	Receipt and review Tentative Ruling Granting Motion fore Preliminary Approval.	0.30	\$750.00	\$225.00
KN	06/11/2025	Court appearance - motion for preliminary approval; prepare for hearing; revise proposed order and Agreement; email Def.	1.00	\$950.00	\$950.00
CL	06/16/2025	Email from/to L. Soto re: distribution timeline and preliminary approval order.	0.30	\$750.00	\$225.00
KN	06/17/2025	Emails with Def; draft stipulation; revise proposed order; analysis of issues to address; email draft	1.50	\$950.00	\$1,425.00

documents to the Defendant					
KN	06/18/2025	Review and revise Stipulation - several revisions; finalize Stipulation; revise proposed order and finalize; file and serve documents	3.00	\$950.00	\$2,850.00
KN	06/19/2025	Prepare Admin declaration; file and serve Admin declaration	0.60	\$950.00	\$570.00
CL	07/21/2025	Email from L. Soto re: update re motion for final approval.	0.30	\$750.00	\$225.00
YS	07/31/2025	Review courtlinks alert re 06.11 Minutes. Purchase and download minutes from docket, update file. Confirm 12.19 MFA hearing is calendared.	0.20	\$250.00	\$50.00
YS	08/08/2025	Review courtlinks alert re Order Re Case Reassignment. Download from docket, update file. Email to Court Docs for circulation.	0.30	\$250.00	\$75.00
ASC	09/08/2025	Review notice from the court re minute order dated September 5, 2025	0.30	\$250.00	\$75.00
CL	09/10/2025	Receipt and review Court Order Re: Setting Status Conference	0.30	\$750.00	\$225.00
YS	09/10/2025	Review Order setting status conference -- Pltf ordered to serve. Prepare POS. Upload order to Caseanywhere. File POS via Onelegal.	0.40	\$250.00	\$100.00
CL	09/23/2025	Email to N. Rice re: Declaration re Disbursement.	0.30	\$750.00	\$225.00
YS	09/25/2025	Review courtlinks alert re upcoming event: 9/30 Status Conf. Confirm it is calendared.	0.10	\$250.00	\$25.00
KN	09/30/2025	Review issues from order; Revise and redline Agreement; email Def	1.00	\$950.00	\$950.00
NDB	10/03/2025	Review and analyze court orders. Review revised settlement agreement. Draft email to Plaintiffs. Send revised settlement agreement to two Plaintiffs. Follow up for signatures.	0.80	\$850.00	\$680.00
CL	10/07/2025	Email to/from L. Soto regarding revised settlement and procedural timeline.	0.40	\$750.00	\$300.00
NDB	10/07/2025	Review and analyze revised settlement agreement terms. Analyze previous court orders. Review and respond to Plaintiff's emails.	0.60	\$850.00	\$510.00
KN	10/09/2025	Revise exhibits to conform to revised Agreement; email Defendant; review status of signatures and review emails.	1.00	\$950.00	\$950.00
KN	10/09/2025	Review Defendant revisions to exhibits; prepare redline Agreement; prepare signed Agreement with final exhibits; draft supplemental declaration;	2.50	\$950.00	\$2,375.00

		final revised proposed order; file and serve documents; serve LWDA			
ASC	10/13/2025	Review and analyze email from Plaintiff re questions re settlement and disbursement, research to answer	1.00	\$250.00	\$250.00
CL	10/23/2025	Receipt and review Tentative Ruling on Motion to Preliminary Approval.	0.30	\$750.00	\$225.00
KN	10/23/2025	Court appearance = preliminary approval; review tentative; respond to Court; emails with Defense counsel.	1.00	\$950.00	\$950.00
CL	10/23/2025	Telephone call from L. Soto re: timeline and final approval procedure.	0.40	\$750.00	\$300.00
ASC	10/23/2025	Email to M. Sarria re update and questions from Plaintiff re settlement	0.50	\$250.00	\$125.00
KN	10/24/2025	Review ruling and download documents; memo to Admin with documents and instructions	0.40	\$950.00	\$380.00
CL	10/27/2025	Email from S. Hartranft re: case manager Stacey Shim.	0.20	\$750.00	\$150.00
CL	10/29/2025	Email from E. Husseman re meet and confer re: revisions to preliminary approval order	0.20	\$750.00	\$150.00
YS	11/05/2025	Review ruling and minutes re MPA hearing -- Pltf ordered to serve. Prepare POS. Upload to Caseanywhere for service. File POS via Onelegal.	0.40	\$250.00	\$100.00
CL	11/11/2025	Receipt and review Redacted preliminary calculations and Final formatted Notice; Email from S. Shim re same.	0.40	\$750.00	\$300.00
KN	11/12/2025	Review spreadsheet; check calculations; review formatted class notice	0.50	\$950.00	\$475.00
CL	11/20/2025	Receipt and review updated Settlement Administration Timeline; Email from S. Shim (Apex) re updated Settlement Administration Timeline	0.30	\$750.00	\$225.00
CL	12/04/2025	Email from X. Paredes re status report detailing the mailed notices and received responses; Receipt and review same.	0.30	\$750.00	\$225.00
CL	12/12/2025	Email from X. Paredes re: status report detailing the mailed notices and received responses; Receipt and review status report detailing the mailed notices and received responses	0.30	\$750.00	\$225.00
CL	12/19/2025	Email from X. Paredes re status report detailing the mailed notices and received responses	0.30	\$750.00	\$225.00

CL	12/29/2025	Email from X. Paredes re a status report detailing the mailed notices and received responses	0.30	\$750.00	\$225.00
CL	01/06/2026	Email from X. Paredes re status report detailing the mailed notices and received responses ; Receipt and review same	0.30	\$750.00	\$225.00
CL	01/10/2026	Receipt and review status report detailing the mailed notices and received responses; Email from X. Paredes re same.	0.30	\$750.00	\$225.00
CL	01/19/2026	Receipt and review status report detailing the mailed notices and received responses; Email from X. Paredes re same.	0.20	\$750.00	\$150.00
CL	02/23/2026	Draft Notice and Motion for Final Approval of Settlement.	4.60	\$750.00	\$3,450.00
KN	02/23/2026	Review email from CL; check on issues raised	0.30	\$950.00	\$285.00
KN	03/02/2026	Review and revise draft motion; email Defendant; memo to staff; revise and redline Admin declaration.	2.25	\$950.00	\$2,137.50
CL	03/06/2026	Draft Declaration of N. Blumenthal in preparation for Final Approval Motion.	2.30	\$750.00	\$1,725.00
KN	03/09/2026	Review and revise motion for final approval; revise declaration; finalize motion ; file and serve motion	2.75	\$950.00	\$2,612.50
				Quantity Subtotal	232.05
				Services Subtotal	\$158,710.00

Expenses

Type	Date	Notes	Quantity	Rate	Total
Expense	11/09/2022	PAGA Filing Fee	1.00	\$75.00	\$75.00
Expense	01/27/2023	Onelegal/court fees	1.00	\$465.49	\$465.49
Expense	01/27/2023	Onelegal/court fees	1.00	\$1,494.99	\$1,494.99
Expense	02/07/2023	One Legal - Proof of Service.	1.00	\$17.66	\$17.66
Expense	02/10/2023	Onelegal/court fees	1.00	\$41.44	\$41.44
Expense	02/10/2023	Onelegal/court fees	1.00	\$41.44	\$41.44
Expense	02/10/2023	Onelegal/court fees	1.00	\$17.66	\$17.66
Expense	02/10/2023	Onelegal/court fees	1.00	\$17.66	\$17.66
Expense	02/28/2023	KNOX filing and messenger service.	1.00	\$119.15	\$119.15

Expense	02/28/2023	KNOX filing and messenger service.	1.00	\$65.15	\$65.15
Expense	04/26/2023	OneLegal filing fee	1.00	\$17.66	\$17.66
Expense	05/15/2023	OneLegal filing fee.	1.00	\$17.66	\$17.66
Expense	05/16/2023	OneLegal filing fee.	1.00	\$17.66	\$17.66
Expense	08/06/2023	Caseanywhere	1.00	\$101.25	\$101.25
Expense	08/08/2023	Mediation Fees - Serratore Law	1.00	\$14,000.00	\$14,000.00
Expense	08/17/2023	OneLegal filing fee.	1.00	\$38.25	\$38.25
Expense	08/17/2023	OneLegal filing fee.	1.00	\$38.25	\$38.25
Expense	11/05/2023	Case Anywhere.	1.00	\$141.00	\$141.00
Expense	02/05/2024	Case Anywhere Fee.	1.00	\$135.00	\$135.00
Expense	02/15/2024	Berger Consulting.	1.00	\$5,265.00	\$5,265.00
Expense	02/17/2024	OneLegal filing fee.	1.00	\$17.71	\$17.71
Expense	02/17/2024	OneLegal filing fee.	1.00	\$21.71	\$21.71
Expense	05/07/2024	Case Anywhere Fee	1.00	\$141.00	\$141.00
Expense	06/05/2024	Onelegal filing fee.	1.00	\$19.71	\$19.71
Expense	06/05/2024	Onelegal filing fee.	1.00	\$19.71	\$19.71
Expense	06/18/2024	filing via One Legal	1.00	\$40.30	\$40.30
Expense	07/03/2024	filing via One Legal	1.00	\$19.71	\$19.71
Expense	08/03/2024	Caseanywhere	1.00	\$159.00	\$159.00
Expense	09/13/2024	One Legal/Court Fees	1.00	\$26.92	\$26.92
Expense	11/05/2024	Case Anywhere Fee.	1.00	\$135.00	\$135.00
Expense	11/07/2024	One Legal Filing Fees	1.00	\$21.37	\$21.37
Expense	02/05/2025	Caseanywhere	1.00	\$141.00	\$141.00
Expense	03/05/2025	Case Anywhere Fees	1.00	\$45.00	\$45.00
Expense	04/04/2025	Case Anywhere Fees	1.00	\$45.00	\$45.00
Expense	05/02/2025	Case Anywhere Fee	1.00	\$45.00	\$45.00
Expense	05/14/2025	One legal filing charge w/ motion filing fee	1.00	\$86.42	\$86.42
Expense	06/02/2025	Case Anywhere Fees	1.00	\$105.00	\$105.00
Expense	06/20/2025	One legal filing charge	1.00	\$23.44	\$23.44
Expense	06/23/2025	One legal charge	1.00	\$61.95	\$61.95

Expense	06/30/2025	One legal filing charge	1.00	\$17.50	\$17.50
Expense	07/01/2025	One legal filing charge	1.00	\$45.12	\$45.12
Expense	07/01/2025	Case Anywhere Fees	1.00	\$75.00	\$75.00
Expense	07/31/2025	Document retrieval fee	1.00	\$2.00	\$2.00
Expense	08/07/2025	Case Anywhere Fee	1.00	\$45.00	\$45.00
Expense	08/07/2025	Case Anywhere Fee	1.00	\$75.00	\$75.00
Expense	09/02/2025	Case Anywhere Fees	1.00	\$45.00	\$45.00
Expense	10/01/2025	Case Anywhere Fee	1.00	\$57.00	\$57.00
Expense	10/10/2025	One legal filing charge	1.00	\$23.44	\$23.44
Expense	10/10/2025	One legal filing charge	1.00	\$23.44	\$23.44
Expense	10/10/2025	One legal charge	1.00	\$87.76	\$87.76
Expense	11/03/2025	Case Anywhere Fees	1.00	\$63.00	\$63.00
Expense	01/02/2026	Case Anywhere Fees	1.00	\$45.00	\$45.00
Expense	02/02/2026	Case Anywhere Fees	1.00	\$45.00	\$45.00
Expense	03/09/2026	Filing fee - motion for final approval	1.00	\$60.00	\$60.00
Expenses Subtotal				\$24,011.58	

Time Keeper	Quantity	Rate	Total
AJ Bhowmik	8.0	\$895.00	\$7,160.00
Scott Blumenthal	23.8	\$450.00	\$10,710.00
Nicholas De Blouw	33.3	\$850.00	\$28,305.00
Ricardo Ehmann	15.3	\$675.00	\$10,327.50
Randy Hy	10.8	\$675.00	\$7,290.00
Charlotte James	1.0	\$550.00	\$550.00
Christine LeVu	25.2	\$750.00	\$18,900.00
Kyle Nordrehaug	40.65	\$950.00	\$38,617.50
Victoria Rivapalacio	23.2	\$750.00	\$17,400.00
Andrew Ronan	22.5	\$550.00	\$12,375.00
Adolfo Sanchez Contreras	20.8	\$250.00	\$5,200.00
Yesenia Silva	7.5	\$250.00	\$1,875.00

Quantity Total	232.05
Subtotal	\$182,721.58
Total	\$182,721.58

Detailed Statement of Account

Current Invoice

Invoice Number	Due On	Amount Due	Payments Received	Balance Due
1	04/08/2026	\$182,721.58	\$0.00	\$182,721.58
Outstanding Balance				\$182,721.58
Total Amount Outstanding				\$182,721.58

Please make all amounts payable to: Blumenthal Nordrehaug Bhowmik DeBlouw LLP

Please pay within 30 days.

EXHIBIT #4

LAFFEY MATRIX

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[Case Law](#)
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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389

6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

EXHIBIT #5

1 **BLUMENTHAL NORDREHAUG BHOWMIK**
2 **DE BLOUW LLP**

3 Norman B. Blumenthal (State Bar #068687)

4 Kyle R. Nordrehaug (State Bar #205975)

5 Aparajit Bhowmik (State Bar #248066)

6 2255 Calle Clara

7 La Jolla, CA 92037

8 Telephone: (858)551-1223

9 Facsimile: (858) 551-1232

10 Website: www.bamlawca.com

11 Attorneys for Plaintiffs

12 SUPERIOR COURT OF THE STATE OF CALIFORNIA
13 COUNTY OF LOS ANGELES

14 LOUIE SOTO and MATEO SARRIA,
15 individuals, on behalf of themselves and on
16 behalf of all persons similarly situated, and on
17 behalf of the State of California, as a private
18 attorney general,

19 Plaintiffs,

20 vs.

21 ONE HEALTH LABORATORIES, LLC, a
22 Limited Liability Company; and DOES 1
23 through 50, inclusive,

24 Defendants.

CASE NO.: 23STCV01753

[Consolidated with Case No. 23STCV01763]

**DECLARATION OF LOUIE SOTO IN
SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
SETTLEMENT**

Hearing Date: June 11, 2025

Hearing Time: 10:30 a.m.

Judge: Hon. Stuart M. Rice

Dept: SS-1

Date Filed: January 27, 2023

Trial Date: Not set

25
26
27
28
DECLARATION OF LOUIE SOTO IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

1 I, Louie Soto, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the
3 above-entitled matter. I submit this declaration in support of the Motion for Preliminary Approval
4 of Class Settlement and in support of my application for a Class Representative Service Payment.

5 2. I have personal knowledge of all the facts stated herein. I could and would competently
6 testify under oath to these facts in court if requested to do so.

7 3. During the class period I have worked as a Intake Specialist for the Defendant One Health
8 Laboratories, LLC (“One Health”) (“Defendant”) in California and during that time period I have
9 been classified by Defendant as a non-exempt employee.

10 4. I retained my attorneys who are experienced in both class action and PAGA representative
11 action litigation and claims against employers for violations of the California Labor Code. I have
12 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware
13 of having any actual or potential conflicts of interest with another class member in this case. I am
14 not aware of any other pending matter or action asserting claims that will be extinguished or
15 adversely affected by this settlement.

16 5. I decided to pursue this class action lawsuit and be a plaintiff/class representative
17 because I felt that my legal rights as an employee and others like me were violated. I often did not
18 receive compliant meal and rest breaks which were late, interrupted or missed entirely. Also, I was
19 not paid for all the time I worked, including overtime. When calculating my wages, Defendant
20 didn’t include bonuses and other supplemental wages in my regular rate of pay. In addition, I was
21 forced to use my personal cell phone and internet for work related purposes without
22 reimbursement.

23 6. I spoke to my attorneys several times and discussed how Defendants implemented their
24 company policies and procedures. I also assisted my attorneys in their investigation into my claims
25 by providing them documents and answering their questions. I reviewed the complaint before it
26 was filed and, after it was filed, I was given access to an electronic file sharing program that
27 alerted me via email when important documents were filed so that I could review them and keep

28
DECLARATION OF LOUIE SOTO IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

1 up with the developments in the case which I understood was one of my duties as a class
2 representative. I would also contact my attorneys from time to time if I had any questions about
3 the case.

4 7. Even though this action is in the process of settling, I was and remain prepared to perform
5 all the duties of a class representative. I understand that as a class representative I have assumed a
6 fiduciary responsibility to prosecute this class action on behalf of the absent class members. I
7 have understood that as a fiduciary, I have a duty to prosecute this action for the benefit of the
8 class members and surrender any right to compromise the group action for an individual gain.

9 8. I understood that being a plaintiff/class representative in this case meant that I was seeking
10 damages not only for myself but also other current and/or former non-exempt employees working
11 for Defendants in California who make up the class. I felt that these individuals were not aware of
12 their labor law rights and even if they were they would probably be apprehensive about speaking
13 up or even simply because of the time, effort and risk involved in filing a class action lawsuit.

14 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys
15 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
16 or part of the attorney fees and costs paid by Defendants to defend this lawsuit. Also, I knew there
17 was a risk that future employers, if they ever find out about this lawsuit, could hold it against me
18 or downgrade me as a potential hire. As one of only two named Plaintiffs in this case, it would
19 not be difficult for a future employer to become aware that I sued my employer for labor law
20 violations. Ultimately I decided these risks were worth it and decided to fight for my rights and
21 the rights of others regardless of the risks, time and effort I spent on this case.

22 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up
23 to date on important developments by reviewing court filings that were made available to me
24 electronically as I described above.

25 11. A mediation took place on February 5, 2024 with Steven J. Serratore, a well-respected and
26 experienced mediator of wage and hour class actions. After the mediation the parties were able to
27 come to an agreement to settle the action based on a mediator's proposal. I communicated with

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DECLARATION OF LOUIE SOTO IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

1 my attorneys regarding the terms of the settlement which was reached between the parties and
2 understood that I was representing absent class members and therefore wanted the best possible
3 result to be obtained for the class members and I believe a very positive result was in fact achieved
4 via settlement. I reviewed and signed the Memorandum of Understanding on April 10, 2024.

5 12. I have been actively involved with this lawsuit performing the duties described above.
6 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
7 filings, and spent a significant amount of time on the issues presented during the lawsuit and in the
8 settlement process. I estimate that I spent approximately 40-50 hours working on this case up
9 until this point. I believe I have been diligent and have done what is expected of a named plaintiff
10 and a proposed class representative to date, and will continue to do so. I have and always will
11 maintain the best interest of the class members.

12 13. My attorneys explained to me that the settlement process involves a two-step review by the
13 Court to determine whether the settlement is fair before approving the settlement. I know this
14 process also involves notifying all class members of the settlement terms and of their rights to
15 make a claim for their settlement share, to opt out of the settlement or to object to the settlement.

16 14. I believe I did the right thing by filing this case on behalf of the class members who,
17 subject to court approval, are in line to receive monetary payments as a result of this case and
18 settlement. This is money they may never have ever gotten if I did not pursue this action on their
19 behalf. I feel significant personal satisfaction to know that I played a role in the class members
20 being entitled to monetary payments as a result of the filing of this lawsuit. I also believe that the
21 requested Class Representative Service Payment of \$15,000 from the settlement is fair
22 compensation for the work I performed and the risks I undertook.

23 15. As part of the settlement it was necessary for me to sign a general release of all claims I
24 may have against Defendants. I believe the Class Representative Service Payment I have requested
25 provides me with some compensation for this agreed release.

26 16. In light of all the time and effort I have spent on this case, the risk I undertook by suing my
27 employer, the exposure to being responsible for paying Defendants' costs in the event we did not

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DECLARATION OF LOUIE SOTO IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

1 win the case, the reputational risk that future employers may hold this lawsuit against me, the
2 general release and in light of the size of the settlement, I believe the request for \$15,000 as a
3 Class Representative service payment is fair and reasonable.

4 ///

1 I declare under penalty of perjury under the laws of the State of California that the foregoing is
2 true and correct.

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4 Executed on 05/13/2025, at Los Angeles, California.
5 (city, state)

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7 Louie Soto (May 13, 2025 15:45 PDT)
8 Louie Soto

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DECLARATION OF LOUIE SOTO IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

EXHIBIT #6

**BLUMENTHAL NORDREHAUG BHOWMIK
DE BLOUW LLP**

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Kyle R. Nordrehaug (State Bar #205975)
Aparajit Bhowmik (State Bar #248066)
2255 Calle Clara
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Facsimile: (858) 551-1232
Website: www.bamlawca.com

Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

LOUIE SOTO and MATEO SARRIA,
individuals, on behalf of themselves and on
behalf of all persons similarly situated, and on
behalf of the State of California, as a private
attorney general,

Plaintiffs,

vs.

ONE HEALTH LABORATORIES, LLC, a
Limited Liability Company; and DOES 1
through 50, inclusive,

Defendants.

CASE NO.: 23STCV01753

[Consolidated with Case No. 23STCV01763]

**DECLARATION OF MATEO SARRIA IN
SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
SETTLEMENT**

Hearing Date: June 11, 2025
Hearing Time: 10:30 a.m.

Judge: Hon. Stuart M. Rice
Dept: SS-1

Date Filed: January 27, 2023
Trial Date: Not set

DECLARATION OF MATEO SARRIA IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

1 I, Mateo Sarria, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the
3 above-entitled matter. I submit this declaration in support of the Motion for Preliminary Approval
4 of Class Settlement and in support of my application for a Class Representative Service Payment.

5 2. I have personal knowledge of all the facts stated herein. I could and would competently
6 testify under oath to these facts in court if requested to do so.

7 3. During the class period I have worked for the Defendant One Health Laboratories, LLC
8 (“One Health”) (“Defendant”) in California and during that time period I have been classified by
9 Defendant as a non-exempt employee.

10 4. I retained my attorneys who are experienced in both class action and PAGA representative
11 action litigation and claims against employers for violations of the California Labor Code. I have
12 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware
13 of having any actual or potential conflicts of interest with another class member in this case. I am
14 not aware of any other pending matter or action asserting claims that will be extinguished or
15 adversely affected by this settlement.

16 5. I decided to pursue this class action lawsuit and be a plaintiff/class representative
17 because I felt that my legal rights as an employee and others like me were violated. I often did not
18 receive compliant meal and rest breaks which were late, interrupted or missed entirely. Also, I was
19 not paid for all the time I worked, including overtime. When calculating my wages, Defendant
20 didn’t include bonuses and other supplemental wages in my regular rate of pay. In addition, I was
21 forced to use my personal cell phone and internet for work related purposes without
22 reimbursement.

23 6. I spoke to my attorneys several times and discussed how Defendants implemented their
24 company policies and procedures. I also assisted my attorneys in their investigation into my claims
25 by providing them documents and answering their questions. I reviewed the complaint before it
26 was filed and, after it was filed, I was given access to an electronic file sharing program that
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DECLARATION OF MATEO SARRIA IN SUPPORT OF MOTION FOR PRELIMINARY
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DECLARATION OF MATEO SARRIA IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

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3 result to be obtained for the class members and I believe a very positive result was in fact achieved
4 via settlement. I reviewed and signed the Memorandum of Understanding on April 12, 2024.

5 12. I have been actively involved with this lawsuit performing the duties described above.
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8 settlement process. I estimate that I spent approximately 40-50 hours working on this case up
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DECLARATION OF MATEO SARRIA IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT

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1 I declare under penalty of perjury under the laws of the State of California that the foregoing is
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5 (city, state)

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28 DECLARATION OF MATEO SARRIA IN SUPPORT OF MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT