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Attorneys for Defendant
GRIFFIS GROUP RESIDENTIAL, LLC

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF SAN DIEGO

ROBERT CELLA, individually and on behalf of
other members of the general public similarly
situated,

Plaintiff,

v.

GRIFFIS INVESTMENT COMPANY, INC., a
Colorado Corporation; GRIFFIS GROUP
RESIDENTIAL, LLC, a business entity
unknown; GRIFFIS GROUP RESIDENTIAL
PAYROLL, a business entity unknown;
GRIFFIS RESIDENTIAL, a business entity
unknown; and DOES 1-10, inclusive,

Defendants.

Case No. 24CU008274C

**DECLARATION OF NICOLE BENCH
OF ILYM GROUP, INC. REGARDING
NOTICE AND SETTLEMENT
ADMINISTRATION**

HEARING INFO

Date: July 31, 2026
Time: 10:30 a.m.

Judge: Hon. Loren Freestone
Dept.: C-64

Complaint Filed: August 28, 2024

1 I, Nicole Bench, declare as follows:

2 1. I am a resident of the United States of America and am over the age of 18. I am a
3 Case Manager for ILYM Group, Inc., (herein after referred to as “ILYM Group”), the professional
4 settlement services provider who has been retained by the Parties’ Counsel and subsequently
5 appointed by the Court to serve as the Settlement Administrator for the above captioned, *Cella v.*
6 *Griffis Investment Company Inc., et al.*, matter. I am authorized to make this declaration on behalf
7 of ILYM Group and myself. I have personal knowledge of the facts herein, and, if called upon to
8 testify, I could and would testify competently to such facts.

9 2. ILYM Group has extensive experience in administering Class Action Settlements,
10 including direct mail services, database management, claims processing and settlement fund
11 distribution services for Class Actions ranging in size from 26 to 4.5 million Settlement Class
12 Members.

13 3. ILYM Group was engaged by the Parties’ Counsel and subsequently approved and
14 appointed by the Court to provide notification services and settlement administration, pursuant to
15 the terms of the Settlement, in the above referenced Action. Duties performed to-date and to be
16 performed after Final Approval of the Settlement is granted, include: (a) translating the mailing
17 documents into Spanish; (b) printing and mailing the *Notice of Proposed Class Action Settlement*,
18 in both English and Spanish (referred to as “Notice Packet”); (c) receiving and processing requests
19 for exclusion and objections to the Settlement, if applicable; (d) resolving Settlement Class
20 Members’ disputes over the number of Workweeks Defendant has record of them working during
21 the Class Period, which was pre-printed on their individualized Class Notice; (e) establishing a QSF
22 account and calculating individual settlement award amounts; (f) processing and mailing settlement
23 award checks; (g) handling tax withholdings as required by the Settlement and the law; (h)
24 preparing, issuing and filing tax returns and other applicable tax forms; (i) handling the distribution
25 of any unclaimed funds pursuant to the terms of the Settlement; and (j) performing other tasks as
26 the Parties mutually agree to and/or the Court orders ILYM Group to perform.

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1 4. On February 27, 2026, ILYM Group received the Court approved text for the Notice
2 Packet from Class Counsel. ILYM Group prepared a draft of the formatted Notice Packet, which
3 was approved by the Parties' Counsel prior to mailing.

4 5. On March 19, 2026, ILYM Group received the class data file from Counsel for
5 Defendant, which contained the name, social security number, last known mailing address, last
6 known telephone number, last known e-mail address, the dates of employment worked for each
7 individual, the number of Workweeks worked for each Settlement Class Member during the Class
8 Period and the number of Pay Periods worked for each PAGA Employee during the PAGA Period.
9 The data file was uploaded to our database and checked for duplicates and other possible
10 discrepancies. The Class List contained 65 individuals who worked 4,853 workweeks during the
11 Class Period, triggering the Escalator Clause.

12 6. As part of the preparation for mailing, all 65 names and addresses contained in the
13 Class List were then processed against the National Change of Address ("NCOA") database,
14 maintained by the United States Postal Service ("USPS"), for purposes of updating and confirming
15 the mailing addresses of the Settlement Class Members before mailing of the Notice Packet. The
16 NCOA contains requested change of addresses filed with the USPS. To the extent that an updated
17 address was found in the NCOA database, the updated address was used for the mailing of the
18 Notice Packet. To the extent that no updated address was found in the NCOA database, the original
19 address provided by Counsel for Defendants was used for the mailing of the Notice Packet.

20 7. On April 10, 2026, a link to ILYM Group's website was set up for Class Members
21 to access relevant court documents. The website link is www.ILYMgroup.com/Griffis. Also, the
22 following telephone number, (888) 250-6810, was included in the Notice Packet for Class Members
23 to call should they have questions or want additional information.

24 8. On April 10, 2026, the Notice Packet was mailed, in both English and Spanish, via
25 U.S. First Class Mail, to all 65 individuals contained in the Class List. Attached hereto, as **Exhibit**
26 **A**, is a true and correct copy of the mailed Notice Packet.

27 9. As of the date of this declaration, 6 Notice Packets have been returned to our office
28 as undeliverable. Of the 6 returned Notice Packets, none included a return with a forwarding address

provided by the USPS. ILYM Group performed a computerized skip trace on all 6 returned Notice Packets that did not have a forwarding address, in an effort to obtain an updated address for the purpose of re-mailing the Notice Packet. As a result of this skip trace, 5 updated addresses were obtained and the Notice Packets were promptly re-mailed to those Settlement Class Members, via U.S. First Class Mail. In addition, 4 Settlement Class Members contacted ILYM Group requesting that a new Notice Packet be re-mailed to them.

10. As of the date of this declaration, a total of 9 Notice Packets has been re-mailed. Specifically, 5 Notice Packets have been re-mailed as a result of ILYM Group's skip tracing efforts, and 4 Notice Packets have been re-mailed as a result of a re-mail request by a Settlement Class Member during the response period.

11. As of the date of this declaration, a total of 1 Notice Packet has been deemed undeliverable as no updated addresses were found notwithstanding the skip tracing.

12. As of the date of this declaration, ILYM Group has received (1) request for exclusion from the following individual: Vincent Ismael Espinoza. The deadline to request exclusion from the Settlement was May 11, 2026.

13. As of the date of this declaration, ILYM Group has not received any written objections to the Settlement. The deadline to file a written objection to the Settlement was May 11, 2026.

14. As of the date of this declaration, ILYM Group has not received any disputes from a Settlement Class Member.

15. As of the date of this declaration, ILYM Group will report a total of 64 Participating Class Members, representing 98.46% of the 65 Settlement Class Members. The total number of Workweeks worked by the Participating Class Members during the class period is 4,735, due to the opt-out received, therefore the Escalator Clause is no longer triggered.

16. Participating Class Members will receive a proportional share of the Net Settlement Amount through individual settlement payments, based on the number of Workweeks worked by the Class Members during the Class Period. The Net Settlement Amount is the amount remaining after deduction of the Court-approved payments from the Gross Settlement Amount for Class

Counsel Attorney Fees and Litigation Costs, the Class Representative Service Award, Administration Fees to ILYM Group, and the PAGA Penalties allocation, e.g.,

Gross Settlement Amount	\$140,952.50
Class Counsel Attorney's Fees (1/3)	\$46,984.17
Class Counsel Litigation Costs/Expenses	\$12,500.00
Service Payment	\$10,000.00
Administration Fees to ILYM Group	\$6,550.00
PAGA Penalties Allocation to LWDA	\$6,500.00
PAGA Allocation to Aggrieved Employees	\$3,500.00
Net Settlement Amount	\$54,918.33

17. To determine each Participating Settlement Class Member's individual settlement award payment, the Net Settlement Amount shall be divided among the Participating Class Members based on the Class Member's total number of Workweeks worked during the Class Period. This results into a Workweek Value and is then multiplied by the number of Workweeks worked by each Class Member during the Class Period. Based on these calculations, the Participating Class Members will receive an estimated average gross payment of \$858.10, with the estimated highest gross payment being \$2,853.20, and the estimated lowest gross payment being \$23.20.

18. In addition, ILYM Group will report a total of 39 Aggrieved Employees who worked 857 Pay Periods during the PAGA Period. The payments to the PAGA Employees will be calculated based on the Aggrieved Employee's total number of Pay Periods worked during the PAGA Period. This results into the PAGA Pay Period Value and is then multiplied by the number of Pay Periods worked by each Aggrieved Employee during the PAGA Period. Based on these calculations, the PAGA Employee's, will receive an estimated average payment of \$89.74, with the estimated highest payment being \$130.69, and the estimated lowest payment being \$4.08.

19. ILYM Group's total fees and costs for services in connection with the administration of this Settlement, which includes fees and costs incurred to-date, as well as anticipated fees and costs for completion of the settlement administration, are \$6,550.00. ILYM Group's work in

1 connection with this matter will continue with the calculation of the settlement award payments,
2 issuance and mailing of the settlement award checks, the necessary tax filing and reporting on such
3 payments, and any other tasks that the Parties mutually agree to and/or the Court orders ILYM
4 Group to perform.

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6 I declare under penalty of perjury under the laws of the State of California and the United
7 States that the foregoing is true and correct to the best of my knowledge and that this Declaration
8 was executed this 8th day of July 2026, at Tustin, California.

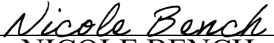
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EXHIBIT “A”

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

Cella v. Griffis Group Residential, LLC, et al., Case No. 24CU008274C

**The San Diego County Superior Court authorized this Notice.
Read it carefully!**

TO: All current and former hourly-paid or non-exempt employees of Griffis Group Residential, LLC within the State of California at any time during the period from August 28, 2020, through July 13, 2025.

***THIS NOTICE CONTAINS IMPORTANT LEGAL INFORMATION THAT MAY AFFECT YOU
YOU ARE NOT BEING SUED***

You may be eligible to receive money from an employee class action lawsuit titled *Cella v. Griffis Group Residential, LLC* for alleged wage and hour violations (“the Action”). The Action was filed by a former employee of Griffis Group Residential, LLC and seeks relief for non-exempt employees who worked for Griffis Group Residential, LLC in California from August 28, 2020, through July 13, 2025 (collectively, “Class” or “Class Members”). For the purposes of this Notice, Griffis Group Residential, LLC shall be referred to here as the “Company”.

The proposed Settlement has two main parts: (1) settlement of class claims under California state wage and hour law and (2) settlement of claims for civil penalties under California’s Private Attorneys General Act of 2004 (“PAGA”). You may be eligible for payment as described below. You do not need to do anything to receive payment.

Based on the Company’s records, and the Parties’ current assumptions, your estimated payments are as follows:

Individual Class Payment (less withholding): \$«Class Est Payment».

Individual PAGA Payment: \$«PAGA Est Payment»

The actual amount you may receive likely will be different and will depend on several factors. (If no amount is stated for your PAGA Payment, then according to the Company’s records you are not eligible for that payment under the Settlement because you did not work during the period applicable to the PAGA claim.)

The Court has preliminarily approved the proposed Settlement and this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. You will be deemed to have carefully read and understood this Notice. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff’s attorneys. The Court will also decide whether to enter a judgment that requires the Company to make payments under the Settlement and requires employees to give up their rights to assert certain claims against the Company.

YOUR OPTIONS	
Do Nothing	You will automatically receive payment for the Settlement. In exchange, you will give up your right to assert the California state law wage claims and PAGA claims against the Company that are covered by this Settlement.
Exclude Yourself from the Class Portion of the Settlement	If you exclude yourself from the class portion of the Settlement, you will not receive payment for that part of the Settlement. You will retain the right to assert your individual California state law claims. To opt out, you must timely write to the Administrator and follow the procedures described below. You will still receive payment for the PAGA portion of the Settlement. You cannot exclude yourself from the PAGA portion of the Settlement.
Object to the Class Portion of the Settlement	If you disagree with any aspect of the class portion of the Settlement, you may assert your objections by timely writing to the Administrator and filing with the Court your objection according to the procedures described below. If you exclude yourself from the class portion of the Settlement, you may not object to that portion of the Settlement. If you object, you will still receive payment under the Settlement and will still be bound by the Settlement, if approved by the Court.

- These rights and options – and the deadlines to exercise them – are explained in this notice.

- The Court in charge of this case still must decide whether to grant final approval of the Settlement. Payments will be made only if the Court grants final approval of the Settlement and after appeals (if any) are resolved. Please be patient.

BASIC INFORMATION

1. Why did I get this notice package and why should I read this Notice?

The Company's records indicate that you were employed by the Company at some point from August 28, 2020, through July 13, 2025. If the Court approves the Settlement your legal rights may be affected. Thus, you have a right to information about the Settlement and your legal rights. That is the intent of this notice.

2. What is this lawsuit about?

Plaintiff Robert Cella ("Plaintiff") has asserted the following claims against the Company on behalf of current and former employees of the Company: (1) failure to pay for all hours worked, including, but not limited to, as the result of off-the-clock work; (2) failure to pay minimum wages; (3) failure to pay overtime wages; (4) failure to correctly calculate the regular rate of pay and pay wages that are derived from the regular rate of pay; (5) failure to provide meal periods or pay meal period premiums at the regular rate of pay; (6) failure to provide rest periods or pay rest period premiums at the regular rate of pay; (7) failure to provide complete and accurate wage statements; (8) failure to timely pay wages during employment; (9) failure to timely pay all wages owed to employees who quit or are terminated; (10) failure to reimburse for business expenses, including, but not limited to, personal cell phone usage; (11) failure to maintain accurate time and payroll records; (12) PAGA penalties based thereon; and (13) unfair business practices. These claims are referred to herein as the "Claims".

The Company denies that the Claims are valid, denies that the Court should permit Plaintiff to bring the Claims on behalf of current and former employees, and contends that it complied with the law at all times.

3. What is a class action?

In a class action, one or more people called the Named Plaintiff sues on behalf of people who they allege have similar claims.

4. Why is there a Settlement?

The Court did not decide in favor of Plaintiff or the Company on the Claims being settled. Plaintiff thinks he could win a significant amount of wages, penalties, and interest on behalf of the class if he were to obtain class certification and win at trial. On the other hand, the Company denies all liability and believes that Plaintiff would not have won anything in the case. Both sides have agreed to the Settlement for the claims discussed below. That way, the Class can be provided with an immediate benefit. Plaintiff, the Company, and their attorneys all believe that this Settlement is best for the Class and the Parties.

The Court has given its preliminary approval to this settlement as fair and reasonable to the Class and has appointed Plaintiff to act as the Class Representative and for his attorneys to act as attorneys for the Class regarding the Settlement ("Class Counsel"). The Court has determined that these are adequate representatives for the Class.

5. How do I know if I am part of the Settlement?

Everyone who fits the description below is a Class Member:

All current and former hourly-paid or non-exempt employees of Griffis Group Residential, LLC within the State of California at any time during the period from August 28, 2020, through July 13, 2025.

6. Are there exceptions to being included?

Yes. If you do not want to receive payment for the class portion of the Settlement, you may opt out of that portion of the Settlement as set forth below.

7. I'm still not sure if I am included.

If you are still not sure whether you are included, you can call the Administrator at **(888) 250-6810** or write to the Administrator at *Cella v. Griffis Group Resident, LLC*, c/o ILYM Group, Inc., P.O. Box 2031, Tustin, CA 92781. This is the Administrator's mailing address for all written communications described herein. You also may contact Class Counsel identified below for more information.

8. How much money is the Settlement for and how is it allocated?

The Company has agreed to pay a total of \$143,375.07 to settle all Claims in this lawsuit. Class Members will be paid out of the Net Settlement Amount, which is the \$143,375.07 total settlement amount minus the following payments: (1) attorneys' fees as approved by the Court in an amount not to exceed \$47,791.69 (1/3 of the total settlement amount); (2) attorneys' costs of litigation as approved by the Court in an amount not to exceed \$12,500; (3) service award to Plaintiff not to exceed \$10,000 for serving as the Class Representatives and assisting in prosecuting the case; (4) fees to the Administrator that are estimated at up to \$6,550 for the costs of administering the Settlement; and (5) PAGA Penalties of \$10,000.00, including a payment to the California Labor and Workforce Development Agency ("LWDA") for its share of PAGA Penalties.

The Net Settlement Amount will be allocated to Class Members as described below.

- Class Members who do not exclude themselves from the class portion of the Settlement will receive payment based on the proportional number of workweeks worked by each Class Member who does not exclude themselves during the period of August 28, 2020, through July 13, 2025 (calculated as the number of workweeks worked by the Class Member divided by the total number of workweeks worked by all Class Members who do not exclude themselves).
- Of the PAGA Penalties, \$3,500.00 will be paid to Class Members based on the proportional number of pay periods worked by each Class Member during the period of May 8, 2024, through July 13, 2025 (calculated as the number of pay periods worked by the Class Member divided by the total number of pay periods worked by all Class Members during that time period).

9. For how long will checks be valid and what happens to uncashed checks?

The checks issued to Class Members will be valid for one hundred eighty (180) calendar days from the date they are mailed. After one hundred eighty (180) calendar days, the checks will become null and void.

Funds from uncashed checks will be delivered to a charitable organization called Legal Aid at Work, which is a nonprofit organization that provides free legal services for workers in California.

10. What information is used to calculate my payment?

Based on Defendant's records, your workweeks and pay periods, as applicable, are as follows:

You worked «Class Work Weeks» workweeks during the period of August 28, 2020, through July 13, 2025.

You worked «PAGA Pay Periods» pay periods during the period of May 8, 2024, through July 13, 2025.

If you disagree with the workweek or pay period calculations above, you must notify the Administrator by writing to them at the address set forth above. You must sign your notification, and include your full name, address, telephone number, last four digits of your social security number, the reason(s) that you dispute the information, and all supporting documentation. Your notification must be postmarked no later than **May 11, 2026**. The Administrator will make a final decision.

Your total Settlement payment is set forth above. This amount could change, depending on how many Class Members exclude themselves from the class portion of the Settlement and/or rulings of the Court.

Of your Settlement payment sixty five percent (65%) of the amount attributable to the class portion of the Settlement will be treated as interest and penalties and will be reported as 1099 miscellaneous income by the Administrator to federal and state tax authorities, and thirty five percent (35%) will be treated as wages and will be reported as W-2 income subject to withholdings, deductions, and contributions in relation to wage payments. The withholding rate for the W-2 income may not be the same as you have used but is a customary one used in class action settlements.

The entirety of the amount of your Settlement payment attributable to the PAGA claim shall be allocated to penalties for which an IRS Form 1099 shall be issued.

You are responsible for all employee tax liability in relation to payment to you under the Settlement. This Notice is not tax advice. Do not ask Class Counsel, the Company, or the Company's counsel for tax advice, as they will not provide it. They are not responsible for the tax advice. You should consult your own tax advisor.

11. How can I get a payment?

You do not need to do anything to receive a settlement payment. However, it is important that you immediately notify the Administrator if your mailing address is different from the address to which this Notice was sent.

12. When will I receive a payment?

Payments will be distributed pursuant to a schedule established by the Settlement and by the Court. Presently, the expected date of payment is estimated to be October 30, 2026. This could change depending on factors influencing the Administrator's tasks, any objections to the Settlement, any appeals, and/or actions by the Court.

13. What am I giving up to get a payment?

Released Claims. Upon the Settlement becoming effective, each member of the Class (except those who properly exclude themselves from the class portion of the Settlement) on behalf of each of them and each of their heirs, executors, administrators, and assigns, will release Griffis Group Residential, LLC and its past, present, and future parents, subsidiaries, affiliated or sister companies, and divisions, including but not limited to Griffis Investment Company, Inc., and their respective past, present, and future officers, directors, employees, partners, shareholders, owners, agents, insurers, legal representatives, attorneys and all of their successors (including persons or entities who may acquire them in the future), assigns, representatives, heirs, executors, and administrators and all other persons acting by, through, under or in concert with them that could be liable (the "Released Parties") from any and all claims, debts, rights, demands, obligations, or liabilities of every nature and description, for damages, premiums, penalties, liquidated damages, punitive damages, interest, attorneys' fees, litigation costs, restitution, or equitable relief against the Released Parties, arising during the Class Period and alleged in the operative complaint, or which could have been alleged based on the facts pled in the operative complaint. This includes claims relating to the alleged: (1) failure to pay for all hours worked, including, but not limited to, as the result of off-the-clock work; (2) failure to pay minimum wages; (3) failure to pay overtime wages; (4) failure to correctly calculate the regular rate of pay and pay wages that are derived from the regular rate of pay; (5) failure to provide meal periods or pay meal period premiums at the regular rate of pay; (6) failure to provide rest periods or pay rest period premiums at the regular rate of pay; (7) failure to provide complete and accurate wage statements; (8) failure to timely pay wages during employment; (9) failure to timely pay all wages owed to employees who quit or are terminated; (10) failure to reimburse for business expenses, including, but not limited to, personal cell phone usage; (11) failure to maintain accurate time and payroll records; and (12) claims for interest and any other claims and penalties premised on the aforementioned allegations. The "Released Claims" includes all types of relief available for the above-referenced claims, including any claims for damages, restitution, losses, premiums, penalties, fines, liens, attorneys' fees, costs, expenses, debts, interest, injunctive relief, declaratory relief, or liquidated damages, whether under federal law, state law, or any state or local law or common law, including violations of the Labor Code, Wage Orders, applicable regulations, and any and all claims under the Fair Labor Standards Act related to the facts and claims alleged in the operative complaint.

Released PAGA Claims. Upon the Settlement becoming effective, the state of California and each member of the Class on behalf of each of them and each of their heirs, executors, administrators, and assigns, will release the Released Parties from any and all PAGA claims against the Released Parties arising during the PAGA Period and alleged in the operative complaint and/or Plaintiff's letter to the LWDA, or which could have been alleged based on the facts pled in the operative complaint and/or alleged in Plaintiff's letter to the LWDA. This includes the PAGA claims relating to the alleged: (1) failure to pay for all hours worked, including, but not limited to, as the result of off-the-clock work; (2) failure to pay minimum wages; (3) failure to pay overtime wages; (4) failure to correctly calculate the regular rate of pay and pay wages that are derived from the regular rate of pay; (5) failure to provide meal periods or pay meal period premiums at the regular rate of pay; (6) failure to provide rest periods or pay rest period premiums at the regular rate of pay; (7) failure to provide complete and accurate wage statements; (8) failure to timely pay wages during employment; (9) failure to timely pay all wages owed to employees who quit or are terminated;

(10) failure to reimburse for business expenses, including, but not limited to, personal cell phone usage; (11) failure to maintain accurate time and payroll records; and (12) any other PAGA claims premised on the aforementioned allegations.

14. How do I opt out of the class portion of the Settlement?

To exclude yourself from the class portion of the Settlement, you must send a signed letter by mail to the Administrator stating words to the effect that you want to be excluded from that portion of the Settlement. You must also include your name, mailing address, telephone number, and the last four digits of your social security number. Your exclusion request must be postmarked no later than **May 11, 2026**, and sent to the Administrator at the address set forth above.

If you exclude yourself from class portion of the Settlement, you will not receive any money from the Net Settlement Amount for that part of the Settlement. You also cannot object to that part of the Settlement, and you will not be legally bound by that part of the Settlement. You do not have the right to opt out from the PAGA portion of the Settlement.

15. If I don't exclude myself, can I sue the Released Parties for the same thing later?

Unless you exclude yourself from the class portion of the settlement, you give up any right to sue the Released Parties for the class claims that this Settlement resolves. If you have a pending lawsuit for the same claims that are being settled against the Released Parties, speak to your lawyer in that case immediately. You must exclude yourself from the class portion of the settlement in *this* case to continue your own lawsuit if it involves the same California state law claims.

16. If I exclude myself from the class portion of the Settlement, can I get money from this Settlement?

If you exclude yourself from the class portion of the Settlement, you will not receive any money for that portion of the Settlement, you cannot object to that portion of the Settlement, and you will not be legally bound by that portion of the Settlement if approved.

17. Who is my lawyer if I am included in the Class?

The Court has appointed as Class Counsel the following attorneys: Eric K. Yaeckel, Ryan T. Kuhn and Cody D. Archer of Sullivan & Yaeckel Law Group, APC, 2330 Third Avenue, San Diego, CA, 92101, (619) 702-6760, yaeckel@sullivanlawgroup.com, ryan@sullivanlawgroup.com, and cody@sullivanlawgroupapc.com. You will not be charged for these lawyers. If you want to be represented by your own lawyer, you may hire one at your own expense. If you have questions about this Settlement, you may contact Class Counsel.

18. How do I object to the class portion of the Settlement going forward?

If you do not like the class portion of the Settlement, you may file an objection and provide reasons why the Court should not approve that portion of the Settlement. You can't ask the Court to order a different settlement because the Court can only approve or reject the Settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue.

To object in writing to the class portion of the Settlement, you must postmark a valid Notice of Objection to the Administrator on or before **May 11, 2026**. Alternatively, you may appear at the Final Approval Hearing to state your objections to the Court either in person or through your own attorney. If you appear through your own attorney, you are responsible for hiring and paying that attorney. All written objections and supporting papers should include: (1) the objector's full name, signature, address, and telephone number; (2) a written statement of all grounds for the objection accompanied by any legal support for such objection; (3) copies of any papers, briefs, or other documents upon which the objection is based; and (4) a statement whether the objector intends to appear at the Final Approval Hearing.

The Parties will file all Notices of Objection with the Court in advance of the Final Approval Hearing.

Any Class Member who does not object in the manner described above shall be deemed to have waived any objections and shall be foreclosed from objecting to the fairness or adequacy of the proposed Settlement, the payment of attorneys' fees and costs, the service payment to Plaintiff, and any and all other aspects of the Settlement. Even if you file an objection, you will be bound by the terms of the Settlement, including applicable releases as set forth above, unless the Settlement is not finally approved by the Court.

19. What Is the difference between objecting and opting out of the California state law portion of the Settlement?

Objecting is simply saying that you do not like something about the class portion of the Settlement and do not want it approved. Opting out is saying that you do not want to participate in that part of the Settlement. If you opt out of that part of the Settlement, you have no basis to object because that part of the Settlement no longer affects you.

20. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing on **July 31, 2026, at 10:30 a.m.**, in Department C-64 of the San Diego County Superior Court located at 330 West Broadway, San Diego, California 92101. At this hearing, the Court will make a final decision as to whether the Settlement is fair, reasonable, and adequate. If you or other Class Members object to the Settlement, the Court will consider the objections. The Judge will listen to people who have asked to speak at the hearing. At or after the hearing, the Court will decide whether to grant final approval to the Settlement.

The Final Approval Hearing may be continued without further notice to Class Members. You are advised to check the settlement website at www.ILYMgroup.com/Griffis to confirm that the date has not been changed.

21. Do I have to come to the hearing?

No. Class Counsel will answer questions the Judge may have. You are welcome to come at your own expense. If you properly submit an objection, you don't have to come to Court to talk about it. As long as you properly submitted your written objection on time, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

22. Can I speak at the hearing?

You may ask the Court for permission to speak at the final approval hearing. You cannot appear and speak at the hearing if you opt out of the class portion of the Settlement.

23. What happens if I do nothing at all?

If you do nothing, or fail to act timely, you will receive your share of the Settlement, but you will be barred from pursuing the released class claims described above and will also release the PAGA claims as described above.

24. Will there be retaliation from the Company if I am included in the Class?

California law makes it unlawful to retaliate against an employee for participating in a lawsuit like this one.

25. Are there more details about the Settlement?

This Notice is intended as a summary and does not fully describe this action, the claims, the defenses, or the proposed Settlement, which is subject to the terms and conditions of the Settlement Agreement filed with the Court and as preliminarily approved by the Court. For further information, you may call or contact the Administrator (using the contact information set forth above) or Class Counsel (using the contact information set forth above).

The Administrator also maintains a website at which some important documents in this case are available. The link to the website is www.ILYMgroup.com/Griffis

You may also obtain more information by accessing the Court docket in this case through the San Diego County Superior Court website and entering the case number or by visiting the Clerk's Office at 330 West Broadway, San Diego, California 92101, between 9:00 a.m. and 4:00 p.m., Monday through Friday, excluding Court holidays.

PLEASE DO NOT CONTACT THE CLERK OF THE COURT, THE JUDGE, OR DEFENDANT OR THEIR COUNSEL WITH INQUIRIES.

AVISO DE PROPUESTA DE ACUERDO COLECTIVO

Cella contra Griffis Group Residential, LLC, et al., Caso n° 24CU008274C

**El Tribunal Superior del Condado de San Diego autorizó este Aviso.
¡Léelo con atención!**

PARA: Todos los empleados actuales y anteriores pagados por horas o no exentos de Griffis Group Residential, LLC dentro del Estado de California en cualquier momento durante el periodo comprendido entre el 28 de agosto de 2020 y el 13 de julio de 2025.

***ESTE AVISO CONTIENE INFORMACIÓN LEGAL IMPORTANTE QUE PUEDE AFECTARLE
NO TE ESTÁN DEMANDANDO***

Puede que tengas derecho a recibir dinero de una demanda colectiva de empleados titulada *Cella contra Griffis Group Residential, LLC* por supuestas violaciones salariales y de horas ("la Acción"). La demanda fue presentada por un antiguo empleado de Griffis Group Residential, LLC y busca reparación para empleados no exentos que trabajaron para Griffis Group Residential, LLC en California desde el 28 de agosto de 2020 hasta el 13 de julio de 2025 (colectivamente, "Clase" o "Miembros de la Clase"). A efectos de este Aviso, Griffis Group Residential, LLC será referida aquí como la "Compañía".

El acuerdo propuesto consta de dos partes principales: (1) resolución de reclamaciones colectivas bajo la ley estatal de salarios y horas de California y (2) resolución de reclamaciones por sanciones civiles bajo la Ley de fiscales generales Privados de California de 2004 ("PAGA"). Puede que seas elegible para el pago que se describe a continuación. No necesitas hacer nada para recibir el pago.

Basándose en los registros de la Compañía y en las suposiciones actuales de las Partes, sus pagos estimados son los siguientes:

Pago individual de clase (menos retenciones): «Class Est Payment»

Pago individual de la PAGA: «PAGA Est Payment»

La cantidad real que puedas recibir probablemente será diferente y dependerá de varios factores. (Si no se indica ninguna cantidad para tu pago PAGA, entonces según los registros de la empresa no eres elegible para ese pago bajo el acuerdo porque no trabajaste durante el periodo aplicable a la reclamación PAGA.)

El Tribunal ha aprobado preliminarmente el Acuerdo propuesto y este Aviso. El Tribunal aún no ha decidido si concede la aprobación final. Tus derechos legales se ven afectados tanto si actúas como si no. Se considerará que ha leído y comprendido detenidamente este Aviso. En la Audiencia Final de Aprobación, el Tribunal decidirá si finalmente aprueba el Acuerdo y cuánto del Acuerdo se pagará tanto al Demandante como a los abogados del Demandante. El Tribunal también decidirá si emite una sentencia que obligue a la Compañía a realizar pagos bajo el Acuerdo y que obligue a los empleados a renunciar a sus derechos para presentar ciertas reclamaciones contra la Compañía.

TUS OPCIONES	
No hagas nada	Recibirás automáticamente el pago por el Acuerdo. A cambio, renunciarás a tu derecho a reclamar las reclamaciones salariales y PAGA de la ley estatal de California contra la empresa que esté cubierta por este Acuerdo.
Excluyéndote de la parte de clase del acuerdo	Si te excluyes de la parte de clase del Acuerdo, no recibirás pago por esa parte del Acuerdo. Conservarás el derecho a presentar tus reclamaciones individuales bajo la ley estatal de California. Para darte de baja, debes escribir puntualmente al Administrador y seguir los procedimientos descritos a continuación. Seguirás recibiendo el pago por la parte PAGA del Acuerdo. No puedes excluirte de la parte PAGA del Acuerdo.
Objeción a la parte de clase del acuerdo	Si no estás de acuerdo con algún aspecto de la parte colectiva del Acuerdo, puede presentar sus objeciones escribiendo puntualmente al Administrador y presentando su objeción ante el Tribunal según los procedimientos descritos a continuación. Si te excluyes de la parte de clase del Acuerdo, no puedes oponerte a esa parte. Si te opones, seguirás recibiendo el pago bajo el Acuerdo y seguirás estando obligado por el Acuerdo, si el Tribunal lo aprueba.

- Estos derechos y opciones —y los plazos para ejercerlos— se explican en este aviso.
- El tribunal encargado de este caso aún debe decidir si concede la aprobación final del Acuerdo. Los pagos solo se realizarán si el Tribunal concede la aprobación final del Acuerdo y después de que se resuelvan las apelaciones (si las hay). Por favor, ten paciencia.

INFORMACIÓN BÁSICA

1. ¿Por qué recibí este paquete de aviso y por qué debería leer este Aviso?

Los registros de la Compañía indican que usted trabajó para la Compañía en algún momento desde el 28 de agosto de 2020 hasta el 13 de julio de 2025. Si el Tribunal aprueba el acuerdo, tus derechos legales pueden verse afectados. Por tanto, tienes derecho a información sobre el Acuerdo y tus derechos legales. Ese es el propósito de este aviso.

2. ¿De qué trata esta demanda?

El demandante Robert Cella ("Demandante") ha presentado las siguientes reclamaciones contra la Compañía en nombre de empleados actuales y antiguos de la Compañía: (1) incumplimiento de pago por todas las horas trabajadas, incluyendo, pero no limitado a, como resultado de trabajo fuera de horario; (2) incumplimiento del pago del salario mínimo; (3) incumplimiento de pago de salarios por horas extra; (4) no calcular correctamente la tasa regular de pago y los salarios derivados de la tasa regular; (5) no proporcionar periodos de comida ni pagar primas de los periodos de comida a la tarifa regular; (6) no proporcionar periodos de descanso ni pagar primas de periodo de descanso a la tarifa regular; (7) no proporcionar declaraciones salariales completas y precisas; (8) incumplimiento del pago puntual de salarios durante el empleo; (9) incumplimiento del pago puntual de todos los salarios debidos a los empleados que renuncian o son despedidos; (10) no reembolsar gastos empresariales, incluyendo, pero no limitado a, el uso personal del teléfono móvil; (11) falta de mantenimiento de registros precisos de tiempo y nómina; (12) las sanciones PAGA basadas en ellas; y (13) prácticas comerciales desleales. Estas reclamaciones se denominan en este lugar las "Reclamaciones".

La Compañía niega que las reclamaciones sean válidas, niega que el tribunal deba permitir que el demandante presente las reclamaciones en nombre de empleados actuales y anteriores, y sostiene que cumplió con la ley en todo momento.

3. ¿Qué es una demanda colectiva?

En una demanda colectiva, una o más personas llamadas el Demandante Nombrado demandan en nombre de personas que, según ellos, tienen reclamaciones similares.

4. ¿Por qué existe un Acuerdo?

El Tribunal no falló a favor del Demandante ni de la Compañía respecto a las reclamaciones que se estaban resolviendo. El demandante cree que podría ganar una cantidad significativa de salarios, sanciones e intereses en nombre de la clase si obtuviera la certificación de la clase y ganara en juicio. Por otro lado, la empresa niega toda responsabilidad y considera que el demandante no habría ganado nada en el caso. Ambas partes han acordado el Acuerdo para las reclamaciones que se discuten a continuación. De este modo, la clase puede recibir un beneficio inmediato. El demandante, la empresa y sus abogados creen que este acuerdo es lo mejor para la clase y las partes.

El Tribunal ha dado su aprobación preliminar a este acuerdo como justo y razonable para la Clase y ha designado al Demandante para actuar como Representante de la Clase y para que sus abogados actúen como abogados de la Clase en relación con el Acuerdo ("Abogado de la Clase"). El Tribunal ha determinado que estos son representantes adecuados para la Clase.

5. ¿Cómo sé si formo parte del Acuerdo?

Todos los que encajen en la descripción siguiente son miembros de la Clase:

Todos los empleados actuales y anteriores, pagados por horas o no exentos de Griffis Group Residential, LLC dentro del Estado de California en cualquier momento durante el periodo comprendido entre el 28 de agosto de 2020 y el 13 de julio de 2025.

6. ¿Hay excepciones a la inclusión?

Sí. Si no desea recibir un pago por la parte colectiva del Acuerdo, puede optar por no recibir esa parte del Acuerdo según se establece a continuación.

7. Todavía no estoy seguro de si estoy incluido.

Si aún no tienes claro si estás incluido, puedes llamar al Administrador al **(888) 250-6810** o escribir al Administrador en *Cella v. Griffis Group Resident, LLC*, c/o ILYM Group, Inc., P.O. Box 2031, Tustin, CA 92781. Esta es la dirección postal del Administrador para todas las comunicaciones escritas descritas aquí. También puede contactar con el Asesor Jurídico de la Clase identificado a continuación para obtener más información.

8. ¿Cuánto dinero es el Acuerdo y cómo se asigna?

La Compañía ha acordado pagar un total de 143.375,07 dólares para resolver todas las reclamaciones en esta demanda. Los miembros de la clase recibirán un pago descontado del importe neto de liquidación, que es el total de 143.375,07 \$ menos los siguientes pagos: (1) honorarios de abogados aprobados por el Tribunal en un importe no superior a 47.791,69 \$ (1/3 del importe total del acuerdo); (2) los costes de los abogados de litigio aprobados por el Tribunal por un importe que no exceda los 12.500 dólares; (3) otorgamiento de servicio al demandante que no exceda los 10.000 dólares por servir como Representantes de la Clase y ayudar en la tramitación del caso; (4) tasas al Administrador que se estiman en hasta 6.550 dólares para los costes de administración del Acuerdo; y (5) Sanciones PAGA de 10.000,00 dólares, incluyendo un pago a la Agencia de Desarrollo Laboral y Laboral de California ("LWDA") por su parte de las sanciones PAGA.

La cantidad neta de liquidación se asignará a los miembros de la clase como se describe a continuación.

- Los miembros de la clase que no se excluyan de la parte de la clase del Acuerdo recibirán un pago basado en el número proporcional de semanas laborales trabajadas por cada miembro de la clase que no se excluya durante el periodo del 28 de agosto de 2020 al 13 de julio de 2025 (calculado como el número de semanas laborales trabajadas por el miembro de la clase dividido por el total de semanas trabajadas por todos los miembros de la clase que no se excluyan).
- De las sanciones PAGA, se pagarán 3.500,00 \$ a los miembros de la clase en función del número proporcional de periodos de pago trabajados por cada miembro durante el periodo del 8 de mayo de 2024 al 13 de julio de 2025 (calculado como el número de periodos de pago trabajados por el miembro de la clase dividido por el número total de periodos de pago realizados por todos los miembros durante ese periodo).

9. ¿Por cuánto tiempo serán válidos los cheques y qué ocurre con los cheques sin cobrar?

Los cheques emitidos a los miembros de la clase serán válidos durante ciento ochenta (180) días naturales desde la fecha en que se envíen. Tras ciento ochenta (180) días naturales, los cheques quedarán nulos y sin efecto.

Los fondos de los cheques no cobrados se entregarán a una organización benéfica llamada Legal Aid at Work, una organización sin ánimo de lucro que ofrece servicios legales gratuitos a los trabajadores en California.

10. ¿Qué información se utiliza para calcular mi pago?

Según los registros del demandado, tus semanas laborales y periodos de pago, según corresponda, son los siguientes:

Trabajaste **«Class Work Weeks»** semanas laborables durante el periodo del 28 de agosto de 2020 al 13 de julio de 2025.

Trabajó **«PAGA Pay Periods»** periodos de pago desde el 8 de mayo de 2024 hasta el 13 de julio de 2025.

Si no está de acuerdo con los cálculos anteriores de la semana laboral o del periodo de pago, debe notificar al Administrador escribiéndole a la dirección indicada anteriormente. Debes firmar tu notificación e incluir tu nombre completo, dirección, número de teléfono, los últimos cuatro dígitos de tu número de la seguridad social, el(los) motivo(s) por el que disputas la información y toda la documentación que la respalda. Tu notificación debe tener matasellos a más tardar el **11 de mayo de 2026**. El Administrador tomará la decisión final.

Tu pago total de liquidación se indica arriba. Esta cantidad podría variar, dependiendo de cuántos miembros de la clase se excluyan de la parte colectiva del Acuerdo y/o de las sentencias del Tribunal.

De tu pago de liquidación, el sesenta y cinco por ciento (65%) de la cantidad atribuible a la parte colectiva del acuerdo se tratará como intereses y sanciones y será reportado como ingresos diversos 1099 por el Administrador a las autoridades fiscales federales y estatales, y el treinta y cinco por ciento (35%) se tratará como salario y se reportará como ingresos W-2 sujetos a retenciones, deducciones y contribuciones relacionadas con pagos de salario. La tasa retenida para los ingresos del W-2 puede no ser la misma que has utilizado, pero es una de las habituales en acuerdos colectivos. La totalidad del importe de tu pago de liquidación atribuible a la reclamación PAGA se asignará a sanciones para las cuales se emitirá un formulario 1099 del IRS.

Eres responsable de toda la responsabilidad fiscal de los empleados relacionada con el pago a ti bajo el Acuerdo. Este Aviso no constituye asesoramiento fiscal. No pidas asesoramiento fiscal al Asesor Juvial de la Clase, a la Compañía ni al abogado de la Compañía, ya que no te lo proporcionarán. No se hacen responsables del asesoramiento fiscal. Deberías consultar a tu propio asesor fiscal.

11. ¿Cómo puedo obtener un pago?

No necesitas hacer nada para recibir un pago de indemnización. Sin embargo, es importante que notifique inmediatamente al Administrador si su dirección postal es diferente de la dirección a la que se envió este Aviso.

12. ¿Cuándo recibiré un pago?

Los pagos se distribuirán conforme a un calendario establecido por el Acuerdo y por el Tribunal. Actualmente, se estima que la fecha prevista de pago es el **30 de octubre de 2026**. Esto podría cambiar dependiendo de los factores que influyan en las tareas del Administrador, cualquier objeción al Acuerdo, cualquier apelación y/o acciones del Tribunal.

13. ¿A qué renuncio para recibir un pago?

Reclamaciones liberadas. Cuando el Acuerdo entre en vigor, cada miembro de la Clase (excepto aquellos que se excluyan correctamente de la parte de la Clase del Acuerdo) en nombre de cada uno de ellos y de sus herederos, albaceas, administradores y cesionarios, liberará a Griffis Group Residential, LLC y a sus matrices, filiales, empresas afiliadas o hermanas, pasadas, presentes y futuras, y divisiones, incluyendo pero no limitándose a Griffis Investment Company, Inc., y sus respectivos cargos, directores, empleados, socios, accionistas, propietarios, agentes, aseguradoras, representantes legales, abogados y todos sus sucesores (incluidas personas o entidades que puedan adquirirlos en el futuro), cesionarios, representantes, herederos, albaceas, administradores y todas las demás personas que actúen por, a través de, bajo o en conjunto con ellos que pudieran ser responsables (las "Partes Liberadas") de cualquier reclamación, deuda, derecho, demanda, obligación o responsabilidad de toda naturaleza y descripción, por daños, primas, sanciones, daños liquidados, daños punitivos, intereses, honorarios de abogados, costes de litigio, restitución o reparación equitativa contra las Partes Liberadas, surgidas durante el Periodo de Clase y alegadas en la demanda operativa, o que podrían haberse alegado basándose en los hechos expuestos en la demanda operativa. Esto incluye reclamaciones relacionadas con las supuestas cosas: (1) falta de pago por todas las horas trabajadas, incluyendo, pero no limitado a, como resultado de trabajo fuera de horario; (2) incumplimiento del pago del salario mínimo; (3) incumplimiento de pago de salarios por horas extra; (4) no calcular correctamente la tasa regular de pago y los salarios derivados de la tasa regular; (5) no proporcionar periodos de comida ni pagar primas de los periodos de comida a la tarifa regular; (6) no proporcionar

periodos de descanso ni pagar primas de periodo de descanso a la tarifa regular; (7) no proporcionar declaraciones salariales completas y precisas; (8) incumplimiento del pago puntual de salarios durante el empleo; (9) incumplimiento del pago puntual de todos los salarios debidos a los empleados que renuncian o son despedidos; (10) no reembolsar gastos empresariales, incluyendo, pero no limitado a, el uso personal del teléfono móvil; (11) falta de mantenimiento de registros precisos de tiempo y nómina; y (12) reclamaciones por intereses y cualquier otra reclamación y penalización basada en las acusaciones mencionadas. Las "Reclamaciones Liberadas" incluyen todos los tipos de reparaciones disponibles para las reclamaciones mencionadas anteriormente, incluyendo cualquier reclamación por daños, restituciones, pérdidas, primas, sanciones, multas, gravámenes, honorarios de abogados, costes, gastos, deudas, intereses, medidas cautelares, medidas declaratorias o daños liquidados, ya sea bajo la ley federal, estatal, o cualquier ley estatal o local o common law, incluyendo violaciones del Código Laboral, Órdenes salariales, regulaciones aplicables y todas y cada una de las reclamaciones bajo la Ley de Normas Laborales Justas relacionadas con los hechos y reclamaciones alegadas en la demanda operativa.

Reclamaciones PAGA publicadas. Cuando el Acuerdo entre en vigor, el estado de California y cada miembro de la Clase, en nombre de cada uno de ellos y de sus herederos, albaceas, administradores y cesionarios, liberarán a las Partes Liberadas de cualquier reclamación PAGA contra las Partes Liberadas que surjan durante el Período PAGA y alegadas en la demanda operativa y/o carta del Demandante a la LWDA, o que podrían haberse alegado basándose en los hechos expuestos en la demanda operativa y/o alegados en la carta del demandante a la LWDA. Esto incluye las reclamaciones de PAGA relacionadas con las supuestas cosas: (1) falta de pago por todas las horas trabajadas, incluyendo, pero no limitado a, como resultado de trabajo fuera de horario; (2) incumplimiento del pago del salario mínimo; (3) incumplimiento de pago de salarios por horas extra; (4) no calcular correctamente la tasa regular de pago y los salarios derivados de la tasa regular; (5) no proporcionar periodos de comida ni pagar primas de los periodos de comida a la tarifa regular; (6) no proporcionar periodos de descanso ni pagar primas de periodo de descanso a la tarifa regular; (7) no proporcionar declaraciones salariales completas y precisas; (8) incumplimiento del pago puntual de salarios durante el empleo; (9) incumplimiento del pago puntual de todos los salarios debidos a los empleados que renuncian o son despedidos; (10) no reembolsar gastos empresariales, incluyendo, pero no limitado a, el uso personal del teléfono móvil; (11) falta de mantenimiento de registros precisos de tiempo y nómina; y (12) cualquier otra reclamación de la PAGA basada en las acusaciones mencionadas.

14. ¿Cómo puedo optar por no participar en la parte de clase del Acuerdo?

Para excluirte de la parte colectiva del Acuerdo, debes enviar una carta firmada por correo al Administrador en la que expongas palabras en las que desees ser excluido de esa parte del Acuerdo. También debes incluir tu nombre, dirección postal, número de teléfono y los últimos cuatro dígitos de tu número de la seguridad social. Su solicitud de exclusión debe ser matasellos a más tardar el **11 de mayo de 2026** y enviada al Administrador en la dirección indicada anteriormente.

Si te excluyes de la parte de la clase del Acuerdo, no recibirás ningún dinero del Importe Neto del Acuerdo para esa parte del Acuerdo. Tampoco puedes oponerte a esa parte del Acuerdo, y no estarás legalmente obligado por esa parte del Acuerdo. No tienes derecho a optar por no participar en la parte PAGA del Acuerdo.

15. Si no me excluyo, ¿puedo demandar a las partes liberadas por lo mismo más adelante?

A menos que te excluyas de la parte colectiva del acuerdo, renuncias a cualquier derecho a demandar a las partes liberadas por las reclamaciones colectivas que resuelva este acuerdo. Si tienes una demanda pendiente por las mismas reclamaciones que se están resolviendo contra las partes liberadas, habla inmediatamente con tu abogado en ese caso. Debes excluirte de la parte colectiva del acuerdo en *este* caso para continuar tu propia demanda si implica las mismas reclamaciones bajo la ley estatal de California.

16. Si me excluyo de la parte de clase del Acuerdo, ¿puedo obtener dinero de este Acuerdo?

Si te excluyes de la parte de clase del Acuerdo, no recibirás dinero por esa parte, no podrás oponerte a esa parte del Acuerdo y no estarás legalmente obligado por esa parte si se aprueba.

17. ¿Quién es mi abogado si estoy incluido en la clase?

El Tribunal ha nombrado como Asesores de Clase a los siguientes abogados: Eric K. Yaeckel, Ryan T. Kuhn y Cody D. Archer de Sullivan & Yaeckel Law Group, APC, 2330 Third Avenue, San Diego, CA, 92101, (619) 702-6760, yaeckel@sullivanlawgroup.com, ryan@sullivanlawgroup.com y cody@sullivanlawgroupapc.com No se te cobrará por estos abogados. Si quieres que te represente tu propio abogado, puedes contratar uno a tu propio coste. Si tiene preguntas sobre este Acuerdo, puede contactar con el Abogado de la Clase.

18. ¿Cómo me opono a la parte de clase del Acuerdo de ahora en adelante?

Si no le gusta la parte colectiva del Acuerdo, puede presentar una objeción y presentar razones por las que el Tribunal no debería aprobar esa parte del Acuerdo. No puedes pedir al tribunal que ordene un acuerdo diferente porque el tribunal solo puede aprobar o rechazar el acuerdo. Si el tribunal niega la aprobación, no se enviarán pagos de acuerdo y la demanda continuará.

Para objetar por escrito la parte de la clase del Acuerdo, debe matasellos un Aviso de Objeción válido al Administrador antes del **11 de mayo de 2026**. Alternativamente, puede comparecer en la Audiencia Final de Aprobación para exponer sus objeciones ante el tribunal, ya sea en persona o a través de su propio abogado. Si acudes a través de tu propio abogado, eres responsable de contratar y pagarle. Todas las objeciones escritas y documentos de apoyo deben incluir: (1) el nombre completo, firma, dirección y número de teléfono del objetor; (2) una declaración escrita de todos los motivos de la objeción acompañada de cualquier apoyo legal para dicha objeción; (3) copias de cualquier documento, escrito u otro documento en el que se base la objeción; y (4) una declaración sobre si el objetor tiene intención de comparecer en la Audiencia Final de Aprobación.

Las Partes presentarán todos los Avisos de Objeción ante el Tribunal antes de la Audiencia Final de Aprobación.

Cualquier miembro de la clase que no objete de la manera descrita anteriormente será considerado como alguien que ha renunciado a cualquier objeción y será excluido de la objeción a la equidad o adecuación del Acuerdo propuesto, al pago de honorarios y costes de abogado, al pago por servicios al Demandante y a todos los demás aspectos del Acuerdo. Incluso si presenta una objeción, estará obligado por los términos del Acuerdo, incluidas las exenciones aplicables según lo establecido anteriormente, a menos que el Acuerdo no sea aprobado definitivamente por el Tribunal.

19. ¿Cuál es la diferencia entre objetar y optar por no participar en la parte legal estatal de California del Acuerdo?

Objetar es simplemente decir que no te gusta algo de la parte de clase del Acuerdo y que no quieres que se apruebe. Optar por no participar significa que no quieres participar en esa parte del Acuerdo. Si optas por no participar en esa parte del Acuerdo, no tienes base para oponerte porque esa parte del Acuerdo ya no te afecta.

20. ¿Cuándo y dónde decidirá el Tribunal si aprueba el Acuerdo?

El Tribunal celebrará una Audiencia Final de Aprobación el **31 de julio de 2026** a las **10:30 a.m.**, en el Departamento C-64 del Tribunal Superior del Condado de San Diego, ubicado en 330 West Broadway, San Diego, California 92101. En esta audiencia, el Tribunal tomará una decisión final sobre si el Acuerdo es justo, razonable y adecuado. Si usted u otros miembros de la clase se oponen al Acuerdo, el Tribunal considerará las objeciones. El juez escuchará a las personas que hayan solicitado hablar en la audiencia. En o después de la vista, el Tribunal decidirá si concede la aprobación final al Acuerdo.

La Audiencia Final de Aprobación puede continuarse sin más aviso a los miembros de la clase. Se recomienda consultar la página web de la liquidación en www.ILYMgroup.com/Griffis para confirmar que la fecha no ha sido modificada.

21. ¿Tengo que ir a la vista?

No. El abogado de la clase responderá a las preguntas que el juez pueda tener. Puedes venir a tu propio coste. Si presentas una objeción correctamente, no tienes que acudir al juzgado para hablar de ello. Siempre que hayas presentado correctamente tu objeción por escrito a tiempo, el Tribunal la considerará. También puedes pagar a tu propio abogado para que asista, pero no es necesario.

22. ¿Puedo hablar en la audiencia?

Puede solicitar permiso al Tribunal para intervenir en la audiencia final de aprobación. No puedes comparecer ni hablar en la audiencia si optas por no participar en la parte colectiva del Acuerdo.

23. ¿Qué pasa si no hago nada?

Si no haces nada o no actúas a tiempo, recibirás tu parte del Acuerdo, pero se te prohibirá continuar con las reclamaciones de clase liberadas descritas anteriormente y también liberarás las reclamaciones PAGA tal y como se ha descrito anteriormente.

24. ¿Habrá represalias por parte de la empresa si me incluyen en la clase?

La ley de California prohíbe tomar represalias contra un empleado por participar en una demanda como esta.

25. ¿Hay más detalles sobre el Acuerdo?

Este Aviso pretende ser un resumen y no describe completamente esta acción, las reclamaciones, las defensas ni el Acuerdo propuesto, que está sujeto a los términos y condiciones del Acuerdo de Conciliación presentado ante el Tribunal y aprobado preliminarmente por el Tribunal. Para más información, puede llamar o contactar con el Administrador (utilizando la información de contacto mencionada anteriormente) o con el Asesor Jurídico de la Clase (utilizando la información de contacto mencionada anteriormente).

El Administrador también mantiene una página web en la que están disponibles algunos documentos importantes en este caso. El enlace a la web es www.ILYMgroup.com/Griffis

También puede obtener más información accediendo al expediente del Tribunal de este caso a través de la página web del Tribunal Superior del Condado de San Diego e introduciendo el número de caso, o visitando la Oficina del Secretario en 330 West Broadway, San Diego, California 92101, entre las 9:00 a.m. y las 4:00 p.m., de lunes a viernes, excluyendo festivos.

POR FAVOR, NO CONTACTE CON EL SECRETARIO DEL TRIBUNAL, EL JUEZ, EL ACUSADO NI SUS ABOGADOS PARA CONSULTAS.

«Case_Name»

c/o ILYM Group, Inc.

P.O. Box 2031

Tustin, CA 92781

«ILYMID

QR

Code»

ILYM ID: «ILYMID» «PC»

«first_name» «last_name»

«Address_1»

«City», «state» «Zip_Code»