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Attorneys for Plaintiff and the Class

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO**

KARINA SERRANO, individually, and on
behalf of other members of the general public
similarly situated, and on behalf of other
aggrieved employees pursuant to the California
Private Attorneys General Act;

Plaintiff,

vs.

ALASKA USA FEDERAL CREDIT
UNION, an unknown business entity; and
DOES 1 through 100, inclusive,

Defendants.

Case No. CIVD52020498

Honorable Jessica Morgan
Department S26

**DECLARATION OF MAKENNA SNOW
OF ILYM GROUP, INC. REGARDING
NOTICE AND SETTLEMENT
ADMINISTRATION**

HEARING INFO

Date: August 14, 2024
Time: 8:30 a.m.

Complaint Filed: October 6, 2020
FAC Filed: August 31, 2023
Trial Date: None Set

1 I, Makenna Snow, 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, *Karina*
6 *Serrano v. Alaska USA Federal Credit Union* matter. I am authorized to make this declaration on
7 behalf of ILYM Group and myself. I have personal knowledge of the facts herein, and, if called
8 upon to 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) printing and mailing the
17 *Notice of Class Action Settlement*, (“Class Notice”); (b) receiving and processing requests for
18 exclusion and objections to the Class Settlement, if applicable; (c) resolving Class Members’
19 disputes over the number of Workweeks Defendant has record of them working during the Class
20 Period, which was pre-printed on their individualized Class Notice; (d) establishing a QSF account
21 and calculating individual settlement award amounts; (e) processing and mailing settlement award
22 checks; (f) handling tax withholdings as required by the Settlement and the law; (g) preparing,
23 issuing and filing tax returns and other applicable tax forms; (h) handling the distribution of any
24 unclaimed funds pursuant to the terms of the Settlement; and (i) performing other tasks as the
25 Parties mutually agree to and/or the Court orders ILYM Group to perform.

26 4. On March 1, 2024, ILYM Group received the Court approved text for the Class
27 Notice from Class Counsel. ILYM Group prepared a draft of the formatted Class Notice, which
28 was approved by the Parties’ Counsel prior to mailing.

1 5. On March 19, 2024, ILYM Group received the class data file from Counsel for
2 Defendant, which contained the name, last known address, last known telephone number, Social
3 Security Number, start and end dates of employment by Defendant during the Class Period and, if
4 applicable, during the PAGA Period, and the number of Workweeks worked for Defendant during
5 the period from October 6, 2016 through November 6, 2022 (collectively, "Class List"). The Class
6 List was uploaded to our database and checked for duplicates and other possible discrepancies. The
7 Class List contained one hundred and ninety-four (194) individuals identified as Class Members
8 who worked 21,135 Workweeks during the Class Period and fifty-six (56) individuals identified as
9 PAGA Group Members who worked 1,705 Workweeks during the PAGA Period.

10 6. As part of the preparation for mailing, all one hundred and ninety-four (194) names
11 and addresses contained in the Class List were then processed against the National Change of
12 Address ("NCOA") database, maintained by the United States Postal Service ("USPS"), for
13 purposes of updating and confirming the mailing addresses of the Settlement Class Members before
14 mailing of the Class Notice. The NCOA contains requested change of addresses filed with the
15 USPS. To the extent that an updated address was found in the NCOA database, the updated address
16 was used for the mailing of the Class Notice. To the extent that no updated address was found in
17 the NCOA database, the original address provided by Counsel for Defendant was used for the
18 mailing of the Class Notice.

19 7. On April 3, 2024, the Class Notice was mailed, via U.S First Class Mail, to all one
20 hundred and ninety-four (194) individuals contained in the Class List. Attached hereto, as **Exhibit**
21 **A**, is a true and correct copy of the mailed Class Notice.

22 8. As of the date of this declaration, thirteen (13) Class Notices have been returned to
23 our office. Of the thirteen (13) returned Class Notices, none included a returned with a forwarding
24 address. ILYM Group performed a computerized skip trace on the thirteen (13) returned Class
25 Notices, in an effort to obtain an updated address for the purpose of re-mailing the Class Notice.
26 As a result of this skip trace, thirteen (13) updated addresses were obtained and the Class Notices
27 were promptly re-mailed to those individuals, via U.S. First Class Mail.

28 9. As of the date of this declaration, a total of thirteen (13) Class Notices have been re-

1 mailed as a result of ILYM Group's skip tracing efforts.

2 10. As of the date of this declaration, a total of zero (0) Class Notices have been deemed
3 undeliverable.

4 11. As of the date of this declaration, ILYM Group has not received any Requests for
5 Exclusion from the Class Settlement. The deadline to request exclusion from the Class Settlement
6 was May 18, 2024.

7 12. As of the date of this declaration, ILYM Group has not received any Notices of
8 Objection to the Class Settlement. The deadline to submit a written Notice of Objection to the Class
9 Settlement was May 18, 2024.

10 13. As of the date of this declaration, ILYM Group has received one (1) dispute from a
11 Settlement Class Member regarding their Workweeks. A true and correct redacted copy of this
12 dispute is attached hereto as **Exhibit B**.

13 14. As of the date of this declaration, ILYM Group will report a total of one hundred
14 and ninety-four (194) Settlement Class Members, representing 100% of the Class.

15 15. Settlement Class Members will receive a proportional share of the Net Settlement
16 Amount through individual settlement payments, based on the number of Workweeks worked by
17 Class Members during the Class Period. The Net Settlement Amount is the amount remaining after
18 deduction of the Court-approved payments from the Maximum Settlement Amount for Attorneys'
19 Fees and Costs, the Enhancement Award, Settlement Administration Costs to ILYM Group, and
20 the PAGA Penalties, as follows:

21	Maximum Settlement Amount	\$695,000.00
22	Attorneys' Fees	\$243,250.00
23	Attorneys' Costs	\$25,000.00
24	Enhancement Award	\$10,000.00
25	Settlement Administration Costs	\$20,000.00
26	LWDA	\$33,750.00
27	PAGA Allocation to PAGA Group Members	\$11,250.00
28	Net Settlement Amount	\$351,750.00

1 16. Defendant represented that Class Members worked a total of approximately 20,385
2 Workweeks during the period from October 6, 2016 through September 22, 2022. Plaintiff has
3 agreed to include a maximum of 22,424 Workweeks in the Class Period. The total Workweeks
4 shall not count a period of time an employee was not working either in person or remotely due to
5 closures ordered by the Government of California or the County of San Bernardino due to COVID-
6 19. If the total number of Workweeks worked by Class members exceeds 22,424, at Defendant's
7 election, the Class Period may be shortened such that it ends on such earlier date on which the total
8 number of Workweeks worked by Class Members reaches 22,424 Workweeks, or Defendant may
9 choose to pay the *pro rata* percentage increase in excess of ten percent (10%) to the Maximum
10 Settlement Amount to include the additional workweeks. The total number of Workweeks worked
11 by the Class Members during the Class Period is 21,135. As such, the Escalator Clause has not
12 been triggered and the Class Period shall remain October 6, 2016 through November 6, 2022 and
13 the Maximum Settlement Amount shall remain \$695,000.00.

14 17. The ***average estimated Individual Settlement Share*** is \$1,813.14, the ***highest***
15 ***estimated Individual Settlement Share*** is \$5,230.77, and the ***lowest estimated Individual***
16 ***Settlement Share*** is \$16.48.

17 18. The ***average estimated Individual PAGA Payment*** is \$197.37, with the estimated
18 ***highest estimated Individual PAGA Payment*** is \$205.52, and the ***lowest estimated Individual***
19 ***PAGA Payment*** is \$33.00.

20 19. ILYM Group's total fees and costs for services in connection with the administration
21 of this Settlement, which includes fees and costs incurred to-date, as well as anticipated fees and
22 costs for completion of the settlement administration, are \$20,000.00. ILYM Group's work in
23 connection with this matter will continue with the calculation of the settlement award payments,
24 issuance and mailing of the settlement award checks, the necessary tax filing and reporting on such
25 payments, and any other tasks that the Parties mutually agree to and/or the Court orders ILYM
26 Group to perform.

27 ///

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1 I declare under penalty of perjury under the laws of the State of California and the United
2 States that the foregoing is true and correct to the best of my knowledge and that this Declaration
3 was executed this 22nd day of July 2024, at Tustin, California.

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6 MAKENNA SNOW
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EXHIBIT “A”

NOTICE OF CLASS ACTION SETTLEMENT

Karina Serrano v. Alaska USA Federal Credit Union, Superior Court of California for the County of San Bernardino, Case No. CIVDS2020498

PLEASE READ THIS NOTICE CAREFULLY.

You have received this Notice because Defendant's records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Karina Serrano ("Plaintiff") and Defendant Alaska USA Federal Credit Union ("Defendant") (Plaintiff and Defendant are collectively referred to as the "Parties") in the case entitled *Karina Serrano v. Alaska USA Federal Credit Union*, Superior Court of California for the County of San Bernardino, Case No. CIVDS2020498 ("Action"), which may affect your legal rights. On February 27, 2024, the Court granted preliminary approval of the settlement and scheduled a hearing on August 14, 2024 at 8:30 a.m. ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

"Class" mean all current and former hourly-paid non-exempt employees who worked for the Defendant within the State of California at any time during the period from October 6, 2016 through November 6, 2022, except for those individuals who previously settled or released any of the Released Class Claims or any person who was previously paid or received awards through civil or administrative actions for the Released Class Claims.

"Class Member" means a member of the Class.

"Class Period" means the time period from October 6, 2016 through November 6, 2022.

"Class Settlement" means the settlement and resolution of the Released Class Claims.

"PAGA Group Members" means all current and former hourly-paid non-exempt employees who worked for the Defendant within the State of California at any time during the period from April 3, 2022 to November 6, 2022.

"PAGA Period" means the period from April 3, 2022 to November 6, 2022.

"PAGA Settlement" means the settlement and resolution of the Released PAGA Claims.

II. BACKGROUND OF THE LAWSUIT

On October 6, 2020, Plaintiff commenced a putative class action lawsuit by filing the Class Action Complaint for Damages in the San Bernardino County Superior Court, Case No. CIVDS2020498.

On April 3, 2023, Plaintiff also provided written notice to the Labor and Workforce Development Agency ("LWDA") and Defendant of the specific provisions of the California Labor Code that Defendant is alleged to have violated and of her intent to pursue civil penalties under PAGA ("PAGA Letter").

On August 31, 2023, Plaintiff filed a First Amended Class Action Complaint for Damages and Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, *et seq.* ("Operative Complaint"), adding a claim under the Private Attorneys General Act (Labor Code § 2698, *et seq.*) ("PAGA").

Plaintiff alleges that Defendant violated the California Labor Code by failing to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during employment and upon termination of employment and associated waiting-time penalties, provide accurate wage statements, keep requisite payroll records, and reimburse business expenses, and thereby engaged in unfair business practices in violation of California Business & Professions Code section 17200, *et seq.*, and engaged in conduct that gives rise to civil penalties under PAGA. Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business

expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant denies all of the allegations in the Action or that it violated any law.

The Parties participated in a full-day mediation session with a respected class action mediator, and as a result, the Parties reached a settlement. The Parties have since entered into the Joint Stipulation of Class Action and PAGA Settlement and Release ("Settlement," "Agreement," or "Settlement Agreement").

On February 27, 2024, the Court entered an order preliminarily approving the Settlement. The Court has appointed ILYM Group, Inc. as the administrator of the Settlement ("Settlement Administrator"), Plaintiff Karina Serrano as representative of the Class ("Class Representative"), and the following Plaintiff's attorneys as counsel for the Class ("Class Counsel"):

Arby Aiwarzian
Joanna Ghosh
Yasmin Hosseini
Lawyers for Justice, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Telephone: (818) 265-1020 / Fax: (818) 265-1021

If you are a Class Member, you do not need to take any action to receive an Individual Settlement Payment. If you are a Class Member, you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks credited to you, if you so choose, as explained more fully in Section III, below. If you are a PAGA Group Member, you will automatically receive an Individual PAGA Payment; you will not have the opportunity to object to or seek exclusion from the PAGA Settlement; all PAGA Group Members will be bound to the PAGA Settlement, if the Court grants final approval of the Settlement.

The Settlement represents a compromise and settlement of highly-disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Lawsuit have merit or that Defendant has any liability to Plaintiff, Class Members, the State of California, and/or PAGA Group Members. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of Class Members, the State of California, and PAGA Group Members. The Court has made no ruling on the merits of the claims in the Action and has determined only that certification of the Class for settlement purposes is appropriate under California law.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The maximum settlement amount is Six Hundred Ninety-Five Thousand Dollars (\$695,000.00) (the "Maximum Settlement Amount"). The portion of the Maximum Settlement Amount that is available for payment to Class Members who do not opt out of the Class Settlement ("Settlement Class Members") is referred to as the "Net Settlement Amount." The Net Settlement Amount will be the Maximum Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys' fees in an amount of up to thirty-five percent (35%) of the Maximum Settlement Amount and reimbursement of actual costs and expenses in an amount not to exceed Twenty-Five Thousand Dollars (\$25,000.00) to Class Counsel (collectively, "Attorneys' Fees and Costs"); (2) an enhancement award in an amount not to exceed Ten Thousand Dollars (\$10,000.00) to Plaintiff Karina Serrano for her services ("Enhancement Award"); (3) the allocation of Forty-Five Thousand Dollars (\$45,000.00) to settle all claims under PAGA ("PAGA Penalties"), of which 75%, or \$33,750.00, will be paid to the LWDA ("LWDA Payment") and the remaining 25%, or \$11,250.00, will be paid to PAGA Group Members on a *pro rata* basis; and (4) settlement administration costs in an amount not to exceed Twenty Thousand Dollars (\$20,000.00) to the Settlement Administrator ("Settlement Administration Costs").

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount ("Individual Settlement Share") based on the number of weeks each Class Member and/or PAGA Group Member was employed by Defendant as an hourly-paid or non-exempt employee in California during the Class Period and/or PAGA Period, which will be calculated by Defendant by determining all weeks worked in California during the Class Period and/or PAGA Period based on Defendant's timekeeping and payroll records. Each Class Member will be credited with at least one (1) Workweek ("Workweeks").

The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiplied each Class Member's individual Workweeks by the Estimated

Workweek Value to yield his or her estimated Individual Settlement Share that he or she may be eligible to receive under the Settlement (which is listed in Section III.C, below). Class Members who do not submit a valid and timely Request for Exclusion (“Settlement Class Members”) will be issued payment of their final Individual Settlement Share.

Each Individual Settlement Share will be allocated twenty percent (20%) wages which will be reported on an IRS Form W2 and eighty percent (80%) penalties and interest which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee’s share of taxes and withholdings with respect to the wages portion of Individual Settlement Shares, resulting in a net payment to the Settlement Class Member (“Individual Settlement Payment”).

PAGA Group Members will receive payment under the PAGA Settlement of their *pro rata* share of the 25% share of the PAGA Penalties (“Individual PAGA Payment”) based on the number of Workweeks that each PAGA Member worked during the PAGA Period.

The Settlement Administrator has divided the 25% of the PAGA Penalties by the Workweeks during the PAGA Period for all PAGA Group Members resulting in the PAGA Workweek Value and multiplied each PAGA Group Member’s individual Workweeks during the PAGA Period by the PAGA Workweek Value to yield his or her estimated Individual PAGA Payment that he or she may be eligible to receive under the PAGA Settlement (which is listed in Section III.C, below). PAGA Group Members shall receive an Individual PAGA Payment and shall be bound to the PAGA Settlement irrespective of whether they exercise their option to opt out of the Class Settlement.

Each Individual PAGA Payment will be allocated as follows: one hundred percent (100%) penalties and will be reported on an IRS Form 1099 (if necessary). The Settlement Administrator will issue checks to PAGA Group Members for the full amount of their Individual PAGA Payments without undertaking any withholdings.

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class Members and Individual PAGA Payments will be mailed to PAGA Group Members at the address that is on file with the Settlement Administrator by way of check following the deposit of the Total Settlement Amount by Defendant. The Settlement Administrator may, at its discretion, distribute the Individual Settlement Payment and Individual PAGA Payment by way of a single check that combines both payments (if applicable). **If the address to which this Notice was mailed is not correct, or if you move after you receive this Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure you receive any payment that you may be entitled to under the Settlement.**

B. Your Workweeks Based on Defendant’s Records

According to Defendant’s records, you have worked for Defendant as a direct or temporary non-exempt employee in California for:

- **«Client_Class_Workweeks» Workweeks during the Class Period, i.e., from October 6, 2016 through November 6, 2022.**
- **«Client_PAGA_Workweeks» Workweeks during the PAGA Period, i.e., from April 3, 2022 to November 6, 2022.**

If you wish to dispute the Workweeks credited to you, you must submit your dispute by way of written letter that is sent to the Settlement Administrator. The written letter must: (a) contain the case name and number of the Action, (b) be signed by you, (c) contain your full name, address, telephone number, and the last four digits of your Social Security, (d) clearly state that you dispute the number of Workweeks credited to you and what you contend is the correct number to be credited to you, (e) include information and/or attach documentation demonstrating that the number of Workweeks that you contend should be credited to you is correct, and (f) be returned by mail to the Settlement Administrator at the address specified in Section IV.B, below, postmarked **on or before May 18, 2024**.

C. Your Estimated Individual Settlement Share and/or Individual PAGA Payment

As explained above, your estimated Individual Settlement Share is based on the number of Workweeks credited to you during the Class Period and your estimated Individual PAGA Payment is based on the number of Workweeks credited to you during the PAGA Period.

- **Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$«Est_Individual_Class_Payment_». The Individual Settlement Share is subject to reduction for the employee’s share of taxes and withholding with respect to the wages portion of the Individual**

Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

- **Your Individual PAGA Payment is estimated to be \$«Est_Individual_PAGA_Payment» and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.**

The settlement approval process may take multiple months. Your Individual Settlement Share and/or Individual PAGA Payment reflected in this Notice is only an estimate. Your actual Individual Settlement Payment and/or Individual PAGA Payment may be higher or lower.

D. Release of Claims

Upon the Effective Date and full funding of the Maximum Settlement Amount, Plaintiff and all Class Members who do not submit a valid and timely Request for Exclusion (i.e., Settlement Class Members) will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims he or she may have or had.

Upon the Effective Date and full funding of the Maximum Settlement Amount, Plaintiff, PAGA Group Members, and the State of California (with respect to employment of PAGA Group Members by Defendant during the PAGA Period) will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims he, she, or it may have or had. The PAGA Group Members are bound by the PAGA Settlement regardless of whether they cash or deposit their Individual PAGA Payment check, and even if they object to or opt out of the Class Settlement.

“Released Class Claims” means all claims arising out of the facts alleged, in the Class Complaint or that could have been alleged based on the factual allegations in the Class Complaint, arising during the Class Period, under federal, state, or local law or statute, including but not limited to claims under the California Labor Code (including, *inter alia*, §§ 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802), California Industrial Welfare Commission Wage Orders, regulations, and/or other provisions of law for failure to pay wages (including, *inter alia*, minimum, regular, and overtime wages), failure to provide compliant meal periods and associated premium pay, failure to provide compliant rest periods and associated premium pay, failure to provide compliant wage statements, failure to timely pay wages upon termination of employment, failure to provide a day of rest, failure to timely pay wages during employment, failure to maintain requisite payroll records, failure to reimburse necessary business expenses, and unfair or unlawful business practices in violation of California Business and Professions Code § 17200, *et seq.*, based on the aforementioned.

“Released PAGA Claims” means any and all claims for civil penalties under PAGA, arising out of the facts alleged in the PAGA Notice and Operative Complaint, arising during the PAGA Period, for violations of California Labor Code §§ 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 and California Industrial Welfare Commission Wage Orders for failure to pay wages (including, *inter alia*, minimum, regular, and overtime wages), failure to provide compliant meal periods and associated premium pay, failure to provide compliant rest periods and associated premium pay, failure to provide compliant wage statements, failure to timely pay wages upon termination of employment, failure to provide a day of rest, failure to timely pay wages during employment, failure to maintain requisite payroll records, and failure to reimburse necessary business expenses.

“Released Parties” mean Defendant and each of Defendant’s respective past, present and future parents, subsidiaries, and affiliates including, without limitation, any corporation, limited liability company, partnership, trust, foundation, and non-profit entity which controls, is controlled by, or is under common control with Defendant Alaska USA Federal Credit Union now known as Global Federal Credit Union, the past, present and future shareholders, directors, officers, agents, executive-level employees, attorneys, insurers, members, partners, managers, contractors, agents, consultants, representatives, administrators, fiduciaries, benefit plans, transferees, predecessors, successors, and assigns of any of the foregoing, and any individual or entity which could be jointly liable with any of the foregoing, including, but not limited to, temporary agencies.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount of up to thirty-five percent (35%) of the Total Settlement Amount and reimbursement of actual costs and expenses in an amount not to exceed Twenty-Five Thousand Dollars (\$25,000.00) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. All Attorneys’ Fees and Costs awarded by the Court will be paid from the Maximum Settlement Amount. Class Counsel have been prosecuting the Action on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.

F. Enhancement Award to Plaintiff

Plaintiff will seek the amount of Ten Thousand Dollars (\$10,000.00) (“Enhancement Award”), in recognition of her services in connection with the Action. The Enhancement Award will be paid from the Maximum Settlement Amount, subject to approval by the Court, and if awarded, will be paid to Plaintiff in addition to her individual settlement payments that she is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Twenty Thousand Dollars (\$20,000.00) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members and PAGA Group Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and disputes of Workweeks, calculating Individual Settlement Shares, Individual Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Maximum Settlement Amount, subject to approval by the Court.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Class Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement. Unless you elect to exclude yourself from the Class Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will be deemed to have released the Released Parties for the Released Class Claims described in Section III.D, above.

If you are a PAGA Group Member, you will automatically be bound to the PAGA Settlement and issued your Individual PAGA Payment.

As a Class Member or PAGA Group Member, you will not be separately responsible for the payment of attorney’s fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney’s fees and expenses.

B. Request Exclusion from the Class Settlement

If you do not wish to participate in the Class Settlement, you may seek exclusion from the Class Settlement by submitting a timely, written request for exclusion from the Class Settlement (“Request for Exclusion”) to the Settlement Administrator at the following address:

ILYM Group, Inc.
P.O. Box 2031
Tustin, CA 9278

A Request for Exclusion must: (a) contain the case name and number of the Action, (b) be signed by you, (c) contain your full name, address, telephone number, and the last four digits of your Social Security Number, (d) clearly state that you do not wish to be included in the Class Settlement, and (e) be returned by mail to the Settlement Administrator, postmarked **on or before May 18, 2024**.

If the Court grants final approval of the Settlement, any Class Member who submits a valid and timely Request for Exclusion from the Class Settlement will not be entitled to receive an Individual Settlement Payment from the Class Settlement, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D, above), and will not have any right to object to, appeal, or comment on the Class Settlement. Any Class Members who do not submit a valid and timely and valid request for exclusion from the Class Settlement will be deemed Settlement Class Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of Released Class Claims described in Section III.D, above, as well as the contemplated judgment to be entered by the Court (as it pertains to the Class Settlement), if the Court grants final approval of the Settlement. However, consistent with applicable law, PAGA Group Members may not exclude themselves from the PAGA Settlement and will be bound by all terms of the PAGA Settlement, including those pertaining to the release of Released PAGA Claims described in Section III.D, above, and any judgment that may be entered by the Court (as it pertains to the PAGA Settlement), if it grants final approval to the Settlement.

C. Object to the Class Settlement

You can object to the terms of the Class Settlement as long as you have not submitted a Request for Exclusion from the Class Settlement, by submitting a written objection (“Notice of Objection”) to the Settlement Administrator or presenting your objection at the Final Approval Hearing.

A Notice of Objection must: (a) include the case name and number of the Action; (b) include your full name, signature, address, telephone number, and last four digits of your Social Security number; (c) include a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) attach copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the address listed in Section IV.B, above, postmarked **on or before May 18, 2024**.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department S26 of the San Bernardino County Superior Court, located at San Bernardino Justice Center, 247 West Third Street, San Bernardino, California 92415, on August 14, 2024, at 8:30 a.m. a.m., to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. Also, the Court will be asked to approve and award Attorneys’ Fees and Costs to Class Counsel, Enhancement Award to Plaintiff, and Settlement Administration Costs to the Settlement Administrator.

The hearing may be continued without further notice to Class Members. It is not necessary for you to appear at the Final Approval Hearing, although you may appear remotely if you wish to.

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers which are on file with the Court.

You may view the Settlement Agreement and documents filed in the Action for a fee by visiting the civil clerk’s office, located at 247 West Third Street, San Bernardino, California 92415, during business hours, or online by visiting the following website: <https://www-sb-court.org/divisions/civil-general-information/court-case-information-and-document-sales>, clicking “Accept (Civil/Appeals), clicking “Click here to access the Portal,” clicking “Smart Search,” and typing in the Court Case Number “CIVDS2020498”.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: (888) 250-6810, OR YOU MAY ALSO CONTACT CLASS COUNSEL.

EXHIBIT “B”

To whom it may concern,

I [REDACTED] wish to dispute the amount of workweeks credited to me regarding the case Karina Serrano vs. Alaska USA Federal Credit Union. Case number CIVDS2020498. I contend the correct number of workweeks should be 309. I have been employed full time with Alaska USA, now known as Global Credit Union since February 2015. I have included my time sheets referencing the dates regarding the case. Thank you.

Steven Edwards

[REDACTED]

[REDACTED]

Last four [REDACTED]

[REDACTED]

5-17-2024

[REDACTED]

Year Selected: 2016

013741

Annual Pay History

Company: AKI

DOH: 2/17/2015

Pay Group Name: BMNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total	
October	Holiday Observed										8.00																						8.00	
	In Early					0.02																						0.50					0.07	0.99
	Left Early - PTO	2.00																															2.00	
	Left Late					0.05			0.08	0.17																							0.10	1.90
	Left Work Early				0.03										0.08													0.05					0.16	
	Long Meal														0.02																		0.12	
	Personal Time Off																																1.00	
November	Work - Regular	6.00			7.97	7.99	8.00	8.00	8.00					7.99	8.00	7.98	8.00	7.98	8.00	8.00	8.00	8.00		8.00	8.00	8.00	0.05					8.01	164.72	
	Approved Grabs Time Off																										0.05						0.05	
	Holiday Observed																																16.00	
	Holiday Time Off														8.00											8.00							4.00	
	In Early																																0.27	
	Left Late	0.02			0.28						0.02	0.15																						1.08
	Left Work Early																																0.03	
December	Personal Time Off																																2.18	
	Work - Regular	8.00	8.00		8.00	8.00	8.00	8.00	8.00	8.00	8.00			8.00		8.00	5.82	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00		7.95		7.97	4.22			145.96	
	Holiday Observed																																8.00	
	In Early					0.10											0.10																0.20	
	Left Late						0.07	0.02													0.15	0.08											0.92	
	Left Work Early						0.07																					0.03					0.18	
	Long Meal																																0.03	
	Paid Grace																																2.25	
	Personal Time Off																																0.25	
	Work - Regular	8.00	7.90	8.00		8.00	8.00	8.00	8.00	8.00	8.00			7.92	7.90	7.96	8.00			8.00	8.00	8.00	8.00	8.00	8.00	6.25		7.97	8.00		8.00	7.97	123.77	

Year Selected: 2017

013741

Annual Pay History

Company: AKI		DOH 2/17/2015										Pay Group Name: BWNONX										Calc Group Name: FT NONEXEMPT										Status: A		
Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total	
January	Absent Unscheduled																																	8.00
	Arrived Late for Work					0.02							0.02																				0.06	
	Holiday Observed					8.00											8.00																16.00	
	Left Late					0.15	0.20	0.20					1.03	0.23																			5.92	
	Left Work Early																																	0.03
February	Long Meal																																	0.02
	Personal Time Off												0.13																				0.13	
	Work - Regular					8.00	8.00	7.98					8.00	8.00	8.00	8.00	8.00	7.98	7.98														151.76	
	Arrived Late for Work																																	0.02
	Holiday Observed																																	8.00
March	Left Late					0.57	0.08	0.02					0.12	0.25	0.43																			20.57
	Personal Time Off																																	133.41
	Work - Regular					8.00	8.00	8.00					8.00	8.00	8.00																		48.70	
	LOA Medical Without Pay																																	135.30
	LOA Medical/Family					8.00	8.00	8.00					8.00	8.00	8.00	8.00	8.00	8.00	8.00															0.02
April	Arrived Late for Work																																	0.80
	Left Late						0.23																											0.04
	Long Meal						0.02																											159.95
	Work - Regular					7.98	8.00	8.00					8.00	8.00																				0.05
	Arrived Late for Work																																	8.00
May	Holiday Observed																																	0.02
	Left Late						0.10	0.63																										1.46
	Long Meal																																	0.05
	Work - Regular					8.00	8.00	8.00	8.00				8.00	7.98	8.00	8.00	8.00	8.00	7.98	8.00														81.25
	Left Late					0.77	0.02																											36.73
June	LOA Medical Without Pay																																	64.00
	LOA Medical/Family																																	64.00
	Work - Regular					8.00	8.00						8.00	8.00	8.00	8.00																		1.04
	Left Late																																	0.03
	LOA Medical Without Pay																																	7.97
July	Long Meal																																	
	Work - Regular																																	
	Left Late																																	
	LOA Medical Without Pay																																	
	Work - Regular																																	

Apr 17, 2024

Year Selected: 2017

Company: AKI 013741

DOI: 2/17/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXWPT

Status: A

Annual Pay History

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
August	Arrived Late for Work												0.02																			0.09	
	In Early				0.02																											0.02	
	Late - Without Pay			0.50																												0.50	
	Left Late			0.72	0.08																											1.36	
	Left Work Early			0.05																												0.05	
September	Long Meal																															0.02	
	Work - Regular	8.00	7.95	8.00	8.01								7.98	8.00	8.00	8.00	7.93	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	175.85		
	Arrived Late for Work											0.02																				0.02	
	Holiday Observed				8.00																											8.00	
	Left Early - PTO															0.18																0.18	
October	Left Late				0.25								0.02	0.02																		0.54	
	Long Meal												0.02																			0.06	
	Work - Regular	8.00	8.00			8.00	8.00	7.96	7.98			7.96	8.00	7.82	8.00	7.99	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	167.73		
	Arrived Late for Work				0.02								0.07				0.02															0.15	
	Holiday Observed														8.00																	8.00	
November	Left Late				0.02										0.25																	0.52	
	Long Meal				0.02																											0.07	
	Personal Time Off					3.03											8.00															11.03	
	Work - Regular			7.98	7.98	4.57	7.97						7.94	8.00	8.00	7.96	8.00	7.99	8.00	7.99	8.00											148.77	
	Arrived Late for Work							0.02																								0.11	
December	Holiday Observed																8.00															16.00	
	Left Late				0.08	0.20	0.08										0.05	0.03														1.32	
	Long Meal				0.08																											0.15	
	Long Meal PTO																															1.00	
	Work - Regular	7.92	8.00	8.00				7.98	7.95	6.99	7.99			8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	7.95		158.74	
December	Approved Sick Time Off																3.00															3.00	
	Arrived Late for Work												0.07	0.05																		0.25	
	Holiday Observed																															8.00	
	Holiday Time Off																															4.00	
	Left Late							0.03	0.02	0.02	0.02						0.10															0.70	
December	Long Meal																															0.08	
	Work - Regular	8.00			8.00	8.00	7.99	7.91					7.92	7.94	7.99	8.00	8.00															152.60	

Year Selected: 2018

Annual Pay History

Company: AKI		DOH: 2/17/2015																															Pay Group Name: BWNONX		Calc Group Name: FT NONEXEMPT																															Status: A	
Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total																																		
January	Arrived Late for Work					0.02							0.02					0.02	0.02														0.08																																		
	Holiday Alternate Earned	8.00																															8.00																																		
	Holiday Observed															8.00																	8.00																																		
	Holiday Alternate												8.00																				8.00																																		
	Late PTO																																0.10																																		
February	Left Late					0.03		0.59	0.50				0.02				0.07												0.12					0.02	1.75																																
	Unallocated Time	9.00																															9.00																																		
	Work - Regular		8.00	8.00	8.00	7.99	8.00			8.00	8.00		7.98	8.00		8.00	7.98	7.98	8.00			8.00	8.00	8.00		8.00	8.00						7.90	167.83																																	
	Arrived Late for Work							0.03																									0.05																																		
	Holiday Observed																																8.00																																		
March	Left Late								0.08																									0.08																																	
	Long Meal																																0.04																																		
	Work - Regular		8.00	8.00		8.00	8.00	7.97	8.00	8.00			8.00	7.99	8.00		8.00				8.00	7.98	8.00	8.00		8.00	7.99	8.00					151.93																																		
	Arrived Late for Work																																0.04																																		
	Left Late																																0.80																																		
April	Long Meal																																0.04																																		
	Personal Time Off																																11.10																																		
	Work - Regular		8.00													3.10																	165.17																																		
	Late PTO																																0.25																																		
	Left Early - PTO																																0.13																																		
May	Left Late																																0.06																																		
	Personal Time Off																																153.28																																		
	Work - Regular			8.00																													8.00																																		
	Arrived Late for Work																																0.02																																		
	Holiday Observed																																8.00																																		
June	Left Late																																0.03																																		
	Long Meal																																0.91																																		
	Personal Time Off																																24.00																																		
	Work - Regular		7.97	8.00	8.00	8.00																											7.98	143.93																																	
	Arrived Late for Work																																0.92																																		
July	Left Late																																0.71																																		
	Personal Time Off																																56.00																																		

Apr 17, 2024

Year Selected: 2018

Company: ALC

Pay Group Name: BWNONX

DOH: 2/17/2015

Calc Group Name: FT NONEXEMP

Status: A

Annual Pay History

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
June	Work - Regular	8.00	8.00		8.00	7.98			8.00	8.00		8.00	8.00	8.00													8.00	8.00	8.00	8.00			115.99
	Arrived Late for Work			0.02																				0.02								0.06	
	Holiday/ Observed				8.00																											8.00	
	Left Late		0.21			0.20								0.02			0.67				0.02	0.02				0.02					0.22	1.36	
	Long Meal		0.03																													0.08	
	Personal Time Off										3.25																						11.25
	Work - Regular		7.97	7.98		8.00	8.00		8.00	4.75	8.00	8.00	8.00	8.00		0.02	8.00	7.98	8.00	8.00	8.00	8.00	7.98	7.98	8.00	8.00	8.03	7.97				8.00	156.64
	Arrived Late for Work																															0.02	0.04
	Late PTO													0.10								0.57							0.10			0.77	
	Left Late							0.02	0.02	0.02				0.02		0.02	0.05	0.02			0.25											0.47	
August	Long Meal										0.03											0.02										0.07	
	Personal Time Off																															0.88	
	Work - Regular	8.00	8.00	8.00		8.00	8.00	8.00	8.00	7.96			7.90	8.00	7.99	8.00	7.98			8.00	7.42	8.00	8.00	8.00	8.00		7.12	7.90	8.00	8.00	7.99	182.25	
	Arrived Late for Work																									0.03						0.19	
	Holiday/ Observed				8.00																											8.00	
September	Left Early - PTO																															0.50	
	Left Late					0.03		0.08				0.05	0.20	0.02		0.02												0.02	0.33			0.75	
	Long Meal											0.02																				0.07	
	Work - Regular				8.00	8.00	8.00	8.00				7.96	7.98	7.96	8.02	7.99		7.95	8.00	8.00	8.00	8.00				7.97	8.00	8.00	7.67		151.28		
	Arrived Late for Work																															0.02	
October	Holiday/ Alternate Earned																															8.00	
	Left Late																															1.34	
	Left Work Early																															0.05	
	Long Meal																															0.06	
	Personal Time Off					8.00	8.00																									8.00	40.00
November	Unallocated Time																															9.00	
	Work - Regular	8.00	8.00	8.00																												143.89	
	Arrived Late for Work																															0.07	
	Holiday/ Observed																															15.00	
	Left Late		1.02	0.07		0.03																										1.79	
	Left Work Early																															0.09	
	Long Meal																															0.08	

Apr 17, 2024

Year Selected: 2018

Annual Pay History

Company: AKI
ID: 013741

DOH: 2/17/2015

Pay Group Name: SWNONX

Calc Group Name: FT NONEXEMP

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
November	Personal Time Off													8.00	0.68																		8.68
	Work - Regular		8.00	8.00		8.00	7.93		7.94	8.00	8.00				7.32	8.00	7.95			7.97	8.00	8.00		8.00			8.00	8.00	7.98	8.00		143.09	
December	Absent Unscheduled	8.00																															16.00
	Arrived Late for Work			0.07	0.02		0.02																				0.02						0.13
	Holiday Observed																																8.00
	Holiday Time Off																					5.00										5.00	
	Left Early - PTO													0.50																		0.50	
	Left Late													0.08																			0.08
	Long Plead						0.02			0.08																							0.10
	Personal Time Off											8.00				0.45																	8.45
	Work - Regular			7.94	7.97		7.90	8.00	8.00				8.02	7.50	8.00	7.55		8.00	8.00	8.00	8.00	3.00					7.97	7.95	7.98			129.82	

Year Selected: 2019

Annual Pay History

Company: AKI

Employee: Steven - 013741

DOB: 2/17/2015

Pay Group Name: SWNOK

Calc Group Name: FI NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
January	Absent Unscheduled																																1.22
	Arrived Late for Work								0.02														0.02										0.04
	Holiday Observed	8.00																				8.00										16.00	
	In Early		0.03																													0.03	
	Left Late							0.43	0.04		0.02							0.46	1.02				0.30									2.37	
	Long Meal		0.02																0.02													0.06	
February	Personal Time Off																															0.12	
	Work - Regular		7.99	8.00	8.00	8.00		8.00	7.98	8.00	8.00		8.00	7.98	8.00	8.00	8.00	8.00	7.98			7.98	8.00	8.00		7.88	6.78	8.00	7.97	8.00	174.55		
	Holiday Observed																															8.00	
	Left Late					0.03	0.25																									0.33	
	Left Work Early																															0.13	
	Long Meal												0.02																			0.02	
March	Work - Regular	8.00			8.00	8.00	8.00	8.00				8.00	7.99	8.00	8.00	8.00			7.92	7.99	8.00	8.00				8.00	8.00	8.00				151.86	
	Left Early - PTO																			0.25												0.25	
	Left Late	0.05														0.22																0.25	
	Left Work Early																															0.07	
	Long Meal PTO																					1.00										1.00	
	Personal Time Off							8.00																								8.00	
April	Work - Regular	8.00			8.00	8.00	8.00		8.00				8.00	8.00	8.00	8.00			7.75	8.00	7.00	8.00	8.00				8.00	8.00	8.00	8.00	158.74		
	Left Early - PTO						0.12																									0.12	
	Left Late							0.03																								0.31	
	Long Meal							0.03																								0.03	
	Long Meal PTO					0.38			0.78																							1.16	
	Work - Regular	8.00		8.00	7.95		7.52	7.88	7.22	8.00	8.00	8.00	7.99		8.00	8.00	8.00	8.00	8.00	8.00							8.00	8.00	8.00	8.00	8.00	174.67	
May	Holiday Observed																															8.00	
	Left Late					0.15					0.03																					0.20	
	Long Meal PTO										0.13																					0.13	
	Work - Regular	8.00		8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00							8.00	8.00	8.00	8.00	8.00	175.87	
	Left Early - PTO																															1.43	
	Left Late																															0.10	
June	Personal Time Off							8.00																								8.00	
	Work - Regular			8.00	8.00	8.00	8.00				8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	7.62	8.00	7.50			8.00		8.00	8.00	8.00	7.45			134.57	

Apr 17, 2024

Year Selected: 2019

Annual Pay History

Company: AKI - 013741

DOH: 2/17/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
July	Holiday Observed				8.00																											8.00	
	Left Early - PTO																1.02															1.12	
	Left Late																															0.38	
	Left Work Early						0.03																									0.02	
	Personal Time Off																															8.00	
	Work - Regular	8.00	8.00	8.00			7.96										6.96	8.00														166.62	
	Arrived Late for Work						0.02										0.02															0.26	
	In Early																															0.02	
	Left Early - PTO																															0.33	
	Left Late						0.02										0.05															0.02	
August	Left Work Early	0.02																														0.02	
	Long Meal							0.02																								0.02	
	Long Meal PTO																															0.28	
	Personal Time Off										8.00																					8.35	
	Work - Regular	7.98	8.00				8.00	7.98	7.98	8.00							7.97															168.64	
	Arrived Late for Work										0.02						0.02															0.08	
	Holiday Observed		8.00																													8.00	
	In Early																															0.03	
	Late PTO																															0.10	
	Left Late						0.33																									0.03	
September	Left Work Early						0.03	0.02		0.02																							0.02
	Long Meal							0.02																								0.02	
	Personal Time Off																															8.00	
	Work - Regular						8.00	8.15	7.96	7.97							7.98															163.81	
	Holiday Observed																															8.00	
	In Early																															0.08	
	Left Late	0.08	0.35	0.17	0.72																											2.41	
	Left Work Early																0.07															0.02	
	Long Meal																															0.02	
	Long Meal PTO	0.12																														0.12	
November	Work - Regular	7.89	8.00	8.00	8.00			7.95	8.00	8.00	7.99	8.00				7.93	8.00															175.64	
	Holiday Observed																															16.00	

Apr 17, 2024

Year Selected: 2019

Annual Pay History

Company: AKI - 013741

DOH: 2/17/2015

Pay Group Name: SWNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
November	Holiday Time Off																																3.98
	In Early															0.02																	3.98
	Left Late	0.78	0.37						1.30				0.08		0.13	0.47				0.02	0.15	0.02				0.55	0.13	0.03			0.25	4.28	
	Left Work Early						0.03																									0.03	
	Long Meal																					0.02										0.02	
	Work - Regular	8.00	8.15			8.03	7.97	8.00	8.00	8.02			8.00		8.00	8.00	8.02		8.03	8.00	8.00	7.96	4.02			8.00	8.00	8.00		8.00		156.22	
December	Arrived Late for Work									0.02																						0.02	
	Holiday Observed																															8.00	
	In Early												0.02	0.03																		0.05	
	Left Late					0.02									0.55	0.13	0.25	0.10									0.13	0.08	0.02		0.02	1.23	
	Left Work Early						0.02														0.02											0.06	
	Personal Time Off												0.17																			0.17	
Work - Regular		8.02	8.00	8.00	7.99	8.00			7.99	8.00		7.83	8.04	8.00		8.00	8.00	8.00	8.00	7.98				8.00		8.00	8.00		7.98	8.00	167.83		

Year Selected: 2020

Annual Pay History

Company: AKI - 013741

DOH: 2/17/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
January	Approved Grabs Time Off								0.17																								0.17
	Arrived Late for Work								0.02																								0.02
	Holiday Observed	8.00																		8.00													15.00
	In Early								0.02																								0.02
	Left Late								0.07			1.15	0.07																				1.89
	Left Work Early								0.02																								0.02
February	Long Meal																																0.15
	Work - Regular		8.00	8.00			8.00	7.83	7.97	8.00	8.00		7.98	8.00	8.00	7.99	8.00																0.04
	Arrived Late for Work						0.02																										0.02
	Holiday Observed																	8.00															8.00
	In Early			0.02			0.02												0.02														0.06
	Left Late			0.50			0.05	0.02	1.50	0.03	0.03		0.02						0.30	0.03	0.33	0.03											3.22
March	Left Work Early																																0.11
	Long Meal						0.02	0.02																									0.06
	Work - Regular		8.00			7.94	7.99	7.97	8.00		8.00	7.98	8.00	7.97	8.00				8.00	8.00	8.00												151.87
	Approved Grabs Time Off																			0.48	1.00	0.75	0.73	0.48	0.53	0.70	0.78	0.30					0.97
	Arrived Late for Work			0.03		0.02	0.02																										0.63
	Late PTO																																0.07
April	Left Late			0.13	0.28	0.42	0.12	0.33		0.02								0.10															0.55
	Long Meal											0.02																					1.40
	Personal Time Off																																0.14
	Work - Regular			7.95	8.00	7.99	7.98	8.00	8.00	8.00	7.99	8.00	8.00	7.99	8.00																		8.00
	Approved Grabs Time Off	0.76	0.67	0.46			0.32	0.25		0.30									8.00														160.99
	Long Meal			0.02			0.08	0.02																									10.67
May	Personal Time Off																																0.50
	Work - Regular	7.22	7.32	7.52			7.50	7.74		7.27	7.70		7.48	6.24	7.20	7.15	7.45																17.50
	Holiday Observed																																139.56
	Left Late			0.90								0.43																					1.60
	Left Work Early												0.07																				0.40
	Long Meal																																0.07
June	Personal Time Off																																0.07
	Sick Related - Unscheduled																																40.78
									8.00																								8.00

Apr 17, 2024

Year Selected: 2020

Annual Pay History

Company: AKI		DOH 2/17/2015												Pay Group Name: BWNONX												Calc Group Name: FT NONEXEMPT												Status: A	
Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total						
May	Work - Regular	8.00	7.97			7.99	7.92	7.72	7.77			8.00	7.93		7.91	7.99	7.92																	118.78					
June	Left Late			0.10																														6.57					
	Left Work Early	0.08	0.08		0.08	0.08			0.03	0.07			0.05																				1.12						
	Long Meal																																0.11						
	Work - Regular	7.91	7.92	8.00	7.91	7.91			7.97	7.94		8.00	7.95	7.92		7.92	7.94	7.92	7.92														174.78						
	Holiday Alternate Earned					8.00																											8.00						
July	Holiday Alternate					8.00																											8.00						
	Left Late		0.17					0.45																									0.91						
	Left Work Early							0.08	0.08																								0.27						
	Long Meal																																0.03						
	Personal Time Off																																0.03						
August	Work - Regular	8.00	8.03				8.00	7.91	7.91	8.00	8.00				0.30																		11.28						
	COVID Leave																																155.90						
	Left Late					0.32		0.08				0.07	0.08																				0.58						
	Left Work Early																																0.25						
	Long Meal										0.03																						0.07						
September	Personal Time Off	8.00																															8.25						
	Work - Regular				8.00	8.00	7.88	8.00	8.00		7.91	7.96	8.00	7.75	8.00																		158.89						
	Arrived Late for Work																																0.05						
	COVID Leave																																8.00						
	Holiday Observed																																8.00						
October	Late PTO																																8.00						
	Left Late				0.32	0.12				0.07			0.14																				2.05						
	Left Work Early				0.02					0.08																							0.30						
	Long Meal				0.02																												0.11						
	Personal Time Off																																0.12						
November	Work - Regular	8.00	7.97	8.02	8.00			7.92	8.00		7.92	7.98																					151.23						
	Holiday Observed																																8.00						
	Left Late				0.25		0.02	0.15	0.40		0.05																						0.22						
	Left Work Early																																1.76						
	Long Meal PTO																																0.26						
December	Personal Time Off																																0.17						
	Personal Time Off																																8.00						

Apr 17, 2024

Year Selected: 2020

Annual Pay History

Company: AK1
- 013741

DOB: 2/17/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total	
October	Work - Regular	7.97	8.00	8.00		8.00	8.00	8.00	8.00					8.00	8.00	8.00	8.00			7.83	7.92		7.96	8.00	7.97		8.00	8.00			8.00	7.94	167.55	
November	COVID Leave																			8.00													8.00	
	Holiday Observed											8.00																					8.00	
	Left Late								0.17																								16.00	
	Left Work Early		0.05	0.07	0.08	0.02				0.08			0.20				0.22				0.07				0.61								1.40	
	Long Meal			0.03				0.02													0.02												0.33	
	Sick Related - Scheduled																				0.02			0.03									0.10	
December	Work - Regular		7.95	7.90	7.91	7.99	7.98			8.00	7.98		8.00	8.00			8.00	8.00		7.92	8.00		7.96										8.00	135.58
	Approved Grab Time Off																								2.50								2.85	
	COVID Leave																																16.00	
	Holiday Observed																																8.00	
	Holiday Time Off										4.00																						4.00	
	Left Early - PTO																		0.12														0.12	
Left Late												0.67																				0.75		
Left Work Early		0.03	0.08		0.03				0.02				0.05									0.02	0.03										0.47	
Long Meal																						0.02			0.02	0.03							0.07	
Personal Time Off																									0.13								0.13	
Work - Regular		7.97	7.92	8.00	7.97			7.98	4.00		7.95	8.00	7.95		7.92	8.00	8.00	7.88	7.95		7.96	7.97	7.95	5.46								5.65	142.34	

Year Selected: 2021

Annual Pay History

Company: AKI - 013741

Month: January

DOH: 2/17/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
January	Holiday Observed	8.00																8.00															16.00
	Left Late				0.35				0.24			0.28																					2.36
	Left Work Early		0.05					0.02	0.02			0.05																					0.38
	Long Meal							0.03	0.02																								0.07
	Long Meal PTO																																0.10
February	Work - Regular	7.95			8.00		8.00	7.95	7.98	7.99		8.00	7.95		8.00	7.92		7.96	7.99	8.00	8.00												159.47
	COVID Leave			8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00																				72.00
	Holiday Observed																8.00																8.00
	In Early																																0.12
	Left Late																	0.33		0.22	1.24		0.55	0.22	0.23								3.02
March	Left Work Early																																6.07
	Long Meal																																0.15
	Work - Regular	8.00															8.00		8.00	7.93	7.95		8.00	8.00	8.00	7.98	7.91						79.77
	Left Late																0.20	0.15		0.20		0.03										1.38	
	Left Work Early																				0.08												0.34
April	Long Meal																																0.03
	Personal Time Off	8.00																															40.00
	Sick Related - Unspecified										8.00																						8.00
	Work - Regular							8.00	7.92			7.95	7.95			8.00	8.00		7.91			8.00	7.99	7.97	8.00	8.00							135.62
	In Early																																0.02
May	Left Late																																1.39
	Left Work Early		0.03					0.23	0.03	0.27	0.19		0.18	0.02		0.02																	0.25
	Long Meal																																0.03
	Long Meal PTO																																0.07
	Sick Related - Scheduled																																0.57
	Work - Regular	7.97	8.00			8.00	8.00	7.15	7.88	7.99		8.00	8.00	8.00	8.00	7.99		8.00	7.96	7.97	7.97	7.90											173.93
	Holiday Observed																																8.00
	In Early																																0.08
	Left Late																																1.88
	Left Work Early																																0.43
	Long Meal																																0.04
	Long Meal PTO																																0.13

APR 17, 2024

Year Selected: 2021

Company: AKI

DOH: 2/17/2015

Pay Group Name: BWNONDX

Calc Group Name: FT NONEXEMPT

Chapter 1

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Year Selected: 2021

Annual Pay History

013741

Company: AK1

DOM: 2/17/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
October	Work - Regular	7.95				7.99	7.90	7.92	7.97	7.98		8.00	8.00	7.92	7.92	8.00		7.91	7.92	7.92		7.90				8.00	8.90	8.00	7.92	7.92	7.93		151.88
	Holiday Observed																																16.00
	Left Late		0.10			0.67																					0.08	0.05	0.08	0.06			0.77
	Left Work Early	0.08		0.08	0.05																	0.09					0.02	0.05	0.08	0.06			0.58
	Long Meal	0.02		0.05																							0.02						0.11
	Personal Time Off																8.00															8.00	
	Work - Regular	7.90	8.00	7.87	7.95	8.00		7.94	7.92	7.91			7.72		7.96		7.83	7.90	7.92		7.91	8.00			7.90	7.95		7.92	7.90		2.98	150.42	
	Approved Grabs Time Off																								2.80							5.78	
	Holiday Alternate Earned										4.00														8.00							8.00	
	Holiday Time Off																															4.00	
	Holiday Alternate																															8.00	
	In Early																0.50															0.50	
	Late PTO																	0.27														0.27	
	Left Early - PTO																							1.00								1.00	
	Left Late		0.17																									0.07	0.06	0.03			0.19
	Left Work Early			0.03	0.02												0.08										0.07	0.05	0.03				0.64
	Long Meal			0.02													0.02											0.05				0.60	
	Long Meal PTO							0.60																								0.60	
	Personal Time Off											8.00					2.10															2.10	
	Work - Regular	8.00	7.95	7.98				7.94	8.00	8.00	4.00		8.00	7.92		7.90	5.90	7.69		7.92		7.92	7.00	5.20			7.93	7.90	7.97		5.52	145.04	

Apr 17, 2024

Year Selected: 2022

Annual Pay History

Company: AKI - 013741

DOB: 2/7/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
January	Holiday Observed																																8.00
	Holiday Alternate	8.00																															8.00
	Left Late				0.02		0.43																										0.45
	Left Work Early			0.02		0.02		0.03			0.05	0.08	0.08												0.08								0.08
	Long Meal			0.02		0.02	0.03				0.03																						0.08
	Personal Time Off														1.25																		0.15
February	Sick Related - Scheduled																																9.25
	Work - Regular			7.97	8.00	7.96	7.97	7.96			7.92	7.92	7.92	6.57		8.00					8.00	8.00				7.90	7.92	7.92	7.88	8.00			15.00
	Holiday Observed																																13.74
	Left Early - PTO										1.50																						8.00
	Left Work Early																																1.50
	Long Meal																																0.92
March	Work - Regular	8.00	8.00	8.00	7.92			7.92	8.00	7.92	6.50		7.95		0.02	0.08	0.08	0.08	0.08														0.04
	Left Early - PTO																																146.49
	Left Work Early																																0.10
	Long Meal																																0.89
	Long Meal PTO																																0.03
	Personal Time Off																																0.18
April	Sick Related - Unscheduled																																8.00
	Work - Regular	8.00	8.00	7.92																													5.00
	Left Late																																0.02
	Left Work Early																																7.96
	Long Meal																																5.00
	Personal Time Off																																161.74
May	Left Work Early																																0.98
	Long Meal																																0.08
	Personal Time Off																																0.03
	Work - Regular	7.92	8.00		8.00	7.92	8.00	7.96	7.92																								0.38
	Holiday Observed																																174.57
	Left Late																																8.00
June	Left Work Early																																0.55
	Long Meal																																0.58
	Personal Time Off																																0.14
	Work - Regular																																0.35
	Holiday Observed																																158.89
	Left Late																																8.00

Apr 17, 2024

Year Selected: 2022

Annual Pay History

Company: AKI - 013741

DOH: 2/17/2015

Pay Group Name: 3UNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total	
June	Left Work Early	0.05	0.08	0.08						0.08	0.02	0.05		0.08		0.08	0.08	0.08	0.02															0.76
	Long Meal		0.03								0.02			0.02		0.03		0.02															0.12	
	Personal Time Off						8.00																										48.00	
	Work - Regular	7.95	7.88	7.91	8.00			8.00	7.91	7.98	7.93			7.90	8.00	7.89	7.91	7.90															119.08	
	Holiday Observed				8.00																												8.00	
	Holiday - Alternative																																8.00	
July	Left Late																																0.02	
	Left Work Early									0.05				0.08	0.08																		0.76	
	Long Meal		0.02							0.02				0.02	0.03																		0.11	
	Personal Time Off																																8.00	
	Work - Regular	8.00	7.96			8.00	8.00		8.00				8.00	8.00	7.98		8.00	8.00	8.00	8.00	7.90	7.93	7.91	7.92	7.92								151.11	
	CA SUPP PSL 1	8.00	8.00			8.00																											32.00	
August	Left Early - PTO																																0.50	
	Left Work Early									0.02				0.08	0.08	0.02																	0.50	
	Long Meal															0.08	0.08	0.08	0.02													0.08		
	Work - Regular								7.98		7.92	7.92	7.98	8.00			7.92	7.90	7.90	7.92		7.97		7.92	7.92	7.90	7.92						142.38	
	Holiday Observed					8.00																											8.00	
	Left Early - PTO																																1.75	
September	Left Late														0.70																		0.70	
	Left Work Early	0.08	0.08						0.08					0.08		0.03	0.02	0.03		0.08	0.03	0.03										0.95		
	Long Meal		0.02						0.02												0.02												0.06	
	Work - Regular	7.92	7.91	7.98				7.97	8.00	7.91	7.98			7.92	8.00	7.97	7.98	7.97		7.92	7.90	7.92											165.22	
	Holiday Observed															8.00																	8.00	
	Left Late														0.28	0.18	0.23																0.69	
October	Left Work Early						0.08	0.08						0.08	0.03																		0.69	
	Long Meal													0.03				0.07														0.55		
	Personal Time Off																																0.13	
	Work - Regular	8.00	7.92	7.92			7.90	7.90	7.97					8.00	7.97	8.00		7.90															59.50	
	Holiday Observed																																107.83	
	Left Work Early							0.08								0.08	0.08		0.08														8.00	
November	Long Meal																																0.68	
	Sick Related - Unscheduled																																0.02	

Apr 17, 2024

Year Selected: 2022

Annual Pay History

Company: AKI
- 013741

DOH: 2/17/2015

Pay Group Name: BWNONX

Calc Group Name: FT NONEXEMPT

Status: A

Month	Time Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
November	Work - Regular	8.00		7.92	8.00	7.98		7.97		8.00	8.00		8.00		8.00	7.92	7.91	8.00	7.90		7.92	7.92			7.91	7.93		8.00					143.28
December	Holiday Observed																																8.00
	Holiday Time Off																																3.97
	Left Under Paid Grace																																3.00
	Left Work Early	0.08						0.08											0.08	0.08	0.08						0.08	0.03	0.08				0.64
	Long Meal						0.02																							0.02			0.04
	Paid Grace																								2.50								2.50
	Work - Regular	7.92	8.00	8.00		8.00	7.99	7.92	8.00	8.00				8.00	4.08	8.00	8.00	8.00		7.92	7.92	7.91		8.00	5.50			7.91	7.92	7.90	8.00		168.84