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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SACRAMENTO

LUCY LEE, an individual, on behalf of
herself and on behalf of all persons similarly
situated,

Plaintiffs,

vs.

SACRAMENTO CREDIT UNION, a
California Corporation; and DOES 1 through
50, inclusive,

Defendants.

CASE NO.: 23CV005661

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

Hearing Date: July 11, 2025

Hearing Time: 9:00 a.m.

[Hearing scheduled by Minutes dated January 31,
2025]

Judge: Hon. Jill H. Talley

Dept: 23

Date Filed: July 28, 2023

Trial Date: Not set

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

2 1. I am the managing partner of the law firm of Blumenthal Nordrehaug Bhowmik De
3 Blouw LLP, counsel of record for Plaintiff Lucy Lee ("Plaintiff") in this matter. As such, I am fully
4 familiar with the facts, pleadings and history of this matter. The following facts are within my own
5 personal knowledge, and if called as a witness, I could testify competently to the matters stated herein.
6 This declaration is being submitted in support to the Plaintiff's motion for final approval of the class
7 settlement, including attorneys' fees, costs and service award. I attest that I have reviewed the Court's
8 Checklist for Approval of Class Action and/or Private Attorneys General Act ("PAGA") Settlements and
9 that the briefing related to the Motion for Final Approval complies with the checklist as required by Local
10 Rule 2.99.05.

11 2. Over the course of the litigation, a number of attorneys in my firm have worked on this
12 matter. Their credentials are reflected in the Blumenthal Nordrehaug Bhowmik De Blouw LLP firm
13 resume, a true and correct copy of which is attached hereto as Exhibit #1. Some of the major cases our
14 firm has undertaken are also set forth in Exhibit #1. The bulk of the attorneys involved in this matter at
15 Blumenthal Nordrehaug Bhowmik De Blouw LLP have had substantial class litigation experience in the
16 areas of employment class actions, unfair business practices and other complex litigation. The attorneys
17 at my firm have extensive experience in cases involving labor code violations and overtime claims. Class
18 Counsel has litigated similar overtime cases against other employers on behalf of employees, including
19 cases against Sharp Healthcare, Walmart, Legoland, Cigna, HealthNet, See's Candies, Securitas, Okta,
20 Advanced Home Health, El Pollo Loco, Total Renal, Panda Express, Walt Disney Resorts, Pharmaca,
21 Nortek Security, California Fine Wine, Solarcity, Walgreens, Space Exploration, Union Bank, Verizon,
22 Apple, Wells Fargo, Kaiser, Universal Protection Services, and California State Automobile Association.
23 Class Counsel have been approved as experienced class counsel during contested motions in state and
24 federal courts throughout California. It is this level of experience which enabled the firm to undertake the
25 instant matter and to successfully combat the resources of the defendants and their capable and
26 experienced counsel. Class Counsel have participated in every aspect of the settlement discussions and
27 have concluded the settlement is fair, adequate and reasonable and in the best interests of the Class.
28

1 3. Summary of the Proposed Settlement.

2 (a) A true and correct copy of the Class Action and PAGA Settlement Agreement (the
3 “Agreement”) between the parties is attached hereto as Exhibit #2. Plaintiff and Defendant Sacramento
4 Credit Union ("Defendant") reached a full and final settlement of the above-captioned action, which is
5 embodied in the Agreement filed concurrently with the Court. As consideration for this Settlement, the
6 Gross Settlement Amount to be paid by Defendants is Three Hundred Thirty Thousand Dollars
7 (\$330,000) (the "Gross Settlement Amount") (Agreement at ¶¶ 1.22 and 3.1.) Under the Settlement, the
8 Gross Settlement Amount consists of the following elements: (1) payment of the Individual Class
9 Payments to the Participating Class Members; (2) Class Counsel Fees Payment and Class Counsel
10 Litigation Expenses Payment; (3) Administration Expenses Payment; (4) the Class Representative Service
11 Payment to the Plaintiff; and (5) the PAGA Penalties payment. (Agreement at ¶ 1.22.)

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

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

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

1 (e) Class Members were sent the Court approved Class Notice using the procedure approved by
2 the Court by mailing the notice packets after updating class members' addresses using the National
3 Change of Address database and, for any notice packets returned as undeliverable. See Declaration of
4 Madely Nava ("Nava Decl.") ¶¶ 4-6. Class Members were provided with the opportunity to exclude
5 themselves or "opt out" if they did not want to participate in the settlement. (Agreement at ¶ 8.5, Ex. A.)
6 Nava Decl. ¶¶ 7, 11, Exh. A. Significantly, there have been no objections and no requests to opt-out.
7 Nava Decl. ¶¶ 11-12. Therefore, all of the Class Members (100%) are deemed Participating Class
8 Members who are bound by the Settlement and will be entitled to receive a Settlement Share.
9 (Agreement at ¶ 8.5(c).) All Aggrieved Employees, including those who submit an opt-out request, will
10 still be paid their allocation of the PAGA Penalties and will remain subject to the release of the Released
11 PAGA Claims regardless of their request for exclusion from the Class. (Agreement at ¶¶ 6.3 and 8.5(d).)
12 Finally, the Class Notice advised the Class Members of their right to object to the Settlement and/or
13 dispute their Workweeks. (Agreement at ¶¶ 8.6 and 8.7, Ex. A.)

14 (f) A Participating Class Member must cash his or her Individual Class Payment check within
15 180 days after it is mailed. (Agreement at ¶ 5.2.) Any settlement checks not cashed within 180 days will
16 be voided and any funds represented by such checks sent to the California Controller's Unclaimed
17 Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the
18 requirements of C.C.P. § 384(b). (Agreement at ¶ 5.4.)

19 (g) Apex Class Action LLC was appointed by the Court as the Administrator for the Settlement.
20 (Agreement at ¶ 1.2) From the Gross Settlement Amount, the Administrator will be paid for settlement
21 administration in an amount not to exceed \$7,500. (Agreement at ¶ 3.2(c).) As set forth in the Nava
22 Decl. at ¶ 18, the Administration Expenses Payment, including fees and costs incurred to-date, as well
23 as anticipated fees and costs for completion of the settlement administration, are \$5,935.00.

24 (h) Subject to Court approval, the Agreement provides for Class Counsel to be awarded a sum
25 not to exceed one-third of the Gross Settlement Amount, as the Class Counsel Fees Payment. (Agreement
26 at ¶ 3.2(b).) Class Counsel will also be allowed to apply separately for an award of Class Counsel
27 Litigation Expenses Payment in an amount not to exceed \$20,000. (Agreement at ¶ 3.2(b).) Subject to
28 Court approval, the Agreement provides for a payment of no more than \$10,000 for the Plaintiff as the

1 Class Representative Service Payment. (Agreement at ¶ 3.2(a).) In support of these requests for
2 attorneys' fees, reimbursement of expenses and service award, Class Counsel is providing evidentiary
3 support, including lodestar.

4 (i) Subject to Court approval, the PAGA Penalties will be paid from the Gross Settlement
5 Amount for PAGA penalties under the California Private Attorneys General Act, Cal. Labor Code Section
6 2698, et seq. ("PAGA"). The PAGA Penalties are \$20,000. (Agreement at ¶¶ 1.34 and 3.2(d).) Pursuant
7 to the express requirements of Labor Code § 2699(i), the PAGA Payment shall be allocated as follows:
8 75% shall be allocated to the Labor Workforce Development Agency ("LWDA") as its share of the civil
9 penalties and 25% allocated to the Individual PAGA Payments to be distributed to the Aggrieved
10 Employees based on the number of their respective PAGA Pay Periods. (Agreement at ¶ 3.2(d).) As set
11 forth in the accompanying proof of service, the LWDA has been served with this motion and the
12 Agreement.

13 (j) The Settlement is fair, adequate and reasonable to the class and should be finally approved for
14 the same reasons the Court granted preliminary approval of the Settlement, agreeing that the settlement
15 is "fair, adequate, and reasonable." (Preliminary Approval Order at ¶ 3.) In sum, the Settlement valued
16 at \$330,000 is an excellent result for the Class. This result is particularly favorable in light of the fact that
17 liability and class certification in this case were far from certain in light of the defenses asserted by
18 Defendant. Given the complexities of this case, the defenses asserted, the uncertainty of class
19 certification, along with the uncertainties of proof at trial and appeal, the proposed settlement is fair,
20 reasonable and adequate, and should be finally approved.

21
22 4. Procedural status of the settlement - In accordance with the Preliminary Approval Order
23 dated February 24, 2025 ("Preliminary Approval Order"), the approved Class Notice has been
24 disseminated to the Class. The reaction of the Class unequivocally supports approval of the Settlement.
25 On April 1, 2025, the Administrator mailed the Court-approved Class Notice to the Class Members,
26 which provided each class member with the terms of the Settlement, including notice of the claims at
27 issue and the financial terms of the settlement, including the attorneys' fees, costs, and service award that
28 were being sought, how individual settlement awards would be calculated, and the specific, estimated

1 payment amount to that individual. See Nava Decl. at ¶ 7, Exh. A. In disseminating the notice, the
2 Administrator followed the notice procedures authorized by the Court in its Preliminary Approval Order.
3 Significantly, there have been no objections and no requests to opt-out. Nava Decl. ¶¶ 11-12. As such,
4 the entire Class (100%) will participate in the Settlement and will be sent a settlement check. *See* Nava
5 Decl. at ¶¶ 13.

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

15
16 6. Procedural History of the Litigation

17 (a) On May 5, 2023, Plaintiff filed with the LWDA and served on Defendant a notice under Labor
18 Code section 2699.3 identifying the alleged Labor Code violations to recover civil penalties on behalf
19 of Aggrieved Employees for various Labor Code violations. This PAGA Notice is attached hereto as
20 Exhibit #3 for the Court's reference and also included a copy of the draft complaint with the PAGA
21 Notice.

22 (b) On July 28, 2023, Plaintiff filed a class action Complaint against Defendant in the Superior
23 Court of the State of California, County of Sacramento. This class action Complaint asserted class claims
24 against Defendants for: (1) unfair competition in violation of Cal. Bus & Prof. Code §§ 17200, et seq.;
25 (2) failure to to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1;
26 (3) failure to pay overtime wages in violation of California Labor Code §§ 510, 1194 & 1198; (4) failure
27 to provide required meal periods in violation of Cal. Labor Code §§ 226.7 and 512; (5) failure to provide
28 required rest periods in violation of Cal. Labor Code §§ 226.7 and 512; (6) failure to provide accurate

1 itemized wage statements in violation of California Labor Code § 226; (7) failure to to reimburse
2 employees for required expenses in violation of California Labor Code § 2802; (8) failure to provide
3 wages when due in violation of California Labor Code §§ 201, 202 and 203; and, (9) failure to provide
4 gratuities in violation of California Labor Code § 351. On September 28, 2023, Plaintiff filed a separate
5 Representative Action Complaint against Defendant in the Superior Court of the State of California,
6 County of Sacramento, asserting a single cause of action for violation of the Private Attorney General
7 Act, Cal. Labor Code §§ 2698, et seq. ("PAGA"), Case No. 34-2021-00308737 (hereinafter "PAGA
8 Action").

9 (c) As part of this Settlement, the Parties stipulate to the filing of a First Amended Complaint,
10 consolidating the claims alleged in this Action and the separately filed PAGA Action. The First Amended
11 Complaint was filed September 19, 2024 and is the operative complaint in the Action (the "Operative
12 Complaint").

13 (d) Over the course of litigation, the Parties engaged in the investigation of the claims, including
14 law and motion, both formal and informal discovery, and the production of hundreds of pages of
15 documents, class data, and other information, allowing for the full and complete analysis of liabilities and
16 defenses to the claims in the Action. The information for mediation obtained by Plaintiffs included: (1)
17 data concerning the class; (2) payroll data and time punch data for the class covering 176 employees,
18 74,625 shifts worked and 16,582 workweeks; (3) Defendant's wage and hour policies; (4) the employment
19 files for the Plaintiff; and, (5) samples of wage statements provided by Defendant. As such, Class
20 Counsel received the data and information for the Class, which was sufficient for Plaintiff's expert to
21 prepare the valuations of the claims for the Class.

22 (e) Class Counsel has extensive experience in litigating wage and hour class actions in California.
23 The Parties have vigorously litigated the Action since inception. During the course of litigation, the
24 Parties each performed analysis of the merits and value of the claims. Plaintiff and Defendant have
25 engaged in significant research and investigation in connection with the Action. Plaintiff obtained both
26 formal and informal discovery and the production of relevant documents and data from the Defendant.
27 Class Counsel has thoroughly analyzed the value of the claims during the prosecution of this Action and
28 utilized an expert to perform an analysis of the data and valuation of the claims.

1 (f) Plaintiff and Defendants agreed to discuss resolution of the Action through a mediation. Prior
2 to mediation, the Parties engaged in the above investigation and the exchange of documents and
3 information in connection with the Action. On May 21, 2024, the Parties participated in an all-day
4 mediation presided over by Hon. Carl West (Ret.), a respected mediator of wage and hour representative
5 and class actions. Following the mediation over the course of many months, each side, represented by
6 its respective counsel, were able to agree to settle the Action based upon a mediator's proposal which was
7 memorialized in a memorandum of understanding. The Parties then negotiated the final terms of the
8 settlement as set forth in the Agreement. At all times, the negotiations were arm's length and contentious.

9 (g) Although a settlement has been reached, Defendant denies any liability or wrongdoing of any
10 kind associated with the claims alleged in the Action and further denies that, for any purpose other than
11 settlement, the Action is appropriate for class and/or representative treatment. Defendant contends,
12 among other things, that it has complied at all times with the California Labor Code, applicable Wage
13 Order, and all other laws and regulations. Further, Defendant contends that class certification is
14 inappropriate for any reason other than for settlement. Plaintiff contends that Defendant violated
15 California wage and hour laws. Plaintiff further contends that the Action is appropriate for class
16 certification on the basis that the claims meet the requisites for class certification. Without admitting that
17 class certification is proper, Defendant has stipulated that the above Class may be certified for settlement
18 purposes only. (Agreement at ¶ 2.8). The Parties agree that certification for settlement purposes is not
19 an admission that class certification is proper. Further, the Agreement is not admissible in this or any
20 other proceeding as evidence that the Class could be certified absent a settlement. Solely for purposes
21 of settling the Action, the Parties stipulate and agree that the requisites for establishing class certification
22 with respect to the Class are satisfied.

23 (h) Class Counsel has conducted an investigation into the facts of the class action. Both formal
24 and informal discovery was obtained, which included the production of hundreds of pages of documents.
25 Class Counsel engaged in a thorough review and analysis of the relevant documents and data with the
26 assistance of an expert. Accordingly, the agreement to settle did not occur until Class Counsel possessed
27 sufficient information to make an informed judgment regarding the likelihood of success on the merits
28 and the results that could be obtained through further litigation. In addition, Class Counsel previously

1 negotiated settlements with other employers in actions involving nearly identical issues and analogous
2 defenses. Based on the foregoing data and their own independent investigation, evaluation and
3 experience, Class Counsel believes that the settlement with Defendant on the terms set forth in the
4 Agreement is fair, reasonable, and adequate and is in the best interest of the Class in light of all known
5 facts and circumstances, including the risk of significant delay, defenses asserted by Defendant, and
6 potential appellate issues.

7

8 7. History of Settlement Discussions

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

15 (b) The Parties attended an arms-length mediation session with Hon. Carl West (Ret.), a respected
16 and experienced mediator of wage and hour class actions, in order to reach this Settlement. In preparation
17 for the mediation, Defendant provided Class Counsel with payroll and employment data and other
18 information regarding the Class Members, various internal documents, and other compensation and
19 employment-related materials. Class Counsel analyzed the data with the assistance of damages expert
20 Berger Consulting and prepared and submitted a mediation brief to the mediator. The final settlement
21 terms were negotiated and set forth in the Agreement.

22 (c) Following mediation, in October 2024 the Agreement was finalized and executed, and on
23 December 30, 2024 for the Motion for Preliminary Approval was filed. On February 24, 2025, the Court
24 issued its Preliminary Approval Order granting preliminary approved of the settlement as fair, adequate,
25 and reasonable to the Class.

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

28

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

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

21 (b) There was also a significant risk that, if the Action was not settled, Plaintiffs would be unable
22 to obtain a certified class and maintain the certified class through trial, and thereby not recover on behalf
23 of any employees other than themselves. At the time of the mediation, Defendant forcefully opposed the
24 propriety of class certification, arguing that individual issues precluded class certification. Defendant also
25 argued that the existence of arbitration agreements with many class members would preclude certification
26 of the Class. Further, as demonstrated by the California Supreme Court decision in *Duran v. U.S. Bank*
27 *National Assn.*, 59 Cal. 4th 1 (2014), there are significant hurdles to overcome for a class-wide recovery
28 even where the class has been certified. While other cases have approved class certification in wage and

1 hour claims, class certification in this action was hotly disputed and the maintenance of a certified class
2 through trial was by no means a foregone conclusion.

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

18 (d) The Settlement in this case is fair, reasonable and adequate considering Defendant's
19 defenses to Plaintiff's claims. As set forth in the Declaration of Nordrehaug in support of preliminary
20 approval which discussed the value of the class claims in detail, the Gross Settlement Amount compares
21 favorably to the value of the claims. Based upon 196 Participating Class Members who collectively
22 worked an estimated 19,751 workweeks, the Gross Settlement Amount provides an average value of
23 \$1,683 per Class Member and \$16.70 per workweek and after deductions the Net Settlement Amount
24 provides an average recovery of \$837.06 per Class Member and a recovery of \$8.30 per workweek. The
25 calculations to compensate for the amount due for the Class at the time of the mediation were calculated
26 by Berger Consulting, Plaintiff's damage expert. As to the Class whose claims are at issue in this Action,
27 Plaintiffs used the expert to analyze the data and determine the potential unpaid wages for the employees.
28 The maximum potential damages were calculated to be \$568,140 for the alleged unpaid wages due to

1 off-the-clock work at 1 hour per week, \$3,555 for the alleged unpaid wages, sick pay and meal break
2 premiums due to the miscalculation of the regular, \$387,940 for alleged meal period damages based upon
3 a 24.8% potential violation rate for shifts observed in the time records and after deducting the meal
4 premiums (\$3,293) actually paid by Defendant, and \$456,794 for alleged rest period damages based upon
5 the same 24.8% potential violation rate observed for meal breaks, \$21,804 for alleged unreimbursed
6 business expenses for personal cell phone usage at \$5 per month. As a result, the total damage valuation
7 was calculated that Defendant was subject to a maximum damage claim in the amount of \$1,438,233.
8 As to potential penalties, Plaintiffs calculated that potential waiting time penalties were a maximum range
9 of between \$298,420 and \$521,756, depending on the predicate violation, and potential maximum wage
10 statement penalties were \$222,000.¹ Defendant vigorously disputed Plaintiff's calculations and exposure
11 theories. Defendant vigorously disputed Plaintiff's calculations and exposure theories. Consequently,
12 the Gross Settlement Amount of \$330,000 represents more than 22% of the maximum value of the
13 alleged damages at issue in this case at the time this Settlement was negotiated.² Importantly, the recent
14 decision that good faith belief of compliance by the employer in *Naranjo v. Spectrum Sec. Servs., Inc.*,
15 15 Cal. 5th 1056, 1065 (2024), could completely negate the claims for waiting time and wage statement
16 penalties, even if wages were owed to the Class. The above maximum calculations should then be
17 adjusted in consideration for both the risk of class certification and the risk of establishing class-wide
18 liability on all claims. Given the amount of the settlement as compared to the potential value of claims
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20
21

22 ¹ While Plaintiffs alleged claims for statutory penalties pursuant to Labor Code Sections 203 and
23 226, at mediation Plaintiffs recognized that these claims were subject to additional, separate defenses
24 asserted by Defendant, including, a good faith dispute defense as to whether any premium wages for
25 meal or rest periods or other wages were owed given Defendant's position that Plaintiffs and Class
26 Members were properly compensated. *See Nordstrom Commission Cases*, 186 Cal. App. 4th 576, 584
27 (2010) ("There is no willful failure to pay wages if the employer and employee have a good faith dispute
28 as to whether and when the wages were due.").

29 ² Because the PAGA claim is not a class claim and primarily is paid to the State of California,
30 Plaintiffs have not included the PAGA claim in this discussion of the value of the class claims. The
31 PAGA claim is addressed in the Declaration of Nordrehaug at ¶33 submitted in support of the motion
32 for preliminary approval.

1 in this case and the defenses asserted by Defendant, this settlement is fair and reasonable.³ Clearly, the
2 goal of this litigation has been met.

3 (e) In sum, the Settlement is a fair and reasonable result, and provides the Class with a significant
4 recovery, particularly when viewed in light of the fact that the Defendant asserted serious and substantial
5 defenses both to liability and to class certification. Currently, the maximum and average class member
6 allocation are \$2,172.74 and \$837.07, respectively. *See Nava Decl.* ¶ 15. Given the complexities of this
7 case, the defenses, along with the uncertainties of proof and appeal, the proposed Settlement is fair,
8 reasonable and adequate, and should be finally approved.

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

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

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

18 (a) Class Counsel successfully negotiated a class action settlement which provides for a common
19 fund settlement to be paid by Defendant to the Class in the amount of Three Hundred and Thirty
20 Thousand Dollars (\$330,000) (Agreement at ¶¶ 1.22 and 3.1.) As part of the settlement, the parties agreed

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

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

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

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

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

18 (a) As part of the settlement, the Parties agreed to an award of attorneys' fees equal to one-third
19 of the Gross Settlement Amount of \$330,000 which equals \$110,000 for attorneys' fees. As part of the
20 Agreement, Defendants also agreed that Class Counsel will also be paid reasonable litigations expenses
21 incurred as per Class Counsel's billing statement in an amount not to exceed \$20,000. Finally, Defendant
22 also agreed that Plaintiff can be awarded a Class Representative Service Payment in the amount of
23 \$10,000, as the service award under the Agreement.

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

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

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

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

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

1 damages and communicating with and responding to opposing counsel's and class members' requests
2 and inquiries.

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

7 (h) Class Counsel were required to advance all costs in this litigation. Especially in this type of
8 litigation where the corporate defendant and their attorneys are well funded, this can prove to be very
9 expensive and risky. Accordingly, because the risk of advancing costs in this type of litigation can be
10 significant, it is therefore cost prohibitive to many attorneys. The financial burdens undertaken by
11 Plaintiff and Class Counsel in prosecuting this action on behalf of the Class were very substantial. Class
12 Counsel has previously litigated cases and advanced costs, but received no recovery. To date, Class
13 Counsel advanced more than \$18,000 in costs which could not have been recovered if this case had been
14 lost. The Plaintiff also undertook the risk of liability for Defendant's costs had this case not succeeded,
15 as well as other potential negative financial ramifications from having sued Defendant on behalf of the
16 Class. Accordingly, the contingent nature of the fee and the financial burdens on Class Counsel and on
17 Plaintiff also support the requested awards.

18 (i) In a common fund settlement, the lodestar method is merely a cross-check on the
19 reasonableness of a percentage figure. In this case, the reasonableness of the requested attorneys' fee of
20 one-third equal to \$110,000 is also established by reference to Class Counsel's lodestar in this matter.
21 **The billing records for Class Counsel evidence that through June 12, 2025, Class Counsel's lodestar**
22 **is \$117,015.00, with significant additional fees still to be incurred to complete final approval and**
23 **the settlement process.** The requested fee award is therefore currently less than Class Counsel's lodestar,
24 representing a negative multiplier cross-check, and there will be additional lodestar incurred by Class
25 Counsel to complete the settlement process and manage the settlement distribution and reports. Such
26 cross-check is below the range of positive multipliers approved in other cases such as *Laffitte* and
27
28

1 *Vizcaino v. Microsoft Corp.*, 290 F.3d 1043, 1051 (9th Cir. 2002).⁴ As evidenced by the billing, Class
2 Counsel's work was efficiently performed and highly successful, and Class Counsel should not be
3 punished for efficient and successful litigation. As a result, this Court may conclude that the requested
4 award is fair and reasonable and is justified under California law.

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

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

24 ⁴ See *Laffitte, supra*, 1 Cal. 5th at 487 (approving 1/3 fee award with multiplier of 2.13); *Vizcaino*
25 *supra*, at 1051(3.65 multiplier approved); *Pellegrino v. Robert Half Intern., Inc.*, 182 Cal.App.4th 278
26 (2010) (in class actions reasonable multipliers of 2.0 to 4.0 are often applied); *Wershba*, 91 Cal. App.
27 4th at 255 ("multipliers can range from 2 to 4 or even higher."); *In re Sutter Health Uninsured Pricing*
28 *Cases*, 171 Cal.App.4th 495, 512 (2009) (affirming multiplier of 2.52 as "fair and reasonable"); *Chavez*
v. Netflix, Inc., 162 Cal.App.4th 43, 66 (2008) (affirming multiplier of 2.53 as well within the approved
range of 2 to 4); *Taylor v. Fedex Freight, Inc.*, 2016 U.S. Dist. LEXIS 142202 (E.D. Cal. 2016) (2.26
multiplier).

1 (Los Angeles Superior Court Case No. JCCP4837) Judge David Cunningham awarded a one-third fee
2 award in a wage and hour class settlement. On November 17, 2021, in *Leon v. Sierra Aluminum*
3 *Company* (San Bernardino Superior Court Case No. CIVDS2010856) Judge David Cohn awarded a
4 one-third fee award in a wage and hour class settlement. On March 17, 2022, in *See's Candies Wage and*
5 *Hour Cases* (Los Angeles Superior Court Case No. JCCP5004) Judge Maren Nelson awarded a one-third
6 fee award in a wage and hour class action settlement. On April 12, 2022, in *O'Donnell v. Okta, Inc.*, (San
7 Francisco Superior Court Case No. CGC-20-587665) Judge Richard Ulmer awarded a one-third fee award
8 in a wage and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v. Prometric LLC* (Los
9 Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson awarded a one-third fee
10 award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D Carwash Management LLC*,
11 (Sacramento Superior Court Case No. 2019-00251338), Judge Christopher E. Krueger awarded a one-
12 third fee award in a wage and hour class action settlement. On August 10, 2022, in *Spears, et al. v. Health*
13 *Net of California, Inc.*, (Sacramento Superior Court Case No. 34-2017-00210560-CU-OE-GDS), Judge
14 Christopher E. Krueger awarded a one-third fee award in a wage and hour class action settlement. On
15 September 7, 2022, in *Lucchese, et al. v. Kone, Inc.*, (San Francisco Superior Court Case No. CGC-20-
16 588225), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage and hour class action
17 settlement. On November 4, 2022, in *Infinity Energy Wage and Hour Cases* (San Diego Superior Court,
18 Case No. JCCP5139), Judge Keri Katz awarded a one-third fee award in a wage and hour class action
19 settlement. On February 1, 2023, in *Hogan v. AECOM Technical Services, Inc.* (Los Angeles Superior
20 Court Case No. 19STCV40072), Judge Stuart Rice awarded a one-third fee award in a wage and hour
21 class settlement. On February 28, 2023, in *Farthing v. Milestone Technologies* (San Francisco Superior
22 Court Case No. CGC-21-591251), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage
23 and hour class action settlement. On March 2, 2023, in *Leon v. Calaveras Materials* (Kings County
24 Superior Court Case No. 21C-0105), Judge Melissa D'Morias awarded a one-third fee award in a wage
25 and hour class settlement. On June 20, 2023, in *Gonzalez v. Pacific Western Bank* (San Bernardino
26 County Superior Court Case No. CIVSB2127657) Judge David Cohn awarded a one-third fee award in
27 a wage and hour class settlement, On June 30, 2023, in *Aguirre v. Headlands Ventures* (Sacramento
28 County Superior Court Case No. 34-2021-00297290), Judge Jill Talley approved a one-third fee award

1 in a wage and hour class settlement. On October 16, 2023, in *Flores v. Walmart*, (San Bernardino County
2 Superior Court Case No. CIVDS2023061) Judge Joseph T. Ortiz awarded a one-third fee award in a wage
3 and hour class settlement. On November 17, 2023, in *Silva v. Woodward HRT* (Los Angeles County
4 Superior Court Case No. 21STCV42692), Judge Maren Nelson awarded a one-third fee award in a wage
5 and hour class settlement. On November 29, 2023, in *Ochoa-Andrade v. See's Candies* (San Mateo
6 County Superior Court Case no. 22-CIV-02481), Judge Marie Weiner approved a one-third fee award in
7 a wage and hour class settlement. On September 12, 2024, in *Murdock v. Aspen Surgery Center* (Contra
8 Costa County Superior Court Case No. MSC21-02047), Judge Charles Treat approved a one-third fee
9 award in a wage and hour class settlement. On October 8, 2024, in *Rattler v. Pacific Coast Container*
10 (Alameda Superior Court Case No. 22CV015216), Judge Michael Markman approved a one-third fee
11 award in a wage and hour class settlement. On January 14, 2025, in *Curry v. United Health Care Staffing*
12 (San Francisco Superior Court Case No. CGC-21-597339), Judge Curtis Karnow approved a one-third
13 fee award in a wage and hour class settlement. On January 17, 2025, in *Virgen v. Curaleaf* (Sacramento
14 County Superior Court Case No. 34-2022-00314655), Judge Lauri Damrell approved a one-third fee
15 award in a wage and hour class settlement. On February 7, 2025, in *Wong v. Nurse Logistics* (Santa Clara
16 County Superior Court Case No. 22CV408939), Judge Theodore Zayner approved a one-third fee award
17 in a wage and hour class settlement. A fee award equal to one-third of the common fund is therefore
18 reasonable in light of the fees that have been awarded in other similar cases.

19 12. **The contemporaneous billing records for Class Counsel evidence that through June**
20 **12, 2025, Class Counsel's lodestar is \$ [REDACTED], with significant additional fees still to be**
21 **incurred to complete final approval and the settlement process.** From July 26, 2023 to **June 13, 2025,**
22 my firm worked on this matter for over **117 hours**, with hourly rates for attorneys ranging from \$450 to
23 \$995, resulting in a total incurred lodestar for my firm in the amount of \$ [REDACTED]. The requested fee
24 award is therefore less than Class Counsel's lodestar (i.e. a negative multiplier cross-check), and there will
25 be additional lodestar incurred by Class Counsel to complete the settlement process and manage the
26 settlement distribution and reports. A detailed breakdown of the total fees and the services performed by
27 the firm on this case is attached hereto as Exhibit #3. Class Counsel will be performing additional work
28 that is not included in this lodestar amount, including finalizing the final approval motion, attending the

1 hearing on final approval, and monitoring completion of the settlement process. I expect this additional
2 work will result in \$10,000 to \$20,000 in additional lodestar for my firm. The rates charged by my firm
3 are in line with the prevailing rates of attorneys in the local legal community for similar work and, if this
4 were a commercial matter, these are the charges that would be made and presented to the client. My
5 firm's hourly rates are based upon the Laffey Matrix with the appropriate 2% increase adjustment for
6 Southern California. A true and correct copy of the current Laffey Matrix is attached hereto as Exhibit
7 #4. These hourly rates have been approved by Court's throughout California, including the Courts in the
8 Superior Court of California. In fact, on August 1, 2018, District Judge Andre Birotte Jr. explicitly found
9 that Class Counsel's "rates generally appear reasonable and 'in line with those prevailing in the [relevant]
10 community'—the Central District of California". Finally, the reasonableness of Class Counsel's hourly
11 rates is further confirmed by comparing such rates with the rates of comparable counsel practicing
12 complex and class litigation as detailed in the National Law Journal Billing Survey. See e.g. *Zest IP*
13 *Holdings, LLC v. Implant Direct MFG., LLC*, 2014 U.S. Dist. LEXIS 167563 (S.D. Cal. 2014) (finding
14 that "Mayer Brown's \$775 average billing rate for partners" and "Mayer Brown's \$543 average associate
15 billing rate" are reasonable rates when compared within 21 other firms practicing in the Southern District
16 of California.) This survey is useful to show that Class Counsel's rates are in line with the comparable
17 rates of the defense counsel that opposes these types of class claims, such as Mayer Brown noted above
18 who is defense counsel in cases currently being prosecuted by Class Counsel. In another example,
19 Sheppard Mullin Richter & Hampton, who is opposing counsel in many cases prosecuted by Class
20 Counsel, charges rates as high as \$875 for partners and \$535 for associates. Similarly, Paul Hastings,
21 another opposing counsel in these types of cases, charges between \$900 and \$750 for partners and \$755
22 and \$335 for associates. Thus, the rates charged by Class Counsel for comparable work are less than
23 these examples, and are therefore undoubtedly reasonable. Therefore, the requested fee award as a
24 percentage of the fund is supported by the currently lodestar incurred with a reasonable multiplier which
25 will be even less by the completion of the settlement. This is comparable to the multipliers approved in
26 other cases. The requested award is therefore reasonable viewed by the Lodestar/Multiplier cross-check.

27 A. The attorneys at my firm who worked on this matter are detailed in Exhibit #1.

28 All of these attorneys have spent all of their time in employment litigation and/or

1 complex litigation during their years of employment with my firm.

2 B. Gerardo Galaviz as a paralegal at my firm and I verify that he meets the
3 requirements of Business & Professions Code section 6450 *et seq.* Mr. Galaviz
4 holds an ABA approved A.S. degree in Paralegal Studies, a B.A. in political
5 science, a Master of Legal Studies (MLS) in human resources and employment.
6 Mr. Galaviz has been a paralegal in the employment law field for eleven years and
7 he is in compliance with CLE requirements (eight hours every two years). Mr.
8 Galaviz's hourly billing rates and hours worked as outlined in Exhibit #3 are
9 reasonable and usual for the services rendered.

10
11 Litigation Expenses

12 13. The Agreement provides at paragraph 3.2(b), that Class Counsel may seek a “Class
13 Counsel Litigation Expenses Payment of not more than \$20,000.” Class Counsel requests reimbursement
14 for incurred litigation expenses and costs in the amount of \$18,004.18. Class Counsel have incurred
15 \$18,004.18 based upon counsel's billing records, and these litigation expenses include the expenses
16 incurred for filing fees, mediation expenses, expert expenses (Berger Consulting), and attorney service
17 charges (Knox, OneLegal), all of which are costs normally billed to and paid by the client. The details
18 of the litigation expenses incurred are set forth in Exhibit #3. These costs were reasonably incurred in
19 the prosecution of the Action.

20
21 Service Award

22 14. Plaintiff respectfully submits that for her service as class representative, Plaintiff should
23 be awarded the agreed service award of \$10,000 in accordance with the Agreement for her time, risk and
24 effort expended on behalf of the Class as the class representative. (Agreement at ¶ 3.2(a).) Defendant has
25 agreed to this payment and there have been no objections to the requested service award. The Plaintiff's
26 declaration in support of this request is attached hereto as Exhibit #5. As the representative of the Class,
27 Plaintiff performed her duties to the Class admirably and without exception. Plaintiff worked extensively
28 with Class Counsel during the course of the litigation, responding to numerous requests, searching for

1 documents, working with counsel, and reviewing the settlement documentation. The Plaintiff's
2 declaration details the involvement, stress and risks she undertook as a result of this Action. Plaintiff also
3 assumed the serious risk that she might possibly be liable for costs and fees to Defendant, as well as the
4 reputational risk of being "blacklisted" by other future employers for having filed a class action on behalf
5 of employees. Without the Plaintiff's participation, cooperation and information, no other employees
6 would be receiving any benefit. The payment of a service award to a successful class representative is
7 appropriate and the amount of \$10,000 is well within the currently awarded range for similar settlements.
8 The requested award is also reasonable by reference to the amounts that other California courts have
9 found to be reasonable in wage and hour class action settlements: *Andrews v. Plains All Am. Pipeline*
10 *L.P.*, 2022 U.S. Dist. LEXIS 172183, at *11 (C.D. Cal. 2022) (finding that the requested service awards
11 of \$15,000 each are appropriate); *Reynolds v. Direct Flow Med., Inc.*, 2019 U.S. Dist. LEXIS 149865,
12 at *19 (N.D. Cal. 2019) (granting request for \$12,500 service award); *Mathein v. Pier 1 Imps.*, 2018 U.S.
13 Dist. LEXIS 71386, 168 (E.D. Cal. 2018) (approving two service awards of \$12,500 each); *Louie v.*
14 *Kaiser Foundation Health Plan, Inc.*, 2008 WL 4473183, *7 (S.D. Cal. Oct. 06, 2008) (awarding \$25,000
15 service award to each of six plaintiffs in overtime class action); *Holman v. Experian Info. Solutions, Inc.*,
16 2014 U.S. Dist. LEXIS 173698 (approving \$10,000 service award where class member recovery was
17 \$375); *Ontiveros v. Zamora*, 303 F.R.D. 356, 366 (E.D. Cal. 2014) (reducing \$20,000 award to \$15,000
18 where the plaintiff brought a class claim in lieu of bringing an individual action); *Glass v. UBS Fin.*
19 *Servs.*, 2007 U.S. Dist. LEXIS 8476 at *51-*52 (N.D. Cal. 2007) (awarding \$25,000 service award in
20 overtime wage class action); *Zamora v. Balboa Life & Casualty, LLC*, Case No. BC360036, Los Angeles
21 County Superior Court (Mar. 7, 2013) (awarding \$25,000 service award); *Aguiar v. Cingular Wireless,*
22 *LLC*, Case No. CV 06-8197 DDP (AJWx) (C.D. Cal. Mar. 17, 2011) (awarding \$14,767 service award);
23 *Magee v. American Residential Services, LLC*, Case No. BC423798, Los Angeles County Superior Court
24 (Apr. 21, 2011) (awarding \$15,000 service award); *Mares v. BFS Retail & Commercial Operations, LLC*,
25 Case No. BC375967, Los Angeles County Superior Court (June 24, 2010) (awarding \$15,000 service
26 award); *Baker v. L.A. Fitness Int'l, LLC*, Case No. BC438654, L.A. County Superior Court (Dec. 12,
27 2012) (awarding \$10,000 service awards to three named plaintiffs); *Blue v. Coldwell banker Residential*
28 *Brokerage Co.*, Case No. BC417335, Los Angeles County Superior Court (Mar. 21, 2011) (awarding

1 \$10,000 service award); *Buckmire v. Jo-Ann Stores, Inc.*, Case No. BC394795, Los Angeles County
2 Superior Court (June, 11, 2010)(awarding \$10,000 service awards); *Coleman v. Estes Express Lines, Inc.*,
3 Case No. BC429042, Los Angeles County Superior Court (Oct. 3, 2013)(awarding \$10,000 service
4 award); *Ethridge v. Universal Health Services, Inc.*, Case No. BC391958, Los Angeles County Superior
5 Court (May 27, 2011)(awarding \$10,000 service award); *Hickson v. South Coast Auto Ins. Marketing,*
6 *Inc.*, Case No. BC390395, Los Angeles County Superior Court (Mar. 27, 2012)(awarding \$10,000 service
7 award); *Hill v. sunglass Hut Int'l, Inc.*, Case No. BC422934, Los Angeles County Superior Court (July
8 2, 2012)(awarding \$10,000 service award); *Kambamba v. Victoria's Secret Stores, LLC*, Case No.
9 BC368528, Los Angeles County Superior Court, (Aug. 19, 2011)(awarding \$10,000 service award
10 together with additional compensation for their general release); *Nevarez v. Trader Joe's Co.*, Case No.
11 BC373910, Los Angeles County Superior Court (Jan. 29, 2010)(awarding \$10,000 service award); *Ordaz*
12 *v. Rose Hills Mortuary, L.P.*, Case No. BC386500, Los Angeles County Superior Court, (Mar. 19,
13 2010)(awarding \$10,000 service award); *Sheldon v. AHMC Monterey Park Hosp. LP*, Case No.
14 BC440282, Los Angeles County Superior Court (Feb. 22, 2013)(awarding \$10,000 service award); *Silva*
15 *v. Catholic Mortuary Services, Inc.*, Case No. BC408054, Los Angeles County Superior Court (Feb. 8,
16 2011)(awarding \$10,000 enhancement award); *Weisbarth v. Banc West Investment Services, Inc.*, Case
17 No. BC422202, Los Angeles County Superior Court (May 24, 2013)(awarding \$10,000 service award);
18 *Lazar v. Kaiser Foundation Health Plan*, Case No. 14-cv-273289, Santa Clara County Superior Court
19 (Dec. 28, 2015) (awarding \$10,000 service award); *Acheson v. Express, LLC*, Case No. 109CV135335,
20 Santa Clara County Superior Court (Sept. 13, 2011)(awarding \$10,000 service award); *Bejarano v.*
21 *Amerisave Mortgage Corp.*, Case No. EDCV 08-00599 SGL (Opx)(C.D. Cal. June 22, 2010)(awarding
22 \$10,000 service award); *Carbajal v. Sally Beauty Supply LLC*, Case No. CIVVS 1004307, San
23 Bernardino County Superior Court (Aug. 6, 2012)(awarding \$10,000 service award); *Contreras v. Serco*
24 *Inc.*, Case No. 10-cv-04526-CAS-JEMx (C.D. Cal. Sep. 10, 2012)(awarding \$10,000 service award);
25 *Guerro v. R.R. Donnelley & Sons Co.*, Case No. RIC 10005196, Riverside County Superior Court (July
26 16, 2013)(awarding \$10,000 service award); *Kisliuk v. ADT Security Services Inc.*, Case No. CV08-03241
27 DSF (RZx)(C.D. Cal. Jan. 10, 2011)(awarding \$10,000 service award); *Morales v. BCBG Maxazria Int'l*
28 *Holdings, Inc.*, Case No. JCCP 4582, Orange County Superior Court (Jan. 24, 2013)(awarding \$10,000

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

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

23 16. As a result, Class Counsel respectfully requests approval of the application for award of
24

25 ⁵ www.reliableplant.com/Read/6959/a-solution-to-fear-of-hiring-litigious-employees.

26 ⁶ <http://www.btscreening.com/wp-content/uploads/2012/09/Screening-101.pdf>.

27 ⁷ [https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-](https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-have-become-a-busines-necissity/)
28 [have-become-a-busines-necissity/](https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-have-become-a-busines-necissity/).

1 the Class Counsel Fees Payment equal to one-third (1/3) of the common fund, an award of litigation
2 expenses in the amount of \$18,004.18, and approval of the requested service award to the Plaintiff.

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

6 I declare under penalty of perjury under the laws of the State of California that the foregoing is
7 true and correct. Executed this 12th day of June 2025, at San Diego, California.

8 /s/ Norman Blumenthal
9 NORMAN B. BLUMENTHAL
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EXHIBIT #1

Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (858) 551-1232

FIRM RESUME

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

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

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

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

Admitted: 1973, Illinois; 1976, California

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

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

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

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

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

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

Admitted: 1999, California

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

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

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

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

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

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

Admitted: 2006, California

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

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

Awards: Rising Star 2015

Nicholas J. De Blouw

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

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

Admitted: 2011, California

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

Piya Mukherjee

Associate Attorney

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

Admitted: 2010, California

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

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Associate Attorney

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

Admitted: 2011, California

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

Ricardo Ehmman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

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

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

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

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

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

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

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

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

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

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

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

Sergio Julian Puche

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2013, California

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

Trevor Moran

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, California

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

Adolfo Sanchez Contreras

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2024, California; 2014, Mexico

Educated: The Juarez University

REPORTED CASES

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

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

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

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

In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles,

75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D. Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E*Trade Mortg. Corp., 514 F.3d 1001 (9th Cir. 2008); Silvas v. E*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 630 F. Supp. 2d 1222 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 2008 U.S. Dist. LEXIS 102380 (S.D. Cal. 2008); Louie v. Kaiser Found. Health Plan, Inc., 2008 U.S. Dist. LEXIS 78314 (S.D. Cal. 2008); Weltman v. Ortho Mattress, Inc., 2010 U.S. Dist. LEXIS 20521 (S.D. Cal. 2010); Weltman v. Ortho Mattress, Inc., 2008 U.S. Dist. LEXIS 60344 (S.D. Cal. 2008); Curry v. CTB McGraw-Hill, LLC, 2006 U.S. Dist. LEXIS 5920; 97 A.F.T.R.2d (RIA) 1888; 37 Employee Benefits Cas. (BNA) 2390 (N.D. Cal. 2006); Reynov v. ADP Claims Servs. Group, 2006 U.S. Dist. LEXIS 94332 (N.D. Cal. 2006); Kennedy v. Natural Balance Pet Foods, Inc., 2010 U.S. App. LEXIS 248 (9th Cir. 2010); Kennedy v. Natural Balance Pet Foods, Inc., 2008 U.S. Dist. LEXIS 38889 (S.D. Cal. 2008); Kennedy v. Natural Balance Pet Foods, Inc., 2007 U.S. Dist. LEXIS 57766 (S.D. Cal. 2007); Sussex v. Turnberry/MGM Grand Towers, LLC, 2009 U.S. Dist. LEXIS 29503 (D. Nev. 2009); Picus v. Wal-Mart Stores, Inc., 256 F.R.D. 651 (D. Nev. 2009); Tull v. Stewart Title of Cal., Inc., 2009 U.S. Dist. LEXIS 14171 (S.D. Cal. 2009); Keshishzadeh v. Gallagher, 2010 U.S. Dist. LEXIS 46805 (S.D. Cal. 2010); Keshishzadeh v. Arthur J. Gallagher Serv. Co., 2010 U.S. Dist. Lexis 116380 (S.D. Cal. 2010); In re Pet Food Prods. Liab. Litig., MDL Docket No. 1850 (All Cases), 2008 U.S. Dist. LEXIS 94603 (D.N.J. 2008); In re Pet Food Prods. Liab. Litig., 629 F.3d 333 (3rd Cir. 2010); Puentes v. Wells Fargo Home Mortgage, Inc., 160 Cal. App. 4th 638 (2008); Rezec v. Sony Pictures Entertainment, Inc., 116 Cal. App. 4th 135 (2004); Badillo v. Am. Tobacco Co., 202 F.R.D. 261 (D. Nev. 2001); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin., 2010 U.S. App. Lexis 23025 (9th Cir. 2010); Dirienzo v. Dunbar Armored, Inc., 2011 U.S. Dist. Lexis 36650 (S.D. Cal. 2011); Rix v. Lockheed Martin Corp., 2011 U.S. Dist Lexis 25422 (S.D. Cal. 2011); Weitzke v. Costar Realty Info., Inc., 2011 U.S. Dist Lexis 20605 (S.D. Cal. 2011); Goodman v. Platinum Condo. Dev., LLC, 2011 U.S. Dist. LEXIS 36044 (D. Nev. 2011); Sussex v. Turnberry/MGM Grand Towers, LLC, 2011 U.S. Dist. LEXIS 14502 (D. Nev. 2011); Smith v. Kaiser Foundation Hospitals, Inc., 2010 U.S. Dist. Lexis 117869 (S.D. Cal. 2010); Dobrosky v. Arthur J. Gallagher Serv. Co., LLC, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, Metrow v. Liberty Mut. Managed Care LLC, No. EDCV 16-1133 JGB (KKx), 2017 U.S. Dist. LEXIS 73656 (C.D. Cal. May 1, 2017); Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); Orozco v. Illinois Tool Works Inc., Class Certification Granted, 2017 U.S. Dist. LEXIS 23179 (E.D. Cal. Feb. 16, 2017); Rieve v. Coventry Health Care, Summary Judgment *Sua*

Sponte Granted for Plaintiff, Rieve v. Coventry Health Care, Inc., 870 F. Supp. 2d 856 (C.D. Cal. 2012)

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Holdings Inc., Santa Clara County Superior Court, Case No. 1-13-cv-240830; Davis v. Clear Connection, LLC, San Diego County Superior Court, Case No. 37-2014-00035173-CU-OE-CTL; Day v. WDC Exploration, Orange County Superior Court, Case No. 30-2010-00433770; Dedrick v. Hollandia Dairy, San Diego County Superior Court, Case No. 37-2014-00004311-Cu-OE-CTL; Delmare v. Sungard Higher Education - Settled U.S. District Court, Southern District of California, Case No. 07-cv-1801; Del Rio v. Tumi Stores, Inc., San Diego County Superior Court, Case No. 37-2015-00022008-CU-OE-CTL; Dewane v. Prudential, U.S. District Court, Central District of California, Case No. SA CV 05-1031; Diesel v. Wells Fargo Bank, Orange County Superior Court, Case No. 30-2011-00441368; Dirienzo v. Dunbar Armored, U.S. District Court, Southern District of California, Case No. 09-cv-2745; Dobrosky v. Arthur J. Gallagher Service Company, LLC, Class certification Granted, No. EDCV 13-0646 JGB (Spx); Dodds v. Zaven Tootikian, Los Angeles County Superior Court, Case No. BC494402; Drumheller v. Radioshack Corporation, United States District Court, Central District of California, Case No. SACV11-355; Enger v. Kaiser Foundation Health Plan, U.S. District Court, Southern District of California, Case No. 09-cv-1670; Escobar v. Silicon Valley Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 1-14-cv272514; Fierro v. Chase Manhattan - Class Certification Granted, Settled San Diego Superior Court, Case No. GIN033490; Figuroa v. Circle K Stores, Inc., San Diego County Superior Court, Case No. 37-2012-00101193-CU-OE-CTL; Finch v. Lamps Plus, (Lamps Plus Credit Transaction Cases), San Diego Superior Court, Case No. JCCP 4532; Fletcher v. Verizon, U.S. District Court, Southern District of California, Case No. 09-cv-1736; Francisco v. Diebold, U.S. District Court, Southern District of California, Case No. 09-cv-1889; Friend v. Wellpoint, Los Angeles Superior Court, Case No. BC345147; Frudakis v. Merck Sharp & Dohme, U.S. District Court, Central District California, Case No. SACV 11-00146; Fulcher v. Olan Mills, Inc., U.S. District Court, Northern District of California, Case No. 11-cv-1821; Gabisan v. Pelican Products, U.S. District Court, Southern District California, Case No. 08 cv 1361; Galindo v. Sunrun Installation Services Inc., San Diego County Superior Court, Case No. 37-2015-00008350-CU-OE-CTL; Gallagher v. Legacy Partners Commercial, Santa Clara County Superior Court, Case No. 112-cv-221688; Ghattas v. Footlocker Retail, Inc., U.S. District Court Central District of California, Case No. CV 13-0001678 PA; Gibson v. World Savings, Orange County Superior Court, Case No. 762321; Goerzen v. Interstate Realty Management, Co., Stanislaus County Superior Court, Case No. 679545; Gomez v. Enterprise Rent-A-Car, U.S. District Court, Southern District of California, Case No. 3:10-cv-02373; Gordon v. Wells Fargo Bank, U.S. District Court, Southern District of California, Case No. 3:11-cv-00090; Grabowski v. CH Robinson, U.S. District Court, Southern District of California, Case No. 10-cv-1658; Gross v. ACS Compiq Corporation, Orange County Superior Court, Case No. 30-2012-00587846-CU-OE-CXC; Gripenstraw v. Buffalo Wild Wings, U.S. District Court, Eastern District of California, Case No. 12-CV-00233; Gruender v. First American Title, Orange County Superior Court, Case No. 06 CC 00197; Guillen v. Univision Television Group, Inc. & Univision Management Co., San Francisco County Superior Court, Case No. CGC-12-526445; Gujjar v. Consultancy Services Limited, Orange County Superior Court, Case No. 30-2010-00365905; Gutierrez v. Five Guys Operations, LLC, San Diego County Superior Court, Case No. 37-2012-00086185-CU-OE-CTL; Handler v. Oppenheimer, Los Angeles Superior Court, Civil Action No. BC343542; Harley v. Tavistock Freebirds, LLC, Sacramento County Superior Court, Case No. 34-2014-00173010; Harrington v. Corinthian Colleges – Class Certification Granted, Orange Superior Court; United States Bankruptcy Court District of Delaware; Harvey v. PQ Operations, Inc., Los Angeles County Superior Court, Case No. BC497964; Henshaw v. Home Depot U.S.A., United States District Court, Central District of California, Case No. SACV10-01392; Heithold v. United Education Institute, Orange County Superior Court, Case No. 30-2013-00623416-CU-OE-CXC; Hibler v. Coca Cola Bottling, Settled U.S. District Court, Southern District of California, Case No. 11cv0298; Hildebrandt v. TWC Administration LLC & Time Warner NY Cable, LLC, U.S. District Court, Central District of California, Case No. ED-cv-13-02276-JGB; Hopkins v. BCI Coca-Cola Bottling Company of Los Angeles, United states District Court, Central District of California; U.S. Court of Appeals 9th Circuit; Howard v. Southern California Permanente

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Court, Case No. RG17862924; Karr v. Tristar Managed Care, Inc. – Contra Costa Superior Court, case No. MSC17-00650; Gouveia v. Central Cal Transportation – San Joaquin County Superior Court, Case No. STK-CV-UOE-2017-0001765; Miranda v. Genex Services, LLC – U.S. District Court, Northern District of California, Case No. 17-CV-01438-JD; Spears v. Health Net of California, Inc. – Sacramento County Superior Court, Case No. 34-2017-00210560; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01879; McComack v. Marriott Ownership Resorts, Inc. – U.S. District Court, Southern District of California, Case No. 17CV1663 BEN WVG; Velasco v. Lemonade Restaurant Group, LLC – Los Angeles County Superior Court, Case No. BC672235; Smith v. Personnel Services, Inc. – U.S. District Court, Northern District of California, Case No. 17-CV-03594-SK; Gabriel v. Kuni SDA, LLC – San Diego County Superior Court, Case No. 37-2017-000251191-CU-OE-CTL; Miller v. Mattress Firm, Inc. – Santa Clara County Superior Court, Case No. 17CV313148; Provost v. Yourmechanic, Inc. – San Diego County Superior Court, Case No. 37-2017-00024056-CU-OE-CTL; Zirpolo v. UAG Stevens Creek II, Inc. – Santa Clara County Superior Court, Case No. 17CV313457; Salazar v. Aids Healthcare Foundation – San Diego County Superior Court, Case No. 37-2017-00033482-CU-OE-CTL; Knipe v. Amazon.com, Inc. – San Diego County Superior Court, Case No. 37-2017-00029426-CU-OE-CTL; Erwin v. Caremeridian, LLC – Fresno County Superior Court, Case No. 17CECG03048; Davis v. Cox Communications California, LLC – U.S. District Court, Southern District of California, Case No. 16-CV-00989-BAS-BLM; Lara v. RMI International, Inc. – Los Angeles County Superior Court, Case No. BC597695; Harper v. C.R. England, Inc. – U.S. District Court, Utah Central Division, Case No. 16-CV-00906-DB; Mrazik v. C.H. Robinson Company – U.S. District Court, Central District of California, Case No. 12-CV-02067-CAS-PLA; Horn v. Rise Medical Staffing, LLC – U.S. District Court, Eastern District of California, Case No. 2:17-cv-01967-MCE-KJN; Pasallo v. GSG Protective Services CA Inc. – San Diego Superior Court, Case No. 37-2018-00037611-CU-OE-CTL; Smith v. Pacific Personnel Services, Inc. – U.S. District Court, Northern District of California, Case No. 17-cv-03594-SK; Terrado v. Accredited Debt Relief, LLC – San Diego Superior Court, Case No. 37-2018-00014181-CU-OE-CTL; Escobedo v. Pacific Western Bank – Los Angeles Superior Court, Case No. BC682686; Wade v. Automobile Club of Southern California – Orange County Superior Court, Case No. 30-2017-00960268-CU-OE-CXC; Montano v. American Automobile Association of Northern California – Contra Costa County Superior Court, Case No. CIVMSC18-01539; Perez v. Summit Interconnect, Inc. – Orange County Superior Court, Case No. 30-2018-00995403-CU-OE-CXC; Wolleson v. Gosch Imports, Inc. – Riverside County Superior Court, Case No. RIC170356; Banuelos v. Ortho Mattress, Inc. – Orange County Superior Court, Case No. 30-2020-01161304-CU-OE-CXC; Castellanos v. Miller Automotive Group, Inc. – Los Angeles County Superior Court, Case No. BC699211; Tressler v. Spoonful Management, LLC – Los Angeles County Superior Court, Case No. BC71940; Delph v. Employee Retention Services, LLC – San Diego County Superior Court, Case No. 37-2018-00007885; Romero v. May Trucking Company – U.S. District Court, Central District of California, Case No. 5:17-cv-02166-JGB-SHK; Miranda v. Genex Services, LLC – San Bernardino County Superior Court, Case No. CIVDS1700779; Moore v. Zirx Transportation Services, Inc. – Los Angeles County Superior Court, Case No. CGC-18-566655; Sottile v. Motion Recruitment Partners – Santa Clara County Superior Court, Case No. 18CV321677; Shahbazian v. Fast Auto Loans, Inc. – U.S. District Court, Central District of California, Case No. 2:18-cv-03076-ODW-KS; Salazar v. Johnson & Johnson Consumer Inc. – Los Angeles County Superior Court, Case No. BC702468; Conti v. L’Oreal USA S/D, Inc. – U.S. District Court, Eastern District of California, Fresno, Case No. 1:19-CV-00769-LJO-SKO; Mercado v. Security Industry Specialists, Inc. – Santa Clara County Superior Court, Case No. 17CV320059; Vikili v. Dignity Health – San Francisco County Superior Court, Case No. CGC-18-569456; Bagby v. Swissport SA, LLC – Los Angeles County Superior Court, Case No. BC691058; Henry v. Motion Entertainment Group, LLC – San Francisco County Superior Court, Case No. CGC18565643; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Lanuza v. AccentCare, Inc. – San Francisco County Superior Court, Case No. CGC-18-565521; Thomas v. Easy Driving School, LLC – San Diego County Superior Court, Case

No. 37-2018-00047639-CU-OE-CTL; Erickson v. Erickson – Contra Costa County Superior Court, Case No. MSC18-00307; Martin v. Menzies Aviation (USA) Inc. – San Francisco County Superior Court, Case No. CGC-18-566072; Mortimer v. Healthsouth Bakersfield Rehabilitation Hospital, LLC – Kern County Superior Court, Case No. BCV-18-102761; Alcaraz v. Red Lion Hotels Corporation – San Francisco County Superior Court, Case No. CGC-18-570310; Calhoun v. Total Transportation and Distribution, Inc. – San Diego County Superior Court, Case No. 37-2018-00058681-CU-OE-CTL; Rataul v. Overton Security Services, Inc. – Alameda County Superior Court, Case No. RG18891882; Beltran v. Compass Bank – San Diego County Superior Court, Case No. 37-2019-00024475-CU-OE-CTL; Kirshner v. Touchstone Golf, LLC – San Diego County Superior Court, Case No. 37-2018-00028865-CU-OE-CTL; Pizarro v. The Home Depot, Inc. – U.S. District Court for the Northern District of Georgia-Atlanta Division; Hatanaka v. Restore Rehabilitation, LLC – San Diego County Superior Court, Case No. 37-2018-00034780-CU-OE-CTL; Faria v. Carriage Funeral Holdings, Inc. – Contra Costa County Superior Court, Case No. MSC18-00606; Ontiveros v. Baker Concrete Construction, Inc. – Santa Clara County Superior Court, Case No. 18CV328679; Morales v. Redlands Automotive Services, Inc. – San Bernardino County Superior Court, Case No. CIVDS1807525; Ramirez v. Carefusion Resources, LLC – U.S. District Court, Southern District of California; Amster v. Starbucks Corporation – San Bernardino Superior Court, Case No. CIVDS1922016; Kutzman v. Derrel's Mini Storage, Inc. – U.S. District, Eastern District of California, Case No. 1:18-cv-00755-AWI-JLT; Marks v. Universal Propulsion Company, Inc. – Solano County Superior Court, Case No. FCS051608; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01480; Teniente v. Cirrus Asset Management, Inc. – Los Angeles County Superior Court, Case No. 20STCV16302; Blackshear v. California Fine Wine & Spirits LLC – Sacramento County Superior Court, Case No. 34-2018-00245842; Warnick v. Golden Gate America West LLC – Los Angeles County Superior Court, Case No. BC714176; Bennett v. Dnata Aviation USA, Inc. – San Francisco County Superior Court, Case No. CGC-18-566911; George v. PF Stockton Fitness LLC – Sacramento County Superior Court, Case No. 34-2019-00261113-CU-OE-GDS; Oshana v. Farmers and Merchants Bank of Central California – Stanislaus County Superior Court, Case No. CV-19-003427; Vasquez v. Packaging Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-01935-PSG-PLA; Palomino v. Zara USA Inc. – Orange County Superior Court, Case No. 30-2018-00992682-CU-OE-CXC; Simmons v. Joe & The Juice LA, LLC – San Francisco County Superior Court; Pacia v. CIM Group, L.P. – Los Angeles County Superior Court, Case No. BC709666; Flores v. Plastic Express – Los Angeles County Superior Court, Case No. BC71971; Madera v. William Warren Properties, Inc. – Orange County Superior Court, Case No. 30-2019-01055704-CU-OE-CXC; Hernandez v. Quality Custom Distribution – Orange County Superior Court, Case No. 30-2018-01010611-CU-OE-CXC; Arango v. Schlumberger Technology Corporation – Orange County Superior Court, Case No. 30-2019-01056839-CU-OE-CXC; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Ramirez v. J E H Enterprises, Inc. – San Francisco County Superior Court, Case No. CGC-19-574691; Sullen v. First Service Residential California, LLC – San Francisco County Superior Court, Case No. CGC-19-575131; Valentino v. East Bay Tire Co. – Solano County Superior Court, Case No. FCS053067; Murphy v. Rockler Retail Group, Inc. – Sacramento Superior Court, Case No. 34-2019-00251220; Shahbazian v. Onewest Bank – Los Angeles County Superior Court, Case No. 19STCV23722; Bruemmer v. Tempur Retail Stores LLC – Marin County Superior Court, Case No. CIV1803646; Antonios v. Interface Rehab, Inc. – Orange County Superior, Case No. 30-2019-01067547-CU-OE-CXC; Tavallodi v. DC Auto, Inc. – San Bernardino, Case No. CIVDS1833598; Miranda v. The Lloyd Pest Control Co. – San Diego County Superior Court, Case No. 37-2018-00052510-CU-OE-CTL; Soenardi v. Magnussen Imports, Inc. – Santa Clara County Superior Court, Case No. 18CV340003; Thai v. Team Industrial Services, Inc. – Los Angeles County Superior Court, Case No. 19STCV21953; Castillo v. A.J. Kirkwood & Associates, Inc. – Los Angeles County Superior Court, Case No. 19STCV04435; Moss v. Jabil Inc. – Alameda County Superior Court, Case No. HG20050536; Billosillo, Jr. v. Crown Energy Services, Inc. – San Diego County Superior Court,

Case No. 37-2018-00058254-CU-OE-CTL; Tarkington v. Freetime, Inc. – San Diego County Superior Court, Case No. 37-2019-00011473-CU-OE-CTL; McIntyre v. J.J.R. Enterprises, Inc. – Sacramento County Superior Court, Case No. 34-2019-00251220; Bucur v. Pharmaca Integrative Pharmacy, Inc. – San Diego County Superior Court, Case No. 37-2019-00009409-CU-OE-CTL; Batin v. McGee Air Services, Inc. – Santa Clara County Superior Court, Case No. 19CV347733; Terry v. McGee Air Services, Inc. – King County Superior Court of Washington, Case No. 19-2-3321-5 KNT; Weiss v. Niznik Behavioral Health Resources, Inc. – San Diego County Superior Court, Case No. 37-2019-00039441-CU-OE-CTL; Cavada v. Inter-Continental Hotels Group, Inc. – U.S. District Court, Southern District of California, Case No. 3:19-cv-01675-GPC-AHG; Lešević v. Spectraforce Technologies, Inc. – U.S. District Court, Northern District of California, Case No. 5:19-cv-03126-LHK; Mutchler v. Circle K Stores, Inc. – San Diego County Superior Court, Case No. 37-2020-00016331-CU-OE-CTL, Azima v. CSI Medical Group, – Santa Clara County Superior Court, Case No. 19CV345450; Porrás v. Baypointe Enterprises, LLC – Los Angeles County Superior Court, Case No. 19STCV31015; Mitchell v. Mack Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1928334; Watts v. T.R.L. Systems, Incorporated – Orange County Superior Court, Case No. 30-2019-01102457-CU-OE-CXC; Price v. DMSD Restaurants Inc. – San Diego County Superior Court, Case No. 37-2019-00024062-CU-OE-CTL; Jacobs v. Nortek Security & Control LLC – San Diego County Superior Court, Case No. 37-2019-0019735-CU-OE-CTL; Gonzalez v. Hub International Midwest – San Bernardino County Superior Court, Case No. CIVDS1900463; Cisneros v. Bluepearl California, Inc. – San Mateo Superior Court, Case No. 19-CIV-05707; Garcia v. Gallagher Basset Services – San Bernardino Superior Court, Case No. CIVDS2004140; Callow v. Adventist Health System/West – Placer County Superior Court, Case No. SCV0043607; Dominguez v. Kimco Facility Services, LLC – Los Angeles County Superior Court, Case No. 19STCV37592; Searles v. Robert Heath Trucking, Inc. – Los Angeles County Superior Court, Case No. 19STCY30808; Rangel v. Pioneer Hi-Bred international, Inc. – Yolo County Superior Court, Case No. CV-19-1797; Ivon v. Sinclair Television of California, Humboldt County Superior Court, Case No. DR190699; Williams v. Henkels & McCoy, Inc. – San Bernardino County Superior Court, Case No. CIVDS2003888; Cano v. Larry Green Chrysler Jeep Dodge, Inc. – Riverside County Superior Court, Case No. BLC1900184; Lopez v. Cepheid – Santa Clara County Superior Court, Case No. 19CV358827; Hernandez v. Quick Dispense, Inc. – Los Angeles County Superior Court, Case No. 19STCV29405; Lopez v. Lacoste USA, Inc. – San Bernardino County Superior Court, Case No. CIVDS1914626; Duhe v. Hospital Couriers Nevada, LLC – Contra Costa County Superior Court, Case No. MSC19-01377; Law v. Sequoia Equities, Incorporated – Contra Costa Superior Court, Case No. C19-01925; Dvorak v. Rockwell Collins, Inc. – San Diego County Superior Court, Case No. 37-2019-00064397-CU-OE-CTL; Noguera v. Metal Container Corporation – Riverside County Superior Court, Case No. RIC2003235; Leon v. Miller Event Management, Inc. – San Luis Obispo Superior Court, Case No. 19CV-0435; Leon v. Miller Event Management, Inc. – San Luis Obispo County Superior Court, Case No. 19CV-0435, Camacho-Bias v. Serve U Brands Inc. – Butte County Superior Court, Case No. 20CV00603; La Pietra v. Entertainment Partners Services, LLC – Los Angeles County Superior Court, Case No. 19STCV39529; Celis v. Theatre Box - San Diego, LLC – San Diego County Superior Court, Case No. ____; Ignacio v. Laboratory Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-06079-AB-RAO; Kovnas v. Cahill Contractors LLC – Alameda County Superior Court, Case No. RG19037852; Hersh v. Mrs. Gooch's Natural Food – Los Angeles County Superior Court, Case No. 19STCV10444; Miller v. The Permanente Medical Group – Alameda County Superior Court, Case No. RG19045904; Vasquez v. Autoalert, LLC – Orange County Superior Court, Case No. 30-2019-01114549-CU-OE-CXC; Cavanaugh v. Morton Golf, LLC – Sacramento County Superior Court, Case No. 34-2019-00270176; Coley v. Monroe Operations, LLC – Alameda County Superior Court, Case No. RG20063188; Ramirez v. Sierra Aluminum Company – U.S. District Court, California Central District Court, Case No. 5:20-cv-00417-JGB-KK; Marrero v. Stat Med, P.C. – Alameda County Superior Court, Case No. HG19043214; Enriquez v. Solari Enterprises, Inc. – Los Angeles County Superior Court, Case No. 20STCV11129; Craig v.

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

EXHIBIT #2

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Lucy Lee (“Plaintiff”) and defendant Sacramento Credit Union (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as the “Parties,” or individually as “Party.”

1. DEFINITIONS

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

- 1.1. “Actions” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Lee v. Sacramento Credit Union*, Case No. 23CV005661, initiated on July 28, 2023 and pending in Superior Court of the State of California, County of Sacramento and Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Lee v. Sacramento Credit Union*, Case No. 23CV009233, initiated on September 28, 2023 and pending in the Superior Court of the State of California, County of Sacramento.
- 1.2. “Administrator” means Apex Class Action, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval.
- 1.4. “Aggrieved Employees” means all individuals who were employed by Defendant in California and classified as non-exempt at any time during the PAGA Period.
- 1.5. “Class” means all individuals who are or previously were employed by Defendant who were classified as non-exempt in the State of California at any time during the Class Period.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts to be paid to Class Counsel for fees and expenses, respectively, as approved by the Court, to compensate Class Counsel for their legal work in connection with the Action, including their pre-filing investigation, their filing of the

Action, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Action.

- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, email address (if known and available to Defendant), dates of employment, and number of Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee).
- 1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members by use of available email addresses, phone numbers, social security numbers, credit reports, LinkedIn and Facebook.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Notice Packet” means the Class Notice to be provided to the Class Members by the Administrator in the form set forth as Exhibit A to this Agreement (other than formatting changes to facilitate printing by the Administrator).
- 1.13. “Class Period” means the period of time from July 28, 2019 to July 31, 2024.
- 1.14. “Class Representative” means the named Plaintiff in the Operative Complaint in the Action seeking Court approval to serve as a Class Representative.
- 1.15. “Class Representative Service Payment” means the service payment made to the Plaintiff as Class Representative in order to compensate for initiating the Action, performing work in support of the Action, undertaking the risk of liability for Defendant’s expenses, and for the general release of all claims by the Plaintiff.
- 1.16. “Court” means the Superior Court of California, County of Sacramento.
- 1.17. “Defendant” means Sacramento Credit Union.
- 1.18. “Defense Counsel means Anthony C. Ocegüera of O’Hagan Meyer.

- 1.19. “Effective Date” means the date by when both of the following have occurred (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.
- 1.20. “Final Approval” means the Court’s order granting final approval of the Settlement substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.21. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement to determine whether to approve finally and implement the terms of this Agreement and enter the Judgment.
- 1.22. “Gross Settlement Amount” means Three Hundred and Thirty Thousand Dollars (\$330,000) which is the total amount to be paid by Defendant as provided by this Agreement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment and the Administration Expenses Payment. This Gross Settlement Amount is an all-in amount without any reversion to Defendant, and excludes any employer payroll taxes, if any, due on the portion of the Individual Class Payments allocated to wages which shall not be paid from the Gross Settlement and shall be the separate additional obligation of Defendant.
- 1.23. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.
- 1.25. “Judgment” means the judgment entered by the Court based upon Final Approval substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.26. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).

- 1.27. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The Net Settlement Amount is to be paid to Participating Class Members as Individual Class Payments.
- 1.29. “Non-Participating Class Member” means a Class Member who opts out of the Class Settlement by submitting a valid and timely Request for Exclusion to the Administrator.
- 1.30. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.
- 1.31. “PAGA Period” means the period of time from May 5, 2022 through July 31, 2024.
- 1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. “PAGA Notice” means the Plaintiff’s May 5, 2023 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.34. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$5,000) and the 75% to LWDA (\$15,000) in settlement of PAGA claims.
- 1.35. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion.
- 1.36. “Plaintiff” means Lucy Lee, the named plaintiff in the Action.
- 1.37. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement, substantially in the form attached hereto as Exhibit B to this Agreement and incorporated by this reference herein.
- 1.38. “Released Class Claims” means all claims that were alleged, or reasonably could have been alleged, based on facts stated in the Operative Complaint which occurred during the Class Period during employment in non-exempt positions in California. Except as expressly set forth in this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance,

disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

- 1.39. "Released PAGA Claims" means all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which occurred during the PAGA Period during employment in a non-exempt position in California. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for wrongful termination, discrimination, unemployment insurance, disability and worker's compensation, and claims outside of the PAGA Period.
- 1.40. "Released Parties" means: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns and subsidiaries.
- 1.41. "Request for Exclusion" means a Class Member's submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.42. "Response Deadline" means sixty (60) calendar days after the Administrator mails Class Notice Packet to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) submit Requests for Exclusion from the Settlement, or (b) submit his or her Objection to the Settlement. Class Members to whom Class Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.
- 1.43. "Settlement" means the disposition of the Action and all related claims effectuated by this Agreement and the Judgment.
- 1.44. "Workweek" means any week during the Class Period in which a Class Member worked for Defendant as a Class Member for at least one day.

2. RECITALS

- 2.1. On July 28, 2023, Plaintiff filed a complaint against Defendant in the Superior Court of the State of California, County of Sacramento ("Class Action"). Plaintiff's complaint asserted claims that Defendant:
- (a) Violated California Business and Professions Code § 17200 et seq.;
 - (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1;
 - (c) Failed to pay overtime wages in violation of California Labor Code § 510, et seq.;
 - (d) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;

- (e) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- (f) Failed to provide accurate itemized wage statements in violation of California Labor Code § 226;
- (g) Failed to reimburse employees for required expenses in violation of California Labor Code § 2802;
- (h) Failed to provide wages when due in violation of California Labor Code §§ 201, 202 and 203;
- (i) Failed to pay sick pay wages in violation of California Labor Code §§
- (j) and, 201-204, 233, 246;
- (k) Discrimination and retaliation in violation of FEHA; and,
- (l) Constructive discharge and other adverse employment actions in violation of Public Policy.

2.2. On September 28, 2023, Plaintiff filed a complaint against Defendant in the Superior Court of the State of California, County of Sacramento (“PAGA Action”). Plaintiff’s complaint asserted a single claim that Defendant violated the Private Attorney General Act, Cal. Labor Code §§ 2698, et seq. (“PAGA”).

2.3. On August 29, 2024, the Parties filed a stipulation to provide Plaintiff leave to file a First Amended Complaint in the Class Action which added the claims in the PAGA Action.

2.4. The First Amended Complaint in the Class Action is the operative complaint in the Actions (the “Operative Complaint”)

2.5. Defendant denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in the Operative Complaint and denies any and all liability for the causes of action alleged.

2.6. On May 21, 2024, the Parties participated in an all-day mediation presided over by Hon. Carl West (Ret.), a respected mediator of wage and hour representative and class actions. Following the mediation, each side, represented by its respective counsel, were able to agree to settle the Actions which was memorialized in the form of a Memorandum of Understanding. This Agreement replaces and supersedes the Memorandum of Understanding and any other agreements, understandings, or representations between the Parties.

2.7. Prior to mediation, Plaintiff obtained sufficient documents and information to sufficiently investigate the claims such that Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).

- 2.8. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendant that the claims in the Action of Plaintiff or the Class have merit or that Defendant bears any liability to Plaintiff or the Class on those claims or any other claims, or as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree to certification of the Class for purposes of this Settlement only. If for any reason the settlement does not become effective, Defendant reserves the right to contest certification of any class for any reason and reserves all available defenses to the claims in the Action.
- 2.9. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Defendant promises to pay \$330,000 and no more as the Gross Settlement Amount. This amount is all-inclusive of all payments contemplated in this resolution, excluding any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages which shall be separately paid by Defendant to the Administrator. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.
- 3.2. Payments from the Gross Settlement Amount. Subject to the terms and conditions of this Agreement, the Administrator will make the following payments out of the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval.
- (a) To Plaintiff: Class Representative Service Payment to the Class Representative of not more than \$10,000 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment. In addition, Plaintiff is separately settling her claims for

Discrimination and Retaliation in violation of FEHA and for Constructive Discharge and Other Adverse Employment Actions in Violation of Public Policy, which are the Tenth and Eleventh Causes of Action asserted in the Operative Complaint (“Individual Discrimination and Constructive Discharge Claims”). The payment for the settlement of the Individual Discrimination and Constructive Discharge Claims is not being made in consideration of the settlement and dismissal of the Class and PAGA claims in the Action.

- (b) To Class Counsel: A Class Counsel Fees Payment of not more than one-third (1/3) of the Gross Settlement Amount, which is currently estimated to be \$110,000, and a Class Counsel Litigation Expenses Payment of not more than \$20,000. Defendant will not oppose requests for these payments provided that do not exceed these amounts. Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff’s Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these payments.
- (c) To the Administrator: An Administration Expenses Payment not to exceed \$7,500 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses Payment is less or the Court approves payment less than \$7,500, the Administrator will retain the remainder in the Net Settlement Amount for distribution to Participating Class Members.
- (d) To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$20,000 to be paid from the Gross Settlement Amount, with 75% (\$15,000) allocated to the LWDA PAGA Payment and 25% (\$5,000) allocated to the Individual PAGA Payments.
 - i. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees’ 25% share of PAGA Penalties (\$5,000) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee’s PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

- ii. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.
- (e) To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.
- i. Tax Allocation of Individual Class Payments. 10% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 90% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for non-wages, expense reimbursement, interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.
 - ii. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

4. SETTLEMENT FUNDING

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on its records, Defendant has represented that the Class through May 21, 2024 consists of approximately 187 Class Members who collectively worked a total of approximately 18,141 Workweeks (including 12,913 workweeks for 93 employees who signed arbitration agreements), and through May 21, 2024, approximately 110 Aggrieved Employees who worked a total of 3,214 PAGA Pay Periods.
- 4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted Class Member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the

Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

- 4.3. Funding of the Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 21 days after the Effective Date.

5. PAYMENTS FROM THE GROSS SETTLEMENT AMOUNT

- 5.1. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment.
- 5.2. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the "void date", which is 180 days after the date of mailing, when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Class Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database. If a Participating Class Member's or Aggrieved Employee's check is not cashed within 120 days after its last mailing to the affected individual, the Administrator will also send the individual a notice informing him or her that unless the check is cashed by the void date, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced but not cashed.
- 5.3. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

- 5.4. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
- 5.5. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.
- 6. RELEASE OF CLAIMS.** Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Participating Class Members, Aggrieved Employees and the LWDA will release claims against all Released Parties as follows:
- 6.1. Plaintiff's Release. Plaintiff and his or her respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences that occurred during the Class Period, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, Plaintiff's PAGA Notice ("Plaintiff's Release"). Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.
- (a) Plaintiff's Other Claim. Plaintiff represents that she has claim against Defendant other than the Class claims and PAGA claims. These other claims are for Discrimination and Retaliation in Violation of FEHA and Constructive Discharge and Other Adverse Employment Actions in Violations of Public Policy as alleged in the Tenth and Eleventh Causes of Action of the Operative Complaint which Plaintiff is separately settling. Class Counsel will be filing a declaration with the Court affirming that the consideration given for the dismissal of the separate Individual Discrimination and Constructive Discharge Claim is unrelated to and separate from the settlement of her Class claims and PAGA claims and is based on separate facts and claims.
- 6.2. Release by Participating Class Members. All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys,

heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims.

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

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

7.1. Defendant’s Responsibilities. Within 14 days of the full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed Declaration disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator. In the Declaration, Defendant shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement. In this Declaration, Defendant shall also aver as to the number of Class Members and the number of Workweeks for the Class during the Class Period.

7.2. Plaintiff’s Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); (vi) a redlined version of the parties’ Agreement showing all modifications made to the Model Agreement ready for filing with the Court; and (vii) all facts relevant to any actual or potential conflict of interest with Class Members, the Administrator. In their Declarations, Plaintiff and Class Counsel Declaration shall aver that they are not aware of any other

pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement

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

8. SETTLEMENT ADMINISTRATION

- 8.1. Selection of Administrator. The Parties have jointly selected Apex Class Action to serve as the Administrator and verified that, as a condition of appointment, Apex Class Action agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Administrator's duties will include preparing, printing, and mailing the Class Notice Packet to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets that are returned to the Class Member's new address; setting up a toll-free telephone number and email and a fax number to receive communications from Class Members; receiving and reviewing for validity completed Requests for Exclusion; providing the Parties with weekly status reports about the delivery of Class Notice Packets and receipt of Requests for Exclusion, objections and disputes; calculating Individual Class Payments and Individual PAGA Payments; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; and otherwise administering the Settlement pursuant to this Agreement. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.
- 8.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports state and federal tax authorities.

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

8.4. Notice to Class Members.

- (a) No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and Pay Periods in the Class Data.
- (b) Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice with Spanish translation, if applicable substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
- (c) Not later than 7 days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.
- (d) The deadlines for Class Members’ written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the Response Deadline provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- (e) If the Administrator, the Parties, Defense Counsel or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.

8.5. Requests for Exclusion (Opt-Outs).

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

8.6. Challenges to Calculation of Workweeks. Each Class Member shall have until the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The

Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination as to the challenges

8.7. Objections to Settlement.

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

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

- (a) Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.

- (b) Request for Exclusion (Opt-Outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 7 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).
- (c) Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge.
- (d) Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.
- (e) Administrator’s Declaration. Not later than 7 days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator’s declaration(s) in Court.
- (f) Final Report by Administrator. Within 10 days after the Administrator disburses all funds of the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 7 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court

attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court. If a second declaration attesting to the distribution of uncashed checks is required, the Administrator shall provide this second declaration at least 7 days before any deadline for a second declaration and Class Counsel shall be responsible for filing the second declaration with the Court.

9. **CLASS SIZE MODIFICATION AND ESCALATOR CLAUSE.** Based on its records, Defendant provided figures as to the Class size as set forth in paragraph 4.1 above. If the actual number of Workweeks in the Class Period is more than 10% of the estimate stated herein in paragraph 4.1, Defendant will have the option of either increasing the Gross Settlement Amount proportionally or limiting the Class Period to avoid the number of Workweeks from exceeding 10% of the estimate provided in paragraph 4.1.
10. **DEFENDANT'S RIGHT TO WITHDRAW.** If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 5% of the total of all Class Members, Defendant may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Administration Expenses incurred as of the date Defendant makes this election to withdraw. Defendant must notify Class Counsel and the Court of its election to withdraw not later than 7 days after the Administrator sends the final Exclusion List to Defense Counsel. Invalid Requests for Exclusion will have no effect on this threshold for an election.
11. **MOTION FOR FINAL APPROVAL.** Unless otherwise ordered by the Court, not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699(l), a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiff shall provide drafts of these documents to Defense Counsel not later than 7 days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer and in good faith, to resolve any disagreements concerning the Motion for Final Approval.
 - 11.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.
 - 11.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval. The Court's decision to award less than the amounts requested for

a Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

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

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

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

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

13. ADDITIONAL PROVISIONS

13.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an

admission by Defendant that any of the allegations in the Operative Complaint have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval, Final Approval or Judgment pursuant to this Agreement, Defendant reserves the right to contest certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

13.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, any with third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

13.3. No Solicitation. The Parties separately agree that they and their respective counsel and employees have not and will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability to communicate with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

13.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.

- 13.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 13.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 13.7. Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 13.8. Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 13.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 13.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 13.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 13.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 13.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.

- 13.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from Defendant.
- 13.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 13.16. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 13.17. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff and the Class:

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

To Defendant:

Anthony C. Ocegüera
O'Hagan Meyer
1201 K Street, Suite 1960
Sacramento, CA 95814
Tel.: (916) 884-0752
E-Mail: AOCegüera@ohaganmeyer.com

13.18. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

13.19. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process from the mediation on May 21, 2024 until the earlier of the Effective Date or the date this Agreement shall no longer be of any force or effect.

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

14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

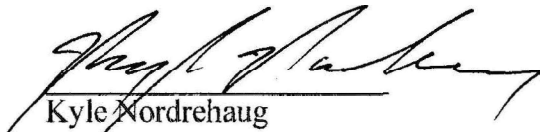
Dated: Sep 3, 2024


Lucy Lee (Sep 3, 2024 08:09 PDT)
Plaintiff Lucy Lee

Dated: 9/9/24

Aletha Hickey
Aletha Hickey (Sep 9, 2024 13:26 PDT)
Aletha Hickey _____ For
Defendant Sacramento Credit Union

Dated: 9/3/24


Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: 9/9/24

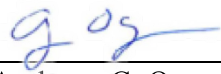

Anthony C. Ocegüera
O'Hagan Meyer
Attorney for Defendant

EXHIBIT A

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

EXHIBIT “A”

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

*Lee v. Sacramento Credit Union et al., Superior Court of the State of California,
County of Sacramento, Case No. 23CV005661
(consolidated with Case No. 23CV009233)*

***The Superior Court for the State of California authorized this Notice. Read it carefully!
It’s not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.***

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

You may be eligible to receive money from an employee class action lawsuit (“Action”) against Defendant Sacramento Credit Union (“Defendant”) for alleged wage and hour violations. The Action was filed by Plaintiff Lucy Lee (“Plaintiff”) and seeks payment of (1) wages and other relief on behalf of all individuals who are or previously were employed by Defendant who were classified as non-exempt in the State of California at any time during the Class Period (July 28, 2019 through July 31, 2024) (“Class Members”), and (2) penalties and other relief on behalf of all individuals who were employed by Defendant in California and classified as non-exempt at any time during the PAGA Period (May 5, 2022 through July 31, 2024) (“Aggrieved Employees”).

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

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$_____>> (less withholding), and your Individual PAGA Payment is estimated to <<be \$_____>>.** The actual amount you may receive likely will be different and will depend on a number of factors. (If \$0.00 is stated, then according to Defendant’s records you are not eligible for that payment.)

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

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and

Plaintiff's attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

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

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

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

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and a share of the PAGA Penalties (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Class Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is ____.	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 7 of this Notice. However, you cannot opt-out of the PAGA portion of the proposed Settlement. If you are also an Aggrieved Employee and exclude yourself, you will still be paid your share of the PAGA Penalties and will remain bound by the release of the Released PAGA Claims regardless of whether you submit a request for exclusion.
Participating Class Members Can Object to the Class	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will

Settlement Written Objections Must be Submitted by the Response Deadline _____	include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to any part of the settlement, including the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 8 of this Notice.
You Can Participate in the _____ Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____ at _____ [a.m./p.m.], at the Sacramento County Superior Court, located at 720 9th Street, Sacramento, CA 95814, in Department 23 before Judge Jill H. Talley. This hearing may change as explained below in Section 9. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s zoom appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 9 of this Notice.
You Can Challenge the Calculation of Your Workweeks / Pay Periods Witten Challenges Must be Submitted by the Response Deadline (_____)	The amount of your Individual Class Payment depends on how many workweeks you worked at least one day during the Class Period. The amount of your share of the PAGA Penalties (if any) depends on how many pay periods you worked at least one day during the PAGA Period. The number of Class Period workweeks and number of PAGA Period pay periods you worked according to Defendant’s records is stated on the first page of this Notice. If you disagree with either of these numbers and want to challenge the number, you must do so by _____. See Section 5 of this Notice.

1. What is the Action about?

Plaintiff is a former employee of Defendant. The Action accuses Defendant of violating California labor laws by failing to pay minimum wages, failing to pay overtime wages, failing to pay the correct regular rate of pay when necessary, failing to pay for all time worked, failing to provide required meal periods and premiums for non-compliant meal periods, failing to provide required rest periods and premiums for non-compliant rest periods, failing to provide accurate itemized wage statements, failing to provide required expense reimbursement, failing to provide wages when due, failing to pay sick pay and engaging in unfair competition. Plaintiff also seeks civil penalties under the Private Attorneys General Act (“PAGA”).

Defendant expressly denies any liability or wrongdoing of any kind associated with the claims alleged in the Action, disputes any wages, damages and penalties claimed by the Class Representative are owed, and further contends that, for any purpose other than settlement, the

Action is not appropriate for class or representative action treatment. Defendant contends, among other things, that at all times it complied with the California Labor Code and the Industrial Welfare Commission Wage Orders.

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

So far, the Court has made no determination whether Defendant or Plaintiff are correct on the merits. In the meantime, Plaintiff and Defendant hired an experienced, neutral mediator in an effort to resolve the Actions by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation, the outcome of which is uncertain. The negotiations were successful. By signing a lengthy written Class Action and PAGA Settlement Agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of **Three Hundred Thirty Thousand Dollars (\$330,000) (the “Gross Settlement Amount”)** to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, the Administration Expenses Payment, and the PAGA Penalties for civil penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Defendant. Defendant shall fund the Gross Settlement Amount and the amount necessary to pay payroll taxes thereon no later than 21 days after the Effective Date. The “Effective Date” means the date the Judgment is entered, unless there are objections or an appeal, in which case the Effective Date is the date the Judgment is no longer subject to appeal. The settlement will be paid out 14 days after the Defendant pays the settlement funds.

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

- **Administration Expenses Payment.** Payment to the Administrator, estimated not to exceed \$7,500, for expenses, including expenses of notifying the Class Members of the Settlement, processing opt outs, and distributing settlement checks and tax forms.
- **Attorneys’ Fees and Costs.** Payment to Class Counsel of reasonable attorneys’ fees not to exceed one-third (1/3) of the Gross Settlement Amount, which presently equals

\$110,000, and an additional amount to reimburse actual litigation costs incurred by the Plaintiff not to exceed \$20,000. Class Counsel has been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. The amounts stated are what Class Counsel will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.

- Class Representative Service Payment. Class Representative Service Payment in an amount not more than Ten Thousand Dollars (\$10,000.00) for the Plaintiff as a service award, or such lesser amount as may be approved by the Court, to compensate her for services on behalf of the Class in initiating and prosecuting the Action, and for the risks she undertook. The amount stated is what Plaintiff will be requesting and the final amount to be paid will be decided at the Final Approval Hearing.
- PAGA Payments. A payment of \$20,000 relating to Plaintiff's claim under PAGA, \$15,000 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$5,000 will be distributed to the Aggrieved Employees as Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$5,000) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period, which is May 5, 2022 through July 31, 2024.

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

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

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

changed, you must contact the Administrator to inform them of your correct address to ensure you receive your payment.

Tax Matters. Ten Percent (10%) of each Participating Class Member's Individual Class Payment is in settlement of wage claims (the "Wage Portion"). Accordingly, the Wage Portion is subject to wage withholdings, and shall be reported on IRS Form W-2. Ninety Percent (90%) of each Participating Class Member's Individual Class Payment is in settlement of claims for non-wage damages, expense reimbursement, interest and penalties allegedly due to employees (collectively the "Non-Wage Portion"). The Non-Wage Portion shall not be subject to wage withholdings and shall be reported on IRS Form 1099. The employee portion of all applicable income and payroll taxes will be the responsibility of the Participating Class Members. Nothing contained in this Class Notice shall constitute advice regarding Participating Class Members' taxes or tax liability. The tax issues for each Participating Class Member are unique to him/her, and each Participating Class Member may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

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

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

Need to Promptly Cash Payment Checks. The front of every check issued will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the funds represented by such checks will go to the California Controller's Unclaimed Property Fund in the name of the individual who failed to cash their check.

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

4. What do I release under the Settlement?

Released Class Claims. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims. The "Released Class Claims" are all claims that were alleged, or reasonably could have been alleged, based on facts

stated in the Operative Complaint which occurred during the Class Period during employment in non-exempt positions in California. Except as expressly set forth in the Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

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

Released PAGA Claims. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, all Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims. The "Released PAGA Claims" are all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which occurred during the PAGA Period during employment in a non-exempt position in California. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for wrongful termination, discrimination, unemployment insurance, disability and worker's compensation, and claims outside of the PAGA Period.

Released Parties. The Released Parties are: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns and subsidiaries.

5. How much will my payment be?

Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.

Defendant's records reflect that you worked << _____ >> Workweeks during the Class Period (July 28, 2019 through July 31, 2024).

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

Defendant's records reflect that you worked << _____ >> PAGA Pay Periods during the PAGA Period (May 5, 2022 through July 31, 2024). Based on this information your estimated Individual PAGA Payment is << _____ >>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Administrator at the address provided in this Class Notice no later than the Response Deadline, which is _____ [sixty (60) days after the mailing of the Class Notice or 74 days in the case of re-mailing]. You may also fax the dispute to _____ or email the dispute to _____ by no later than the Response Deadline. Any dispute should include credible written evidence and will be resolved by the Administrator.

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

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your Individual Class Payment will be mailed automatically to the same address as this Class Notice.

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

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

If you do not wish to participate in the Settlement, you may exclude yourself from the Class portion of the Settlement or "opt out." **If you opt out, you will not receive an Individual Class Payment from the Settlement, and you will not be bound by its terms, which means you will retain the right to sue Defendant for the Released Class Claims.** However, Aggrieved Employees who opt out will still be paid their allocation of the PAGA Penalties and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion. Your share of the PAGA Penalties, if any, is set forth in Section 5 above.

To opt out, you must submit to the Administrator a written, signed and dated request to opt-out postmarked no later than the Response Deadline which is _____. You may also fax your request to opt out to _____ or email it to _____ by no later than the Response Deadline. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *Lee v. Sacramento Credit Union* lawsuit. The request to opt-out should state the Class Member's full name, address and email address or telephone number. Please include the name and number of the case, which is *Lee v. Sacramento Credit Union*, Case No. 23CV005661. The request to opt-out must be completed and signed by you. No other person may opt-out for a living member of the Class.

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

8. How do I object to the Settlement?

Only Participating Class Members have the right to object to the Settlement. At least sixteen (16) court days before the Final Approval Hearing, scheduled for _____, Class Counsel and Plaintiff will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair and a request stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff is requesting as Class Representative Service Payment. Upon reasonable request, Class Counsel (whose contact information is below) will send you copies of these documents at no cost to you. You can also view them on Class Counsel's website at www.bamlawca.com under "Class Notices" for *Lee v. Sacramento Credit Union* or via the Civil Case Search page for the California Superior Court for the County of Sacramento (<https://services.saccourt.ca.gov/PublicCaseAccess/Civil/SearchByCaseNumber>) and by entering the Case No. 23CV005661.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and for Fees, Litigation Expenses and Service Payment may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The Response Deadline for sending written objections to the Administrator is _____** [sixty (60) days after the date of the Notice or 74 days after the Notice in the case of re-mailing]. You may also fax the objection to _____ or email the objection to _____ by no later than this Response Deadline. Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, *Lee v. Sacramento Credit Union*, Case No. 23CV005661, and include your name, current address, email or telephone number, and approximate dates of employment for Defendant and sign the objection. The Administrator's contact information is as follows:

Administrator:

Name of Company: _____

Email Address: _____

Mailing Address: _____

Telephone Number: _____

Fax Number: _____

Alternatively, or in addition to a written objection, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. You also have the option to appear at the hearing remotely via zoom. Check the Court's website at <https://www.saccourt.ca.gov/civil/complex-civil-cases.aspx#remote> for the most current information on how to appear for this hearing. Check the

Court's website for the most current information. See Section 9 of this Notice (immediately below) for specifics regarding the Final Approval Hearing

The addresses for Parties' counsel are as follows:

CLASS COUNSEL:

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

COUNSEL FOR DEFENDANT:

Anthony C. Ocegüera
O'Hagan Meyer
1201 K Street, Suite 1960
Sacramento, CA 95814

9. Can I attend the Final Approval Hearing?

You can, but don't have to, attend the Final Approval Hearing at _____ (Pacific Standard Time) on _____, in Department 23 of the Superior Court of California, County of Sacramento, Gordon D. Schaber Courthouse, 720 9th Street, Sacramento, CA 95814, before Judge Jill H. Talley. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement and to fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as a service payment to Plaintiff. If there are objections, the Court will consider them. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing remotely or in person. Check the Court's tentative ruling website the day before at <https://www.saccourt.ca.gov/indexes/new-portal-info.aspx> for the most current information on how to appear for this hearing. For assistance in making an appearance at the Final Approval Hearing, please contact Class Counsel below.

It's possible the Court will reschedule the Final Approval Hearing. If the hearing is continued, notice will be posted on Class Counsel's website at www.bamlawca.com under "Class Notices" for *Lee v. Sacramento Credit Union*. In addition, hearing dates are posted on the Internet via the Civil Case Search page for the California Superior Court for the County of Sacramento (<https://www.saccourt.ca.gov/indexes/new-portal-info.aspx>) and by entering the Case No. 23CV005661.

10. How can I get more information?

You may call the Administrator at _____ or write to *Lee v. Sacramento Credit Union* Administrator, c/o _____.

This Class Notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Class Action and PAGA Settlement Agreement, the Judgment, the motion for final approval, or other Settlement documents by going to Class Counsel's website at www.bamlawca.com under "Class Notices" for *Lee v. Sacramento Credit Union* where these documents will be posted as they become available. You may get more details by examining the Court's file on the Internet via the Civil Case Search page for the California Superior Court for the County of Sacramento (<https://www.saccourt.ca.gov/indexes/new-portal-info.aspx>) and entering the Case No. 23CV005661. If you wish to view the Court files in person, you may go to the Clerk's Office at Room 102, 720 9th Street, Sacramento, CA 95814.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- **What if Your Address Changes** - To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.
- **What if You Fail to Cash a Check** - Settlement checks will be null and void 180 days after issuance if not deposited or cashed, and this expiration date is printed on the check. In such events, the Administrator shall direct all unclaimed funds to be paid to the California Controller's Unclaimed Property Fund in the name of and for the benefit of the individual who did not cash their check. The funds may be claimed at https://www.sco.ca.gov/upd_msg.html.
- **What if You Lose Your Check** - If your check is lost or misplaced, you should contact the Administrator immediately to request a replacement.

EXHIBIT B

[ORDER GRANTING PRELIMINARY APPROVAL]

EXHIBIT "B"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SACRAMENTO

LUCY LEE, an individual, on behalf of herself
and on behalf of all persons similarly situated,

Plaintiff,

vs.

SACRAMENTO CREDIT UNION, a
California Corporation; and DOES 1 through
50, inclusive,

Defendants.

CASE NO.: 23CV005661

**[PROPOSED] PRELIMINARY
APPROVAL ORDER**

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Jill H. Talley
Dept: 23

Date Filed: July 28, 2023
Trial Date: Not set

This matter came before the Honorable Jill H. Talley of the Superior Court of the State of California, in and for the County Sacramento, on _____[DATE], for hearing on the unopposed motion by Plaintiff Lucy Lee ("Plaintiff") for preliminary approval of the Settlement with Defendant Sacramento Credit Union ("Defendant"). The Court, having considered the briefs,

PRELIMINARY APPROVAL ORDER

1 argument of counsel and all matters presented to the Court and good cause appearing, hereby
2 GRANTS Plaintiff's Motion for Preliminary Approval of Class Action Settlement.

3
4 **IT IS HEREBY ORDERED:**

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

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

13 3. The Gross Settlement Amount is Three Hundred Thirty Thousand Dollars
14 (\$330,000). It appears to the Court on a preliminary basis that the settlement amount and terms
15 are fair, adequate, and reasonable as to all potential Class Members when balanced against the
16 probable outcome of further litigation and the significant risks relating to certification, liability and
17 damages issues. It further appears that investigation and research have been conducted such that
18 counsel for the Parties are able to reasonably evaluate their respective positions. It further appears
19 to the Court that the Settlement will avoid substantial additional costs by all Parties, as well as
20 avoid the delay and risks that would be presented by the further prosecution of the Action. It
21 further appears that the Settlement has been reached as the result of serious and non-collusive,
22 arm's-length negotiations.

23 4. The Court preliminarily finds that the Settlement appears to be within the range of
24 reasonableness of a settlement that could ultimately be given final approval by this Court. The
25 Court has reviewed the monetary recovery that is being granted as part of the Settlement and
26 preliminarily finds that the monetary settlement made available to the Class is fair, adequate, and
27 reasonable when balanced against the probable outcome of further litigation and the significant
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1 risks relating to certification, liability, and damages issues.

2 5. The Agreement specifies for an attorneys' fees award not to exceed one-third of the
3 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$20,000, and
4 proposed Class Representative Service Payment to the Plaintiff in an amount not more than
5 \$10,000. The Court will not approve the amounts of attorneys' fees and costs, nor the amount of
6 any service award, until the Final Approval Hearing. Plaintiff will be required to present evidence
7 supporting these requests, including lodestar, prior to final approval.

8 6. The Court recognizes that Plaintiff and Defendant stipulate and agree to
9 certification of a class for settlement purposes only. This stipulation will not be deemed
10 admissible in this or any other proceeding should this Settlement not become final. For settlement
11 purposes only, the Court conditionally certifies the Class which consists of "all individuals who
12 are or previously were employed by Defendant who were classified as non-exempt in the State of
13 California at any time during the Class Period." The "Class Period" is July 28, 2019 through July
14 31, 2024.

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

25 8. The Court provisionally appoints Plaintiff as the representatives of the Class. The
26 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik
27 of Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class Counsel.
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1 9. The Agreement provides for a PAGA Payment out of the Gross Settlement Amount
2 of \$20,000, which shall be allocated \$15,000 to the Labor & Workforce Development Agency
3 (“LWDA”) as the LWDA’s 75% share of the settlement of civil penalties paid under this
4 Agreement pursuant to the PAGA and \$5,000 to the Aggrieved Employees. “Aggrieved
5 Employees” are all individuals who were employed by Defendant in California and classified as
6 non-exempt at any time during the PAGA Period (May 5, 2022 through July 31, 2024). Pursuant
7 to Labor Code section 2699, subdivision (1)(2), the LWDA will be provided notice of the
8 Agreement and these settlement terms. The Court finds the PAGA Payment to be reasonable.

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

22 11. The Court hereby appoints Apex Class Action as the Administrator. No later than
23 15 days after this Order, Defendant will provide the Class Data to the Administrator. The
24 Administrator will perform address updates and verifications as necessary prior to the first
25 mailing. Using best efforts to mail it as soon as possible, and in no event later than fourteen (14)
26 days after receiving the Class Data, the Administrator will mail the Class Notice Packet to all
27 Class Members via first-class regular U.S. Mail to their last known address.

1 12. The Court hereby preliminarily approves the proposed procedure for exclusion
2 from the Settlement. Any Class Member may individually choose to opt out of and be excluded
3 from the Class as provided in the Class Notice by following the instructions for requesting
4 exclusion from the Class that are set forth in the Class Notice. All requests for exclusion must be
5 postmarked or received no later than sixty (60) calendar days after the date of the mailing of the
6 Class Notice (“Response Deadline”). If a Class Notice Packet is re-mailed, the Response Deadline
7 for requests for exclusion will be extended an additional fourteen (14) days. A Request for
8 Exclusion may also be faxed or emailed to the Administrator as indicated in the Class Notice.
9 Any such person who chooses to opt out of and be excluded from the Class will not be entitled to
10 any recovery under the Class Settlement and will not be bound by the Class Settlement or have
11 any right to object, appeal or comment thereon. Class Members who have not requested exclusion
12 shall be bound by all determinations of the Court, the Agreement and the Judgment. A request for
13 exclusion may only opt out that particular individual, and any attempt to effect an opt-out of a
14 group, class, or subclass of individuals is not permitted and will be deemed invalid.

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

24 14. A final approval hearing shall be held before this Court on _____
25 _____ at _____ in Department 23 at the Gordon D. Schaber Courthouse of the
26 Sacramento County Superior Court to hear the motion for final approval and for attorneys’ fees
27 and costs, and to determine all necessary matters concerning the Settlement, including: whether
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1 the proposed settlement of the Action on the terms and conditions provided for in the Agreement
2 is fair, adequate and reasonable and should be finally approved by the Court; whether the Final
3 Approval Order and Judgment should be entered herein; whether the plan of allocation contained
4 in the Agreement should be approved as fair, adequate and reasonable to the Class Members; and
5 to finally approve attorneys' fees and costs, service award, and the fees and expenses of the
6 Administrator. All papers in support of the motion for final approval and for attorneys' fees, costs
7 and service awards shall be filed with the Court and served on all counsel no later than sixteen
8 (16) court days before the hearing and the motion shall be heard at this final approval hearing.

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

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

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

8 **IT IS SO ORDERED.**

9 Dated: _____

10 _____
11 HON. JILL H. TALLEY
12 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA
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EXHIBIT C

[FINAL APPROVAL ORDER AND JUDGMENT]

EXHIBIT "C"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SACRAMENTO

LUCY LEE, an individual, on behalf of herself
and on behalf of all persons similarly situated,

Plaintiffs,

vs.

SACRAMENTO CREDIT UNION, a
California Corporation; and DOES 1 through
50, inclusive,

Defendants.

CASE NO.: 23CV005661

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

Hearing Date: _____
Hearing Time: _____

Judge: Hon. Jill H. Talley
Dept: 23

Date Filed: July 28, 2023
Trial Date: Not set

FINAL APPROVAL ORDER AND JUDGMENT

1 The unopposed motion of Plaintiff Lucy Lee (“Plaintiff”) for an order finally approving the
2 Class Action and PAGA Settlement Agreement (“Agreement”) with Defendant Sacramento Credit
3 Union (“Defendant”), attorneys’ fees and costs, service payment, and the expenses of the
4 Administrator duly came on for hearing on _____ before the Honorable Jill H. Talley.

5 **I.**

6 **FINDINGS**

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

- 9 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 10 2. This Court has jurisdiction over the subject matter of this litigation pending before
11 the Superior Court for the State of California, in and for the County of Sacramento, and over all
12 Parties to this litigation, including the Class.
- 13 3. Based on a review of the papers submitted by Plaintiff and a review of the
14 applicable law, the Court finds that the Gross Settlement Amount of Three Hundred Thirty
15 Thousand Dollars (\$330,000) and the terms set forth in the Agreement are fair, reasonable, and
16 adequate.
- 17 4. The Court further finds that the Settlement was the result of arm’s length
18 negotiations conducted after Class Counsel had adequately investigated the claims and became
19 familiar with the strengths and weaknesses of those claims. In particular, the amount of the
20 Settlement, and the assistance of an experienced mediator in the settlement process, among other
21 factors, support the Court’s conclusion that the Settlement is fair, reasonable, and adequate.

22 **Preliminary Approval of the Settlement**

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

26 **Notice to the Class**

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

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

20 **Fairness of the Settlement**

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

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

27 b. Plaintiff and Class Counsel's investigation and discovery have been
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1 sufficient to allow the Court and counsel to act intelligently.

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

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

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

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

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

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

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

21 **Class Representative Service Payment**

22 12. The Agreement provides for Class Representative Service Payment in an amount
23 not more than \$10,000 for Plaintiff, subject to the Court's approval. The Court finds that Class
24 Representative Service Payment in the amount of \$_____ to Plaintiff is reasonable in light
25 of the risks and burdens undertaken by the Plaintiff in this litigation and for her time and effort in
26 bringing and prosecuting this matter on behalf of the Class.

1 **Administration Expenses Payment**

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

8 **PAGA Payments**

9 14. The Agreement provides for PAGA Payment out of the Gross Settlement Amount
10 of \$20,000, which shall be allocated \$15,000 to the Labor & Workforce Development Agency
11 ("LWDA") as the LWDA's 75% share of the settlement of civil penalties paid under this
12 Agreement pursuant to the PAGA and \$5,000 to be distributed to the Aggrieved Employees and
13 allocated by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties
14 (\$5,000) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during
15 the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay
16 Periods. "Aggrieved Employees" are all individuals who were employed by Defendant in
17 California and classified as non-exempt at any time during the PAGA Period (May 5, 2022
18 through July 31, 2024). Pursuant to Labor Code section 2699, subdivision (l)(2), the LWDA was
19 provided notice of the Agreement and these settlement terms and has not indicated any objection
20 thereto. The Court finds the PAGA Payments to be reasonable.

21 **II.**

22 **ORDERS**

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

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

26 All individuals who are or previously were employed by Defendant who were
27 classified as non-exempt in the State of California at any time during the Class
28 Period (July 28, 2019 through July 31, 2024).

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

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

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

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

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

15 21. The PAGA Payments amount of \$20,000 is approved and is to be distributed in
16 accordance with the Agreement.

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

20 23. Neither the Agreement nor this Settlement is an admission by Defendant, nor is this
21 Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of any
22 wrongdoing by Defendant or that this Action is appropriate for class or representative treatment
23 (other than for settlement purposes). Neither this Final Approval Order and Judgment, the
24 Agreement, nor any document referred to herein, nor any action taken to carry out the Agreement
25 is, may be construed as, or may be used as an admission by or against Defendant of any fault,
26 wrongdoing, or liability whatsoever. The entering into or carrying out of the Agreement, and any
27 negotiations or proceedings related thereto, shall not in any event be construed as, or deemed to be
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1 evidence of, an admission or concession with regard to the denials or defenses by Defendant.
2 Notwithstanding these restrictions, Defendant may file in the Action or in any other proceeding
3 this Final Approval Order and Judgment, the Agreement, or any other papers and records on file in
4 the Action as evidence of the Settlement to support a defense of *res judicata*, collateral estoppel,
5 release, or other theory of claim or issue preclusion or similar defense as to the Released Class
6 Claims and/or Released PAGA Claims.

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

12 25. If the Agreement is not finally approved, then this Final Approval Order and
13 Judgment, and all orders entered in connection with it, shall be rendered null and void. The
14 Parties shall cooperate in good faith to address any deficiencies identified by the Court.

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

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

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

20 28. Effective on the date when Defendant fully funds the entire Gross Settlement
21 Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class
22 Payments, Plaintiff, Participating Class Members, Aggrieved Employees and the LWDA will
23 release claims against all Released Parties as follows:

24 (a) All Participating Class Members, on behalf of themselves and their
25 respective former and present representatives, agents, attorneys, heirs, administrators, successors,
26 and assigns, release Released Parties from the Released Class Claims. The "Released Class
27 Claims" are all claims that were alleged, or reasonably could have been alleged, based on facts
28

1 stated in the Operative Complaint which occurred during the Class Period during employment in
2 non-exempt positions in California. Except as expressly set forth in the Agreement, Participating
3 Class Members do not release any other claims, including claims for vested benefits, wrongful
4 termination, violation of the Fair Employment and Housing Act, unemployment insurance,
5 disability, social security, workers' compensation, or claims based on facts occurring outside the
6 Class Period.

7 (b) All Aggrieved Employees and the LWDA are deemed to release, on behalf
8 of themselves and their respective former and present representatives, agents, attorneys, heirs,
9 administrators, successors, and assigns, the Released Parties from the Released PAGA Claims.
10 The "Released PAGA Claims" are all claims for PAGA penalties that were alleged, or reasonably
11 could have been alleged, based on the facts stated in the Operative Complaint and the PAGA
12 Notice, which occurred during the PAGA Period during employment in a non-exempt position in
13 California. The Released PAGA Claims do not include other PAGA claims, underlying wage and
14 hour claims, claims for wrongful termination, discrimination, unemployment insurance, disability
15 and worker's compensation, and claims outside of the PAGA Period.

16 (c) Plaintiff and his or her respective former and present spouses,
17 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release
18 and discharge Released Parties from all claims, transactions, or occurrences that occurred during
19 the Class Period, as set forth fully in the Agreement.

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

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

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

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5 Dated: _____

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HON. JILL H. TALLEY
JUDGE OF THE SUPERIOR COURT OF CALIFORNIA

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FINAL APPROVAL ORDER AND JUDGMENT

EXHIBIT #3

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

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

INVOICE

Invoice # 1
Date: 06/12/2025
Due On: 07/12/2025

Lucy Lee
10520 Redburn Lane Apt 4
Rancho Cordova, CA 95670

CA2856

Sacramento Credit Union

Services

Attorney	Date	Notes	Quantity	Rate	Total
NDB	01/14/2023	Review and analyze original intake notes. Legal research regarding related litigation in state and federal court. Research Defendant's business operations in CA and financials. Review facts and law.	3.30	\$850.00	\$2,805.00
NDB	01/16/2023	Review employment file for legal claims. Analyze all pay stubs for regular rate violations and wage statement claims. Legal research regarding previous settlements and court opinions.	3.50	\$850.00	\$2,975.00
NDB	03/16/2023	Review Wage and hour policy documents. Legal research regarding sick pay and 204 late payment of wage claims. Analyze facts and law.	1.80	\$850.00	\$1,530.00
NDB	03/18/2023	Review facts and law draft complaint. Analyze Ca sec of state information for proper Defendants. Research PAGA website for related case filings.	4.00	\$850.00	\$3,400.00
NDB	04/23/2023	Review case file and claims. Legal research. Draft complaint.	3.70	\$850.00	\$3,145.00
NDB	04/24/2023	Conference with Plaintiff to discuss case status and claims. Revise complaint. Send complaint to Plaintiff for approval to file.	1.20	\$850.00	\$1,020.00
NDB	04/25/2023	Draft internal case notes memo.	1.90	\$850.00	\$1,615.00
NDB	05/05/2023	Review and analyze PAGA claims. Legal	2.10	\$850.00	\$1,785.00

		research. Draft PAGA Notice. Upload to LWDA website.			
RE	07/26/2023	Review case notes/damage analysis	0.50	\$675.00	\$337.50
RE	07/26/2023	Review & analyze employment file documents	2.50	\$675.00	\$1,687.50
RE	07/27/2023	Review/edit/revise class action complaint draft; finalize draft for filing	2.80	\$675.00	\$1,890.00
RE	07/27/2023	Draft summons and civil case cover sheet re class action	0.50	\$675.00	\$337.50
RE	07/27/2023	Review & finalize class action complaint package; file in Sac. Sup. Ct.	0.70	\$675.00	\$472.50
RE	08/04/2023	Review court returned docs; review docket; memo to firm re judicial/departement assignment & status of initial case management conference re class action	0.50	\$675.00	\$337.50
SB	08/25/2023	Review complaint, analyze, advise ND	2.80	\$450.00	\$1,260.00
SB	09/06/2023	Revise complaint, advise ND	2.60	\$450.00	\$1,170.00
RE	09/17/2023	Draft PAGA only complaint	3.80	\$675.00	\$2,565.00
NDB	09/17/2023	Review and analyze court docket and case file. Review PAGA Notice. Review and revise PAGA Only complaint. Discuss with R. Ehmann. Analyze claims and mediation potential.	2.10	\$850.00	\$1,785.00
RE	09/19/2023	Review file; prep initial docs for service of process re class action; identify reg agent, send out for service via knox	0.75	\$675.00	\$506.25
RE	09/22/2023	File proof of service of summons re class action; memo to firm re post service written discovery	0.50	\$675.00	\$337.50
RE	09/27/2023	Email to/confer w AJ re venue re PAGA action	0.40	\$675.00	\$270.00
RE	09/27/2023	Draft summons & civil case cover sheet re paga action	0.50	\$675.00	\$337.50
RE	09/27/2023	Review PAGA only complaint package; finalize and file in Sac Sup. Ct.	0.70	\$675.00	\$472.50
RE	10/09/2023	Review court returned documents; review docket; memo to firm re judicial/departement assignment and status of initial CMC re PAGA action	0.50	\$675.00	\$337.50
RE	10/09/2023	Provide notice to LWDA re PAGA action filing	0.40	\$675.00	\$270.00
RE	11/20/2023	Review file; prep documents for service of process re PAGA action; identify reg. agent; send out for service via Knox	0.75	\$675.00	\$506.25
RE	11/21/2023	File proof of service of summons re paga action;	0.50	\$675.00	\$337.50

memo to firm re post service written discovery					
PM	12/18/2023	Review Def. answer to PAGA complaint; review legal and factual claims re discovery; analyze client documents; strategize re claims and factual issues.	3.50	\$750.00	\$2,625.00
GG	01/02/2024	Discovery shells, update POS, RFP, and evidence preservation letter.	1.90	\$250.00	\$475.00
CJ	01/04/2024	Review and analyze complaint, claims and documents in preparation for revising set 1 discovery requests to D	1.00	\$550.00	\$550.00
CJ	01/04/2024	Review and revise each set 1 discovery request to Def, the Belaire Notice and PMK depo notice	1.50	\$550.00	\$825.00
GG	01/05/2024	Finalize discovery requests, set one, update POS, and serve on OPC.	0.80	\$250.00	\$200.00
PM	01/09/2024	Review status of action and update team re the same; update case sheet; review legal and factual claims and prepare exhibit book.	2.50	\$750.00	\$1,875.00
PM	01/11/2024	Provide case information to mediator's office; review legal and factual issues in operative complaint.	0.50	\$750.00	\$375.00
PM	01/17/2024	Review legal and factual issues; review upcoming case management dates.	1.50	\$750.00	\$1,125.00
GG	01/23/2024	Organize and bates stamp Plaintiff's documents.	0.40	\$250.00	\$100.00
CJ	01/23/2024	Evaluate case and claims, review prior orders, review court and mediation confirmation	1.00	\$550.00	\$550.00
CJ	01/23/2024	Analyze Plaintiff's documents	1.00	\$550.00	\$550.00
CJ	01/23/2024	Analyze documents re wrongful termination and Plaintiff's wage statements	0.75	\$550.00	\$412.50
CJ	01/23/2024	Evaluate policy documents produced and annotate	0.75	\$550.00	\$412.50
CJ	01/23/2024	Draft mediation data and documents request, review compensation Plaintiff was eligible to receive, continue review of wage statements	1.00	\$550.00	\$550.00
CJ	01/24/2024	Finalize mediation data and document request , sent to OPC	0.50	\$550.00	\$275.00
CJ	02/27/2024	Evaluate case and claims, deadlines, review judge's procedures and prior joint reports in prep for drafting Joint Status Report	1.00	\$550.00	\$550.00
CJ	02/27/2024	Draft Joint Status Report, review procedures, advise PM	1.00	\$550.00	\$550.00

GG	02/29/2024	Finalize, file and serve Joint CMC Statement, send courtesy copy via email to Court.	0.40	\$250.00	\$100.00
CJ	02/29/2024	Review Joint CMC St, send to OPC for incorp	0.50	\$550.00	\$275.00
CJ	02/29/2024	Evaluate OPC positions to Jt Report, advise OPC, send for filing	0.50	\$550.00	\$275.00
CJ	03/11/2024	Advise PM re hearing issue for Friday and analyze	0.50	\$550.00	\$275.00
VR	03/15/2024	court appearance at CMC; review CMC statement; review court's orders and tentative ruling; advise PM and CJ	0.80	\$750.00	\$600.00
CJ	04/22/2024	Evaluate status of mediation documents and analysis to date	0.75	\$550.00	\$412.50
VR	04/23/2024	Receipt and Review of Correspondence: review correspondence from mediator; review agreements between parties; review documents; advise PM	0.30	\$750.00	\$225.00
CJ	04/25/2024	Review prior correspondence re mediation production, evaluate deadlines, draft correspondence to OPC re same	0.50	\$550.00	\$275.00
PM	04/28/2024	Review court orders in PAGA Action; review status of action and mediation; draft joint CMC Statement.	1.00	\$750.00	\$750.00
CJ	05/02/2024	Evaluate status of mediation, advise PM, correspond with OPC	0.75	\$550.00	\$412.50
NDB	05/02/2024	Review case file and court docket. Review timekeeping data for meal break and off the clock claims. Review and analyze data produced for mediation and written policy documents. Prepare for mediation.	3.90	\$850.00	\$3,315.00
CJ	05/03/2024	Review status of claims, evaluate production to date, advise opposing counsel re docs needed	0.75	\$550.00	\$412.50
CJ	05/06/2024	Review case and claims, prepare and draft case analysis facts section	1.50	\$550.00	\$825.00
CJ	05/08/2024	Evaluate and analyze policy documents, correspond with expert re same	1.00	\$550.00	\$550.00
NDB	05/08/2024	Review claims and law. Draft mediation brief.	4.30	\$850.00	\$3,655.00
CJ	05/10/2024	Prepare for T/C with Plaintiff, review case and claims, review documents from Plaintiff	1.00	\$550.00	\$550.00
CJ	05/10/2024	T/C with Plaintiff, annotate re same	1.00	\$550.00	\$550.00
CJ	05/10/2024	Prepare exhibits and continue researching documents, annotate docs needed and received	1.50	\$550.00	\$825.00

		for mediation			
PM	05/13/2024	Review Def. documents and CJ write up re mediation; advise CJ Re the same.	2.00	\$750.00	\$1,500.00
CJ	05/13/2024	Conduct T/c with Plaintiff to continue gathering facts and information for mediation	1.00	\$550.00	\$550.00
CJ	05/13/2024	Continue pulling exhibits and continue researching documents, annotate docs needed and received for mediation	1.50	\$550.00	\$825.00
CJ	05/13/2024	Review status of expert report, evaluate demographic info, sent to expert, advise AJB re same	1.00	\$550.00	\$550.00
CJ	05/17/2024	Research status of CMC, memorialize to firm	0.50	\$550.00	\$275.00
NDB	05/17/2024	Research previous settlements with similar claims and workweeks for mediation valuation.	1.90	\$850.00	\$1,615.00
SB	05/21/2024	Attend mediation	8.00	\$450.00	\$3,600.00
PM	05/24/2024	Review and analyze mediation brief; review prior correspondences with defense counsel and review status of discovery.	0.75	\$750.00	\$562.50
AB	07/12/2024	Review/respond to corr from mediator re settlement.	1.00	\$895.00	\$895.00
KN	07/18/2024	Review mediator proposal; analysis of settlement issues; review emails; review MOU and revisions thereto	1.00	\$950.00	\$950.00
CJ	07/18/2024	Review and analyze all discovery responses served by Defendant	1.00	\$550.00	\$550.00
CJ	07/18/2024	Draft meet and confer letter to Defendant	1.00	\$550.00	\$550.00
CJ	07/22/2024	Review prior orders, evaluate complaint and case notes, review status of settlement	1.00	\$550.00	\$550.00
CJ	07/22/2024	Draft Plaintiff's positions to Joint Report, analyze OPC positions, finalize with OPC for service	1.00	\$550.00	\$550.00
NDB	07/24/2024	Review and analyze mediation notes and results. Review MOU terms. Send MOU to Plaintiff. Discuss MOU terms and settlement amounts with Plaintiff. Follow up for signature.	1.40	\$850.00	\$1,190.00
GG	07/25/2024	ROA review re upcoming CMC	0.10	\$250.00	\$25.00
PM	08/08/2024	Review and analyze MOU; draft long-form settlement agreement; draft amended complaint.	5.00	\$750.00	\$3,750.00
PM	08/27/2024	Review Def. revisions to long form agreement; review and revise long form; draft stipulation for leave to file amended complaint and proposed	1.50	\$750.00	\$1,125.00

		order; review individual agreement draft.			
PM	08/28/2024	Draft CMC statement for PAGA Action; review and revise individual settlement agreement.	2.00	\$750.00	\$1,500.00
GG	08/29/2024	Finalize, file, serve stip to amend FAC, and email courtesy copy to court.	0.50	\$250.00	\$125.00
NDB	08/29/2024	Review and analyze Settlement agreement terms for conformity with MOU terms. Analyze exhibits. Discuss terms with Plaintiff. Follow up with Plaintiff for signature on agreement. Review court docket and case file.	1.30	\$850.00	\$1,105.00
PM	09/03/2024	Review status of settlement agreement and follow up with defense.	0.25	\$750.00	\$187.50
PM	09/04/2024	Review individual settlement agreement; correspond with defense counsel re the same.	0.50	\$750.00	\$375.00
GG	09/04/2024	Check ROA re upcoming CMC to confirm date and time, add to events email for upcoming week.	0.10	\$250.00	\$25.00
GG	09/05/2024	ROA check re status of stip to file FAC	0.20	\$250.00	\$50.00
GG	09/05/2024	ROA check re status of CMC/req to continue CMC in PAGA action.	0.10	\$250.00	\$25.00
PM	09/05/2024	Review and finalize individual settlement agreement.	0.50	\$750.00	\$375.00
GG	09/06/2024	ROA Check and add remote appearance information for upcoming CMC, and circulate email to team with remote appearances.	0.10	\$250.00	\$25.00
PM	09/12/2024	Review Court's tentative ruling in PAGA action; review status of finalization of long form settlement agreement.	1.00	\$750.00	\$750.00
PM	09/18/2024	Draft request for dismissal of individual wrongful term claims.	0.50	\$750.00	\$375.00
GG	09/19/2024	Finalize, update pos, file, serve, and send courtesy copy to court re FAC.	0.60	\$250.00	\$150.00
GG	09/23/2024	Review ROA re FAC, download, save, upload complaint to LWDA.	0.50	\$250.00	\$125.00
CJ	09/27/2024	Review terms of settlement and claims, draft client declaration	1.00	\$550.00	\$550.00
KN	10/01/2024	draft Exhibits to Agreement; review prior rulings by Court; email Defendant.	4.00	\$950.00	\$3,800.00
GG	10/02/2024	Review requirements for reserving motion hearing date and draft email to dept clerk.	0.20	\$250.00	\$50.00
GG	10/03/2024	Review email with clerk re motion for prelim	0.20	\$250.00	\$50.00

		approval dates, forward to PM, and confirm dates with clerk.			
PM	10/03/2024	Review status of settlement agreement; correspond with defense and internally regarding scheduling of preliminary approval hearing.	0.50	\$750.00	\$375.00
KN	10/04/2024	Review Def revisions to exhibits; review emails; revise exhibits for final and respond to the Defendant	1.00	\$950.00	\$950.00
GG	10/23/2024	Draft request for dismissal, declaration, pos re PAGA action added to FAC in class action.	0.70	\$250.00	\$175.00
PM	10/23/2024	Draft and finalize joint CMC statement.	0.50	\$750.00	\$375.00
GG	10/23/2024	Finalize, file, serve CMC statement and email courtesy copy to court.	0.30	\$250.00	\$75.00
GG	10/30/2024	ROA check re upcoming CMC, and add info to events email.	0.10	\$250.00	\$25.00
GG	11/01/2024	ROA check and add remote appearance info to email re CMC and send to team.	0.10	\$250.00	\$25.00
AR	11/07/2024	Review docket and retrieve tentative ruling; draft follow up correspondence.	0.60	\$550.00	\$330.00
AR	11/08/2024	Multiple follow up correspondence regarding status of hearing and tentative ruling.	0.30	\$550.00	\$165.00
KN	12/02/2024	Draft motion for preliminary approval; draft approval outline; analysis of valuation / Kullar issues; memo to AJ regarding issues to address; memo to Admin regarding decl; memo to Team regarding decl.	3.00	\$950.00	\$2,850.00
KN	12/04/2024	Draft motion for prelim approval; memo to PM regarding issues to clarify; review and analysis of AJ's explanation as to valuation of claims; email draft motion to the Defendant; redline proposed order.	2.75	\$950.00	\$2,612.50
PM	12/04/2024	Review prior versions of the settlement agreement regarding whether Spanish translation is needed; review status of settlement agreement finalization.	0.50	\$750.00	\$375.00
PM	12/17/2024	Review Def. declaration regarding class members and conflicts; review draft settlement agreement.	0.25	\$750.00	\$187.50
KN	12/28/2024	Draft declaration ISO motion; review Kullar valuation issues; update draft declaration; review and prepare exhibits to be used for decl.	3.50	\$950.00	\$3,325.00
KN	12/30/2024	Review and revise motion; prepare final documents; file and serve motion; serve LWDA	3.00	\$950.00	\$2,850.00

AR	01/30/2025	Review file for status; review docket and retrieve tentative; draft follow up correspondence.	0.50	\$550.00	\$275.00
AR	01/30/2025	Review docket in PAGA action; multiple correspondence regarding consolidation; update file.	0.50	\$550.00	\$275.00
GG	02/11/2025	Reviewed email re proposed prelim order, called clerk and left vm re status.	0.10	\$250.00	\$25.00
GG	02/19/2025	Reviewed email from KN re status of proposed order, contacted dept. clerk and left VM, and followed up with email.	0.30	\$250.00	\$75.00
KN	02/24/2025	Review docket and signed order; memo to Admin with documents	0.50	\$950.00	\$475.00
KN	04/01/2025	Review formatted class notice; review spreadsheet and double check figures; respond to Admin	0.30	\$950.00	\$285.00
AR	04/09/2025	Review and outline file for status; multiple correspondence with PM and client regarding the same.	0.30	\$550.00	\$165.00
NDB	05/22/2025	Review and respond to class member inquiries. Review approval order and case file for information.	0.80	\$850.00	\$680.00
PM	06/04/2025	Review preliminary approval order and settlement agreement; review correspondences from settlement administrator; draft final approval motion.	3.50	\$750.00	\$2,625.00
KN	06/05/2025	Review draft Admin declaration; review final spreadsheet and calculations; respond to Admin	0.50	\$950.00	\$475.00
KN	06/05/2025	Review and revise draft motion for final approval; prepare redline proposed order; update approval outline; memo to staff; email Defendant with draft motion.	2.30	\$950.00	\$2,185.00
PM	06/09/2025	Draft declaration in support of final approval	2.00	\$750.00	\$1,500.00
PM	06/10/2025	Review, revise, draft declaration in support of final approval motion; review TPA declaration draft; review preliminary approval order and final approval motion draft.	2.00	\$750.00	\$1,500.00
GG	06/10/2025	Reviewed/revise table of contents and table of authorities for motion for final approval.	1.50	\$250.00	\$375.00
KN	06/12/2025	Review and revise motion; revise declaration; review billing for accuracy; prepare final motion for filing; file and serve motion; serve LWDA	2.50	\$950.00	\$2,375.00
Quantity Subtotal					165.75

Services Subtotal \$117,015.00

Expenses

Type	Date	Notes	Quantity	Rate	Total
Expense	05/05/2023	PAGA Filing Fee	1.00	\$75.00	\$75.00
Expense	08/04/2023	Onelegal/Court Fees	1.00	\$1,745.00	\$1,745.00
Expense	09/05/2023	KNOX Filing and Messenger Service	1.00	\$154.25	\$154.25
Expense	10/15/2023	Onelegal/Court Fees	1.00	\$1,590.58	\$1,590.58
Expense	11/30/2023	KNOX Filing and Messenger Service	1.00	\$147.05	\$147.05
Expense	12/20/2023	Onelegal/Court Fees	1.00	\$144.39	\$144.39
Expense	03/01/2024	One Legal Filing fee	1.00	\$18.43	\$18.43
Expense	04/29/2024	Mediation Fee - Judge West/JAMS	1.00	\$9,500.00	\$9,500.00
Expense	05/22/2024	Berger Consulting.	1.00	\$4,320.00	\$4,320.00
Expense	08/29/2024	One Legal Filing Fee: One Legal Filing Fee	1.00	\$18.99	\$18.99
Expense	08/30/2024	One Legal Filing Fee: One Legal Filing Fee	1.00	\$39.58	\$39.58
Expense	09/23/2024	One Legal Filing Fee: One Legal Filing Fee	1.00	\$19.05	\$19.05
Expense	12/30/2024	Filing fee - motion; one legal charge	1.00	\$84.10	\$84.10
Expense	12/30/2024	One legal charge	1.00	\$87.76	\$87.76
Expense	06/12/2025	Filing fee - motion	1.00	\$60.00	\$60.00
Expenses Subtotal					\$18,004.18

Time Keeper	Quantity	Rate	Total
AJ Bhowmik	1.0	\$895.00	\$895.00
Scott Blumenthal	13.4	\$450.00	\$6,030.00
Nicholas De Blouw	37.2	\$850.00	\$31,620.00
Ricardo Ehmann	16.3	\$675.00	\$11,002.50
Charlotte James	28.75	\$550.00	\$15,812.50
Piya Mukherjee	32.25	\$750.00	\$24,187.50
Kyle Nordrehaug	24.35	\$950.00	\$23,132.50
Victoria Rivapalacio	1.1	\$750.00	\$825.00

Andrew Ronan	2.2	\$550.00	\$1,210.00
Gerardo Galaviz	9.2	\$250.00	\$2,300.00
Quantity Total			165.75
Subtotal			\$135,019.18
Total			\$135,019.18

Detailed Statement of Account

Current Invoice

Invoice Number	Due On	Amount Due	Payments Received	Balance Due
1	07/12/2025	\$135,019.18	\$0.00	\$135,019.18
Outstanding Balance				\$135,019.18
Total Amount Outstanding				\$135,019.18

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

Please pay within 30 days.

EXHIBIT #4

LAFFEY MATRIX

[History](#)
[Case Law](#)
[See the Matrix](#)
[Contact us](#)
[Home](#)

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

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

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

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

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

EXHIBIT #5

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5 Attorneys for Plaintiff

6
7 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

8 **COUNTY OF SACRAMENTO**

9
10
11 LUCY LEE, an individual, on behalf of herself,
and on behalf of all persons similarly situated,

12 Plaintiffs,

13 vs.

14
15 SACRAMENTO CREDIT UNION, a California
Corporation; and DOES 1 through 50, inclusive,

16 Defendants.

Case No. 23CV005661

**DECLARATION LUCY LEE IN
SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF
CLASS SETTLEMENT**

Judge: Honorable Jill Talley
Dept: 23

Date Filed: July 28, 2023
Trial Date: Not set

1 I, Lucy Lee, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the
3 above-entitled matter. I submit this declaration in support of the Motion for Preliminary
4 Approval of Class Settlement and in support of my application for a Class Representative
5 Service Payment.
6

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

9 3. During the class period I worked as a Mortgage Loan Coordinator for Defendant
10 Sacramento Credit Union ("Defendant") in California and during that time period, I was
11 classified by Defendant as a non-exempt employee.
12

13 4. I retained my attorneys who are experienced in both class action and PAGA
14 representative action litigation and claims against employers for violations of the California
15 Labor Code. I have no personal relationship or family ties to my attorneys or any officer of the
16 Court. I am not aware of having any actual or potential conflicts of interest with another class
17 member in this case nor am I aware of having any actual or potential conflicts of interest with
18 Apex Class Action LLC., the settlement administrator. I am not aware of any other pending
19 matter or action asserting claims that will be extinguished or adversely affected by this
20 settlement.
21

22 5. I decided to pursue this class action lawsuit and be a plaintiff/class representative
23 because I felt that my legal rights as an employee and others like me were violated. For example,
24 I often did not receive compliant meal and rest breaks which were late, interrupted or missed
25 entirely. I also did not receive all the meal and rest break premiums I was entitled to and when I
26 did receive premium payments, they were often an incorrect amount. Also, from time to time I
27

1 worked off the clock without compensation for my time worked. I also incurred business
2 expenses that required reimbursement and for which I was not reimbursed.

3 6. I spoke to my attorneys several times and discussed how Defendants implemented
4 its company policies and procedures. I also assisted my attorneys in their investigation into my
5 claims by providing them documents and answering their questions. I reviewed the complaint
6 before it was filed and after it was filed I was given access to an electronic file sharing program
7 that alerted me via email when important documents were filed so that I could review them and
8 keep up with the developments in the case which I understood was one of my duties as a class
9 representative. I would also contact my attorneys from time to time if I had any questions about
10 the case.
11

12 7. Even though this action is in the process of settling, I was and remain prepared to
13 perform all the duties of a class representative. I understand that as a class representative I have
14 assumed a fiduciary responsibility to prosecute this class action on behalf of the absent class
15 members. I have understood that as a fiduciary, I have a duty to prosecute this action for the
16 benefit of the class members and surrender any right to compromise the group action for an
17 individual gain.
18

19 8. I understood that being a plaintiff/class representative in this case meant that I was
20 seeking damages not only for myself but also other current and/or former non-exempt employees
21 working for Defendant in California who make up the class. I felt that these individuals were not
22 aware of their labor law rights and even if they were they would probably be apprehensive about
23 speaking up or even simply because of the time, effort and risk involved in filing a class action
24 lawsuit.
25

26 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys
27

1 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
2 or part of the attorney fees and costs paid by Defendants to defend this lawsuit. Also, I knew
3 there was a risk that future employers, if they ever find out about this lawsuit, could hold it
4 against me or downgrade me as a potential hire. As the named Plaintiff in this case, it would not
5 be difficult for a future employer to become aware that I sued my employer for labor law
6 violations. Ultimately, I decided these risks were worth it and decided to fight for my rights and
7 the rights of others regardless of the risks, time and effort I spent on this case.
8

9 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also
10 kept up to date on important developments by reviewing court filings that were made available to
11 me electronically as I described above.
12

13 11. A mediation took place on May 21, 2024 with Hon. Carl West, a well-respected
14 and experienced mediator of wage and hour class actions. After the mediation the parties were
15 able to reach an agreement to settle the action. I communicated with my attorneys regarding the
16 terms of the settlement which was reached between the parties and understood that I was
17 representing absent class members and therefore wanted the best possible result to be obtained
18 for the class members and I believe a very positive result was in fact achieved via settlement. I
19 reviewed and signed the Memorandum of Understanding on July 24, 2024 and when the final
20 settlement papers were ready, I closely reviewed the Class Action and PAGA Action Settlement
21 Agreement, which I signed on September 3, 2024.
22

23 12. I have been actively involved with this lawsuit performing the duties described above.
24 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
25 filings, and spent a significant amount of time on the issues presented during the lawsuit and in
26 the settlement process. I estimate that I spent approximately 30-40 hours working on this case
27
28

1 up until this point. I believe I have been diligent and have done what is expected of a named
2 plaintiff and a proposed class representative to date, and will continue to do so. I have and
3 always will maintain the best interest of the class members.

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

9
10 14. I believe I did the right thing by filing this case on behalf of the class members who,
11 subject to court approval, are in line to receive monetary payments as a result of this case and
12 settlement. This is money they may never have ever gotten if I did not pursue this action on their
13 behalf. I feel significant personal satisfaction to know that I played a role in the class members
14 being entitled to monetary payments as a result of the filing of this lawsuit. I also believe that
15 the requested Class Representative Service Payment of \$10,000 from the settlement is fair
16 compensation for the work I performed and the risks I undertook.

17
18 15. In light of all the time and effort I have spent on this case, the risk I undertook by
19 suing my employer, the exposure to being responsible for paying Defendant's costs in the event
20 we did not win the case, the reputational risk that future employers may hold this lawsuit against
21 me, the general release and in light of the size of the settlement, I believe the request for \$10,000
22 as a Class Representative service payment is fair and reasonable.

23
24 ///

25 ///

26 ///

1 I declare under penalty of perjury under the laws of the State of California that the foregoing
2 is true and correct.
3

4 Executed on 12/04/2024, at Sacramento, Ca.
5 (city, state)

6 
7 Lucy Lee (Dec 4, 2024 14:55 PST)
8 Lucy Lee
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