

Notify

7

COMMONWEALTH OF MASSACHUSETTS
SUPERIOR COURT DEPARTMENT

SUFFOLK ss.

NICHOLAS SMITH and KAMILLIA SARGENT,
on behalf of themselves and all others similarly
situated,

Plaintiffs,

Case No.: 2584CV03484 H

v.

PAYSCALE, INC.,

Defendant.

**~~[PROPOSED]~~ ORDER APPROVING SETTLEMENT AND DISMISSING
COLLECTIVE ACTION WITH PREJUDICE**

The above-entitled matter came before the Court on Plaintiffs' Unopposed Motion for Settlement Approval ("Motion"). After considering the Motion and all supporting exhibits, the Court hereby finds as follows:

1. The Parties' settlement in this Fair Labor Standards Act ("FLSA") collective action under 29 U.S.C. § 216(b) is fair, adequate, and reasonable and in the best interests of those putative collective members who elect to participate in this matter after receiving notice ("Participating Collective Members"). The settlement is approved in its entirety and the terms of the parties' Settlement Agreement are incorporated herein.

2. The Court approves the notices, claim form, reminder notices, and PAGA enclosure letter attached as exhibits to the Settlement Agreement.

3. The Court approves service awards of \$10,000.00 each for Plaintiffs Nicholas Smith and Kamillia Sargent.

4. The Court grants Plaintiffs' Counsel's request for one-third of the total settlement amount, \$225,000.00, as attorneys' fees, and request for reimbursement of reasonable out-of-pocket costs of up to \$7,500.

5. The Court approves the payment formula and payments for putative collective members and aggrieved employees as provided in section 5.4 of the Settlement Agreement.

6. The Court approves the releases of claims as specified in the Settlement Agreement, including that:

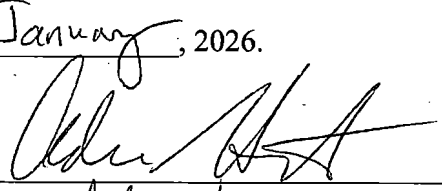
- a. each Participating Collective Member fully, finally, and forever releases, settles, compromises, relinquishes, and discharges any and all of the Releasees of and from all Released Collective Claims as specified in section 6.1 of the Settlement Agreement;
- b. each aggrieved employee fully, finally, and forever releases, settles, compromises, relinquishes, and discharges any and all of the Releasees of and from all Released PAGA Claims as specified in section 6.2 of the Settlement Agreement; and
- c. Plaintiffs Nicholas Smith and Kamillia Sargent fully, finally, and forever release, settle, compromise, relinquish, and discharge any and all of the Releasees of and from all demands, claims, and actions, whether known or unknown, with the limitations and as specified in section 6.3 of the Settlement Agreement.

7. The Parties, Participating Collective Members, and aggrieved employees shall abide by this Order and all terms of the Settlement Agreement, and are enjoined from pursuing all claims released in the Settlement Agreement.

8. This case and claims set forth in Paragraph 6 are hereby **dismissed with prejudice** in their entirety, and without an award of attorneys' fees, costs, and expenses, except as allowed in the Settlement Agreement and authorized in this Order.

9. The Court will retain jurisdiction over this action for the sole purpose of enforcing the settlement as set forth in the Settlement Agreement.

It is so ORDERED this 15th day of January, 2026.


Hon.

Adam Hornstone