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individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a
California Corporation; SIERRA VIEW
LAND COMPANY, a California Corporation;
and DOES 1 to 100, inclusive,

Defendants.

Case No. S-CV-0050664

CLASS ACTION

**PLAINTIFF'S NOTICE OF MOTION AND
MOTION FOR PRELIMINARY APPROVAL
OF CLASS ACTION AND PAGA
SETTLEMENT**

Date: October 3, 2024

Time: 8:30 a.m.

Dept.: 3

Judge: Hon. Michael Jones

Filed: June 13, 2023

FAC Filed: September 7, 2023

SAC Filed: June 17, 2024

Trial Date: None Set

1 TO ALL PARTIES AND THEIR COUNSEL OF RECORD:

2 PLEASE TAKE NOTICE that on October 3, 2024, at 8:30 a.m., or as soon thereafter as the
3 matter may be heard in Department 3 of the above-entitled Court, Plaintiff Anthony Affatato,
4 individually and on behalf of all other similarly situated individuals, will, and hereby does, move for
5 entry of an Order for the following:

- 6 1. Preliminarily certifying the proposed class herein for purposes of settlement;
- 7 2. Preliminarily appointing Plaintiff Anthony Affatato as class representative for purposes of
8 settlement;
- 9 3. Preliminarily appointing Shimoda & Rodriguez Law, PC, as Class Counsel for purposes of
10 settlement;
- 11 4. Preliminarily approving the proposed class action and Private Attorney's General Act
12 settlement, in the amount of \$380,000, which is incorporated herein by reference;
- 13 5. Preliminarily approving the appointment of ILYM Group, Inc., as the Settlement
14 Administrator and for payment ILYM Group, Inc., for administering said class action
15 settlement in an amount not to exceed \$12,000;
- 16 6. Preliminarily approving the settlement of claims under the Private Attorneys General Act for
17 the total amount of \$20,000, 75% of which will be paid to the Labor and Workforce
18 Development Agency and 25% of which will be paid to Aggrieved Employees;
- 19 7. Approving as to form and content the Notice of Settlement, which provides Class Members
20 information regarding the settlement, their ability to opt out of, or object to, the class action
21 settlement and which provides instruction on how to dispute an individual's settlement
22 allocation under the proposed settlement agreement;
- 23 8. Approving the proposed procedures to notify the class and determining that the proposed
24 notification procedures and process comply with Class Members' due process rights and
25 directing the Notice of Settlement to be sent by first class mail to Class Members;
- 26 9. Directing Defendants to report employment information, including social security numbers,
27 to the Settlement Administrator to administer the settlement proceeds;
- 28

1 10. Scheduling a fairness hearing on the question of whether the proposed settlement should be
2 finally approved as fair, reasonable, and adequate;

3 11. Directing that any amount from settlement checks that were not cashed by the check cashing
4 deadline be donated equally, *i.e.* 50/50, to Capital Pro Bono, Inc., and the Center for Workers
5 Rights under the doctrine of *cy pres*;

6 12. Preliminarily and conditionally approving and adopting the Proposed Order and its
7 implementation schedule, which is filed herewith and incorporated by reference.

8 This motion is being made pursuant to Code of Civil Procedure section 382, Labor Code section
9 2699(l), and California Rules of Court 3.769 and 3.764, on the grounds that the proposed class action
10 and Private Attorneys General Act settlement is fair, reasonable, and adequate as to all Class Members
11 and should be approved by the Court. This motion will be based on the notice of motion, memorandum
12 of points and authorities, the Declaration of Justin P. Rodriguez, the Declaration of Anthony Affatato,
13 exhibits, the record and files of this case, and any further oral or documentary evidence introduced at the
14 hearing of this motion.

15
16 **Pursuant to Local Rule 20.2.3, the court will issue a tentative ruling for this matter on the court**
17 **day before the hearing. The tentative ruling will be available after 12:00 noon as an audio**
18 **recording accessible at (916) 408-6480; the tentative ruling will also be available at the court's**
19 **website, www.placer.courts.ca.gov. The tentative ruling shall become the final ruling on the**
20 **matter and no hearing will be held unless oral argument is timely requested or the tentative ruling**
21 **indicates otherwise. Requests for oral argument must be made by calling (916) 408-6481 no later**
22 **than 4:00 p.m. on the court day prior to the hearing.**

23 Dated: August 23, 2024

Shimoda & Rodriguez Law, PC

24 By: _____

25 Galen T. Shimoda
26 Justin P. Rodriguez
27 Renald Konini
28 Attorneys for Plaintiff

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Case No. S-CV-0050664

CLASS ACTION

**MEMORANDUM OF POINTS & AUTHORITIES
IN SUPPORT OF PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: October 3, 2024
Time: 8:30 a.m.
Dept.: 3
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TABLE OF CONTENTS

I. Introduction and Opening Summary of Argument	1
II. Procedural and Litigation History.....	2
III. Investigation and Discovery Conducted	2
IV. Negotiation and Proposed Settlement.....	3
a. Plaintiff and Defendant Engaged in Extensive Arm's Length Negotiations	3
b. The Terms of the Settlement.....	3
c. Allocation of Settlement Funds	6
V. The Proposed Procedures To Notify Class Members Satisfy Due Process As They Provide The Best Notice Practicable Under The Circumstances	6
VI. The Agreement Warrants Preliminary Approval As It Is Fair, Reasonable, And Adequate As To All Class Members Based On The Facts Of This Case	7
a. The Terms of The Settlement Are Fair and Within the Range of Reasonableness	8
i. The Agreement is a Result of Extensive, Non-Collusive Arm's Length Negotiations Between the Parties	9
ii. The Extent of Investigation and Discovery Completed Provided Ample Information to Enter Into an Informed and Reasonable Settlement	9
iii. Plaintiffs' Counsel Are Experienced in Similar Litigation.....	9
iv. The Settlement is Fair, Reasonable, and Adequate Based on the Strength of Plaintiff's Case and the Risks and Costs of Further Litigation	9
v. The Proposed Settlement is a Reasonable Compromise of Claims	11
b. Provisional Certification of the Class is Appropriate.....	11
i. The Proposed Settlement Class is Ascertainable and Sufficiently Numerous.....	12
ii. The Commonality, Predominance, and Typicality Requirements are Met	12
iii. The Adequacy Requirement is Met	13
VII. Attorneys Fees And Costs, Enhancement Payment To The Class Representative, And Settlement Administrator Costs To Be Requested In Connection With Final Approval	14
VIII. Conclusion	15

1 **TABLE OF AUTHORITIES**

2 **CALIFORNIA CASES**

3 *Cellphone Termination Fee Cases*, 180 Cal.App.4th 1110 (2009) 8

4 *City of San Jose v. Superior Court*, 12 Cal.3d 447 (1974) 12

5 *Classen v. Weller*, 145 Cal.App.3d 27 (1983). 12

6 *Dunk v. Ford Motor Co.*, 48 Cal.App.4th 1794 (1996) 8, 11

7 *Green v. Obledo*, 29 Cal.3d 126 (1981) 7

8 *Hebbard v. Calgrove*, 28 Cal.App.3d 1017 (1972)..... 12

9 *In re Microsoft I-V Cases*, 135 Cal.App.4th 706 (2006) 5, 8

10 *Kullar v. Foot Locker Retail, Inc.*, 168 Cal.App.4th 116 (2008) 8, 11

11 *Laffitte v. Robert Half Internat., Inc.*, 1 Cal.5th 480 (2016) 14

12 *Lee v. Dynamex, Inc.*, 166 Cal.App.4th 1325 (2008)..... 12

13 *McGhee v. Bank of America*, 60 Cal.App.3d 442 (1976) 13

14 *Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles*, 186 Cal.App.4th 399 (2010) 11

15 *Neary v. Regents of Univ. of Cal.*, 3 Cal.4th 273 (1992) 8

16 *Noel v. Thrifty Payless, Inc.*, 7 Cal.5th 955 (2019) 7, 12

17 *Nordstrom Com. Cases*, 186 Cal.App.4th 576 (2010)..... 4, 8

18 *North County Contr. 's Assn., Inc. v. Touchstone Ins. Svcs.*, 27 Cal.App.4th 1085 (1994) 8

19 *Rebney v. Wells Fargo Bank*, 220 Cal.App.3d 1117 (1990) 10

20 *Richmond v. Dart Ind., Inc.*, 29 Cal.3d 462 (1981) 12

21 *Rose v. City of Hayward*, 126 Cal.App.3d 926 (1981) 12

22 *Wershba v. Apple Computer, Inc.*, 91 Cal.App.4th 224 (2001) 7, 8, 10

23 **CALIFORNIA STATUTES AND OTHER AUTHORITIES**

24 Cal. Lab. Code section 2699.3 2

25 Cal. Lab. Code section 2699 7

26 Cal. Rules of Court, Rule 3.769 7

27 **FEDERAL CASES**

28 *Amchem Products v. Windsor*, 521 U.S. 591 (1997) 12

1	<i>Avila v. Cold Spring Granite Co.</i> , 2017 U.S. Dist. LEXIS 130878 (E.D. Cal. 2017)	10
2	<i>Bellinghausen v. Tractor Supply Co.</i> , 306 F.R.D. 245 (N.D. Cal 2015)	10
3	<i>Birch v. Office Depot, Inc.</i> , USDC Southern District, Case No. 06cv1690 DMS (WMC)	14
4	<i>Boeing Co. v. Van Gemert</i> , 444 U.S. 472 (1980)	14
5	<i>Boyd v. Bechtel Corp.</i> , 485 F.Supp. 610 (N.D. Cal. 1979)	9
6	<i>Bravo v. Gale Triangle, Inc.</i> , 2017 U.S. Dist. LEXIS 77714 (C.D. Cal. 2017)	10
7	<i>Briseno v. ConAgra Foods, Inc.</i> , 844 F.3d 1121 (9th Cir. 2017)	6
8	<i>Chu v. Wells Fargo Investments, LLC</i> , 2011 WL 672645 (N.D. Cal. 2011)	5
9	<i>City of Detroit v. Grinnell Corp.</i> , 495 F.2d 448 (2d Cir. 1974).....	11
10	<i>Davis v. Cox Commc 'ns California, LLC</i> , 2017 U.S. Dist. LEXIS 63514 (S.D. Cal. 2017).....	4
11	<i>Dent v. ITC Serv. Croup</i> , 2013 U.S. Dist. LEXIS 139359 (D. Nev. 2013)	14
12	<i>Franco v. Ruiz Food Prod., Inc.</i> , 2012 WL 5941801 (E.D. Cal. 2012).....	4
13	<i>Garcia v. Gordon Trucking, Inc.</i> , 2012 U.S. Dist. LEXIS 160052 (E.D. Cal. 2012).....	4
14	<i>Gardner v. GC Servs., LP</i> , 2012 U.S. Dist. LEXIS 47043 (S.D. Cal. 2012)	10
15	<i>Gay v. Waiters' & Dairy Lunchmen's Union</i> , 489 F.Supp. 282 (N.D. Cal. 1980),	
16	<i>aff'd</i> 694 F.2d 531 (9th Cir. 1982).....	12
17	<i>Hanlon v. Chrysler Corp.</i> , 150 F.3d 1011 (9th Cir. 1998)	12, 13
18	<i>Hopson v. Hanesbrands Inc.</i> , 2009 U.S. Dist. LEXIS 33900 (N.D. Cal. 2009).....	4
19	<i>In re Heritage Bond Litig.</i> , 2005 U.S. Dist. LEXIS 13555 (C.D. Cal. 2005)	15
20	<i>In re Omnivision Technologies, Inc.</i> , 559 F.Supp.2d 1036 (2007)	10
21	<i>Jack v. Hartford Fire Ins. Co.</i> , 2011 U.S. Dist. LEXIS 118764 (S.D. Cal. 2011)	4
22	<i>Jennings v. Open Door Marketing, LLC</i> , 2018 WL 4773057 (N.D. Cal. 2018)	4
23	<i>Junkersfeld v. Med. Staffing Sols., Inc.</i> , 2022 WL 2318173 (E.D. Cal. 2022)	4
24	<i>Linney v. Cellular Alaska P'ship</i> , 151 F.3d 1234 (9th Cir. 1998).....	11
25	<i>Martin v. Ameripride Servs.</i> , 2011 U.S. Dist. LEXIS 61796 (S.D. Cal. 2011)	14
26	<i>Moore v. Fitness Int'l, LLC</i> , 2014 U.S. Dist. LEXIS 8358 (S.D. Cal. 2014)	4
27	<i>Officers for Justice v. Civil Serv. Comm'n</i> , 688 F.2d 615 (9th Cir. 1982)	10
28	<i>Patel v. Nike Retail Services, Inc.</i> , 2019 WL 2029061 (N.D. Cal. 2019).....	14

1	<i>Paul, Johnson, Alston & Hunt v. Gaulty</i> , 886 F.2d 268 (9th Cir. 1989)	14
2	<i>Rannis v. Recchia</i> , 380 F. App'x 646 (9th Cir. 2010)	6, 7
3	<i>Rippee v. Boston Mkt. Corp.</i> , USDC Southern District, Case No. 05cv1359 BTM (JMA)	14
4	<i>Ruch v. AM Retail Grp., Inc.</i> , 2016 WL 5462451 (N.D. Cal. 2016)	4
5	<i>Schiller v. David's Bridal, Inc.</i> , 2012 U.S. Dist. LEXIS 80776 (E.D. Cal. 2012)	10
6	<i>Silber v. Mabon</i> , 18 F.3d 1449 (9th Cir. 1994).....	6
7	<i>Singer v. Becton Dickenson and Co.</i> , 2010 U.S. Dist. LEXIS 53416 (S.D. Cal. 2010)	4
8	<i>Syed v. M-I, L.L.C.</i> , 2017 U.S. Dist. LEXIS 24880 (E.D. Cal. 2017)	4
9	<i>Walsh v. CorePower Yoga LLC</i> , 2017 U.S. Dist. LEXIS 163991 (N.D. Cal. 2017).....	6
10	<i>West v. Circle K Stores, Inc.</i> , 2006 U.S. Dist. LEXIS 76558 (E.D. Cal. 2006).....	14
11	<i>Wright v. Linkus Enters.</i> , 259 F.R.D. 468 (E.D. Cal. 2009)	6
12	FEDERAL STATUTES AND OTHER AUTHORITIES	
13	Fed. R. Civ. Proc., Rule 23	7

I. INTRODUCTION AND OPENING SUMMARY OF ARGUMENT

Plaintiff Anthony Affatato (“Plaintiff”) seeks preliminary approval of a wage and hour class action and Private Attorneys General Act (“PAGA”) settlement in the gross amount of \$380,000. *See generally* Exhibit A (Joint Stipulation Regarding Class Action and PAGA Settlement and Release [“Agreement”]). Plaintiff brought this class action individually and on behalf of similarly situated employees who worked for Defendant Sierra View Land Company doing business as Sierra View Country Club (“Defendant”) (Plaintiff and Defendant sometimes collectively referred to as the “Parties”). *See generally* Exhibit B (Plaintiff’s Operative Complaint). There are approximately 225 Class Members.

Plaintiff has alleged that Defendant violated California law by 1) failing to pay overtime wages, 2) failing to pay minimum wages, 3) failing to provide meal periods, 4) failing to provide rest periods, 5) failing to provide accurate wage statements, 6) failing to pay final wages, 7) failing to reimburse employees for incurred expenses, and 8) by engaging in unfair competition. *See generally* Exhibit B; *see also* Declaration of Justin P. Rodriguez (“Decl. Rodriguez”), ¶ 2. Plaintiff is also alleging Defendant is liable for civil penalties under the PAGA based on these violations. *See id.*; Exhibit C (Plaintiff’s Ltr. to the Labor and Workforce Development Agency [“LWDA”] Regarding PAGA Claims). Defendant has denied all of Plaintiff’s allegations in their entirety and any liability or wrongdoing of any kind. *See* Decl. Rodriguez, ¶ 5. Defendant has also denied that this case is appropriate for class certification other than for purposes of settlement. *See id.* However, subject to Court approval, the Parties have been able to compromise and settle all asserted claims as a result of extensive investigations, document and data exchanges, and extended negotiations. *See* Exhibit A. Plaintiff and Plaintiff’s counsel believe the proposed Agreement is fair, reasonable, and adequate based on the investigations, discovery, employee data exchanges, negotiations, and a detailed knowledge of the issues in this case. *See* Decl. Rodriguez, ¶¶ 6-7, 9-10.

It is well within the discretion of this Court to grant preliminary approval of the Agreement as it satisfied all applicable criteria under California law. Accordingly, Plaintiff requests that the Court: (1) certify the proposed settlement class on a preliminary and conditional basis; (2) grant preliminary and conditional approval of the proposed Agreement (Exhibit A); (3) approve the form and content of the

1 Notice of Settlement (Exhibit F) and the method for providing notice to Class Members as set forth in
2 the Agreement; and (4) adopt the implementation schedule contained in the proposed order.

3 **II. PROCEDURAL AND LITIGATION HISTORY**

4 Plaintiff filed a class action complaint on approximately June 13, 2023, in Placer County
5 Superior Court against Defendant. Plaintiff exhausted administrative remedies under the PAGA by
6 providing notice of the claims and violations to the LWDA. *See* Exhibit C; Cal. Lab. Code § 2699.3(a),
7 (c); Decl. Rodriguez, ¶ 3. Then, Plaintiff filed a First Amended Class Action Complaint on
8 approximately September 7, 2023, to include a PAGA claim and filed a Second Amended Complaint
9 on June 17, 2024, to include additional facts and theories of liability regarding the alleged rounding of
10 employees' time punches. *See id.*; Exhibit B. There is no date set for a motion for certification or trial
11 in this matter. *See* Decl. Rodriguez, ¶ 4.

12 **III. INVESTIGATION AND DISCOVERY CONDUCTED**

13 Plaintiff thoroughly investigated issues affecting certification, the merits of the class claims, and
14 potential damages for such claims. *See id.* at ¶¶ 3, 6-10; Declaration of Anthony Affatato ("Decl.
15 Affatato") ¶¶ 5-7. Plaintiff worked for Defendant during the time all of Defendant's policies and
16 practices at issue in the Complaint were in effect and provided information regarding these policies and
17 practices, enabling pre-filing investigations to take place. *See* Decl. Affatato, ¶ 2. The Parties engaged
18 in formal and informal discovery and exchange of documents, including a representative sampling of
19 employee data, such as timecards, paystubs, payroll data, and relevant policies for the entirety of the
20 statute of limitations applicable to the asserted claims. The discovery covered all aspects of the
21 asserted claims, including certification issues, merits issues, damages, the scope and configuration of
22 Class Members, the content and implementation of the wage and hour policies at issue, issues relating
23 to manageability concerns at trial, among other relevant areas. *See* Decl. Rodriguez, ¶¶ 6-7. The
24 information allowed Plaintiff to determine the extent and frequency of any violations in accordance
25 with Plaintiff's contentions and create an accurate damages model to assess the reasonableness of any
26 settlement. *See id.* at ¶¶ 7, 9-10.

1 **IV. NEGOTIATION AND PROPOSED SETTLEMENT**

2 **a. Plaintiff and Defendant Engaged in Extensive Arm's Length Negotiations**

3 The final settlement occurred only after extended, arm's length negotiations. Over the course of
4 approximately fifteen (15) months, Plaintiff has been investigating the claims and discussing with
5 Defendant's counsel the merits of the claims and issues present in this case. *See id.* at ¶¶ 5-8. The
6 Parties exchanged substantial amounts of information and legal analysis in connection with these
7 discussions. *See id.* It was only after these extended discussions, which included a full day mediation
8 with Mark LeHocky, a mediator's proposal, and post-mediation negotiations, that the Parties were able
9 to resolve all claims and enter into the Agreement. *See id.* at ¶ 8.

10 **b. The Terms of the Agreement**

11 1. The following groups of individuals are covered by the Agreement: (a) Class Members,
12 which include all individuals who have worked, or continue to work, for Defendant in California as a
13 non-exempt employee at any time between June 13, 2019, and April 11, 2024; and (b) Aggrieved
14 Employees, which include all individuals who have worked, or continue to work, for Defendant in
15 California as a non-exempt employee at any time between June 13, 2022, and April 11, 2024. *See*
16 Exhibit A, ¶¶ 1.2, 1.5. There are approximately 225 Class Members and 157 Aggrieved Employees.
17 *See id.*

18 2. Defendant will pay the Gross Settlement Amount of \$380,000, which is exclusive of the
19 employer's share of payroll taxes. *See id.* at ¶ 5.1. No portion of the Gross Settlement Amount will
20 revert to Defendant. *See id.* at ¶ 5.6. Aggrieved Employees will still be paid their share of the PAGA
21 Payment regardless of whether they opt out of being Class Members. *See id.* at ¶¶ 7.5.1, 7.8.3.

22 3. Up to \$10,000 will be paid to Plaintiff as an Enhancement Payment. This amount will
23 be in addition to any amount Plaintiff may be entitled to under the terms of the Agreement. *See id.* at ¶
24 5.4.

25 4. Subject to Court approval, the Parties have selected ILYM Group, Inc., to act as the
26 Settlement Administrator, who has provided a maximum cost estimate of \$7,950. *See* Exhibit D
27 (ILYM Group, Inc., Quote); Exhibit A, ¶ 1.33; Decl. Rodriguez, ¶ 20.
28

1 5. The Parties agree that \$20,000 of the Gross Settlement Amount shall be allocated to
2 resolving claims under the PAGA. Seventy-Five percent (75%) of the PAGA Payment will be paid to
3 the LWDA and Twenty-Five percent (25%) will be paid to Aggrieved Employees. See Exhibit A, ¶
4 5.5. Given the risk to proving the claims on the merits, the derivative nature of the penalties, the efforts
5 by Defendant to maintain compliant policies and take corrective action, the presence of what may likely
6 be deemed good faith disputes, and the Court's discretion to reduce any penalty award, Plaintiff
7 believes the \$20,000 PAGA Payment allocation represents a meaningful settlement aimed at deterring
8 non-compliance given the facts of this case. See Decl. Rodriguez, ¶¶ 5-10; see also *Nordstrom Com.*
9 *Cases*, 186 Cal.App.4th 576, 589 (2010) (approving \$0 allocation to the resolution of PAGA claims
10 based on their being disputed and being part of a class settlement which was evaluated based on the
11 terms of the agreement overall); *Junkersfeld v. Med. Staffing Sols., Inc.*, 2022 WL 2318173, at *8 n.2
12 (E.D. Cal. 2022) (collecting cases with PAGA settlement values ranging from .037%-1%); *Jennings v.*
13 *Open Door Marketing, LLC*, 2018 WL 4773057, *9 (N.D. Cal. 2018) (approving settlement of PAGA
14 claims at 0.6% of total estimated value due to risk of no recovery); *Ruch v. AM Retail Grp., Inc.*, 2016
15 WL 5462451, *7 (N.D. Cal. 2016) (approving \$10,000 PAGA settlement allocation where total PAGA
16 penalty exposure was approximately \$5.2 million, or 0.2% of total estimated value); *Davis v. Cox*
17 *Commc'ns California, LLC*, 2017 U.S. Dist. LEXIS 63514, *1 (S.D. Cal. 2017) (preliminarily
18 approving \$4,000 PAGA allocation in \$275,000 settlement); *Moore v. Fitness Int'l, LLC*, 2014 U.S.
19 Dist. LEXIS 8358, *5 (S.D. Cal. 2014) (approving \$2,500 PAGA allocation when attorneys' fees award
20 alone amounted to \$200,000); *Jack v. Hartford Fire Ins. Co.*, 2011 U.S. Dist. LEXIS 118764, *6 (S.D.
21 Cal. 2011) (approving \$3,000 PAGA allocation in \$1,200,000 settlement); *Singer v. Becton Dickinson*
22 *& Co.*, 2010 U.S. Dist. LEXIS 53416, *2 (S.D. Cal. 2010) (approving \$3,000 PAGA allocation in
23 \$1,000,000 settlement); *Hopson v. Hanesbrands Inc.*, 2009 U.S. Dist. LEXIS 33900, *9 (N.D. Cal.
24 2009) (approving \$1,500 PAGA allocation in \$1,026,000 settlement); *Syed v. M-I, L.L.C.*, 2017 U.S.
25 Dist. LEXIS 24880, *34-35 (E.D. Cal. 2017) (approving \$100,000 PAGA allocation in a \$3,950,000
26 settlement even though PAGA exposure was calculated at \$53,600,000, or 0.2% of total estimated
27 value); *Garcia v. Gordon Trucking, Inc.*, 2012 U.S. Dist. LEXIS 160052, at *7 (E.D. Cal. 2012)
28 (approving \$10,000 PAGA allocation in a \$3,700,000 settlement); *Franco v. Ruiz Food Prod., Inc.*,

2012 WL 5941801, at *14 (E.D. Cal. 2012) (\$10,000 in PAGA payment from \$2,500,000 settlement fund); *Chu v. Wells Fargo Investments, LLC*, 2011 WL 672645, at *1 (N.D. Cal. 2011) (approving PAGA settlement payment of \$7,500 to the LWDA out of \$6.9 million common-fund settlement).

6. The Parties agree that up to Thirty-Five percent (35%) of the Gross Settlement Amount (\$133,000) will be paid for Plaintiff's attorneys' fees incurred in the litigation of this case. Defendant will not oppose any application for attorneys' fees so long as it is within this threshold. *See id.* at ¶ 5.2. Additionally, the Parties agree that Plaintiff will also be entitled to the actual litigation costs as approved by the Court in an amount not to exceed \$12,500. *See id.* The proposed notice to be sent to Class Members will state this information. *See* Exhibit F.

7. Any allocated amounts under the Agreement for Settlement Administrator Costs, an Enhancement Payment, and attorney's fees and costs that are not ultimately awarded by the Court will remain part of the Net Settlement Amount and be paid out to Participating Class Members on a pro rata basis as set forth in the Agreement. *See* Exhibit A, ¶¶ 5.1-5.5, 5.8. These amounts will be paid out from the Gross Settlement Amount, not in addition to the Gross Settlement Amount. *See* Exhibit A, ¶¶ 5.1-5.5.

8. Class Members who fail to timely opt-out of this settlement will waive all Released Class Claims as set forth in the Agreement. *See* Exhibit A, ¶¶ 1.5, 1.26, 1.30, 1.32, 6.1. Aggrieved Employees will waive all Released PAGA Claims as set forth in the Agreement regardless of whether they opt out of being a Class Member. *See id.* at ¶¶ 1.2, 1.14, 1.31-1.32, 6.2, 7.5.1.

9. For any portion of the Net Settlement Amount or PAGA Payment allocated to Participating Class Members and/or Aggrieved Employees that is not claimed by them by cashing their respective settlement checks within 180 calendar days of issuance, that remaining amount shall be donated equally, *i.e.*, 50/50 to Capital Pro Bono, Inc., and the Center for Workers' Rights under the doctrine of *cy pres*. *See* Exhibit A, at ¶ 5.6. Because the Agreement provides for all funds such that there is no residue, the provisions of California Civil Procedure Code section 384 are inapplicable. *See In re Microsoft I-V Cases*, 135 Cal.App.4th 706, 718, 720 (2006). The designated beneficiaries clearly promote the law consistent with the objectives and purposes underlying the lawsuit as they are non-profits aimed at assisting employees with wage and hour claims who cannot afford legal representation,

1 including providing representation for employees in wage claims before the California Labor
2 Commissioner. *See id.* at 722-724; *see also* Decl. Rodriguez, ¶¶ 23-32.

3 **c. Allocation of Settlement Funds**

4 Payment to Participating Class Members and Aggrieved Employees will not require the
5 submission of a claim form. A Net Settlement Amount will be determined by subtracting from the
6 Gross Settlement Amount any attorneys' fees and costs, Enhancement Payment to the Class
7 Representative, Settlement Administrator Costs, PAGA Payment that are approved and/or awarded by
8 the Court. Each Class Member's share will be determined by dividing their total weeks worked within
9 the Class Period by the total weeks worked by all Class Members within the Class Period. That
10 fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member's
11 individual share of the Net Settlement Amount. Each Aggrieved Employee's share of the 25% portion
12 of the PAGA Payment will be determined by dividing their total weeks worked within the PAGA
13 Claim Period by the total weeks worked by all Aggrieved Employees within the PAGA Claim Period.
14 That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the
15 Aggrieved Employee's individual share. *See* Exhibit A, at ¶¶ 1.17, 5.5, 5.8.

16 **V. THE PROPOSED PROCEDURES TO NOTIFY CLASS MEMBERS SATISFY DUE**
17 **PROCESS AS THEY PROVIDE THE BEST NOTICE PRACTICABLE UNDER THE**
18 **CIRCUMSTANCES**

19 It is not required that Class Members be given actual notice of a class settlement; instead, the
20 best practicable notice under the circumstances is all that is required. *See Silber v. Mabon*, 18 F.3d
21 1449, 1453 (9th Cir. 1994); *Briseno v. ConAgra Foods, Inc.*, 844 F.3d 1121, 1129 (9th Cir. 2017);
22 *Walsh v. CorePower Yoga LLC*, 2017 U.S. Dist. LEXIS 163991, at *12-14 (N.D. Cal. 2017); *Wright v.*
23 *Linkus Enters.*, 259 F.R.D. 468, 474-75 (E.D. Cal. 2009). In *Silber v. Mabon*, 18 F.3d 1449 (9th Cir.
24 1994), the Court rejected a class member's argument that he had not received due process because he
25 did not receive notice until after the opt out period, finding that, so long as the notice process utilized is
26 the best practicable under the circumstances, due process is satisfied even if there is no actual receipt of
27 the notice. *See Silber*, 18 F.3d at 1453-1454. A similar finding was made in *Briseno v. Conagra*
28 *Foods, Inc.*, 844 F.3d 1121 (9th Cir. 2017). With regard to any potential for undeliverable notice
mailings, the court in *Rannis v. Recchia*, 380 F. App'x 646 (9th Cir. 2010) found that class members

1 who did not receive actual notice due to their mailings being deemed undeliverable were still properly
2 held to be part of the class settlement because they received the best notice practicable under the
3 circumstances. *See Rannis v. Recchia*, 380 F. App'x at 650-651. In *Noel v. Thrifty Payless, Inc.*, 7
4 Cal.5th 955, 980-984 (2019), the California Supreme Court noted that California has adopted a similar
5 approach regarding providing notice to class members.

6 Under the proposed notice procedures, Class Members will have forty-five (45) days from the
7 date of mailing to review and respond to the Notice of Settlement, which will also be available online.
8 *See Exhibit A*, ¶¶ 1.21, 7.2. The Notice of Settlement contains all information necessary for a Class
9 Member to assess the litigation, the settlement, and whether they want to participate, object, or opt-out.
10 *See id.* at ¶¶ 7.2, 7.5.1-7.5.3; *Exhibit F*. National change of address database searches, skip-traces, and
11 surveying of current employees will be utilized as set out in the Agreement to provide the best practical
12 means of ensuring Class Members receive the notice mailing. *See Exhibit A*, ¶¶ 7.3-7.4. Any
13 individual whose initial mailing was deemed undeliverable will have additional time to respond. *See*
14 *id.* at ¶ 7.4. Additional time to respond will also be provided to cure any deficiencies in opt-outs,
15 objections, or disputes. *See id.* ¶ 7.5.4. This notice method is regularly utilized in wage and hour class
16 actions and similar to the one approved in *Rannis*. Thus, the proposed procedures for notifying Class
17 Members satisfy due process and should be approved in this case.

18 **VI. THE AGREEMENT WARRANTS PRELIMINARY APPROVAL AS IT IS FAIR,**
19 **REASONABLE, AND ADEQUATE AS TO ALL CLASS MEMBERS BASED ON THE**
20 **FACTS OF THIS CASE**

21 A class action may not be dismissed, compromised, or settled without Court approval and the
22 decision to approve or reject a settlement is committed to the Court's sound discretion. *See Cal. Rules*
23 *of Court*, Rule 3.769; *Fed. R. Civ. Proc.*, Rule 23(e)¹; *Wershba v. Apple Computer, Inc.*, 91 Cal. App.
24 4th 224, 234-35 (2001); *see also Cal. Lab. Code* §§ 2699(l)(2). However, "[d]ue regard should be given
25 to what is otherwise a private consensual agreement between the parties. The inquiry 'must be limited to
26 the extent necessary to reach a reasoned judgment that the agreement is not the product of fraud or
27 overreaching by, or collusion between, the negotiating parties, and that the settlement, taken as a whole,

28 ¹The California Supreme Court has authorized California's trial courts to rely on these federal resources to decide class certification issues. *See Green v. Obledo*, 29 Cal.3d 126, 145-46 (1981).

1 is fair, reasonable and adequate to all concerned.” See *Dunk v. Ford Motor Co.*, 48 Cal. App. 4th 1794,
2 1801 (1996); see also *Cellphone Termination Fee Cases*, 180 Cal. App. 4th 1110, 1118 (2009); *In re*
3 *Microsoft I-V Cases*, 135 Cal. App. 4th 706, 723 (2006); *Nordstrom Com. Cases*, 186 Cal. App. 4th 576,
4 581 (2010). The law favors settlement of lawsuits, particularly class actions and other complex cases
5 where substantial resources can be conserved by avoiding the time, expense, and rigors of formal
6 litigation. See *Cellphone Termination Fee Cases*, 180 Cal. App. 4th 1110, 1117-1118 (2009); *In re*
7 *Microsoft I-V Cases*, 135 Cal. App. 4th 706, 723 n.14 (2006); *Nordstrom Com. Cases*, 186 Cal. App. 4th
8 576, 581 (2010); see also *Neary v. Regents of Univ. of Cal.*, 3 Cal. 4th 273, 277-81 (1992).

9 **a. The Terms of The Settlement Are Fair and Within the Range of Reasonableness**

10 The purpose of the Court’s preliminary evaluation of a proposed class action settlement is to
11 determine only whether it is within the range of possible approval such that notice to the class of its
12 terms and conditions and the scheduling of a formal fairness hearing is warranted. See *Wershba*, 91 Cal.
13 App. 4th at 234-35. If the Court finds a proposed settlement falls within “the range of reasonableness,”
14 it should grant preliminary approval of the class action settlement. See, e.g., *North County Contr.’s*
15 *Assn., Inc. v. Touchstone Ins. Svcs.*, 27 Cal. App. 4th 1085, 1089-90 (1994); *Kullar v. Foot Locker*
16 *Retail, Inc.*, 168 Cal. App. 4th 116, 133 (2008). Factors to consider in determining whether the
17 settlement is fair, reasonable, and adequate include the strength of the Plaintiff’s case, the risk, expense,
18 complexity and likely duration of further litigation, the risk of maintaining class action status through
19 trial, the amount offered in settlement, the extent of discovery completed and the stage of the
20 proceedings, the experience and views of counsel, the presence of a governmental participant, and the
21 reaction of the class members to the proposed settlement. See *Dunk v. Ford Motor Co.*, 48 Cal. App. 4th
22 1794, 1801 (1996). However, this Court should begin its analysis with a presumption that the proposed
23 settlement is fair. “A presumption of fairness exists where: (1) the settlement is reached through arm’s
24 length bargaining; (2) investigation and discovery are sufficient to allow counsel and the court to act
25 intelligently; (3) counsel is experienced in similar litigation; and (4) the percentage of objectors is
26 small.” *Id.* at 1802.

1 **i. The Agreement is a Result of Extensive, Non-Collusive Arm’s Length**
2 **Negotiations Between the Parties**

3 Settlement of this case was reached only after substantial litigation and extensive arm’s length
4 negotiations lasting nearly fifteen (15) months, which included a full day mediation a mediator’s
5 proposal, that the Parties were able to resolve all claims and enter into the Agreement. *See* Decl.
6 Rodriguez, ¶¶ 6-8. At all times, the negotiations were adversarial, although still professional in nature.
7 *See id.*

8 **ii. The Extent of Investigation and Discovery Completed Provided Ample**
9 **Information to Enter Into an Informed and Reasonable Settlement**

10 The Parties were in possession of all necessary information during the negotiations. The Parties
11 engaged in substantial formal and informal discovery, which included all necessary components for
12 evaluating the class claims and creating an accurate damages model. *See id.* at ¶¶ 6-10. Plaintiff was
13 in possession of this information prior to calculating any damages in this case. *See id.* As a result,
14 Plaintiff was able to make a reasonable estimation of Defendant’s potential liability. *See id.* For these
15 reasons, the settlement now before the Court was reached at a stage where “the parties certainly have a
16 clear view of the strengths and weaknesses of their cases” sufficient to support the settlement. *See*
17 *Boyd v. Bechtel Corp.*, 485 F.Supp. 610, 617 (N.D. Cal. 1979).

18 **iii. Plaintiff’s Counsel are Experienced in Similar Litigation**

19 Plaintiff’s counsel have considerable experience in complex litigation such as class and PAGA
20 actions. *See* Decl. Rodriguez, ¶¶ 12-18. Thus, Plaintiff’s counsel are qualified to evaluate the class
21 claims, the value of settlement versus moving forward with litigation, and viability of possible
22 affirmative defenses. Plaintiff’s counsel believe that the Agreement is fair, reasonable, and adequate in
23 light of the risks associated with the claims, the uncertainties of complex litigation, and the secured
24 benefit to Class Members. *See id.*

25 **iv. The Settlement is Fair, Reasonable, and Adequate Based on the Strength of**
26 **Plaintiff’s Case and the Risks and Costs of Further Litigation**

27 Plaintiff’s claims and the ability to obtain and maintain certification all the way through trial
28 were heavily disputed by Defendant. *See* Decl. Rodriguez, ¶¶ 5-10. Based on the records and facts of

1 this case, Plaintiff has secured a gross recovery of approximately 10% of the maximum value of the
2 claims in this matter and between 16% and 52% of the more realistic range of recovery. *See* Decl.
3 Rodriguez, ¶¶ 9-10. The net recovery represents approximately 5% of the maximum value of the
4 claims in this matter and between 8% and 26% of the more realistic range of recovery. The average net
5 award is approximately \$855.56. *See id.*

6 This settlement is a reasonable compromise of the class and PAGA claims, and is within the
7 percentile ranges of the total available damages that have been approved in other class settlements. *See*
8 *Wershba*, 91 Cal.App.4th at 246, 250; *Rebney v. Wells Fargo Bank*, 220 Cal.App.3d 1117, 1139
9 (1990); *Officers for Justice v. Civil Serv. Comm’n*, 688 F.2d 615, 628 (9th Cir. 1982); *see also In re*
10 *Omnivision Technologies, Inc.*, 559 F.Supp.2d 1036, 1042 (2007) (noting that certainty of recovery in
11 settlement of 6% of maximum potential recovery after reduction for attorney’s fees was higher than
12 median percentage for recoveries in shareholder class action settlements, averaging 2.2%-3% from
13 2000 through 2002); *Bravo v. Gale Triangle, Inc.*, 2017 U.S. Dist. LEXIS 77714 (C.D. Cal. 2017)
14 (approving a settlement where the net recovery to class members was approximately 7.5% of the
15 projected maximum recovery amount); *Avila v. Cold Spring Granite Co.*, 2017 U.S. Dist. LEXIS
16 130878 (E.D. Cal. 2017) (approving a settlement with a gross recovery of 11% of the projected
17 maximum damages available and a net recovery of approximately 6.7% of the projected maximum
18 recovery); *Bellinghausen v. Tractor Supply Co.*, 306 F.R.D. 245 (N.D. Cal. 2015) (approving a
19 settlement where the gross recovery was approximately 8.5% of the projected maximum recovery);
20 *Schiller v. David’s Bridal, Inc.*, 2012 U.S. Dist. LEXIS 80776 at *48 (E.D. Cal. 2012) (“Class
21 Members will receive an average of approximately \$198.70, with the highest payment to a Class
22 Member being \$695.78 . . . Overall, the Court finds that the results achieved are good, which is
23 highlighted by the fact that there was no objection to the settlement amount or the attorneys’ fees
24 requested.”); *Gardner v. GC Servs., LP*, 2012 U.S. Dist. LEXIS 47043, 18 (S.D. Cal. 2012) (“the
25 results achieved in this case were very favorable. Class members are provided with immediate
26 monetary relief, with an average award of around several hundred dollars and a minimum award of
27 \$50”).
28

1 **v. The Proposed Settlement is a Reasonable Compromise of Claims**

2 In *Kullar v. Foot Locker Retail, Inc.*, 168 Cal.App.4th 116 (2008), the Court required additional
3 information be presented in class action settlements “to ensure that the recovery represents a reasonable
4 compromise, given the magnitude and apparent merit of the claims being released, discounted by the
5 risks and expenses of attempting to establish and collect on those claims by pursuing the
6 litigation” *Id.* at 129. *Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles*, 186 Cal.App.4th 399
7 (2010), clarified that *Kullar* does not require an illusory prediction of the outer reaches of exposure
8 without taking into account the actual risks of litigation such as dispositive motions and trial. *Kullar*
9 also does not require an explicit statement of the maximum amount to be recovered if a plaintiff
10 prevailed on all the claims, provided there is a record that allows “an understanding of the amount that
11 is in controversy and the realistic range of outcomes of the litigation.” *Id.* at 409.

12 Plaintiff has thoroughly set forth the realistic range of outcomes in this litigation as well as the
13 data points relied upon in reaching these ranges. *See* Decl. Rodriguez ¶¶ 9-10. The record
14 demonstrates that the compromises made by Plaintiff was reasonable and have resulted in a settlement
15 with recovery percentage well within the range of what has been found to be sufficient in several other
16 cases. *See, supra*, Section VI.a.iv; *see also* *Linney v. Cellular Alaska P’ship*, 151 F.3d 1234, 1242 (9th
17 Cir. 1998) (“The fact that a proposed settlement may only amount to a fraction of the potential recovery
18 does not, in and of itself, mean that the proposed settlement is grossly inadequate and should be
19 disapproved”); *City of Detroit v. Grinnell Corp.*, 495 F.2d 448, 455 (2d Cir. 1974) (“In fact there is no
20 reason, at least in theory, why a satisfactory settlement could not amount to a hundredth or even a
21 thousandth part of a single percent of the potential recovery”).

22 **b. Provisional Certification of the Class is Appropriate**

23 Class certification is appropriate when (1) the class is ascertainable and (2) there is “a well-
24 defined community of interest in the questions of law and fact involved affecting the parties to be
25 represented.” *Dunk*, 48 Cal. App. 4th at 1806. The “community of interest” element “embodies three
26 factors: (1) common questions of law or fact predominate; (2) class representatives with claims or
27 defenses typical of the class; and (3) class representatives who can adequately represent the class.” *Id.*
28 Here, the Parties agree that, for the purposes of settlement, these prerequisites are met. *See* Exhibit A.

1 **i. The Proposed Settlement Class is Ascertainable and Sufficiently Numerous**

2 The proposed settlement class is ascertainable because all putative Class Members can be
3 readily identified through employee personnel and payroll files. *See Noel v. Thrifty Payless, Inc.*, 7
4 Cal.5th 955, 980 (2019); *Rose v. City of Hayward*, 126 Cal.App.3d 926, 932 (1981); *Lee v. Dynamex,*
5 *Inc.*, 166 Cal. App. 4th 1325, 1334 (2008). The numerosity requirement is met because there are 225
6 individuals who fall within the definition of Class Member, which makes joinder of all members
7 impracticable. *See Gay v. Waiters' & Dairy Lunchmen's Union*, 489 F.Supp. 282 (N.D. Cal. 1980),
8 *aff'd* 694 F.2d 531 (9th Cir. 1982); *Hebbard v. Calgrove*, 28 Cal. App. 3d 1017, 1030 (1972) (noting no
9 set minimum to meet the numerosity prerequisite, but a class as few as twenty-eight (28) members is
10 acceptable). Thus, these requirements are satisfied.

11 **ii. The Commonality, Predominance, and Typicality Requirements are Met**

12 The commonality requirement is met when there are questions of law or fact regarding the class
13 as a whole. *See Hanlon*, 150 F.3d at 1019. Commonality requires only that some common legal or
14 factual questions exist; Plaintiff need not show that all issues in the litigation are identical. *See*
15 *Richmond v. Dart Ind., Inc.*, 29 Cal.3d 462, 473 (1981); *City of San Jose v. Superior Court*, 12 Cal.3d
16 447, 460 (1974). Common questions of law or fact must also predominate over individual questions
17 and class-wide treatment of a dispute must be superior to individual litigation.² *See Richmond*, 29
18 Cal.3d at 469. Predominance requires a putative class be sufficiently cohesive to warrant adjudication
19 by representation. *See Hanlon*, 150 F.3d at 1022. The typicality requirement is met when claims of the
20 named representative are typical of those of the class, though “they need not be substantially identical.”
21 *Id.* at 1020; *Classen v. Weller*, 145 Cal. App. 3d 27, 46-47 (1983).

22 The common questions of law and fact in this case stem from Plaintiff’s contention that
23 Defendant violated California law by 1) failing to pay Plaintiff and similarly situated employees all
24 minimum wages and overtime wages due to managers failing to pay Plaintiff and similarly situated
25 employees for working off-the-clock; 2) failing to incorporate the value of the mandatory service
26 charges into the regular rate of pay in calculating Plaintiff’s and similarly situated employees’ premium
27

28 ²When assessing predominance and superiority, a court may consider that the class will be certified for settlement purposes only and that manageability of trial is therefore irrelevant. *See Amchem Products v. Windsor*, 521 U.S. 591 (1997).

1 wages, including meal and rest period premiums, overtime, sick leave; 3) failing to authorize and
2 permit Plaintiff and similarly situated employees to take all meal and rest periods owed to them; 4)
3 changing Plaintiff's and similarly situated employees' timecards to show that Plaintiff and similarly
4 situated employees took compliant meal and rest periods when, in fact, they had not; 5) failing to pay
5 all hours worked because of rounding Plaintiff's and similarly situated employees' hours worked;
6 including but not limited to, meal period clock-ins and clock-outs; and 6) failing to reimburse Plaintiff
7 and similarly situated employees for using their cell phones, for work purposes. *See* Exhibit B. The
8 waiting time penalties, unfair competition, and PAGA claims are derivative of these violations. *See id.*
9 Plaintiff and the Class Members seek the same remedies under state law. Under these specific
10 circumstances, the commonality and predominance requirements are satisfied. Regarding the typicality
11 requirement, Plaintiff contends he suffered from the same unlawful policies, treatment, and
12 circumstances as Class Members did, will request the same remedies, and will rely on the same
13 methods of proof to establish liability and damages. *See id.* Thus, the typicality requirement is also
14 satisfied for settlement purposes.

15 **iii. The Adequacy Requirement is Met**

16 The adequacy of representation requirement is met if the named representative and counsel have
17 no interests adverse to those of the putative class members and are committed to vigorously prosecuting
18 the case on behalf of the class. *See Hanlon*, 150 F.3d at 1020; *McGhee v. Bank of America*, 60
19 Cal.App.3d 442, 450-51 (1976). Those standards are met here. Under the proposed Agreement,
20 Plaintiff and the putative Class Members will receive a pro rata share of the settlement based on the
21 number of workweeks they worked for Defendant. *See* Exhibit A. Finally, any settlement class
22 member who wishes to opt-out of the settlement may do so, and he or she may also dispute the number
23 of workweeks stated in the Notice of Settlement (Exhibit F).

24 There is no conflict of interest between Plaintiff and Class Members. Plaintiff and Plaintiff's
25 counsel have pursued the claims made in the operative Complaint vigorously on behalf of the class.
26 Plaintiff's counsel, with Plaintiff's assistance, thoroughly investigated the claims made in this case by
27 speaking with Plaintiff and reviewing substantial amounts of documents. Plaintiff's counsel thereafter
28 engaged Defendant's counsel in settlement discussions over the course of approximately fifteen (15)

1 months. Moreover, Plaintiff's counsel has experience defending and bringing wage and hour claims.
2 Because Plaintiff's counsel has vigorously pursued Plaintiff's and the Class Members' claims, the
3 adequacy requirement is met. *See generally* Decl. Rodriguez.

4 **VII. ATTORNEYS FEES AND COSTS, ENHANCEMENT PAYMENT TO THE CLASS**
5 **REPRESENTATIVE, AND SETTLEMENT ADMINISTRATOR COSTS TO BE**
6 **REQUESTED IN CONNECTION WITH FINAL APPROVAL**

7 Plaintiff is not requesting any determination with respect to attorney's fees and costs,
8 Enhancement Payment, or Settlement Administrator Costs at this time. Rather, should the Court grant
9 preliminary approval, Plaintiff will make the request for these amounts as set out in the Agreement as
10 part of their final approval briefing. Specifically, Plaintiff will request the Court award attorney's fees
11 in the amount of \$133,000 (35% of the Gross Settlement Amount), costs in an amount not to exceed
12 \$12,500, Settlement Administrator Costs in an amount not to exceed \$12,000, and an Enhancement
13 Payment for the Class Representative in the amount of \$10,000.

14 Plaintiff believes an award of attorney's fees under the common fund doctrine is appropriate in
15 this case as there is a sufficiently identifiable class of beneficiaries (*e.g.* the settlement class), the
16 benefits received can be accurately traced to the settlement Plaintiff and Class Counsel were able to
17 negotiate on behalf of Class Members, and the fee can be shifted with exactitude to those benefiting as
18 the fee request is a specific, lump-sum percentage of the fund. *See Laffitte v. Robert Half Internat.,*
19 *Inc.*, 1 Cal.5th 480, 506 (2016); *Paul, Johnson, Alston & Hunt v. Gaulty*, 886 F.2d 268, 271 (9th Cir.
20 1989); *Boeing Co. v. Van Gemert*, 444 U.S. 472, 477-478 (1980) ("A lawyer who recovers a common
21 fund for the benefit of persons other than . . . her client is entitled to a reasonable attorney's fee from
22 the fund as a whole."); *see also Martin v. Ameripride Servs.*, 2011 U.S. Dist. LEXIS 61796, *22-23
23 (S.D. Cal. 2011) (collecting cases); *Birch v. Office Depot, Inc.*, USDC Southern District, Case No.
24 06cv1690 DMS (WMC) (awarding 40% fee on a \$16 million wage and hour class action settlement);
25 *Rippee v. Boston Mkt. Corp.*, USDC Southern District, Case No. 05cv1359 BTM (JMA) (awarding a
26 40% fee on a \$3.75 million wage and hour class action settlement); *West v. Circle K Stores, Inc.*, 2006
27 U.S. Dist. LEXIS 76558, at *7-*8, *12, *27 (E.D. Cal. 2006) (awarding a \$15,000 representative
28 enhancement where 10,000 class members were to receive a gross award of approximately \$500 each
from the \$5,000,000 settlement); *Dent v. ITC Serv. Croup*, 2013 U.S. Dist. LEXIS 139359, at *9-*10,

1 *15-*16 (D. Nev. Aug. 6, 2013) (awarding a \$15,000 representative enhancement out of a \$150,000
2 settlement for approximately 530 class members); *Patel v. Nike Retail Services, Inc.*, 2019 WL
3 2029061 at *2 (N.D. Cal. 2019) (\$5,261 for settlement administrator's fees was not excessive where
4 PAGA group consisted of 40 employees).

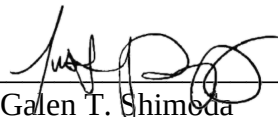
5 Plaintiff's final approval briefing will include information and analysis regarding the
6 appropriateness of the fee percentage sought, a detailed declaration from Plaintiff regarding their time
7 spent on the case as well as any risks and burdens incurred as the Class Representative, an itemized
8 costs spreadsheet, and a declaration from the Settlement Administrator detailing the work performed
9 and Settlement Administrator Costs incurred. *See* Decl. Rodriguez ¶ 19. The Notice of Settlement will
10 state the amounts to be requested to provide Class Members the ability to comment thereon, providing
11 evidence of whether the requested amounts are reasonable. *See* Exhibit F at pg. 2, § II.A; *see also In re*
12 *Heritage Bond Litig.*, 2005 U.S. Dist. LEXIS 13555, 71 (C.D. Cal. 2005) ("the absence of objections or
13 disapproval by class members to class counsel's fee request further supports finding the fee request
14 reasonable"). Any allocated amounts not ultimately awarded by the Court will be distributed to Class
15 Members pro rata. *See* Exhibit A, ¶¶ 5.2-5.4, 5.8.

16 **VIII. CONCLUSION**

17 For all of the foregoing reasons, Plaintiff respectfully requests that this Court preliminarily and
18 conditionally certify the class for settlement purposes; grant preliminary and conditional approval of
19 the proposed settlement; approve the proposed notification procedures, including the Notice of
20 Settlement and proposed deadlines relating thereto; and schedule the final approval hearing. A copy of
21 Plaintiff's proposed order is being filed concurrently herewith.

22
23 **Shimoda & Rodriguez Law, PC**

24
25 Dated: August 23, 2024

26 By: 
27 Galen T. Shimoda
28 Justin P. Rodriguez
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Attorneys for Plaintiff ANTHONY AFFATATO
individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a
California Corporation; SIERRA VIEW
LAND COMPANY, a California Corporation;
and DOES 1 to 100, inclusive,

Defendant.

Case No. S-CV-0050664

CLASS ACTION

**DECLARATION OF ANTHONY AFFATATO
IN SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA SETTLEMENT**

Date: October 3, 2024

Time: 8:30 a.m.

Dept.: 3

Judge: Hon. Michael Jones

Filed: June 13, 2023

FAC Filed: September 7, 2023

SAC Filed: June 17, 2024

Trial Date: None Set

1 I, Anthony Affatato, declare:

2 1. I am a competent adult, I have personal knowledge of the facts set forth in this
3 declaration, and I am making this declaration on behalf of myself, as a named plaintiff, and in support
4 of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement.

5 2. I worked for Defendant Sierra View Land Company dba Sierra View Country Club
6 ("Defendant") from approximately August 13, 2003, to January 31, 2023, as a non-exempt employee. I
7 was subject to all of Defendant's policies and practices that have been alleged as unlawful in the
8 Complaint and the notice sent to the Labor and Workforce Development Agency, including the
9 following: failure to pay overtime wages, failure to pay minimum wages, meal period violations, rest
10 period violations, failure to provide accurate wage statements, failure to timely pay final wages, failure
11 to reimburse expenses, and unfair competition.

12 3. I have actively participated in the litigation of this case for the benefit of all Class
13 Members. Prior to obtaining an attorney, I performed several hours of research trying to find a quality
14 attorney to handle the claims. I also performed several hours of research on the potential claims, so I
15 could be sure I could have an informed discussion with the attorneys about the claims and have a better
16 idea of what to expect in litigation and how to help the case proceed. After securing Shimoda &
17 Rodriguez Law, PC, I continued to be actively involved in the case to help ensure a positive outcome.

18 4. My attorneys explained to me the risks and benefits of bringing a class action and a
19 claim under the Private Attorneys General Act ("PAGA"). I understood that pursuing the case as a
20 class and PAGA action meant that it would take substantially longer than pursuing these wage and hour
21 claims individually, whether in Court or with the California Labor Commissioner, and that I risked
22 getting nothing in the end, but I believed it was important to make sure that Defendant followed the law
23 for everyone. I understood that I took on the risk, both professionally and financially, in pursuing the
24 case as a class and PAGA action, including the risk of having to pay Defendant's costs if we were
25 unsuccessful in bringing our claims.

26 5. During the course of this litigation, I have given detailed accounts of all the facts related
27 to my employment. I provided my attorneys with extensive documentation that I believe supported the
28 claims brought against Defendant. I met with and assisted my attorneys in understanding these

1 documents and providing context for Defendant's payroll process as it applied to me and how I
2 believed it applied to Defendant's other employees. I worked there for twenty (20) years, which I
3 believe enabled me to discuss the similarities of the wage and hour policies and practices among all
4 Class Members.

5 6. The work I performed for this case included an extensive review of documents and
6 payroll practices to show and explain to my attorneys what was happening and why I thought it was
7 unlawful. I provided my attorneys with timesheets, paystubs, policies, related to the wage and hour
8 claims of this case. I also explained the job duties of the various positions held by class members, the
9 type of tasks and work performed, how these raised wage and hour issues, estimates of the total number
10 of class members for each position, typical schedules, and the policies of the Defendant and how they
11 affected myself and class members. I helped review and explain to my attorney's different documents
12 such as payroll documents, paystubs and payroll records, payroll policies, meal and rest period policies,
13 timecards, and Defendant's practices of such policies. I believe this was very important as it helped not
14 only the claims of failure to pay minimum wages, failure to pay overtime, and failure to provide meal
15 and rest periods, but also claims related to waiting time penalties and failure to provide accurate wage
16 statements. The review became even more detailed when my attorneys asked me questions about the
17 payroll data sample that was produced as part of informal discovery to engage in mediation. I also
18 spent time finding witnesses for this case. Overall, I have spent an enormous amount of time assisting
19 in the prosecution of this case. I estimate I have spent between 160 to 200 hours on the case so far.

20 7. I participated in the negotiations and settlement discussions in this case, including
21 participating in mediation by phone, speaking with my attorneys to answer questions, provide any
22 additional information needed to assist the negotiations, and discussing the potential terms of the
23 Agreement to evaluate its adequacy. Throughout the course of this litigation I have asked questions
24 when I needed clarification about various aspects of this case to make sure there were continually steps
25 taken to advance the interests of Class Members.

26 8. Although I have already spent a substantial amount of time on this case and assisting my
27 attorneys, I expect the amount of time I spend on this case will increase if preliminary approval is
28

1 granted because Class Members will likely reach out to me about the Settlement and the process for
2 receiving payment.

3 9. I have experienced substantial burdens because of filing the lawsuit that other Class
4 Members were not subject to. For example, in bringing the lawsuit, I assumed the risk of having to pay
5 Defendant's costs if the Court or jury rules against us on the claims. My understanding is that this is a
6 substantial risk because the costs associated with litigation, in general, are very high and this cost is
7 multiplied many times over in complex litigation like class actions. I have spent a substantial amount
8 of time in this case, securing a monetary benefit for many individuals who have not had to do anything
9 whatsoever to have the opportunity to receive it. Rather than spend this time with friends and family, I
10 have spent this time for the benefit of Class Members. Finally, as part of the Settlement, I am the only
11 individual providing a general release of all my individual claims and waiving the protections of
12 California Civil Code section 1542 for unknown claims. No other Class Member is subject to such a
13 broad release.

14 10. I have reviewed the final Joint Stipulation of Class Action and PAGA Settlement and
15 Release, discussed the terms with my attorney, and asked my attorney any questions I had. I believe
16 the terms of the Settlement and allocations are fair and reasonable given the facts of the case.

17 11. I understand that any Class Representative Enhancement Payment I may receive is for
18 my participation as a Class Representative and it is not contingent on my support or approval of the
19 Agreement.

20 I declare under penalty of perjury under the laws of the State of California that the foregoing is
21 true and correct. Executed on August 19, 2024, in Citrus Heights, California.

22
23
24 

Anthony Affatato (Aug 19, 2024 11:58 PDT)

Anthony Affatato

Galen T. Shimoda (Cal. State Bar No. 226752)
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Attorneys for Plaintiff ANTHONY AFFATATO
individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a
California Corporation; SIERRA VIEW
LAND COMPANY, a California Corporation;
and DOES 1 to 100, inclusive,

Defendants.

Case No. S-CV-0050664

CLASS ACTION

**DECLARATION OF JUSTIN P. RODRIGUEZ IN
SUPPORT OF PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: October 3, 2024

Time: 8:30 a.m.

Dept.: 3

Judge: Hon. Michael Jones

Filed: June 13, 2023

FAC Filed: September 7, 2023

SAC Filed: June 17, 2024

Trial Date: None Set

1 I, Justin P. Rodriguez, declare:

2 1. I am an attorney at law duly admitted to practice before all the courts of the State of
3 California and an attorney of record for Plaintiff Anthony Affatato (“Plaintiff”) herein. I am making
4 this declaration on behalf of the named Plaintiff, the putative class members, and in support of
5 Plaintiff’s Motion for Preliminary Approval of Class Action and PAGA Settlement (“Motion”). A true
6 and correct copy of the Joint Stipulation Regarding Class Action and PAGA Settlement and Release
7 (“Agreement”) in this matter is filed with this Motion as Exhibit A.

8 2. This case was brought as a wage and hour class action based on Plaintiff’s contention
9 that Defendant Sierra View Land Company dba Sierra View Country Club¹ (“Defendant”) violated
10 California law by 1) failing to pay overtime wages, 2) failing to pay minimum wages, 3) failing to
11 provide meal periods, 4) failing to provide rest periods, 5) failing to provide accurate wage statements,
12 6) failing to pay final wages, 7) failing to reimburse employees for incurred expenses, and 8) by
13 engaging in unfair competition. Plaintiff also alleged liability for civil penalties under the Private
14 Attorneys General Act (“PAGA”). These claims were based on allegations that Defendant caused the
15 violations outlined above by 1) failing to pay Plaintiff and similarly situated employees all minimum
16 wages and overtime wages due to managers failing to pay Plaintiff and similarly situated employees for
17 working off-the-clock, 2) failing to incorporate the value of the mandatory service charges into the
18 regular rate of pay in calculating Plaintiff’s and similarly situated employees’ premium wages,
19 including meal and rest period premiums, overtime, sick leave, 3) failing to authorize and permit
20 Plaintiff and similarly situated employees to take all meal and rest periods owed to them, 4) changing
21 Plaintiff’s and similarly situated employees’ timecards to show that Plaintiff and similarly situated
22 employees took compliant meal and rest periods when, in fact, they had not, 5) failing to pay all hours
23 worked because of rounding Plaintiff’s and similarly situated employees’ hours worked, including but
24 not limited to, meal period clock-ins and clock-outs, and 6) failing to reimburse Plaintiff and similarly
25 situated employees for using their cell phones, for work purposes. The PAGA, waiting time penalty,
26 wage statement violation, and unfair competition claims also derive from these violations.

27
28

¹ Although named as two separate entities in this lawsuit, Counsel for Defendant has since confirmed that Sierra View Country Club is a dba of Sierra View Land Company.

1 3. Plaintiff is the only named representative in this matter. From our initial investigations
2 of Plaintiff's claims and documents, we believed these claims had merit and could be maintained as a
3 class action. We filed the action on or about June 13, 2023. Plaintiff exhausted administrative
4 remedies through the Labor and Workforce Development Agency ("LWDA") prior to amending the
5 Complaint to add a PAGA claim. Plaintiff filed a notice with the LWDA on June 13, 2023, setting
6 forth the facts and theories of liability. An amended notice was filed with the LWDA on April 10,
7 2024, setting forth additional facts and clarifying the theories of liability being asserted based on the
8 alleged rounding of employees' time punches. A true and correct copy of the operative notice filed
9 with the LWDA is being filed with this Motion as Exhibit C. Copies of the notices were also sent to
10 Defendant via certified mail and the \$75.00 filing fee was remitted to the LWDA at the time of the
11 initial filing. There was no response by the LWDA regarding its intent to investigate the claims in
12 response to either of Plaintiff's notices. As more than 65 days have passed since the notices were sent,
13 Plaintiff was authorized to commence a civil action under the PAGA. A First Amended Complaint was
14 filed on September 7, 2023, adding the PAGA claim. A Second Amended Complaint was filed on June
15 17, 2024, reflecting the additional facts and theories of liability regarding the alleged rounding of
16 employees' time punches. Both the First Amended Complaint and the Second Amended Complaint
17 were uploaded to the LWDA, after we received an endorsed copy back from Court. A true and correct
18 copy of Plaintiff's operative Second Amended Complaint is filed with this Motion as Exhibit B.

19 4. Currently, there is no date set for a motion to certify the class and there is no trial date.

20 5. Defendant is represented in this matter by Dominique N. Thomas of Lewis Brisbois
21 Bisgard & Smith LLP. From the beginning, Defendant has contested the merits of this case, the
22 suitability of the case for class action or representative treatment, the manageability of the case at trial,
23 and Plaintiff's ability to prove a violation in each pay period for each employee among other defenses
24 and contentions they made challenging the propriety of this action. Defendant further contended, even
25 assuming there was a finding supporting the imposition of PAGA penalties, that the Court would likely
26 exercise its discretion to substantially reduce any such penalties owed based on evidence of good faith
27 attempts to comply with California Labor Code obligations by Defendant. Notwithstanding its
28 agreement to settle this matter, Defendant believe the practices Plaintiff is contending are unlawful

1 either do not exist or, to the extent they do exist, fully comply with all state and federal employment
2 laws with respect to Plaintiff and Class Members. Also, Defendant has contended that this matter is not
3 appropriate for class certification outside of this proposed class settlement.

4 6. Based on the expected testimony from Plaintiff and Class Members, a review of
5 Defendant's policies and procedures and other documents relating to the alleged claims, information on
6 the number of Class Members, Class Members' dates of employment, and a representative sample of
7 Class Members' payroll data, the scope of the potential damages to Plaintiff and Class Members in light
8 of the claims alleged, the uncertainty in the law with regard to certification, and the negotiations that
9 have taken place, I am convinced that the proposed settlement is in the best interest of the class. The
10 length and risks of trial and other normal perils of litigation that impact the value of the claims were also
11 considered and weighed in reaching the Agreement. In addition, I carefully considered the prospect of
12 potential class certification issues as well as the uncertainty of class certification, the difficulties of
13 complex litigation, and the lengthy process of establishing specific damages and various possible delays
14 and appeals in agreeing to the proposed settlement. I further considered the fact that penalties under the
15 PAGA could be substantially cut at the discretion of the Court even if Plaintiff was successful on
16 proving those claims and there was risk that a Court could find no willfulness in the failure to pay wages
17 at separation, which would eliminate the value of the waiting time penalty claim entirely. Overall, I
18 believe it is more beneficial to secure a guaranteed benefit to the class now rather than to proceed with
19 litigation and potentially obtain zero funds to the class due to legal or factual issues in the case.

20 7. My office, including my partner, Galen T. Shimoda, my associate, Renald Konini, our
21 paralegal, and myself, along with Plaintiff's assistance, thoroughly investigated the merits of the claims
22 and potential damages for such claims. The parties engaged in formal and informal discovery and
23 exchange of documents, including a 20% representative sampling of employee data, such as timecards,
24 paystubs, payroll data and relevant policies for the entirety of the statute of limitations applicable to the
25 alleged claims. The discovery covered all aspects of the asserted claims, including certification issues,
26 merits issues, damages, the scope and configuration of Class Members, the content and implementation
27 of the wage and hour policies at issue, issues relating to manageability concerns at trial, among other
28 relevant areas. The discovery included many different documents, including employee onboarding

documents, employee policy and handbooks, employment agreements, and timecards. From this production we were able to determine information critical to a reliable damages analysis such as the average hourly rate, average daily hours worked, average number of workweeks and pay periods that had potential violations based on the asserted claims, the frequency with which violations occurred in a given week and/or pay period, and the number of former employees. This information allowed my office to assess both liability and damages and create an accurate damages model. Plaintiff assisted in all aspects of this litigation including providing factual information relating to Plaintiff's and Class Members' employment conditions, providing a substantial number of documents, and answering questions regarding Defendant's factual contentions in this matter. This was important because it directly related to our ability to maintain this case as a class action and our ability to obtain a favorable settlement for the class.

8. Throughout this litigation our office had numerous communications with Defendant's Counsel discussing our respective positions. The parties engaged in mediation on April 1, 2024, using an experienced mediator, Mark LeHocky. It was only after approximately fifteen (15) months of extensive, arm's length negotiations that the parties were able to reach a settlement, which only occurred after a full-day mediation, a mediator's proposal, and post-mediation negotiations regarding the proposal, before a Memorandum of Understanding covering the essential terms was agreed to. Counsel continued to discuss and negotiate additional terms while drafting and finalizing the Agreement. The negotiations were at all times contentious and adversarial, though still professional in nature.

9. The following represents the maximum recovery for each of Plaintiff's claims based on my office's analysis of Defendant's relevant policies and the data produced by Defendant, including a sample of time and payroll records for Class Members. There were approximately 19,175 workweeks in the Class Period, 3,458 pay periods in the PAGA Claim Period, an average base hourly rate of \$15.18 and an average overtime rate of \$22.77:

- a) Unpaid Minimum Wages: This claim is based on allegations that Defendant did not pay for all hours worked because Defendant rounded Class Members' time punches, changed their timecards to reflect meal periods not actually taken, and regularly required off-the-clock work to occur both before and after Class Members' scheduled shifts. This

claim is entirely comprised of liquidated damages under California Labor Code section 1194.2 and the maximum value of this claim is \$214,855.88. Plaintiff only claimed liquidated damages under this cause of action to avoid double recovery for substantive wage loss because Plaintiff has also assumed that all unpaid hours qualified for overtime compensation. There were substantial amounts of risk with respect to certification and with Plaintiff proving the merits or damages. There is substantial risk associated with this claim. First, there is a split of appellate authority on whether rounding an employees' hours worked is lawful. *See Woodworth v. Loma Linda Univ. Med. Ctr.*, 93 Cal.App.5th 1038, 1046 (2023) (finding rounding unlawful and noting its disagreement with *See's Candy Shops, Inc. v. Superior Court*, 210 Cal.App.4th 889 (2012)). The California Supreme Court is set to address this legal issue in *Camp v. Home Depot U.S.A., Inc.*, S277518. Defendant maintained a written policy prohibiting off-the-clock work, which would essentially require Plaintiff to prove that Defendant effectively maintained a policy and practice to violate its policy and knew or had reason to know of the off-the-clock work was occurring despite time records to the contrary. *See Brinker Rest. Corp. v. Superior Ct.*, 53 Cal.4th 1004, 1040, 1051-1052 (2012). This is a substantially high bar to meet and a very risky litigation hurdle. Beyond the legal issues with the claim, the range of time worked off-the-clock ranged between .5 to .83 hours work week. However, Plaintiff's calculations are based upon each violation being .83 hours. It is unlikely that the maximum amount of time off-the-clock would be experienced each week for every employee. Putting aside the issue regarding amount of damages, the legal uncertainty surrounding the claims make it likely that a Court would find there was a good faith defense, which entirely wipes out a claim for liquidated damages. *See Cal. Lab. Code § 1194.2(b)*. Based on the facts of this case, it is unlikely that there would be any recovery for this claim.

- b) Unpaid Overtime Wages: In part, this claim is based on the same facts as the minimum wage claim described above as it relates to rounding, and off the clock work, and timecard alternations, and, therefore, is subject to the same risks outlined above. The

1 maximum possible damages for the rounding part of this claim are \$362,390.24. This
2 amount does not take into account any potential risks with respect to certification or
3 Plaintiff proving the merits or damages. As noted above, Plaintiff's calculations are
4 based on being able to consistently prove a net of .83 unpaid overtime hours worked per
5 week, per employee, for the entirety of their employment. It is unlikely that such a
6 finding would be made at trial for the same reasons as stated above. Based on the legal
7 risks and average off-the-clock time experienced, I believe a more realistic range for the
8 value of this claim is between \$72,587.20 to \$217,761.61.

9 Unpaid Overtime based on RROP: This claim is also based on the allegations that
10 Defendant failed to pay Plaintiff and Class Members all overtime wages due to
11 Defendant's failure to incorporate the value of mandatory service charges when
12 calculating the regular rate of pay for premium purposes such as overtime. The
13 maximum damages amount for this claim is \$24,887.85. Only 977 of the approximately
14 8,850 total pay periods were affected by this claim. While this number does not take
15 into account any potential risks with respect to Plaintiff proving the merits or damages,
16 which was heavily disputed, the potential damages were relatively small compared to
17 the claims as a whole and were more relevant during settlement discussions with how
18 they impacted liability for derivative penalties such as wage statement and waiting time
19 penalty violations. As such, Plaintiff will be utilizing the maximum value of this claim
20 for purposes of the *Kullar* analysis.

21 c) Meal and Rest Periods: Based on the sample data, the maximum exposure for these
22 claims is \$704,109.12. Class Members worked an average of seven (7) days per pay
23 period and there was approximately a 37.44% unique violation rate based on the time
24 records (*i.e.* no meal period records for shifts greater than six (6) hours, no second meal
25 periods on shifts greater than twelve (12) hours, short meal periods, etc.). This amount
26 does not take into account any potential risks associated with this claim, which was
27 heavily disputed. While Plaintiff contended that Defendant maintained a regular and
28 consistent practice of failing to provide all meal and rest periods due to lack of adequate

1 staffing and on-duty meal period requirements, Defendant's written meal and rest period
2 policies were facially compliant. These policies presented substantial risks for
3 certification and proving these claims on the merits because Defendant contends that it
4 explained in detail its meal and period policy, never actually required any on duty meal
5 periods, and it was not responsible for policing Class Members to ensure they took their
6 meal or rest periods. Furthermore, the rest period claim does not benefit from the same
7 presumption of non-compliance where time records show non-compliant breaks because
8 there is no legal obligation to keep records of rest periods. Taking these factors into
9 account, a more realistic range of recovery for these claims would be between
10 \$176,027.28 to \$528,081.84.

11 d) Reimbursement: This claim was based on Plaintiff's contention that he and Class
12 Members were required to communicate with managers, supervisors, and other
13 employees using their personal cell phones. Based on the average use for
14 communicating with supervisors and addressing scheduling, Class Members used their
15 personal cell phones for work purposes approximately 10% of the time. Utilizing a
16 standard \$100 per month single line cell phone plan, this equates to approximately \$2.31
17 owed per week and a maximum exposure of \$44,250 for this claim. This amount does
18 not take into account any potential risks associated with this claim. Defendant heavily
19 disputed whether use of personal cell phones was required given the presence of
20 company phones available on premises which could have allowed Class Members to
21 perform the same functions as on their cell phones. This raised a substantial risk that the
22 Court would find against Plaintiff on this claim. Given the risks, I believe it is unlikely
23 that there would be any recovery on this claim if the matter went to trial.

24 e) Sick Time RROP Violations: This claim also was based on the contention that
25 Defendants failed to properly calculate the regular rate of pay for sick pay premiums that
26 were actually paid to Class Members based on the failure to include the value of
27 mandatory service charges. However, in reviewing the sample, we did not find any
28 instances of sick leave occurring in the same week in which mandatory service charges

1 were earned. Thus, there was no value attributed to this claim due to lack of evidence in
2 the sample group substantiating its occurrence.

3 f) Wage Statement Violations: This claim is derivative of Plaintiffs' overtime, minimum
4 wage, and meal and rest period claims. The maximum exposure for this claim is
5 \$172,900, which is calculated based on an initial violation of \$50 per pay period per
6 employee. Based on our research, we did not find any prior Labor Commissioner or
7 court decisions that stated Defendant's practices and/or policies were improper. As
8 such, a "subsequent violation" may not be found for penalty calculation purposes and
9 the exposure analysis here is based on an "initial violation" valuation being adopted by
10 any fact finder if this matter went to trial. This amount does not take into account the
11 potential risks associated with this claim and assumes a violation in every pay period.
12 Because this claim is derivative of Plaintiff's other claims, the same risks identified
13 above for Plaintiff's minimum wages, overtime, meal period, and rest period claims
14 equally apply here, substantially affecting the potential value of this claim. Taking these
15 factors into account, a more realistic range of recovery for this claim is between \$25,935
16 to \$69,160.

17 g) Waiting Time Penalties: This claim is derivative of the minimum wage, overtime and
18 meal and rest period claims above. The maximum exposure for this claim is \$528,264,
19 which is based on 145 former employees within the relevant statute of limitations and a
20 daily rate of \$121.44 multiplied by 30 days for each former employee. However, this
21 amount does not take into account the potential risks associated with this claim.
22 Because this claim is derivative, the same risks mentioned above also apply to this
23 claim. Similar to the liquidated damages for minimum wage violations, there is a good
24 faith dispute defense to waiting time penalty claims. *See Diaz v. Grill Concepts Servs.,*
25 *Inc.*, 23 Cal.App.5th 859, 868 (2018). I believe that is likely that the Court would find a
26 good faith dispute on all claims other than those relating to the failure to incorporate the
27 value of mandatory service charges into the regular rate of pay violations for purposes of
28 calculating overtime premiums. However, that only affected 977 of 8,850 total pay

1 periods and substantially fewer than all 145 former employees. Assuming the number of
2 individuals was reduced to match the percentage of pay periods affected (approximately
3 16 individuals), this would lower the maximum exposure under this claim to \$58,291.20,
4 which I believe is a more realistic assessment of this claims value.

5 h) PAGA: This claim is derivative of the Labor Code violations identified above and would
6 be subject to all the same risks as the underlying claims it is based on. As noted above,
7 a “subsequent violation” may not be found for penalty calculation purposes because
8 there was no records of any prior judicial or administrative decision finding Defendant’s
9 practices to be illegal. *See Amaral v. Cintas Corp. No. 2*, 163 Cal.App.4th 1157, 1207-
10 1209 (2008). Based on Class Members’ payroll data, the maximum total exposure for
11 this claim is \$2,098,956. This amount does not take into account any of the risks in
12 proving the merits of the underlying claims that the PAGA damages are based on. As
13 outlined above, there are substantial risks to the claims and it is unlikely that recovery
14 would be provided for several of the asserted claims let alone 100% of the potential
15 available penalty. In addition to the risks on the merits, I believe the Court may exercise
16 its discretion to reduce PAGA penalties in this case because a majority of the civil
17 penalties sought would be in addition to amounts owed for substantive violations, some
18 of the violations are due to technical non-compliance with the Labor Code, such as
19 derivative wage statement violations, and Defendant produced facially compliant
20 policies among other documents, that a Court may find demonstrates a good faith
21 attempt at compliance. Courts are statutorily authorized to use discretion to reduce
22 penalties and the range of discretion used varies substantially. *See Thurman v. Bayshore*
23 *Transit Mgmt., Inc.*, 203 Cal.App.4th 1112, 1135 (2012) (30% reduction); *Fleming v.*
24 *Covidien, Inc.*, 2011 U.S. DIST. LEXIS 154590, *9 (C.D. Cal. 2011) (82% reduction).
25 A reduction to roughly \$9-\$50 worth of civil penalties per pay period per employee
26 depending on the total potential value of the civil penalty is more in line with actual
27 awards based on my experience and review of awards in other cases. Thus, even if
28 using the maximum values possible and setting aside risks of proving the claims on the

merits, the total exposure may be cut to approximately \$377,812.08 (82% reduction) to \$1,469,269.20 (30%) or lower. It is important to note that this discretionary reduction is completely separate and in addition to any risks on the merits. Given the substantial risks associated with the claims, we believe the amount that might ultimately be awarded under this claim would be significantly lower than our maximum exposure calculation. Allocating \$20,000 to the PAGA claims in this case is appropriate, especially in light of amounts that Courts have approved as reasonable valuations in other cases. See *Nordstrom Com. Cases*, 186 Cal.App.4th 576, 589 (2010) (approving \$0 allocation to the resolution of PAGA claims based on their being disputed and being part of a class settlement which was evaluated based on the terms of the agreement overall); *Junkersfeld v. Med. Staffing Sols., Inc.*, 2022 WL 2318173, at *8 n.2 (E.D. Cal. 2022) (collecting cases with PAGA settlement values ranging from .037%-1%); *Jennings v. Open Door Marketing, LLC*, 2018 WL 4773057, *9 (N.D. Cal. 2018) (approving settlement of PAGA claims at 0.6% of total estimated value due to risk of no recovery); *Ruch v. AM Retail Grp., Inc.*, 2016 WL 5462451, *7 (N.D. Cal. 2016) (approving \$10,00 PAGA settlement allocation where total PAGA penalty exposure was approximately \$5.2 million, or 0.2% of total estimated value); *Davis v. Cox Commc'ns California, LLC*, 2017 U.S. Dist. LEXIS 63514, *1 (S.D. Cal. 2017) (preliminarily approving \$4,000 PAGA allocation in \$275,000 settlement); *Moore v. Fitness Int'l, LLC*, 2014 U.S. Dist. LEXIS 8358, *5 (S.D. Cal. 2014) (approving \$2,500 PAGA allocation when attorneys' fees award alone amounted to \$200,000); *Jack v. Hartford Fire Ins. Co.*, 2011 U.S. Dist. LEXIS 118764, *6 (S.D. Cal. 2011) (approving \$3,000 PAGA allocation in \$1,200,000 settlement); *Singer v. Becton Dickinson & Co.*, 2010 U.S. Dist. LEXIS 53416, *2 (S.D. Cal. 2010) (approving \$3,000 PAGA allocation in \$1,000,000 settlement); *Hopson v. Hanesbrands Inc.*, 2009 U.S. Dist. LEXIS 33900, *9 (N.D. Cal. 2009) (approving \$1,500 PAGA allocation in \$1,026,000 settlement); *Syed v. M-I, L.L.C.*, 2017 U.S. Dist. LEXIS 24880, *34-35 (E.D. Cal. 2017) (approving \$100,000 PAGA allocation in a \$3,950,000 settlement even though PAGA exposure was

1 calculated at \$53,600,000, or 0.2% of total estimated value); *Garcia v. Gordon*
2 *Trucking, Inc.*, 2012 U.S. Dist. LEXIS 160052, at *7 (E.D. Cal. 2012) (approving
3 \$10,000 PAGA allocation in a \$3,700,000 settlement); *Franco v. Ruiz Food Prod., Inc.*,
4 2012 WL 5941801, at *14 (E.D. Cal. 2012) (\$10,000 in PAGA payment from
5 \$2,500,000 settlement fund); *Chu v. Wells Fargo Investments, LLC*, 2011 WL 672645,
6 at *1 (N.D. Cal. 2011) (approving PAGA settlement payment of \$7,500 to the LWDA
7 out of \$6.9 million common-fund settlement).

8 10. In summary, Plaintiff's gross recovery of \$380,000 under the Agreement equals
9 approximately 9% of the maximum value of the claims in this matter (\$4,150,613.09) and between 16%
10 and 52% of the more realistic range of recovery (\$735,450.61 to \$2,367,451.70). After deducting from
11 the Gross Settlement Amount the proposed allocations for attorneys' fees and costs, any Enhancement
12 Payment to the Class Representative, Settlement Administrator Costs, and the PAGA Payment, the net
13 recovery under the Agreement, \$192,500, represents approximately 5% of the maximum value of the
14 claims in this matter. The net recovery also represents between 8% and 26% of the more realistic range
15 of recovery. The average net award is approximately \$855.56. I believe the Agreement represents a
16 reasonable compromise of claims based on the legal and factual disputes in this case. The ability to
17 secure a guaranteed settlement now and ensure Class Members receive some compensation, rather than
18 proceed to further litigation and potentially recover nothing, was a motivating factor in reaching this
19 Agreement.

20 11. In agreeing to represent Plaintiff and take on the case for all Class Members, our office
21 agreed to take this case on a contingency basis, meaning that we would take a percentage of any
22 settlement or judgment should we recover a monetary amount. We took a risk that we would not
23 recover any money in this matter if we were unsuccessful at trial. We also took on the risk that the case
24 may be subject to an unfavorable summary judgment ruling. However, we believe it is important to
25 make sure employees are able to find affordable representation in order to ensure that employers are
26 complying with all their legal obligations towards employees and paying employees all their hard-
27 earned wages.
28

12. I am a shareholder at Shimoda & Rodriguez Law, PC. My law firm is a boutique law practice that focuses primarily on employment litigation, emphasizing wage and hour litigation. I attended and graduated college from U.C. Davis, receiving a Bachelor of Arts in Philosophy and the Departmental Citation for Academic Achievement in the Philosophy program. I was one of only two recipients of this award out of the entire Philosophy Department. After U.C. Davis, I attended the University of the Pacific, McGeorge School of Law, graduating in 2011 and receiving a Juris Doctorate. I graduated in the top 20% of my class and was a member of the Traynor Honor Society at McGeorge. Other academic achievements of mine include receiving a Witkin Award (top grade) in my legal research and writing course, a Witkin Award in complex civil litigation, being a member of the Dean's List from 2008 to 2011, being a Legislative Staff Writer for the *McGeorge Law Review* from 2009–2010, being an Associate Comment Editor for the *Pacific McGeorge Global Business & Development Law Journal* from 2010–2011, and being selected as a Sacramento County Bar Association Diversity Fellow in 2009. I was also a member of the Employment and Labor Law Society and an officer for the Latino Law Students Association from 2009 to 2010.

13. I have been practicing law since 2011. From 2011 to 2016, I worked with the Shimoda Law Corp. as an Associate. I became a Shareholder/Partner in the firm in 2017. Shimoda Law Corp. became Shimoda & Rodriguez Law, PC, in 2022. Since 2017, I have received an AV Preeminent rating from Martindale-Hubbell for my legal ability and ethical standards. From 2018 to present, I have been recognized as a Super Lawyer (Rising Star). I have been a panel speaker and presented a number of seminars covering issues in wage and hour litigation in general and complex class and PAGA litigation in particular. These engagements include the following: (1) *Epic Systems*, PAGA, and the Future of Employment Arbitration in California (Sacramento County Bar Assoc., Sept. 2018); (2) Class Actions and PAGA Claims (Assoc. of Defense Counsel of Northern California & Nevada, Jul. 2020); (3) Mediation: The Experienced Trial Lawyers Perspective (Sacramento County Bar Assoc., Sept. 2020); (4) How to Become a Pivotal Part of Any Wage and Hour Practice Group (Sacramento County Bar Assoc., Mar. 2021); (5) Emerging Trends and Issues Relating to Arbitration and PAGA Claims in a Post-*Viking River Cruises* World (Sacramento County Bar Assoc., Nov. 2022). I was elected to the Sacramento County Bar Association Labor and Employment Law Section's executive committee in

2019 and was the Chair of the executive committee for 2022. I have also been a member of the Presiding Judge Civil Law Advisory Committee for Sacramento County Superior Court since August 2020. My practice focuses on complex civil litigation, including wage and hour class actions, PAGA claims, and Fair Labor Standards Act (“FLSA”) claims. I am actively involved in most all of the complex litigation handled by our firm. Class and/or PAGA actions I have litigated or am currently litigating, including the instant case, includes, but is not limited to, the following:

- *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- *Adams-Angway v. Placer Title Company, et al.*, Case No. SCV0040845 (Placer Sup. Ct.);
- *Adewumi v. GHS Interactive Security, LLC*, Case No. 34-2017-00210768 (Sac. Sup. Ct.);
- *Arrington v. Capital Express Lines, Inc., et al.*, Case No. 34-2012-00134195 (Sac. Sup. Ct.);
- *Aslam v. American Custom Private Security, Inc.*, Case No. STK-CV-UOE-2018-0012080 (San Joaquin Sup. Ct.);
- *Aslam v. Cypress Security, LLC*, Case No. 34-2017-00220143 (Sac. Sup. Ct.);
- *Aslam v. Surveillance, Security, Inc.*, Case No. 34-2017-00220142 (Sac. Sup. Ct.);
- *Azzolino v. Brake Masters of Sacramento, LLC, et al.*, Case No. 34-2017-00218293 (Sac. Sup. Ct.);
- *Barkhousen v. Bank of Stockton*, Case No. STK-CV-UOE-2019-17145 (San Joaquin Sup. Ct.);
- *Benak v. MDStat Urgent Care, Inc.*, Case No. 34-2015-00188181 (Sac. Sup. Ct.);
- *Bigornia v. Quest Diagnostics Clinical Laboratories, Inc., et al.*, Case No. 34-2019-00271174 (Sac. Sup. Ct.);
- *Blig v. Medical Management International, Inc.*, Case No. 34-2017-00213906 (Sac. Sup. Ct.);
- *Caguioa, et al. v. Fortune Senior Enterprises, et al.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880 (Sac. Sup. Ct.);
- *Castorena v. Flowmaster, Inc.*, Case No. CV18-2191 (Yolo Sup. Ct.);

- 1 • *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup.
- 2 Ct.);
- 3 • *Carr, et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
- 4 • *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-
- 5 00209613 (Sac. Sup. Ct.);
- 6 • *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
- 7 • *Cress, et al. v. Mitsubishi Chemical Carbon Fiber and Composites, Inc.*, Case No. 34-2017-
- 8 00222101 (Sac. Sup. Ct.);
- 9 • *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.);
- 10 • *Ferreyra v. Point Digital Finance, Inc., et al.*, Case No. 20CV373776 (Santa Clara Sup. Ct.);
- 11 • *Foye v. The Golden 1 Credit Union*, Case No. 34-2018-00235003 (Sac. Sup. Ct.);
- 12 • *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- 13 • *Garcia v. Royal Plywood Company, LLC, et al.*, Case No. 34-2017-00221627 (Sac. Sup. Ct.);
- 14 • *Gomes v. Progressive Casualty Insurance Company*, Case No. 34-2018-00241979 (Sac. Sup.
- 15 Ct.);
- 16 • *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
- 17 • *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);
- 18 • *Gonzalez v. Northcentral Pizza, LLC, et al.*, Case No. 34-2019-00252018 (Sac Sup. Ct.);
- 19 • *Gordon, et al. v. Hospice Source, LLC, et al.*, Case No. 34-2019-00250022 (Sac. Sup. Ct.);
- 20 • *Gotts v. John L. Sullivan Chevrolet, Inc.*, Case No. 34-2018-00231576 (Sac Sup. Ct.);
- 21 • *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup. Ct.);
- 22 • *Hellum v. A1 Protective Services, LLC, et al.*, Case No. 34-2018-00234449 (Sac. Sup. Ct.);
- 23 • *Hercules v. Maximus Services, LLC, et al.*, Case No. 34-2019-00268385 (Sac Sup. Ct.);
- 24 • *Hernandez v. Snyir, Inc.*, Case No. 34-2017-00207641 (Sac. Sup. Ct.);
- 25 • *Heinz v. Wright Tree Services*, Case No. 34-2012-00131949 (Sac. Sup. Ct.);
- 26 • *Hoover v. Mom365*, Case No. 2:17-cv-01328-TLN-CKD (E.D. Cal.);
- 27 • *Insixiengmay v. Hyatt Corporation, et al.*, Case No. 2:18-cv-02993-TLN-DB (E.D. Cal.);
- 28 • *Josol v. Dial Medical Corp.*, Case No. 34-2008-00010040 (Sac. Sup. Ct.);

- *McMahon v. Airco Mechanical, Inc.*, Case No. 34-2019-00259269 (Sac. Sup. Ct.);
- *Muhieddine v. KBA Docusys, Inc.*, Case No. 34-2014-00164720 (Sac. Sup. Ct.);
- *Nguyen v. Cardinal Health Pharmacy Services, LLC, et al.*, Case No. 2:19-cv-01939-KJM-EFB (E.D. Cal.);
- *Prasad v. D. G. Smith Enterprises, Inc.*, Case No. 34-2017-00215046 (Sac. Sup. Ct.);
- *Ralston v. JMJ Incorporated, Inc. et al.*, Case No. 34-2017-00217047 (Sac. Sup. Ct.);
- *Roberts v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
- *Robinson v. West of Chicago Restaurants, Inc., dba Chicago Fire*, Case No. 34-2010-00082201 (Sac Sup. Ct.);
- *Salas, et al. v. Joint Ventures, LLC, et al.*, Case No. 34-2018-00227493 (Sac. Sup. Ct.);
- *Salmon v. Ovarions Fanfare, L.P., et al.*, Case No. 34-2018-00244749 (Sac. Sup. Ct.) ;
- *Scarano v. J.R. Putman, Inc.*, Case No. 34-2018-00244753 (Sac. Sup. Ct.) ;
- *Smith v. Greyhound Lines, Inc.*, Case No. 34-2017-00219188 (Sac. Sup. Ct.);
- *Sullivan v. National Response Corporation*, Case No. 34-2018-00244757 (Sac. Sup. Ct.);
- *Talent v. Leslie's Poolmart, Inc.*, Case No. 34-2012-00128539 (Sac. Sup. Ct.);
- *Thornton v. McConnell Jones Lanier & Murphy LLP*, Case No. No. 34-2017-00211553 (Sac. Sup. Ct.);
- *Watson v. Quarter At A Time, LLC*, Case No. 34-2017-00217570 (Sac. Sup. Ct.); and
- *Willis v. Premier Pools, Incorporated*, Case No. 34-2017-00211710 (Sac. Sup. Ct.).

14. The preceding list does not include those cases where, for various reasons, the case was filed as a class action and/or PAGA action, but did not maintain that status through the end of the case.

15. My partner, Galen T. Shimoda, Esq., worked with me on this matter and was critical in assisting with all aspects of the litigation of this case. Mr. Shimoda and I are some of only a handful of plaintiff attorneys located in Sacramento who handle wage and hour class actions. Mr. Shimoda attended and graduated from the University of Utah in 2000 with a B.S. in Business Management and a B.A. in Asian Studies, with a minor in Japanese language. He then attended and graduated from the University of the Pacific, McGeorge School of Law and received his J.D. degree in 2003. He graduated from McGeorge in the top 5% of his class and was a member of the Order of the Coif and

Traynor Honor Society. Since graduating from McGeorge, Mr. Shimoda has authored a number of employment law articles for journals and our firm regularly publishes articles on our firm's website. Mr. Shimoda has been a regular panel speaker for the CEB (Continuing Education of the Bar) Employment Review seminars from 2014 to the present. His speaking engagements include the following: 1) Lorman Military Leave Law Speaker; 2) Restaurant Association Speaker at Annual Seminar (Los Angeles); 3) Federal Bar Association, Sacramento Chapter: 2015 Amendments to the Federal Rules of Civil Procedure (Mar. 30, 2016); 4) CEB – Employment Law Practice: 2016 Year in Review (Jan. 20, 2017); 5) CEB – Employment Law Practice: 2015 Year in Review (Jan. 22, 2016); 6) CEB – Employment Law Practice: Year in Review (2014) (Jan. 9, 2015); 7) CEB - Employment Law Practice: Year in Review (2013) (Jan. 10, 2014); 8) Sacramento County Bar Association - Class Actions from the Trenches: Real World Experiences from the Plaintiff and Defense Bar (Feb. 21, 2012); 9) Sacramento Employer Advisory Council – Wage and Hour Workshop: Going Beyond the Exemption Discussion (Apr. 7, 2016); 10) Sacramento Employer Advisory Council - Wage & Hour Panel and AB 1825 Training: Updates on California's New Wage Laws and Manager Compliance Training (Apr. 25, 2017); 11) Sacramento County Bar Association, Labor and Employment Section – PAGA Representative Litigation: Emerging Trends and Issues (May 17, 2016); 12) Sacramento Business Journal Panel – Overtime Rules (Jun. 23, 2016); 13) Association of Defense Counsel of Norther California & Nevada - Employment Law Update – Do the Math: Calculation Exposure and Damages in Wage and Hour Cases (Aug. 12, 2016); 14) California Employment Lawyers Association - PAGA Today and PAGA Tomorrow: Moderate-Advanced Issues In PAGA Litigation (Oct. 20, 2017); 15) California Employment Lawyers Association Advanced Wage and Hour Seminar – Better Know a Venue Roundup (May 17, 2019). Mr. Shimoda has been AV rated by Martindale Hubbell since 2013, was recognized as a Super Lawyer (Rising Star) from approximately 2009 to 2013 and was recognized as a Super Lawyer from 2014 to present.

16. Mr. Shimoda has practiced law in California since being admitted to the State Bar in 2003, litigating wage and hour class actions and individual wage and hour litigation among other cases. Mr. Shimoda began practicing class action law on the defense side at the firm of Orrick, Herrington & Sutcliffe LLP. He then switched to plaintiff class action work in 2005. His class action experience is

1 in wage and hour law. Mr. Shimoda has litigated several class action cases in California State and
2 Federal Courts, including up to certification, settlement, preliminary and final approval, and
3 disbursement of monies, and has been found to be satisfy the adequacy requirements for class counsel.
4 Some of the class action and/or PAGA cases he is litigating and/or has litigated as lead or co-counsel
5 include the following:

- 6 • *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- 7 • *Acosta v. Acosta Sales, LLC, et al.*, Case No. 2:11-CV-01796 (C.D. Cal.);
- 8 • *Atchley v. Blaggs Food Service, LLC*, 34-2017-0215930 (Sac. Sup. Ct.);
- 9 • *Adewumi v. GHS Interactive Security, LLC*, Case No. 34-2017-00210768 (Sac. Sup. Ct.);
- 10 • *Arnall v. North American Merchandising Service Inc.*, Case No. 06AS01439 (Sac. Sup. Ct.);
- 11 • *Arrington v. Capital Express Lines, Inc., et al.*, Case No. 34-2012-00134195 (Sac. Sup. Ct.);
- 12 • *Aslam v. Cypress Security, LLC*, Case No. 34-2017-00220143 (Sac. Sup. Ct.);
- 13 • *Aslam v. Surveillance, Security, Inc.*, Case No. 34-2017-00220142 (Sac. Sup. Ct.);
- 14 • *Azzolino v. Brake Masters of Sacramento, LLC, et al.*, Case No. 34-2017-00218293 (Sac.
15 Sup. Ct.);
- 16 • *Benak v. MDStat Urgent Care, Inc.*, No. 34-2015-00188181 (Sac. Sup. Ct.);
- 17 • *Blig v. Medical Management International, Inc.*, Case No. 34-2017-00213906 (Sac. Sup.
18 Ct.);
- 19 • *Caguioa, et al. v. Fortune Senior Enterprises, et al.*, Case No. 34-2014-00171831 (Sac. Sup.
20 Ct.);
- 21 • *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880 (Sac.
22 Sup. Ct.);
- 23 • *Carlos v. Abel Mendoza, Inc., et al.*, Case No. 34-2016-00195806 (Sac. Sup. Ct.);
- 24 • *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup.
25 Ct.);
- 26 • *Carr et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
- 27 • *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-
28 00209613 (Sac. Sup. Ct.);

- *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
- *Colbert v. American Home Craft Inc.*, Case No. 05AS05012 (Sac. Sup. Ct.);
- *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.)
- *Diosdado v. Nor-Cal Venture Group, Inc., et al.*, Case No. STK-CV-UOE-2020-0008242 (San Joaquin Sup. Ct.);
- *Dugue v. Sierra Forever Families, et al.*, Case No. 34-2017-00210770 (Sac. Sup. Ct.);
- *Fadhl v. Siemens Healthcare Diagnostics, Inc., et al.*, Case No. 34-2017-00209518 (Sac. Sup. Ct.);
- *Fujimoto v. Nabe-Ya, Inc., et al.*, Case No. 20CV01255 (Butte Sup. Ct.);
- *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
- *Gerard v. Les Schwab Tires Center of California, Inc.*, Case No. 34-2007-300000003 (Sac. Sup. Ct.);
- *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
- *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);
- *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup. Ct.);
- *Hernandez et al. v. MP Nexlevel, LLC et al*, Case No. 3 :16-cv-03015-JCS (N.D. Cal.);
- *Hernandez v. Snyir, Inc.*, Case No. 34-2017-00207641 (Sac Sup. Ct.);
- *Heinz v. Wright Tree Services*, Case No. 34-2012-00131949 (Sac. Sup. Ct.);
- *Hoover v. Mom365*, Case No. 2:17-cv-01328-TLN-CKD (E.D. Cal.);
- *James v. Language World Services, Inc., et al.*, Case No. 34-2020-00279929 (Sac. Sup. Ct.);
- *Josol v. Dial Medical Corp.*, Case No. 34-2008-00010040 (Sac. Sup. Ct.);
- *Koretsky v. Furniture USA, Inc.*, Case No. 34-2014-00172142 (Sac. Sup. Ct.);
- *Muhieddine v. KBA Docusys, Inc.*, Case No. 34-2014-00164720 (Sac. Sup. Ct.);
- *Massey v. V3 Electric, Inc., et al.*, Case No. 34-2019-00263666 (Sac. Sup. Ct.);
- *Miller v. Caldwell Transportation Company, LLC, et al.*, Case No. 34-2018-00234954 (Sac. Sup. Ct.);
- *Miller v. Leaders in Community Alternatives*, Case No. FCSO47249 (Solano Sup. Ct.);
- *Pickens v. Elica Health Centers*, Case No. 34-2016-00200382 (Sac. Sup. Ct.);

- *Prasad v. D. G. Smith Enterprises, Inc.*, Case No. 34-2017-00215046 (Sac. Sup. Ct.);
- *Ralston v. JMJ Incorporated, Inc. et al.*, Case No. 34-2017-00217047 (Sac. Sup. Ct.);
- *Rickwalt v. Direct Reconditioning, LLC, et al.*, Case No. 34-2015-00175642 (Sac. Sup. Ct.);
- *Robinson v. West of Chicago Restaurants, Inc., dba Chicago Fire*, Case No. 34-2010-00082201 (Sac Sup. Ct.);
- *Rogers v. Les Scwhab Tires Center of California, Inc.*, Case No. 34-2009-00066320 (Sac. Sup. Ct.);
- *Schechter et al. v. Isys Solutions, Inc.*, Case No. RG10550517 (Alameda Sup. Ct.);
- *Smith v. Greyhound Lines, Inc.*, Case No. 34-2017-00219188 (Sac. Sup. Ct.);
- *Talent v. Leslie's Poolmart, Inc.*, Case No. 34-2012-00128539 (Sac. Sup. Ct.);
- *Thornton v. McConnell Jones Lanier & Murphy LLP*, Case No. No. 34-2017-00211553 (Sac. Sup. Ct.);
- *Valencia v. Lowbrau Bier Garten, LLC, et al.*, Case No. 34-2019-00258038 (Sac Sup. Ct.);
- *Watson v. Quarter At A Time, LLC*, Case No. 34-2017-00217570 (Sac. Sup. Ct.);
- *Williams v. Civic Development Group*, Case No. 06AS00267 (Sac. Sup. Ct.); and
- *Willis v. Premier Pools, Incorporated*, Case No. 34-2017-00211710 (Sac. Sup. Ct.).

17. The preceding list of cases does not include those where, for a variety of reasons, the case was initially filed as a class and/or PAGA action, but did not maintain that status through the end of the case.

18. My associate, Renald Konini, Esq., also worked with me on this case. In May 2011, Mr. Konini graduated from Seton Hall University School of Law. Prior to moving to California, he practiced law in New Jersey. While working for my firm, Mr. Konini has worked on a variety of individual and class action cases, including those involving wage and hour claims, Private Attorney General Act claims, wrongful termination claims, discrimination claims, retaliation claims, and harassment claims. Mr. Konini passed the July 2016 California Bar Examination and started practicing as an associate at my firm from approximately April 2019 to February 2021 and rejoined my firm in September 2022. Mr. Konini has worked on the written and oral discovery, including defending a PAGA representative's deposition, drafting special interrogatories and request for production of

documents, calculating class-wide damages, communicating with class representatives, drafting mediation briefs, negotiating, drafting correspondence to Defendant's counsel regarding the damages calculated per plaintiffs' claims against defendant companies, and more. Mr. Konini worked on other class and/or PAGA wage and hour actions that my firm has filed, namely *Bertelli v. Air Products and Chemicals, Inc.*, Case No. 34-2018-00236898 (Sac. Sup. Ct.), *Carr v. Howroyd-Wright Employment Agency, Inc.*, Case No. 34-2018-00228290 (Sac. Sup. Ct.), *Gomez v. Vander Schaaf Dairy, et al.*, Case No. STK-CV-UOE-2020-0003954 (San Joaquin Sup. Ct.), *Haggins v. Kelly Services, Inc.*, Case No. 34-2017-00220473 (Sac. Sup. Ct.), *Hussaini v. Integrated Resources, Inc.*, et al, Case No. 34-2021-00297152 (Sac. Sup. Ct.), *Kee, et al. v. Dr. Jeffrey A. Saladin, Dental Corporation (D/B/A Children's Choice Pediatric Dental Care), et al.*, Case No. 34-2020-00290072 (Sac. Sup. Ct.), *Lear v. Raxium, Inc.*, Case No. 21CV004358 (Alameda Sup. Ct.), *Serrano v. Cool Time, LLC*, Case No. 34-2021-00312356 (Sac. Sup. Ct.), *Grebe v. Mary Ann's Baking Co., Inc.*, Case No. 34-2020-00285254-CU-OE-GDS (Sac. Sup. Ct.), *Fujimoto v. Nabe-Ya, Inc., et al.*, Case No. 20CV01255 (Butte Sup. Ct.), *Massey v. V3 Electric, Inc., et al.*, Case No. 34-2019-00263666 (Sac. Sup. Ct.), *Miller v. Caldwell Transportation Company, LLC, et al.*, Case No. 34-2018-00234954 (Sac. Sup. Ct.), *Pek, et al v. Varris Management, Inc.*, Case No. STK-CV-UOE-2020-3954 (San Joaquin Sup. Ct.), *Valencia v. Lowbrau Bier Garten, LLC, et al.*, Case No. 34-2019-00258038 (Sac Sup. Ct). Mr. Konini's practice largely revolves around wage and hour matters, including PAGA claims.

19. In connection with any final approval hearing, I will be seeking attorneys' fees and costs, an Enhancement Payment to the Class Representative, and Settlement Administrator Costs as set forth in the Agreement. I will be requesting attorneys' fees and costs pursuant to the common fund doctrine as I believe it to be applicable to the present case pursuant to *Serrano v. Priest*, 20 Cal.3d 25, 34-35 (1977), *Laffitte v. Robert Half Internat. Inc.*, 1 Cal.5th 480 (2016), and *Paul, Johnson, Alston & Hunt v. Gaulty*, 886 F.2d 268, 271 (9th Cir. 1989). The facts and case law supporting the requested amounts will be set forth in the final approval motion, including information regarding the amount of time spent by Plaintiff on this case and any further risks and/or burdens incurred as a result of acting as Class Representative, an updated declaration in support of actual litigation costs and itemized cost spreadsheet, and declaration from the Settlement Administrator detailing the work performed and

1 Settlement Administrator Costs incurred. My firm's expected costs through final approval are not
2 expected to exceed \$12,500. Attached as Exhibit E is a true and correct copy of the costs incurred prior
3 to the filing of this Motion and the expected costs incurred through the final approval and fairness
4 hearing. Any difference in the awarded fees and costs, Class Representative's Enhancement Payment,
5 and Settlement Administrator Costs and the amounts allocated for each under the Agreement will be
6 added back to the Net Settlement Amount and distributed pro rata to Class Members.

7 20. I have used several class action administrator companies in the wage and hour class
8 actions I have resolved in the past and believe ILYM Group, Inc., will provide the best service to
9 administer the proposed class settlement. ILYM Group, Inc. has provided a quote for the estimated
10 maximum cost of administering the class settlement of approximately \$7,950. A true and correct copy
11 of a cost estimate provided by ILYM Group, Inc., is filed with this Motion as Exhibit D. This is only an
12 estimate, and final pricing may vary depending on the issues, if any, that arise during the administration
13 of the settlement. However, the difference between the actual, lesser costs and \$12,000, if any, will be
14 paid to the Participating Class Members on a pro rata basis.

15 21. A copy of the Agreement and the entire Motion was submitted to the LWDA for review
16 at the same time the Motion was submitted to the Court pursuant to California Labor Code section
17 2699(l)(2). A true and correct copy of documents demonstrating the settlement documents were
18 provided to the LWDA and that the LWDA has confirmed receipt are being filed with this Motion as
19 Exhibit G.

20 22. A true and correct copy of the proposed Notice of Settlement is being filed with this
21 Motion as Exhibit F.

22 23. The designated *cy pres* beneficiaries in this case are Capital Pro Bono, Inc. ("CPB") and
23 The Center For Workers Rights ("CFWR"). Only those funds that remain from uncashed settlement
24 checks will be sent to the *cy pres* beneficiaries pursuant to section 5.6 of the Agreement.

25 24. CPB is a 501(c)(3) nonprofit in good standing with the State of California that was
26 established in 1981 and incorporated in 1986 to provide free civil legal services to the indigent,
27 primarily through the use of volunteer attorneys. The formal service area includes Sacramento, Yolo,
28 San Joaquin, El Dorado and Placer counties, however it also regularly provides assistance, whether in

1 person or by phone, to individuals residing outside those counties, including Solano, Nevada, Merced,
2 Sutter, Yuba, and Stanislaus counties. CPB changed its name in 2020 from Voluntary Legal Services
3 Program of Northern California (“VLSP”) to Capital Pro Bono, Inc. CPB has been the recipient of *cy*
4 *pres* funds from several jurisdictions in the State of California, including from Sacramento County
5 Superior Court.

6 25. If CPB is approved as a *cy pres* beneficiary, any funds received will be dedicated to the
7 Employment Law Clinic and Advice Line project, which assists the indigent with legal matters related to
8 their current or former employment. This assistance regularly includes, but is not limited to, free legal
9 advice regarding claims for unpaid wages, failure to provide meal and rest periods, failure to pay
10 reimbursement, and waiting time penalty claims. CPB provides legal advice, assistance with legal
11 forms, and direct representation in administrative hearings, including administrative hearings in front of
12 the California Labor Commissioner for unpaid wages. CPB has a staff attorney and clinic coordinator
13 who provide assistance, along with experienced employment law attorney volunteers. These services
14 have been a focus of the Employment Law Clinic and Advice Line project since its inception with VLSP
15 and continuing through today under CPB.

16 26. CFWR is also a qualified *cy pres* designee in class actions, under section 384, as it is a
17 501(c)(3) nonprofit in good standing with the State of California providing free civil legal services to the
18 indigent. Since its inception in 2014 and in partnership with Legal Aid at Work, the CFWR offers one-
19 on-one legal consultations for low-wage workers. The CFWR discusses employment issues with
20 workers and advises them as to the available legal remedies. In addition to individual counseling on
21 employment issues, the CFWR educates workers, unions, and community members about workplace
22 laws and remedies through “Know-Your-Rights” trainings conducted by the CFWR staff and volunteers.

23 27. The CFWR provides limited representation for low-wage workers in wage claims before
24 the California Labor Commissioner. The CFWR has provided services to low-wage workers in a variety
25 of industries across the entire state of California. CFWR primarily focuses on the enforcement of basic
26 workplace protections, including claims for unpaid wages, minimum wage violations, failure to pay
27 overtime, failure to pay reimbursement, waiting time penalties, and meal and rest period violations. The
28 CFWR helps workers navigate the wage claim process before the California Labor Commissioner

1 through advice given at its legal consultation clinics and/or, in some cases, through representing workers
2 in these claims. If the CFWR is approved as a *cy pres* beneficiary, the funds received will be dedicated
3 towards assisting low-wage workers with wage claims and enforcing the California Labor Code with
4 respect to those wage claims.

5 28. I believe the services provided by CPB and the CFWR promote the law consistent with
6 the objective of wage and hour class actions in general and in this case specifically.

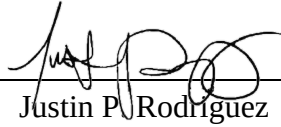
7 29. I have spoken with every other attorney at my firm to determine whether they have any
8 relationship with either of the proposed *cy pres* beneficiaries.

9 30. I have volunteered for both organizations numerous times over the past several years,
10 either directly in the advice clinics or by presenting seminars on wage and hour laws for law students
11 seeking to also volunteer at advice clinics. I have also volunteered by sitting on CPB's advisory
12 committee. These organizations are non-profits that assist low-income workers throughout California,
13 giving free legal advice regarding employment law issues and representing employees with wage claims
14 before the California Labor Commissioner. I have witnessed firsthand the quality service and attention
15 these entities provide to individuals in need of employment law advice and representation at the
16 California Labor Commissioner.

17 31. Galen T. Shimoda has volunteered for both organizations on and off over the past several
18 years through either presenting wage and hour seminars to law students who staff the free advice clinics
19 or helping at the advice clinics themselves. However, Mr. Shimoda has not performed any volunteer
20 work with either organization since approximately March 2020. Mr. Shimoda has never received
21 payment or compensation of any kind in connection with any work he's done with either of the proposed
22 *cy pres* beneficiaries. Renald Konini has never done any work, volunteer or otherwise with Capital Pro
23 Bono, Inc. or the Center For Workers' Rights.

24 32. Neither my firm, myself, Mr. Konini, nor Mr. Shimoda have ever received any
25 compensation, direct or indirect, for designating CFWR or CPB as *cy pres* beneficiaries or in connection
26 with any of the volunteer work we have done with the organizations.

1 I declare under penalty of perjury under the laws of the State of California that the foregoing
2 is true and correct. Executed on August 23, 2024, in Sacramento, California.

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6 Justin P. Rodriguez
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Galen T. Shimoda (Cal. State Bar No. 226752)
Justin P. Rodriguez (Cal. State Bar No. 278275)
Renald Konini (Cal. State Bar No. 312080)
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Telephone: (916) 525-0716
Facsimile: (916) 760-3733

Attorneys for Plaintiff ANTHONY AFFATATO
individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA

FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a
California Corporation; SIERRA VIEW
LAND COMPANY, a California Corporation;
and DOES 1 to 100, inclusive,

Defendants.

Case No. S-CV-0050664

CLASS ACTION

**EXHIBIT LIST AND EXHIBITS IN
SUPPORT OF PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: October 3, 2024

Time: 8:30 a.m.

Dept.: 3

Judge: Hon. Michael Jones

Filed: June 13, 2023

FAC Filed: September 7, 2023

SAC Filed: June 17, 2024

Trial Date: None Set

<u>EXHIBIT</u>	<u>DESCRIPTION</u>
A	Joint Stipulation Regarding Class Action and PAGA Settlement and Release
B	Plaintiff's Operative Complaint
C	Plaintiff's Letters to the LWDA Regarding PAGA Claims
D	ILYM Group, Inc. Quote
E	Plaintiff's Itemized Costs
F	Proposed Notice of Settlement
G	Proof of Submission of Proposed Settlement Agreement to LWDA

Dated: August 23, 2024

Shimoda & Rodriguez Law, PC

By: 
 Galen T. Shimoda
 Justin P. Rodriguez
 Renald Konini
 Attorneys for Plaintiff

Exhibit A

Galen T. Shimoda (Cal. State Bar No. 226752)
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COUNTRY CLUB

**SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF PLACER**

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a
California Corporation ; SIERRA VIEW LAND
COMPANY, a California Corporation ; and
DOES 1 to 100, inclusive,

Defendants.

Case No.: S-CV-0050664

**JOINT STIPULATION REGARDING CLASS
ACTION AND PAGA SETTLEMENT AND
RELEASE**

Filed: June 13, 2023

FAC Filed: September 7, 2023

Trial Date: None Set

1 This Joint Stipulation Regarding Class Action and PAGA Settlement and Release is made and
2 entered into between the plaintiff Anthony Affatato (“Plaintiff”), on behalf of himself, the Labor and
3 Workforce Development Agency, Class Members, and Aggrieved Employees, and defendant Sierra View
4 Land Company dba Sierra View Country Club, (“Defendant”). This Agreement is subject to the terms and
5 conditions set forth below and the approval of the Court.

6 **1. DEFINITIONS**

7 The following terms, when used in this Agreement, have the following meanings:

8 1.1 “Action” means the above stated lawsuit, *Affatato v. Sierra View Country Club et al.*, Placer
9 County Superior Court, Case No. S-CV-0050664, filed June 13, 2023.

10 1.2 “Aggrieved Employee(s)” means all individuals who have worked, or continue to work, for
11 Defendant in California as a non-exempt employee at any time between June 13, 2022, and April 11, 2024.
12 The estimated number of Aggrieved Employees is 157.

13 1.3 “Agreement” or “Settlement” or “Settlement Agreement” means this Joint Stipulation
14 Regarding Class Action and PAGA Settlement and Release.

15 1.4 “Class Counsel” means Galen T. Shimoda, Justin P. Rodriguez and Renald Konini of
16 Shimoda & Rodriguez Law, PC.

17 1.5 “Class Member(s)” means all individuals who have worked, or continue to work, for
18 Defendant in California as a non-exempt employee at any time between June 13, 2019, and April 11, 2024.
19 The estimated number of Class Members is 225.

20 1.6 “Class Period” means June 13, 2019 to April 11, 2024.

21 1.7 “Class Representative” means Plaintiff Anthony Affatato

22 1.8 “Class Representative’s Released Claims” means all claims arising from, could have been
23 asserted, or related in any way to the Class Representative’s employment with Defendant, under federal,
24 state, or local laws, and/or ordinances, or tort or contract theories, whether known or unknown, and whether
25 anticipated or unanticipated, including without limitation statutory, constitutional, contractual or common
26 law claims for lost wages, unpaid wages, emotional distress, punitive damages, special damages, damages,
27 unpaid costs, penalties, liquidated damages, interest, attorneys’ fees, litigation costs, restitution, equitable
28

1 relief or other similar relief or claims. This release includes a waiver of the protections found in California
2 Civil Code section 1542, which states:

3 A general release does not extend to claims that the creditor or releasing party
4 does not know or suspect to exist in his or her favor at the time of executing
5 the release and that if known by him or her, would have materially affected
his or her settlement with the debtor or released party.

6 1.9 “Complaint” means the operative Complaint on file in the Action with the Court.

7 1.10 “Court” means the Placer County Superior Court.

8 1.11 “Defendant” means Sierra View Land Company dba Sierra View Country Club.

9 1.12 “Defendants Counsel” means Dominique N. Thomas of Lewis Brisbois Bisgard & Smith
10 LLP.

11 1.13 “Enhancement Payment” means the amount approved by the Court to be paid to the Class
12 Representative in recognition of the time and effort expended on behalf of Class Members for the benefit
13 of Class Members, which is in addition to any Individual Settlement Amount paid to the Class
14 Representative as a Participating Class Member.

15 1.14 “Effective Date” means the Final Approval Date unless there is a timely objection lodged
16 that has not later been withdrawn, in which case the Effective Date will be either (a) the 60th calendar day
17 after a signed order approving this settlement has been filed provided no appellate proceeding having been
18 filed; or (b) if a timely appeal from the Judgment is filed, the day after the Appellate Court affirms the
19 judgment and issues a remittitur, whichever is later.

20 1.15 “Final Approval Date” means the date a signed order granting final approval of this
21 Agreement is filed with the Court.

22 1.16 “Gross Settlement Amount” means Three Hundred Eighty Thousand Dollars (\$380,000),
23 which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraph
24 10 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA
25 Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel
26 Expenses, Class Representative Service Payment and the Administrator’s Expenses.

27 1.17 “Individual Settlement Amount” means an individual Class Member’s and Aggrieved
28 Employee’s allocation of the Net Settlement Amount and PAGA Payment respectively, as defined in

Sections 1.19, 1.23, 5.5, and 5.8. With respect to any gross amounts owed to Plaintiff under the formulas identified in this Agreement, those amounts will be offset by \$1,672.88.

1.18 “LWDA” means the California Labor and Workforce Development Agency.

1.19 “Net Settlement Amount” is the portion of the Gross Settlement Amount available for distribution to Class Members, as described in this Agreement, after deduction of Class Counsel’s attorneys’ fees and litigation costs, Settlement Administrator Costs, the PAGA Payment, and Enhancement Payment to the Class Representative.

1.20 “Notice of Settlement” means the document substantially in the form attached hereto as Exhibit 1.

1.21 “Notice Period” means forty-five (45) calendar days from the initial mailing of the Notice of Settlement to Class Members and Aggrieved Employees.

1.22 “PAGA” means Private Attorneys General Act.

1.23 “PAGA Payment” means the amount allocated from the Gross Settlement Amount towards resolving claims under the Private Attorneys General Act of 2004, California Labor Code §§ 2698 *et seq.*

1.24 “PAGA Claim Period” means June 13, 2022 to April 11, 2024.

1.25 “Parties” means Defendant and Plaintiff.

1.26 “Participating Class Member” means any and all Class Members who have not made any timely request to opt-out of the Agreement.

1.27 “Preliminary Approval Date” means the date a signed order granting preliminary approval of this Agreement is filed with the Court.

1.28 “QSF” means a Qualified Settlement Fund set up by the Settlement Administrator for the benefit of the Participating Class Members and/or Aggrieved Employees and from which the payments under this Agreement shall be made. Any amounts Defendants have agreed to pay under this Agreement shall remain the property of Defendants until the payments required under the Agreement are made.

1.29 “Qualifying Workweeks” are weeks worked by Class Members and/or Aggrieved Employees during the Class Period and/or PAGA Claim Period, respectively, in California. For Class Members, workweeks shall be defined as the total length of service (in days) in California during the Class Period divided by seven. For Aggrieved Employees workweeks shall be defined as the total length of

1 service (in days) in California during the PAGA Claim Period divided by seven. The calculation of a Class
2 Member's and/or Aggrieved Employee's workweeks and a determination as to whether a Class Member
3 and/or Aggrieved Employee was actively employed in California in a particular workweek shall be
4 construed from Defendant's records.

5 1.30 "Released Class Claims" means any and all claims that are alleged in the Complaint, and
6 any additional wage and hour claims that could have been brought based on the facts alleged in the
7 Complaint, through the Class Period. This release excludes the release of claims not permitted by law.
8 The Released Class Claims exclude claims for workers' compensation or unemployment insurance
9 benefits. This release will cover all Class Members who do not opt out.

10 1.31 "Released PAGA Claims" means any and all claims that were brought under the Private
11 Attorneys General Act, Labor Code §§ 2698 *et seq.*, contained in Plaintiff's notice and amended notice
12 letters to the LWDA and any additional wage and hour PAGA claims that could have been brought based
13 on the facts alleged in Plaintiff's notice and amended notice letter to the LWDA during the PAGA Claim
14 Period. Aggrieved Employees cannot opt out of this waiver of claims.

15 1.32 "Released Parties" means Defendant, as well as Defendant's current, former and future
16 predecessors, successors, affiliate entities, officers, shareholders, directors, agents, employees, attorneys,
17 and insurers.

18 1.33 "Settlement Administrator" means and refers to ILYM Group, Inc., the third-party entity
19 that will administer the Agreement as outlined in Sections 4 and 7, or any other third-party administrator
20 agreed to by the Parties and approved by the Court for the purposes of administering this Agreement. The
21 Parties each represent that they do not have any financial interest in the Settlement Administrator.

22 1.34 "Settlement Administrator Costs" means the fees and expenses reasonably incurred by the
23 Settlement Administrator as a result of the procedures and processes expressly required by this Agreement,
24 and shall include all costs of administering the Agreement, including, but not limited to, all tax document
25 preparation, custodial fees, and accounting fees incurred by the Settlement Administrator; all costs and fees
26 associated with preparing, issuing and mailing any and all notices and other correspondence to Class
27 Members and/or Aggrieved Employees; all costs and fees associated with communicating with Class
28 Members and/or Aggrieved Employees, Class Counsel, and Defendant's Counsel; all costs and fees

1 associated with computing, processing, reviewing, and paying the Individual Settlement Amounts, and
2 resolving disputes; all costs and fees associated with calculating tax withholdings and payroll taxes, if any,
3 making related payment to federal and state tax authorities, if any, and issuing tax forms relating to
4 payments made under the Agreement; all costs and fees associated with preparing any tax returns and any
5 other filings required by any governmental taxing authority or agency; all costs and fees associated with
6 preparing any other notices, reports, or filings to be prepared in the course of administering Individual
7 Settlement Amounts; and any other costs and fees incurred and/or charged by the Settlement Administrator
8 in connection with the execution of its duties under this Agreement.

9 **2. DESCRIPTION OF THE LITIGATION**

10 2.1 On or about June 13, 2023, Plaintiff sent notice to the LWDA to exhaust administrative
11 remedies under the PAGA for (1) Failure to Pay Minimum Wages, (2) Failure to Pay Overtime Wages, (3)
12 Failure to Provide Meal Periods or Pay Premiums in Lieu Thereof, (4) Failure to Provide Rest Periods or
13 Pay Premiums in Lieu Thereof, (5) Failure to Provide Accurate Wage statements, (6) Failure to Pay Final
14 Wages, (7) Failure to Pay Reimbursement for Expenses, (7) Violation of Labor Code §§ 558, 558.1
15 (Provisions Regulating Hours and Days of Work in Any Industrial Welfare Commission Order), (8) Failure
16 to Maintain Accurate Records, (9) Failure to Provide Paid Sick Leave. An amended notice was sent to the
17 LWDA on April 10, 2024, which included allegations and claims for unpaid wages based on rounding
18 entries on an employee's timecards. The LWDA did not respond to the notice and amended notice within
19 the statutorily required time frame and, as such, Plaintiff became authorized to act as a Private Attorneys
20 General on all alleged PAGA claims.

21 2.2 On or about June 13, 2023, Plaintiff filed a class action Complaint in Placer County Superior
22 Court on behalf of himself and Class Members alleging claims for (1) Failure to Pay Minimum Wages, (2)
23 Failure to Pay Overtime Wages, (3) Failure to Provide Meal Periods or Pay Premiums in Lieu Thereof, (4)
24 Failure to Provide Rest Periods or Pay Premiums in Lieu Thereof, (5) Failure to Provide Accurate Wage
25 statements, (6) Failure to Pay Final Wages, (7) Failure to Pay Reimbursement for Expenses and (8) Unfair
26 Competition. Plaintiff filed a First Amended Complaint on approximately September 7, 2023 to add a
27 PAGA cause of action based on the violations alleged in the June 13, 2023 notice to the LWDA on behalf
28

1 of himself and Aggrieved Employees. A Second Amended Complaint was filed adding allegations and
2 claims on a class and PAGA basis for unpaid wages based on rounding entries on an employee's timecards.

3 2.3 Through informal discovery, Defendant and Defendant's Counsel provided Class Counsel
4 with copies of all applicable versions of its policies and procedures, employee handbooks, information on
5 Class Members including, but not limited to, Class Members' workweeks, dates of employment, total
6 number of Class Members, their rates of pay, and pay periods as well as timecard data and payroll reports
7 for all Class Members.

8 2.4 On April 1, 2024, the Parties participated in a lengthy mediation with private mediator Mark
9 LeHocky, Esq. At the conclusion of the mediation, the Parties were not able to come to a resolution.
10 However, the Parties continued negotiations with the help of the mediator and were able to come to a
11 resolution. At all times, the Parties' settlement negotiations have been non-collusive, adversarial, and at
12 arm's length.

13 2.5 Discussions between Plaintiff and Class Counsel, between counsel for the Parties, document
14 productions, extensive legal analysis, the provision of information by Defendants to Plaintiff and the
15 detailed analysis of the records, including expert analysis, have permitted each side to assess the relative
16 merits of the claims and the defenses to those claims.

17 2.6 In the Action, Plaintiff contends that Defendant violated California law by 1) failing to pay
18 all minimum wages and overtime wages due to managers failing to pay Plaintiff and similarly situated
19 employees for working off-the-clock, 2) failing to incorporate the value of the mandatory service charges
20 into the regular rate of pay in calculating Plaintiff's and similarly situated employees' premium wages,
21 including meal and rest period premiums, overtime, and sick leave, 3) failing to authorize and permit
22 Plaintiff and similarly situated employees to take all meal and rest periods owed to them, 4) changing
23 Plaintiff's and similarly situated employees' timecards to show that Plaintiff and similarly situated
24 employees took compliant meal and rest periods when, in fact, they had not, 5) failing to pay all hours
25 worked because of rounding Plaintiff's and similarly situated employees' hours worked, including but not
26 limited to, meal period clock-in and clock-outs, and 6) failing to reimburse Plaintiff and similarly situated
27 employees for using their cell phones, for work purposes. Plaintiff also alleges that these policies and
28 practices resulted in inaccurate wage statements, waiting time penalties, unfair competition, and derivative

1 PAGA penalties. Defendant has denied each of Plaintiff's claims and Defendant have denied that this
2 Action is appropriate for class certification for anything other than settlement purposes. The agreed upon
3 Gross Settlement Amount was reached after evaluating the Parties' theories of potential exposure for the
4 underlying claims and the class data supporting these claims. The Parties, with the assistance of the
5 mediator, also assessed appropriate discounts to the potential liability based on Defendant's factual and
6 legal contentions and defenses.

7 2.7 The Parties agree that the above-described investigation and evaluation, as well as discovery
8 and the information exchanged to date, are more than sufficient to assess the merits of the respective
9 Parties' positions and to compromise the issues on a fair and equitable basis. Plaintiff, Class Counsel,
10 Defendant, and Defendant's Counsel have concluded that it is desirable that the Action be settled in a
11 manner and upon such terms and conditions set forth herein in order to avoid further expense,
12 inconvenience and distraction of further legal proceedings, and the risk of an adverse outcome each of the
13 Parties potentially face in the Action. Therefore, the Parties desire to resolve the claims in the Action.
14 Plaintiff, Class Counsel, Defendant, and Defendant's Counsel are of the opinion that the Agreement for the
15 consideration and terms set forth herein is fair, reasonable, and adequate in light of all known facts and
16 circumstances.

17 **3. THE CONDITIONAL NATURE OF THIS AGREEMENT**

18 3.1 This Agreement and all associated exhibits or attachments are made for the sole purpose of
19 settling the Action. This Agreement and the settlement it evidences are made in compromise of disputed
20 claims. Because the Action was pled as a class action, this Agreement must receive preliminary and final
21 approval by the Court. Accordingly, the Parties enter into this Agreement and associated settlement on a
22 conditional basis. If the Effective Date does not occur, or if the Court's approval of the settlement is
23 reversed or materially modified on appellate review, this Agreement shall be deemed null and void; it shall
24 be of no force or effect whatsoever; it shall not be referred to or utilized for any purpose whatsoever; and
25 the negotiation, terms and entry of the Agreement shall remain subject to the provisions of California
26 Evidence Code Sections 1119 and 1152, Federal Rule of Evidence 408, and any other analogous rules of
27 evidence that may be applicable.
28

3.2 Defendant has denied all claims as to liability, damages, liquidated damages, penalties, interest, fees, restitution, injunctive relief and all other forms of relief asserted in the Action. Defendant has agreed to resolve the Action via this Agreement, but to the extent this Agreement is deemed void or the Effective Date does not occur, Defendant does not waive, but rather expressly reserve, all rights to challenge all such claims and allegations in the Action upon all procedural and factual grounds, including, without limitation, the ability to challenge class or collective treatment on any grounds, as well as to assert any and all other potential defenses or privileges.

4. SCOPE OF THE CLASS

4.1 The scope of the class of individuals encompassed under the Agreement and subject to all obligations and duties required under the Agreement, shall include all Class Members as defined in Section 1.5 and all Aggrieved Employees as defined in Section 1.2. However, it shall not include any Class Members who submit valid and timely requests to opt-out of the Agreement and settlement, as set forth in Section 7.5.1.

4.2 Only Participating Class Members and Aggrieved Employees are entitled to recover under this Agreement.

4.3 Any person who believes that he or she is a Class Member or Aggrieved Employee and wishes to participate in the Agreement, but did not receive a Notice of Settlement because his or her name did not appear on the class list provided to the Settlement Administrator prior to mailing, may submit a data request to the Settlement Administrator. The data request must contain all of the following information: (a) the full name and, if applicable, Social Security Number of the individual making the request; (b) the name used by such employee as of the time his or her employment with Defendant ended; (c) the individual's dates of employment with Defendant; and (d) a return address to which a response may be sent. Every data request must be postmarked on or before the conclusion of the Notice Period or otherwise submitted to the Settlement Administrator such that it is received before the conclusion of the Notice Period. Upon receipt of any data requests, the Settlement Administrator shall promptly (in no event more than two business days) transmit the data requests to Defendant's Counsel and request that Defendant review their records.

1 4.4 If Defendant agrees that the person listed in a data request is a Class Member and/or
2 Aggrieved Employee, the Settlement Administrator shall promptly mail a Notice of Settlement to the
3 person who submitted the data request, at the address designated for that purpose in the data request. All
4 provisions of this Agreement relating to the Notice of Settlement shall apply to Notice of Settlements sent
5 in response to data requests, and any person who submits a data request and is sent a Notice of Settlement
6 in response shall be treated by the Settlement Administrator as a Class Member and/or Aggrieved
7 Employee for all other purposes.

8 4.5 If Defendant does not agree that the person listed in a data request is a Class Member and/or
9 Aggrieved Employee, Defendant's Counsel and Class Counsel shall attempt to resolve any such dispute in
10 good faith within seven (7) calendar days of Class Counsel being advised in writing of the data request
11 dispute. Defendant's records shall control unless the individual submitting the data request provides
12 persuasive evidence to doubt the accuracy of those records. Each data request dispute that Defendant's
13 Counsel and Class Counsel cannot timely resolve shall be resolved by the Settlement Administrator. The
14 Settlement Administrator must accept and weigh all the evidence provided in a good faith attempt to resolve
15 the dispute. The Settlement Administrator must resolve any dispute submitted to it within seven (7)
16 calendar days after Defendant's Counsel and Class Counsel submit the dispute to the Settlement
17 Administrator. The decision by the Settlement Administrator shall be final as between the parties, subject
18 to Court review.

19 **5. TERMS OF THE SETTLEMENT**

20 The Parties agree as follows:

21 5.1 Gross Settlement Amount: In consideration and exchange for the releases described in
22 Section 6, Defendant shall pay the Gross Settlement Amount (\$380,000). Funding of the Gross Settlement
23 Amount shall occur within 30 calendar days after the Effective Date to be held in trust in a QSF by the
24 Settlement Administrator. The Gross Settlement Amount includes payments to Participating Class
25 Members, Aggrieved Employees, all attorneys' fees, costs and litigation expenses related to the Action
26 incurred to date, as well as all such fees and costs incurred in documenting the Agreement, administering
27 the Agreement (including Settlement Administrator Costs), and obtaining final approval of the Agreement,
28 the Enhancement Payment to the Class Representative and the PAGA Payment. Any monies necessary to

1 satisfy Defendant's tax obligations (*e.g.* employer FICA, FUTA and SDI contributions on wage payments)
2 on any monies distributed to Participating Class Members will be paid in addition to the Gross Settlement
3 Amount.

4 5.2 Attorneys' Fees and Costs: Class Counsel will apply to the Court for attorney's fees of 35%
5 of the Gross Settlement Amount, which shall be paid from the Gross Settlement Amount. Defendant has
6 agreed to not oppose Class Counsel's application for attorneys' fees so long as it does not exceed the 35%
7 threshold. Class Counsel will also be entitled to reimbursement for advanced litigation costs not to exceed
8 \$12,500, which shall be paid from the Gross Settlement Amount. Defendant has agreed to not oppose
9 Class Counsel's request for reimbursement for advanced litigation costs so long as they do not exceed the
10 \$12,500 threshold. The Settlement Administrator will issue Class Counsel an IRS Form 1099 for the
11 attorneys' fees and costs paid under this Agreement. In the event that the Court awards less than the
12 requested attorney's fees and/or costs, the portion of the requested amounts not awarded to Class Counsel
13 shall be added to the Net Settlement Amount to be distributed to Participating Class Members on a pro rata
14 basis.

15 5.3 Settlement Administrator Costs: The Settlement Administrator Costs shall be paid from the
16 Gross Settlement Amount and shall not exceed \$12,000. The difference between any actual costs and the
17 allocated \$12,000 shall be added to the Net Settlement Amount to be distributed to Participating Class
18 Members on a pro rata basis.

19 5.4 Enhancement Payment: Class Counsel, on behalf of Plaintiff, shall apply to the Court for
20 an Enhancement Payment to the Class Representative in an amount not to exceed \$10,000 to compensate
21 for the risks, time, and expense of his involvement in the Action and securing the benefits of this Agreement
22 for Class Members. The Enhancement Payment is in addition to the Individual Settlement Amount Plaintiff
23 would otherwise be due under the Agreement as a Participating Class Member. Defendant has agreed to
24 not oppose Class Counsel's request for an Enhancement Payment to Plaintiff so long as it does not exceed
25 the amount stated herein. The Enhancement Payment will be designated as a non-wage payment and
26 reported on an IRS Form 1099-MISC. In the event that the Court awards less than the Enhancement
27 Payment amount requested, then any portion of the requested amount not awarded to the Class
28

Representative shall be added to the Net Settlement Amount to be distributed to Participating Class Members on a pro rata basis.

5.5 PAGA Payment: Twenty Thousand Dollars (\$20,000) of the Gross Settlement Amount shall be allocated to resolving claims under the PAGA. Seventy-Five percent (75%) of the PAGA Payment will be paid to the LWDA and Twenty-Five percent (25%) will be paid to Aggrieved Employees on a pro rata basis as described below in Section 5.8. Any amount not approved by the Court for the allocated PAGA Payment shall be added to the Net Settlement Amount to be distributed to Participating Class Members on a pro rata basis.

5.6 Treatment of Residue and Cy Pres: For any portion of the Net Settlement Amount or PAGA Payment allocated to Participating Class Members and/or Aggrieved Employees that were not claimed by cashing their respective settlement checks before the deadline to do so, that remaining amount shall be donated equally, *i.e.* 50/50, to Capital Pro Bono, Inc., and the Center for Workers' Rights under the doctrine of *cy pres*. No portion of the Gross Settlement Amount will revert to Defendant for any reason.

5.7 No Additional Benefits Contributions: All Individual Settlement Amounts paid to Participating Class Members and Aggrieved Employees shall be deemed to be income solely in the year in which such amounts were actually received. It is expressly understood and agreed that the receipt of such Individual Settlement Amounts will not entitle any Participating Class Member or Aggrieved Employee to any new or additional compensation or benefits under any company bonus or other compensation or benefit plan or agreement in place during the period covered by the Agreement, nor will it entitle any Participating Class Member Aggrieved Employee to any increased retirement, 401(k) and/or 403(b) benefits or matching benefits, or deferred compensation benefits. It is the intent of this Agreement that the Individual Settlement Amounts provided for in this Agreement are the sole payments to be made by Defendants to the Participating Class Members and Aggrieved Employees in connection with this Agreement (notwithstanding any contrary language or agreement in any benefit or compensation plan document that might have been in effect during the period covered by this Agreement).

5.8 Pro Rata Distribution Formula: Payment to Participating Class Members and Aggrieved Employees of their Individual Settlement Amount will not require the submission of a claim form. A Net Settlement Amount will be determined by subtracting from the Gross Settlement Amount any amounts for

1 approved attorneys' fees and costs, any Enhancement Payment to the Class Representative, the Settlement
2 Administrator Costs, and the PAGA Payment. Each Class Member's share will be initially determined by
3 dividing their total Qualifying Workweeks within the Class Period by the total Qualifying Workweeks of
4 all Class Members. That fraction will then be multiplied by the Net Settlement Amount to arrive at the
5 Class Member's individual share of the Net Settlement Amount. With respect to any gross amounts owed
6 to Plaintiff under the formulas identified in this Paragraph or the enhancement identified in Paragraphs
7 1.13 and 5.4, those amounts will be offset by \$1,672.88. Any funds allocated to Class Members under this
8 formula who timely opt out of the Settlement will be redistributed to Participating Class Members on a pro
9 rata basis, *i.e.* each Participating Class Member's share will be determined by dividing their total
10 Qualifying Workweeks within the Class Period by the total Qualifying Workweeks of all Participating
11 Class Members and that fraction will then be multiplied by the Net Settlement Amount to arrive at the
12 Participating Class Member's individual share of the Net Settlement Amount. Each Aggrieved Employee's
13 share of the 25% portion of the PAGA Payment will be determined by dividing their total Qualifying
14 Workweeks within the PAGA Claim Period by the total Qualifying Workweeks by all Aggrieved
15 Employees within the PAGA Claim Period. That fraction will then be multiplied by the 25% portion of
16 the PAGA Payment to arrive at the Aggrieved Employee's individual share.

17 5.9 Tax Allocation: The Parties recognize that the Individual Settlement Amounts to be paid to
18 Participating Class Members and/or Aggrieved Employees reflect a settlement of a dispute over claimed
19 penalties and wages. The Settlement Administrator shall calculate the employer's share of payroll taxes
20 on the amounts paid to Participating Class Members as wages as well as calculating all required
21 withholdings and deductions from said wage payments. The characterization of Individual Settlement
22 Amounts to Participating Class Members and Aggrieved Employees are as follows:

23 5.9.1 One Third (1/3) of each Participating Class Members' share of the Net Settlement
24 Amount shall be allocated for payment of disputed wages and shall be subject to required employer taxes.
25 Participating Class Members shall receive an IRS Form W-2 for reporting of this portion of their Individual
26 Settlement Amount.

27 5.9.2 Two Thirds (2/3) of each Participating Class Members' share of the Net Settlement
28 Amount shall be allocated for disputed statutory penalties and interest, and no amount shall be deducted

1 for any taxes. This portion of the Individual Settlement Amount consists of other income, not wages, for
2 which the Participating Class Members shall receive IRS Forms 1099-MISC and 1099-INT and this
3 payment shall be divided equally among the 1099-MISC and 1099-INT designations.

4 5.9.3 The entirety (100%) of each Aggrieved Employee's share of the 25% portion of the
5 PAGA Payment shall be allocated for payment of disputed civil penalties, and no amount shall be deducted
6 for any taxes. This portion of the Individual Settlement Amount consists of other income, not wages, for
7 which the Aggrieved Employees shall receive an IRS Form 1099-MISC.

8 5.10 Participating Class Members and Aggrieved Employees shall be solely responsible for the
9 reporting and payment of their share of any federal, state and/or municipal income or other taxes on
10 payments made pursuant to this Agreement, and shall hold the Parties, Class Counsel, and Defendants'
11 Counsel free and harmless from any claims resulting from treatment of such payments as non-taxable,
12 including the treatment of such payments as not subject to withholding or deduction for payroll and
13 employment taxes. No party has made any representation to any of the other Parties as to the taxability of
14 any payments pursuant to this Agreement, including the payments to Participating Class Members, the
15 payments to Aggrieved Employees, the payments to Class Counsel, the payments to the Class
16 Representative, the payroll tax liability of Defendant, or the allocation of the Net Settlement Amount or
17 PAGA Payment to wage and non-wage income as provided in this Section, or otherwise as to tax
18 implications of any provision of this Agreement.

19 5.11 No Additional Contribution by Defendant: Defendant's monetary obligation under this
20 Agreement is limited to the Gross Settlement Amount and any employer side payroll taxes owed on
21 amounts characterized as wages under this Agreement. All other costs and expenses arising out of or in
22 connection with the performance of this Agreement shall be paid from the Gross Settlement Amount, unless
23 expressly provided otherwise herein. However, in the event this agreement is deemed null and void as
24 described in Section 3 because the Court, in its independent determination, finds that the Agreement does
25 not meet the standards for settlement approval, then Defendants and Plaintiff shall be equally responsible
26 for the costs of the Settlement Administrator incurred between the date the Agreement was executed and
27 the date of such event.

1 5.12 Certification For Settlement Purposes: The Parties agree that, for purposes of settlement
2 only, certification of the class as defined in Section 1.5 and 4.1 is appropriate and the requisites for
3 establishing class certification have been met and are met.

4 5.13 Adequacy of Class Counsel and Class Representative: The Parties agree that, for purposes
5 of settlement only, Class Counsel and Plaintiff are adequate representatives for Class Members and
6 Aggrieved Employees.

7 **6. RELEASE**

8 6.1 Release of Claims by Participating Class Members: Upon the Effective Date, all
9 Participating Class Members will be deemed to fully, finally and forever release the Released Class Claims
10 as to all Released Parties. In addition, on the Effective Date, all Participating Class Members and their
11 successors in interest will be permanently enjoined and forever barred from prosecuting any of Released
12 Class Claims against any of the Released Parties.

13 6.2 Release of Claims by Aggrieved Employees: Upon the Effective Date, all Aggrieved
14 Employees will be deemed to fully, finally and forever release the Released PAGA Claims as to all
15 Released Parties. In addition, on the Effective Date, all Aggrieved Employees and their successors in
16 interest will be permanently enjoined and forever barred from prosecuting any of the Released PAGA
17 Claims against any of the Released Parties.

18 6.3 Release by Plaintiff: Upon the Effective Date, Plaintiff and his respective former and present
19 spouses, representatives, agents, attorneys, heirs, administrators, successors and assigns generally, release
20 and discharge Released Parties from all claims, transactions or occurrences, including, but not limited to:
21 (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the
22 operative Complaint (“Plaintiff’s Release.”) Plaintiff’s Release does not extend to any claims or actions
23 to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits,
24 social security benefits, workers’ compensation benefits that arose at any time. Plaintiff acknowledges that
25 Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows
26 or believes to be true but agrees, nonetheless, that Plaintiff’s Release shall be and remain effective in all
27 respects, notwithstanding such different or additional facts or Plaintiff’s discovery of them. In addition, on
28 the Effective Date, Plaintiff and any successors in interest will be permanently enjoined and forever barred

from prosecuting any of the Released Class Claims, Released PAGA Claims, and Class Representative's Released Claims against any of the Released Parties.

7. SETTLEMENT ADMINISTRATION

7.1 Duties of Settlement Administrator: The Settlement Administrator shall be responsible for:

- 1) receiving Class Member and Aggrieved Employee contact information and confirming addresses are valid;
- 2) calculating estimated Individual Settlement Amounts and any and all taxes associated with the Individual Settlement Amounts, including employer taxes;
- 3) taking appropriate steps to trace and locate any individual Class Members and Aggrieved Employee whose address or contact information as provided to the Settlement Administrator is inaccurate or outdated and mailing the Notice of Settlement to Class Members;
- 4) providing notification to the appropriate state and federal officials of this Agreement as required under the law;
- 5) receiving, independently reviewing, and resolving any challenges (in consultation with Class Counsel and Defendant's Counsel) from Class Members or Aggrieved Employees, including any associated documentation, regarding their Qualified Workweek calculations;
- 6) receiving and serving on Class Counsel, Defendant's Counsel, and the Court, copies of any written objections, and/or any opt out statements;
- 7) establishing a toll free telephone line and responding to inquiries and requests for information or assistance from Class Members and/or Aggrieved Employees;
- 8) maintaining a QSF;
- 9) determining and paying the final amounts due to be paid under the Agreement after resolution of all challenges, disputes, opt-outs, awarded attorneys' fees and costs, Settlement Administrator Costs, PAGA Payment, taxes, any Enhancement Payments, and for funds that cannot be distributed due to the inability to locate Class Members or Aggrieved Employees;
- 10) determining the validity of any disputes or late opt-outs by previously unidentified Class Members or Aggrieved Employees;
- 11) paying any residual funds from uncashed checks;
- 12) reporting to Class Counsel and Defendants' Counsel regarding the statistics of the administration, including (a) the number of initial Notice of Settlements mailed; (b) the number of forwarded Notice of Settlements; (c) the number of re-mailed Notice of Settlements; (d) the number of total undeliverable Notice of Settlements; (e) the number of address traces performed for undeliverable Notice of Settlements; (f) the number of Notice of Settlements undeliverable from traced addresses; (g) the number of total objections received; (h) the number of opt-out requests received; (i) the number of disputes received; (j) the number of disputes resolved;
- 13) providing a declaration to the Court regarding the final

1 statistics of the administration and compliance with all payment obligations under the Agreement; 14)
2 completing all necessary tax reporting on the QSF and payment of the Individual Settlement Amounts to
3 Participating Class Members and Aggrieved Employees; and 15) carrying out other related tasks as
4 necessary to effectuate the terms of this Agreement and any Order of the Court. All disputes relating to
5 the Settlement Administrator's ability and need to perform its duties shall be referred to the Court, if
6 necessary, which will have continuing jurisdiction over the terms and conditions of this Agreement, until
7 all payments and obligations contemplated by the Agreement have been fully executed.

8 7.2 Notice to Class Members and Aggrieved Employees: The Notice of Settlement will provide
9 Class Members and Aggrieved Employees with a summary of the terms and conditions of the Agreement,
10 how to participate in the settlement, how to object to the Agreement, how to dispute the individual's
11 Qualifying Workweeks, and how to opt-out from the Agreement. The Notice of Settlement will also inform
12 Class Members and Aggrieved Employees of the Gross Settlement Amount, Net Settlement Amount,
13 proposed attorneys' fees and costs allocations, any proposed Enhancement Payments, proposed Settlement
14 Administrator Cost allocations, proposed PAGA Payment allocations, the scope of the class, the nature and
15 extent of the released claims, dates set for a fairness hearing and hearing on Class Counsels' motion for
16 attorneys' fees and costs. The Notice of Settlement shall include information regarding Class Member's
17 and Aggrieved Employee's estimated Individual Settlement Amount. The Notice of Settlement will
18 provide information on how to access electronic copies online of the Notice of Settlement, any motions for
19 approval of the Agreement, any motions for approval of attorneys' fees and costs, and any other documents
20 as the Court directs.

21 7.3 Class Member Data and Mailing: No later than fourteen (14) calendar days after the
22 Preliminary Approval Date, Defendant shall provide the Settlement Administrator with the first and last
23 name, last known mailing address, last known telephone number, Social Security Number, start and end
24 date (if any) of employment of each Class Member and Aggrieved Employee, and any other information
25 the Settlement Administrator needs to effectuate notice to Class Members and Aggrieved Employees as
26 outlined herein. The Settlement Administrator shall review the data to determine the number of Qualifying
27 Workweeks for each Class Member and Aggrieved Employee. No later than fourteen (14) calendar days
28 after receipt of such address information, the Settlement Administrator will perform a national change of

1 address (“NCOA”) search, update the addresses per the results of the NCOA search, and then mail the
2 Notice of Settlement, substantially in the form attached as Exhibit 1, to each Class Member and Aggrieved
3 Employee by first-class mail, postage prepaid. The Settlement Administrator shall maintain all information
4 received from Defendant confidential to itself, and Defendant’s Counsel. However, Class Counsel shall
5 be able to review the breakdown of Qualified Workweeks and estimated Individual Settlement Amounts
6 for Class Members and Aggrieved Employees prior to mailing for quality assurance provided the personal
7 identifying information is redacted and/or omitted.

8 7.4 Returned and/or Re-mailed Notice of Settlements: In the event that a Notice of Settlement
9 is returned to the Settlement Administrator as undeliverable on or before the conclusion of the Notice
10 Period, the Notice of Settlement shall be sent to the forwarding address affixed thereto within five (5)
11 calendar days. If no forwarding address is provided, then the Settlement Administrator shall promptly
12 attempt to determine a correct address using a skip-trace, computer or other search using the name, address
13 and/or Social Security number of the individual involved, and shall then perform a single re-mailing within
14 five (5) calendar days to any more recent address found as a result of the search. Following each search
15 that does not result in a corrected address, for those Class Members who appear to be current employees
16 of Defendants at the time of the Preliminary Approval Date, the Settlement Administrator shall contact
17 Defendants’ Counsel for assistance and Defendants shall cooperate in good faith with the Settlement
18 Administrator’s reasonable efforts to obtain valid mailing addresses for Class Members to the extent they
19 are active employees of Defendants. In the event the Notice of Settlement is forwarded to a new address
20 and/or re-mailed to a Class Member, the deadline for the Class Member to submit any request to opt-out,
21 a dispute, or an objection shall be the end of the Notice Period or 10 days from the date of the re-
22 mailing/forwarding to a new address, whichever is later. In the event the procedures in this Section are
23 followed and the Class Member does not timely and properly request to opt-out, the Class Member shall
24 be bound by all terms of the Agreement, including the releases contained in Section 6.

25 7.5 Responses to Notice of Settlement:

26 7.5.1 *Opt-Outs:* The Notice of Settlement shall provide that Class Members who wish to
27 exclude themselves from the Agreement must submit a request to opt-out as provided in this Section. The
28 request to opt-out must (a) state the Class Member’s full name and date of birth; (b) a statement that he or

1 she does not want to be a Class Member, does not want to participate in the settlement, and/or wants to be
2 excluded from the settlement; (c) identify the case name and number (*i.e. Affatato v. Sierra View Country*
3 *Club*, Case No. S-CV-0050664); (d) be signed; and (e) be post-marked no later than the conclusion of the
4 Notice Period or the re-mailing timeline stated in Section 7.4. The Class Member must personally sign the
5 request to opt-out. No request to opt-out may be made on behalf of a group of Class Members. The date
6 of the postmark on the return-mailing envelope shall be the exclusive means used to determine whether a
7 request to opt-out has been timely submitted. Any Class Member who requests to opt-out of the Agreement
8 will not be entitled to any portion of the Net Settlement Amount nor will they have any right to object,
9 appeal or comment thereon. The name of any Class Member who submits a valid and timely opt out request
10 will be specifically identified in any proposed order granting final approval. Class Members who fail to
11 submit a valid and timely request to opt-out shall be bound by all terms of the Agreement and any order or
12 final judgment thereon. Regardless of whether an Aggrieved Employee opts out of being a Class Member,
13 they will still receive their share of the PAGA Payment as Aggrieved Employees cannot opt out of this
14 Agreement as it relates to the PAGA Payment or Released PAGA Claims.

15 7.5.2 *Objection Procedures:* Any Class Member who does not opt-out, but who wishes
16 to object to this Agreement or otherwise to be heard concerning this Agreement, may submit a written
17 objection to the Settlement Administrator, who will promptly provide copies of the objection to Class
18 Counsel and Defendants' Counsel. The Notice of Settlement shall make clear that the Court can only
19 approve or deny the Agreement, not change the terms of the Agreement. The written objection should (a)
20 state the Class Member's full name and date of birth; (b) provide evidence that the individual is, in fact, a
21 Class Member; (c) state the reasons for the objection(s), including any supporting documentation; (d)
22 identify the case name and number (*i.e. Affatato v. Sierra View Country Club*, Case No. S-CV-0050664);
23 (e) be signed; and (f) be post-marked no later than the conclusion of the Notice Period or the re-mailing
24 timeline stated in Section 7.4. Additionally, or in the alternative to sending a written objection to the
25 Settlement Administrator, any Class Member may appear at the final approval hearing to state their
26 objection.

27 7.5.3 *Dispute Procedures:* Any Class Member who disputes the number of Qualifying
28 Workweeks on the Notice of Settlement shall contact the Settlement Administrator. The dispute must (a)

1 identify the nature of the dispute; (b) provide any information or documentation supporting the dispute; (c)
2 be signed; and (d) be post-marked no later than the conclusion of the Notice Period or the re-mailing
3 timeline stated in Section 7.4. The Settlement Administrator shall promptly (in no event more than two
4 business days) forward all such disputes to Defendant's Counsel and request that Defendant review the
5 dispute. Defendant's records shall presumptively control unless the Class Member can produce
6 documentation evidencing other periods of employment worked. If Defendant agree with submitted
7 information, the Class Member shall be credited or subtracted Qualifying Workweeks in accordance with
8 their submitted dispute and that final number of Qualified Workweeks shall govern the calculation of that
9 Class Member's Individual Settlement Amount. If Defendant disagree with the submitted information,
10 Defendant's Counsel will promptly advise Class Counsel of the dispute, which includes turning over any
11 documentation submitted by the Class Member as part of the dispute. Defendant's Counsel and Class
12 Counsel shall attempt in good faith to resolve any such dispute within five (5) calendar days of Class
13 Counsel being advised of the dispute. Each dispute that Defendant's Counsel and Class Counsel cannot
14 timely resolve shall be resolved by the Settlement Administrator, subject to Court review.

15 7.5.4 *Deficient Opt-Outs, Objections, or Disputes:* In the event that a deficient opt-out,
16 objection, or dispute is received on or before the conclusion of the Notice Period, the Settlement
17 Administrator shall mail a letter to the Class Member within five (5) calendar days informing them of the
18 deficiency. If a deficiency letter is mailed to a Class Member, the deadline for the Class Member to cure
19 the deficiency shall be the end of the Notice Period or 10 calendar days from the date of the deficiency
20 letter, whichever is later.

21 7.6 Due Process Acknowledgement: Compliance with the procedures set forth in Sections 7.1
22 to 7.5.4 shall constitute due and sufficient notice to Class Members of the Action and the Agreement and
23 shall satisfy Class Members' due process rights. Nothing else shall be required of the Parties, Class
24 Counsel or Defendant's Counsel to provide notice of the proposed Agreement.

25 7.7 Settlement Administrator Declaration Regarding Notice Period: Within fourteen (14)
26 calendar days after the conclusion of the Notice Period, the Settlement Administrator shall provide Class
27 Counsel and Defendant's Counsel with a signed declaration under penalty of perjury providing a complete
28

1 and detailed report regarding the statistics and responses of settlement administration to date and all the
2 Settlement Administrators' obligations under Sections 5.8 to 5.9.3 and 7.1 to 7.5.4.

3 7.8 Settlement Administrator Payments to Participating Class Members, Class Counsel and
4 Plaintiff: Within seven (7) calendar days after the Effective Date and the Court's determination of the
5 amount of attorneys' fees and costs payable to Class Counsel, the Enhancement Payment payable to
6 Plaintiff, the PAGA Payment, and Settlement Administrator Costs, the Settlement Administrator shall
7 calculate the final Net Settlement Amount, the final Individual Settlement Amounts for Participating Class
8 Members and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these
9 calculations Class Counsel and Defendants' Counsel. Defendant shall wire the Gross Settlement Amount
10 and applicable taxes necessary to fund the Settlement as described in Section 5.1 to the Settlement
11 Administrator within 30 calendar days after the Effective Date to be to be held in trust in a QSF. Within
12 seven (7) calendar days after Defendants fund the settlement, the Settlement Administrator shall deliver
13 payment of Class Counsels' attorney's fees and costs, the Enhancement Payment payable to Plaintiff, the
14 75% portion of the PAGA Payment payable to the LWDA, Settlement Administrator Costs, and payment
15 to Participating Class Members and/or Aggrieved Employees as required under this Agreement and
16 approved by Court.

17 7.8.1 The Settlement Administrator shall wire the Court-approved attorneys' fees and
18 costs to Class Counsel unless another method is requested by Class Counsel. Class Counsel shall provide
19 the Settlement Administrator with the pertinent taxpayer identification number and payment instructions
20 after the Final Approval Date.

21 7.8.2 The Settlement Administrator shall send a check by mail for the Court-approved
22 Enhancement Payment to the Class Representative, care of Class Counsel unless another method is
23 requested by Class Counsel.

24 7.8.3 Only Participating Class Members and Aggrieved Employees will receive their
25 Individual Settlement Amount.

26 7.8.4 The Settlement Administrator shall remit and report the applicable portions of the
27 payroll tax payment to the appropriate taxing authorities on a timely basis pursuant to its duties under this
28

Agreement. Defendants agree to reasonably cooperate with the Settlement Administrator to the extent necessary to determine the amount of the payroll tax payment required.

7.9 Settlement Check Expiration and Uncashed Checks: The Settlement Administrator shall issue Individual Settlement Amounts to Participating Class Members and Aggrieved Employees in the form of a check, which shall become null and void if not deposited within one hundred eighty (180) calendar days of issuance. After one hundred eighty (180) calendar days of issuance, the checks shall be voided and funds from all uncashed checks shall be transmitted in accordance with Section 5.6. The Settlement Administrator shall deliver these funds within fourteen (14) calendar days after the check cashing deadline.

7.10 Settlement Administrator Declaration Regarding Compliance and Settlement Administration: Within twenty-one (21) calendar days after the last day for Participating Class Members and Aggrieved Employees to cash their settlement checks, the Settlement Administrator shall provide Class Counsel and Defendant's Counsel with a signed declaration under penalty of perjury providing a complete and detailed report regarding the settlement administration documenting that all payments under the Agreement have been made, that the Court's final approval order has been complied with, and that all the obligations of the Settlement Administrator have been completed.

8. PRELIMINARY SETTLEMENT ADMINISTRATION SCHEDULE

8.1 The schedule may be modified depending on whether and when the Court grants necessary approvals, orders notice to Class Members and Aggrieved Employees, and sets further hearings. The schedule may also be modified to correct clerical errors and to reflect the provisions in the Agreement as described above. In the event of such modification, the Parties shall cooperate to complete the settlement procedures as expeditiously as reasonably practicable. The preliminary schedule for notice, approval, and payment procedures carrying out the Agreement is as follows:

Last day for Defendant to provide Settlement Administrator with Class Member and Aggrieved Employee information	Within 14 calendar days after the Preliminary Approval Date
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Last day for Settlement Administrator to complete NCOA search, update Class Member and Aggrieved Employee mailing information, and mail Notice of Settlement	Within 14 calendar days after the Settlement Administrators' receipt of Class Members' information from Defendants
Last day for Class Members to opt-out, submit disputes, submit objections, and submit data requests	45 calendar days after mailing of Notice of Settlement or within 10 days after Notice of Settlement is re-mailed, whichever is later
Last day for Settlement Administrator to provide Parties with signed declaration reporting on settlement administration statistics	Within 14 calendar days after end of the Notice Period
Last day for Settlement Administrator to calculate the final Net Settlement Amount, the final Individual Settlement Amounts for Participating Class Members and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these calculations to Class Counsel and Defendant's Counsel	Within 7 calendar days after the Effective Date
Last day for Defendant to fund settlement	Within 30 calendar days after the Effective Date
Last day for Settlement Administrator to deliver payment of Class Counsel's attorney's fees and costs, Enhancement Payments, PAGA Payment, Settlement Administrator Costs, payment to Participating Class Members, and payment to Aggrieved Employees	Within 7 calendar days after Defendant has funded the settlement
Last day for Participating Class Members and Aggrieved Employees to cash settlement checks	180 calendar days after issuance of checks to Participating Class Members and Aggrieved Employees
Last day for Settlement Administrator to deliver value of uncashed settlement checks to <i>cy pres</i> beneficiaries	Within 14 calendar days after settlement check cashing deadline
Last day for Settlement Administrator to provide Parties with compliance declaration	Within 21 calendar days after settlement check cashing deadline

9. DUTIES OF THE PARTIES

1 9.1 Preliminary Approval: The Parties will cooperate in obtaining, through an unopposed
2 motion to be filed as soon as reasonably practicable, an order from the Court preliminarily approving this
3 Agreement at the earliest possible date concurrently with the Court’s certification of the Action as a class
4 action for settlement purposes. The Parties further agree to fully cooperate in the drafting and/or filing of
5 any further documents or filings reasonably necessary to be prepared or filed, shall take all steps that may
6 be requested by the Court relating to, or that are otherwise necessary to the approval and implementation
7 of this Agreement and shall otherwise use their respective best efforts to obtain certification for settlement
8 purposes, approval of, and implementation of this Agreement. The Parties will submit this Agreement to
9 the Court for preliminary approval of its terms and for approval of the steps to be taken to obtain its final
10 approval. Within two weeks of signing this Agreement Class Counsel shall provide a draft of the
11 Preliminary Approval Motion to Defendant’s Counsel. Defendant’s Counsel will provide comments and/or
12 proposed revisions within two weeks after receipt of the draft Preliminary Approval Motion from Class
13 Counsel. Class Counsel shall endeavor to file a motion for approval of this Settlement within sixty (60)
14 days of April 19, 2024. With regard to the final approval documents, a similar one-week maximum review
15 and response time shall be observed by the Parties. The Parties will request that the Court’s preliminary
16 approval of this Agreement be embodied in an Order Granting Preliminary Approval of Class Action and
17 PAGA Settlement.

18 9.1.1 Plaintiff’s motion shall seek an order: 1) Preliminarily approving the Agreement; 2)
19 Approving as to form and content the proposed Notice of Settlement; 3) Directing the mailing of the Notice
20 of Settlement by first class mail to Class Members and Aggrieved Employees; 4) Preliminarily appointing
21 Plaintiff and Class Counsel as representatives of Class Members; 5) Preliminarily approving settlement
22 administration services to be provided by the Settlement Administrator; 6) Preliminarily approving the
23 proposed Enhancement Payment to Plaintiff; 7) Preliminarily approving the application for payment of
24 reasonable attorneys’ fees and reimbursement of litigation-related expenses to Class Counsel; and 8)
25 Scheduling a fairness hearing on the question of whether the proposed Agreement should be finally
26 approved as fair, reasonable and adequate as to the Class Members.

27 9.1.2 Defendants shall not oppose Plaintiff’s motion for approval of the proposed
28 Agreement.

1 9.1.3 The Parties shall cooperate with each other and the Settlement Administrator during
2 the process of giving Class Members notice and opportunity to object to the Agreement, as necessary and
3 appropriate to assure effective communication to individual Class Members of information about their
4 rights and obligations under this Agreement.

5 9.2 Final Approval and Fairness Hearing: On a date approved by the Court and set forth in the
6 Notice of Settlement, the Court shall hold the Final Approval and Fairness Hearing where objections, if
7 any, may be heard. Class Counsel shall provide the Court as part of the motion for final approval of the
8 Agreement, a declaration by the Settlement Administrator of due diligence and proof of mailing of the
9 Notice of Settlement required to be mailed to Class Members by this Agreement, and of the delivery results
10 of the Settlement Administrator's mailings including tracing and re-mailing efforts. The Settlement
11 Administrator declaration shall identify, by name, any Class Member who submitted a timely and valid
12 request to opt out during the Notice Period.

13 9.2.1 Class Counsel and Defendants shall work in good faith to draft a mutually agreeable
14 Proposed Order Granting Final Approval of Class Action and PAGA Settlement and Final Judgment. The
15 Proposed Order Granting Final Approval of Class Action and PAGA Settlement and Final Judgment shall
16 include findings and orders: 1) Approving the Agreement, adjudging the terms thereof to be fair, reasonable
17 and adequate, and directing that its terms and provisions be carried out; 2) Approving the payment of an
18 Enhancement Payment to the Class Representative; 3) Approving Class Counsel's application for an award
19 of attorneys' fees and reimbursement of out-of-pocket litigation expenses; 4) Approving the Settlement
20 Administrator Costs; and 5) Providing that the Court will retain jurisdiction to oversee administration and
21 enforcement of the terms of the Agreement and the Court's orders.

22 9.2.2 Following entry of the Court's order granting final approval of the Agreement, the
23 Parties will each act to ensure the fulfillment of all its provisions, including but not limited to the following:
24 1) Should an appeal be taken from the final approval of the Agreement or motion to set aside the judgement
25 be filed, all parties will support the final approval order on appeal or otherwise; 2) Class Counsel will assist
26 the Settlement Administrator as needed or requested in the process of identifying and locating Participating
27 Class Members and Aggrieved Employees entitled to payments under the Agreement and assuring delivery
28 of such payments; 3) Class Counsel and Defendants' Counsel will cooperate with each other and assist the

Settlement Administrator as needed or requested in completing the distribution of any residual amounts, as specified above, to the *cy pres* beneficiaries; 4) Class Counsel, in conjunction with the Settlement Administrator, will certify to the Court completion of all payments required to be made by this Agreement.

9.3 Final Judgment: If the Court approves this Agreement at the final approval and fairness hearing, the Parties will request that the Court enter an Order Granting Final Approval of Class Action and PAGA Settlement and Final Judgment.

9.4 Notice to LWDA: Plaintiff will provide notice to the Labor and Workforce Development Agency ("LWDA") of this settlement in accordance with Labor Code § 2699(1)(2).

10. MISCELLANEOUS TERMS

10.1 Defendant's Right to Withdraw Based on Opt-Outs: If, prior to the Final Approval Date, 10% or more of the Class Members have submitted proper and timely requests to opt-out in accordance with the provisions of the Agreement, Defendants may rescind the Agreement and all actions taken in its furtherance will be thereby null and void. Defendants must exercise this right of rescission, in writing, to Class Counsel, within seven (7) calendar days after the Settlement Administrator notifies the Parties of the total number of opt-outs. If the option to rescind is exercised, then any Settlement Administrator Costs shall be paid by Defendants. Defendants have represented that there are no more than 19,175 workweeks during the Class Period. In the event the number of workweeks during the Class Period is more than 21,092.5 (*i.e.*, greater than 10% more than 19,175), then Defendant will have the option to either (a) increase the Gross Settlement Amount proportionally by the workweeks in excess of 19,175, multiplied by the workweek value; or (b) shorten the release period as of the date on which the number of workweeks reaches 21,092.5. To the extent the release period for the class claims is shortened under this paragraph, the release period for the PAGA claims shall be similarly shortened to have the same ending date. If Defendant chooses to increase the Gross Settlement Amount, as described above, then for example, if there were 11,900 workweeks represented to exist during the Class Period, but there are actually 15,000 workweeks in the Class Period, and the actual workweek value is \$5.00 per workweek, Defendants would have to increase the Gross Settlement Amount by \$15,500.00 (15,000 workweeks – 11,900 workweeks = 3,100 workweeks x \$5.00/workweek).

1 10.2 Circular 230 Disclaimer: EACH PARTY TO THIS AGREEMENT (FOR PURPOSES OF
2 THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY TO THIS AGREEMENT
3 OTHER THAN THE ACKNOWLEDGING PARTY, AN “OTHER PARTY”) ACKNOWLEDGES AND
4 AGREES THAT (1) NO PROVISION OF THIS AGREEMENT, AND NO WRITTEN
5 COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR
6 ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR SHALL ANY SUCH
7 COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON
8 AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY DEPARTMENT
9 CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS
10 RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN, INDEPENDENT LEGAL AND TAX
11 COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS
12 AGREEMENT, (B) HAS NOT ENTERED INTO THIS AGREEMENT BASED UPON THE
13 RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY
14 OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR
15 DISCLOSURE BY ANY ATTORNEY OR ADVISER TO ANY OTHER PARTY TO AVOID ANY TAX
16 PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO
17 ATTORNEY OR ADVISER TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT
18 PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY’S OR ADVISER’S TAX
19 STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON
20 DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX
21 STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY
22 THIS AGREEMENT.

23 10.3 No Prior Assignments: The Parties represent, covenant, and warrant that they have not
24 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to
25 any person or entity any portion of any liability, claim, demand, action, cause of action or right released
26 and discharged in this Agreement.

27 10.4 Waiver of Appeal and Ability to Opt Out: To the extent permitted by applicable law, by
28 signing this Agreement Defendant is waiving any rights to appeal from the Court’s approval of the

1 settlement unless the Court materially modifies the settlement. Furthermore, by signing this Agreement
2 Plaintiff is waiving any right or ability to opt out of this Agreement during the Notice Period or otherwise.

3 10.5 Exhibits Incorporated by Reference: The terms of this Agreement include the terms set
4 forth in any attached Exhibits, which are incorporated by this reference as though fully set forth in this
5 Agreement. Any Exhibits to this Agreement are an integral part of the Settlement.

6 10.6 Judgment and Retention of Jurisdiction to Enforce: Upon the Effective Date, judgment will
7 be entered according to this Agreement. The Parties stipulate and agree that the Placer County Superior
8 Court shall have continuing jurisdiction to enforce the terms of the Agreement pursuant to Civil Procedure
9 Code section 664.6 and that the prevailing party any action necessary to enforce the terms of the Agreement
10 after default by the other party may recover reasonable attorney's fees and costs related thereto.

11 10.7 Mutual Cooperation: The Parties agree to cooperate fully with one another to accomplish
12 and implement the terms of this Agreement. Such cooperation shall include, but not be limited to, execution
13 of such other documents and the taking of such other action as may reasonably be necessary to fulfill the
14 terms of this Agreement. The Parties to this Agreement shall use their best efforts, including all efforts
15 contemplated by this Agreement and any other efforts that may become necessary by Court order, or
16 otherwise, to effectuate this Agreement and the terms set forth herein. The Parties have stipulated to
17 Plaintiff amending the operative Complaint to include a claim for unpaid wages based on rounding.
18 Plaintiff has already amended the notice to LWDA to include a claim for unpaid wages based on rounding.
19 The Parties agree and understand that the waiver identified herein shall include the claims and allegations
20 regarding alleged Labor Code violations based on rounding as raised by Plaintiff in mediation.

21 10.8 No Admission of Liability: Neither the acceptance nor the performance by Defendants of
22 the terms of this Agreement, nor any of the related negotiations or proceedings, is or shall be claimed to
23 be, construed as, or deemed to be, an admission by Defendants of the truth of any of the allegations in the
24 Complaint, the representative character of the Action, the validity of any of the claims that were or could
25 have been asserted by Plaintiff and/or Class Members in the Action, or of any liability or guilt of
26 Defendants in the Action. Nothing in this Agreement shall be construed to be or deemed an admission by
27 Defendants of any liability, culpability, negligence, or wrongdoing toward Plaintiff, the Class Members,
28 or any other person, and Defendants specifically disclaim any liability, culpability, negligence, or

wrongdoing toward Plaintiff, the Class Members, or any other person. Each of the Parties has entered into this Stipulation with the intention to avoid further disputes and litigation.

10.9 Notices: Unless otherwise specifically provided herein, all notices, demands, or other communications given hereunder shall be in writing and shall be deemed to have been duly given as of the third business day after mailing by United States certified mail, return receipt requested, addressed as follows:

To Plaintiff and the Class:

Galen T. Shimoda,
Justin P. Rodriguez
Renald Konini
Shimoda & Rodriguez Law, PC
9401 East Stockton Blvd., Suite 120
Elk Grove, CA 95624
To Defendants:

Dominique M. Thomas

Lewis Brisbois Bisgard & Smith LLP
2185 North California Boulevard, Suite 300
Walnut Creek, CA 94596

10.10 Mutual Drafting of Agreement: The Parties hereto agree that the terms and conditions of this Agreement are the result of lengthy, intensive, arm's-length negotiations between the Parties and that this Agreement shall not be construed in favor of or against any party by reason of the extent to which any party or its counsel participated in the drafting of this Agreement.

10.11 Attorneys' Fees and Costs Limitations: Neither Class Counsel nor any other attorneys acting for, or purporting to act for, the Class, Class Members, or Plaintiff, may recover or seek to recover any amounts for fees, costs, or disbursements from the Releasees or the Gross Settlement Amount except as expressly provided in this Agreement.

10.12 No Modifications: This Agreement may be amended or modified only by a written instrument signed by counsel for all Parties or their successors-in-interest. This Agreement may not be discharged except by performance in accordance with its terms.

10.13 Authorization to Enter Into Settlement Agreement: Counsel for all Parties warrant and represent they are expressly authorized by the Parties whom they represent to negotiate this Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement

1 to effectuate its terms and to execute any other documents required to effectuate the terms of this
2 Agreement.

3 10.14 Class Member Signatories: Because the Action has not yet been certified, and the Class
4 Members are so numerous, the Parties agree that it is impossible or impractical to have each Class Member
5 sign this Agreement. It is agreed that, for purposes of seeking approval of the Agreement, this Agreement
6 may be executed on behalf of all Class Members by the Class Representative.

7 10.15 Counterparts: This Agreement shall become effective upon its execution by all of the
8 undersigned. Plaintiff, Class Counsel, Defendant and Defendant's Counsel may execute this Agreement
9 in counterparts, and execution of counterparts shall have the same force and effect as if each had signed
10 the same instrument. Facsimile, electronic, and/or scanned copies of signatures shall have the same force
11 and effect of originals.

12 10.16 Choice of Law: The Agreement and any exhibits hereto shall be considered to have been
13 negotiated, executed, and delivered, and to have been wholly performed, in the State of California, and the
14 rights and obligations of the Parties to the Agreement shall be construed and enforced in accordance with,
15 and governed by, the substantive laws of the State of California without giving effect to that State's choice
16 of law principles.

17 10.17 Headings and Captions: Section titles or captions contained in the Agreement are inserted
18 as a matter of convenience and for reference, and in no way define, limit, extend, or describe the scope of
19 this Agreement, or any provision thereof.

20 10.18 No Retaliation or Discouragement: The Parties agree they will take no action that could be
21 construed as retaliation against any Class Members for participating or seeking to participate in this class
22 action settlement. The Parties will not discourage any class member from participating or seeking to
23 participate in this class action settlement. This is a material term of the Agreement and non-breaching
24 Parties will seek court intervention if this provision is breached.

25 10.19 Integrated Agreement: This Agreement sets forth the entire understanding between the
26 Parties and supersedes any and all prior agreements, oral or written, pertaining to the subject matter hereof.
27 Each party acknowledges that there is no representation, inducement, promise or agreement which has been
28 made, orally or otherwise, by the other party, concerning the terms or conditions of this Agreement, which

is not expressly embodied in this Agreement. In entering into this Agreement, the Parties represent that the terms of this Agreement are fully understood and voluntarily accepted by the Parties.

10.20 Binding on Successors and Assigns: This Agreement will be binding upon, and inure to the benefit of, the successors or assigns of the Parties to this Agreement, as previously defined.

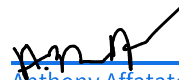
10.21 Invalidity of Any Provision: Before declaring any provision of this Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent possible consistent with applicable precedents so as to define all provisions of this Settlement Agreement valid and enforceable.

10.22 Waiver of Compliance: No waiver of any condition or covenant contained in this Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

IN WITNESS WHEREOF, this Agreement is executed by the Parties and their duly authorized attorneys, as of the day and year herein set forth.

For Plaintiff:

Date: 07/26/2024



Anthony Affatato (Jul 26, 2024 20:21 PDT)
Anthony Affatato

FOR Defendant:

Date: _____

By:
For Sierra View Land Company dba Sierra View
Country Club

APPROVED AS TO FORM

Shimoda & Rodriguez Law, PC

Dated: 7/28/24

By: 

Galen T. Shimoda, Justin P. Rodriguez and
Renald Konini
Attorney for Plaintiff and Aggrieved
Employees

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2 terms of this Agreement are fully understood and voluntarily accepted by the Parties.

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4 benefit of, the successors or assigns of the Parties to this Agreement, as previously defined.

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6 Court will first attempt to construe the provision as valid to the fullest extent possible consistent with
7 applicable precedents so as to define all provisions of this Settlement Agreement valid and enforceable.

8 10.22 Waiver of Compliance: No waiver of any condition or covenant contained in this
9 Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply
10 or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

11 IN WITNESS WHEREOF, this Agreement is executed by the Parties and their duly authorized
12 attorneys, as of the day and year herein set forth.

13 **For Plaintiff:**

14 Date: _____

15 _____
Anthony Affatato

16
17 **FOR Defendant:**

18 Date: 7/31/24

19 BILL GIBSON JR
By: BILL GIBSON JR GM/COO
For Sierra View Land Company dba Sierra View
20 Country Club

21
22
23 APPROVED AS TO FORM

Shimoda & Rodriguez Law, PC

24
25 Dated: _____

26 By: _____
Galen T. Shimoda, Justin P. Rodriguez and
Renald Konini
27 Attorney for Plaintiff and Aggrieved
Employees
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APPROVED AS TO FORM

LEWIS BRISBOIS BISGARD & SMITH
LLP

Dated: July 31, 2024

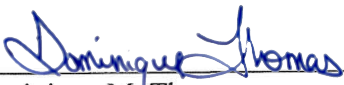
By: 
Dominique M. Thomas
Attorney for Defendant

Exhibit 1

CALIFORNIA SUPERIOR COURT

FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a California
Corporation; SIERRA VIEW LAND
COMPANY, a California Corporation ; and
DOES 1 to 100, inclusive,

Defendants.

Case No. S-CV-0050664

**NOTICE OF PROPOSED CLASS ACTION
AND PAGA SETTLEMENT, AND HEARING
DATE FOR FINAL COURT APPROVAL OF
SETTLEMENT**

ATTENTION: All individuals who have worked, or continue to work, for Defendant in California as a non-exempt employee at any time between June 13, 2019, to April 11, 2024 (the “Class Members”).

PLEASE READ THIS NOTICE CAREFULLY. THIS NOTICE RELATES TO A PROPOSED SETTLEMENT OF CLASS ACTION LITIGATION AND POTENTIAL DISBURSEMENT OF SETTLEMENT FUNDS TO YOU. IF YOU ARE A CLASS MEMBER, IT CONTAINS IMPORTANT INFORMATION ABOUT YOUR RIGHT TO PARTICIPATE IN OR OPT OUT OF THE SETTLEMENT ACCORDING TO THE PROCEDURES DESCRIBED BELOW.

You are receiving this notice pursuant to an order from the Placer County Superior Court (“Court”) granting Plaintiff’s motion for preliminary approval of a Joint Stipulation Regarding Class Action and PAGA Settlement and Release (“Agreement” or “Settlement”) as fair, reasonable, and adequate. The Settlement was entered into between Plaintiff Anthony Affatato (“Plaintiff” or “Class Representative”), and Defendant Sierra View Land Company dba Sierra View Country Club (“Defendant”) on behalf of Class Members as defined above. The terms of the Settlement are outlined herein. You are receiving this notice because Defendant’s records indicate you fall within the definition of “Class Member.” Defendant’s records also indicate that you worked [REDACTED] weeks during the applicable Class Period (as defined below), which means your total share of the settlement proceeds is estimated to be [REDACTED]. Your actual share of the settlement proceeds will vary depending on the total number of Class Members that choose to participate and the resolution of any workweek disputes as described in this notice.

The terms of the Agreement and a description of the case are identified in this notice. Pursuant to the Court’s order, YOU ARE HEREBY NOTIFIED AS FOLLOWS:

I. BACKGROUND OF THE CASE

On June 13, 2023, Plaintiff filed a Complaint against Defendant in the Placer County Superior Court of California on behalf of himself and Class Members. The term “Action” means this putative class action pending in Placer County Superior Court, Case No. S-CV-0050664. The Class Period is June 13, 2019, to April 11, 2024 (“Class Period”).

In the Action, Plaintiff sought to obtain unpaid wages, interest, statutory penalties, civil penalties, fees, and costs on behalf of himself, Class Members, and Aggrieved Employees. Plaintiff alleged that Defendant violated California law by (1) failing to pay minimum wages, (2) failing to pay overtime wages, (3) failing to provide meal periods or pay premiums in lieu thereof, (4) failing to provide rest periods or pay premiums in lieu thereof, (5) failing to provide accurate wage statements, (6) failing to pay final wages, (7) failing to pay reimbursement for expenses, (7) violating labor code §§ 558, 558.1 (provisions regulating hours and days of work in any industrial welfare commission order), (8) failing to maintain accurate records, (9) failing to provide paid sick leave, (10) engaging in unfair competition, and (11) committing PAGA violations. Defendant has denied all of Plaintiff’s allegations. The Action has been actively litigated. There have been on-going investigations, and there has been an exchange of extensive documentation and information. Based upon the negotiations, and all known facts and circumstances, including the various risks and uncertainties related

to legal actions, the Parties reached a class-wide settlement. By settling, the Parties will avoid the risks associated with a lengthy litigation process. Despite agreeing to and supporting the Agreement, Defendant continues to deny all allegations and claims. Defendant has entered into this Settlement to fully, finally, and forever resolve this Action, based on the terms set forth in the Agreement, in order to avoid the burden and expense associated with ongoing litigation.

The Agreement applies to any and all Class Members, which are defined as all individuals who have worked, or continue to work, for Defendant in California as a non-exempt employee at any time between June 13, 2019, to April 11, 2024. The Agreement also applies to Aggrieved Employees, which are defined as all individuals who have worked, or continue to work, for Defendant in California as a non-exempt employee at any time between June 13, 2022, to April 11, 2024. If you are a Class Member, you have the opportunity to participate in the Settlement, or to exclude yourself (“opt out”) from the Settlement. This notice is to advise Class Members of how they can either participate in the Settlement or be excluded from the Settlement. As set forth below, Aggrieved Employees cannot opt out of this Agreement as it relates to the PAGA Payment or Released PAGA Claims regardless of whether they opt out of being a Class Member. Aggrieved Employees will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.

II. SUMMARY OF THE PROPOSED SETTLEMENT

A. The Amount of the Settlement

Under the terms of the Agreement, Defendant has agreed to pay a total sum of Three Hundred Eighty Thousand Dollars (\$380,000) (“Gross Settlement Amount”). Deducted from this Gross Settlement Amount will be sums approved by the Court for attorney’s fees not to exceed 35% of the Gross Settlement Amount, attorney’s costs not to exceed \$12,500, Settlement Administrator Costs estimated not to exceed \$12,000, an Enhancement Payment to the Class Representative of up to \$10,000, and \$20,000 for alleged PAGA penalties (the “PAGA Payment”), which will result in a “Net Settlement Amount” for distribution to all Class Members. Any employer side taxes attributable to payments allocated as wages will be paid by Defendant in addition to the Gross Settlement Amount. As explained further below, the amount of each Class Member’s share of the Net Settlement Amount will depend on the number of weeks worked by participating Class Members during the Class Period. Of the \$20,000 allocated to resolving the PAGA claims, 75% of the PAGA Payment will be paid to the State of California Labor and Workforce Development Agency and 25% of the PAGA Payment will be divided among Aggrieved Employees.

The number of weeks you worked during the Class Period and your estimated total share of the Net Settlement Amount and PAGA Payment (“Individual Settlement Amount”) is stated on the first page of this notice. The actual amount received may be more or less than the amount stated depending on the actual number of weeks worked by Participating Class Members (*i.e.*, those who do not opt out of the Settlement), the resolution of any disputes regarding workweeks, and on the distributions finally approved and allocated by the Court. However, whether Class Members opt out will have no effect on Aggrieved Employees’ allocations for the PAGA claim.

B. Individual Settlement Amounts and Allocation Between Class Members and Aggrieved Employees

Defendant will pay Individual Settlement Amounts through the Settlement Administrator, as described below, to each Participating Class Member and to Aggrieved Employees. All Individual Settlement Amounts will be subject to appropriate taxation. The Parties have agreed, based on the allegations in the Action that the amount payable to eligible Class Members from the Net Settlement Amount will be allocated and paid as 2/3 for disputed interest, statutory penalties, and other non-wage damages for which an IRS Forms 1099-MISC and 1099-INT will issue and 1/3 for disputed wages for which IRS Forms W-2 will issue. The PAGA Payment to Aggrieved employees will be paid as 100% for civil penalties.

Payment to Participating Class Members and Aggrieved Employees will not require the submission of a claim form. Each Participating Class Member’s share will be determined by dividing their total weeks worked within the Class Period by the total weeks worked by all Participating Class Members within the Class Period. That fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member’s individual share of the Net Settlement Amount. Each Aggrieved Employee’s share of the 25% portion of the PAGA Payment will be determined by dividing their total weeks worked within the PAGA Claim Period by the total weeks worked by all Aggrieved Employees within the PAGA Claim Period. That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the Aggrieved Employee’s individual share. The PAGA Claim Period is defined as June 13, 2022, to April 11, 2024. Defendant’s records indicate that you worked [REDACTED] weeks during the applicable PAGA Claim Period, which means your share of the PAGA Payment is estimated to be [REDACTED]. This amount is included in your estimated Individual Settlement Amount stated on the first page of this notice, not in addition to it. You will still receive your share of the PAGA Payment even if you opt out of being a Class Member. Receipt of the Individual Settlement Amounts will not entitle any Class Member or Aggrieved Employee to

additional compensation or benefits under any compensation, retirement or benefit plan or agreement in place during the period covered by the Settlement.

C. Calculations to Be Based on Defendant's Records and Resolution of Workweek Disputes

For each Class Member, the amount payable will be calculated by the Settlement Administrator from Defendant's records. Defendant's records will be presumed correct unless evidence to the contrary is provided to the Settlement Administrator. Defendant's records and any additional evidence will be reviewed by the Settlement Administrator in the event of a dispute about the number of workweeks worked by an individual Class Member. If a Class Member disputes the accuracy of Defendant's records, all supporting documents evidencing additional workweeks must be submitted by the Class Member. The dispute must (a) identify the nature of the dispute; (b) provide any information or documentation supporting the dispute; (c) be signed; and (d) be post-marked no later than [redacted]. The dispute will be resolved by the Settlement Administrator based on the records and evidence provided.

D. Release of Claims

For those Class Members who do not opt out and Aggrieved Employees, the Agreement contains the following releases:

Class members who do not opt out will be deemed to have released [1.30 text].

Aggrieved Employees will be deemed to have released [1.31 text].

The individuals released ("Released Parties") include Defendant, as well as Defendant's current, former and future predecessors, successors, affiliate entities, officers, shareholders, directors, agents, employees, attorneys, and insurers.

Class Members and/or Aggrieved Employees can talk to one of the lawyers appointed as Class Counsel (listed below) for free or talk to their own lawyer if they have questions about the released claims and what they mean.

III. WHAT ARE YOUR RIGHTS AS A CLASS MEMBER

A. Participating in the Settlement as a Class Member

If you wish to be a Participating Class Member and believe your workweek information is accurate, **you do not need to take any further action**. Payment will be automatically made to you consistent with the terms of the Agreement and Court Order. If you wish to dispute the workweek calculation, you may follow the procedures outlined in Section II.C above. California law protects Class Members from retaliation based on their decision to participate in the Settlement.

B. Excluding Yourself from the Settlement as a Class Member

The Court will exclude you from being a Class Member if you request this by [redacted]. If you do not wish to be bound by the Settlement as a Class Member, you may request to be excluded (*i.e.*, "opt out") by submitting a timely written request to the Settlement Administrator. The request to opt-out must (a) state your full name and date of birth; (b) a statement that you do not want to be a Class Member, do not want to participate in the Settlement, and/or wants to be excluded from this Settlement; (c) identify the case name and number (*i.e.* *Affatato v. Sierra View Country Club*, S-CV-0050664); (d) be signed; and (e) be post-marked no later than [redacted]. The request to opt out must be mailed by First Class U.S. Mail, or the equivalent, to:

[admin info]

If you submit a request to opt out which is not postmarked by [redacted], your request to opt out will be rejected, and you will be bound by the release and all other terms of the Agreement. Do not use a postage meter as that may not result in a postmark appearing on the envelope containing your request to opt out. Any Class Member who submits a complete and timely request to opt out shall, upon receipt by the Settlement Administrator, no longer be a Class Member and not receive their share of the Net Settlement Amount. Aggrieved Employees cannot opt out of this Agreement and will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.

C. Objection to Settlement

If you do not opt out of the Settlement, you can object to the terms of the Settlement. However, if the Court rejects your objection, you will still be bound by the terms of the Settlement. You can ask the Court to deny approval by submitting an objection. You cannot ask the Court to order a larger settlement; the Court can only approve or deny the settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. You may submit a written objection, which should (a) state your full name and date of birth; (b) provide evidence that you are, in fact, a Class Member; (c) state the reasons for the objection(s), including supporting documentation; (d) identify the case name and number (*i.e. Affatato v. Sierra View Country Club*, S-CV-0050664); (e) be signed; and (f) be post-marked no later than [redacted]. Written objections must be sent to the Settlement Administrator at the address identified in Section III.B.

Additionally, or in the alternative to sending a written objection to the Settlement Administrator, you may appear at the final approval hearing to state your objection. Any Class Member who does not request exclusion may, if the Class Member so desires, enter an appearance through an attorney. If you appear through your own attorney, you are responsible for paying that attorney.

IV. EFFECT OF THE SETTLEMENT: RELEASED RIGHTS AND CLAIMS

If the Court grants final approval of the Settlement, the Court will make and enter judgment consistent therewith. A notice of entry of entry of judgment will be filed with the Court and available online at <https://webportal.placerco.org/eCourtPublic/>. The judgment, whether favorable or not, will bind all Class Members who do not request exclusion. After final approval, each and every Class Member who does not opt out of the Settlement and Aggrieved Employee, will release Defendant and the Released Parties from the Released Class Claims and the Released PAGA Claims described above. In other words, if you were employed as a Class Member by Defendant in California during the Class Period, and you do not exclude yourself from the Settlement, you will be deemed to have entered into these releases and to have released the above-described claims. In addition, you will be barred from ever suing Defendant and the Released Parties with respect to the claims covered by this Settlement. If the Settlement is not approved by the Court or does not become final for some other reason, the litigation will continue.

V. FINAL SETTLEMENT APPROVAL HEARING

The Court will hold a hearing in Department ___, [address] on [redacted] at [redacted] to determine whether the Agreement should be finally approved as fair, reasonable and adequate. The Court will also be asked to approve Class Counsel's request for attorneys' fees and costs, the Settlement Administrator Costs, and the Class Representative's Enhancement Payment. The hearing may be continued without further notice. It is not necessary for you to appear at this hearing.

VI. ADDITIONAL INFORMATION

You may access the Complaint, Class Counsel's motion for preliminary approval, the Agreement, and any other documents required by the Court at <https://webportal.placerco.org/eCourtPublic/>. You can also contact Class Counsel or Defendant's Counsel as follows:

Galen T. Shimoda
Justin P. Rodriguez
Renald Konini
Shimoda & Rodriguez Law, PC
9401 East Stockton Blvd., Suite 120
Elk Grove, CA 95624
Telephone: (916) 525-0716
Facsimile: (916) 760-3733
On behalf of Plaintiff

Dominique M. Thomas
Lewis Brisbois Bisgard & Smith LLP
2185 North California Boulevard, Suite 300
Walnut Creek, CA 94596
Telephone: 925-357-3456
Facsimile: 925-478-3260
On behalf of Defendant

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT OR THE CLAIM PROCESS. IF YOU HAVE ANY QUESTIONS, CALL [number]

BY ORDER OF THE COURT

Exhibit B

1 Galen T. Shimoda (Cal. State Bar No. 226752)
2 Justin P. Rodriguez (Cal. State Bar No. 278275)
3 Renald Konini (Cal. State Bar No. 312080)
4 **Shimoda & Rodriguez Law, PC**
5 9401 East Stockton Boulevard, Suite 120
6 Elk Grove, CA 95624
7 Telephone: (916) 525-0716
8 Facsimile: (916) 760-3733

9 Attorneys for Plaintiff ANTHONY AFFATATO,
10 Individually and on behalf of all other similarly situated employees

ELECTRONICALLY FILED
Superior Court of California,
County of Placer
06/17/2024 at 09:33:03 AM

By: Breanne E Sanders
Deputy Clerk

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SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a
California Corporation; SIERRA VIEW
LAND COMPANY, a California Corporation;
and DOES 1 to 100, inclusive,

Defendants.

Case No. S-CV-0050664

CLASS ACTION

**SECOND AMENDED COMPLAINT FOR
DAMAGES:**

- 1. Failure to Pay Overtime Wages**
- 2. Failure to Pay Minimum Wages**
- 3. Meal Period Violations**
- 4. Rest Period Violations**
- 5. Wage Statement Violations**
- 6. Waiting Time Penalties**
- 7. Failure to Reimburse Expenses**
- 8. Unfair Competition**
- 9. Private Attorneys General Act**

DEMAND FOR JURY TRIAL

Plaintiff ANTHONY AFFATATO ("Plaintiff"), on behalf of himself and all other similarly
situated employees, hereby files this Second Amended Complaint against Defendants SIERRA
VIEW COUNTRY CLUB, a California Corporation; SIERRA VIEW LAND COMPANY, a
California Corporation; and DOES 1 to 100, inclusive (hereinafter all collectively referred to as
"Defendants"). On information and belief, Plaintiff alleges the following:

1 **INTRODUCTION**

2 1. This is a class action and Private Attorneys General Act (“PAGA”) lawsuit brought by
3 Plaintiff for failure to provide overtime wages, failure to provide minimum wages, meal and rest period
4 violations, waiting time penalties, failure to reimburse expenses, and unfair competition.

5 **JURISDICTION AND VENUE**

6 2. The Placer County Superior Court has jurisdiction in this matter pursuant to California
7 Code of Civil Procedure section 410.10 to determine alleged violations of the California Labor Code,
8 California Business and Professions Code, and Wage Order No. 5.

9 3. Venue is proper pursuant to Civil Procedure Code §§ 395(a), and 395.5, in that
10 Defendants reside in Placer County. In addition, some of the wrongful acts and violations of law
11 asserted herein occurred within Placer County, and Defendants' obligation to pay wages arose in Placer
12 County pursuant to *Madera Police Officers Assn. v. City of Madera*, 36 Cal.3d 403, 414 (1984).

13 4. Plaintiff sought permission pursuant to California Labor Code section 2699 *et seq.* to
14 pursue the claims set forth in this Complaint against Defendants as a Private Attorney General on behalf
15 of himself and other similarly situated employees. Pursuant to California Labor Code section 2699.3,
16 Plaintiff gave written notice via online submission to the Labor and Workforce Development Agency
17 (“LWDA”) on approximately June 13, 2023. Additionally, Plaintiff gave an amended written notice via
18 online submission to the LWDA on approximately April 10, 2024. Plaintiff provided facts and legal
19 bases for his claims within the notice to the LWDA on all violations asserted under the Private
20 Attorneys General Act cause of action. Plaintiff also submitted the \$75.00 filing fee. The June 13,
21 2023, notice and the April 10, 2024 notice were also sent via certified mail to Defendants on the same
22 day. To date, the LWDA has not provided any response to Plaintiff’s notice correspondence.
23 Accordingly, Plaintiff has exhausted all administrative remedies pursuant to the Private Attorneys
24 General Act (“PAGA”) and may bring this action on behalf of himself and all similarly situated
25 employees, *i.e.* Aggrieved Employees. *See* Cal. Lab. Code § 2699.3(a)(2)(A), (c)(3); *Caliber*
26 *Bodyworks, Inc., v. Sup. Ct.*, 134 Cal. App. 4th 365, 383 n.18, 385 n.19 (2005). Aggrieved Employees
27 include, but is not limited to the following: all individuals who have worked, or continue to work, for
28 Defendants in California as a non-exempt employee at any time between June 13, 2022 to the present.

1
2 **PARTIES**

3 5. ANTHONY AFFATATO is an individual over the age of eighteen (18) and is a
4 resident of the State of California.

5 6. On information and belief, Plaintiff alleges, SIERRA VIEW COUNTRY CLUB, is
6 now and/or at all times mentioned in this Complaint was a California Corporation and the owner and
7 operator of an industry, business and/or facility doing business in the State of California.

8 7. On information and belief, Plaintiff alleges, SIERRA VIEW LAND COMPANY, is
9 now and/or at all times mentioned in this Complaint was a California Corporation and the owner and
10 operator of an industry, business and/or facility doing business in the State of California.

11 8. Defendants DOES 1 through 100 are affiliates, subsidiaries and related entities and the
12 alter egos of each of the other Defendants named herein, corporate or otherwise, who participated in and
13 are liable for the actions herein alleged. Plaintiff will seek to amend this Complaint to allege the true
14 names and capacities of these DOE Defendants when they are ascertained.

15 9. At all times mentioned herein, each Defendant was the agent or employee of each of the
16 other Defendants and was acting within the course and scope of such agency or employment. The
17 Defendants are jointly and severally liable to Plaintiff.

18 10. Defendants, and each of them, are now and/or at all times mentioned in this Complaint
19 were members of and/or engaged in a joint employment, joint venture, partnership and common
20 enterprise, and were acting within the course and scope of, and in pursuance of said joint employment,
21 joint venture, partnership and common enterprise.

22 11. Defendants, and each of them, now and/or at all times mentioned in this Complaint
23 approved, ratified, acquiesced, aided or abetted the acts and omissions alleged in this Complaint.

24 12. Defendants proximately caused Plaintiff to be subjected to the unlawful practices,
25 wrongs, complaints, injuries and/or damages alleged in this Complaint.

26 **CLASS ALLEGATIONS**
27
28

1 13. Plaintiff brings the First through Eighth Causes of Action on behalf of himself and all
2 others similarly situated as a class action pursuant to California Code of Civil Procedure section 382.

3 The class which Plaintiff seeks to represent is composed of, and defined, as follows:

4 All individuals who have worked, or continue to work, for Defendants in
5 California as a non-exempt employee at any time between June 13, 2019,
to the present.

6 14. This action has been brought and may be properly maintained as a class action,
7 pursuant to the provision of California Code of Civil Procedure section 382, because there is a well-
8 defined community of interests in the litigation and the proposed class is easily ascertainable.

9 (a) Numerosity: The putative class is so numerous that the individual joinder of all members
10 is impracticable under the circumstances of this case. While the exact number of class
11 members is unknown to Plaintiff at this time, Plaintiff is informed and believes that
12 Defendants have employed as many as one hundred (100) individuals falling within the
13 above stated class definition throughout the State of California during the applicable
14 statute of limitations, who were subjected to the policies and practices outlined in this
15 Complaint. As such, joinder of all members of the putative class is not practicable.

16 (b) Common Questions Predominate: Common questions of law and fact exist as to all
17 members of the putative class and predominate over questions that affect only individual
18 members of the class. These common questions of law and fact include, without
19 limitation, the following:

- 20 (1) Whether Defendants violated the law by not paying employees for all hours
21 worked;
- 22 (2) Whether, as a result of Defendants' policies and practices, Plaintiff and putative
23 class members were not paid all minimum and overtime wages owed;
- 24 (3) Whether Defendants maintained accurate payroll records;
- 25 (4) Whether Defendants failed to correctly calculate the regular rate of pay for
26 premium wage purposes such as overtime, double time, meal and rest period
27 premiums, and sick leave wages;
- 28

- 1 (5) Whether Defendants failed to pay meal and rest period premium for meal and rest
2 period violations;
- 3 (6) Whether as a result of Defendants' policies and practices, Plaintiff and putative
4 class members were not authorized and permitted to take all meal and rest
5 periods;
- 6 (7) Whether, as a result of Defendants' policies and practices, Plaintiff and putative
7 class members received all reimbursement owed;
- 8 (8) Whether as a result of Defendants' policies and practices Plaintiff's and putative
9 class members received all wages, due and owing, at the time of their termination
10 or separation; and
- 11 (9) Whether Defendants provided Plaintiff's and putative class members with wage
12 statements that complied with Labor Code section 226.

13 (c) Typicality: Plaintiff's claims are typical of the claims of the members of the putative
14 class. The putative class also sustained damages arising out of Defendants' common
15 course of conduct in violation of the law as complained of herein. Plaintiff and all
16 members of the putative class were non-exempt employees who were not paid all
17 overtime wages owed, meal and rest period premiums, as a result of Defendants' policies
18 and practices resulting in inaccurate wage statements that did not itemize the accurate
19 overtime wages owed, meal and rest period premiums, and sick leave wages.
20 Additionally, Defendants issued Plaintiff and all members of the putative class wage
21 statements that did not comply with Labor Code section 226. As a result, Plaintiff and
22 each member of the putative class will have suffered the same type of harm and seek the
23 same type of recovery based on the same legal theories.

24 (d) Adequacy: Plaintiff will fairly and adequately protect the interests of the members of the
25 putative class. For all relevant times, Plaintiff resided in California and worked for
26 Defendants in California. Moreover, Plaintiff is an adequate representative of the
27 putative class as Plaintiff has no interests that are adverse to those of putative class
28

members. Additionally, Plaintiff has retained counsel who has substantial experience in complex civil litigation and wage and hour matters.

- (e) Superiority: A class action is superior to other available means for the fair and efficient adjudication of the controversy since individual joinder of all members of the putative class is impracticable. Class action treatment will permit a larger number of similarly situated persons to prosecute their common claims in a single forum simultaneously, efficiently, and without the unnecessary duplication of effort and expense that numerous individual actions would engender. Further, as damages suffered by each individual member of the class may be relatively small, the expenses and burden of the individual litigation would make it difficult or impossible for individual members of the class to redress the wrongs done to them, and an important public interest will be served by addressing the matter as a class action. The cost to the court system of adjudication of such individualized litigation would be substantial. Individualized litigation would also present the potential for inconsistent or contradictory judgments.

15. Plaintiff is unaware of any difficulties that are likely to be encountered in the management of this action that would preclude its maintenance as a class action.

GENERAL ALLEGATIONS

16. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 15 as though fully set forth herein.

17. Plaintiff was employed with Defendants from August 13, 2003, to January 31, 2023, as a non-exempt employee. Plaintiff was paid fifteen dollars and fifty cents (\$15.50) per hour plus a portion of mandatory service charges Defendants' patrons paid as part of their bill. Plaintiff worked as a bartender for Defendants. Defendants manage a country club in Roseville, California. Plaintiff's job duties and responsibilities included but were not limited to taking orders, preparing cocktails and drinks, processing payment for customers, cleaning the bar, stocking the bar, making sure the bar had all the necessary drinks, food, and equipment to run smoothly. Plaintiff was responsible for keeping count of the number of drinks served and how many patrons were frequenting the bar. In addition, Plaintiff was responsible for opening the bar, preparing all the ingredients, and setting up the bar for opening. Plaintiff

1 would also clean the bar and do all the necessary tasks to close the bar including informing the
2 customers of the last call for alcohol and when the bar would close.

3 18. Plaintiff and Similarly Situated Employees usually worked over six (6) or eight (8) hours
4 per day and about twenty-five (25) hours per week. At times, Plaintiff and Similarly Situated Employees
5 worked over eight (8) hours per day. Plaintiff and Similarly Situated Employees worked in a fast-paced
6 working environment and were busy most of the time. Plaintiff and Similarly Situated Employees
7 worked off the clock on many occasions. For example, Plaintiff worked off the clock on many occasions
8 due to manager's requests. Plaintiff's manager would talk to Plaintiff regarding work and employee
9 issues before Plaintiff would clock in at the beginning of his shift. Plaintiff estimates that he spent about
10 twenty (20) minutes per week talking to his manager regarding work issues prior to clocking in.
11 Moreover, Plaintiff's manager would require Plaintiff to perform certain tasks or work after Plaintiff
12 would clock out. His manager would ask Plaintiff if certain things were done after Plaintiff had already
13 clocked out and would ask Plaintiff to finish those tasks prior to Plaintiff leaving the premises. For
14 example, his manager would ask Plaintiff the status of the liquor count, if certain things were done, if
15 certain things were thrown away and to perform all those tasks prior to leaving. Plaintiff estimates that
16 he worked about thirty (30) minutes per week off the clock after the end of his shift. Plaintiff estimates
17 that he worked about fifty (50) minutes off the clock per week. Defendants were aware of Plaintiff and
18 Similarly Situated Employees were working off the clock because employees would inform Defendants
19 of this fact. For example, Plaintiff would tell his manager that he was off the clock while his manager
20 requested Plaintiff to perform certain tasks. Plaintiff even complained to Defendants' Human Resources
21 personnel, that his manager made him consistently work off the clock. However, Defendants did not
22 take any measures to have Plaintiff's manager refrain from requesting Plaintiff or other Similarly
23 Situated Employees perform work off the clock. Plaintiff and Similarly Situated Employees regularly
24 worked off the clock as a result of Defendants' practices and policies.

25 19. Defendants regularly rounded Plaintiff's and Similarly Situated Employees' time
26 punches, including, but not limited to, meal period clock-in and clock-outs. As a result, Defendants
27 failed to pay Plaintiff and Similarly Situated Employees for all hours worked, failed to provide full
28 thirty-minute meal periods, and failed to keep accurate records of all hours worked.

20. Defendants paid Plaintiff and Similarly Situated Employees a portion of mandatory service charges paid by Defendants' patrons, including, but not limited to, mandatory service charges that were added to patron's bills when they frequented the country club's restaurant. Defendants failed to incorporate the value of these amounts into the regular rate of pay in calculating Plaintiff's and Similarly Situated Employees' premium wages, including meal and rest period premiums, overtime, sick leave. This resulted in overtime, sick leave wage payments, and meal and rest period wage payments that were substantially lower than they otherwise should be. For example, Defendants paid Plaintiff and Similarly Situated Employees bi-monthly and utilized a defined workweek for overtime/regular rate calculation purposes of Sunday 12:00 a.m. to Saturday 11:59:59 p.m. During the pay period of November 16, 2021, to November 31, 2021, Plaintiff's basic hourly rate was \$14.00, and he was paid overtime at the rate of \$21.00. Despite being paid \$780.29 from mandatory services charges during this period, Defendants only paid overtime at 1.5x the base hourly rate and meal period premiums at 1x the base hours rate.

21. Plaintiff and Similarly Situated Employees regularly had to work through their meal and rest periods due to inadequate staffing. For example, Plaintiff's manager required Plaintiff to always be at the bar, unable to leave and having to eat at his workstation. Plaintiff and Similarly Situated Employees regularly worked over six (6) hours per day without being provided lawful meal periods. Due to the nature of their work and instructions of Defendants' management, employees would generally work full six (6) to eight (8) hour shifts without taking any duty-free rest or meal periods. This is because Plaintiff and other Similarly Situated Employees were always required to remain ready to work to meet the needs of patrons during their shift. Moreover, Plaintiff's manager changed Plaintiff's and Similarly Situated Employees' timecards to show that Plaintiff and Similarly Situated Employees took compliant meal and rest periods when, in fact, they had not. Again, Defendants were aware of this because Plaintiff informed them that his manager changed his timecards. The changing of the timecard time entries affected Plaintiff's and Similarly Situated Employees' meal and rest period premiums as well as minimum and overtime wages, and the accrual of sick hours. Thus, Defendants failed to accurately record Plaintiff and Aggrieved employee's meal and rest periods as well as minimum and overtime hours and wages, and the correct accrual of sick leave hours. As a result of these

practices, Plaintiff and Similarly Situated Employees were not paid wages for all hours worked and did not receive the proper accrual of sick leave hours.

22. Defendants also did not have a policy to reimburse Plaintiff and Similarly Situated Employees or use of their personal cell phones for work purposes. Plaintiff and Similarly Situated Employees used their personal cell phones to communicate with managers, supervisors, and other Similarly Situated Employees regarding work issues and scheduling. For example, Plaintiff's manager would text him regarding work issues.

23. As a result of Defendants' failure to pay Plaintiff and Similarly Situated Employees all minimum wages, overtime wages, and meal and rest period premiums owed, the wage statements Defendants issued were inaccurate. The paystubs that Defendants issued did not accurately itemize all hours worked, the accurate rates of pay, minimum and overtime wages earned, the number of meal and rest period premiums owed, and the accurate gross and net wages earned.

24. As of this date of this letter, Defendants have not paid Plaintiff and Similarly Situated Employees all the overtime wages, meal and rest period premiums, and sick leave wages owed to them. To date, Defendants have not paid Plaintiff and Similarly situated employees all the overtime wages, meal and rest period premiums, and sick leave wages owed to them.

CAUSES OF ACTION

FIRST CAUSE OF ACTION **FAILURE TO PAY OVERTIME WAGES** **(As to all Defendants)**

25. Plaintiff incorporated by reference and re-alleges paragraphs 1 through 24 as though fully set forth herein.

26. During the period Plaintiff was employed by Defendants, Defendants were required to compensate Plaintiff at one and one-half (1½) times the regular rate of pay for hours worked in excess of eight (8) hours per day and/or forty (40) hours per week, and two (2) times the regular rate of pay for hours worked in excess of twelve (12) hours per day. *See, e.g., IWC Wage Order No. 5, section (3)(A); Cal. Lab. Code §§ 510, 1194.*

27. Plaintiff and similarly situated employees worked in excess of eight (8) hours per day and/or forty (40) hours per week on several occasions while employed by Defendants. However,

1 Defendants failed to compensate Plaintiff and similarly situated employees for all overtime hours
2 worked at their regular rate of pay.

3 28. Plaintiff and similarly situated employees were not exempt from overtime protections
4 employees under the California Wage Orders and Labor Code.

5 29. As a proximate result of Defendants' conduct, Plaintiff and similarly situated employees
6 have been damaged as stated in the section below entitled "DAMAGES," which is incorporated here to
7 the extent pertinent as if set forth here in full.

8 **SECOND CAUSE OF ACTION**
9 **FAILURE TO PAY MINIMUM WAGES**
10 **(As to all Defendants)**

11 30. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 29 as though fully
12 set forth herein.

13 31. For the period preceding the filing of this Complaint, Defendants were required to
14 compensate Plaintiff and similarly situated employees with at least California's applicable minimum for
15 every hour worked. *See* MW-Order 2019; IWC Wage Order, No. 5, section 4(A); Cal. Lab. Code §
16 1194.

17 32. Plaintiff was not exempt to the State's Minimum Wage Order. Defendants aware of their
18 obligation to pay the minimum wage for each hour worked but failed to do so.

19 33. As a proximate result of Defendants' conduct, Plaintiff and similarly situated employees
20 have been damaged as stated in the section below entitled "DAMAGES," which is incorporated here to
21 the extent pertinent as if set forth here in full.

22 **THIRD CAUSE OF ACTION**
23 **MEAL PERIOD VIOLATIONS**
24 **(As to all Defendants)**

25 34. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 33 as though fully
26 set forth herein.

27 35. An employer must provide an employee a meal period in accordance with the
28 applicable Wage Order, and California Labor Code sections 226.7 and 512.

36. California Labor Code sections 226.7 and 512 and IWC Wage Order No. 5, section 11(A) require an employer to provide an uninterrupted meal period of not less than thirty (30) minutes for each work period of more than five (5) hours.

38. Defendants employed Plaintiff and similarly situated employees for periods of more than five (5) hours without providing meal breaks of at least thirty (30) minutes or a second meal period of at least thirty (30) minutes when Plaintiff and similarly situated employees worked more than ten (10) hours in a day. Defendants also failed to allow Plaintiff and similarly situated employees to take their first meal period before the completion of their fifth hour of work and failed to allow Plaintiff and similarly situated employees to take their second meal period before the completion of their tenth hour of work. Plaintiff and similarly situated employees did not waive their rights to all meal periods throughout their employment.

40. As a proximate result of Defendants' conduct, Plaintiff and similarly situated employees have been damaged as stated in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if set forth here in full.

41. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 40 as though fully set forth herein.

1 43. California Labor Code section 226.7 and Wage Order No. 5, section 12(A) require an
2 employer to provide a rest period of not less than ten (10) minutes for each work period of more than
3 four (4) hours or a major fraction thereof.

4 44. Plaintiff alleges that Defendants failed to authorize and permit Plaintiff and similarly
5 situated employees to take paid rest periods of at least ten (10) minutes for each work period that
6 they worked more than four (4) hours or a major fraction thereof.

7 45. Defendants further failed to pay Plaintiff and similarly situated employees the
8 applicable rest period premiums for any such missed rest periods.

9 46. As a proximate result of Defendants' conduct, Plaintiff and similarly situated
10 employees have been damaged as stated in the section below entitled "DAMAGES," which is
11 incorporated here to the extent pertinent as if set forth here in full.

12 **FIFTH CAUSE OF ACTION**
13 **WAGE STATEMENT VIOLATIONS**
14 **(As to all Defendants)**

15 47. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 46 as though fully
16 set forth herein.

17 48. Pursuant to California Labor Code section 226(a), an employer must provide an itemized
18 statement to an employee, semimonthly or at the time of each payment of wages, showing:

19 *(1) gross wages earned, (2) total hours worked by the employee, except for*
20 *any employee whose compensation is solely based on a salary and who is*
21 *exempt from payment of overtime under subdivision (a) of Section 515 or*
22 *any applicable order of the Industrial Welfare Commission, (3) the*
23 *number of piece-rate units earned and any applicable piece rate if the*
24 *employee is paid on a piece-rate basis, (4) all deductions, provided that*
25 *all deductions made on written orders of the employee may be aggregated*
26 *and shown as one item, (5) net wages earned, (6) the inclusive dates of the*
27 *period for which the employee is paid, (7) the name of the employee and*
28 *the last four digits of his or her social security number or an employee*
identification number other than a social security number, (8) the name
and address of the legal entity that is the employer and, if the employer is
a farm labor contractor, as defined in subdivision (b) of Section 1682, the
name and address of the legal entity that secured the services of the
employer, and (9) all applicable hourly rates in effect during the pay
period and the corresponding number of hours worked at each hourly rate
by the employee. The deductions made from payment of wages shall be
recorded in ink or other indelible form, properly dated, showing the
month, day, and year, and a copy of the statement and the record of the
deductions shall be kept on file by the employer for at least three years at

1 *the place of employment or at a central location within the State of*
2 *California.*

3 49. Plaintiff alleges that Defendants intentionally and knowingly failed to provide an
4 itemized statement or failed to provide an accurate and complete itemized statement showing the
5 requirements set forth in California Labor Code section 226(a). Specifically, Defendants did not
6 accurately itemize all hours worked, all properly accrued sick leave hours, all applicable hourly rates
7 in effect during the pay period, and gross and net wages earned. Plaintiff and similarly situated
8 employees were not able to promptly and easily determine the required information from their
9 paystubs alone. Additionally, Plaintiff and similarly situated employees suffered confusion over
10 whether they received all wages owed and were prevented from effectively challenging information
11 on their wage statements.

12 50. As a proximate result of Defendants' conduct, Plaintiff and similarly situated
13 employees have been damaged as stated in the section below entitled "DAMAGES," which is
14 incorporated here to the extent pertinent as if set forth here in full.

15 **SIXTH CAUSE OF ACTION**
16 **WAITING TIME PENALTIES**
17 **(As to all Defendants)**

18 51. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 50 as though fully
19 set forth herein.

20 52. An employer must pay an employee who is terminated all unpaid wages immediately
21 upon termination. *See* Cal. Lab. Code § 201.

22 53. An employer must pay an employee who resigns all unpaid wages within seventy-two
23 (72) hours of their resignation. *See* Cal. Lab. Code § 202.

24 54. Plaintiff and similarly situated employees did not receive all wages, including minimum
25 and overtime wages, meal and rest period premiums, or all sick leave pay owed at their termination or
26 within the required time after their separation from employment.

27 55. An employer who willfully fails to pay an employee wages in accordance with California
28 Labor Code sections 201 and/or 202 must pay the employee a waiting time penalty of up to thirty (30)
days. *See* Cal. Lab. Code § 203.

56. Defendants knew of their obligation to pay Plaintiff's and similarly situated employees' their final wages when their employment terminated. Indeed, Defendants had knowledge that Plaintiff and similarly situated employees were not paid for all hours worked because managers changed Plaintiff's and similarly situated employees' timecards to show that Plaintiff and similarly situated employees took compliant meal and rest periods. Thus, Defendants knew that Plaintiff and similarly situated employees worked more hours than they were paid for. In addition, Defendants knew that Plaintiff and similarly situated employees were not getting their meal and rest breaks because Defendant's policy did not allow Plaintiff and similarly situated employees to take any off-duty meal periods. Furthermore, Defendants paid Plaintiff and similarly situated employees a portion of mandatory service charges but failed to incorporate that into the regular rate of pay. This resulted in overtime, sick leave wage payments, and meal and rest period wage payments that were substantially lower than they otherwise should be. Defendants knew that Plaintiff and similarly situated employees were being paid a mandatory service charge because it is reflected in their paystubs. Such conduct shows Defendants had knowledge of earned, but unpaid wages at the time of separation, yet Defendants still refused to pay the remaining wages owed.

57. As a proximate result of Defendants' conduct, Plaintiff and similarly situated employees have been damaged and deprived of their wages and thereby seek their daily rate of pay multiplied by thirty (30) days for Defendants' failure to pay all wages due.

SEVENTH CAUSE OF ACTION
FAILURE TO REIMBURSE EXPENSES
(As to all Defendants)

58. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 57 as though fully set forth herein.

59. California Labor Code section 2802(a) states that “An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.”

60. Defendants required Plaintiff and similarly situated employees to use their personal cell phones for work purposes but failed to reimburse them for such use. Plaintiff and similarly situated employees used their personal cell phones to communicate with managers, supervisors, and other Similarly situated employees regarding work issues and scheduling.

61. As a proximate result of Defendants' conduct, Plaintiff and similarly situated employees have been damaged as stated in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if set forth here in full.

EIGHTH CAUSE OF ACTION
UNFAIR COMPETITION
(As to all Defendants)

62. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 61 as though fully set forth herein.

63. Unfair competition shall mean and include any unlawful, unfair or fraudulent business act or practice and unfair, deceptive, untrue or misleading advertising and any act prohibited by Chapter 1 (commencing with Section 17500) of Part 3 of Division 7 of the Business and Professions Code. *See* California Business and Professions (“B&P”) Code § 17200.

64. Plaintiff and similarly situated employees were not paid all wages owed, including minimum and overtime wages, and meal and rest period premiums, paid sick leave, or reimbursed for business expenses, during their employment or any time thereafter. Moreover, through Defendants' conduct Plaintiff and similarly situated employees were denied statutory protections regarding meal and rest periods.

65. Plaintiff further alleges that such actions and/or conduct constitute a violation of the California Unfair Competition Law (“UCL”) (Business and Professions Code 17200 *et seq.*) pursuant to *Cortez v. Purolator Air Filtration Products Co.*, 23 Cal. 4th 163 (2000).

66. As a direct and legal result of the Defendants' conduct, as alleged herein, pursuant to the UCL (including B&P Code §17203), Plaintiff and similarly situated employees are entitled to restitution, including, but not limited to, interest and penalties pursuant to Business & Professions Code

sections 17203, 17208, violations of California Labor Code sections 226.7, 510, 512, and 1194 all in an amount as yet unascertained but subject to proof at trial, for four (4) years from the filing of this Action.

NINTH CAUSE OF ACTION
PRIVATE ATTORNEYS GENERAL ACT
(As to all Defendants)

67. Plaintiff incorporates by reference and re-alleges paragraphs 1 through 66 as though fully set forth herein.

68. Plaintiff has alleged to the Labor Commissioner that Defendants have violated the following provisions of the Labor Code in their dealings with Plaintiff and other similarly situated current and former employees:

- Violation of Labor Code §§ 510, 1194; IWC Wage Order 5, § 3 (Failure to Pay Overtime Wages)
- Violation of Labor Code §§ 1194, 1197.1; IWC Wage Order 5, § 4 (Failure to Pay Minimum Wages)
- Violation of Labor Code §§ 226.7, 512 and Wage Order No. 5, §§ 11(A) and 11(B) (Failure to Provide Meal Periods or Pay Premiums in Lieu Thereof)
- Violation of Labor Code § 226.7 and Wage Order No. 5, § 12(A) (Failure to Provide Rest Periods or Pay Premiums in Lieu Thereof)
- Violation of Labor Code §§ 226, 226.3 (Failure to Provide Accurate Wage Statements)
- Violation of Labor Code §§ 201-203, 256 (Failure to Pay Final Wages)
- Violation of Labor Code § 2802 (Failure to Pay Reimbursements for Expenses)
- Violation of Labor Code §§ 558, 558.1 (Provisions Regulating Hours and Days of Work in Any Industrial Welfare Commission Order)
- Violation of Labor Code §§ 246, 246.5, 248.5 (Failure to Provide Paid Sick Leave)
- Violation of Labor Code §§ 226.3, 1174 (Failure to Maintain Accurate Records)

69. Plaintiff seeks civil penalties against Defendants as provided in the California Labor Code, or, if no civil penalty is provided, default penalties pursuant to California Labor Code section 2699(f)(2).

70. Plaintiff seeks these civil penalties from Defendants pursuant to California Labor Code sections 2699(a) and 2699.3.

71. As a proximate result of Defendants' conduct, Plaintiff and similarly situated employees have been damaged as stated in the section below entitled "DAMAGES," which is incorporated here to the extent pertinent as if set forth here in full.

DAMAGES

WHEREFORE Plaintiff requests relief as follows:

1. A jury trial;
2. As to the First Cause of Action:
 - a. Wages in an amount to be proven at trial;
 - b. Interest for the wages due pursuant to California Labor Code section 1194;
 - c. For reasonable attorney's fees and costs incurred pursuant to California Labor Code section 1194;
3. As to the Second Cause of Action:
 - a. Wages in an amount to be proven at trial;
 - b. Interest for the wages due pursuant to California Labor Code section 1194;
 - c. For reasonable attorney's fees and costs incurred pursuant to California Labor Code section 1194;
 - d. Liquidated damages pursuant to California Labor Code section 1194.2;
4. As to the Third Cause of Action:
 - a. Wages in an amount to be proven at trial;
 - b. Attorney's fees, costs and interest pursuant to California Code of Civil Procedure section 1021.5;
5. As to the Fourth Cause of Action:
 - a. Wages in an amount to be proven at trial;
 - b. Attorney's fees, costs and interest pursuant to California Code of Civil Procedure section 1021.5;
6. As to the Fifth Cause of Action:

- a. Penalties as provided for in Labor Code section 226, including the greater of all actual damages or fifty dollars (\$50.00) for the initial pay period in which the violation occurred and one hundred dollars (\$100.00) per employee for each violation in the subsequent pay periods, but not to exceed four thousand dollars (\$4,000.00);
- b. For reasonable attorney's fees and costs incurred pursuant to Labor Code section 226(e);

7. As to the Seventh Cause of Action:

- a. An amount to be proven at trial;
- b. For attorney's fees, interest, and costs pursuant to Labor Code section 2802(c);

8. As to the Ninth Cause of Action:

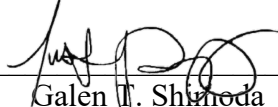
- a. For civil penalties as provided in the Labor Code for each enumerated violation;
- b. For those Labor Code sections where there is no civil penalty provided for their violation, the default penalty provided in Labor Code section 2699(f): for any initial violation, one hundred dollars (\$100) for each aggrieved employee per pay period; For any subsequent violation, two hundred dollars (\$200) for each aggrieved employee per pay period;
- c. Reasonable attorney's fees and costs pursuant to Labor Code section 2699;
- d. For any other remedies as allowed by law and/or deemed appropriate by the Court;

9. For such other and further relief as this Court may deem just and proper, including, but not limited to:

- a. Wages as proved at trial;
- b. Injunctive and Declaratory relief;
- c. Attorney's fees and costs as provided for by law; and
- d. Interest.

1 Dated: May 28, 2024

Shimoda & Rodriguez Law, PC

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3 By: 
4 Galen J. Shimoda
5 Justin P. Rodriguez
6 Renald Konini
7 Attorneys for Plaintiff
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Affatato v. Sierra View Country Club
Placer County Superior Court of California, S-CV-0050664

**PROOF OF SERVICE — CCP §§ 1010.6, 1013a and 2015.5
and California Rules of Court, Rule 1.21 and Rule 2.150**

I, Shaniya Baird, declare that:

I am a citizen of the United States and am over the age of eighteen years and not a party to the within above-entitled action.

On June 17, 2024, I served the following documents on the party below:

• **SECOND AMENDED COMPLAINT FOR DAMAGES**

Dominique Thomas (SBN 231464) Lewis Brisbois 2185 N California Blvd, Suite 300 Walnut Creek, CA 94596 Phone: (925) 357-3451 Facsimile: (925) 478-3260 Email: Dominique.Thomas@lewisbrisbois.com Izie.Hudson@lewisbrisbois.com Clare.Pardini@lewisbrisbois.com Betty.Jeung@lewisbrisbois.com	
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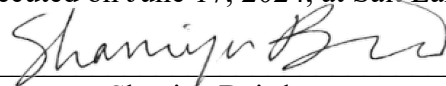
☐ [By Mail] I am familiar with my employer's practice for the collection and processing of correspondence for mailing with the United States Postal Service and that each day's mail is deposited with the United States Postal Service that same day in the ordinary course of business. On the date set forth above, I served the aforementioned document(s) on the parties in said action by placing a true copy thereof enclosed in a sealed envelope with postage thereon fully prepaid, for collection and mailing on this date, following ordinary business practices, at Salt Lake City, Utah, addressed as set forth above.

☐ [By Personal Service] By personally delivering a true copy thereof to the office of the addressee above.

☒ [XXX] [By Electronic Mail] I e-mailed the documents(s) to the person(s) shown above. No error was reported by the e-mail service that I used.

☐ [By Overnight Courier] By causing a true copy and/or original thereof to be personally delivered via the following overnight courier service: UPS.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on June 17, 2024, at Salt Lake City, Utah.



Shaniya Baird

Exhibit C



Shimoda & Rodriguez Law, PC
9401 East Stockton Blvd.
Suite #120
Elk Grove, CA 95624
Ph. (916) 525-0716
Fax (916) 760-3733
www.shimodalaw.com

April 10, 2024

For Online Filing:

Labor and Workforce Development Agency
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612

Re: *Affatato v. Sierra View Country Club*

Dear Labor Commissioner,

I am writing this letter on behalf of my client Anthony Affatato (“Plaintiff”) in order to amend our previously filed June 13, 2023, notice. By way of this notice, we are providing additional facts and theories of liability as well as clarifying previously stated theories of liability. Notice to the relevant employers pursuant to California Labor Code section 2699.3 is also being provided:

Sierra View Country Club
105 Alta Vista Ave
Roseville, CA 95678

Sierra View Land Company
105 Alta Vista Ave
Roseville, CA 95678

Bernard John Welch
105 Alta Vista Ave
Roseville, CA 95678

We are setting forth the “facts and theories” to support each of the counts found within this complaint. Please notify us of your intent to investigate any or all of the claims alleged herein against Sierra View Country Club, Sierra View Land Company, and Bernard John Welch (“Defendants”). Should you decide not to investigate, we request that you allow us to bring the following action on behalf of Plaintiff and all Aggrieved Employees, pursuant to Labor Code section 2699(a). Specifically, Aggrieved Employees shall include, but is not limited to the following: all individuals who have worked, or continue to work, for Defendants in California as a non-exempt employee at any time between one (1) year prior to the filing of this notice up to the present. Plaintiff is clearly entitled to bring a Private Attorneys General Act (“PAGA”) claim for civil penalties on behalf of these individuals pursuant to *Huff v. Securitas Security Services USA, Inc.*, 23 Cal.App.5th 745, 757 (2018) (finding a plaintiff has PAGA standing if affected by



one of the alleged violations; the plaintiff need not have personally experienced all the violations pursued in PAGA action).

A. FACTS

Plaintiff was employed with Defendants from August 13, 2003, to January 31, 2023, as a non-exempt employee. Plaintiff was paid fifteen dollars and fifty cents (\$15.50) per hour plus a portion of mandatory service charges Defendants' patrons paid as part of their bill. Plaintiff worked as a bartender for Defendants. Defendants manage a country club in Roseville, California. Plaintiff's job duties and responsibilities included but were not limited to taking orders, preparing cocktails and drinks, processing payment for customers, cleaning the bar, stocking the bar, making sure the bar had all the necessary drinks, food, and equipment to run smoothly. Plaintiff was responsible for keeping count of the number of drinks served and how many patrons were frequenting the bar. In addition, Plaintiff was responsible for opening the bar, preparing all the ingredients, and setting up the bar for opening. Plaintiff would also clean the bar and do all the necessary tasks to close the bar including informing the customers of the last call for alcohol and when the bar would close.

Plaintiff and Aggrieved Employees usually worked over six (6) or eight (8) hours per day and about twenty-five (25) hours per week. At times, Plaintiff and Aggrieved Employees worked over eight (8) hours per day. Plaintiff and Aggrieved Employees worked in a fast-paced working environment and were busy most of the time. Plaintiff and Aggrieved Employees worked off the clock on many occasions. For example, Plaintiff worked off the clock on many occasions due to manager's requests. Plaintiff's manager would talk to Plaintiff regarding work and employee issues before Plaintiff would clock in at the beginning of his shift. Plaintiff estimates that he spent about twenty (20) minutes per week talking to his manager regarding work issues prior to clocking in. Moreover, Plaintiff's manager would require Plaintiff to perform certain tasks or work after Plaintiff would clock out. His manager would ask Plaintiff if certain things were done after Plaintiff had already clocked out and would ask Plaintiff to finish those tasks prior to Plaintiff leaving the premises. For example, his manager would ask Plaintiff the status of the liquor count, if certain things were done, if certain things were thrown away and to perform all those tasks prior to leaving. Plaintiff estimates that he worked about thirty (30) minutes per week off the clock after the end of his shift. Plaintiff estimates that he worked about fifty (50) minutes off the clock per week. Defendants were aware of Plaintiff and Aggrieved Employees were working off the clock because employees would inform Defendants of this fact. For example, Plaintiff would tell his manager that he was off the clock while his manager requested Plaintiff to perform certain tasks. Plaintiff even complained to Defendants' Human Resources personnel, that his manager made him consistently work off the clock. However, Defendants did not take any measures to have Plaintiff's manager refrain from requesting Plaintiff or other Aggrieved Employees perform work off the clock. Plaintiff and Aggrieved Employees regularly worked off the clock as a result of Defendants' practices and policies.



Defendants regularly rounded Plaintiff's and Aggrieved Employees' hours worked, including, but not limited to, meal period clock-in and clock-outs. As a result, Defendants failed to pay Plaintiff and Aggrieved Employees for all hours worked, failed to provide full thirty-minute meal periods, and failed to keep accurate records of all hours worked.

Defendants paid Plaintiff and Aggrieved Employees a portion of mandatory service charges paid by Defendants' patrons, including, but not limited to, mandatory service charges that were added to patron's bills when they frequented the country club's restaurant. Defendants failed to incorporate the value of these amounts into the regular rate of pay in calculating Plaintiff's and Aggrieved Employees' premium wages, including meal and rest period premiums, overtime, sick leave. This resulted in overtime, sick leave wage payments, and meal and rest period wage payments that were substantially lower than they otherwise should be. For example, Defendants paid Plaintiff and Aggrieved Employees bi-monthly and utilized a defined workweek for overtime/regular rate calculation purposes of Sunday 12:00 a.m. to Saturday 11:59:59 p.m. During the pay period of November 16, 2021, to November 31, 2021, Plaintiff's basic hourly rate was \$14.00, and he was paid overtime at the rate of \$21.00. Despite being paid \$780.29 from mandatory services charges during this period, Defendants only paid overtime at 1.5x the base hourly rate and meal period premiums at 1x the base hours rate.

Plaintiff and Aggrieved Employees regularly had to work through their meal and rest periods due to inadequate staffing. For example, Plaintiff's manager required Plaintiff to always be at the bar, unable to leave and having to eat at his workstation. Plaintiff and Aggrieved Employees regularly worked over six (6) hours per day without being provided lawful meal periods. Due to the nature of their work and instructions of Defendants' management, employees would generally work full six (6) to eight (8) hour shifts without taking any duty-free rest or meal periods. This is because Plaintiff and other Aggrieved Employees were always required to remain ready to work to meet the needs of patrons during their shift. Moreover, Plaintiff's manager changed Plaintiff's and Aggrieved Employees' timecards to show that Plaintiff and Aggrieved Employees took compliant meal and rest periods when, in fact, they had not. Again, Defendants were aware of this because Plaintiff informed them that his manager changed his timecards. The changing of the timecard time entries affected Plaintiff's and Aggrieved Employees' meal and rest period premiums as well as minimum and overtime wages, and the accrual of sick hours. Thus, Defendants failed to accurately record Plaintiff and Aggrieved employee's meal and rest periods as well as minimum and overtime hours and wages, and the correct accrual of sick leave hours. As a result of these practices, Plaintiff and Aggrieved Employees were not paid wages for all hours worked and did not receive the proper accrual of sick leave hours.

Defendants also did not have a policy to reimburse Plaintiff and Aggrieved Employees or use of their personal cell phones for work purposes. Plaintiff and Aggrieved Employees used their personal cell phones to communicate with managers, supervisors, and other Aggrieved



Employees regarding work issues and scheduling. For example, Plaintiff's manager would text him regarding work issues.

As a result of Defendants' failure to pay Plaintiff and Aggrieved Employees all minimum wages, overtime wages, and meal and rest period premiums owed, the wage statements Defendants issued were inaccurate. The paystubs that Defendants issued did not accurately itemize all hours worked, the accurate rates of pay, minimum and overtime wages earned, the number of meal and rest period premiums owed, and the accurate gross and net wages earned.

As of this date of this letter, Defendants have not paid Plaintiff and Aggrieved Employees all the minimum wages, overtime wages, meal and rest period premiums, and sick leave wages owed to them.

Both Sierra View County Club and Sierra View Land Company identified Bernard John Welch as their Chief Executive Officer as of January 12, 2021, in their filings with the California Secretary of State. Plaintiff is informed and believes that Mr. Welch was responsible for creating and electing to implement the payroll and compensation policies and practices identified herein and/or that Mr. Welch was aware of such policies and practices and ratified them.

B. ALLEGATIONS AND CHARGES

Count One – Violation of Labor Code §§ 510, 1194; IWC Wage Order 5, § 3 (Failure to Pay Overtime Wages)

Labor Code sections 510 and 1194 require employers to pay employees 1 ½ times their regular rate of pay for any work in excess of eight (8) hours in one workday and any work in excess of forty (40) hours in any one workweek. Employers must also pay employees 1 ½ times their regular rate of pay for the first eight (8) hours worked on the seventh day of work in any one workweek. Finally, employers must pay employees 2 times their regular rate of pay for all hours worked in excess of twelve (12) hours in any workday and for all hours worked in excess of eight (8) hours on the seventh day of work in any one workweek. As stated above, Plaintiff and Aggrieved Employees worked at times over eight (8) hours per day and/or forty (40) hours per week and were not paid all overtime wages owed. Plaintiff and all Aggrieved Employees are entitled to recover all unpaid overtime wages. Failure to pay such wages is against the law.

Count Two – Violation of Labor Code §§ 1194, 1197.1; IWC Wage Order 5, § 4 (Failure to Pay Minimum Wages)

During the period Plaintiff and Aggrieved Employees were employed by Defendants they were entitled to be paid at least the State's minimum wage rate for each hour that they worked. *See, e.g.*, IWC Wage Order MW-2019; IWC Wage Order No. 5, § (4); Cal. Lab. Code §§ 1194, 1197.1. For the reasons stated above, Defendants did not pay Plaintiff and Aggrieved



Employees for all hours worked. Thus, Plaintiff and Aggrieved Employees were not paid at least the applicable state minimum wage for those hours worked. This is against the law.

Count Three - Violation of Labor Code §§ 226.7, 512 and Wage Order No. 5, §§ 11(A) and 11(B) (Failure to Provide Meal Periods or Pay Premiums in Lieu Thereof)

Labor Code section 226.7 and Wage Order No. 5, section 11(A) require employers to provide employees meal periods of thirty (30) minutes per five (5) hours worked, which is to be taken before the completion of the fifth hour. Labor Code section 512 and Wage Order No. 5, section 11(B) further provide that employers may not employ employees for a work period of more than ten (10) hours per day without providing the employee with a second meal period of thirty (30) minutes; however, if the total hours worked is no more than twelve (12) hours, the second meal period may be waived so long as there was no waiver as to the first meal period. For the reasons stated above, Plaintiff and Aggrieved Employees were not authorized and permitted to take legally compliant meal periods pursuant to California law. Defendants also failed to pay any meal period premiums for their failure to provide meal periods. This was in violation of the law.

Count Four – Violation of Labor Code § 226.7 and Wage Order No. 5, § 12(A) (Failure to Provide Rest Periods or Pay Premiums in Lieu Thereof)

Labor Code section 226.7 and Wage Order No. 5, section 12(A) require employers to provide employees paid off-duty rest periods of ten (10) minutes per four (4) hours or major fraction thereof worked. For the reasons stated above, Plaintiff and Aggrieved Employees were not authorized and permitted to take legally compliant rest periods pursuant to California law. Defendants also failed to pay any rest period premiums for their failure to provide rest periods. This was in violation of the law.

Count Five – Violation of Labor Code §§ 226, 226.3 (Failure to Provide Accurate Wage Statements)

Labor Code section 226 requires employers to furnish to employees with “an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, . . . (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer . . . and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee” For



the reasons stated above, Defendants failed to comply with these requirements with respect to Plaintiff and Aggrieved Employees. This is in violation of the law.

Count Six – Violation of Labor Code §§ 201-203, 256 (Failure to Pay Final Wages)

Labor Code sections 201-203 require that all wages, including minimum wages, overtime wages, bonuses/commissions, missed meal and rest periods and paid sick time, be paid to employees upon separation and/or termination of employment. Here, for the reasons stated above, Plaintiff and Aggrieved Employees did not receive all final wages due and owing to them at the time of termination or seventy-two (72) hours thereafter as required by Labor Code sections 201-203. This is in violation of the law.

Count Seven – Violation of Labor Code § 2802 (Failure to Pay Reimbursements for Expenses)

Labor Code section 2802(a) states that “An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.” Defendants failed to pay any reimbursements to Plaintiff and Aggrieved Employees for use of their personal cell phones for work purposes. This was in violation of the law.

Count Eight – Violation of Labor Code §§ 558, 558.1 (Provisions Regulating Hours and Days of Work in Any Industrial Welfare Commission Order)

Labor Code section 558 states that it is unlawful for any employer, or other person acting on behalf of an employer, to violate or cause to be violated any of sections 500 to 558.1 of the Labor Code or any order of the Industrial Welfare Commission. Similarly, Labor Code section 558.1 states that it is unlawful for any employer or other person acting on behalf on an employer to violate, or cause to be violated, any provision regulating minimum wages or hours and days of work in any order of the Industrial Welfare Commission, as well as Sections 203, 226, 226.7, 1193.6, 1194, or 2802 of the Labor Code. As described above, Defendants, by and through Defendants’ agents, violated Plaintiff and Aggrieved Employees’ rights provided for under Labor Code sections 558 and 558.1 as well as the incorporated Wage Orders and incorporated statutes therein. Bernard John Welch is and has been an officer and managing member of the company. Mr. Welch was aware of, approved, and enforced these practices either by creating them, directly enforcing them, and/or training and counseling subordinate managers and supervisors to enforce them as detailed herein. As described above, Defendants, by and through Defendants’ agents, violated Plaintiff and Aggrieved Employees’ rights provided for under Labor Code sections 558 and 558.1 as well as the incorporated Wage Orders and incorporated statutes therein. This is against the law.



Count Nine – Violation of Labor Code §§ 226.3, 1174 (Failure to Maintain Accurate Records)

Labor Code section 226.3 provides that any employer who fails to maintain records required by Labor Code section 226(a) or provide records required by 226(a) shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent citation. Labor Code section 1174(d) provides that employers must keep and maintain accurate payroll records showing the hours worked daily by, and the wages paid to, employees. Defendants failed to maintain the accurate records required by law and, instead, maintained incomplete, inaccurate records regarding Plaintiff and Aggrieved Employees' wage records and hours worked. This was against the law.

Count Ten – Violation of Labor Code §§ 246, 246.5, 248.5 (Failure to Provide Paid Sick Leave)

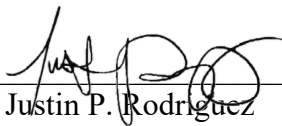
Labor Code sections 246, *et seq.*, mandate that employers must provide California employees, who work thirty (30) or more days within a year for the employer, paid sick leave of at least one (1) hour for every thirty (30) hours worked that begins to accrue at the commencement of employment. An employer may use a different accrual method, other than providing one hour per every 30 hours worked, provided that the accrual is on a regular basis so that an employee has no less than twenty-four (24) hours of accrued sick leave or paid time off by the 120th calendar day of employment or each calendar year, or in each 12-month period. An employer may limit the use of sick leave to either twenty-four (24) hours or the equivalent of three (3) days, whichever is greater, during a year period. However, employers using an accrual method rather than a lump sum method must allow employees to accrue up to forty-eight (48) hours or the equivalent of six (6) days at any given time. Employers must authorize employees to take paid sick leave under the conditions set forth in the Healthy Workplaces, Healthy Families Act of 2014 ("HWHFA") for the diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Any sick leave taken must be paid at the employee's regular rate of pay. For the reasons state above, Defendants failed to provide Plaintiff and Aggrieved Employees with sick leave meeting the requirements set forth in HWHFA. Defendants failed to provide Plaintiff and Aggrieved Employees with all sick leave wages because they were not paid for all hours worked, did not receive the proper accrual of sick leave hours, and Defendants failed to incorporate the mandatory service charge into the regular rate of pay for sick leave pay.



If you have any questions or require any further information regarding the facts and theories to support these claims, do not hesitate to contact our office.

Very truly yours,

Shimoda & Rodriguez Law, PC

By: _____
Justin P. Rodriguez

JPRrk
cc: Client via e-mail

Affatato v. Sierra View Country Club

**PROOF OF SERVICE — CCP §§ 1013a and 2015.5
and California Rules of Court, Rule 1.21 and Rule 2.150**

I, Shaniya Baird, declare that:

I am a citizen of the United States and am over the age of eighteen years and not a party to the within above-entitled action.

On April 10, 2024, I served the following documents on the party below:

• **AMENDED PRIVATE ATTORNEYS GENERAL ACT LETTER**

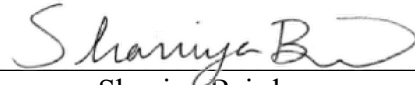
Sierra View Country Club 105 Alta Vista Ave Roseville, CA 95678	Sierra View Land Company 105 Alta Vista Ave Roseville, CA 95678
Bernard John Welch 105 Alta Vista Ave Roseville, CA 95678	

[XXX] [By Certified Mail] I am familiar with my employer's practice for the collection and processing of correspondence for mailing with the United States Postal Service and that each day's mail is deposited with the United States Postal Service that same day in the ordinary course of business. On the date set forth above, I served the aforementioned document(s) on the parties in said action by placing a true copy thereof enclosed in a sealed envelope with postage thereon fully prepaid, for collection and mailing on this date, following ordinary business practices, at Salt Lake City, Utah, addressed as set forth above.

[] [By Personal Service] By personally delivering a true copy thereof to the office of the addressee above.

[] [By Overnight Courier] By causing a true copy and/or original thereof to be personally delivered via the following overnight courier service:_____.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on April 10, 2024, at Salt Lake City, Utah.



Shaniya Baird

Exhibit D

DECLARATION OF LISA MULLINS

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3 1. I am a resident of the United States of America and am over the age of 21. I am the
4 President for ILYM Group, Inc., (herein after referred to as “ILYM Group”), a professional class action
5 services provider. I am preparing this declaration at the request of Plaintiff’s Counsel. I have personal
6 knowledge of the facts herein, and, if called upon to testify, I could and would testify competently to such
7 facts.

8 2. ILYM Group has extensive experience in disseminating class action notices and
9 administering class action settlements, including direct mail services, telephone, and web-based support,
10 database management, opt-out processing, and settlement fund distribution services for class actions
11 ranging in size from 26 to 4.5 million Class Members. Attached hereto, as **Exhibit A**, is a true and correct
12 copy of ILYM Group’s current CV, reflecting our primary competencies as they relate to class action
13 administration. ILYM Group maintains the highest level of confidentiality. The class data and all forms
14 of communication received by ILYM Group, Inc. will be held in strict confidentiality and will not be
15 disclosed. ILYM Group, will set up a login for Defense Counsel to transmit the class data through our
16 encrypted secure portal. Attached hereto, as **Exhibit B** is ILYM Group’s Security Summary and Protocol.
17 ILYM Group is insured with E&O and Cyber Insurance policies. ILYM Group is insured with E&O
18 Insurance policies up to \$2,000,000 per incident and Cyber Insurance policies up to \$5,000,000 per
19 incident.

20 3. ILYM Group has never had any financial interests in nor affiliation with the parties or
21 counsel in the *Affatato v. Sierra View Land Company* matter.

22 4. If appointed by the Court to disseminate the class notice in this case, ILYM Group’s duties
23 will include but not limited to: (a) conducting address traces to locate class member addresses as necessary;
24 (b) mailing the class notice to the class members; (c) handling inquiries from class members concerning
25 the class notice; and (d) performing other such duties as the parties and/or the Court may direct.

26 5. Upon appointment, ILYM Group will provide a mailing address and toll-free telephone
27 number to receive correspondence and inquiries from class members. After receiving the class data file
28 from Defendant, which should contain the class members’ names, last known addresses, and social security

1 numbers, ILYM Group will upload the data into our database and check for duplicates and other possible
2 discrepancies.

3 6. As part of the preparation for mailing the class notice, ILYM Group will process class
4 members' names and addresses against the National Change of Address ("NCOA") database, maintained
5 by the United States Postal Service ("USPS"), for the purpose of updating and confirming the mailing
6 addresses of the class members before mailing of the class notice and opt-in form. To the extent an updated
7 address is found in the NCOA database, ILYM Group will use the updated address for mailing the class
8 notice. If ILYM Group does not locate an updated address in the NCOA database, it will use the original
9 address provided by Defendant for mailing the class notice.

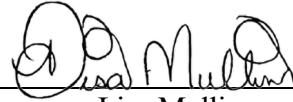
10 7. Should any class notices be returned to ILYM Group's office as undeliverable, ILYM
11 Group will attempt to locate an updated address using the NCOA database and/or other skip trace efforts
12 and will promptly re-mail the class notice.

13 8. Prior to sending out the notice in English & Spanish, ILYM Group will fill in the specific
14 date for the deadline so that all class members will be apprised of exactly when all applicable forms will
15 be due, depending on the deadlines set by the Court, i.e., 60-day Notice period to opt-out, dispute or file
16 an objection. At the expiration of the deadline, ILYM Group will inform all parties as to the number and
17 name of those individuals who filed a timely opt-out, dispute or objection.

18 9. ILYM Group's Disbursement Process will include but not limited to; (a) applying for the
19 case EIN; (b) establishing Qualified Settlement Fund ("QSF") Escrow Account), with administering tasks
20 including but not limited to overview and reconciliation of account; (c) calculating the individual
21 settlement amounts; (d) preparing, administering and distributing settlement award checks to the
22 Participating Class Members, including necessary tax forms (W2 and/or 1099); (e) calculating and
23 withholding all applicable state and federal taxes; and (f) performing other such duties as the Parties and/or
24 the Courts direct. The above services are included in ILYM Group's initial quote. Attached hereto, as
25 **Exhibit C**, is a true and correct copy of ILYM Group's capped quote for this matter.

26 10. ILYM Group's fees are charged: hourly, fixed & per person. No additional charges will be
27 incurred unless the class size increases, or additional services are requested. ILYM Group's fees associated
28 with the administration of this settlement is: **\$7,950.00**.

1 I declare, under penalty of perjury under the laws of the United States of America and the State
2 of California that the foregoing is true and correct. Executed this 3rd day of June 2024, at Tustin,
3 California.

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6 Lisa Mullins
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EXHIBIT “A”

Overview of Our Firm:

ILYM Group, Inc is a class action administration, legal notification and direct media outlets firm. With over 14 years of experience, our primary commitments are to client satisfaction, cutting edge technology and data management security, seamless case management and delivery of case expectations. Because, of our adherence to these commitments, ILYM Group, Inc is a one of the fastest growing, Woman Owned Business (NAPW), in the industry and is becoming the go-to firm for class action administration and legal notification. ILYM Group, Inc works with the top defense and plaintiff firms across the United States.

AREAS OF EXPERTISE:

- Wage and Hour
- FLSA
- Insurance and Health Care
- Consumer
- Finance
- Employment and Labor
- Securities
- Antitrust
- TCPA

Malta vs. Wells Fargo Home Mortgage Inc.

- TCPA Case with a class size of 5,200,000.

Gerardo Mojica vs. Compass Group USA, Inc.

- Wage & Hour Case with a class size of 22,573

Jacqueline Jones vs. I.Q. Data International, Inc.

- TCPA Case with a class size of 93,993. Performed a reverse look-up to obtain Class Member information. We were able to obtain contact information for 93.82% of the Class that did not have a name or address.

Grinder, et al. v. Clark County Collection Service, LLC.

- TCPA Case with a class size of 15,659. Performed a reverse look-up to obtain Class Member information. We were able to obtain contact information for 97% of the Class that did not have a name or address.

Kimberly Roberts, et al. v. T.J. Maxx of CA, LLC, et al.

- Wage & Hour Case with a class size of 82,549.

Reza Barani vs. Wells Fargo Bank, N.A.

- TCPA Case with a class size of 82,874. Performed a reverse look-up to obtain Class Member information. We were able to obtain contact information for 87.84% of the Class that did not have a name or address.

Blaise Picchi et al., vs. World Financial Network Bank, et al.

- TCPA Case with a class size of 856,507. Performed a reverse look-up to obtain Class Member information. We were able to obtain contact information for 93.21% that did not have a valid address associated with the contact record.

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

ILYM Group, Inc. is operational 24/7 delivering true client and class member availability. Our call center is open 24/7/365 days a year, even holidays and is full digital, automated and multilingual. ILYM Group Inc.'s mail and media center is a state-of-the-art facility, fully digital and USPS integrated. We can accommodate cases of any size, from ten class members to multi-millions. ILYM Group, Inc. prides itself on its commitment to service, quality, value pricing and availability. We've committed ourselves to being the best Class Action Administration and Notification Company in our industry. Through our years of experience, ILYM Group, Inc. is dedicated to exceeding our client's expectations.

PRE-SETTLEMENT CONSULTATION

- **Administration Consultation:** Meeting to determine objectives and expectations by both parties. All reporting and responsibilities will be agreed upon as will the seamless process to access data. We will also discuss the opportunities to identify class members with the proposed print and web-based media for optimum reach. Additionally, all expectations and delivery of those results will be planned for and mapped accordingly.

MAILING AND NOTIFICATION

- **Fulfillment and Correspondence:** All provided settlement information will be published via United States Postal Service (USPS first class standards) to the proposed mailing class. Notifications will include a Claim ID and how to respond, or Opt-Out, based on the stipulations.
- **Reverse Lookup:** A confidential reverse phone or reverse cell lookup will provide; owner's name, location, address history, carrier, phone type (landline or cell phone) and more. Our reverse lookup is powered by an extensive database which includes hundreds of millions of cell phone, landline, residential and unlisted number. Our software collects data from multiple data sources and carriers across the US. Our average "hit ratio" ranges from 93% - 98%.
- **Creating Class Database:** All Data is verified and filtered to eliminate duplication against the United States Postal Service (USPS) National Change of Address (NCOA) database. ILYM Group, Inc. will also certify and validate with the Coding Accuracy Support System (CASS) and Track Your Class (TYC) for zone delivery.
- **Claim Forms:** ILYM Group, Inc. will email all claim forms, whenever possible, to have accurate reporting and tracking of all class requests. Emails will contain full text claim forms.
- **Translations:** When needed, ILYM Group, Inc. will translate notices to any language needed to reach Class members.
- **Remails:** Returned mail will be scanned, re-verified and re-mailed. All returned mail is data warehoused and reported to both parties' counsels in a weekly report.

MEDIA & INTERNET BANNER ADS

Notice Publication

- **Legal Notices:** ILYM Group, Inc. can provide a Media Proposal to maximize reach based on quantitative and qualitative methodologies.
- **Electronic Publication (Banner Ads):** ILYM Group, Inc. will utilize Internet Banner Noticing efforts and web technologies for maximum reach via the World Wide Web.

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

- **Electronic Mail Notices:** ILYM Group, Inc. can email an estimated number of class members a full text notice. We are compliant with all search engines and Internet Service Providers (ISP) so that our emails are always “White List” accepted with minimal returns.
- **Reach:** Every case has its own proposed reach and exposure percentage. We filter, verify and scrub the data to improve reach results.
- **Services Included:** Analysis, Documentation, Research and Methodologies, Execution and Reporting.

PROJECT MANAGEMENT

- **Case Notification, Maintenance and Management:** ILYM Group, Inc.’s Senior Project Managers will provide all Account Management, Pre-Consultation to Case Conclusion, Reporting and Claims Processing. Design, negotiation and implementation, upon approval, of all forms and notices, all distribution reporting and filings with the court.
- **Claims Processing:** All claims can be submitted by USPS, Internet, Fax, and Email or Online submission. Claims will be processed and recorded with matching ILYM database ID's. E-claims will have corresponding records of intake. All deficient claims will be notified via USPS and make provisions for class member to re-submit claims.
- **Call Center:** ILYM Group, Inc. will support class members with a toll-free number to get the most up-to-date case settlement information. Customer service representatives will be available 24/7/365 as will recorded messages.
All class members are given the options to best serve their needs and to receive case information.
- **Internet Support:** Class members can log on to a provided website and view, print or submit information and claim forms regarding the settlement. Frequently Asked Questions (FAQ’s) will be provided as well. Class members may download the claim form with mailing and fax instructions provided on the form.
- **Objection and Request for Exclusion:** All objections and request for exclusion, opt-out, will be data warehoused, dated and reported. Postmarks will serve for exclusion dating and will be forwarded to both counsels’ no more than 5 days post submission. Objection will be reviewed by ILYM Group, Inc. to determine the timeliness and basis of the objection. All information will be forwarded to both parties counsel, along with any representation information from the class member, within 5 days.

DATA ADMINISTRATION AND NETWORK SECURITY

- **Network Security:** All provided data is encrypted, stored and hosted in a Tier 4, SAS70 certified environment.
- **Database Administration:** To be developed with all electronically provided data. Class members will be assigned ILYM Group, Inc. internal tracking ID’s to ensure all collected member data coincides with all received claims.

DISTRIBUTION AND SETTLEMENT FUNDING

- ***Distribution and Management:*** Upon receipt of settlement funds, ILYM Group, Inc. will open a QSF Account for proceeds of the Gross Settlement Payment. The deposited funds will then be managed per the Settlement Agreement. All funds will be settled with class members and counsel along with all federal and state income tax reporting.
- ***Check Printing and Mailing:*** Claims processed, quantified and approved by clients, will be processed for distribution. All checks will be printed and mailed via USPS first class standards. ILYM Group, Inc. will reissue checks in accordance with the Settlement Agreement.
- ***Preparation, Filing and Reporting of Taxes:*** ILYM Group, Inc. will ensure taxes are filed in accordance to all federal, state and local employment tax returns. All taxes associated with the settlement will be paid on time to tax authorities. All filings and returns (e.g., 1099s, W-2s, etc.) will be done properly and timely with the appropriate authorities. All QSF steps and obligations with federal, state and/or local law will be followed.

CASE CONCLUSION

- ***Data Manager Final Report:*** All database and electronic documentation will be sent in reports weekly and at the conclusion of the Administration engagement. Call center activity, e-claims, mailed, and faxed claims will be included in all reporting.
- ***Project Manager Final Report:*** All case and class related information will be provided on a weekly basis and at the conclusion of the Administration engagement. Mailing and media final analysis, exclusions, objections, and all other claims processing outcomes, status reports and final court documentations will be included.
- ***Affidavits:*** ILYM Group, Inc. will provide all affidavits in support of analysis and media reach, final approvals and settlement. Expert Testimony and Media Methodologies will be determined.
- ***Document Retention:*** Unless otherwise directed, ILYM Group, Inc. will destroy all undeliverable notices on the effective date of the settlement or when the case is no longer subject to appeal. ILYM Group, Inc. will correspond for one year after the final distribution or until the case is no longer subject to appeal.

EXHIBIT “B”

ILYM Group, Inc. (ILYM) in conjunction with our security and Information Technology (IT) vendor(s), maintains the highest level of confidentiality of class member data. The class data and all forms of communication received by ILYM, will be held in strict confidentiality and will not be disclosed. Data provided to the administrator for purposes of notice, settlement, or award administration will be used solely for settlement implementation and for no other purpose. ILYM will set up a login for Defense Counsel to transmit the class data through our encrypted secure portal. ILYM processes adhere to the Settlement Administration Data Protection Checklist in the Northern District of California and are summarized in the tables below.

Technical Controls

Firewalls and intrusion detection/prevention systems	Yes
Endpoint Detection and Response (EDR) Systems	Yes
Complex Password Requirements	Yes
MultiFactor Authentication for Access to Systems and Data	Yes
Malware Protection and AntiVirus	Yes
Vulnerability Scanning/Pen Testing	Yes
Data Encryption	Yes
Key Management for access to encrypted Data	Yes
Access only provided on need-to-know basis	Yes
Security Operations Center (SOC)	Yes
Managed Detection and Response (MDR)	Yes
Security Information and Event Management (SIEM)	Yes
Software Defined Global Network (SGN) with next gen firewall	Yes

Administrative Policies

Personnel and support staff risk assessment and management, including pre-hire background checks and screening processes	Yes
Personnel and support staff required to enter into non-disclosure and confidentiality agreements	Yes
Access controls to systems and data, including guidance for granting, modifying, and reviewing access rights	
Information security and privacy policy training, including policy review, best practices, and data security	Yes
No remote access to systems for Employees	No
Exit interviews/confirmation that terminated/departed employees are immediately cut off from access	Yes
Robust audits of data privacy policies by third-party vendors	Yes
Accreditation in accordance with ISO 27001 and SOC2 (among the industry standards listed below)	Compliant
Disclosure of external certifications and any notice of expiration	Yes

Crisis and Risk Management

Incident response/disaster plan for immediate response to security incidents such as data breach.	Yes
Process and timing for notification to attorneys, claimants, and other stakeholders of a data breach and consideration of resources and/or remedies to provide thereto	Yes
Vendor management program that determines and defines requirements to manage risk associated with outsourcing	Core Vendors are limited and have been vetted. New program being implemented as part of SOC 2

Physical Access Controls

Physical Access Security Security Guards Access Cards to facilities with assignment of identification card subject to approval and review Logs of Access	Logs and “codes” No cards – just codes No security guards Logs are kept
Alarm Systems	Yes
CCTV recording Systems	Yes

Data Collection and Retention

Minimization of collection of personally identifiable information, e.g., social security numbers and banking information	Yes
Data collection only required to extent necessary for settlement administration	Yes
Various methods for ensuring data protection and security of Data classification (including implementation of appropriate safeguards to protect from theft, loss, and/or unauthorized disclosure, use, access, destruction) Compliance with applicable laws and regulations (see below) Secure data transfer	Yes

Data Destruction

Preservation of data only for so long as required for administration of the settlement and any relevant reporting required following the payments or distributions	Yes
Secure data destruction (e.g., 6 months – 1 year or when no longer required)	Yes
Physical media (e.g., paper, CDs) shredded or destroyed to point where they cannot be reconstructed	Yes
Destruction of all derivative copies and/or back-ups	Yes

Applicable Laws, Standards, and Other Regulation

Industry standards: National Institute of Standards and Technology (NIST), HIPAA, FISMA, System and Organization Controls (SOC1 and SOC2) or more advanced assessment, ISO 27001	Yes
Local, national, international privacy regulations (including CCPA)	Yes

Ethical Rules

Administrative policies and/or employee handbook incorporating commitment to ethical rules (e.g., company, court ethical rules) setting forth standards of ethical and legal behavior	Yes
Enforcement clauses, violation resulting in disciplinary action including and up to termination of employment	Yes

Customer Service Measures

Description of settlement website and posting thereto of relevant privacy policies or statements (including portal for reporting suspected loss of confidential data submitted with claim)	Yes
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Explanation of role of claims administrator and how to prevent phishing (e.g., clear indication that administrator will not request confidential information by e-mail and how to identify a valid e-mail sent from the administrator)	Yes
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EXHIBIT “C”

Case Name: Affatato v. Sierra View Land Company

Monday, June 3, 2024

Requesting Attorneys Name:	Justin Rodriguez
E-Mail:	jrodriguez@shimodalaw.com
ILYM Contact:	Lisa Mullins
E-Mail:	Lisa@ilymgroup.com
Contact Number:	714.878.8836

Estimate For Administrative Solutions

KEY ASSUMPTIONS	
Total Number of Class Members	240
Estimated Percentage of Remails	15%
Certified Spanish Translation	Yes
ILYM Group Static Website	No
Case Duration (Years)	1

Summary Estimate: ILYM Group Fees & Expenses

Case Startup:	\$650.00
Project Management:	\$2,205.00
Notification & Mailing:	\$725.40
Distribution (Includes EIN, Bank Acct * /QSF Setup):	\$3,354.60
Case Conclusion:	\$1,015.00
Total Capped ILYM Fees & Expenses:	\$7,950.00

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

Case Name: Affatato v. Sierra View Land Company

Monday, June 3, 2024

Requesting Attorneys Name: Justin Rodriguez

Activity	Rate Type	Unit Cost	Volume	Amount
CASE STARTUP				
Initial Setup - Import and Formatting of Data*	Hourly	\$150.00	2	\$300.00
Programming of Class Database	Hourly	\$175.00	2	\$350.00
Subtotal				\$650.00

**ILYM assumes that data will be in a standard format. Client will be notified immediately if not in standard format to correct data or ILYM can convert to standard format @ \$150.00 per hour.*

PROJECT MANAGEMENT				
Project Manager (Case notification and maintenance)	Hourly	\$120.00	3	\$360.00
Staff Hours for Processing Returned Mail	Hourly	\$70.00	2	\$140.00
Staff Hours for Processing Opt-Outs, Disputes & Objection(s)	Hourly	\$70.00	2	\$140.00
Report Processing	Hourly	\$70.00	2	\$140.00
NCOA	Flat Rate	\$75.00	1	\$75.00
Certified Spanish Translation	Flat Rate	\$1,250.00	1	\$1,250.00
Toll Free Customer Service Representative	Flat Fee	\$100.00	1	\$100.00
Weekly Reports	Flat Rate	\$750.00	1	Waived
Subtotal				\$2,205.00

NOTIFICATION/MAILING				
Fulfillment of Notice, English & Spanish	Per Piece	\$1.50	240	\$360.00
USPS First Class Postage	Per Piece	\$0.88	240	\$211.20
Re-Mails (Forward/Skip trace Undeliverables)	Per Piece	\$2.00	36	\$72.00
Storage, Photocopies, Deliveries	Flat Fee	\$82.20	1	\$82.20
Subtotal				\$725.40

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

Case Name: Affatato v. Sierra View Land Company

Monday, June 3, 2024

Requesting Attorneys Name: Justin Rodriguez

Activity	Rate Type	Unit Cost	Volume	Amount
DISTRIBUTION (Includes EIN, Bank Acct * /QSF Setup)				
Distribution Setup & Management	Hourly	\$150.00	3	\$450.00
Account Reconciliation & Distribution Reporting	Hourly	\$125.00	3	\$375.00
Check, Stub & Release - Print & Mail (W2/1099)	Per Check	\$1.00	240	\$240.00
USPS First Class Postage	Per Piece	\$0.64	240	\$153.60
Re-Mails (Forward/Skip trace Undeliverables up to 10%)	Per Piece	\$1.50	24	\$36.00
Preparation of Taxes	Hourly	\$120.00	5	\$600.00
Annual Filing of Tax Return	Per Year	\$1,500.00	1	\$1,500.00

**Additional Bank fees may apply*

Subtotal \$3,354.60

CASE CONCLUSION				
Data Manager Final Reporting	Hourly	\$100.00	1	\$100.00
Project Manager Final Reporting	Hourly	\$120.00	2	\$240.00
Process Unclaimed Funds to Cy Pres	Flat Fee	\$550.00	1	\$550.00
Declaration	Hourly	\$125.00	1	\$125.00

Subtotal \$1,015.00

Total Capped ILYM Fees & Expenses: \$7,950.00

Terms and Conditions

All services to be provided by ILYM Group, Inc. (hereinafter, "ILYM") to Client shall be subject to the following terms and conditions:

Services: Subject to the terms hereof, ILYM agrees to provide the Client with Administration Services (hereinafter, "services") as specified in the Proposal provided to Client to which these Terms and Conditions are attached. The estimate is in good faith and does not cover any applicable taxes and fees. The estimate does not make provision for any services or class members/size not delineated in the request for proposal or stipulations. Such services do not in any way constitute legal services or advice. ILYM is performing its services as an Independent Contractor and neither it nor its employees shall be deemed to be employees of the Client.

Mailing and Data Conversion: ILYM's database administration assumes the Client will provide complete data that includes all information required to send notifications and complete the administration process. Data must be provided in a complete, consistent, standardized electronic format. ILYM's standard format is Microsoft Excel, however, ILYM may accept other formats at its discretion. Further developments or enhancements to non-standardized data will be billed to Client by ILYM on a time and materials basis, according to ILYM's Standard Rates.

Charges for Services: Charges to the Client for services shall be on a time and materials basis at our prevailing rates, as the same may change from time to time. Any fee estimates set forth in the proposal are estimates only, based on information provided by Client to ILYM. Actual fees charged by ILYM to Client may be greater or less than such estimate, and Client shall be responsible for the payment of all such charges and expenses in accordance with Section 5 hereof. Charges incurred related to resolving post distribution withholdings and related corrective files due to voids and re-issues of payments and related correspondence with state and federal taxing authorities will not be charged to the Client to the extent that funds are received from the taxing authorities offset these charges. ILYM may derive financial benefits from financial institutions in connection with the deposit and investment of settlement funds with such institutions, including without limitation, discounts on eligible banking services and fees, and loans at favorable rates.

Indemnification: Client will indemnify and hold ILYM (and the officers, employees, affiliates and agents harmless against any Losses incurred by ILYM, arising out of, in connection with, or related to (i) any breach of the terms by Client; (ii) the processing and handling of any payment by ILYM in accordance with Client's instructions, including without limitation, the imposition of any stop payment or void payment on any check or the wrongful dishonor of a check by ILYM pursuant to Client's instructions.

Payment of Charges: ILYM reserves the right to request payment of postage charges and 50% of the final administration charges at the start of the case. ILYM bills are due upon receipt unless otherwise negotiated and agreed to with the Client. In the event settlement terms provide that ILYM is to be paid out of the Settlement Fund, ILYM will request that Counsel endeavor to make alternate payment arrangements for ILYM charges that are due at the onset of the case. The entire remaining balance is due and payable at the time the Settlement Account is funded by, or no later than the time of disbursement. Decisions of the court and actions of the parties, including disapproval or withdrawal of a settlement, do not affect the Client's liability to ILYM for payment of services. Services are not provided on a contingency fee basis.

Confidentiality: ILYM maintain reasonable and appropriate security measures and safeguards to protect the security and confidentiality of Client data provided to ILYM by Client in connection herewith. Should ILYM ever be notified of any judicial order or other proceedings in which a third party seeks to obtain access to the confidential data created by or for the Client, ILYM will promptly notify the Client, unless prohibited by applicable law. The Client shall have the option to (1) provide legal representation at the Client's expense to avoid such access or (2) promptly reimburse ILYM for any of its costs, including attorneys' fees, reasonably incurred in avoiding, attempting to avoid or providing such access and not paid by the entity seeking the data. If ILYM is required, pursuant to a court order, to produce documents, disclose data, or otherwise act in contravention of the obligations imposed by this Agreement, or otherwise, with respect to maintaining the confidentiality, proprietary nature and secrecy of the produced documents or disclosed data, ILYM will not be liable for breach of said obligation.

Data Rights: ILYM does not convey nor does the Client obtain any right in the programs, system data, or materials utilized or provided by ILYM in the ordinary course of business in the performance of this Agreement.

Document Retention: Unless directed otherwise in writing by Client, ILYM will destroy undeliverable mail on the effective date of the settlement or the date that the disposition of the case is no longer subject to appeal or review, whichever is later. ILYM will maintain claim forms and other correspondence for one year after final distribution of funds or benefits, or until the date that the disposition of the case is no longer subject to appeal or review, whichever is later.

Limitation of damages: ILYM is not responsible to the Client for any special, consequential or incidental damages incurred by Client. Any liability of ILYM to the Client shall not exceed the total amount billed to the Client for the particular services that give rise to any loss.

Termination: The services to be provided under this Agreement may be terminated, at will by the Client upon at least 30 calendar days' prior written notice to ILYM. The Client's obligation to pay for services or projects in progress at the time of notice of withdrawal shall continue throughout that 30 day period. ILYM may terminate this Agreement (i) with 10 calendar days' prior written notice, if the Client is not current in payment of charges or (ii) in any event, upon at least 3 months' prior written notice to the Client.

Notice: Any notice required or permitted hereunder shall be in writing and shall be delivered personally, or sent by registered mail, postage prepaid, or overnight courier service to the responsible officer or principal of ILYM or the Client, as applicable, and shall be deemed given when so delivered personally, or, if mailed, five days after the date of deposit in United States mail, or, if sent by courier, one business day after delivery to such courier service.

Force Majeure: To the extent performance by ILYM of any of its obligations hereunder is substantially prevented by reason of any act of God or by reason of any other matter beyond ILYM's reasonable control, then such performance shall be excused and this Agreement, at ILYM's option, be deemed suspended during the continuation of such condition and for a reasonable time thereafter.

Waiver of Rights: No failure or delay on the part of a party in exercising any right hereunder will operate as a waiver of, or impair, any such right. No single or partial exercise of any such right will preclude any other or further exercise thereof or the exercise of any other right. No waiver of any such right will be effective unless given in a signed writing.

Jurisdiction: The parties hereto submit to the jurisdiction of the Court of the applicable case for purposes of any suit, action or proceeding to enforce any provision of, or based on any right arising out of, this Agreement. The parties hereto hereby waive any objection to the laying of venue of any such suit, action or proceeding in the Court.

Entire Agreement: These terms and conditions and the proposal embody the entire agreement between the parties with respect to the subject matter hereof, and cancels and supersedes all prior negotiations, representations, and agreements related thereto, either written or oral, except to the extent they are expressly incorporated herein. No changes in, additions to, or waivers of, the terms and conditions set forth herein will be binding upon any party, unless approved in writing by such party's authorized representative.

Exhibit E

Date	Description	Amount
6/13/2023	Certified Mail - PAGA Letter	\$14.97
6/13/2023	Payment to LWDA - PAGA Filing Fee	\$75.00
6/28/2023	One Legal Service Fee - \$1000 complex fee, \$435 complaint fee, \$1.95 tech fee, \$55.72 filing fee order 20603295	\$1,492.67
6/28/2023	Administration/Copy Fee - Class Action - Phone, Fax, Scan, Copying, Westlaw Legal Research Fees	\$500.00
6/29/2023	Affordable Legal Service Fee - complaint inv 192751	\$71.50
7/3/2023	One Legal Service Fee - Proof of Service of Summons	\$15.34
9/7/2023	E-Filing Charge - FAC	\$13.60
9/13/2023	One Legal Service Fee - Complaint 1st amended order 21167678	\$14.00
9/27/2023	One Legal Service Fee - Case management statement 21280918	\$14.00
10/3/2023	Mediation - fee	\$7,609.46
10/16/2023	One Legal Service Fee - Proof of Service of Summons 21432951	\$14.00
11/12/2024	One Legal Service Fee - case management order 21967596	\$15.85
2/27/2024	One Legal Service Fee - Proposed Stipulation: Order 22281256	\$36.44
3/7/2024	One Legal Service Fee - \$60 court fee Motion 22389348	\$77.65
3/28/2024	Payment to Court - Placer county court	\$27.50
4/3/2024	One Legal Service Fee -Notice of Remote Appearance 22592720	\$13.85
4/10/2024	Payment to LWDA - PAGA Filing Fee	\$75.00
5/1/2024	One Legal Service Fee -Notice: settlements of entire case 22785272	\$15.85
ANTICIPATED	One Legal Service Fee - Case Management Statement	\$15.40
ANTICIPATED	One Legal Service Fee - File PAM	\$75.40
ANTICIPATED	ALS - Personal Service on Deft - PAM Motion	\$175.00
ANTICIPATED	One Legal Service Fee - Re-filing PAM for 10-3-24 Hearing	\$75.40
ANTICIPATED	One Legal Service Fee - File FAM	\$75.40
ANTICIPATED	One Legal Service Fee - Compliance Declarations	\$15.40

Total: \$10,528.68

Exhibit F

CALIFORNIA SUPERIOR COURT

FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a California
Corporation; SIERRA VIEW LAND
COMPANY, a California Corporation ; and
DOES 1 to 100, inclusive,

Defendants.

Case No. S-CV-0050664

**NOTICE OF PROPOSED CLASS ACTION
AND PAGA SETTLEMENT, AND HEARING
DATE FOR FINAL COURT APPROVAL OF
SETTLEMENT**

ATTENTION: All individuals who have worked, or continue to work, for Defendant in California as a non-exempt employee at any time between June 13, 2019, to April 11, 2024 (the “Class Members”).

PLEASE READ THIS NOTICE CAREFULLY. THIS NOTICE RELATES TO A PROPOSED SETTLEMENT OF CLASS ACTION LITIGATION AND POTENTIAL DISBURSEMENT OF SETTLEMENT FUNDS TO YOU. IF YOU ARE A CLASS MEMBER, IT CONTAINS IMPORTANT INFORMATION ABOUT YOUR RIGHT TO PARTICIPATE IN OR OPT OUT OF THE SETTLEMENT ACCORDING TO THE PROCEDURES DESCRIBED BELOW.

You are receiving this notice pursuant to an order from the Placer County Superior Court (“Court”) granting Plaintiff’s motion for preliminary approval of a Joint Stipulation Regarding Class Action and PAGA Settlement and Release (“Agreement” or “Settlement”) as fair, reasonable, and adequate. The Settlement was entered into between Plaintiff Anthony Affatato (“Plaintiff” or “Class Representative”), and Defendant Sierra View Land Company dba Sierra View Country Club (“Defendant”) on behalf of Class Members as defined above. The terms of the Settlement are outlined herein. You are receiving this notice because Defendant’s records indicate you fall within the definition of “Class Member.” Defendant’s records also indicate that you worked [REDACTED] weeks during the applicable Class Period (as defined below), which means your total share of the settlement proceeds is estimated to be [REDACTED]. Your actual share of the settlement proceeds will vary depending on the total number of Class Members that choose to participate and the resolution of any workweek disputes as described in this notice.

The terms of the Agreement and a description of the case are identified in this notice. Pursuant to the Court’s order, YOU ARE HEREBY NOTIFIED AS FOLLOWS:

I. BACKGROUND OF THE CASE

On June 13, 2023, Plaintiff filed a Complaint against Defendant in the Placer County Superior Court of California on behalf of himself and Class Members. The term “Action” means this putative class action pending in Placer County Superior Court, Case No. S-CV-0050664. The Class Period is June 13, 2019, to April 11, 2024 (“Class Period”).

In the Action, Plaintiff sought to obtain unpaid wages, interest, statutory penalties, civil penalties, fees, and costs on behalf of himself, Class Members, and Aggrieved Employees. Plaintiff alleged that Defendant violated California law by (1) failing to pay minimum wages, (2) failing to pay overtime wages, (3) failing to provide meal periods or pay premiums in lieu thereof, (4) failing to provide rest periods or pay premiums in lieu thereof, (5) failing to provide accurate wage statements, (6) failing to pay final wages, (7) failing to pay reimbursement for expenses, (7) violating labor code §§ 558, 558.1 (provisions regulating hours and days of work in any industrial welfare commission order), (8) failing to maintain accurate records, (9) failing to provide paid sick leave, (10) engaging in unfair competition, and (11) committing PAGA violations. Defendant has denied all of Plaintiff’s allegations. The Action has been actively litigated. There have been on-going investigations, and there has been an exchange of extensive documentation and information. Based upon the negotiations, and all known facts and circumstances, including the various risks and uncertainties related

to legal actions, the Parties reached a class-wide settlement. By settling, the Parties will avoid the risks associated with a lengthy litigation process. Despite agreeing to and supporting the Agreement, Defendant continues to deny all allegations and claims. Defendant has entered into this Settlement to fully, finally, and forever resolve this Action, based on the terms set forth in the Agreement, in order to avoid the burden and expense associated with ongoing litigation.

The Agreement applies to any and all Class Members, which are defined as all individuals who have worked, or continue to work, for Defendant in California as a non-exempt employee at any time between June 13, 2019, to April 11, 2024. The Agreement also applies to Aggrieved Employees, which are defined as all individuals who have worked, or continue to work, for Defendant in California as a non-exempt employee at any time between June 13, 2022, to April 11, 2024. If you are a Class Member, you have the opportunity to participate in the Settlement, or to exclude yourself (“opt out”) from the Settlement. This notice is to advise Class Members of how they can either participate in the Settlement or be excluded from the Settlement. As set forth below, Aggrieved Employees cannot opt out of this Agreement as it relates to the PAGA Payment or Released PAGA Claims regardless of whether they opt out of being a Class Member. Aggrieved Employees will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.

II. SUMMARY OF THE PROPOSED SETTLEMENT

A. The Amount of the Settlement

Under the terms of the Agreement, Defendant has agreed to pay a total sum of Three Hundred Eighty Thousand Dollars (\$380,000) (“Gross Settlement Amount”). Deducted from this Gross Settlement Amount will be sums approved by the Court for attorney’s fees not to exceed 35% of the Gross Settlement Amount, attorney’s costs not to exceed \$12,500, Settlement Administrator Costs estimated not to exceed \$12,000, an Enhancement Payment to the Class Representative of up to \$10,000, and \$20,000 for alleged PAGA penalties (the “PAGA Payment”), which will result in a “Net Settlement Amount” for distribution to all Class Members. Any employer side taxes attributable to payments allocated as wages will be paid by Defendant in addition to the Gross Settlement Amount. As explained further below, the amount of each Class Member’s share of the Net Settlement Amount will depend on the number of weeks worked by participating Class Members during the Class Period. Of the \$20,000 allocated to resolving the PAGA claims, 75% of the PAGA Payment will be paid to the State of California Labor and Workforce Development Agency and 25% of the PAGA Payment will be divided among Aggrieved Employees.

The number of weeks you worked during the Class Period and your estimated total share of the Net Settlement Amount and PAGA Payment (“Individual Settlement Amount”) is stated on the first page of this notice. The actual amount received may be more or less than the amount stated depending on the actual number of weeks worked by Participating Class Members (*i.e.*, those who do not opt out of the Settlement), the resolution of any disputes regarding workweeks, and on the distributions finally approved and allocated by the Court. However, whether Class Members opt out will have no effect on Aggrieved Employees’ allocations for the PAGA claim.

B. Individual Settlement Amounts and Allocation Between Class Members and Aggrieved Employees

Defendant will pay Individual Settlement Amounts through the Settlement Administrator, as described below, to each Participating Class Member and to Aggrieved Employees. All Individual Settlement Amounts will be subject to appropriate taxation. The Parties have agreed, based on the allegations in the Action that the amount payable to eligible Class Members from the Net Settlement Amount will be allocated and paid as 2/3 for disputed interest, statutory penalties, and other non-wage damages for which an IRS Forms 1099-MISC and 1099-INT will issue and 1/3 for disputed wages for which IRS Forms W-2 will issue. The PAGA Payment to Aggrieved employees will be paid as 100% for civil penalties.

Payment to Participating Class Members and Aggrieved Employees will not require the submission of a claim form. Each Participating Class Member’s share will be determined by dividing their total weeks worked within the Class Period by the total weeks worked by all Participating Class Members within the Class Period. That fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member’s individual share of the Net Settlement Amount. Each Aggrieved Employee’s share of the 25% portion of the PAGA Payment will be determined by dividing their total weeks worked within the PAGA Claim Period by the total weeks worked by all Aggrieved Employees within the PAGA Claim Period. That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the Aggrieved Employee’s individual share. The PAGA Claim Period is defined as June 13, 2022, to April 11, 2024. Defendant’s records indicate that you worked [REDACTED] weeks during the applicable PAGA Claim Period, which means your share of the PAGA Payment is estimated to be [REDACTED]. This amount is included in your estimated Individual Settlement Amount stated on the first page of this notice, not in addition to it. You will still receive your share of the PAGA Payment even if you opt out of being a Class Member. Receipt of the Individual Settlement Amounts will not entitle any Class Member or Aggrieved Employee to

additional compensation or benefits under any compensation, retirement or benefit plan or agreement in place during the period covered by the Settlement.

C. Calculations to Be Based on Defendant's Records and Resolution of Workweek Disputes

For each Class Member, the amount payable will be calculated by the Settlement Administrator from Defendant's records. Defendant's records will be presumed correct unless evidence to the contrary is provided to the Settlement Administrator. Defendant's records and any additional evidence will be reviewed by the Settlement Administrator in the event of a dispute about the number of workweeks worked by an individual Class Member. If a Class Member disputes the accuracy of Defendant's records, all supporting documents evidencing additional workweeks must be submitted by the Class Member. The dispute must (a) identify the nature of the dispute; (b) provide any information or documentation supporting the dispute; (c) be signed; and (d) be post-marked no later than [redacted]. The dispute will be resolved by the Settlement Administrator based on the records and evidence provided.

D. Release of Claims

For those Class Members who do not opt out and Aggrieved Employees, the Agreement contains the following releases:

Class members who do not opt out will be deemed to have released [1.30 text].

Aggrieved Employees will be deemed to have released [1.31 text].

The individuals released ("Released Parties") include Defendant, as well as Defendant's current, former and future predecessors, successors, affiliate entities, officers, shareholders, directors, agents, employees, attorneys, and insurers.

Class Members and/or Aggrieved Employees can talk to one of the lawyers appointed as Class Counsel (listed below) for free or talk to their own lawyer if they have questions about the released claims and what they mean.

III. WHAT ARE YOUR RIGHTS AS A CLASS MEMBER

A. Participating in the Settlement as a Class Member

If you wish to be a Participating Class Member and believe your workweek information is accurate, **you do not need to take any further action**. Payment will be automatically made to you consistent with the terms of the Agreement and Court Order. If you wish to dispute the workweek calculation, you may follow the procedures outlined in Section II.C above. California law protects Class Members from retaliation based on their decision to participate in the Settlement.

B. Excluding Yourself from the Settlement as a Class Member

The Court will exclude you from being a Class Member if you request this by [redacted]. If you do not wish to be bound by the Settlement as a Class Member, you may request to be excluded (*i.e.*, "opt out") by submitting a timely written request to the Settlement Administrator. The request to opt-out must (a) state your full name and date of birth; (b) a statement that you do not want to be a Class Member, do not want to participate in the Settlement, and/or wants to be excluded from this Settlement; (c) identify the case name and number (*i.e.* *Affatato v. Sierra View Country Club*, S-CV-0050664); (d) be signed; and (e) be post-marked no later than [redacted]. The request to opt out must be mailed by First Class U.S. Mail, or the equivalent, to:

[admin info]

If you submit a request to opt out which is not postmarked by [redacted], your request to opt out will be rejected, and you will be bound by the release and all other terms of the Agreement. Do not use a postage meter as that may not result in a postmark appearing on the envelope containing your request to opt out. Any Class Member who submits a complete and timely request to opt out shall, upon receipt by the Settlement Administrator, no longer be a Class Member and not receive their share of the Net Settlement Amount. Aggrieved Employees cannot opt out of this Agreement and will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.

C. Objection to Settlement

If you do not opt out of the Settlement, you can object to the terms of the Settlement. However, if the Court rejects your objection, you will still be bound by the terms of the Settlement. You can ask the Court to deny approval by submitting an objection. You cannot ask the Court to order a larger settlement; the Court can only approve or deny the settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. You may submit a written objection, which should (a) state your full name and date of birth; (b) provide evidence that you are, in fact, a Class Member; (c) state the reasons for the objection(s), including supporting documentation; (d) identify the case name and number (*i.e. Affatato v. Sierra View Country Club*, S-CV-0050664); (e) be signed; and (f) be post-marked no later than [redacted]. Written objections must be sent to the Settlement Administrator at the address identified in Section III.B.

Additionally, or in the alternative to sending a written objection to the Settlement Administrator, you may appear at the final approval hearing to state your objection. Any Class Member who does not request exclusion may, if the Class Member so desires, enter an appearance through an attorney. If you appear through your own attorney, you are responsible for paying that attorney.

IV. EFFECT OF THE SETTLEMENT: RELEASED RIGHTS AND CLAIMS

If the Court grants final approval of the Settlement, the Court will make and enter judgment consistent therewith. A notice of entry of entry of judgment will be filed with the Court and available online at <https://webportal.placerco.org/eCourtPublic/>. The judgment, whether favorable or not, will bind all Class Members who do not request exclusion. After final approval, each and every Class Member who does not opt out of the Settlement and Aggrieved Employee, will release Defendant and the Released Parties from the Released Class Claims and the Released PAGA Claims described above. In other words, if you were employed as a Class Member by Defendant in California during the Class Period, and you do not exclude yourself from the Settlement, you will be deemed to have entered into these releases and to have released the above-described claims. In addition, you will be barred from ever suing Defendant and the Released Parties with respect to the claims covered by this Settlement. If the Settlement is not approved by the Court or does not become final for some other reason, the litigation will continue.

V. FINAL SETTLEMENT APPROVAL HEARING

The Court will hold a hearing in Department ___, [address] on [redacted] at [redacted] to determine whether the Agreement should be finally approved as fair, reasonable and adequate. The Court will also be asked to approve Class Counsel's request for attorneys' fees and costs, the Settlement Administrator Costs, and the Class Representative's Enhancement Payment. The hearing may be continued without further notice. It is not necessary for you to appear at this hearing.

VI. ADDITIONAL INFORMATION

You may access the Complaint, Class Counsel's motion for preliminary approval, the Agreement, and any other documents required by the Court at <https://webportal.placerco.org/eCourtPublic/>. You can also contact Class Counsel or Defendant's Counsel as follows:

Galen T. Shimoda
Justin P. Rodriguez
Renald Konini
Shimoda & Rodriguez Law, PC
9401 East Stockton Blvd., Suite 120
Elk Grove, CA 95624
Telephone: (916) 525-0716
Facsimile: (916) 760-3733
On behalf of Plaintiff

Dominique M. Thomas
Lewis Brisbois Bisgard & Smith LLP
2185 North California Boulevard, Suite 300
Walnut Creek, CA 94596
Telephone: 925-357-3456
Facsimile: 925-478-3260
On behalf of Defendant

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT OR THE CLAIM PROCESS. IF YOU HAVE ANY QUESTIONS, CALL [number]

BY ORDER OF THE COURT

Exhibit G

Galen T. Shimoda (Cal. State Bar No. 226752)
Justin P. Rodriguez (Cal. State Bar No. 278275)
Renald Konini (Cal. State Bar No. 312080)
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Attorneys for Plaintiff ANTHONY AFFATATO
individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA

FOR THE COUNTY OF PLACER

ANTHONY AFFATATO, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

SIERRA VIEW COUNTRY CLUB, a
California Corporation; SIERRA VIEW
LAND COMPANY, a California Corporation;
and DOES 1 to 100, inclusive,

Defendant.

Case No. S-CV-0050664

CLASS ACTION

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: October 3, 2024

Time: 8:30 a.m.

Dept.: 3

Judge: Hon. Michael Jones

Filed: June 13, 2023

FAC Filed: September 7, 2023

SAC Filed: June 17, 2024

Trial Date: None Set

1 TO ALL PARTIES AND THEIR RESPECTIVE COUNSEL OF RECORD:

2 The Motion for Preliminary Approval of Class Action and PAGA Settlement (“Motion”) in the above
3 referenced case came before this Court, on October 3, 2024, at 8:30 a.m., in Department 3 before the
4 Honorable Michael Jones, presiding. Plaintiff Anthony Affatato (“Plaintiff”) filed this putative class
5 action on June 13, 2023. The operative Complaint alleges that Defendant Sierra View Land Company
6 dba Sierra View Country Club (“Defendant”) violated California law by 1) failing to pay overtime
7 wages, 2) failing to pay minimum wages, 3) failing to provide meal periods or pay premiums in lieu
8 thereof, 4) failing to provide rest periods or pay premiums in lieu thereof, 5) failing to provide
9 accurate wage statements , 6) failing to pay final wages, , 7) failing to reimburse expenses, and 8)
10 engaging in unfair competition. Plaintiff has also alleged Defendant is liable for civil penalties under
11 the Private Attorney’s General Act (“PAGA”) based on these violations. Plaintiff sought attorney’s
12 fees and costs as part of this Action. Defendant denies all of Plaintiff’s claims and denies that this
13 case was appropriate for class treatment other than for purposes of settlement. No class has been
14 certified.

15 The parties have agreed to settle the class and PAGA claims. Defendant will provide monetary
16 consideration in exchange for a release of claims consistent with the terms of the proposed settlement
17 as set forth in the Joint Stipulation Regarding Class Action and PAGA Settlement and Release
18 (“Agreement” or “Settlement”). Any capitalized terms herein shall have the same meaning as set
19 forth in the Agreement. The Court, having received and considered Plaintiff’s Motion for Preliminary
20 Approval of Class Action and PAGA Settlement, the declarations in support, the Agreement, the
21 proposed Notice of Settlement, and other evidence, HEREBY ORDERS AND MAKES
22 DETERMINATIONS AS FOLLOWS:

23 **I. PRELIMINARILY CERTIFYING A SETTLEMENT CLASS; APPOINTMENT OF**
24 **CLASS REPRESENTATIVES; APPOINTMENT OF CLASS COUNSEL**

25 The Court finds that certification of the following class for settlement purposes only is
26 appropriate under the California Code of Civil Procedure and related case law:

27 All individuals who have worked, or continue to work, for Defendant in
28 California as a non-exempt employee at any time between June 13, 2019,
and April 11, 2024.

1 The Court recognizes that the foregoing definition is for Class Member identification purposes
2 only and is not intended to capture the claims at issue or limit or alter the released claims under the
3 Agreement.

4 The Court finds that Class Members meet the ascertainability and numerosity requirements since
5 the parties can identify with a matter of certainty, based on payroll records, individuals who fall within
6 the definition and the number of Class Members would make joinder impractical. The commonality and
7 predominance requirements are met for settlement purposes since there are questions of law and fact
8 common to Class Members. The common questions of law or fact in this case all stem from Plaintiff's
9 contentions that Defendant caused the violations outlined above by 1) failing to pay Plaintiff and
10 similarly situated employees all minimum wages and overtime wages due to managers failing to pay
11 Plaintiff and similarly situated employees for working off-the-clock, 2) failing to incorporate the value
12 of the mandatory service charges into the regular rate of pay in calculating Plaintiff's and similarly
13 situated employees' premium wages, including meal and rest period premiums, overtime, sick leave, 3)
14 failing to authorize and permit Plaintiff and similarly situated employees to take all meal and rest
15 periods owed to them, 4) changing Plaintiff's and similarly situated employees' timecards to show that
16 Plaintiff and similarly situated employees took compliant meal and rest periods when, in fact, they had
17 not, 5) failing to pay all hours worked because of rounding Plaintiff's and similarly situated employees'
18 hours worked, including but not limited to, meal period clock-ins and clock-outs, and 6) failing to
19 reimburse Plaintiff and similarly situated employees for using their cell phones, for work purposes. The
20 PAGA, waiting time penalty, wage statement violation, and unfair competition claims also derive from
21 these violations. Additionally, Class Members seek the same remedies under state law. The typicality
22 requirement for settlement purposes is also satisfied since the claims of the Class Representative is
23 based on the same facts and legal theories as those applicable to the class members.

24 The Court also finds that preliminarily and conditionally certifying the settlement class is
25 required to avoid each Class Member from litigating similar claims individually. This Settlement will
26 achieve economies of scale for Class Members with relatively small individual claims and conserve the
27 resources of the judicial system.

1 The Court finds that Plaintiff Anthony Affatato and Plaintiff's counsel, Galen T. Shimoda
2 Justin P. Rodriguez, Renald Konini of Shimoda & Rodriguez Law, PC, to be adequate representatives of
3 the settlement class. The Court appoints them as Class Representative and Class Counsel, respectively.

4 **II. PRELIMINARILY APPROVING CLASS ACTION AND PAGA SETTLEMENT**

5 The Court has reviewed the Agreement, which was submitted with Plaintiff's Motion as Exhibit
6 A. The Court finds, on a preliminary and conditional basis, that the Settlement is fair, reasonable, and
7 adequate and falls within the range of reasonableness of a settlement that could ultimately be given final
8 approval by this Court. The Court finds the Settlement was agreed upon only after extensive
9 investigation, litigation, and arms-length negotiations by counsel experienced in complex litigation, who
10 took reasonable steps and measures to weigh the potential value of the disputed claims against the risks
11 of continued litigation. The Court also acknowledges that Class Members may present any objections to
12 the Settlement at a fairness hearing approved by this Court or opt-out of being bound by the
13 preliminarily approved Agreement. The Court preliminarily approves the Agreement and all terms
14 therein as if stated here in full, including the \$380,000 Gross Settlement Amount.

15 The Court approves of ILYM Group, Inc. acting as the Settlement Administrator in this case and
16 hereby appoints them to fulfill those duties as outlined in the Agreement.

17 The Court finds that an award of fees under the common fund doctrine may be appropriate in this
18 case because there is a sufficiently identifiable class of beneficiaries (*i.e.* Class Members), the benefits
19 that Plaintiff and Class Counsel were able to negotiate on behalf of Class Members can be accurately
20 traced as set forth in the Agreement, and the fee can be shifted with exactitude to those benefiting as the
21 fee request is a specific, lump-sum percentage of the Gross Settlement Amount. *See Laffitte v. Robert*
22 *Half Internat., Inc.*, 1 Cal.5th 480, 506 (2016); *Paul, Johnson, Alston & Hunt v. Gaulty*, 886 F.2d 268,
23 271 (9th Cir. 1989); *Boeing Co. v. Van Gemert*, 444 U.S. 472, 477-478 (1980) ("A lawyer who recovers
24 a common fund for the benefit of persons other than . . . her client is entitled to a reasonable attorney's
25 fee from the fund as a whole."). The amounts allocated under the Agreement for attorney's fees and
26 costs, for an Enhancement Payment to the Class Representative, and Settlement Administrator Costs
27 shall be included in the Notice of Settlement to enable Class Members to review and comment thereon.
28 The Court will consider the reaction of Class Members when evaluating the reasonableness of the

1 requested amounts at final approval. *See In re Heritage Bond Litig.*, 2005 U.S. Dist. LEXIS 13555, 71
2 (C.D. Cal. 2005) (“the absence of objections or disapproval by class members to class counsel’s fee
3 request further supports finding the fee request reasonable”). Class Counsel is directed to provide an
4 updated declaration and itemization regarding actual litigation costs incurred with the final approval
5 motion. The Settlement Administrator shall also submit a declaration attesting to Settlement
6 Administrator Costs incurred. The Court will review these amounts and allocations in connection with
7 the final approval hearing. To the extent the Court ultimately awards less than the amounts allocated
8 under the Agreement for attorney’s fees and costs, for an Enhancement Payment to the Class
9 Representative, and/or Settlement Administrator Costs, the difference between the amounts awarded and
10 the amounts requested shall be added to the Net Settlement Amount for distribution to Participating
11 Class Members pro rata as set forth in the Agreement.

12 The Court approves of the Twenty Thousand Dollar (\$20,000) PAGA Payment, which shall be
13 paid from the Gross Settlement Amount, not in addition to the Gross Settlement Amount, to resolve the
14 alleged PAGA claims. Seventy-Five percent (75%) of the PAGA Payment will be paid to the Labor and
15 Workforce Development Agency (“LWDA”) and Twenty-Five percent (25%) will be paid to Aggrieved
16 Employees on a pro rata basis as described in the Agreement. The Court also finds that the Agreement
17 provides a recovery that creates an effective, substantial deterrent to any potential future non-
18 compliance, furthering the purpose of the Labor Code and LWDA.

19 The Court approves of the identified *cy pres* beneficiaries and distribution plan wherein any
20 checks issued to Participating Class Members and/or Aggrieved Employees that are not cashed by the
21 deadline to do so shall be donated equally, *i.e.* 50/50, to Capital Pro Bono, Inc., and the Center for
22 Workers’ Rights. *See In re Microsoft I-V Cases*, 135 Cal.App.4th 706, 718 (2006). No portion of the
23 Gross Settlement Amount will revert to Defendant for any reason.

24 The releases and waivers for Class Members who do not opt out of being bound by the
25 Agreement (*i.e.* Participating Class Members), Aggrieved Employees, and the Class Representative are
26 also approved by the Court as set forth in the Agreement.
27
28

1 **III. APPROVAL OF THE DISTRIBUTION METHOD OF NOTICE TO THE CLASS,**
2 **INCLUDING THE NOTICE OF SETTLEMENT**

3 The Court finds that the proposed Notice of Settlement, filed with the Motion as Exhibit F and
4 incorporated by reference, fairly and adequately advises Class Members of the terms of the Agreement,
5 the rights being waived, their right to opt out, the ability to dispute the number of workweeks worked
6 during the Class Period, their pro rata share of the Net Settlement Amount, how to participate in the
7 settlement, how to file documentation in opposition to the proposed settlement, and when to appear at
8 the fairness hearing to be conducted on the date set forth below. The Court further finds that the Notice
9 of Settlement and proposed distribution of such notice by first class mail to each identified Class
10 Member at his or her most recent address based on a National Change of Address database search from
11 the Class Members' last known address and a skip trace on any Class Members who have the Notice of
12 Settlement returned as "undeliverable" or "not at this address" comports with all constitutional
13 requirements, including those of due process.

14 The Court also finds that because there is a strong interest in providing Class Members the
15 opportunity to participate in the settlement, along with the Parties' efforts to minimize any intrusion to
16 privacy rights, the sharing of employment information, including social security numbers, is not a
17 serious intrusion on their privacy rights. Hence, the Court orders Defendant to provide Class Member
18 information to the Settlement Administrator as set forth in the Agreement, including the first and last
19 name, last known mailing address, last known telephone number, Social Security Number, start and end
20 date (if any) of employment of each Class Member and Aggrieved Employee, and any other information
21 the Settlement Administrator needs to effectuate notice to Class Members and Aggrieved Employees.
22 The Class Member information will be provided to the Settlement Administrator only, and not to
23 Plaintiff or Class Counsel, in order to process this settlement as contemplated within the Agreement and
24 approved by this Order. The Settlement Administrator shall only use this information for the purposes
25 identified in the Agreement and shall keep this information confidential consistent with the terms of the
26 Agreement.

27 //

28 //

IV. IMPLEMENTATION SCHEDULE

Accordingly, with good cause shown, the Court hereby approves and orders that the following implementation schedule be adhered to:

Last day for Defendant to provide Settlement Administrator with Class Member and Aggrieved Employee information	Within 14 calendar days after the Preliminary Approval Date
Last day for Settlement Administrator to complete NCOA search, update Class Member and Aggrieved Employee mailing information, and mail Notice of Settlement	Within 14 calendar days after the Settlement Administrators' receipt of Class Members' information from Defendant
Last day for Class Members to opt-out, submit disputes, submit objections, and submit data requests	45 calendar days after mailing of Notice of Settlement or within 10 days after Notice of Settlement is re-mailed, whichever is later
Last day for Settlement Administrator to provide Parties with signed declaration reporting on settlement administration statistics	Within 14 calendar days after end of the Notice Period
Last day for Settlement Administrator to calculate the final Net Settlement Amount, the final Individual Settlement Amounts to Participating Class Members and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these calculations to Class Counsel and Defendant's Counsel	Within 7 calendar days after the Effective Date
Last day for Defendant to fund settlement	Within 30 calendar days after the Effective Date
Last day for Settlement Administrator to deliver payment of Class Counsel's attorney's fees and costs, Enhancement Payments, PAGA Payment, Settlement Administrator Costs, payment to Participating Class Members, and payment to Aggrieved Employees	Within 7 calendar days after Defendant has funded the settlement

Last day for Participating Class Members and Aggrieved Employees to cash settlement checks	180 calendar days after issuance of checks to Participating Class Members and Aggrieved Employees
Last day for Settlement Administrator to deliver value of uncashed settlement checks to <i>cy pres</i> beneficiaries	Within 14 calendar days after settlement check cashing deadline
Last day for Settlement Administrator to provide Parties with compliance declaration	Within 21 calendar days after settlement check cashing deadline

FINAL APPROVAL AND HEARING

The Court hereby grants Plaintiff's Motion and sets final approval hearing on the proposed date of January 30, 2025, at 8:30 a.m., with briefs and supporting documentation to be submitted according to the California Code of Civil Procedure, in this Department. Participating Class Members who object in a timely manner as set forth in the Agreement, may appear and present such objections at the fairness hearing in person or by counsel. The Order to Show Cause hearing in this matter currently set for October 21, 2024, at 3:30 p.m. is hereby vacated.

If for any reason the Court does not grant final approval of the Agreement, all evidence and proceedings held in connection therewith shall be without prejudice to the status quo and rights of the parties to the litigation, including all challenges to personal jurisdiction and to class certification for any purpose other than approving a settlement class. The parties will revert to their respective positions as if no settlement had been reached at all.

IT IS SO ORDERED.

Date: _____

By: _____

Judge of the Superior Court