

Kane Moon (SBN 249834)
kmoon@moonlawgroup.com
H. Scott Leviant (SBN 200834)
hsleviant@moonlawgroup.com
Mariam Ghazaryan (SBN 341119)
mghazaryan@moonlawgroup.com

MOON LAW GROUP, PC
725 S. Figueroa St., Suite 3100
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

Attorneys for Plaintiff, HERMINIO DERAS CEPEDA

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF CONTRA COSTA

HERMINIO DERAS CEPEDA, individually, and
on behalf of all others similarly situated,

Plaintiff,

vs.

ALLIED LANDSCAPE SERVICES, INC., a
California corporation; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: C23-01980

[Assigned for all purposes to Hon. Charles S.
Treat, Dept 12]

CLASS ACTION

**DECLARATION OF H. SCOTT LEVIANT
IN SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT**

Date: November 7, 2024
Time: 9:00 a.m.
Courtroom: Dept. 12
Judge: Hon. Charles S. Treat

Action Filed: August 10, 2023
Trial Date: Not Set

TABLE OF CONTENTS

TABLE OF CONTENTS	i
BACKGROUND	1
SUMMARY OF THE SETTLEMENT TERMS	4
THE SETTLEMENT IS FAIR, JUST AND REASONABLE	7
THE EXPERIENCE OF CLASS COUNSEL	13
REASONABLENESS OF THE REQUESTED FEE AWARD	25
THE CONTRIBUTION OF PLAINTIFF AND THE REASONABLENESS OF THE REQUESTED INCENTIVE AWARDS	28
THE THIRD-PARTY ADMINISTRATOR QUALIFICATIONS AND STATEMENT OF NO CONFLICTS OR AFFILIATION	28
CLASS CERTIFICATION	Error! Bookmark not defined.
EXHIBITS	29
PAGA SETTLEMENT NOTIFICATION TO DIR	29

DECLARATION OF H. SCOTT LEVIANT

I, H. Scott Leviant, declare as follows:

1. I am admitted, in good standing, to practice as an attorney in the State of California, the United States Supreme Court, the Eighth Circuit Court of Appeals, the Ninth Circuit Court of Appeals, and the United States District Courts for the Central, Eastern, Northern and Southern Districts of California. I have never been subject to discipline by the State Bar of California. I am a fully qualified, adult resident of the State of California, and, if called as a witness herein, I would testify truthfully to the matters set forth herein. All of the matters set forth herein are within my personal knowledge, except those matters that are stated to be upon information and belief. As to such matters, I believe them to be true.

2. I am employed as a Senior Counsel at the law firm of Moon Law Group, PC. My business address is 1055 W. 7th Street, Suite 1880, Los Angeles, California 90017 and my business telephone number is (213) 232-3128. I am counsel for Plaintiff HERMINIO DERAS CEPEDA and proposed counsel for the Settlement Class.

3. This Declaration is submitted in support of Plaintiff's Motion for Final Approval of Class and Representative Action Settlement.

BACKGROUND

4. On August 10, 2023, Plaintiff commenced this Action by filing a Complaint alleging causes of action against Defendant for: (1) Failure to Pay Minimum Wages (Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197); (2) Failure to Pay Overtime Compensation (Cal. Lab. Code §§ 1194 and 1198); (3) Failure to Provide Meal Periods (Cal. Lab. Code §§ 226.7, 512); (4) Failure to Authorize and Permit Rest Breaks (Cal. Lab. Code §§ 226.7); (5) Failure to Indemnify Necessary Business Expenses (Cal. Lab. Code § 2802); (6) Failure to Timely Pay Final Wages at Termination (Cal. Lab. Code §§ 201-203); (7) Failure to Provide Accurate Itemized Wage Statements (Cal. Lab. Code § 226); and (8) Unfair Business Practices (Cal. Bus. & Prof. Code § 17200, *et seq.*). (The "Action.")

5. Plaintiff satisfied the administrative exhaustion prerequisite to filing a claim for Civil

Penalties under the Labor Code Private Attorneys General Act of 2004 [Lab. Code § 2699, et seq.] (“PAGA”). On October 27, 2024, Plaintiff filed a First Amended Complaint alleging an additional cause of action against Defendant for violation of PAGA. The First Amended Complaint is the operative complaint in the Action (the “Operative Complaint.”)

6. The Parties have conducted informal discovery and investigation of the facts and law. Such discovery and investigation have included, inter alia, the exchange of informal data and discoverable information in preparation for the mediation session. Defendant provided documents reflecting their wage and hour policies and practices during the Settlement Period and information regarding the total number of current and former employees in the Class. The Parties have analyzed payroll and time data. Sampling was used, and data for approximately 127 class members was provided to control costs. The margin of error calculation for the sample of the Class in this case is as follows:

$$1.96 \sqrt{\frac{0.5(1-0.5)}{127}} \sqrt{\frac{533-127}{533-1}} = \text{margin of error}^1 = 7.60\%$$

With a random sample of data for 127 employees, Class Counsel calculated that the margin of error, using the population adjustment factor, was no more than 7.60 percent.² We were confident that a margin of error of less than 7.52% would have no impact on our ability to negotiate effectively and with confidence in our assessments at a mediation. In addition, Defendant also provided and other data pertaining to Plaintiff and the Class during the relevant Settlement Period, including but not limited to the numbers of former and current Class Members for different statutory periods, workweek and pay period

¹ The term “1.96” is derived from a standard deviation table for a 95% confidence interval, known as a “z-table.” It is not affected by sample or population size. The margin of error is an “overestimate” of because the variance is presumed to be at its highest value, using 0.5(1-0.5) to represent p*q in the variance equation of (p*q)/n. The original error estimate was 7.52%, based on an estimated class size of 502 persons.

² The margin of error formula does not require an adjustment factor for extremely large populations. A poll of all potential voters in the United States, for example, does not require an adjustment for the population size, since the second radicand in the equation (the fraction in the second radical sign) is effectively equal to 1. This is because the square root of a fraction that is very close to 1 is even closer to 1. Consider a population of 200 million and a sample of 1,000 individuals from that population. The second radicand is the fraction of 200 million minus 1,000, all divided by 200 million minus 1. That is equal to 0.999995. The square root is 0.99999975, which is indistinguishable from 1 when talking about a margin of error percentage even to the nearest tenth of a percent. But when the population size is much smaller, the population size has a major impact on the margin of error for a given sample size.

1 counts, and the average rate of hourly pay.

2 7. After reviewing documents regarding Defendant's wage and hour policies and practices
3 and other information obtained during the informal exchange of discovery, Class Counsel were able to
4 evaluate the probability of class certification, success on the merits, and the reasonably obtainable
5 maximum monetary exposure for all claims. Class Counsel reviewed these records and prepared a
6 damage analysis prior to mediation. Class Counsel also investigated the applicable law regarding the
7 claims and defenses asserted in the litigation.

8 8. On February 16, 2024, the Parties participated in an all-day mediation presided over by
9 experienced mediator Steven Rottman, Esq. At the mediation, the Parties discussed at length the burdens
10 and risks of continuing with the litigation as well as the merits of the claims and defenses. The Parties
11 went into the mediation willing to explore the potential for a settlement of the dispute, but each side was
12 also prepared to litigate their or its position through trial and appeal if a settlement had not been reached.
13 The Parties agreed to the terms of a proposed settlement and signed a long form settlement agreement
14 (the Agreement).

15 9. Plaintiff and Class Counsel are aware of the burdens of proof necessary to establish
16 liability for the claims asserted in the Action, both generally and in response to Defendant's defenses
17 thereto. Plaintiff and Class Counsel have also taken into account Defendant's agreement to enter into a
18 Settlement that confers substantial relief upon the Class.

19 10. Based on the foregoing, Plaintiff and Class Counsel have determined that the Settlement
20 set forth in this Agreement is a fair, adequate, and reasonable Settlement and is in the best interests of the
21 Class. Solely for the purpose of settling this case, the Parties agree that the requirements for establishing
22 class action certification with respect to this class are satisfied. If this Settlement is not approved by the
23 Court for any reason, Defendant reserves its rights to contest class certification. This Settlement, if
24 approved by the Court, will result in the termination with prejudice of the litigation through the entry of
25 the Judgment and the release of all Released Claims for all Class Members, including all within the class
26 definition who have not elected to exclude themselves from the Class.

SUMMARY OF THE SETTLEMENT TERMS

11. Key provisions of the proposed settlement include the following:

- (a) Defendant agrees not to oppose certification for purposes of Settlement (Settlement, ¶ 12.1);
- (b) Class: All persons employed by ALLIED as hourly-paid or non-exempt employees in the State of California during the Class Period. (the “Class Period” is August 10, 2019 to June 30, 2024). (Settlement, ¶ 1.5, 1.12.) “Participating Class Members” means a Class Member who does not submit a valid and timely Request for Exclusion from the Class portion of the Settlement. (Settlement, ¶ 1.9, 1.34);
- (c) Settlement Amount: Defendant will pay a maximum of **\$500,000.00**, referred to as the Gross Settlement Amount (or GSA herein), resulting in an estimated average **gross** payment per Class Member of approximately **\$938.08** (Settlement, ¶ 1.21);
- (d) Class Size: **533** individuals who worked **30,370** workweeks. (Settlement, ¶¶ 4.1, 8);
- (e) PAGA Group Size: **278** individuals who worked **5,866** pay periods. (Settlement, ¶¶ 4.1, 8.)
- (f) PAGA Period: August 10, 2022 to June 30, 2024. (Settlement, ¶ 1.30);
- (g) Escalator Clause: If the number of actual work weeks at the time of preliminary approval is more than 15% higher than the estimated workweeks (i.e., exceeds 32,367 work weeks), ALLIED may, at its election, opt to (a) increase the Gross Settlement Amount in the exact proportionate amount as to any additional work weeks (i.e., 17% more workweeks than estimated will result in a 2% proportionate increase in the GSA) or (b) end the Class Period on the date that the total work weeks equals 32,367 Workweeks. (the “Escalator Clause”). (Settlement, ¶ 8.) The Escalator Clause was not triggered;
- (h) Kullar/Munoz Analysis: Plaintiffs address the claims analysis in the Motion, at

Part V.B.3, and below, at Paragraph 18;

- (i) No Reversion: The Settlement is a *non-reversionary* settlement (Settlement, ¶ 3.1);
- (j) Certification: Plaintiffs address certification requisites in the Motion, at Part V.A. Certification was discussed in greater detail in the Motion for Preliminary Approval;
- (k) No Claim Form: No claim form is required (Settlement, ¶ 3.1);
- (l) Class Release: The Settlement will release specified wage-and-hour claims for Class Members (those Class Members who do not opt out of the Settlement) as defined by the First Amended Complaint (Settlement, ¶¶ 2.1, 5.2);
- (m) PAGA Release: Class Members will release the PAGA Claims set forth in this Action, that were identified in the Operative Complaint and Plaintiff's LWDA Notice Letter, regardless of whether they opt out of the class portion of the Settlement (Settlement, ¶¶ 2.1, 5.3);
- (n) Release Effective Date: Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments (Settlement, ¶ 5);
- (o) Net Settlement Amount Available to the Class: After deducting Class Counsel's attorneys' fees and costs, service payment to Plaintiff, administration costs, and the PAGA penalty, the remainder will be available for distribution to Class Members who do not opt out, with each Class Member receiving a share based on the number of workweeks each Class Member worked for Defendant within the Class Period. The Net Settlement Amount is estimated to be at least **\$247,833.33**, resulting in an average **net** payment per Class Member of at least **\$464.97**, before any tax withholdings. (Settlement, ¶ 3);
- (p) Tax Allocation: The amounts distributed to Class Members will be characterized as 20% alleged unpaid wages, 80% to penalties and interest, and PAGA Settlement Payments will be allocated as 100% penalties. (Settlement, ¶ 3.2.4.1,

3.2.5.2);

- (q) Employer's Portion of Payroll Taxes Paid Separately: Defendant's portion of payroll taxes (e.g., FICA, FUTA, etc.) owed on any settlement payments to Class Members that constitute wages will be paid separate and apart from the GSA (Settlement, ¶ 3.1);
- (r) Settlement Administrator: The notice portion of the Settlement will be administered by a third-party Administrator, Phoenix Class Action Administration Solutions, and the Parties have accepted Phoenix Class Action Administration Solutions' bid for administration services in the amount of **\$10,000.00**, which is lower than the not to exceed payment that was agreed upon in the Settlement. (Settlement, ¶ 3.2.3; Moore Decl., Exh. C.)
- (s) Class Data for Administration: The Settlement Administrator will receive the Class List within 14 days after the Court grants Preliminary Approval of the Settlement, use the NCOA database to update the Class List, and then use skip tracing on returned Notices (Settlement, ¶¶ 1.10; 4.2);
- (t) Notice: The Notice will issue within 14 days of receipt of the Class List (Settlement, ¶ 7.4.2). The Notice describes how to dispute workweeks, submit an objection in writing, in person, or through an attorney, or request exclusion (Settlement, ¶¶ 7.4 – 7.7);
- (u) Notice Language: Notice will issue in English and Spanish (Settlement, ¶ 1.11);
- (v) Objections: Objections can be submitted in person, through an attorney, or in writing to the Settlement Administrator, with no pre-requisite to being heard (Settlement, ¶ 7.7);
- (w) Exclusion Requests: The procedure for exclusion requests, mailing a request to the Settlement Administrator, is the same as the procedure for submitting a written objection (Settlement, ¶¶ 7.5 and 7.7);
- (x) PAGA Allocation: From the GSA, **\$50,000** will be allocated to settle claims brought pursuant to the California Private Attorneys General Act, Labor Code §

2699 *et seq.* (“PAGA”), and seventy-five percent (75%), or **\$37,500**, will be paid to the California Labor & Workforce Development Agency. (Settlement, ¶¶ 1.33, 3.2.5.);

(y) Notice to LWDA: Notice was provided prior to the filing of this Motion.

Evidence is attached to the Leviant Declaration;

(z) Enhancement/Service Awards to Plaintiffs: Defendant will not oppose the application for a Class Representative Service Payment of up to **\$7,500.00** for the Plaintiff, to be paid from the GSA (Settlement, ¶ 3.2.1);

(aa) Fees and Costs: Defendant will not oppose Class Counsel’s application for fees not to exceed 33 1/3% of the GSA (**\$166,666.67**), and actual costs, in an amount not to exceed **\$18,000**, to be paid out of the GSA (Settlement, ¶ 3.2.2);

(bb) Check Void Period: Settlement checks will be valid for 180 days (Settlement, ¶ 4.4.1);

(cc) Uncashed Checks: Any settlement checks that are mailed to the Class Members and remain uncashed after 180 days of the date of issuance will be cancelled, and the moneys will be directed to the California Controller's Unclaimed Property Fund (Settlement, ¶ 4.4.3);

(dd) Judgment Notice: Judgment will be posted on the Settlement Administrator’s website after entry (Settlement, ¶ 7.8.1);

(ee) Confidentiality Provisions: The Settlement permits Class Counsel to discuss the Settlement with Class Members (Settlement ¶ 12.2).

12. A true and correct copy of the CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE is attached hereto as Exhibit “1.”

THE SETTLEMENT IS FAIR, JUST AND REASONABLE

13. Plaintiff and counsel have diligently investigated the claims of the Class Members. Plaintiff and Class Counsel concluded, after taking into account the disputed factual and legal issues involved in this Action, the substantial risks attending further prosecution, including risks related to the

1 outcome of certification and possible summary judgment efforts, and the substantial benefits to be
2 received pursuant to the compromise and settlement of the Action as set forth in the Settlement, that
3 settlement on the terms agreed to are in the best interest of Plaintiff and the putative Class and are fair
4 and reasonable. Plaintiff's counsel brought to bear a great deal of experience with class actions in
5 negotiating the settlement of this case.

6 14. One fundamental purpose of the class action device is to promote efficiency.
7 Resolution at this time will forestall the need for additional expensive and time-consuming litigation
8 that could very well result in an outcome less satisfactory than that proposed under this settlement. But,
9 before any other consideration, we have agreed to this settlement because it is objectively reasonable.
10 The potential for resolution benefits the class members, since they do not have to wait additional years
11 for a similar recovery. The efficiency of this litigation benefits the Court, the parties and their counsel.
12 A class-wide resolution is the most realistic method for addressing the claims raised in this matter.

13 15. We have engaged in the necessary investigation in this case that made it possible for us
14 to exercise informed judgment in those aspects of the settlement process in which we were involved.
15 The exchange of time and wage data, wage and hour policy documents, and data about the composition
16 of the Class, were sufficient to permit us counsel to adequately evaluate the settlement. We had more
17 than enough information upon which to evaluate a fair and reasonable settlement amount.

18 16. In addition to disputing the merits of Plaintiff's claims at trial, Defendant intended to
19 aggressively challenge the case at the certification stage. Defendant contends that Plaintiff could not
20 prevail on a certification motion. We believe that the case was viable through to a trial. However,
21 while Plaintiff asserts a belief that this is a viable case for trial, we realize that there are always very
22 significant risks associated with certification and trials, and those risks cannot be eliminated in this
23 case. Continued litigation of this lawsuit presented Plaintiff and Defendant with substantial legal risks
24 and costs that were (and continue to be) difficult to assess. The risks in this matter include:

- 25 • the risk that Plaintiff would be unable to establish liability for allegedly unpaid straight time
26 or overtime wages, *see Duran v. US Bank Nat'l Ass'n*, 59 Cal. 4th 1, 39 & fn. 33 (2014)
27 ("*Duran*"), *citing Dilts v. Penske Logistics, LLC* 2014 WL 205039 (S.D. Cal. 2014)
28 (dismissing certified off-the-clock claims based on proof at trial);

- the risk that Defendant’s challenged employment policies might not ultimately support class certification or a class-wide liability finding, *see, Duran*, 59 Cal. 4th at 14 & fn. 28 (citing Court of Appeal decisions favorable on class certification issue without expressing opinion as to ultimate viability of proposition);
- the risk that uncertainties pertaining to the legality of Defendant’s policies and practices could preclude class-wide awards of penalties under Labor Code §§ 203 and 226(e);
- the risk that individual differences between Class Members could be construed as pertaining to liability, and not solely to damages, *see, Duran*, 59 Cal. 4th at 19;
- the risk that any civil penalties award under the PAGA could be reduced by the Court in its discretion, *see* Labor Code § 2699(e)(1);
- the risk that lengthy trial or appellate litigation could ensue; and,
- violation rate estimates could prove lower than expected.

These risks are non-exhaustive. While we remain confident that we possess credible strategies for responding to the legal and factual risks facing them, those risks cannot be disregarded. We carefully considered the risks created by all of these uncontrollable factors when evaluating the reasonableness of this proposed settlement. This Settlement provides a benefit to the Class Members that is very reasonable in light of these particular risks.

17. The Settlement is the product of arm’s-length negotiations between the Parties occurring throughout the litigation. In light of the uncertainties of protracted litigation and the state of the law regarding the legal positions of the Parties, the settlement amount reflects the best feasible recovery for the Class Members. The settlement amount is, of course, a compromise figure. By necessity it took into account risks related to liability, damages, and the defenses asserted by Defendant. Moreover, each Class Member will be given the opportunity to opt-out of the Settlement, allowing those who feel they have claims that are greater than the benefits they can receive under this Settlement to pursue their own claims. For the approximately 502 members of the Class, the average *gross* recovery before deductions for taxes, fees, and other costs, is approximately **\$938.08** per class member, and the estimated average *net* recovery for each Class Member is approximately **\$464.97**. Given that Defendant could potentially defeat certification, this is a significant sum to have achieved in settlement.

Moreover, a Class Member who worked a greater number of weeks for Defendant will receive a larger share of the Settlement than a Class Member who worked for a shorter amount of time during the class period.

18. After analyzing the claims in this matter, Plaintiff concluded that the value of this Settlement is fair, adequate, and reasonable. The Class Settlement Amount of **\$500,000** is 99% of the **\$507,433.46** estimate of *risk-adjusted* recovery (excluding interest) at this stage in the litigation. On that basis, it would be unwise to pass up this settlement opportunity. This assessment is based on a carefully constructed model of the current fair value of the case, using estimated risks, average wage rates, numbers of employees, and the amount of time covered by the class period. While Plaintiff would certainly have preferred to recover more (and Defendant would have preferred to pay less), this outcome is in line with a carefully constructed estimate of the current fair value of the case. On that basis, it would be unwise to pass up this settlement opportunity. The maximum calculated reasonable exposure, after removing the *most* implausible or extreme estimated recoveries, is **\$4,021,430.82**, *including* PAGA penalties (which, nevertheless, includes a highly optimistic view of what could be proven in this matter). Data used to generate exposure calculations includes the following information:

- Employees terminated within 3 years of the filing of the action: About 324
- Number of employees who worked within one year of the filing of the action: About 284
- Total class size: About 502
- Class work weeks: About 28,145
- PAGA pay periods: About 4,655 PAGA Pay Periods.
- Average hourly rate of pay: Estimated to be \$21.18

The risk-adjusted value of each claim, on a claim-by-claim basis, is as follows:

- The reasonably estimated exposure for unpaid wages due to rounding was projected to be **\$1,953.00**, but with chances of certification and proof of liability (75% and 75% respectively) for a risk-adjusted exposure of **\$1,098.56**. This theory of liability is the most well-suited to certification. However, rounding stopped in August of 2020, so the total exposure is very small. Normally, rounding claims support large derivative penalties. But because only about 14% of all shifts were impacted by rounding, the derivative penalty exposure is very small. Rounding ended in 2020, so Section 226 penalties are not available for this underpayment. The Section 203 exposure is also very limited due to the 2020 end date for rounding.

- The reasonably estimated exposure for unpaid wages due to pre-shift and post-shift work was projected to be **\$235,019.67**, but with chances of certification and proof of liability (40% and 25% respectively) for a risk-adjusted exposure of **\$23,501.97**. The factual theory is that Class Members arrived at the work yard and prepared their work vehicles before clocking in to start the day. But Defendant has a time system that provides a code to be entered for preparatory work, indicating an intention to pay for this time. Plaintiff's experience may stem from a misunderstanding of the timekeeping codes, suggesting that this theory of liability is highly risky.
- The reasonably estimated exposure for alleged rest break violations over the class period was calculated at **\$409,524.40** (*generously* assuming 100% of the class experienced one rest break issue every week on shifts over 3.5 hours in length) but with low chances of certification and proof of liability (25% and 25% respectively) for a risk-adjusted exposure of **\$30,657.78**. This exposure may be over-estimated as many employees were unsupervised, and at least some chose on their own to combine their 10-minute rest breaks with their meal breaks.
- The reasonably estimated exposure for alleged meal break violations over the class period was calculated at **\$1,066,261.50** (assuming all facial violations could be shown to be a meal break violation), with chances of certification and liability risks (40% and 40% respectively) resulting in a risk-adjusted exposure of **\$170,601.84**.
- Risk-adjusted penalty recoveries for wage statement and Labor Code § 203 penalties were estimated to be approximately **\$22,050.00** and **\$83,292.05**, respectively, on maximum exposures of **\$220,500.00** and **\$832,920.50**, respectively. The certification and liability risk factors are contingent upon the underlying unpaid wage claims and are assumed to be the same as those (40% and 25%) for that reason.
- The reasonably estimated exposure for unreimbursed expenses was over-estimated to be **\$30,482.75**, but with chances of certification and proof of liability (30% and 25% respectively) for a risk-adjusted exposure of **\$2,286.21**.
- PAGA penalties were calculated as having a maximum realistic exposure of **\$1,138,000.00**, but a risk adjusted value of **\$170,700.00**, after factoring in risks of reduction in penalties pursuant to Court discretion and the high risk of the inability to prove violations for all aggrieved employees.

19. The \$500,000 settlement here is fully supportable. Many risks are eliminated through settlement. And, with respect to those risks, certification rates in California are *lower* than conventional wisdom holds. The Judicial Council's Class Certification in California: SECOND INTERIM REPORT FROM THE STUDY OF CALIFORNIA CLASS ACTION LITIGATION - FEBRUARY 2010 ("Second Interim Report"), at page 5, states that "less than a quarter of disposed cases in the study sample were certified, either through a litigated motion for certification or as part of a classwide

1 settlement agreement.” *See*, Second Interim Report, at 5 (emphasis added).³ That “*or*” is significant.
2 The certification rates identified in the study of less than 25% includes *both* contested certifications and
3 settlement certifications, which are the majority of certifications. In other words, one must assume in any
4 wage and hour class action prior to certification that a contested certification motion will have a success
5 rate of well under 25%, and probably closer to 10% as a starting point for risk evaluation. The facts of
6 each case have significant bearing on these percentages. But it cannot be disputed that certification is an
7 exceptionally difficult procedural hurdle to successfully overcome. Thus, it is not unreasonable to start
8 from the proposition that a pre-certification settlement that is 10% to 15% of the maximum plausible
9 exposure is a valid starting point for valuation. If roughly 10% of class actions are certified on a
10 contested basis, then, on average, 90% of the time a class will not be certified and the result for the class
11 is *zero* dollars. Here, the estimated certification probabilities are *above* the average rate at which cases
12 were certified in California over the study years, based upon data available. Here, the estimated
13 certification probabilities are *above* the average rate at which cases were certified in California over the
14 study years, based upon data available through the California Courts websites. In sum, well *under* 20%
15 of all cases filed as proposed class actions are ultimately certified by way of a *contested* motion. The
16 recovery is **12%** of the maximum plausible recovery (estimated to be approximately **\$4,021,430.82**,
17 including \$1,138,000.00 in PAGA penalties), which falls within the expected outcome under the
18 likelihood of success metric and which compares favorably to other cases in which courts have granted
19 approval of class wage and hour settlements representing a smaller fraction of the maximum theoretical
20 damages.⁴ It would also be appropriate to evaluate the result by examining only the premium wages at
21 issue (approximately \$1,799,527.57, with no risk reduction), excluding penalties and interest; the
22 settlement is approximately 28% of the premium wages (unpaid wages, meal period premiums, and rest
23

24
25 ³ The report is available at <https://www.courts.ca.gov/documents/classaction-certification.pdf> (last viewed March 12, 2024).

26 ⁴ *See, e.g., Ferrell v. Buckingham Property Mgmt.* (E.D. Cal. Jan. 21, 2020) Case No. 1:19-cv-
27 00332-LJO-SAB, 2020 WL 291042, *17-20 (granting preliminary approval of settlement that
28 represented 5.2% of the original valuation of the claims); *Thomas v. Cognizant Tech. Sols. U.S. Corp.*
(C.D. Cal. June 24, 2013) No. SACV111123JSTANX, 2013 WL 12371622, at *6 (granting final
approval of settlement that encompassed between 4.4% and 5% of the maximum estimated liability).

break premiums) at maximum realistic exposure values.⁵ Because the total Settlement amount and the proportion of the Settlement allocated to PAGA penalties fall within the range of what is reasonable, the Settlement should be approved.

20. To the best of my knowledge there are no other like claims asserted or filed by Class Members. To the best of my knowledge, no Class Member has refrained from bringing an action with claims similar to those raised in the Action, whether in reliance on the Action or otherwise, and who thus might be prejudiced by dismissal of the Action.

THE EXPERIENCE OF CLASS COUNSEL

21. Moon Law Group, PC (former named Moon & Yang, APC), has been engaged in the practice of employment and labor law for almost a decade and presently focuses exclusively on plaintiffs' employment law. The firm and its lawyers have handled many hundreds of wage-related class actions between them. The firm and its lawyers have successfully settled more than 300 class action matters during that time span. The firm and its lawyers have also tried both bench and jury trials (representing both plaintiffs and defendants) relating to employment matters. Moon Law Group, PC, is routinely appointed lead or co-lead class counsel (or counsel for representative plaintiffs in FLSA representative actions) in federal and state courts in California and elsewhere, by way of motion for class certification or motion for settlement approval. I personally participated in the litigation of more than 500 class actions since 1999, and more than 90 percent of those cases were wage and hour matters. While I have not maintained a comprehensive list, I have been appointed as lead or co-lead counsel in many hundreds of class actions.

22. Mr. Kane Moon received a B.A. in History in 1998 from UCLA. He received his J.D. from Loyola Marymount Law School in 2006. He became an Active Member of the State Bar of

⁵ The exclusion of interest and penalties from the fairness evaluation is proper because, first, PAGA penalties are discretionary (*see* Lab. Code § 2699(e)(2) (the court in its discretion "may award a lesser amount than the maximum civil penalty amount specified by this part...")), and, second, courts evaluate the strength of a proposed settlement without taking potential penalties or interest into consideration. *See Rodriguez v. West Publishing Corp.*, 563 F.3d 948, 955 (9th Cir. 2000); *see also Miller v. CEVA Logistics U.S.A., Inc.*, 2015 WL 729638, at *7 (E.D. Cal. Feb. 19, 2015).

1 California in June 2007 and has been an Active Member in good standing continuously since then. He
2 is a current member of the California Employment Lawyers Association (CELA).

3 23. Mr. Moon co-founded Moon & Yang, APC, now Moon Law Group, PC, in March
4 2010. Since that time, Mr. Moon built his practice to have an emphasis on employment and related
5 civil litigation cases. In fact, the practice is focused almost exclusively on advocating for the rights of
6 employees in wage-and-hour litigation through class and representative actions. Moon Law Group, PC
7 is presently class counsel for many dozens of other putative wage-and-hour class and representative
8 action lawsuits pending in various state and federal jurisdictions throughout California. Moon Law
9 Group, PC has also successfully settled hundreds of wage-and-hour cases; tried both bench and jury
10 trials in employment-related matters, representing both plaintiffs and defendants; and been appointed
11 lead or co-lead class counsel in numerous federal and state courts in California. The following is a list
12 of some of the firm's class action settlements that have received preliminary and final approval: *Mark*
13 *Brulee, et al. v. DAL Global Services, LLC* (C.D. Cal. Dec. 20, 2018) No. CV 17-6433 JVS(JCGx),
14 2018 WL 6616659 (class size approx. 2,650; lead counsel) (In approving my \$650 hourly rate, the
15 Court found: "Class Counsel's declarations show that the attorneys are experienced and successful
16 litigators. Other courts have approved the attorneys' current rates for the Moon & Yang, APC
17 attorneys." (*Id.* at *10.); *Sison v. Cha Hollywood Medical Center, L.P.*, LASC BC6441 29 (class size
18 approx. 2,100; co-counsel); *Jones v. Fitness Alliance, LLC*, Riverside Superior Court PSC1404079
19 (class size approx. 1,000; lead counsel); *Gomez v. H Mart Companies, Inc.*, LASC BC671525 (class
20 size approx. 2,500; co-counsel); *Montoya v. Golden 1 Credit Union*, Sacramento Superior Court 34-
21 2018-00228252 (class size approx. 1,900; lead counsel); *Campa v. Bloomingdeals, Inc.*, LASC
22 BC700366 (class size approx. 1,500; lead counsel); *Black v. Mission Healthcare Services, Inc.*,
23 LASC 19STCV04602 (class size approx. 1,000; lead counsel); *Onofre v. Caitac Garment*
24 *Processing, Inc.*, LASC BC702283 (class size approx. 750; lead counsel); *Martinez v. Bail Hotline*
25 *Bail Bonds, Inc.*, LASC BC700131 (class size approx. 173; lead counsel); *Jones v. Citiguard, Inc.*,
26 LASC BC664890 (class size approx. 587; lead counsel); *Slaughter v. ACA Security Stems, LP*, LASC
27 BC699137 (class size approx. 300; lead counsel); *Taylor v. Sherman's Delicatessen & Bakery, LLC*,
28 LASC BC722765 (class size approx. 515; lead counsel); *Vertti v. Bagcraft Papercon III, LLC*, LASC

1 19STCV12729 (class size approx. 260; lead counsel); *Rodriguez v. Rossmoyne, Inc.*, LASC
2 BC699137 (class size approx. 220; lead counsel); *Vargas v. AMS Paving, Inc.*, LASC BC722767
3 (case size approx. 260; lead counsel); *Garcia v. Comfy U.S.A. Apparel, Inc.*, LASC BC709630 (class
4 size approx. 210; lead counsel); *Lagos v. ThyssenKrupp Elevator Corporation*, LASC BC682972
5 (\$750,000 for 79 Class Members; lead counsel); *Aparicio v. Lineage Logistics, LLC*, LASC
6 BC722764 (class size approx. 155; lead counsel). Mr. Moon's experience is and has been invaluable
7 in assessing the reasonableness of settlements such as the one at issue here.

8 24. Aside from myself and supervising Partner Kane Moon, attorneys who worked on this
9 matter include Mariam Ghazaryan.

10 (a) Mariam Ghazaryan

- 11 1) Mariam Ghazaryan is an associate at Moon Law Group, PC. Ms.
12 Ghazaryan's practice is focused on labor and employment class action
13 lawsuits involving various violations of California and federal labor laws.
14 2) Ms. Ghazaryan received her law degree from the Southwestern School of
15 Law.
16 3) Ms. Ghazaryan was admitted to the California bar in December 2021.
17 4) Ms. Ghazaryan's billing rate is currently \$600 per hour.

18 25. I received my undergraduate degree from Occidental College. Graduating cum laude, I
19 majored in economics and received a "minor" emphasis in mathematics. Along with my study of
20 economics and mathematics, I also had an emphasis in physics. This combination of scientific and
21 economic education has been of assistance during my litigation of complex civil actions. I received my
22 Juris Doctor degree from the University of Southern California Law Center.

23 26. My experience relevant to class action litigation includes the following:

- 24 (a) I have been involved in the litigation of class actions since 1997, working as a
25 law clerk on a number of class action matters. Since 1999, I have participated
26 as an attorney in the litigation of hundreds of class actions, in California
27 Superior Courts and in federal courts in California, Illinois, and Louisiana. I
28 emphasized litigation of wage and hour class actions beginning in 2005, but I

1 have focused on complex litigation of different types at all times since 1999.

2 (b) Dating back to 1999, some of the earliest cases in which I contributed to my
3 then-firm's efforts as co-lead/liaison counsel include:

4 i. *In re Paradise Memorial Park Litigation*, Los Angeles Superior
5 Court Lead Case No. BC130375; and,

6 ii. *In re Lincoln Memorial Park Litigation*, Los Angeles Superior
7 Court Lead Case No. BC133643.

8 (c) I have litigated contested class certification motions multiple times, prevailing
9 on many. Examples include the following:

10 1) In 2023, I certified a rest break claim against SMS Transportation, in the
11 matter of *Beard v. SMS Transportation*. Rest break claims are notably
12 difficult to certify.

13 2) In 2023, I certified a regular rate claim against Downtown Women's
14 Center, in the matter of *Evans v. Downtown Women's Center*.

15 3) In 2018, I certified wage and hour claims against Home Depot, in the
16 matter of *Utne v. Home Depot*, in the United States District Court,
17 Northern District of California. The contested certification resulted in a
18 certified class of roughly 140,000 individuals.

19 4) In 2019, I certified a Fair Credit Reporting Act claim related to
20 employment background checks against Wal-Mart Stores, Inc., in the
21 matter of *Pitre v. Wal-Mart Stores, Inc.*, in the United States District
22 Court, Central District of California. The contested certification
23 resulted in a certified class of over 5,000,000 individuals.

24 5) In 2018, I fully briefed a contested class certification motion in the
25 matter of *Harelson v. U.S. Aviation*, in the United States District Court,
26 Northern District of California. After certification was fully briefed, the
27 matter successfully settled.
28

denied, pet. for cert. den. resulted, and I petitioned for a Writ of Certiorari related to certification due process issues.

11) In approximately 2008, I assisted with briefing of a contested class certification motion, in the wage and hour matter, against the Automobile Club of Southern California (AAA). A class was certified and the matter tried.

(d) I have prosecuted appeals in more than 20 class action matters alone, arguing before the United States Court of Appeals for the Ninth Circuit Court and several of California's Courts of Appeal. I have taken several appeals through to Petitions for Writs of Certiorari to the United States Supreme Court. In connection with the appeals I have handled, I have participated in appeals resulting in decisions concerning or relating to class actions or wage and hour issues. Among others, those include:

- i. *Camp v. Home Depot, U.S.A., Inc.*, 84 Cal. App. 5th 638 (October 24, 2022), *rev. granted* (February 1, 2023);
- ii. *Donohue v. AMN Services, Inc.*, (February 25, 2021) (amicus counsel)
- iii. *Gilberg v. California Check Cashing Stores, LLC*, 913 F.3d 1169 (9th Cir. Jan. 29, 2019), pet. for rehearing and pet. for *en banc* rehearing den.;
- iv. *Troester v. Starbucks Corporation*, 5 Cal. 5th 829 (2018), *as modified on denial of reh'g* (Aug. 29, 2018);
- v. *Gillings v. Time Warner Cable LLC*, 583 Fed.Appx. 712 (9th Cir. 2014);
- vi. *Ghazaryan v. Diva Limousine, LTD.*, 169 Cal. App. 4th 1524 (2009), pet. for rev. denied;
- vii. *Laliberte v. Pacific Mercantile Bank*, 147 Cal. App. 4th 1 (2007), rev. denied, pet. for cert. denied;

viii. *Alvarez v. May Dept. Stores Co.*, 143 Cal. App. 4th 1223 (2006),
rev. denied, pet. for cert. denied;
ix. *Johnson v. Glaxosmithkline, Inc.*, 166 Cal. App. 4th 1497 (2008),
rev. denied;
x. *Howard, et al. v. America Online, Inc.*, 208 F.3d 741 (9th Cir.
2000), pet. for cert. denied;
xi. *Brown v. Ralphs Grocery Company*, 197 Cal. App. 4th 489 (2011)
(amicus counsel);
xii. *D. R. Horton, Inc. and Michael Cuda*, Case 12–CA–25764, 357
NLRB No. 184 (January 3, 2012) (amicus counsel). This NLRB
matter is of particular note, as it is at the center of a dispute
regarding the interplay between the Federal Arbitration Act (FAA)
and two labor relations laws, the National Labor Relations Act
(NLRA) and Norris-LaGuardia Act. Cases highlighting that issue
have been accepted by the United States Supreme Court.

(e) I was the lead appellate author in a matter before the California Supreme Court
that generated substantial interest in the field of wage and hour litigation. That
matter, *Troester v. Starbucks Corporation*, resolved a significant issue of
whether, under California law, a *de minimis* defense exists to the employer’s
obligation to pay all wages for all compensable time worked by an employee.

(f) I was the lead appellate author in a matter before the California Court of Appeal
(Sixth Appellate District) that generated substantial interest in the field of wage
and hour litigation. That matter, *Camp v. Home Depot, U.S.A., Inc.*, held that
prior jurisprudence erroneously concluded that, under California law,
underpayment of wages as a result of rounding of time clock punches is lawful
so long as the rounding was neutral on its face and as applied. *Camp* is now
pending before the California Supreme Court but remains citable as authority
pursuant to an Order of the California Supreme Court.

- (g) In addition to my work on complex litigation matters and class actions, I have authored published articles and columns on issues related to class actions and other litigation issues, including:
- i. H. Scott Leviant, *Unintended Consequences*, 6 U.C. Davis Bus. L.J. 18 (2006), at <http://blj.ucdavis.edu/article.asp?id=636> (May 1, 2006);
 - ii. H. Scott Leviant and Lilit Ter-Astvatsatryan, *Where Troester Stops Not Even Troester Knows*, DAILY JOURNAL (Los Angeles), July 2, 2019;
 - iii. H. Scott Leviant and Lilit Ter-Astvatsatryan, *Unaccounted Time: Reading the Tea Leaves of Troester*, DAILY JOURNAL (Los Angeles), September 12, 2018;
 - iv. Dennis F. Moss and H. Scott Leviant, *Class Actions: One step forward after two steps back*, DAILY JOURNAL (Los Angeles), January 11, 2012;
 - v. H. Scott Leviant, *Arbitration: A Look Back, a Look Ahead*, DAILY JOURNAL (Los Angeles), December 28, 2010;
 - vi. H. Scott Leviant, *Witnesses Cannot Hide*, Daily Journal (Los Angeles), April 21, 2010;
 - vii. H. Scott Leviant, *Divide and Conquer: The New Paradigm of Class Action Defense?*, FORUM, January/February 2009
 - viii. H. Scott Leviant, *Class Action Appellate Report*, FORUM, 2009-2010 (Ongoing series);
 - ix. H. Scott Leviant & Linh Hua, *Legislature Using Purse Strings to Bind Judiciary*, Daily Journal (San Francisco), March 15, 2010;
 - x. H. Scott Leviant, *Wrongfully Recused?*, DAILY JOURNAL (Los Angeles), December 2, 2009;

- xi. H. Scott Leviant, *Cutting Class*, DAILY JOURNAL (Los Angeles), April 15, 2008;
- xii. H. Scott Leviant, *Leveling The Playing Field*, DAILY JOURNAL (Los Angeles), May 4, 2007;
- xiii. H. Scott Leviant, *A Bad Meal Deal: 'Brinker' Gets the Incentive Question Wrong*, DAILY JOURNAL (Los Angeles), August 6, 2008;
- xiv. H. Scott Leviant & Jason E. Barsanti, *Maximize Recovery in Unpaid Wage Cases*, FORUM, January/February 2008;
- xv. H. Scott Leviant, et al., *Electronic Evidence: No Longer an Optional Element in a Comprehensive Litigation Plan*, ADVOCATE, April 2006;
- xvi. H. Scott Leviant, *Improving Rule 12(b)(6) survival odds: Some considerations for effective RICO pleading*, CIVIL RICO REPORT, Volume 15, Number 22, April 26, 2000 (LRP Publications).

- (h) In addition to publications in industry newspapers, periodicals and journals, I am the Supervising Editor, primary author and founder of the legal blog The Complex Litigator (<http://www.thecomplexlitigator.com>). The Complex Litigator reports and comments on news and topics relevant to class action and complex litigation practice, with a primary emphasis on wage and hour litigation issues. Through my blog, I have also, on occasion, published podcasts of round table discussions with preeminent members of the wage and hour practice bar on both the plaintiff and defense sides. My blog has been cited to the California Supreme Court in at least one Petition for Review. The Complex Litigator has been in existence since 2008, having outlasted many other legal blogs, and it has a unique readership that numbers in the tens of thousands.
- (i) I have also lectured on issues related to class actions and complex litigation, including the following educational seminars:

- i. *Strategies for Settlement of Individual and Wage & Hour Class Actions*, Bridgeport's Eighth Annual Wage & Hour Litigation Conference (December 16, 2011)
- ii. *The Year in Review – Staying Abreast of Current Cases*, Consumer Attorneys of San Diego Class Action Symposium (October 14, 2011)
- iii. *Concepcion v. AT&T and Derivative Wage & Hour Claims*, Bridgeport's Mid Year Wage & Hour Litigation Conference (June 3, 2011)
- iv. *Advanced Principles: UCL Remedies and Defenses*, 20th Annual Golden State Antitrust and Unfair Competition Law Institute (October 21, 2010)
- v. *Refining Your Wage and Hour Practice*, 2010 CELA Annual Conference (October 2, 2010)
- vi. *Word v. WordPerfect Software, Tips, Tools and Tricks: Legal Technology for Plaintiff Employment Lawyers* (September 30, 2010)
- vii. *California's 17200 -- Its Use and Abuse*, Federalist Society (May 19, 2010)
- viii. *20 Tips for Successful Navigation of e-Discovery Requirements*, Los Angeles County Bar Association's Thirtieth Annual Labor and Employment Law Symposium (March 31, 2010)
- ix. *Social Networking for Lawyers: A Roadmap to Success*, Los Angeles County Bar Association's 2nd Annual two-day 2009 Small Firm and Solo Practitioners Conference: MISSION POSSIBLE (June 25, 2009)
- x. *A Seminar Overview of the Current State of Employment Law*, The Westchester/LAX/Marina Del Rey Chamber of Commerce

(February 23, 2006)

(j) I served three consecutive years as an elected member of the Board of Governors of the Consumer Attorneys of California. In that capacity, I worked to preserve the right of California's consumers and employees to bring proposed class actions. For example, I provided assistance to CAOC in its successful effort to defeat AB 298, which would have substantially impaired the ability of Plaintiff to prosecute class actions in California. More recently, on behalf of CAOC, I co-authored several requests for publication of unpublished class action decisions, including one such request in *Jaimez v. Daiohs USA, Inc.*, 181 Cal. App. 4th 1286 (2010), and authored amicus briefs for CAOC in the Eighth Circuit matter entitled *Avritt v. Reliastar Life. Ins. Co.*, Case No. 09-2843, the California Supreme Court matter entitled *Californians for Disability Rights v. Mervyn's, LLC*, 39 Cal. 4th 223 (2006), and the California Court of Appeal matter entitled *Brown v. Ralphs Grocery Company*, 197 Cal. App. 4th 489 (2011).

27. My current contingent billing rate is consistent with my practice area, legal market and accepted hourly rates:

- (a) In the December 8, 2008 article "Billable Hours Aren't the Only Game in Town Anymore," *NATIONAL LAW JOURNAL*, the following hourly billing rates were reported by Sheppard Mullin Richter & Hampton, a leading firm in the defense of wage-and-hour class actions that I have frequently opposed when litigating wage-and-hour class actions: Partners: \$475-\$795; Associates: 1st Year - \$275, 2nd Year - \$310, 3rd Year - \$335, 4th Year - \$365, 5th Year - \$390, 6th Year - \$415, 7th Year - \$435, 8th Year - \$455.
- (b) In 2009 I was retained as appellate counsel in the appeal of a denial of class certification. For the specialized work on that appeal, I charged an hourly rate of \$650.00 per hour, a rate the hiring co-counsel accepted.
- (c) The 2023-24 Adjusted Laffey Matrix states that an attorney with 20 or more years

experience can reasonably charge \$1,057 per hour.

<http://www.laffeymatrix.com/see.html>.⁶ That rate is derived from the Washington, D.C. area and requires a costs of living evaluation for use in Los Angeles. Using federal statistics for average attorney salaries, attorney pay is 8.7% lower in Los Angeles, compared to Washington, D.C., indicating an 8.7% downward adjustment to the Laffey Matrix may be appropriate.

<https://www.bls.gov/oes/current/oes231011.htm>.⁷ However, using federal employee pay tables, federal employee wages are 0.13% higher when Los Angeles is compared to Washington, D.C., indicating almost no adjustment to the Laffey Matrix is appropriate. <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/general-schedule>.⁸ And, using Schedule 9 of 5 U.S.C. § 5332, there is a 3% differential favoring Los Angeles. Thus, something in the range of a 8.7% locality reduction to a 3.0% locality increase appears appropriate here. Thus, applying an adjustment factor of 0.0%, the locality corrected Adjusted Laffey Matrix hourly rate for attorneys with 20 or more years of experience is \$1,057. The complete Adjusted Laffey Matrix is set forth below.

- (d) The full 2023-2024 Adjusted Laffey Matrix provides for the following hourly rates for paralegal/law clerks and attorneys falling into various ranges of years of experience:

Year	Adj. Factor**	Paralegal Clerk	1-3	4-7	8-10	11-19	20+
6/01/22-5/31/23	1.059295	\$239	\$437	\$538	\$777	\$878	\$1,057

- (e) I have been selected to Super Lawyers from 2012-2024, achieving that professional recognition for more than a decade. I was selected for the Rising Stars edition of

⁶Last viewed January 30, 2024.

⁷Last viewed January 30, 2024.

⁸ Last viewed January 30, 2024.

1 Super Lawyers in 2009.

- 2 (f) Based upon my practice area, geographic market, experience, including all of the
3 above information, reputation, and generally accepted hourly rates, my current,
4 regular hourly billing rate is now \$975.00, which is below the presumptively
5 appropriate hourly rate of \$1,057 for attorneys with 20 or more years of
6 experience.

7
8 REASONABLENESS OF THE REQUESTED FEE AWARD

9 28. When this case was taken on a contingent fee basis, with the firm agreeing to assume
10 responsibility for litigation costs, the ultimate result was far from certain. In the course of this litigation,
11 Moon Law Group, PC, paid filing fees, copy charges, Westlaw fees, and mailing, telephone and express
12 mail charges. There was never a guarantee that Moon Law Group, PC, would recoup those expenditures.
13 The firm took on this case, which necessarily required the firm to forego other opportunities, given finite
14 resources to devote to cases.

15 29. Because of the uncertainty of the outcome in this and other wage and hour litigation
16 undertaken by Moon Law Group, PC, we took this case with the expectation that a risk enhancement,
17 either in the form of a lodestar multiplier or a percentage of the fund award equivalent thereto, would be
18 available if we prevailed. This expectation stems from the fact that many cases we undertake as putative
19 class actions do not resolve successfully.

20 30. Class Counsel's experience in employment class actions was integral in evaluating the
21 strengths and weaknesses of the case against Defendant and the reasonableness of the settlement.
22 Practice in the narrow fields of wage and hour litigation requires skill and knowledge concerning the
23 rapidly evolving substantive law (state and federal), as well as the procedural law of class action
24 litigation.

25 31. In the past 5 years, Moon Law Group, PC, has settled many dozens of wage & hour
26 class actions. Just as the Court in *Chavez v. Netflix, Inc.*, 162 Cal. App. 4th 43, 66, n.11 (2008)
27 observed, it has been the experience at Moon Law Group, PC, that attorney fee awards of one-third of a
28 common settlement fund are the rule, rather than the exception. Here, Class Counsel agrees that they

1 will seek no more than one third of the settlement amount in fees. This is consistent with common
2 practice, consistent with Ninth Circuit practice, consistent with California law approving the percentage
3 of the fund method to award fees from a common fund, *Laffitte v. Robert Half Intern. Inc.*, 1 Cal. 5th
4 480, 503 (2016), and not inappropriate in light of the many hours expended by attorneys and paralegals
5 performing work for Plaintiff before and after the filing of this matter. That work includes:

- 6 (a) Numerous interviews with the client, and review of documents provided by
7 Plaintiff;
- 8 (b) Legal research and investigation regarding the Defendant's practices at numerous
9 points in the litigation;
- 10 (c) Preparation of multiple drafts of the original class action complaint and finalization
11 and filing of the original class action complaint;
- 12 (d) Review of the first amended complaint, and finalization of that complaint;
- 13 (e) Extensive "meet and confer" efforts with Defendant's counsel to obtain relevant
14 documents and information through informal discovery;
- 15 (f) Contacting witnesses;
- 16 (g) Review of data and documents produced by Defendant;
- 17 (h) Analysis of the audit results and preparation of a damages model with the aid of a
18 statistics expert;
- 19 (i) Research and preparation of Plaintiff's mediation brief;
- 20 (j) Attendance at mediation;
- 21 (k) Drafting of the second amended complaint;
- 22 (l) Drafting, negotiating, and reviewing multiple drafts of the Settlement and
23 attachments;
- 24 (m) Preparation of the initial motion for preliminary approval and multiple revisions
25 thereafter;
- 26 (n) Monitoring of the notice process; and,
- 27 (o) Preparation of the initial motion for final approval and multiple revisions
28 thereafter.

32. The recorded lodestar incurred by Moon Law Group, PC, is **\$123,527.50** to date, based on the firm's contemporaneous time recording software, and I did not bill for a significant amount of time related to case management activities (I estimate that I did not bill for approximately 5 hours of time reviewing case management correspondence, reviewing mediation data, and numerous other activities, for an unbilled lodestar of approximately \$4,875). The breakdown of work by attorney is as follows:

Attorney	Time	Rate	Total
H. Scott Leviant	68.3	\$975	\$66,592.50
Kane Moon	31.1	\$900	\$27,990.00
Mariam Ghazaryan	46.2	\$600	\$27,720.00
Sophia Tu (Paralegal)	4.9	\$250	\$1,225.00
	150.5	Total:	\$123,527.50

That lodestar would be approximately \$4,875 higher if I included the estimated time that I did not include in by billing entries. I also anticipate that Class Counsel will spend an additional 5 hours on this matter, appearing at the final approval hearing, resolving any post-approval issues that may arise, and appearing at a final accounting hearing. I will incur most or all of that time myself, including time devoted to preparation of the motion for final approval and working with the administrator to resolve any issues, for an estimated additional lodestar of \$4,875.00. Adding my unbilled and anticipated lodestar to the lodestar to date, I anticipate that Class Counsel's lodestar will be no less than **\$133,277.50**. Class Counsel requests **\$166,666.67** in attorneys' fees, as authorized under the Agreement, and this represents a multiplier of approximately **1.25**, which falls well within of the range of commonly approved lodestar multipliers, when compared to the recorded, unbilled, and estimated future lodestar of **\$133,277.50**. It has long since been established that multipliers between two and four are common and reasonable for a lodestar crosscheck. A lodestar multiplier of approximately 1.25 is at the low end of commonly approved lodestar multipliers and confirms that the proposed Settlement falls within a range of reasonableness. Class Counsel has also incurred costs in this matter of **\$20,807.77**, as set forth in **Exhibit 2**. This motion will add to those costs. However, since Plaintiff's Counsel agreed to seek no more than

1 \$18,000.00, Plaintiff's Counsel requests **\$18,000.00** in costs.

2
3 THE CONTRIBUTION OF PLAINTIFF AND THE REASONABLENESS OF THE REQUESTED
4 INCENTIVE AWARDS

5 33. Here, Plaintiff seeks a Service Payment of up to **\$7,500.00**. This amount is very
6 reasonable given the risks undertaken by Plaintiff for involvement in the Action. Taking the risk of filing
7 a lawsuit against an employer deserves recognition, especially in light of the settlement achieved by
8 Plaintiff. Additionally, Plaintiff was actively involved in the litigation and settlement negotiations of this
9 Action, expending considerable effort in advancing the interests of the Class. Plaintiff provided
10 information to counsel before the filing of this matter; assisted with the settlement process (which
11 included conferring with counsel during the preparation of Plaintiff's mediation brief); and, regularly
12 conferred with counsel regarding the case whenever questions arose. Plaintiff's Declaration also
13 confirms that Plaintiff was active participant in the filing and settlement of this case.

14
15 THE THIRD-PARTY ADMINISTRATOR QUALIFICATIONS AND STATEMENT OF NO
16 CONFLICTS OR AFFILIATION

17 34. The parties have agreed that administration will be handled by a third-party
18 administrator. In counsel's experience as class counsel in similar wage-and-hour actions with a similar
19 number of employees, Phoenix Class Action Administration Solutions, is fully capable of
20 administering the settlement at a competitive and reasonable cost and should be approved by the Court
21 to administer the settlement notice process. Phoenix Class Action Administration Solutions was
22 selected because it submitted a low bid in the amount of **\$10,000.00** for administration services.
23 Phoenix Class Action Administration Solutions has also provided a declaration confirming its
24 experience and its implementation of measures designed to protect Class Member data and Class
25 Settlement funds. Finally, this firm has no relationship with Phoenix Class Action Administration
26 Solutions other than as a client retaining a vendor of services via an arms-length transaction. We have
27 no ownership interest in Phoenix Class Action Administration Solutions.

1 EXHIBITS

2 35. As noted above, a true and correct copy of the CLASS ACTION AND PAGA
3 SETTLEMENT AGREEMENT AND CLASS NOTICE is attached hereto as **Exhibit “1.”** The
4 Settlement includes Exhibit A (the “Notice”).

5 36. Attached hereto as **Exhibit “2”** is a true and correct copy of the report of costs incurred
6 by Moon Law Group, PC, for this matter.

7 37. Attached hereto as **Exhibit “3”** is a true and correct copy of confirmation of the
8 submission of the settlement to the Department of Industrial Relations, through its online submission
9 portal.

10
11 PAGA SETTLEMENT NOTIFICATION TO DIR

12 38. Counsel for Plaintiff provided notice of the requested approval of the PAGA settlement
13 through the online submission portal.

14
15 I declare under penalty of perjury, under the laws of the State of California, that the foregoing is
16 true and correct. Executed October 16, 2024, at Los Angeles, California.

17
18 
19 H. Scott Leviant, “Declarant”

Exhibit “1”

Kane Moon (SBN 249834)
kmoon@moonlawgroup.com
H. Scott Leviant (SBN 200834)
hsleviant@moonlawgroup.com
Mariam Ghazaryan (SBN 341119)
mghazaryan@moonlawgroup.com

MOON LAW GROUP, PC
1055 W. Seventh St., Suite 1880
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

Attorneys for Plaintiff
HERMINIO DERAS CEPEDA

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF CONTRA COSTA

HERMINIO DERAS CEPEDA, individually,
and on behalf of all others similarly situated,

Plaintiff,

vs.

ALLIED LANDSCAPE SERVICES, INC., a
California corporation; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: C23-01980

[Assigned for all purposes to Honorable Charles S.
Treat]

CLASS ACTION

**CLASS ACTION AND PAGA SETTLEMENT
AGREEMENT AND CLASS NOTICE**

Complaint filed: August 10, 2023
Trial date: Not set

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff HERMINIO DERAS CEPEDA (“Plaintiff”) and defendant ALLIED LANDSCAPE SERVICES, INC. (“ALLIED”). The Agreement refers to Plaintiff and ALLIED collectively as “Parties,” or individually as “Party.”

1. **DEFINITIONS.**

- 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against ALLIED captioned *Cepeda v. Allied Landscape Services, Inc.*, initiated on August 10, 2023, and pending in Superior Court of the State of California, County of Contra Costa.
- 1.2. “Administrator” means Phoenix Settlement Administrators, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means a person employed by ALLIED as hourly-paid or non-exempt employees in the State of California during the PAGA Period.
- 1.5. “Class” means all persons employed by ALLIED as hourly-paid or non-exempt employees in the State of California during the Class Period.
- 1.6. “Class Counsel” means Moon Law Group, PC.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in ALLIED’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either a

Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).

1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address (“NCOA”) database, skip traces, and direct contact by the Administrator with Class Members.

1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English, with a Spanish translation, in the form, without material variation unless otherwise agreed by the Parties, attached as Exhibit A and incorporated by reference into this Agreement. The Parties, through counsel, may agree to modifications to the Class Notice required to correct errors or effectuate changes required by the Court without the need to amend this Agreement, and the revised Class Notice shall be incorporated herein in place of the original Exhibit A.

1.12. “Class Period” means the period from August 10, 2019 to the date of preliminary approval of the Settlement or June 30, 2024, whichever is earlier.

1.13. “Class Representative” means the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as a Class Representative.

1.14. “Class Representative Service Payment” means the payment to the Class Representative for initiating the Action and providing services in support of the Action.

1.15. “Court” means the Superior Court of California, County of Los Angeles.

1.16. “ALLIED” means named Defendant ALLIED LANDSCAPE SERVICES, INC.

1.17. “Defense Counsel” means GORDON REES SCULLY MANSUKHANI, LLP.

1.18. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its order granting final approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the

day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.19. “Final Approval” means the Court’s order granting final approval of the Settlement.

1.20. “Final Approval Hearing” means the Court’s hearing on the motion for final approval of the Settlement.

1.21. “Gross Settlement Amount” means \$500,000.00 which is the total amount ALLIED agrees to pay under the Settlement except as provided in Paragraphs 3.1 and 8 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment and the Administration Expenses Payment.

1.22. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.23. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

1.24. “Judgment” means the judgment entered by the Court based upon the Final Approval.

1.25. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code § 2699(i).

1.26. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code § 2699(i).

1.27. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

- 1.28. “Non-Participating Class Member” means any Class Member who opts out of the Class portion of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.29. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for ALLIED for at least one day during the PAGA Period.
- 1.30. “PAGA Period” means the period from August 10, 2022 to the date of preliminary approval of the Settlement or June 30, 2024, whichever is earlier.
- 1.31. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).
- 1.32. “PAGA Notice” means Plaintiff’s August 10, 2023 letter to ALLIED and the LWDA providing notice pursuant to Labor Code § 2699.3(a).
- 1.33. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$12,500.00) and the 75% to LWDA (\$37,500.00) in settlement of PAGA claims.
- 1.34. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Class portion of the Settlement.
- 1.35. “Plaintiff” means HERMINIO DERAS CEPEDA, the named plaintiff in the Action.
- 1.36. “Preliminary Approval” means the Court’s order granting preliminary approval of the Class portion of the Settlement.
- 1.37. “Preliminary Approval Order” means the proposed order granting preliminary approval of the Class portion of the Settlement.
- 1.38. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.
- 1.39. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.
- 1.40. “Released Parties” means: ALLIED and any predecessor, successor, subsidiary, parent, affiliated or related entity, and each of their owners, managerial employees, agents, directors, and/or officers.
- 1.41. “Request for Exclusion” means a Class Member’s submission of a written request to be

excluded from the Class Settlement signed by the Class Member.

1.42. "Response Deadline" means 60 days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Class portion of the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. The Response Deadline for Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall be the longer of the original Response Deadline or 14 calendar days from the date of remailing of the Notice Packet.

1.43. "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.

1.44. "Workweek" means any week during which a Class Member worked for ALLIED for at least one day, during the Class Period.

2. RECITALS.

2.1. On August 10, 2023, Plaintiff commenced this Action by filing a Complaint alleging causes of action against ALLIED for (1) Failure to Pay Minimum Wages (Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197); (2) Failure to Pay Overtime Compensation (Cal. Lab. Code §§ 1194 and 1198); (3) Failure to Provide Meal Periods (Cal. Lab. Code §§ 226.7, 512); (4) Failure to Authorize and Permit Rest Breaks (Cal. Lab. Code §§ 226.7); (5) Failure to Indemnify Necessary Business Expenses (Cal. Lab. Code § 2802); (6) Failure to Timely Pay Final Wages at Termination (Cal. Lab. Code §§ 201-203); (7) Failure to Provide Accurate Itemized Wage Statements (Cal. Lab. Code § 226); and (8) Unfair Business Practices (Cal. Bus. & Prof. Code § 17200, et seq.). On October 27, 2023, Plaintiff filed a First Amended Complaint alleging causes of action against ALLIED for Civil Penalties pursuant to the Labor Code Private Attorneys General Act ("PAGA") (Cal. Lab. Code § 2698, et seq.). The First Amended Complaint is the operative complaint in the Action (the "Operative Complaint"). ALLIED denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in in the Operative

Complaint and denies any and all liability for the causes of action alleged.

2.2. Pursuant to Labor Code § 2699.3(a), Plaintiff gave timely written notice to ALLIED and the LWDA by sending the PAGA Notice.

2.3. On February 16, 2024, the Parties participated in an all-day mediation presided over by Steve Rottman, Esq., which led to this Agreement to settle the Action.

2.4. Prior to mediation, Plaintiff obtained, through informal discovery, policy documents, time clock records, wage payment records, and Plaintiff's personnel file. Plaintiff's investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.*, 48 Cal. App. 4th 1794, 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal. App. 4th 116, 129-130 (2008) ("*Dunk/Kullar*").

2.5. The Court has not granted class certification.

2.6. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS.

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8 below, ALLIED promises to pay \$500,000.00 as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. ALLIED has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to ALLIED.

3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:

3.2.1. To Plaintiff: Class Representative Service Payment to the Class Representative of

not more than \$7,500.00 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). ALLIED will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment.

3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 33⅓% which is currently estimated to be \$166,666.67 and a Class Counsel Litigation Expenses Payment of not more than \$18,000.00. ALLIED will not oppose requests for these payments provided that they do not exceed these amounts. Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds ALLIED harmless, and indemnifies ALLIED, from any dispute

or controversy regarding any division or sharing of any of these Payments.

3.2.3. To the Administrator: An Administration Expenses Payment not to exceed \$12,000.00 except for a showing of good cause and as approved by the Court. To the extent the Administration expenses are less or the Court approves payment less than \$12,000.00, the Administrator will retain the remainder in the Net Settlement Amount.

3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.

3.2.4.1. Tax Allocation of Individual Class Payments. 20% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 80% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Workweeks of Non-Participating Class Members are not included in the calculation of payments to Participating Class Members and therefor have no effect on the calculation of Individual Class Payments paid from the Net Settlement Amount.

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$50,000.00 to be paid from the Gross Settlement Amount, with 75% (\$37,500.00)

allocated to the LWDA PAGA Payment and 25% (\$12,500.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$12,500.00) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099-MISC Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, ALLIED estimates there are 502 Class Members who collectively worked a total of 28,145 Workweeks, and 244 Aggrieved Employees who worked a total of 4,655 PAGA Pay Periods.

4.2. Class Data. Not later than 14 days after the Court grants Preliminary Approval of the Settlement, ALLIED will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet or comparable data file. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. ALLIED has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying

information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which ALLIED must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. ALLIED shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay ALLIED's share of payroll taxes, no later than 30 days after the Effective Date, or 12 months after February 16, 2024, whichever is later.

4.4. Payments from the Gross Settlement Amount. Within 14 days after ALLIED funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment and the Class Representative Service Payment shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.4.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a

single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the NCOA database.

4.4.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without a United States Postal Service ("USPS") forwarding address. Within 7 calendar days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

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

4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate ALLIED to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS.

Effective on the date when ALLIED fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

5.1. Plaintiff's Release.

1 5.1.1. Scope of Plaintiff's Release. Plaintiff and his or her respective former and present
2 spouses, representatives, agents, attorneys, heirs, administrators, successors, and
3 assigns generally, release and discharge Released Parties from all claims,
4 transactions, or occurrences, including, but not limited to: (a) all claims that were,
5 or reasonably could have been, alleged, based on the facts contained, in the
6 Operative Complaint and (b) all PAGA claims that were, or reasonably could have
7 been, alleged based on facts contained in the Operative Complaint or Plaintiff's
8 PAGA Notice. ("Plaintiff's Release.") Plaintiff's Release does not extend to any
9 claims or actions to enforce this Agreement, or to any claims for vested benefits,
10 unemployment benefits, disability benefits, social security benefits, workers'
11 compensation benefits that arose at any time, or based on occurrences outside the
12 Class Period. Plaintiff acknowledges that Plaintiff may discover facts or law
13 different from, or in addition to, the facts or law that Plaintiff now knows or
14 believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and
15 remain effective in all respects, notwithstanding such different or additional facts or
16 Plaintiff's discovery of them.

17 5.1.2. Plaintiff's Waiver of Rights Under California Civil Code § 1542. For purposes of
18 Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions,
19 rights, and benefits, if any, of Section 1542 of the California Civil Code, which
20 reads:

21 **A general release does not extend to claims that the creditor or**
22 **releasing party does not know or suspect to exist in his or her favor**
23 **at the time of executing the release, and that if known by him or her**
would have materially affected his or her settlement with the debtor
or Released Party.

24 5.2. Release by Participating Class Members: All Participating Class Members, on behalf of
25 themselves and their respective former and present representatives, agents, attorneys, heirs,
26 administrators, successors, and assigns, release Released Parties from (i) all claims that
27 were alleged, or reasonably could have been alleged, based on the Class Period facts stated
28 in the Operative Complaint, including, e.g., all claims for (1) Failure to Pay Minimum

Wages; (2) Failure to Pay Overtime Compensation; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Breaks; (5) Failure to Indemnify Necessary Business Expenses; (6) Failure to Timely Pay Final Wages at Termination; (7) Failure to Provide Accurate Itemized Wage Statements; and (8) Unfair Business Practices (Bus. & Prof. Code § 17200, et seq.). Excluded from this portion of the release are claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notice. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

5.3. Release by Class Members Who Are Aggrieved Employees: The LWDA and all Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notice.

6. MOTION FOR PRELIMINARY APPROVAL.

The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's current checklist for preliminary approvals, to the extent the Court maintains such a checklist.

6.1. ALLIED's Declaration in Support of Preliminary Approval. Within 14 days of the full execution of this Agreement, ALLIED will prepare and deliver to Class Counsel a signed declaration from ALLIED and/or Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator, *if any such actual or potential conflicts exist*. Similarly, if any other pending matter or action asserting claims will be extinguished or adversely affected by the Settlement, Defendant shall prepare and

1 deliver to Class Counsel a signed declaration from Defendant and/or Defense Counsel
2 identifying any other pending matter or action asserting claims that will be extinguished or
3 adversely affected by the Settlement. Alternatively, if such other actions are filed between
4 the execution of this Agreement and the filing of the Motion for Preliminary Approval and
5 become known to Defendant and/or Defense Counsel, Defense Counsel will advise Class
6 Counsel.

7 6.2. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel
8 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the
9 notice, and memorandum in support, of the Motion for Preliminary Approval that includes
10 an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA
11 Settlement under Labor Code § 2699(f)(2)); (ii) a draft proposed order granting
12 preliminary approval and approval of PAGA settlement; (iii) a draft proposed Class
13 Notice; (iv) a signed declaration from the Administrator attaching its "not to exceed" bid
14 for administering the Settlement and attesting to its willingness to serve; competency;
15 operative procedures for protecting the security of Class Data; amounts of insurance
16 coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant
17 to any actual or potential conflicts of interest with Class Members; and the nature and
18 extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a
19 signed declaration from Plaintiff confirming willingness and competency to serve and
20 disclosing all facts relevant to any actual or potential conflicts of interest with Class
21 Members or the Administrator, if any; and, (vi) a signed declaration from each Class
22 Counsel firm attesting to its competency to represent the Class Members, its timely
23 transmission to the LWDA of all necessary PAGA documents, and, all facts relevant to
24 any actual or potential conflict of interest with Class Members or the Administrator. Class
25 Counsel shall aver that they are not aware of any other pending matter or action asserting
26 claims that will be extinguished or adversely affected by the Settlement or disclose the
27 existence of any such pending matters. Alternatively, if such other actions are filed
28 between the execution of this Agreement and the filing of the Motion for Preliminary

Approval and become known to Class Counsel, Class Counsel will advise Defense Counsel.

6.3. Responsibilities of Counsel. Class Counsel are responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval Order to the Administrator.

6.4. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

7.1. Selection of Administrator. The Parties have jointly selected Phoenix Settlement Administrators to serve as the Administrator and verified that, as a condition of appointment, Phoenix Settlement Administrators agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports state and federal tax authorities.

1 7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets
2 the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation §
3 468B-1.

4 7.4. Notice to Class Members.

5 7.4.1. No later than three (3) business days after receipt of the Class Data, the
6 Administrator shall notify Class Counsel that the list has been received and state
7 the number of Class Members, Aggrieved Employees, Workweeks, and Pay
8 Periods in the Class Data.

9 7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14 days
10 after receiving the Class Data, the Administrator will send to all Class Members
11 identified in the Class Data, via first-class USPS mail, the Class Notice, with
12 Spanish translation, substantially in the form attached to this Agreement as Exhibit
13 A. The first page of the Class Notice shall prominently estimate the dollar amounts
14 of each Individual Class Payment and/or Individual PAGA Payment payable to the
15 Class Member and/or Aggrieved Employee, and the number of Workweeks and
16 PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing
17 Class Notices, the Administrator shall update Class Member addresses using the
18 NCOA database.

19 7.4.3. Not later than 7 calendar days after the Administrator’s receipt of any Class Notice
20 returned by the USPS as undelivered, the Administrator shall re-mail the Class
21 Notice using any forwarding address provided by the USPS. If the USPS does not
22 provide a forwarding address, the Administrator shall conduct a Class Member
23 Address Search, and re-mail the Class Notice to the most current address obtained.
24 The Administrator has no obligation to make further attempts to locate or send
25 Class Notice to Class Members whose Class Notice is returned by the USPS a
26 second time.

27 7.4.4. The deadlines for Class Members’ written objections, challenges to Workweeks
28 and/or pay periods, and Requests for Exclusion will be the longer of the original

Response Deadline or 14 calendar days from the date of remailing of the Notice Packet. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice, if applicable.

7.4.5. If the Administrator, ALLIED or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.

7.5. Requests for Exclusion (Opt-Outs).

7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class portion of the Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than the Response Deadline. A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Class portion of the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.

7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may

1 demand additional proof of the Class Member's identity. The Administrator's
2 determination of authenticity shall be final as to the Parties, but a Class Member
3 whose Request for Exclusion is rejected by the Administrator may present a
4 challenge to that determination to the Court.

5 7.5.3. Every Class Member who does not submit a timely and valid Request for
6 Exclusion is deemed to be a Participating Class Member under this Agreement,
7 entitled to all benefits and bound by all terms and conditions of the Settlement,
8 including the Participating Class Members' Releases under Paragraphs 5.2 and 5.3
9 of this Agreement, regardless whether the Participating Class Member actually
10 receives the Class Notice or objects to the Settlement.

11 7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a
12 Non-Participating Class Member and shall not receive an Individual Class
13 Payment or have the right to object to the class action components of the
14 Settlement. Because future PAGA claims are subject to claim preclusion upon
15 entry of the Judgment, Non-Participating Class Members who are Aggrieved
16 Employees are deemed to release the claims identified in Paragraph 5.3 of this
17 Agreement and are eligible for an Individual PAGA Payment.

18 7.6. Challenges to Calculation of Workweeks. Each Class Member shall have until the
19 expiration of the Response Deadline to challenge the number of Class Workweeks and
20 PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class
21 Member may challenge the allocation by communicating with the Administrator via fax,
22 email or mail. The Administrator must encourage the challenging Class Member to submit
23 supporting documentation. In the absence of any contrary documentation, the
24 Administrator is entitled to presume that the Workweeks contained in the Class Notice are
25 correct so long as they are consistent with the Class Data. The Administrator's
26 determination of each Class Member's allocation of Workweeks and/or PAGA Pay
27 Periods shall be final as to the Parties (although Defendant shall retain the right to correct
28 erroneous Class Data if subsequently discovered), but a Class Member whose Workweek

and/or Pay Period challenge is rejected by the Administrator may present the same evidence supporting the Workweek and/or Pay Period challenge to the Court for review. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination the challenges.

7.7. Objections to Settlement.

7.7.1. Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class Representative Service Payment.

7.7.2. Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than the Response Deadline. The Administrator will provide copies of every written objection to all Counsel.

7.7.3. Non-Participating Class Members have no right to object to any of the class action components of the Settlement.

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

7.8.1. Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval Order, the Class Notice, the motion for final approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses

1 Payment and Class Representative Service Payment, the Final approval Order and
2 the Judgment. The Administrator will also maintain and monitor an email address
3 and a toll-free telephone number to receive Class Member calls, faxes and emails.

4 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
5 promptly review on a rolling basis Requests for Exclusion to ascertain their
6 validity. Not later than 7 calendar days after the expiration of the deadline for
7 submitting Requests for Exclusion, the Administrator shall email a list to Class
8 Counsel and Defense Counsel containing (a) the names and other identifying
9 information of Class Members who have timely submitted valid Requests for
10 Exclusion (“Exclusion List”); (b) the names and other identifying information of
11 Class Members who have submitted invalid Requests for Exclusion; (c) copies of
12 all Requests for Exclusion from Settlement submitted (whether valid or invalid).

13 7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written
14 reports to Class Counsel and Defense Counsel that, among other things, tally the
15 number of: Class Notices mailed or re-mailed, Class Notices returned undelivered,
16 Requests for Exclusion (whether valid or invalid) received, objections received,
17 and challenges to Workweeks and/or PAGA Pay Periods received and/or resolved
18 (“Weekly Report”). The Weekly Reports must include provide the Administrator’s
19 assessment of the validity of Requests for Exclusion and attach copies of all
20 Requests for Exclusion and objections received. In addition to the Weekly Reports,
21 the Administrator shall report to the Parties when it has completed the initial
22 distribution of the Individual Class Payments and Individual PAGA Payments to
23 all individuals with valid addresses.

24 7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to
25 address and make decisions consistent with the terms of this Agreement on all
26 Class Member challenges over the calculation of Workweeks and/or PAGA Pay
27 Periods. The Administrator’s determination of each Class Member’s allocation of
28 Workweeks and/or PAGA Pay Periods shall be final as to the Parties (although

Defendant shall retain the right to correct erroneous Class Data if subsequently discovered), but a Class Member whose Workweek and/or Pay Period challenge is rejected by the Administrator may present the same evidence supporting the Workweek and/or Pay Period challenge to the Court for review.

7.8.5. Administrator's Declaration. Not later than 14 days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List or otherwise list the names of each individual submitting a timely Request for Exclusion. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

7.8.6. Final Report by Settlement Administrator. Within 14 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 14 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. CLASS SIZE ESTIMATES and ESCALATOR CLAUSE

Based on its records, ALLIED estimates that, as of the date of this Settlement Agreement, (1) there are 502

1 Class Members and 28,145 Total Workweeks during the Class period and (2) there were 244 Aggrieved
2 Employees who worked 4,655 Pay Periods during the PAGA Period. If the number of actual work weeks
3 at the time of preliminary approval is more than 15% higher than the estimated workweeks (i.e., exceeds
4 32,367 work weeks), ALLIED may, at its election, opt to (a) increase the Gross Settlement Amount in the
5 exact proportionate amount as to any additional work weeks (i.e., 17% more workweeks than estimated
6 will result in a 2% proportionate increase in the GSA) or (b) end the Class Period on the date that the total
7 work weeks equals 32,367 Workweeks.

8
9 **9. ALLIED’S RIGHT TO WITHDRAW.**

10 If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 5% of the total of all
11 Class Members, ALLIED may, but is not obligated to, withdraw from the Settlement. The Parties agree
12 that, if ALLIED withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and
13 that neither Party will have any further obligation to perform under this Agreement; provided, however,
14 ALLIED will remain responsible for paying all Settlement administration expenses incurred to that point.
15 ALLIED must notify Class Counsel and the Court of its election to withdraw not later than seven days
16 after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no
17 effect.

18
19 **10. MOTION FOR FINAL APPROVAL.**

20 Not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a
21 motion for final approval of the Settlement that includes a request for approval of the PAGA settlement
22 under Labor Code § 2699(I), a Proposed final approval order and a proposed Judgment (collectively
23 “Motion for Final Approval”). Plaintiff shall provide drafts of these documents to Defense Counsel not
24 later than seven days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel
25 will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any
26 disagreements concerning the Motion for Final Approval.

27 10.1. Response to Objections. Each Party retains the right to respond to any objection raised by
28 a Participating Class Member, including the right to file responsive documents in Court no

1 later that five court days prior to the Final Approval Hearing, or as otherwise ordered or
2 accepted by the Court.

3 10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final
4 Approval on any material change to the Settlement (including, but not limited to, the scope
5 of release to be granted by Class Members), the Parties will expeditiously work together in
6 good faith to address the Court's concerns by revising the Agreement as necessary to
7 obtain Final Approval. The Court's decision to award less than the amounts requested for
8 the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel
9 Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute
10 a material modification to the Agreement within the meaning of this paragraph.

11 10.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the
12 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for
13 purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement
14 administration matters, and (iii) addressing such post-Judgment matters as are permitted by
15 law.

16 10.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
17 conditions of this Agreement, specifically including the Class Counsel Fees Payment and
18 Class Counsel Litigation Expenses Payment reflected set forth in this Settlement, the
19 Parties, their respective counsel, and all Participating Class Members who did not object to
20 the Settlement as provided in this Agreement, waive all rights to appeal from the
21 Judgment, including all rights to post-judgment and appellate proceedings, the right to file
22 motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The
23 waiver of appeal does not include any waiver of the right to oppose such motions, writs or
24 appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this
25 Agreement will be suspended until such time as the appeal is finally resolved and the
26 Judgment becomes final.

27 10.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
28 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a

1 material modification of this Agreement (including, but not limited to, the scope of release
2 to be granted by Class Members), this Agreement shall be null and void. The Parties shall
3 nevertheless expeditiously work together in good faith to address the appellate court's
4 concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis,
5 any additional Administration Expenses reasonably incurred after remittitur. An appellate
6 decision to vacate, reverse, or modify the Court's award of the Class Representative
7 Service Payment or any payments to Class Counsel shall not constitute a material
8 modification of the Judgment within the meaning of this paragraph, as long as the Gross
9 Settlement Amount remains unchanged.

10
11 **11. AMENDED JUDGMENT.**

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

14
15 **12. ADDITIONAL PROVISIONS.**

16 12.1. No Admission of Liability, Class Certification or Representative Manageability for Other
17 Purposes. This Agreement represents a compromise and settlement of highly disputed
18 claims. Nothing in this Agreement is intended or should be construed as an admission by
19 ALLIED that any of the allegations in the Operative Complaint have merit or that
20 ALLIED has any liability for any claims asserted; nor should it be intended or construed as
21 an admission by Plaintiff that ALLIED's defenses in the Action have merit. The Parties
22 agree that class certification and representative treatment is for purposes of this Settlement
23 only. If, for any reason the Court does not grant Preliminary Approval, Final Approval or
24 enter Judgment, ALLIED reserves the right to contest certification of any class for any
25 reasons, and ALLIED reserves all available defenses to the claims in the Action, and
26 Plaintiff reserves the right to move for class certification on any grounds available and to
27 contest ALLIED's defenses. The Settlement, this Agreement and Parties' willingness to
28 settle the Action will have no bearing on, and will not be admissible in connection with,

any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

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

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

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

covenants, or inducements made to or by any Party.

- 12.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and ALLIED, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 12.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 12.7. No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 12.8. No Tax Advice. Neither Plaintiff, Class Counsel, ALLIED nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 12.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 12.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 12.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California,

without regard to conflict of law principles.

12.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.

12.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.

12.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to Evidence Code § 1152, and all copies and summaries of the Class Data provided to Class Counsel by ALLIED in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from ALLIED unless, prior to the Court's discharge of the Administrator's obligation, ALLIED makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.

12.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.

12.16. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

12.17. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger,

addressed as follows:

To Plaintiff:

Kane Moon
kmoon@moonlawgroup.com
H. Scott Leviant
hsleviant@moonlawgroup.com
Mariam Ghazaryan
mghazaryan@moonlawgroup.com
MOON LAW GROUP, PC
1055 W. Seventh St., Suite 1880
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

To ALLIED:

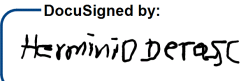
Linda M. Moroney
lmoroney@grsm.com
Azniv Darbinian
adarbinian@grsm.com
Natalie B. Fujikawa
nfujikawa@grsm.com
GORDON REES SCULLY MANSUKHANI, LLP
3 Parkcenter Drive, Suite 200
Sacramento, CA 95825
Telephone: (916) 565-2900
Facsimile: (916) 920-4402

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

12.19. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to Code of Civil Procedure § 583.330 to extend the date to bring a case to trial under Code of Civil Procedure § 583.310 for the entire period of this settlement process.

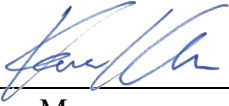
Plaintiff & Class Representative:

Dated: March 20, 2024

DocuSigned by:

3A0B027AB3974C5...
By: _____
HERMINIO DERAS CEPEDA

Plaintiff's Counsel:

Dated: March 20, 2024

MOON LAW GROUP, PC
By:  _____
Kane Moon
H. Scott Leviant
Mariam Ghazaryan
Attorneys for Plaintiff

Defendant:

Dated: March __, 2024

ALLIED LANDSCAPE SERVICES, INC.
By: _____
Print Name

Signature

Title

Defendant's Counsel:

Dated: March __, 2024

GORDON REES SCULLY MANSUKHANI, LLP
By: _____
Linda M. Moroney
Azniv Darbinian
Natalie B. Fujikawa
Attorneys for Defendant

Plaintiff & Class Representative:

Dated: March __, 2024

By: _____
HERMINIO DERAS CEPEDA**Plaintiff's Counsel:**

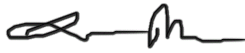
Dated: March __, 2024

MOON LAW GROUP. PC

By: _____
Kane Moon
H. Scott Leviant
Mariam Ghazaryan
Attorneys for Plaintiff**Defendant:** March 19, 2024 | 4:14 PM PDT

Dated: March __, 2024

ALLIED LANDSCAPE SERVICES, INC.

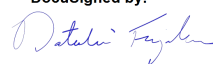
By: _____
Loren McIrvin
Print NameDocuSigned by:

3AA4DGE4D1E442F...
Signature

CEO

Title**Defendant's Counsel:** March 19, 2024 | 4:30 PM PDT

Dated: March __, 2024

GORDON REES SCULLY MANSUKHANI, LLP

By: _____
DocuSigned by:

DB16F6541BF8439...
Linda M. Moroney
Azniv Darbinian
Natalie B. Fujikawa

Attorneys for Defendant

Exhibit “A”

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

Herminio Deras Cepeda v. Allied Landscape Services, Inc., Contra Costa Superior Court Case No. C23-01980

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

You may be eligible to receive money from an employee class action lawsuit (“Action”) against defendant ALLIED LANDSCAPE SERVICES, INC. (“Allied” or “Defendant”)¹ for alleged wage and hour violations. The Action was filed by a former Allied employee, Herminio Deras Cepeda (“Plaintiff”), and seeks payment of (1) back wages and other relief for a class of hourly non-exempt employees (“Class Members”) who worked for Allied during the Class Period (August 10, 2019 to **the earlier of the date of preliminary approval or June 30, 2024**); and, (2) penalties under the California Labor Code Private Attorneys General Act (“PAGA”) for all hourly non-exempt employees who worked for Defendant during the PAGA Period (August 10, 2022 to **the earlier of the date of preliminary approval or June 30, 2024**) (the “Aggrieved Employees”).

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

Based on Defendant’s records, and the Parties’ current assumptions, your Individual Class Payment is estimated to be \$ [REDACTED] (less withholding) and your individual share of the Individual PAGA Payment is estimated to be \$ [REDACTED]. The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant’s records you are not eligible for such a payment under the Settlement because you didn’t work during the covered period.)

The above estimates are based on Defendant’s records showing that you worked [REDACTED] workweeks during the Class Period, and you worked [REDACTED] pay periods during the PAGA Period. If you believe that you worked more workweeks or pay periods during either of the respective periods, you can submit a challenge by the deadline date. See Section 4 of this Notice.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff’s attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant. The final approval hearing is scheduled to be held on _____ at _____ in Department 12 of the Contra Costa Superior Court, located at 725 Court Street, Martinez, California 94553.

If you worked for Defendant during the Class Period and/or the PAGA Period, you have two options under the Settlement:

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

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

¹ All key terms herein are further defined in the Parties’ CLASS ACTION AND PAGA SETTLEMENT AGREEMENT.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below).
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement except with respect to the PAGA Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice.
You Can Participate in the Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on . You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by	The amount of your Individual Class Payment and Individual PAGA Payment (if any) depend on how many workweeks you worked at least one day during the Class Period, and how many Pay Periods you worked at least one day during the PAGA Period, respectively. The number of Class Period Workweeks and number of PAGA Pay Periods you worked according to Defendant's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by . See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former employee of Allied. The Action accuses Allied of violating California labor laws by failing to pay overtime wages, minimum and straight time wages, wages due upon termination and failing to provide meal periods, rest breaks and accurate itemized wage statements. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) ("PAGA Claims"). Plaintiff is represented by attorneys in the Action: Moon Law Group, PC ("Class Counsel."). Allied strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Allied or Plaintiff are correct on the merits. In the meantime, Plaintiff and Defendant hired experienced, neutral mediator, Steven Rottman, Esq., in an effort to resolve the Action by negotiating and to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement") and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court's Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Defendant will pay \$500,000.00 as the Gross Settlement Amount (GSA). Defendant has agreed to deposit the GSA into an account controlled by the Administrator of the Settlement. The Administrator will use the GSA to pay the Individual Settlement Payments, Individual PAGA Payments, the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, the Administration Expenses Payment, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Defendant will fund the GSA not more than 30 days after the Judgment entered by the Court becomes final ("Effective Date") or 12 months after February 16, 2024, whichever is later. The Judgment will be final the day that the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.

2. Court Approved Deductions from GSA. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the GSA, the amounts of which will be decided by the Court at the Final Approval Hearing:

- A. Up to \$166,666.67 (33 and 1/3% of the GSA) to Class Counsel for attorneys' fees and up to \$18,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
- B. Up to \$7,500.00 for the Class Representative Service Payment for filing the Action, working with Class Counsel and representing the Class.
- C. Up to \$12,000.00 to the Administrator for services administering the Settlement.
- D. \$50,000.00 for PAGA Penalties, allocated 75% to the LWDA (\$35,500.00) and 25% to Individual PAGA Payments (\$12,500.00) to the Aggrieved Employees based on their PAGA Pay Periods.

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

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the GSA (the "Net Settlement") by making Individual Settlement Payments to Participating Class Members based on their Workweeks worked.

4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages ("Wage Portion") and 80% to interest and penalties ("Non-Wage Portion). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay employer payroll taxes it owes on the Wage portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report any Individual PAGA Payments and the Non-Wage Portions of the Individual Class Settlement Payments on IRS 1099 Forms.

Although Plaintiff and Defendant have agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Settlement Payments and Individual PAGA Settlement Payments will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the monies will be sent to the California Controller's Unclaimed Property Fund in the name of the Class Member failing to cash the check.

6. Requests for Exclusion from the Class Settlement (Opt-Out Request). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than [REDACTED], that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Opt-Out Request by the [REDACTED] Response Deadline. The Opt-Out Request should be a signed letter from a Class Member or his or her authorized representative setting forth a Class Member's name, address and email address or telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments but will preserve their rights to personally pursue wage and hour claims against Defendant.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class (Non-Participating Class Members) remain eligible for an Individual PAGA Payment and are required to give up their right to assert PAGA Claims against Defendant based on the alleged PAGA violations in the Action.

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

8. Administrator. The Court has appointed a neutral company, Phoenix Class Action Administration Solutions (the “Administrator”) to send this Notice, calculate and make payments, and process Class Members’ Opt-Out Requests. The Administrator will also decide Class Member challenges over Workweeks and/or Pay Periods, mail and re-mail settlement checks and tax forms, and perform other tasks to administer the Settlement. The Administrator’s contact information is in Section 9 below.

9. Participating Class Members’ Release. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of another lawsuit against Defendant or related entities for wages based on the Class Period facts and PAGA penalties based on PAGA Period facts, as alleged in the Action and resolved by this Settlement.

The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from (i) all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Operative Complaint, including, e.g., all claims for (1) Failure to Pay Minimum Wages; (2) Failure to Pay Overtime Compensation; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Breaks; (5) Failure to Indemnify Necessary Business Expenses; (6) Failure to Timely Pay Final Wages at Termination; (7) Failure to Provide Accurate Itemized Wage Statements; and (8) Unfair Business Practices (Bus. & Prof. Code § 17200, et seq.). Excluded from this portion of the release are claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notice. Except as set forth in Section 5.3 of [the] Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

10. Aggrieved Employees’ PAGA Release. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, all Aggrieved Employees will be barred from asserting PAGA Claims against the Released Parties, including Defendant, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendant or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The Aggrieved Employees’ Releases for Participating and Non-Participating Class Members are as follows:

The LWDA and all Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notice.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

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

2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$12,500.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Pay Periods worked by each individual Aggrieved Employee.

3. **Workweek/Pay Period Challenges.** The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendant's records, are stated in the first page of this Notice. You have until [REDACTED] to challenge the number of Workweeks and/or Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks and/or Pay Periods based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek and/or Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Class Members) and Defendant's Counsel. If you submit a challenge that is rejected by the Administrator, you may present the same evidence supporting the Workweek and/or Pay Period challenge to the Court for review.

5. HOW WILL I GET PAID?

1. **Participating Class Members.** The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., Class Members who don't opt-out) and all Class Members who also qualify as Aggrieved Employees. The single check will combine the Individual Class Settlement Payment and the Individual PAGA Payment.

2. **Non-Participating Class Members.** The Administrator will send, by U.S. mail, a single individual share of the PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member who is eligible as an Aggrieved Employee).

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

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, address and email address or telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request and identify the Action in a way that is clear. You must make the request yourself or through an authorized representative. The Administrator must be sent your request to be excluded by [REDACTED], or it will be invalid. Section 9 of the Notice has the Administrator's contact information.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendant are asking the Court to approve. At least 16 court days before the [REDACTED] Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and a request for awards of fees, litigation expenses and a service payment to Plaintiff stating (i) the amount Class Counsel is requesting for the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment; and (ii) the amount Plaintiff is requesting as a Class Representative Service Payment. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and for awards of fees, litigation expenses and a service payment to Plaintiff may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. The deadline for sending written objections to the Administrator is [REDACTED]. Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action and include your name, address and email address or telephone number and sign the objection. Section 9 of this Notice has the Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally hire a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice (below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on [REDACTED] at [REDACTED] in Department 12 of the Contra Costa Superior Court, located at 725 Court Street, Martinez, California 94553. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the GSA will be paid to Class Counsel, Plaintiff, and

the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend).

It's possible the Court will reschedule the Final Approval Hearing. You should contact Class Counsel to verify the date and time of the Final Approval Hearing if you are planning to attend the hearing or have your own lawyer attend.

9. HOW CAN I GET MORE INFORMATION?

The Agreement signed by the Parties and attached to the document entitled "DECLARATION OF H. SCOTT LEVIANT IN SUPPORT OF PLAINTIFF'S MOTION FOR PRELIMINARY APPROVAL OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT," filed on May 8, 2024, in support of the motion for preliminary approval sets forth everything GCC and Plaintiff have promised to do under the proposed Settlement. The easiest way to obtain and read the Agreement or any other Settlement document is to go to the Administrator's website at _____. You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to <https://odyportal.cc-courts.org/portal>, selecting the case number search and entering the case number for the Action, C23-01980, as instructed on the web form. **DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.**

Class Counsel:

Kane Moon
H. Scott Leviant
hleviant@moonlawgroup.com
Mariam Ghazaryan
mghazaryan@moonlawgroup.com
MOON LAW GROUP, PC
1055 W. Seventh St., Suite 1880
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

Defendant's Counsel:

Linda M. Moroney
lmoroney@grsm.com
Azniv Darbinian
adarbinian@grsm.com
Natalie B. Fujikawa
nfujikawa@grsm.com
GORDON REES SCULLY MANSUKHANI, LLP
3 Parkcenter Drive, Suite 200
Sacramento, CA 95825
Telephone: (916) 565-2900
Facsimile: (916) 920-4402

Settlement Administrator:

Name of Company: Phoenix Settlement Administrators
Email Address:
Mailing Address:
Telephone:
Fax Number:

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or change your mailing address.

Exhibit “2”

Exhibit “3”

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the State of California, County of Los Angeles. I am over the age of 18 and not a party to the within suit; my business address is 725 S. Figueroa St., Suite 3100, Los Angeles, CA 90017.

On the date indicated below, I served the document described as: **DECLARATION OF H. SCOTT LEVIANT IN SUPPORT OF PLAINTIFF'S MOTION FOR FINAL APPROVAL OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT** on the interested parties in this action by sending ☐ the original [or] ☒ a true copy thereof ☒ to interested parties as follows [or] ☐ as stated on the attached service list:

Linda M. Moroney
Azniv Darbinian
Natalie B. Fujikawa
GORDON REES SCULLY MANSUKHANI, LLP
3 Parkcenter Drive, Suite 200
Sacramento, CA 95825
Telephone: (916) 565-2900
Facsimile: (916) 920-4402
lmoroney@grsm.com
adarbinian@grsm.com
nfujikawa@grsm.com

Counsel for Defendant

- ☐ **BY MAIL (ENCLOSED IN A SEALED ENVELOPE):** I deposited the envelope(s) for mailing in the ordinary course of business at Los Angeles, California. I am "readily familiar" with this firm's practice of collection and processing correspondence for mailing. Under that practice, sealed envelopes are deposited with the U.S. Postal Service that same day in the ordinary course of business with postage thereon fully prepaid at Los Angeles, California.
- ☒ **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known e-mail address or e-mail of record in this action.
- ☐ **BY PERSONAL SERVICE:** I delivered the document, enclosed in a sealed envelope, by hand to the offices of the addressee(s) named herein.
- ☐ **BY OVERNIGHT DELIVERY:** I am "readily familiar" with this firm's practice of collection and processing correspondence for overnight delivery. Under that practice, overnight packages are enclosed in a sealed envelope with a packing slip attached thereto fully prepaid. The packages are picked up by the carrier at our offices or delivered by our office to a designated collection site.

I declare under penalty of perjury under the laws of the State of California and the United States that the foregoing is true and correct, and that I am employed in the office of a member of the bar of this court at whose direction the service was made, or I am a member of the bar of this court. Executed this **October 16, 2024** at Los Angeles, California.

H. Scott Leviant
Type or Print Name


Signature