

1 **JUSTICE FOR WORKERS, P.C.**

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7
8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF LOS ANGELES**

10
11 DARCY NUBER, an individual and on behalf
of all others similarly situated;

12 Plaintiff,

13 vs.
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15 FEVER LABS, INC., a Delaware corporation;
and DOES 1 through 50,

16 Defendants.
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Case No.: 23STCV21796

[Assigned for All Purposes to:
Hon. Timothy Patrick Dillon, Dept. 15]

**DECLARATION OF WILLIAM C. SUNG
IN SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT, ATTORNEY'S
FEES AND COSTS, AND CLASS
REPRESENTATIVE SERVICE
PAYMENT**

(Filed concurrently Supporting Declarations
and [Proposed] Order)

DATE: March 30, 2026

TIME: 10:00 a.m.

DEPT: 15

Action Filed: September 11, 2023

Trial Date: Not Set

1 I, William C. Sung, hereby declare as follows:

2 1. I am an attorney licensed to practice law in the state of California and have been
3 admitted to practice before this Court. I am an attorney with the law firm of Justice for Workers,
4 P.C., counsel of record for Plaintiff Darcy Nuber ("Plaintiff") in this action. I am lead counsel for
5 Plaintiff in this case and I have personal knowledge of the matters stated herein and if called and
6 sworn as a witness, I would and could competently testify under oath thereto.

7 **ATTORNEY QUALIFICATIONS**

8 2. My qualifications are as follow: I received my J.D. from the University of Southern
9 California Gould School of Law in 2011. During law school, I served as the Senior Content Editor
10 on the Southern California Law Review where I published the article: *Taking the Fight Back to Title*
11 *VII: A Case for Redefining "Because of Sex" to Include Gender Stereotypes, Sexual Orientation,*
12 *and Gender Identity*, Southern California Law Review, Volume 84:2 (Jan. 2011). During law
13 school, I also served as a judicial extern to U.S. Ninth Circuit Judge, Hon. Kim M. Wardlaw, and
14 U.S. Bankruptcy Court Judge, Hon. Ernest M. Robles; served as a law clerk to the General Counsel
15 of JM Eagle; and participated in the law school's Employer Legal Advice Clinic.

16 3. After passing the California Bar, in December 2011, I began practicing management-
17 side employment law at the Los Angeles office of Lewis Brisbois Bisgaard & Smith LLP
18 ("LBBS"). In 2013, I began focusing my practice at Lewis Brisbois on representing employers in
19 wage and hour class and PAGA action lawsuits. In January 2017, I was elevated to the position of
20 partner and vice chair of Lewis Brisbois' Wage & Hour Class Action Practice Group. In November
21 2020, I was elevated as the co-chair of Lewis Brisbois Wage & Hour Class Action Practice Group,
22 becoming one of the youngest attorneys to chair a practice group at Lewis Brisbois. In January
23 2022, I was voted in as an equity partner, becoming one of the youngest equity partners and the
24 third Asian American equity partner in the history of this 1,500-attorney firm. During my tenure as
25 a wage and hour class action defense attorney, I have represented employers in over 80 wage and
26 hour class and/or PAGA action lawsuits, where I have served as lead defense counsel or primary
27 handling attorney and in which final settlement approval was granted, I tried the case to verdict, or I
28 obtained a denial of motion for class certification.

1 4. In July 2023, I joined Justice for Workers, P.C. (“JFW”) and began heading its
2 Complex Litigation Practice Group where I focus my practice on representing employees in wage
3 and hour class and PAGA action lawsuits.

4 5. In my current practice at JFW, I serve as the lead plaintiff’s counsel on over 100
5 pending class and/or PAGA actions. In addition to this matter, my team and I have resolved over 65
6 other class and/or PAGA actions at mediation. The following are cases in which I have received
7 final approval of class action and/or PAGA settlement and I was appointed as class and/or PAGA
8 counsel: *Cesar Tate v. St. Distributing Co., LLC*, Los Angeles Superior Court Case No.
9 23STCV22743, final approval of class/PAGA settlement granted on February 11, 2026; *Andrew*
10 *Carmona v. Western Holdings Group dba Los Angeles Property Management Group*, Los Angeles
11 Superior Court, Case No. 23STCV24028, final approval of class/PAGA settlement granted on
12 January 29, 2026; *Poul Bedri v. City of Hope National Medical Center*, Los Angeles Superior
13 Court, Case No. 23STCV23713, final approval of class/PAGA settlement granted on January 28,
14 2026; *Irene Eunhee Ikuta v. TAKEE International, Inc.*, Los Angeles Superior Court, Case No.
15 23STCV21120, final approval of class/PAGA settlement granted on January 22, 2026; *Amourafina*
16 *Burton v. Trove Recommerce, Inc.*, San Mateo Superior Court, Case No. 23-CIV-06108, final
17 approval of class/PAGA settlement granted on January 9, 2026; *Shayne Werber v. Teleferic*
18 *Barcelona*, Los Angeles Superior Court Case No. 23STCV25517, final approval of class/PAGA
19 settlement granted on December 17, 2025; *Linda Salazar Ayala v. Applied Membranes, Inc.*, San
20 Diego Superior Court Case No. 37-2023-00054420-CU-OE-CTL, final approval of class/PAGA
21 settlement granted on December 5, 2025; *Hai Luu v. Cambro Manufacturing Co.*, Orange County
22 Superior Court, Case No. 30-2024-01389852-CU-OE-CXC, approval of PAGA settlement granted
23 on November 7, 2025; *Justin Le, et al. v. Dragonfly Tea Bar LLC, et al.*, Los Angeles Superior
24 Court Case No. 23STCV26247, final approval of class/PAGA settlement granted on October 29
25 2025; *Ryan Lukman v. Safe Haven Security Services, LLC*, Riverside County Superior Court, Case
26 No. CVRI2400777, final approval of class/PAGA settlement granted on October 1, 2025; *Amaya*
27 *Nelson v. Clair Global Corp.*, Los Angeles Superior Court, Case No. 24STCV14597, final approval
28 of class/PAGA settlement granted on May 22, 2025; *Jose Regalado v. United Markets*, Marin

1 County Superior Court Case No. CV0001169, final approval of class/PAGA settlement granted on
2 August 29, 2025; *Mushfiqur Chowdhury v. CWT US, LLC*, Los Angeles Superior Court Case No.
3 23STCV25373, final approval of class/PAGA settlement granted on August 22, 2025; *Pedro*
4 *Hernandez v. Edmund A. Gray Co.*, Los Angeles Superior Court Case No. 24STCV04118, final
5 approval of class/PAGA settlement granted on August 19, 2025; *Pedro Hernandez v. Steps Apparel*
6 *Group, Inc., et al.*, Los Angeles Superior Court Case No. 23STCV27883, approval of PAGA
7 settlement granted on August 13, 2025; *Doelisha Kelly v. Pan American Properties, Inc.*, Orange
8 County Superior Court Case No. 30-2023-01362739-CU-OE-CXC, approval of PAGA settlement
9 granted on July 11, 2025; *Alexis Bartram v. Lakeshore Learning Materials, LLC*, Los Angeles
10 Superior Court Case No. 23STCV21174, final approval of class/PAGA settlement granted on July
11 3, 2025; *Randall Bachman v. Geodis Logistics LLC*, Riverside Superior Court, Case No.
12 CVRI2400956, final approval of class/PAGA settlement granted on June 25, 2025; *Chinyere*
13 *Ezekwesili v. Vermont HealthCare Center LLC*, Los Angeles Superior Court Case No.
14 24STCV17871, approval of PAGA settlement granted on June 11, 2025; *Jorge Nieto v. Pick-Your-*
15 *Part Auto Wrecking*, Riverside Superior Court Case No. CVRI2402255, approval of PAGA
16 settlement granted on May 29, 2025; *Ted Kim v. Hyundai America Technical Center, Inc.*, San
17 Bernardino Superior Court Case No. CIVSB2326861, approval of PAGA settlement granted on
18 May 21, 2025; *Eric Echeverria v. Fireclay Tile Inc.*, San Benito Superior Court Case No. CU-23-
19 00249, final approval of class/PAGA settlement granted on May 7, 2025; *Isaias Velasco v. Nature's*
20 *Produce*, Los Angeles County Superior Court Case No. 23STCV23811, approval of PAGA
21 settlement granted on April 29, 2025; *Norma Borquez v. Smart Metals Recycling LLC*, Yolo
22 Superior Court Case No. CV2024-0050, final approval of class/PAGA settlement granted on April
23 4, 2025; *Juan Hinojos Campos v. Applied Technology Group, Inc.*, Kern Superior Court Case No.
24 BCV-23-103067, final approval of class/PAGA settlement granted on March 11, 2025; *Dennisha*
25 *Lampkin v. Sunstates Security, Inc.*, Riverside Superior Court Case No. CVRI2305600, final
26 approval of class/PAGA settlement granted on December 18, 2024.

27 6. Tiffany L. Luu, Esq.'s primary practice has been employment law throughout her
28 entire legal career. Ms. Luu handled a number of wage and hour matters, including individual

1 actions and class and/or PAGA actions, on behalf of plaintiffs and defendants. Ms. Luu received her
2 J.D., cum laude, along with her Master of Dispute Resolution, from the Pepperdine University Rick
3 J. Caruso School of Law in 2020. Ms. Luu practiced as a labor and employment associate for the
4 next 3 years representing employers in wage and hour class and/or PAGA actions, including at
5 Lewis Brisbois Bisgaard & Smith LLP and Fisher & Phillips LLP. In January 2024, Ms. Luu joined
6 JFW and as an associate in the Complex Litigation Practice Group, where she focuses her practice
7 on representing employees in wage and hour class and PAGA action lawsuits.

8 7. Joseph C. Ramli, Esq.'s primary practice has been employment law throughout his
9 entire legal career. Mr. Ramli received his J.D. from the Pepperdine University Rick J. Caruso
10 School of Law in 2021. Shortly after passing the California State Bar, Mr. Ramli practiced as a
11 labor and employment associate starting in March 2022 representing employers in wage and hour
12 class and/or PAGA actions, including at Lewis Brisbois Bisgaard & Smith LLP and O'Hagan Meyer
13 LLP. In January 2025, Mr. Ramli joined JFW and as an associate in the Complex Litigation Practice
14 Group, where he focuses his practice on representing employees in wage and hour class and PAGA
15 action lawsuits.

16 8. As counsel for Plaintiff and the Class, I have been intimately involved in this case
17 since its inception and I believe that the proposed Settlement is an excellent result for the Class.

18 **THE PARTIES AND BRIEF PROCEDURAL HISTORY**

19 9. Defendant operates a live and immersive entertainment project management
20 company in the United States, including California.

21 10. On August 1, 2023, Plaintiff sent a notice letter under PAGA to the Labor and
22 Workforce Development Agency ("LWDA") and gave notice to Defendant, and on September 11,
23 2023, Plaintiff filed an amended PAGA notice letter and gave notice to Defendant.

24 11. On September 11, 2023, Plaintiff filed her Class Action Complaint in Los Angeles
25 County Superior Court, alleging causes of action against Defendant for (1) Minimum Wage
26 Violations; (2) Overtime Wage Violations; (3) Meal Period Violations; (4) Rest Period Violations;
27 (5) Wage Statement Penalties; (6) Waiting Time Penalties; (7) Failure to Reimburse Necessary
28 Business Expenses; and (8) Unfair Competition.

1 12. On October 6, 2023, Plaintiff filed the operative First Amended Complaint (“FAC”)
2 adding a cause of action for Civil Penalties Under California Private Attorneys General Act against
3 Defendant.

4 **DISCOVERY, MEDIATION, SETTLEMENT, AND PRELIMINARY APPROVAL**

5 13. In connection with mediation, the Parties engaged in extensive informal discovery.
6 Defendant produced all available payroll records for Class Members, a class list identifying Class
7 Members by unique identifying number and their job titles, dates of hire and separation if
8 applicable, workweeks worked during the Class Period through the date of mediation and pay
9 periods worked during the PAGA Period through the date of mediation, and Defendant’s employee
10 handbook, including Defendant’s reimbursement policy. No time records for Class Members were
11 produced because Class Members did not clock in and out.

12 14. In preparation for mediation, Plaintiff conducted a comprehensive analysis and
13 extrapolation of the payroll and workweek/pay period data produced by Defendant to create a
14 detailed exposure analysis for all claims at issue. This discovery and analysis allowed the Parties to
15 assess the merits and value of Plaintiff’s claims, the chances of certification of Plaintiff’s claims,
16 and Defendant’s potential defenses.

17 15. On April 30, 2024, the Parties participated in a full-day mediation with Steven Pearl,
18 Esq. a well-respected wage and hour class action mediator. During mediation, the Parties vigorously
19 debated their opposing legal positions, the likelihood of certification of Plaintiff’s claims, and the
20 legal basis for the claims and defenses. The Parties reached a tentative class and PAGA settlement
21 at the mediation. The terms of the Settlement are in the operative Third Amended Class Action and
22 PAGA Settlement Agreement (“Settlement” or “Agreement”). Enclosed as **Exhibit 1** is a true and
23 correct copy of the Parties’ fully executed Class Action and PAGA Settlement Agreement (the
24 “Agreement”).

25 16. On August 21, 2024, Plaintiff submitted the proposed Settlement to this Court with
26 Plaintiff’s Motion for Preliminary Approval of Class Action and PAGA Settlement. On November
27 5, 2025, this Court issued its Order Granting Preliminary Approval of Class Action Settlement.
28 Enclosed as **Exhibit 2** is a true and correct copy of the Court’s Order Granting Preliminary

1 Approval of Class Action Settlement.

2 17. Class Counsel is seeking \$12,004.05 in verified costs in this case, including
3 anticipated costs to file the Motion for Final Approval, supplemental filings, the compliance
4 paperwork, and Case Anywhere fees. Attached hereto as **Exhibit 3** is a true and correct itemized list
5 of Class Counsel's advanced costs.

6 **THE SETTLEMENT IS FAIR, ADEQUATE, AND REASONABLE IN LIGHT OF THE**
7 **RISKS FACED BY PLAINTIFF**

8 18. As detailed in Plaintiff's Motion for Preliminary Approval, there is a significant risk
9 of non-certification and/or not prevailing on the merits with respect to each of Plaintiff's claims. For
10 example, Plaintiff alleges that Defendant misclassified her as exempt and failed to pay minimum
11 and overtime wages for hours worked over eight hours in a workday and/or 40 hours in a
12 workweek. However, Defendant contends that the project management positions that Plaintiff and
13 Class Members worked in were typically "nine to five" jobs and they rarely, if ever, worked more
14 than 8 hours in a workday and/or 40 hours in a workweek. Defendant further contends that each
15 Class Members' experience with respect to hours worked were different based on their job positions
16 and project assignments and Class Members did not record hours worked on timesheets, and, as
17 such, individualized issues, including on the issue of how many hours each Class Members worked
18 during each workday and/or workweek and damages, predominate. Finally, Defendant contends it
19 could settle individually with Class Members, thereby eliminating numerosity or at least
20 significantly reduce classwide exposure.

21 19. Plaintiff alleges that Defendant failed to provide compliant meal periods to Class
22 Members. Defendant contends that it always provides employees the opportunity to take meal
23 periods and is not required to ensure they are taken. Defendant maintains Plaintiff's meal period
24 claims are not suited for class certification since individual inquiries would be needed to assess
25 which employees, if any, took non-compliant or missed meal periods, how many meal periods were
26 non-compliant or missed, and the reasons why a particular employee did not take a meal period on a
27 particular shift. Finally, Defendant contends it could settle individually with Class Members,
28 thereby eliminating numerosity or at least significantly reduce classwide exposure.

1 20. Plaintiff alleges that Defendant failed to provide compliant rest periods to Class
2 Members. Defendant contends that it always provides employees the opportunity to take rest
3 periods and is not required to ensure they are taken. Defendant maintains Plaintiff's rest period
4 claims are not suited for class certification since individual inquiries would be needed to assess
5 which employees, if any, took non-compliant or missed rest periods, how many rest periods were
6 non-compliant or missed, and the reasons why a particular employee did not take a rest period on a
7 particular shift. Finally, Defendant contends it could settle individually with Class Members,
8 thereby eliminating numerosity or at least significantly reduce classwide exposure.

9 21. As to Plaintiff's derivative claims for statutory waiting time and wage statement
10 penalties under Labor Code §§ 203 and 226(e), Defendant denies liability for waiting time and
11 wage statements, and argues that it possesses strong, good faith defenses to Plaintiff's underlying
12 claims, thus precluding recovery of waiting time penalties that are only available for "willful"
13 failure to pay wages. Defendant further maintains that any alleged wage statement violations were
14 not "knowing and intentional," and that Plaintiff cannot show the Class "suffer[ed] injury" due to
15 these alleged violations as required by Labor Code § 226(e) for the imposition of penalties.
16 Defendant relies on *Naranjo v. Spectrum Security Services, Inc.* (2024) 15 Cal.5th 1056, 1065, for
17 the proposition that an employer's good-faith defenses precludes a "willfulness" finding under
18 Labor Code § 203 and a "knowing and intentional" finding under Labor Code § 226(e) for the
19 imposition of statutory penalties. Defendant also claims that Plaintiff's alleged exposure for waiting
20 time and wage statement penalties was grossly inflated because not every employee experienced an
21 alleged Labor Code violation.

22 22. Finally, with respect to Plaintiff's claim for civil penalties under PAGA, since
23 Plaintiff's PAGA claim is derivative of Plaintiff's underlying wage claims, Defendant asserts the
24 PAGA claim would fail with those claims. Defendant further maintains that, given its good faith
25 defenses, this Court would exercise its discretion to substantially reduce any PAGA penalties if it
26 were to find Defendant liable for any of Plaintiff's claims.

27 23. These considerations not only bore heavily on the Parties' negotiations, but also
28 confirm that the Settlement is a fair and reasonable compromise in view of the risk of further

1 litigation. As detailed in Plaintiff's Motion for Preliminary Approval, Plaintiff carefully vetted the
2 claims at issue and conducted a detailed statistical analysis of classwide data with the help of a
3 retained expert to arrive at the calculated damages figures. Thus, while these risks are far from
4 exhaustive, they demonstrate the Settlement is fair, adequate, and reasonable in view of them.

5 **THE REQUESTED ATTORNEYS' FEES ARE REASONABLE AS A PERCENTAGE OF**
6 **THE COMMON FUND CONFIRMED BY A LODESTAR "CROSS-CHECK"**

7 24. All of the class and/or PAGA settlements I have negotiated as class or PAGA
8 counsel, including the cases that have been granted preliminary or final approval in Paragraph 5,
9 *supra*, include approximately one-third to 35% of the common fund as attorney's fees. All of the
10 court-approved class and/or PAGA settlement I have negotiated as a defense attorney include
11 attorney's fees based on a percentage of the common fund with most percentages being between
12 one-third to 35%.

13 25. As of the filing of this Motion, Justice for Workers, P.C. incurred a total lodestar of
14 \$99,955.00 for 125.1 hours worked by attorneys successfully litigating this matter, which represents
15 a 1.22 lodestar multiplier. I have reviewed my firm's lodestar in this matter and believe the charges
16 are reasonable and were reasonably necessary to the conduct of the case.

17 26. The work conducted include, but are not limited to: initiating the action in state
18 court, litigating in federal court after removal and prior to remand, multiple meetings with the
19 Plaintiff and review of documents provided by Plaintiff; legal research and investigation into
20 Defendants' corporate structure and relevant litigation history; legal research and investigation
21 regarding the Defendants' practices at various points in the litigation; preparation and submission of
22 Plaintiff's PAGA notice letter; preparation of the Complaints and status conferences; extensive
23 meet and confer correspondence and discussions with Defendant's counsel regarding case
24 management, mediation, and informal discovery for mediation; analysis of the informal discovery
25 production; preparation of a damages model; research and preparation of Plaintiff's mediation brief
26 and participation in mediation; drafting, negotiating, and reviewing multiple drafts of the
27 Agreement and attachments thereto; preparation, finalization, and filing Motion for Preliminary
28 Approval and Motion for Final Approval and accompanying filings; preparing for and attending

1 hearings on these Motions; overseeing the notice administration process and distribution of funds;
2 and communications with Plaintiff regarding the case.

3 27. In assessing the reasonableness of the billing rates for the attorneys at Justice for
4 Workers, P.C., I referred to the “Laffey Matrix” to set our hourly billing rates. *See*
5 <http://www.laffeymatrix.com/>. The Laffey Matrix is a fee schedule used by many courts throughout
6 the United States, including some California state courts and California Federal District Courts. The
7 Laffey Matrix is a well-established objective source that California courts have relied on in
8 assessing hourly rates since 2005. (*See In Re HPL Technologies, Inc. Securities Litigation* (N.D.
9 Cal. 2005) 366 F.Supp.2d 912, 921 (confirming use of the Laffey Matrix adjusted to account for
10 locality pay differentials); *Rubalcaba v. Albertson's, LLC* (Cal. Super. Ct. May 25, 2017) No.
11 BC528755, 2017 WL 4330597, at *4 reversed on other grounds.) My associates and I at Justice for
12 Workers, P.C. have extension experience providing class action services, both as defense attorneys
13 and now as plaintiff’s attorneys. When comparing the billing rates for attorneys at my firm with the
14 Laffey Matrix, the rates requested by my associates and I are **below** the rate for similarly skilled and
15 tenured legal professionals:

Name	Laffey Matrix Fee	Actual Billing Rate	Hours Billed	Lodestar
William C. Sung (14 th Year Attorney)	\$948	\$900	89.00	\$80,100.00
Tiffany L. Luu (5 th Year Attorney)	\$581	\$550	36.10	\$19,855.00
		Total	125.1	\$99,955.00

21 28. Additionally, Plaintiff’s counsel estimate they will devote no less than 10 hours,
22 although likely more time, to additional tasks, which are hours not included in the foregoing
23 lodestar total. These additional hours will include time spent to obtain and monitor approval of the
24 Settlement and requested awards, oversee the settlement administration process and distribution of
25 funds, respond to inquiries, and communicate with Plaintiff regarding the case.

26 29. As noted, this case presented significant risk as to both class certification and
27 prevailing on the merits. Accordingly, it is fair and reasonable to account for these risks in
28 compensating Class Counsel. Class Counsel should also be compensated for the risks involved in

1 undertaking this litigation and expending considerable effort, all while working on a pure
2 contingency basis. Since undertaking representation of Plaintiff in this litigation, Class Counsel
3 have borne all the costs of litigation since the filing of the Action without receiving any
4 compensation to date. During this time, Plaintiff's counsel have incurred litigation costs and
5 devoted substantial time to this litigation.

6 30. Plaintiff also seeks a Service Payment of \$10,00000, and I believe this amount is
7 reasonable. Plaintiff's requested Service Payment is in recognition of the time and effort Plaintiff
8 expended and risks Plaintiff undertook on behalf of the Class. Throughout this case, Plaintiff has
9 remained in regular communication with Class Counsel to discuss litigation strategy, Defendant's
10 wage and hour policies, potential witnesses, updates on case proceedings, and settlement
11 proceedings. Plaintiff also devoted a substantial amount of time toward reviewing and analyzing
12 documents and records related to the claims in this case, and also the Agreement. Accordingly, I
13 believe Plaintiff's requested Service Payment is reasonable and should be approved.

14 31. On or around February 22, 2026, I caused a copy of this Motion, the supporting
15 declarations, the Order Granting Preliminary Approval of Class Settlement, and Proposed Judgment
16 and Order Granting Final Approval of Class Action and PAGA Settlement to be uploaded to the
17 LWDA's website. Attached hereto as **Exhibit 4** is a true and correct copy of the LWDA filing
18 confirmation receipt.

19 I declare, under penalty of perjury under the laws of the State of California, that the
20 foregoing is true and correct.

21 Executed on February 22, 2026 at Los Angeles, California.

22
23 

24 _____
William C. Sung

EXHIBIT 1

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff DARCY NUBER (“Plaintiff”) and defendant FEVER LABS, INC. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1 “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Darcy Nuber v. Fever Labs, Inc.*, Case No. 23STCV21796, initiated on September 11, 2023 and pending in Superior Court of the State of California, County of Los Angeles.
- 1.2 “Administrator” means Simpluris, Inc., 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 Defendant in California and classified as an exempt employee but who did not earn a monthly salary equivalent to no less than two times the State minimum wage for full-time employment and who worked for Defendant during the PAGA Period.
- 1.5 “Class” means all persons employed by Defendant in California and classified as an exempt employee but who did not earn a monthly salary equivalent to no less than two times the State minimum wage for full-time employment and who worked for Defendant during the Class Period.
- 1.6 “Class Counsel” means William C. Sung and Tiffany L. Luu of Justice for Workers, P.C.
- 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 Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, email address (if available), 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 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 attached as **Exhibit A** and incorporated by reference into this Agreement.
- 1.12 “Class Period” means the period from September 11, 2019 to the later of August 12, 2024 or the Court’s granting of preliminary approval.
- 1.13 “Class Representative” mean the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as Class Representative, Darcy Nuber.
- 1.14 “Class Representative Service Payments” mean 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 “Defendant” means named Defendant Fever Labs, Inc.
- 1.17 “Defense Counsel” means Ben Gipson and Ryan Estes of DLA Piper 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” or “Final Approval Order” 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 “Final Judgment” means the Judgment entered by the Court upon granting Final Approval of the Settlement.

- 1.22 “Gross Settlement Amount” means \$365,000.00 which is the total amount Defendant agree to pay under the Settlement except as provided in Paragraph 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 Payments and the Administrator’s Expenses.
- 1.23 “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.24 “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of Workweeks worked during the PAGA Period.
- 1.25 “Judgment” means the judgment entered by the Court based upon the Final Approval.
- 1.26 “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.27 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28 “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.
- 1.29 “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.30 “Operative Complaint” means the First Amended Complaint filed on October 16, 2023.
- 1.31 “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.
- 1.32 “PAGA Period” means the period from August 1, 2022 to the earlier of August 12, 2024 or the Court’s granting of preliminary approval.
- 1.33 “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.34 “PAGA Notice” means Plaintiff’s August 1, 2023 and September 11, 2023 letters to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).

- 1.35 “PAGA Penalties” means the total amount of PAGA civil penalties (\$35,000.00) to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$8,750.00) and the 75% to LWDA (\$26,250.00) in settlement of PAGA claims.
- 1.36 “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.37 “Plaintiff” means Darcy Nuber, the named Plaintiff in the Action.
- 1.38 “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.
- 1.39 "Preliminary Approval Order" means the proposed Order Granting Preliminary Approval of the Settlement.
- 1.40 “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.
- 1.41 “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.
- 1.42 “Released Parties” means: Defendant and each of their former and present directors, officers, shareholders, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries, affiliates.
- 1.43 “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.
- 1.44 “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 Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.
- 1.45 “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.46 “Workweek” means any week during which a Class Member worked for Defendant for at least one day, during the Class Period.

2. RECITALS.

- 2.1 On September 11, 2023, Plaintiff commenced this Action by filing a Class Action Complaint alleging causes of action against Defendant for (1) Minimum Wage Violations; (2) Overtime Wage Violations; (3) Meal Period Violations; (4) Rest Period Violations; (5) Wage Statement Penalties; (6) Waiting Time Penalties; (7) Failure to Reimburse Necessary Business Expenses; and (8) Unfair Competition. On October 6, 2023, Plaintiff filed the operative First Amended Complaint (“FAC”) alleging a cause of action for Civil Penalties Under the California Private Attorneys General Act.
- 2.2 Pursuant to Labor Code section 2699.3, subd.(a), Plaintiff gave timely written notice to Defendant and the LWDA by sending the PAGA Notices.
- 2.3 On April 30, 2024, the Parties participated in an all-day mediation presided over by mediator Steve Pearl, Esq. which led to this Agreement to settle the Action.
- 2.4 Prior to negotiating the Settlement, Plaintiff obtained, through informal discovery, a class list of putative class members with unique employee identifying numbers, dates of employment, workweeks worked during the class period, and pay periods worked during the class period; Defendant’s reimbursement manual; and putative class members’ payroll data. As putative class members were classified as exempt employees, there were no time records or timekeeping, overtime, or meal and rest period policies applicable to them. Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).
- 2.5 The Court has not granted class certification.
- 2.6 The Parties, Class Counsel and Defense Counsel are not aware of any other pending matter 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, Defendant promise to pay \$365,000.00 and no more 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. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

3.2 **Payments from the Gross Settlement Amount.** 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 Order:

3.2.1 **To Plaintiff:** Class Representative Service Payments to the Class Representatives of not more than \$10,000.00 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representatives are entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiff's request for Class Representative Service Payments that do not exceed this amount. As part of the Final Approval motion, 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 Payments 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 33.33%, which is currently estimated to be \$121,666.66 and a Class Counsel Litigation Expenses Payment of not more than \$15,000.00. Defendant will not oppose requests for these payments provided that do not exceed these amounts. As part of the Final Approval motion, Plaintiff and/or Class Counsel will request approval of the Class Counsel Fees Payment and Class Litigation Expenses Payment. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.3 **To the Administrator:** An Administrator Expenses Payment not to exceed \$5,058.00 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 \$5,058.00, 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.** 25% 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. The 75% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for [e.g., 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 Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

3.2.5 **To the LWDA and Aggrieved Employees:** PAGA Penalties in the amount of \$35,000.00 to be paid from the Gross Settlement Amount, with 75% (\$26,250.00) allocated to the LWDA PAGA Payment and 25% (\$8,750.00) 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 (\$8,750.00) 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 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

- 4.1 **Class Workweeks and Aggrieved Employee Pay Periods.** Based on a review of its records to date, Defendant estimate there are 25 Class Members who collectively worked a total of 1,114 Workweeks, and 16 Aggrieved Employees who worked a total 249 of PAGA Pay Periods.
- 4.2 **Class Data.** Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendant will simultaneously deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant have a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.
- 4.3 **Funding of Gross Settlement Amount.** Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 30 days after the Effective Date.
- 4.4 **Payments from the Gross Settlement Amount.** Within 15 days after Defendant fund 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 Individual PAGA Payments and send them to the Participating Class Members and Aggrieved Employees 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 National Change of Address Database.

- 4.4.2 The Administrator must conduct a Class Member Address Search for all other Participating Class Members and Aggrieved Employees whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Participating Class Members and Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Participating Class Member and/or Aggrieved Employee whose original check was lost or misplaced, requested by the Participating Class Member and/or Aggrieved Employee prior to the void date.
- 4.4.3 For any Participating Class Member and/or Aggrieved Employee whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
- 4.4.4 The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Participating Class Members or Aggrieved Employees (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS. Effective on the date when Defendant fully fund the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, and Class Members will release claims against all Released Parties as follows:

- 5.1 **Plaintiff's Release.** Plaintiff and their representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences that occurred during the Class Period, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, Plaintiff's PAGA Notices. ("Plaintiff's Release.") Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits,

disability benefits, social security benefits, workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiff acknowledge that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now know or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

5.1.1 Plaintiff's Waiver of Rights Under California Civil Code Section 1542.

For purposes of Plaintiff's Release, subject to applicable carve out listed above, Plaintiff expressly waive and relinquishes the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR 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.

5.2 Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from: all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint, including, (a) any and all claims involving any alleged (1) Minimum Wage Violations; (2) Overtime Wage Violations; (3) Meal Period Violations; (4) Rest Period Violations; (5) Wage Statement Penalties; (6) Waiting Time Penalties; (7) Failure to Reimburse Necessary Business Expenses; and (8) Unfair Competition. Participating Class Members' only release these claims for the duration of the Class Period. 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 Aggrieved Employees: All 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 facts stated in the Operative Complaint and the PAGA Notice, including, any and all claims involving any alleged: (1) Minimum Wage Violations; (2) Overtime Wage Violations; (3) Meal Period Violations; (4) Rest Period Violations; (5) Wage Statement Penalties; (6) Waiting Time Penalties; (7) Failure to Reimburse Necessary Business Expenses; and (8) Unfair Competition. Aggrieved Employees only release these claims for the duration of the PAGA Period.

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.

6.1 **Defendant’s Declaration in Support of Preliminary Approval.** If potential conflicts exists, then within 14 days of the full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed Declaration from Defendant and Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator. In their Declarations, Defense Counsel and Defendant shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement other than any identified in this Agreement.

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

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

Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

- 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 to serve as the Administrator and verified that, as a condition of appointment, Simpluris, Inc. 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.
- 7.3 **Qualified Settlement Fund.** The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.
- 7.4 **Notice to Class Members.**
- 7.4.1 No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and Pay Periods in the Class Data.
- 7.4.2 Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice substantially in the form attached to this Agreement as **Exhibit A**. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator

shall update Class Member addresses using the National Change of Address database.

- 7.4.3 Not later than 3 business days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.
- 7.4.4 The deadlines for Class Members' written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the 60 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- 7.4.5 If the Administrator, Defendant 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, whichever are later.

7.5 Requests for Exclusion (Opt-Outs).

- 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than 60 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.
- 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 demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

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

7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 6.4 of this Agreement and are eligible for an Individual PAGA Payment.

7.6 **Challenges to Calculation of Workweeks.** Each Class Member shall have 60 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination 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 60 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).
- 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 **Email Address and Toll-Free Number.** The Administrator will maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.
- 7.8.2 **Requests for Exclusion (Opt-outs) and Exclusion List.** The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).
- 7.8.3 **Weekly Reports.** The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments ("Weekly Report"). The Weekly Reports must include provide the Administrator's assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

- 7.8.4 **Workweek and/or Pay Period Challenges.** The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator's decision shall be final and not appealable or otherwise susceptible to challenge.
- 7.8.5 **Administrator's Declaration.** Not later than 14 days after the Response Deadline, 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 the Class Notice, the total number of Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from the Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.
- 7.8.6 **Final Report by Settlement Administrator.** Within 10 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 15 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.

- 8.1 Based on its records, Defendant estimates that, as of the date of mediation, (1) there were 25 Class Members and 1,114 total Workweeks during the Class period and (2) there were 16 Aggrieved Employees who worked 259 Pay Periods during the PAGA Period.
- 8.2 The Gross Settlement Amount was agreed upon based on Defendant's representations of the total number of Workweeks for the period between September 11, 2019 to April 30, 2024 and total number of Pay Periods for the period between August 1, 2022 and April 30, 2024. If the number of total Workweeks for the above period exceeds 1,114 by more than fifteen percent (15%), the Gross Settlement Amount shall be increased on a pro rata basis per total Workweek or Workweek exceeding the 15% increase (i.e. if the number increases by 16%, the Gross Settlement Amount shall be increased by 1%).

9. **MOTION FOR FINAL APPROVAL.** Not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiff shall provide drafts of these documents to Defense Counsel as soon as practicable prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.
- 9.1 **Response to Objections.** Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than five court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.
- 9.2 **Duty to Cooperate.** If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Participating Class Members or Aggrieved Employees), the Parties will expeditiously work together in good faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final Approval. The Court’s decision to award less than the amounts requested for the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administrator Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.
- 9.3 **Continuing Jurisdiction of the Court.** The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.
- 9.4 **Waiver of Right to Appeal.** Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties’ obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

- 9.5 **Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment.** If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Participating Class Members or Aggrieved Employees), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.
10. **AMENDED JUDGMENT.** If any amended judgment is required under Code of Civil Procedure section 384, the Parties will work together in good faith to jointly submit and a proposed amended judgment.
11. **ADDITIONAL PROVISIONS.**
- 11.1 **No Admission of Liability, Class Certification, or Representative Manageability for Other Purposes.** This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint have merit or that Defendant have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does grant Preliminary Approval, Final Approval or enter Judgment, Defendant reserve the right to contest certification of any class for any reasons, and Defendant reserve all available defenses to the claims in the Action, and Plaintiff reserve the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement, and the Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).
- 11.2 **Confidentiality Prior to Preliminary Approval.** Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party

agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, any with third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that “the matter was resolved,” or words to that effect. This paragraph does not restrict Class Counsel’s communications with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.

- 11.3 **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.
- 11.4 **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.
- 11.5 **Attorney Authorization.** Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 11.6 **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.
- 11.7 **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.
- 11.8 **No Tax Advice.** Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

- 11.9 **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.
- 11.10 **Agreement Binding on Successors.** This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 11.11 **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.
- 11.12 **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.
- 11.13 **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.
- 11.14 **Use and Return of Class Data.** Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.
- 11.15 **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.
- 11.16 **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.
- 11.17 **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:

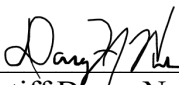
William C. Sung
william@justiceforworkers.com
Tiffany L. Luu
tluu@justiceforworkers.com
Justice for Workers, P.C.
3600 Wilshire Boulevard, Suite 1815
Los Angeles, CA 90010

To Defendant:

Ben Gipson
ben.gipson@us.dlapiper.com
Ryan Estes
Ryan.estes@us.dlapiper.com
DLA Piper LLP (US)
2000 Avenue of the Stars, Suite 400
Los Angeles, CA 90067

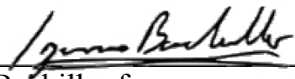
- 11.18 **Execution in Counterparts.** This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same 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.
- 11.19 **Stay of Litigation.** The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

Dated: 08 / 06 / 2024



Plaintiff Darcy Nuber

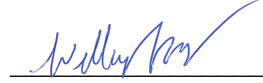
Dated: 08/06/2024



Ignacio Bachiller for:
Defendant Fever Labs, Inc.

Dated: 8/06/2024

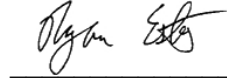
JUSTICE FOR WORKERS, P.C.



William C. Sung
Tiffany L. Luu
Attorneys for Plaintiff and the Class

Dated: 8/6//2024

DLA PIPER LLP



Ben Gipson
Ryan Estes
Attorneys for Defendant

EXHIBIT A

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

Darcy Nuber v. Fever Labs, Inc., Case No.: 23STCV21796

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 Fever Labs, Inc. ("Fever Labs") for alleged wage and hour violations. The Action was filed by former Fever employee Darcy Nuber ("Plaintiff") who alleges Fever misclassified employees as exempt employees and seeks payment of (1) back wages, (2) meal and rest break premiums, (3) reimbursement for business expenses, (4) statutory penalties and other relief for a class of exempt employees who did not earn a monthly salary equivalent to no less than two times the State minimum wage for full-time employment ("Class Members") who worked for Fever during the Class Period (September 11, 2019 to [DATE]); and (2) penalties under the California Private Attorney General Act ("PAGA") for all exempt employees but who did not earn a monthly salary equivalent to no less than two times the State minimum wage for full-time employment and who worked for Fever during the PAGA Period (August 1, 2022 to [DATE]) ("Aggrieved Employees"). Fever Labs denies any and all wrongdoing alleged in the Action.

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

Based on Fever Labs' records, and the Parties' current assumptions, your Individual Class Payment is estimated to be \$ [REDACTED] (less withholding) and your 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 Fever Labs' records you are not eligible for an Individual PAGA Payment under the Settlement because you didn't work during the PAGA Period.)

The above estimates are based on Fever'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 during either period, 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 of the Settlement. Your legal rights are affected whether you act or 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 Fever to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Fever.

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

1. **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or 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 Fever.
2. **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims against Fever, 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.

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

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement. If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Fever 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 **DATE**. 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. Fever must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement. Written objections must be submitted by **DATE**. All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will 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. Other than the PAGA portion of this Settlement, you can object to any aspect of this Settlement. 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 **DATE**. 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 **DATE**. The amount of your Individual Class Payment and 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 Workweeks and number of Pay Periods you worked according to Fever's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by **DATE**. See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former Fever employee. The Action accuses Fever of violating California labor laws by misclassifying its employees as exempt employees and failing to pay overtime wages, minimum wages, meal and rest break premium wages, wages due upon termination and reimbursable expenses, meal breaks, rest breaks and accurate itemized wage statements. Based on the same claims, Plaintiff have also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) ("PAGA"). Plaintiff is represented by Justice for Workers, P.C. ("Class Counsel") in the Action.

Fever 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 Fever violated any laws. In the meantime, Plaintiff and Fever hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an end to 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 Fever 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, Fever 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) Fever 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 whether to finally approve the Settlement.

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

Fever Will Pay \$365,000.00 as the Gross Settlement Amount (Gross Settlement). Fever has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the

Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payment, Class Counsel's attorney's fees and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Fever will fund the Gross Settlement not more than 14 days after the Judgment entered by the Court becomes final. The Judgment will be final on the date the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.

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

Up to \$121,666.66 (33.33% of the Gross Settlement] to Class Counsel for attorneys' fees and up to \$15,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.

Up to \$10,000.00 as a Class Representative Service Payment to Plaintiff for filing the Action, working with Class Counsel and representing the Class. A Class Representative Service Payment will be the only monies Plaintiff will receive other than Plaintiff's Individual Class Payment and any Individual PAGA Payment.

Up to \$5,058.00 to the Administrator for services administering the Settlement.

Up to \$35,000.00 for PAGA Penalties, allocated 75% to the LWDA PAGA Payment and 25% in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Period Pay Periods.

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

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 Gross Settlement (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.

Taxes Owed on Payments to Class Members. Plaintiff and Fever are asking the Court to approve an allocation of 25% of each Individual Class Payment to taxable wages ("Wage Portion") and 75% to penalties and interest ("Non-Wage Portion."). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Fever 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 the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiff and Fever 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.

Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA 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 deposited with the California Controller's Unclaimed Property Fund in your name. If the payment represented by your check is sent to the Controller's Unclaimed Property Fund, you should consult the rules of the Fund for instructions on how to retrieve your money.

Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Settlement, unless you notify the Administrator in writing, not later than **DATE**, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the Response Deadline. The Request for Exclusion should be a letter from you or your representative setting forth your name, present address, 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 Fever.

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

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 enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Fever have agreed that, in either case, the Settlement will be void: Fever will not pay any money and Class Members will not release any claims against Fever.

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

Participating Class Members' Release. After the Judgment is final and Fever has fully funded the Gross Settlement and separately paid all employer payroll taxes, 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 any other lawsuit against Fever or related entities for wages based on the Class Period facts and PAGA penalties based on the facts, as alleged in the Action and resolved by this Settlement.

Participating Class Members 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 facts stated in the Operative Complaint including, all claims that were alleged, or reasonably could have been alleged, based on the facts

stated in the Operative Complaint, including, (a) any and all claims involving any alleged failure to pay minimum wages and overtime time wages, meal and rest period violations, wage statement penalties, waiting time penalties, and unreimbursed business expenses during the Class Period. Participating Class Members' only release these claims for the duration of the Class Period. Except as set forth in Section 5.3 of the Settlement 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.

Aggrieved Employees' PAGA Release. After the Court's judgment is final, and Fever has paid the Gross Settlement and separately paid the employer-side payroll taxes, all Aggrieved Employees will be barred from asserting PAGA claims against Fever, 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 Fever or its related entities based on the facts alleged in the Action and resolved by this Settlement.

The Aggrieved Employees' Release: All 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 including, all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, including, any and all claims involving any alleged failure to pay minimum wages and overtime time wages, meal and rest period violations, wage statement penalties, waiting time penalties, and unreimbursed business expenses. Aggrieved Employees only release these claims for the duration of the PAGA Period.

HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

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.

Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$8,750.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of Pay Periods worked by each individual Aggrieved Employee.

Workweek/Pay Period Challenges. The number of Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Fever's records, are stated in the first page of this Notice. You have until **DATE** 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 Fever's calculation of Workweeks and/or Pay Periods based on Fever'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 Participating Class Members) and Fever's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

4. HOW WILL I GET PAID?

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

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.

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

Submit a written and signed letter with your name, present address, 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, identify the Action as *Nuber v. Fever Labs*, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. The Administrator must be sent your request to be excluded by **DATE**, or it will be invalid. Section 9 of the Notice has the Administrator's contact information.

6. 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 Fever are asking the Court to approve. At least 16 court days before the Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff are requesting as a Class Representative Service Payments. 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 or the Motion for Final Approval 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 **DATE**. 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 *Nuber v. Fever Labs* and include your name, current address, telephone number, and approximate dates of employment with Fever and sign the objection. Section 9 of this Notice has the Administrator's contact information.

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

7. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on **DATE** at **TIME** in Department 14 of the Los Angeles Superior Court, located at 312 North Spring Street, Los Angeles, CA 90012. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement 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) either personally or virtually via LACourtConnect (<https://www.lacourt.org/lacc/>). Check the Court's website for the most current information.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Court's website beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

8. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Fever and Plaintiff have promised to do under the proposed Settlement. If you have questions or would like additional information, you can 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 (<http://www.lacourt.org/casesummary/ui/index.aspx>) and entering the Case Number for the Action, *Nuber v. Fever Labs, Inc.*, Case No. 23STCV21796. You can also make an appointment to personally review court documents in the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Class Counsel:

William C. Sung
william@justiceforworkers.com
Tiffany L. Luu
tluu@justiceforworkers.com
Justice for Workers, P.C.
3600 Wilshire Boulevard, Suite 1815
Los Angeles, CA 90010

Counsel for Defendant:

Ben Gipson
ben.gipson@us.dlapiper.com
Ryan Estes
ryan.estes@us.dlapiper.com
DLA Piper LLP (US)
2000 Avenue of the Stars, Suite 400
Los Angeles, CA 90067

Settlement Administrator: Simpluris, Inc.

Email Address:

Mailing Address:

Telephone:

Fax Number:

9. 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. If your check is already void you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

10. WHAT IF I CHANGE MY ADDRESS?

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

EXHIBIT 2

Electronically Received 03/06/2025 03:32 PM

1 **JUSTICE FOR WORKERS, P.C.**
William C. Sung SB# 280792
2 E-Mail: william@justiceforworkers.com
Tiffany L. Luu SB# 335127
3 E-Mail: tluu@justiceforworkers.com
3600 Wilshire Boulevard, Suite 1815
4 Los Angeles, CA 90010
Tel: 323-922-2000
5 Fax: 323-922-2000

6 Attorneys for Plaintiff DARCY NUBER

FILED
Superior Court of California
County of Los Angeles
11/05/2025

David W. Slayton, Executive Officer / Clerk of Court
By: E. Martinez Deputy

7
8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF LOS ANGELES, CENTRAL DISTRICT**

10 DARCY NUBER, an individual and on behalf
11 of all others similarly situated;

12 Plaintiff,

13 vs.

14 FEVER LABS, INC., a Delaware corporation;
15 and DOES 1 through 50,

16 Defendants.

Case No.: 23STCV21796

[Assigned for All Purposes to: 15
Hon. ~~Kenneth R. Freeman~~, Dept. ~~14~~
Timothy Patrick Dillon

~~(AMENDED PROPOSED)~~ ORDER
GRANTING PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT

DATE: ~~May 1, 2025~~ 11/05/2025
TIME: ~~3:00 p.m.~~ 2:00 PM
DEPT: SSC-~~14~~ 15

Action Filed: September 11, 2023
Trial Date: Not Set

1 The Motion of Plaintiff Darcy Nuber (“Plaintiff”) for Preliminary Approval of Class Action
2 Settlement came on regularly for hearing before this Court on May 1, 2025 at 3:00 p.m. This Court,
3 having considered the proposed Stipulation of Settlement (the “Settlement”) attached to the
4 Declaration of William C. Sung filed concurrently herein; having considered Plaintiff’s Motion for
5 Preliminary Approval of Class Action Settlement, Memorandum of Points and Authorities in
6 support thereof, and supporting declarations filed therewith; and good cause appearing, HEREBY
7 ORDERS THE FOLLOWING:

8 1. The Court GRANTS preliminary approval of the class action settlement as set forth
9 in the Settlement and finds its terms to be within the range of reasonableness of a settlement that
10 ultimately could be granted approval by the Court at a Final Approval Hearing. For purposes of the
11 Settlement, the Court finds that the proposed Class is ascertainable and that there is a sufficiently
12 well-defined community of interest among the members of the Class in questions of law and fact.
13 Therefore, for settlement purposes only, the Court grants conditional certification of the following
14 Class:

15 All persons employed by Defendant Fever Labs, Inc. in California from September
16 11, 2019 to the date of preliminary approval (the “Class Period”) and classified as an
17 exempt employee but who did not earn a monthly salary equivalent to no less than
two times the State minimum wage for full-time employment.

18 2. For purposes of the Settlement, the Court designates named Plaintiff Darcy Nuber as
19 Class Representative and William C. Sung and Tiffany L. Luu of Justice for Workers, P.C. as Class
20 Counsel.

21 3. The Court designates Simpluris, Inc. as the third-party Administrator for mailing
22 notices.

23 4. The Court approves, as to form and content, the Class Notice attached as Exhibit A
24 to the Settlement.

25 5. The Court finds that the form of notice to the Class regarding the pendency of the
26 action and of the Settlement, and the methods of giving notice to Class Members, constitute the best
27 notice practicable under the circumstances, and constitute valid, due, and sufficient notice to all of
28 the Class Members. The form and method of giving notice complies fully with the requirements of

1 California Code of Civil Procedure section 382, California Civil Code section 1781, California
2 Rules of Court 3.766 and 3.769, the California and United States Constitutions, and other applicable
3 law.

4 6. The Court further approves the procedures for the Class Members to opt out of or
5 object to the Settlement, as set forth in the Class Notice.

6 7. The procedures and requirements for filing objections in connection with the Final
7 Approval Hearing are intended to ensure the efficient administration of justice and the orderly
8 presentation of any Class Member's objection to the Settlement in accordance with the due process
9 rights of all members of the Class.

10 8. The Court directs the Administrator to mail the Class Notice to Class Members in
11 accordance with the terms of the Settlement.

12 9. The Class Notice shall provide at least sixty (60) calendar days' notice for Class
13 Members to opt out of, or object to, the Settlement.

14 10. The Final Approval Hearing on the question of whether the Settlement should be
15 finally approved as fair, reasonable, and adequate is scheduled in Department SSC-¹⁵~~14~~ of this Court,
16 located at 312 N. Spring Street, Los Angeles, California 90012 on 03/30/2026, _____ at
17 10 a.m.~~p.m.~~

18 11. At the Final Approval Hearing, the Court will consider: (a) whether the Settlement
19 should be finally approved as fair, reasonable, and adequate for the Class; (b) whether a judgment
20 granting final approval of the Settlement should be entered; and (c) whether Plaintiff's application
21 for reasonable attorneys' fees, reimbursement of litigation expenses, service award to Plaintiff,
22 settlement administration costs, and payment to the Labor & Workforce Development Agency
23 ("LWDA") for penalties under the Labor Code Private Attorneys General Act should be granted.

24 12. Counsel for the parties shall file memoranda, declarations, or other statements and
25 materials in support of their request for final approval of the Settlement, attorneys' fees, litigation
26 expenses, Plaintiff's service award, payment to the LWDA, and settlement administration costs,
27 prior to the Final Approval Hearing according to the time limits set by the Code of Civil Procedure
28 and the California Rules of Court.

13. An implementation schedule is below:

Event	Date
Defendant to provide Class Data to the Administrator no later than [15 calendar days after Preliminary Approval]:	May 16, 2025
Administrator to mail the Class Notice to Class Members no later than [14 calendar days after receiving Class Data]:	May 30, 2025
Deadline for Class Members to request exclusion from, or object to, the Settlement [60 calendar days after mailing]:	July 29, 2025
Deadline for Administrator to provide declaration of due diligence and compliance [14 calendar days after opt-out/objection deadline]:	August 12, 2025
Deadline for Plaintiff to file Motion for Final Approval of Class Action Settlement:	16 court days before Final Approval Hearing
Final Approval Hearing	03/30/2026, _____ at 10 a.m./p.m.

14. Pending the Final Approval Hearing, all proceedings in this Action, other than proceedings necessary to carry out or enforce the terms and conditions of the Settlement and this Order, are stayed.

15. Counsel for the parties are hereby authorized to utilize all reasonable procedures in connection with the administration of the Settlement which are not materially inconsistent with either this Order or the terms of the Settlement.

IT IS SO ORDERED.

DATED: 11/05/2025, 2025



Timothy Patrick Dillon / Judge

Timothy Patrick Dillon / Judge

Service award will be at most \$7500.
Please conform notice.

I am employed in the county of Orange, State of California. I am over the age of 18 and not a party to the within action. My business address is 9575 Bolsa Ave., Westminster CA 92683.

On March 6, 2025, I served the foregoing document described as:

**(AMENDED PROPOSED) ORDER GRANTING PRELIMINARY APPROVAL
OF CLASS ACTION SETTLEMENT**

[] by placing the document(s) listed above in a sealed envelope with postage thereon fully prepaid, in the United States mail in the State of California addressed as set forth below:

[] by placing a true copy thereof enclosed in a sealed envelope addressed as stated on the attached mailing list.

[x] by electronically serving the document(s) listed above via Case Anywhere to:

Ryan Estes, Esq.

Ryan.Estes@us.dlapiper.com

Ben Gipson, Esq.

Ben.Gipson@us.dlapiper.com

Elias Parisca, Esq.

Elias.Parisca@us.dlapiper.com

Eloy Rodriguez

Eloy.Rodriguez@us.dlapiper.com

DLA PIPER, LLC.

2000 Avenue of the Stars

Suite 400 North Tower

Los Angeles, CA 90067

Attorneys for Fever Labs, Inc.

☐ by having copies **personally delivered to the designed party(ies)**

As follows: I am “readily familiar” with the firm’s practice of collection and processing correspondence for mailing. Under that practice it would be deposited with U.S. postal service on the same day with postage thereon fully prepaid at Los Angeles, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

[x] (State) I declare under penalty of perjury the laws of the State of California that the foregoing is true and correct.

[] (Federal) I declare that I am employed in the office of a member of the bar of this court at whose direction the service was made

Executed on March 6, 2025 in Westminster, California.


Karen Bui

EXHIBIT 3



Darcy Nuber v. Fever Labs
Los Angeles Superior Court, Case No.: 23STCV21796

Date	Description of Cost Item	Invoice #	Amount
8/1/23	LWDA Filing Fee for Initial PAGA Notice	LWDA-CM-972191-23	\$75.00
8/2/23	Certified Mailing Fee for PAGA Letter	N/A	\$8.53
9/11/23	e-Filing, Initial Appearance, and Complex Filing Fees for Complaint	14868097	\$1,494.99
9/11/23	Certified Mailing Fee for Amended PAGA Letter	N/A	\$8.53
10/6/23	e-Filing Fee for First Amended Complaint	5384520	\$17.66
10/29/23	Service of Process Fee to Serve Def.	5449051	\$97.80
1/9/24	e-Filing Fee for Notice of Remand	8866776	\$14.57
4/30/24	Plaintiff's Share of Mediation Fee - Steve Pearl Mediation	2023-250	\$8,750.00
8/2/24	Case Anywhere System Access Fee	338199	\$147.00
8/22/24	Motion for Preliminary Approval of Settlement	10244279	\$76.37
11/5/24	Case Anywhere System Access Fee	349742	\$189.00
2/6/25	Case Anywhere System Access Fee	361822	\$147.00
3/6/25	Case Anywhere System Access Fee	373611	\$49.00
3/7/25	e-Filing Fee for (Amended Proposed) Order Granting Preliminary Approval of Settlement	11481582	\$16.17
4/4/25	Case Anywhere System Access Fee	386567	\$55.00
5/6/25	Case Anywhere System Access Fee	398495	\$49.00
5/9/25	Case Anywhere System Access Fee	327131	\$141.12
6/18/25	Case Anywhere System Access Fee	410561	\$49.00
7/1/25	Case Anywhere System Access Fee	422909	\$49.00
8/7/25	Case Anywhere System Access Fee	435479	\$49.00
9/3/25	Case Anywhere System Access Fee	448009	\$49.00
10/1/25	Case Anywhere System Access Fee	460735	\$49.00
11/3/25	Case Anywhere System Access Fee	473667	\$49.00
12/1/25	Case Anywhere System Access Fee	486529	\$49.00
1/2/26	Case Anywhere System Access Fee	499530	\$49.00
2/2/26	Case Anywhere System Access Fee	512759	\$49.00

Estimated Future Cost	e-Filing Fee Motion for Final Approval	N/A	\$77.97
Estimated Future Cost	e-Filing Fee for Supplemental Brief and/or Amended Proposed Order	N/A	\$16.17
Estimated Future Cost	Case Anywhere System Access Fee Through Final Approval (February to March 2026)	N/A	\$116.00
Estimated Future Cost	e-Filing Fee for Declaration re Distribution	N/A	\$16.17
		TOTAL	\$12,004.05

EXHIBIT 4