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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF PLACER

JASMINE HOLMAN, individually, and on behalf of all similarly aggrieved employees and the putative class,

Plaintiff,

vs.

PETSMART LLC, a Delaware Limited Liability Company; and DOES 1 through 25, inclusive,

Defendants.

Case No.: S-CV-0051680

Honorable Michael W. Jones
Department 3

DECLARATION OF AMANDA HOWARD OF ILYM GROUP, INC. REGARDING NOTICE AND SETTLEMENT ADMINISTRATION

Date:	December 10, 2026
Time:	8:30 a.m.
Dept:	3
Complaint Filed:	November 14, 2023
FAC Filed:	March 17, 2026
Trial Date:	Not Set

I, Amanda Howard, declare as follows:

1. I am a resident of the United States of America and am over the age of 18. I am a Case Manager for ILYM Group, Inc., (herein after referred to as "ILYM Group"), the professional settlement services provider who has been retained by the Parties' Counsel and subsequently appointed by the Court to serve as the Settlement Administrator for the above captioned, *Jasmine Holman v. PetSmart LLC* matter. I am authorized to make this declaration on behalf of ILYM Group and myself. I have personal knowledge of the facts herein, and, if called upon to testify, I could and would testify competently to such facts.

2. ILYM Group has extensive experience in administering class action settlements, including direct mail services, database management, claims processing and settlement fund distribution services for class actions ranging in size from 26 to 4.5 million settlement class members.

3. ILYM Group was engaged by the Parties' Counsel and subsequently approved and appointed by the Court to provide notification services and settlement administration, pursuant to the terms of the Settlement, in the above referenced Action. Duties performed to-date and to be performed after Final Approval of the Settlement is granted, include: (a) printing and mailing the *Notice of Class Action Settlement* (referred to as "Class Notice"); (b) receiving and processing Requests for Exclusion, Notices of Objection, and Disputes; (c) establishing a QSF account and calculating individual settlement award amounts; (d) processing and mailing settlement award checks; (e) handling tax withholdings as required by the Settlement and the law; (f) preparing, issuing and filing tax returns and other applicable tax forms; (g) handling the distribution of any unclaimed funds pursuant to the terms of the Settlement; and (h) performing other tasks as the Parties mutually agree to and/or the Court orders ILYM Group to perform.

4. On July 21, 2026, ILYM Group received the Court approved text for the Class Notice from Class Counsel. ILYM Group prepared a draft of the formatted Class Notice, which was approved by the Parties' Counsel prior to mailing.

5. On August 7, 2026, ILYM Group received the Class List from Defendant's counsel, which contained each Class Member's full name, social security number, last known mailing address, and the number of Workweeks/Pay Periods worked during the Class Period and PAGA Period. The Class List data file was uploaded to our database and checked for duplicates and other possible discrepancies. The Class List contained unique records for 13,281 individuals identified as Class Members who worked a total of 809,612 Workweeks. Accordingly, the Escalator Clause was not triggered.

6. As part of the preparation for mailing, all 13,281 names and addresses contained in the Class List were then processed against the National Change of Address ("NCOA") database, maintained by the United States Postal Service ("USPS"), for purposes of updating and confirming the mailing addresses of the Class Members before mailing of the Class Notice. The NCOA contains requested change of addresses filed with the USPS. To the extent that an updated address was found in the NCOA database, the updated address was used for the mailing of the Class Notice. To the extent that no updated address was found in the NCOA database, the original address provided by Defendant's counsel was used for the mailing of the Class Notice.

7. On September 11, 2026, the Class Notice was mailed, via U.S First Class Mail, to all 13,281 individuals contained in the Class List. Attached hereto, as **Exhibit A**, is a true and correct copy of the mailed Class Notice.

8. As of the date of this declaration, 1,145 Class Notices have been returned to our office of which none were returned with a forwarding address. ILYM Group performed a computerized skip trace on the 1,145 returned Class Notices that did not have a forwarding address, in an effort to obtain an updated address for the purpose of re-mailing the Class Notice. As a result of this skip trace, 1,114 updated addresses were obtained and the Class Notices were promptly re-mailed to those Class Members, via U.S. First Class Mail. As of the date of this declaration, a total of 32 Class Notices have been deemed undeliverable as no updated addresses were found notwithstanding the skip tracing.

9. As of the date of this declaration, ILYM Group has received 2 Requests for Exclusion from Jamie Grgich and Samantha Mudge. The Response Deadline was October 26, 2026 and the extended Response Deadline for re-mailed Class Notices was November 10, 2026.

10. As of the date of this declaration, ILYM Group has not received any Notices of Objection. The Response Deadline was October 26, 2026 and the extended Response Deadline for re-mailed Class Notices was November 10, 2026.

11. As of the date of this declaration, ILYM Group received 1 Dispute from a Class Member which was denied due to the Workweek counts provided by Defendant being accurate. The Response Deadline was October 26, 2026 and the extended Response Deadline for re-mailed Class Notices was November 10, 2026.

12. The Net Settlement Amount available to Settlement Class Members is estimated to be $2,361,950.00 and was calculated by subtracting the requested attorneys' fees $1,732,500.00, the maximum amount allocated for litigation costs and expenses $50,000.00, the requested Enhancement Payment $10,000.00, the requested Settlement Administration Costs $45,550.00, and the PAGA Amount $750,000.00 from the Gross Settlement Amount $4,950,000.00.

13. As of this date, there are 13,279 Class Members who did not submit a timely and valid Request for Exclusion and are therefore deemed to be Settlement Class Members. The Settlement Class Members worked 809,472 Workweeks during the Class Period. The Individual Settlement Shares are allocated on a *pro rata* basis using the estimated workweek value of $2.92 multiplied by their Workweeks worked.

14. The *highest* Individual Settlement Share to a Settlement Class Member is currently estimated to be approximately $496.04, the *average* Individual Settlement Share is currently estimated to be approximately $177.87, and the *lowest* Individual Settlement Share is currently estimated to be approximately $2.92. These amounts are subject to employee-side tax and withholdings.

15. Pursuant to the Agreement, 25% of the PAGA Amount $187,500.00 will be allocated to PAGA Employees regardless of whether he or she opted outs of the Settlement ("PAGA Employee Amount"); PAGA Employees cannot opt out of the PAGA settlement. The

PAGA Employee Amount is allocated on a *pro rata* basis using the pay period value of $0.23 multiplied by their Pay Periods worked. There are 13,281 PAGA Employees who worked 809,612 Pay Periods during the PAGA Period.

16. The *highest* Individual PAGA Payment to a PAGA Employee is currently estimated to be approximately $39.37, the *average* Individual PAGA Payment is currently estimated to be approximately $14.12, and the *lowest* Individual PAGA Payment is currently estimated to be approximately $0.23.

17. ILYM Group's total fees and costs for services in connection with the administration of this Settlement, which includes fees and costs incurred to-date, as well as anticipated fees and costs for completion of the settlement administration, are $45,550.00. ILYM Group's work in connection with this matter will continue with the calculation of the settlement award payments, issuance and mailing of the settlement award checks, the necessary tax filing and reporting on such payments, and any other tasks that the Parties mutually agree to and/or the Court orders ILYM Group to perform. Attached hereto, as **Exhibit B**, is a true and correct copy of ILYM Group's quote.

I declare under penalty of perjury under the laws of the State of California and the United States that the foregoing is true and correct to the best of my knowledge and that this Declaration was executed this 10th day of November 2026, at Tustin, California.

Amanda Howard
AMANDA HOWARD

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Jasmine Holman v. PetSmart LLC
Superior Court of California for the County of Placer, Case No. S-CV-0051680

PLEASE READ THIS NOTICE CAREFULLY.

You have received this Notice because Defendant's records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Jasmine Holman ("Plaintiff") and Defendant PetSmart LLC ("Defendant") (Plaintiff and Defendant are collectively referred to as the "Parties") in the case entitled *Jasmine Holman v. PetSmart LLC*, Placer County Superior Court Case No. S-CV-0051680 ("Action"), which may affect your legal rights. On July 17, 2026, the Court granted preliminary approval of the settlement and scheduled a hearing on December 10, 2026 at 8:30 a.m. ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

"**Class**" or "**Class Member(s)**" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period.

"**Class Period**" means the period from September 1, 2022 through November 30, 2025.

"**Class Settlement**" means the settlement and resolution of all Released Class Claims.

"**PAGA Employee(s)**" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period.

"**PAGA Period**" means the period from the period from September 1, 2022 through November 30, 2025.

"**PAGA Settlement**" means the settlement and resolution of all Released PAGA Claims.

II. BACKGROUND OF THE ACTION

On September 1, 2023, Plaintiff provided written notice to the California Labor and Workforce Development Agency ("LWDA") and Defendant of the specific provisions of the California Labor Code that Plaintiff contends were violated. On November 14, 2023, Plaintiff commenced a putative class action and representative action under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq*. ("PAGA") by filing a Class & Collective Action Complaint in the Action. On February 5, 2026, Plaintiff submitted an amended written notice to the LWDA and Defendant of the specific provisions of the California Labor Code that Plaintiff contends were violated. Together, the September 1, 2023 notice and February 5, 2026 notice are referred to as the "PAGA Letters". On March 17, 2026, Plaintiff filed a First Amended Class & Representative Action Complaint ("Operative Complaint") in the Action.

Plaintiff alleges in the Operative Complaint the failure to provide required meal periods and failure to pay meal period premiums; failure to authorize and permit rest periods and failure to pay rest period premiums; failure to pay overtime wages at the lawful overtime and double-time rates; failure to pay minimum wages for all hours worked; failure to pay reporting time compensation; failure to pay all wages earned at the correct rate of pay, including secret payment of lower wages in violation of designated wage rates; unlawful deductions; unlawful payment instruments; failure to timely pay wages during employment; failure to timely pay all wages owed upon discharge or resignation; failure to furnish accurate, itemized wage statements; failure to maintain and produce required payroll and personnel records; failure to provide, make available, or correctly compensate paid sick leave; failure to provide kin-care leave and maintaining unlawful attendance policies; failure

to provide a weekly day of rest; failure to reimburse employees for necessary business expenses; failure to provide required lactation accommodations and breaks; failure to comply with workplace violence prevention and injury and illness prevention planning requirements; failure to provide suitable seating; failure to provide required hiring/commission agreements or wage-theft-prevention notices; maintaining unlawful wage confidentiality policies and retaliating against employees for wage discussions; retaliation for complaints about Labor Code violations, workplace safety, or unlawful practices; violations of general safety obligations and failure to maintain required workplace postings/notices; violations of mandatory indoor heat illness prevention standards; and unfair and unlawful business practices. Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant denies any liability or wrongdoing of any kind. Defendant contends, among other things, that it complied at all times with the applicable law. The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Action have merit or that Defendant has any liability to Plaintiff, Class Members, or PAGA Employees.

The Parties participated in mediation with a respected class action mediator, and as a result, the Parties reached a settlement. The Parties have since entered into a Joint Stipulation of Class Action and PAGA Settlement ("Settlement" or "Settlement Agreement").

On July 17, 2026, the Court entered an order preliminarily approving the Settlement. The Court has not ruled on the merits of Plaintiff's claims. By preliminarily approving the Settlement and issuing this Notice, the Court is not suggesting which side would win or lose this case on the merits. Rather, the Court has determined only that there is sufficient evidence to determine on a preliminary basis that the proposed Settlement is fair, adequate, and reasonable and any final determination of those issues will be made at the final approval hearing.

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Employee, you do not need to take any action to receive an Individual PAGA Payment; you will not have the opportunity to object or seek exclusion from the PAGA Settlement and all PAGA Employees will be bound to the PAGA Settlement if the Court grants final approval of the Settlement.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

Without admitting any wrongdoing, and to avoid the business disruptions caused by litigating these claims, Defendant has agreed to pay a total gross settlement amount of Four Million Nine Hundred Fifty Thousand Dollars and Zero Cents ($4,950,000.00) (the "Gross Settlement Amount"). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the "Net Settlement Amount." The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys' fees, in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., $1,732,500.00), and reimbursement of litigation costs and expenses, in an amount not to exceed Fifty Thousand Dollars and Zero Cents ($50,000.00) to Class Counsel; (2) Enhancement Payment in an amount not to exceed Ten Thousand Dollars and Zero Cents ($10,000.00) to Plaintiff; (3) the amount of Seven Hundred Fifty Thousand Dollars and Zero Cents ($750,000.00) allocated toward civil penalties under the Private Attorneys General Act ("PAGA Amount"), of which the LWDA will be paid 75% ($562,500.00) ("LWDA Payment") and the remaining 25% ($187,500.00) will be distributed to PAGA Employees ("PAGA Employee Amount"); and (4) Settlement Administration Costs in an amount not to exceed Ninety-Five Thousand Dollars and Zero Cents ($95,000.00) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount ("Individual Settlement Share") based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period ("Workweeks"). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiplied each Class Member's individual Workweeks by the Estimated Workweek Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement

(which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion ("Settlement Class Members") will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as twenty percent (20%) as wages, which will be reported on an IRS Form W-2, and eighty percent (80%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee's share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member ("Individual Settlement Payment"). The employer's share of taxes and contributions in connection with the wages portion of Individual Settlement Shares ("Employer Taxes") will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Employees are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the PAGA Employee Amount ("Individual PAGA Payment") based on the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period ("Pay Periods"). The Settlement Administrator has divided the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the Pay Periods of all PAGA Employees to yield the "PAGA Pay Period Value," and multiplied each PAGA Employee's individual Pay Periods by the Pay Period Value to yield each PAGA Employee's Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, will not be treated as wages or subject to payroll withholdings, and will be reported on IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class Members and Individual PAGA Payments will be mailed to PAGA Employees at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure you receive any payment that you may be entitled to under the Settlement.**

B. Your Workweeks and Pay Periods Based on Defendant's Records

According to Defendant's records:

- **From September 1, 2022 through November 30, 2025 (i.e., the Class Period), you are credited as having worked «Class_Workweeks» Workweeks.**
- **From September 1, 2022 through November 30, 2025 (i.e., the PAGA Period), you are credited as having worked «PAGA_Pay_Periods_» Pay Periods.**

If you wish to dispute the Workweeks credited to you ("Dispute"), you must submit your dispute in writing to the Settlement Administrator.

ILYM Group, Inc.
P.O. Box 2031
Tustin, CA 92781
Telephone: (888) 250-6810
Fax: (888) 845-6185
Email: info@ilymgroup.com

The Dispute must: (a) contain the case name and number of the Action (*Holman v. PetSmart LLC*, Case No. S-CV-0051680); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed above, postmarked **on or before October 26, 2026**.

C. Your Estimated Individual Settlement Share and Individual PAGA Payment

As explained above, your estimated Individual Settlement Share and Individual PAGA Payment is based on the number of Workweeks and Pay Periods credited to you.

Under the terms of the Settlement, your Individual Settlement Share is estimated to be $«Estimated_Individual_Class_Award». The Individual Settlement Share is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be $«Estimated_Individual_PAGA_Award» and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

The settlement approval process may take multiple months. Your Individual Settlement Share and Individual PAGA Payment reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and Individual PAGA Payment may be higher or lower.

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims. By virtue of this release, any claims under the FLSA that are predicated on the Released Class Claims are subject to res judicata pursuant to applicable law including but not limited to *Rangel v. PLS Check Cashers of California Inc.,* 899 F.3d 1106 (9th Cir. 2018) and therefore cannot be asserted in a future action.

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, the State of California on behalf of itself and with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims.

"Released Class Claims" means any and all claims alleged in the Operative Complaint, or that arise out of or in connection with the claims and facts alleged in the Operative Complaint, during the Class Period, and any claims which could have been asserted arising from the claims, alleged facts and/or primary rights alleged to have been invaded to the full extent permitted by law, including claims for: failure to provide required meal periods and failure to pay meal period premiums; failure to authorize and permit rest periods and failure to pay rest period premiums; failure to pay overtime wages at the lawful overtime and double-time rates; failure to pay minimum wages for all hours worked; failure to pay reporting time compensation; failure to pay all wages earned at the correct rate of pay, including secret payment of lower wages in violation of designated wage rates; unlawful deductions; unlawful payment instruments; failure to timely pay wages during employment; failure to timely pay all wages owed upon discharge or resignation; failure to furnish accurate, itemized wage statements; failure to maintain and produce required payroll and personnel records; failure to provide, make available, or correctly compensate paid sick leave; failure to provide kin-care leave and maintaining unlawful attendance policies; failure to provide a weekly day of rest; failure to reimburse employees for necessary business expenses; failure to provide required lactation accommodations and breaks; failure to comply with workplace violence prevention and injury and illness prevention planning requirements; failure to provide suitable seating as required by applicable Wage Order section 14(A) and (B); failure to provide required hiring/commission agreements or wage-theft-prevention notices; maintaining unlawful wage confidentiality policies and retaliating against employees for wage discussions; retaliation for complaints about Labor Code violations, workplace safety, or unlawful practices; violations of general safety obligations and failure to maintain required workplace postings/notices; violations of mandatory indoor heat illness prevention standards; unfair and unlawful business practices arising out of or related to any or all of the aforementioned claims; and for statutory or civil penalties (excluding PAGA penalties), attorneys' fees, costs, restitution or any other form of recovery. The Released Class Claims specifically include all claims alleging a violation of California Labor Code sections 98.6, 201, 202, 203, 204, 206, 206.5, 208, 210, 212, 213, 218, 218.5, 218.6, 221, 223, 224, 226, 226.3, 226.7, 227.3, 232, 233, 234, 246, 246.5, 247, 247.5, 248.5, 432.5, 510, 512, 551, 552, 558, 558.1, 1030, 1031, 1033, 1102.5, 1174, 1174.5, 1175, 1194, 1197, 1197.1, 1198, 1198.5, 1199, 1199.5, 2751, 2800, 2800.5, 2802, 2810.5, 6401.7, 6401.9, 6310, 6311, 6399.7, 6400, 6401, 6402, 6403, California Code of Regulations, the Industrial Welfare Commission Wage Orders, including but not limited to Wage Order

7-2001 section 5, 11, 12 and 14(A) and (B); California Business and Professions Code section 17200 *et seq.*, California Civil Code sections 3287, 3289, 3336, and 3294; and California Code of Civil Procedure section 1021.5.

"Released PAGA Claims" any and all claims under the California Private Attorneys General Act of 2004, Cal. Lab. Code section 2698 *et seq*. for PAGA penalties alleged in the Operative Complaint and PAGA Letters, or that arise out of or in connection with the claims and facts alleged in the Operative Complaint and PAGA Letters, during the PAGA Period, and any claims which could have been asserted arising from the claims, alleged facts and/or primary rights alleged to have been invaded to the full extent permitted by law, including claims for: failure to provide required meal periods and failure to pay meal period premiums; failure to authorize and permit rest periods and failure to pay rest period premiums; failure to pay overtime wages at the lawful overtime and double-time rates; failure to pay minimum wages for all hours worked; failure to pay reporting time compensation; failure to pay all wages earned at the correct rate of pay, including secret payment of lower wages in violation of designated wage rates; unlawful deductions; unlawful payment instruments; failure to timely pay wages during employment; failure to timely pay all wages owed upon discharge or resignation; failure to furnish accurate, itemized wage statements; failure to maintain and produce required payroll and personnel records; failure to provide, make available, or correctly compensate paid sick leave; failure to provide kin-care leave and maintaining unlawful attendance policies; failure to provide a weekly day of rest; failure to reimburse employees for necessary business expenses; failure to provide required lactation accommodations and breaks; failure to comply with workplace violence prevention and injury and illness prevention planning requirements; failure to provide suitable seating as required by applicable Wage Order section 14(A) and (B); failure to provide required hiring/commission agreements or wage-theft-prevention notices; maintaining unlawful wage confidentiality policies and retaliating against employees for wage discussions; retaliation for complaints about Labor Code violations, workplace safety, or unlawful practices; violations of general safety obligations and failure to maintain required workplace postings/notices; violations of mandatory indoor heat illness prevention standards; and for statutory or civil penalties, attorneys' fees, costs, restitution or any other form of recovery. The Released PAGA Claims specifically include all claims alleging a violation of California Labor Code sections 98.6, 201, 202, 203, 204, 206, 206.5, 208, 210, 212, 213, 218, 218.5, 218.6, 221, 223, 224, 226, 226.3, 226.7, 227.3, 232, 233, 234, 246, 246.5, 247, 247.5, 248.5, 432.5, 510, 512, 551, 552, 558, 558.1, 1030, 1031, 1033, 1102.5, 1174, 1174.5, 1175, 1194, 1197, 1197.1, 1198, 1198.5, 1199, 1199.5, 2698 *et seq*., 2751, 2800, 2800.5, 2802, 2810.5, 6401.7, 6401.9, 6310, 6311, 6399.7, 6400, 6401, 6402, 6403, California Code of Regulations, and the Industrial Welfare Commission Wage Orders, including but not limited to Wage Order 7-2001 Section 5, 11, 12 and 14(A) and (B).

"Released Parties" Defendant, and each of its past, present and future agents, employees, servants, officers, directors, partners, trustees, representatives, shareholders, members, attorneys, direct and indirect parents and subsidiaries, equity sponsors, related companies/corporations and/or partnerships (defined as a company/corporation and/or partnership that is, directly or indirectly, under common control with Defendant or any of its parents and/or affiliates), divisions, assigns, predecessors, successors, insurers, consultants, joint ventures, any actual or alleged joint employers, affiliates, and alter-egos, and all of their respective past, present and future employees, directors, officers, agents, attorneys, stockholders, fiduciaries, parents, subsidiaries, and assigns.

E. The Attorneys

Attorneys for the Plaintiff and the Class are:

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IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to

do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement and if the Court grants final approval of the Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released Class Claims against the Released Parties as described in Section III.D above.

If you are a PAGA Employee and the Court grants final approval of the Settlement, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims against the Released Parties as described in Section III.D above.

As a Class Member and PAGA Employee, you will not be separately responsible for the payment of attorney's fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney's fees and expenses.

B. Request Exclusion from the Class Settlement

Class Members may request to be excluded from the Class Settlement by submitting a letter ("Request for Exclusion") to the Settlement Administrator.

A Request for Exclusion must: (a) contain the case name and number of the Action (*Holman v. PetSmart LLC*, Case No. S-CV-0051680); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) clearly state that you do not wish to be included in the Class Settlement; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section III.B above, postmarked **on or before October 26, 2026**.

If the Court grants final approval of the Settlement, any Class Member who submits a timely and valid Request for Exclusion will not be issued an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid Request for Exclusion will be deemed Settlement Class Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. PAGA Employees will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

C. Object to the Class Settlement

You can object to the Class Settlement as long as you have not submitted a Request for Exclusion by submitting a written objection ("Notice of Objection") to the Settlement Administrator.

The Notice of Objection must: (a) contain the case name and number of the Action (*Holman v. PetSmart LLC*, Case No. S-CV-0051680); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section III.B above, postmarked **on or before October 26, 2026**.

You may also appear at the Final Approval Hearing and present your objection orally, regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department 40 of the Placer County Superior Court, located at Honorable Howard G. Gibson Courthouse, 10820 Justice Center Drive, Roseville, CA 95678, on December 10, 2026, at 8:30 a.m., to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys' Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, and Settlement

Administration Costs to the Settlement Administrator.

The Final Approval Hearing may be continued without further notice to the Class Members and PAGA Employees. It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

You can find more information about how to attend remotely here: https://www.placer.courts.ca.gov/online-services/remote-appearance-system/remote-civil-hearings

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You may view the Settlement Agreement and other documents filed in the Action by visiting Howard G. Gibson Courthouse, 10820 Justice Center Drive, Roseville, CA 95678, during normal business hours, or by online by visiting the following website: https://www.placer.courts.ca.gov/online-services/online-portal

You may also visit the Settlement Administrator's website at https://ilymgroup.com/PetSmart for key documents in the Action.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: (888) 250-6810.

EXHIBIT B

ILYM | GROUP, Inc.
CLASS ACTION ADMINISTRATION

Case Name: Jasmine Holman v. PetSmart LLC

Thursday, December 18, 2025

Requesting Attorney:
Jasmine Kianfard
Blackstone Law, APC
jkianfard@blackstonepc.com
310.622.4278

ILYM Group Contact:
Lisa Mullins
ILYM Group, Inc.
Lisa@ilymgroup.com
714.878.8836

Estimate For Administrative Solutions: Class & PAGA

KEY ASSUMPTIONS	
Total Number of Class Members	23,530
Estimated Percentage of Remails	15%
Certified Spanish Translation	No
ILYM Group Static Website	Yes
Case Duration (Years)	1

Summary of ILYM Group, Inc.'s Fees & Expenses

Case Startup:	$2,600.00
Project Management:	$12,290.00
Notification & Mailing:	$16,058.59
Distribution (Includes EIN, Bank Acct * /QSF Setup):	$12,896.41
Case Conclusion:	$1,705.00
All-In/Capped ILYM Fees & Expenses:	**$45,550.00**

Case Name: Jasmine Holman v. PetSmart LLC

Thursday, December 18, 2025

Requesting Attorney's Name: Jasmine Kianfard

Activity	Rate Type	Unit Cost	Volume	Amount
CASE STARTUP				
Initial Setup - Import and Formatting of Data*	Hourly	$150.00	8	$1,200.00
Programming of Class Database	Hourly	$175.00	8	$1,400.00
**ILYM assumes that data will be in a standard format. Client will be notified immediately if not in standard format to correct data or ILYM can convert to standard format @ $150.00 per hour.*			**Subtotal**	**$2,600.00**
PROJECT MANAGEMENT				
Project Manager (Case notification and maintenance)	Hourly	$120.00	10	$1,200.00
Staff Hours for Processing Returned Mail	Hourly	$70.00	4	$280.00
Staff Hours for Processing Opt-Outs, Disputes & Objection(s)	Hourly	$70.00	4	$280.00
Report Processing	Hourly	$70.00	4	$280.00
ILYM Group Static Website	Flat Fee	$750.00	1	$750.00
NCOA	Flat Rate	$4,000.00	1	$4,000.00
IVR	Flat Fee	$5,500.00	1	$5,500.00
Weekly Reports	Flat Rate	$750.00	1	Waived
			Subtotal	**$12,290.00**
NOTIFICATION & MAIILING				
Fulfillment of Notice via Email	Flat Fee	$1,250.00	1	$1,250.00
Fulfillment of Notice, English only	Per Piece	$0.90	8,236	$7,411.95
USPS First Class Postage	Per Piece	$0.74	8,236	$6,094.27
Re-Mails (Forward/Skip trace Undeliverables)	Per Piece	$1.50	659	$988.26
Storage, Photocopies, Deliveries	Flat Fee	$314.11	1	$314.11
			Subtotal	**$16,058.59**

ILYM | GROUP, Inc.
CLASS ACTION ADMINISTRATION

Case Name: Jasmine Holman v. PetSmart LLC

Thursday, December 18, 2025

Requesting Attorney's Name: Jasmine Kianfard

Activity	Rate Type	Unit Cost	Volume	Amount
DISTRIBUTION (Includes EIN, Bank Acct * /QSF Setup)				
Distribution Setup & Management	Hourly	$150.00	5	$750.00
Account Reconciliation & Distribution Reporting	Hourly	$125.00	5	$625.00
Electronic Payment via Venmo, Paypal, Zelle, etc.	Per Payment	$1.00	1,874	$1,873.58
Check, Stub & Release - Print & Mail (W2/1099)	Per Check	$0.60	5,353	$3,211.85
USPS First Class Postage	Per Piece	$0.74	5,353	$3,961.28
Re-Mails (Forward/Skip trace Undeliverables up to 10%)	Per Piece	$1.00	375	$374.72
Preparation of Taxes	Hourly	$120.00	5	$600.00
Annual Filing of Tax Return	Per Year	$1,500.00	1	$1,500.00

**Additional Bank fees may apply*

Subtotal **$12,896.41**

CASE CONCLUSION				
Data Manager Final Reporting	Hourly	$100.00	3	$300.00
Project Manager Final Reporting	Hourly	$120.00	4	$480.00
Process Unclaimed Funds to the State	Flat Fee	$550.00	1	$550.00
Declaration	Hourly	$125.00	3	$375.00

Subtotal **$1,705.00**

All-In/Capped ILYM Fees & Expenses: $45,550.00

ILYM Group's Terms and Conditions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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