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Attorneys for PLAINTIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SANTA CLARA

SHANE ABBOTT, individually, and on behalf
of other members of the general public
similarly situated;

Plaintiff,

vs.

SAUNDERS CONSTRUCTION, INC., a
California corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No. 24CV428659

**DECLARATION OF JEAN-CLAUDE
LAPUYADE, ESQ. IN SUPPORT OF
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Dept.: 7
Judge: Hon. Charles F. Adams

1 I, Jean-Claude Lapuyade, Esq., declare as follows:

2 1. I am over eighteen years of age and if called as a witness, I could and would competently
3 testify to the following facts from my own personal knowledge. I am an attorney-at-law and the owner
4 of the law firm of JCL LAW FIRM, APC (hereinafter "Class Counsel"). I am co-counsel of record for
5 Plaintiff SHANE ABBOTT (hereinafter "Plaintiff") in this wage and hour class action filed against
6 SAUNDERS CONSTRUCTION, INC. (hereinafter "Defendant").

7 2. This declaration is being submitted in support of Plaintiff's Motion for Preliminary
8 Approval of Class Action and PAGA Settlement.

9 **I. EXHIBITS**

10 3. Attached hereto as **Exhibit "1"** is a true and correct copy of the fully executed Joint
11 Stipulation and Agreement for Class and Representative Action Settlement and Release ("Agreement"
12 or "Settlement Agreement"). Attached as **Exhibit "A"** to the Agreement is a true and correct copy of
13 the proposed Class Notice.

14 4. Attached hereto as **Exhibit "2"** is a true and correct copy of the proof of filing with the
15 Labor and Workforce Development Agency notice of this settlement with the Settlement Agreement
16 and Motion for Preliminary Approval of Class Action and PAGA Settlement evidencing Class
17 Counsel's compliance with California Labor Code Section 2699(1)(2).

18 5. Attached hereto as **Exhibit "3"** is a true and correct copy of the bid for settlement
19 administration submitted by Apex Class Action, LLC, in the amount of \$6,490.00.

20 6. Attached hereto as **"Exhibit 4"** is a true and correct copy of the JCL Law Firm "Firm
21 Resume" detailing some of the major cases the JCL Law Firm has undertaken.

22 **II. INTRODUCTION**

23 7. An objective evaluation of the Settlement confirms that the relief negotiated on behalf of
24 the Class is fair, reasonable, and adequate. The Settlement was negotiated by the Parties at arm's length.
25 The Settlement confers substantial benefits to the Class Members. The relief offered by the Settlement
26 is particularly impressive when viewed against the difficulties encountered by plaintiffs pursuing wage
27 and hour cases (*see infra*). Indeed, by settling now rather than proceeding to trial, the Class will not
28 have to wait (possibly years) for relief, nor will they have to bear the risk of class certification being

1 denied or of Defendant prevailing at trial. Assuming there are zero opt-outs, the entire Net Settlement
2 Amount will be paid to all Settlement Class Members resulting in an average Individual Class Payment
3 of approximately **\$2,035.78**. At the time of mediation, there were approximately 117 Aggrieved
4 Employees during the PAGA Period who worked an aggregate of 4,775 PAGA Pay Periods.

5 8. As discussed below, the proposed Settlement satisfies all criteria for preliminary
6 settlement approval and falls within the range of reasonableness. The average Individual Settlement
7 Payment to the Settlement Class meets or exceeds awards in similar wage and hour class actions.
8 Moreover, the proposed Settlement Class is appropriate for provisional certification. Accordingly,
9 Plaintiff respectfully requests the Court grant preliminary approval of the Settlement.

10 **III. FACTS AND PROCEDURE**

11 **A. Overview of the Litigation**

12 9. Defendant owns and operates a contracting business, specializing in commercial seismic
13 retrofits, in the state of California, including but not limited to, Santa Clara County. Plaintiff Abbott
14 alleges he worked for Defendant as a non-exempt employee from March 2023 to June 2023. Plaintiff
15 alleges that Defendant, among other things, failed to pay for all hours worked, failed to provide
16 compliant meal and rest periods, furnished facially non-compliant wage statements, miscalculated the
17 regular rate of pay for purposes of paying overtime compensation, and failed to reimburse employees
18 for mandatory business expenses. Throughout his employment, Plaintiff was subject to Defendant's
19 written policies and procedures contained in, among other documents, the "Saunders Construction Code
20 of Safe Practices" and Employee Handbook.

21 10. Defendant forcefully denies liability for each of Plaintiff's' claims. Further, Defendant
22 asserts that it fully complied with all applicable employment laws and raised several other significant
23 defenses to Plaintiff's' claims, including but not limited to, compliant compensation policies and plans,
24 compliant meal and rest practices, substantially compliant wage statements, and timely payment of all
25 wages due upon separation of employment.

26 11. On October 31, 2023, Plaintiff served Defendant and the Labor and Workforce
27 Development Agency ("LWDA") with a Notice of Violations ("PAGA Notice"). Plaintiff's' PAGA
28 Notice set forth the facts and theories supporting Defendant's alleged violations of various provisions

1 of the California Labor Code and applicable Industrial Welfare Commissions (“IWC”) Wage Order and
2 of their intent to pursue claims under California Labor Code Private Attorneys General Act, California
3 Labor Code Sections 2698 *et seq.* (“PAGA”).

4 12. On January 5, 2024, Plaintiff filed a complaint in this Court, alleging a single cause of
5 action for violations of PAGA (the “Action”).

6 13. On January 5, 2024, Plaintiff also filed a separate class action in the Orange County
7 Superior Court, Case No. 30-2024-01371302-CU-OE-CXC (“Class Action”), alleging claims for: (1)
8 Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime); (2) Violation of California
9 Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums); (3) Violation of California Labor
10 Code § 226.7 (Unpaid Rest Period Premiums); (4) Violation of California Labor Code §§1194, 1197,
11 and 1197.1 (Unpaid Minimum Wages); (5) Violation of California Labor Code §§ 201 and 202 (Final
12 Wages Not Timely Paid); (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During
13 Employment); (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements); (8)
14 Violation of California Labor Code § 1174(d) (Failure to Keep Requisite Payroll Records); (9) Violation
15 of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); and (10) Violation of
16 California Business and Professions Code §§ 17220, *et seq.*

17 14. In order to facilitate the settlement, Plaintiff filed a First Amended Complaint in this
18 Action on February 6, 2025, adding the class claims from his class action. On February 11, 2025,
19 Plaintiff dismissed his separate Class Action without prejudice.

20 **B. Class Counsel Thoroughly Investigated the Factual and Legal Issues**

21 15. To prepare for mediation, Class Counsel requested pertinent documents and data points
22 to evaluate Plaintiff’s claims and measure Defendant’s liability exposure to the Class. In response,
23 Defendant produced, among other things, time, and payroll records for 66% of the Class, aggregate
24 workweek and pay period data, and copies of applicable handbooks, policies, and procedures. In total,
25 Defendant produced nearly 300 pages of documents and hundreds of thousands of unique cells of time
26 and payroll data.

27 16. Class Counsel then retained the statisticians and economists at Berger Consulting Group
28 (“BCG”) to evaluate the Class Members’ payroll and time data and to calculate Defendant’s liability

1 exposure to the Class. BCG provides data analysis and damage modeling consulting services,
2 specializing in wage and hour class actions. BCG analyzed Defendant's time and payroll data and
3 developed various damage models that assisted Class Counsel at the time of mediation.

4 17. Overall, Class Counsel thoroughly investigated the claims at issue. Class Counsel (1)
5 reviewed Plaintiff's' suitability as a putative class representatives through interviews, background
6 investigations, and analysis of their employment files; (2) evaluated Plaintiff's' potential claims; (3)
7 researched similar wage and hour class actions; (4) analyzed time and payroll records for the Class; (5)
8 analyzed Defendant's labor policies and practices; (6); developed comprehensive damage models which
9 estimated Defendant's liability for purposes of settlement with the assistance of a third party damages
10 consultant, BCG; (7) drafted the mediation brief; and (8) participated in the mediation. This
11 investigation allowed Class Counsel to fully assess the nature and magnitude of the claims being settled,
12 and to make an independent assessment of the reasonableness of the terms to which the Parties have
13 agreed. Based on its investigation of the facts, applicable law, and marketplace for similar settlements,
14 and considering the risk of significant delay and uncertainty associated with litigation, and the various
15 defenses asserted by Defendants, Class Counsel firmly believes this Agreement to be in the best
16 interests of the Class Members. Because the Settlement's terms are fair, reasonable, and adequate, the
17 Court should preliminarily approve the Settlement.

18 **C. The Parties Settled at Mediation**

19 18. On December 6, 2024, the Parties participated in a full day mediation with Jason Marsili,
20 Esq., an experienced mediator of wage and hour class and PAGA actions. The mediation concluded
21 with a settlement, which was subsequently memorialized in the form of a Memorandum of
22 Understanding ("MOU") and then the Agreement.

23 19. Class Counsel submits that the Settlement constitutes a fair, adequate, and reasonable
24 compromise of the claims at issue.

25 **IV. ARGUMENT**

26 **A. The Court Should Preliminarily Approve the Settlement**

27 20. The proposed Settlement, including a Maximum Settlement Amount of Six Hundred
28 Thousand Dollars and Zero Cents (\$600,000.00), meets the standards for preliminary approval. Pre-

1 trial settlement of complex class actions is a judicially favored remedy. (*Officers for Justice v. Civil*
2 *Serv. Comm’n* (9th Cir. 1982) 688 F.2d 615, 625 (“Voluntary conciliation and settlement are the
3 preferred means of dispute resolution.”).) Class action settlement approval requires an early
4 “preliminary” review by the trial court and a subsequent “final” review after notice of the settlement
5 has been distributed to class members for their comments and objections. (C.R.C. 3.769(c)-(g);
6 *Cellphone Termination Fee Cases*, 180 Cal.App.4th 1110, 1118 (2010) (the court first “preliminarily
7 approves the settlement” and later “conducts a final approval hearing to inquire into the fairness of the
8 proposed settlement”).)

9 21. The Parties participated in mediation with highly respected mediator Jason Marsili, Esq.
10 Mediator Marsili managed the Parties’ expectations and provided a useful, neutral analysis of the issues
11 and risks to both sides. (*In re Apple Computer, Inc. Derivative Litig*, No. C 06-4128 JF (HRL), 2008
12 U.S. Dist. LEXIS 108195 (N.D. Cal. Nov. 5, 2008) (mediator’s participation weighs considerably
13 against any inference of a collusive settlement); *D’Amato v. Deutsche Bank* (2d. Cir. 2001) 236 F.3d
14 78, 85 (a “mediator’s involvement in pre-certification settlement negotiations helps to ensure that the
15 proceedings were free of collusion and undue pressure.”).) The Parties reached a settlement, which was
16 subsequently memorialized in a Memorandum of Understanding (“MOU”). At all times, the Parties’
17 negotiations were at an arm’s length, adversarial, and non-collusive. After reaching an agreement in
18 principle, the Parties drafted and negotiated a long-form settlement which is the subject of the instant
19 motion. Objectively, the Settlement terms are fair, adequate and represent a reasonable compromise of
20 the claims at issue.

21 22. As set forth in greater detail above, Class Counsel conducted a very thorough
22 investigation into the factual and legal issues in dispute. The investigation allowed Class Counsel to
23 fully assess the nature and magnitude of the claims being settled, as well as the impediments to recovery,
24 such as to make an independent assessment of the reasonableness of the terms to which the Parties have
25 agreed. Based on this investigation of the facts, applicable law, and marketplace for similar settlements,
26 and considering the risk of significant delay, uncertainty associated with litigation, and the various
27 defenses asserted by Defendant, Class Counsel firmly believes this Agreement to be in the best interests
28

1 of the Class Members. Because the Settlement's terms are fair, reasonable, and adequate, the Court
2 should preliminarily approve the Settlement.

3 23. The Maximum Settlement Amount of \$600,000.00 is fair and reasonable considering the
4 nature and magnitude of the claims being settled and the various potential impediments to recovery.
5 Prior to mediation, Class Counsel retained BCG to develop economic damage models measuring
6 Defendant's liability exposure while accounting for the uncertainties of continued litigation. The
7 various models were informed by Class Counsel's investigation, including the analysis of a significant
8 sample of time and payroll data. Class Counsel projected Defendant's realistic liability exposure for
9 *class claims* (excluding PAGA Penalties) to be \$1,747,937.70 if successful at trial. Thus, the Maximum
10 Settlement Amount of \$600,000.00 represents approximately 34.33% of Defendant's *class-wide*
11 liability - within the recognized range for reasonableness. The following summarizes Defendant's
12 estimated exposure.

13 24. One of Plaintiff's primary claims in this action is that Defendant issued Plaintiff, Class
14 Members, and Aggrieved Employees non-compliant wage statements. Specifically, Defendant issued
15 wage statements that failed to include Defendant's address in violation of California Labor Code
16 Sections 226(a)(8). Defendant contends that it substantially complied, and further, that Plaintiff has not
17 demonstrated any actual injury. California courts have made clear that "[t]he injury requirement in
18 [section 226(e)] cannot be satisfied simply if one of the nine itemized requirements in [section 226(a)]
19 is missing from a wage statement." *Price v. Starbucks Corp.* (2011) 192 Cal.App.4th 1136, 1142; *see*
20 *also Jaimez v. DAIOWS USA, Inc.* (2010) 181 Cal.App.4th 1286, 1306–07, 105 Cal.Rptr.3d
21 443 (employees "must establish 'actual injury' arising from the receipt of inaccurate paystubs"). Rather,
22 "the statute requires that an employee may not recover for violations of [section 226(a)] unless he or
23 she demonstrates *an injury* arising from the missing information." *Price*, 192 Cal.App.4th at 1142–43,
24 122 Cal.Rptr.3d 174. Taking into account Defendant's defenses, Plaintiff applied a 75% discount to this
25 claim and estimates Defendant's liability to be \$117,000.00.

26 25. Plaintiff also claims that Defendant failed to pay proper wages to Plaintiff, Class
27 Members, and Aggrieved Employees. Specifically, Plaintiff alleges that the timekeeping system
28 recorded Class Members' schedules rather than their actual hours worked, which benefited Defendant

1 by not recording all hours worked by Class Members. Plaintiff further contends that the scheduled time
2 recorded did not account for time spent donning and doffing safety equipment, including harnesses and
3 self-retracting lifelines. Defendant argued, among other things, that their records were compliant and
4 accurately reflected the time worked by the Class Members. Defendant further argued that the only way
5 Plaintiff would be able to overcome their claim is by providing highly individualized testimonial
6 evidence by obtaining either sworn depositions or declarations from individual class members. Plaintiff
7 estimates Defendant's liability stemming from this claim is approximately \$145,625.00.

8 26. Plaintiff further claims that Defendant also failed to provide compliant meal periods.
9 Specifically, Plaintiff and Class Members' meal periods were always exactly 30 minutes in length and
10 always taken at the exact same time every day. Their records indicate Defendant failed to record and
11 track the actual time Class Members spent taking meal breaks, which is facially unlawful, triggers a
12 presumption of violations, and therefore lends itself to a class-certifiable claim. Defense again argued
13 that their records accurately recorded Class Members' meal breaks, and that in order to rebut this defense
14 Plaintiff would need to take and provide highly individualized testimonial evidence. Taking into account
15 Defendant's defenses, Plaintiff applied a 55% discount to this claim and estimates that Defendant's
16 exposure resulting from meal period violations to be \$800,535.00.

17 27. Plaintiff also alleges that he and the Class Members were unable to take compliant rest
18 periods. Again, Defendant denied liability and asserted that it maintained legally compliant rest period
19 practices throughout the Class Period. Moreover, Plaintiff recognizes the evidentiary burdens
20 establishing this claim. Establishing Plaintiff's rest period claim would rely, almost entirely, on Class
21 Member testimony, making it a riskier claim at class certification and liability stages. Certification
22 likely would have required depositions of Class Members who provided declarations, and Defendant
23 surely would have obtained opposing declarations stating either rest breaks were taken, or rest breaks
24 were voluntarily waived. See, e.g., *Ordonez v. Radio Shack, Inc.* (C.D. Cal. Jan. 17, 2013) 2013 WL
25 210223, at *11 ("Because of the competing testimony before the Court, plaintiff's evidence that
26 defendant may have an illegal, written rest break policy is insufficient for this Court to find that common
27 issues predominate."); *Villa v. United Site Servs. of California, Inc.* (N.D. Cal. Nov. 13, 2012) 2012
28 WL 5503550, at *8 ("Indeed, Plaintiff's own evidence confirms that the written policy does not generate

uniform practices.”). Taking into account Defendant’s defenses, Plaintiff applied a 55% discount to this claim and estimates Defendant’s exposure resulting from rest period violations to be \$813,520.00.

28. Plaintiff claims that Defendant failed to reimburse Class Members for necessary expenses as they were required to use their own personal tools in order to perform their jobs but were not paid twice the minimum wage. Plaintiff also alleges he and the Class Members were also required to use their own cellular phones for work purposes. Plaintiff applied a 15% discount to this claim and estimates Defendant’s liability as a result of its failure to reimburse employees for their use of personal tools and cell phones to be approximately \$39,270.00.

29. Plaintiff additionally claims that Defendant failed to include certain non-discretionary bonuses, specifically compensation identified as “additional taxable” when calculating the regular rate of pay when paying overtime. The regular rate of pay, which can change from pay period to pay period, includes adjustments to the straight time rate, reflecting, among other things, non-discretionary bonuses and awards, shift differentials and the per-hour value of any non-hourly compensation the employee has earned. *Alvarado v. Dart Container Corp. of California* (2018) 4 Cal.5th 542, 552-554. For overtime work, “an employee must receive a 50 percent premium on top of his or her regular rate of pay[.]” *Id.* at 553. California law also requires meal period premiums and rest period premiums to be paid at an employee’s regular rate of pay. See *Ferra v. Lowes Hollywood Hotel, LLC* (2021) 11 Cal.5th 858.) Defendants argued that all “additional taxable” payments were discretionary and, thus, were properly excluded from the regular rate of pay. Further, Defendants argued that even assuming these items of compensation were non-discretionary – which Defendants denied – none of the named Plaintiffs ever received such a payment. Thus, Defendants argued Plaintiffs lacked standing to pursue the claim. Finally, Defendants argued that less than 1/3 of the Class Members ever received any of these payments. Consequently, Defendants argued any resulting liability was minimal. Due to the material question of fact as to whether the bonuses paid to the Class Members were non-discretionary, Plaintiff estimates Defendant’s liability as a result of its alleged failure to properly calculate the regular rate of pay is \$35,455.00.

30. Plaintiff alleges that Defendant’s alleged violations resulted in derivative violations of Labor Code sections 203. Although these penalties represented one of Defendant’s largest dollar

1 amount of exposure, this is Plaintiffs' most uncertain claim. Specifically, Defendant argued that
2 Plaintiffs could not prove the "willful" prong needed to obtain waiting time penalties under Labor Code
3 section 203. Additionally, for the reasons stated above, *Naranjo v. Spectrum Security Services* (2024)
4 15 Cal. 5th 1056, creates difficulty in Plaintiffs succeeding in a purely derivative waiting time penalty
5 claim. Taking Defendant's defenses into account, Plaintiff applied a 65% discount to this claim and
6 estimates Defendant's liability for waiting time penalties to be \$178,916.15.

7 31. Class Counsel's damage models also estimated Defendant's exposure for PAGA
8 penalties. At the time of mediation, Plaintiff estimated Defendant's PAGA exposure to be
9 approximately \$1,499,000.00.

10 32. To recover any PAGA penalties, Plaintiff would be required at trial to prove each of the
11 underlying Labor Code violations. *See Cardenas v. McLane Foodservice, Inc.*, 2011 U.S. Dist. LEXIS
12 13126, *10 (C.D. Cal. 2011) ("Given the statutory language [of PAGA], a plaintiff cannot recover on
13 behalf of individuals whom the plaintiff has not proven suffered a violation of the Labor Code by the
14 defendant."). Here, Plaintiff would need to prove that each Aggrieved Employee suffered a violation
15 for each pay period the employee worked. Defendant argued that the changes to PAGA post June 13,
16 2024, made the imposition of penalties even more difficult. Defendant argued that Courts would likely
17 exercise considerable discretion on penalties, even on old PAGA cases like this one, and only award
18 penalties consistent with the new PAGA statute. The new PAGA statute reduced penalty amounts by
19 as much as 85% if the employer took reasonable steps to be in compliance prior to the lawsuit being
20 filed. Here, Defendant argued that it took more than reasonable steps to ensure compliance and that
21 they would argue for an 85% reduction in PAGA penalties.

22 33. The proposed Settlement allocates \$25,000 to satisfy the PAGA claims. This amount
23 represents approximately 4.2% of the Maximum Settlement Amount. This achieves a fair, reasonable,
24 and adequate resolution of Plaintiff's PAGA claim. *See Moniz v. Adecco* (2021) 72 Cal.App.5th 56.
25 Further, the amount allocated to the satisfaction of Plaintiff's PAGA claim, is well within the range of
26 reasonableness. *See, e.g., Nordstrom Comm'n Cases* (2010) 186 Cal.App.4th 576, 589 (approving 0%
27 PAGA allocation); *Berry v. Urban Outfitters* (N.D. Cal. Lead Case No. 13-cv-02628-JSW) (approving
28 1% PAGA allocation in \$5M settlement); *Jack v. Hartford Fire Ins. Co.* (S.D. Cal. 2011) 2011 WL

4899942 * 6 (approving \$3,000 PAGA allocation in \$1.2M settlement); *Singer v. Becton Dickinson & Co.* (S.D. Cal. 2010) 2010 WL 2196104 *2 (approving \$3,000 PAGA allocation in \$1M settlement); and *Hopson v. Hanesbrands, Inc* (N.D. Cal. 2009) 2009 WL 928133 * 9 (approving \$1,500 PAGA allocation in \$1.026M settlement.)

B. Litigation Risks

34. With respect to the most immediate challenge, i.e., class certification, the risks attendant to the certification of similar wage and hour claims are demonstrated by *Magadia v. Wal-Mart Associates, Inc.* (9th Cir. 2021) 999 F.3d 668. There, the Ninth Circuit, vacated reversed and remanded a \$110 million judgement against an employer for, *inter alia*, inaccurately paying overtime, and directed the trial court to enter judgement in favor of the employer. *See also O’Conner v. Uber Technologies, Inc.* (9th Cir. 2018) 904 F.3d 1087 (decertification of wage and hour misclassification action); *see also Duran v. U.S. Bank National Association* (2014) 59 Cal.4th 1, 31 (reversing a trial verdict in favor plaintiffs in a wage and hour class action)); *Tien v. Tenet Healthcare Corp.* (2012) 209 Cal.App.4th 1077, 1088 (“[T]he reason, if any, that employees might not take their breaks were predominantly individualized questions of fact not susceptible to class treatment.”); *Ali v. U.S.A. Cab Ltd.* (2009) 176 Cal.App.4th 1333, 1341 (affirming denial of certification because employees’ declarations attesting to having taken meal and rest breaks demonstrated that individualized inquiries were required to show harm); *Campbell v. Best Buy Stores, L.P.*, (C.D. Cal. 2013) 2013 WL 5302217 at *11-13 (following *Brinker* and denying certification of proposed off-the-clock and rest and meal break classes due to lack of uniform policy); *Brown v. Fed Express Corp.* (C.D. Cal. 2008) 249 F.R.D. 580, 587-88 (denying certification of driver meal and rest period claims based on the predominance of individual issues). Collectively, the examples cited above illustrate the uncertain nature of class litigation. Consequently, the uncertainty of obtaining certification through a contested motion is a significant risk factor favoring settlement.

35. Finally, continuing to litigate this action would require continued and extensive resources coupled with significant Court time to proceed through trial and post-trial motions, which can often take years. Furthermore, wage and hour litigation is complex and expensive, as it often necessitates extensive expert testimony, particularly with regards to damages. But even if Plaintiff is successful at

1 trial, Plaintiff is acutely aware that a judgment does not end the litigation. Plaintiff fully expects that
2 Defendant would appeal any favorable judgment. As demonstrated by *Magadia, supra*, 999 F.3d 668,
3 the risk of an appeal and subsequent reversal is real.

4 36. Given the amount of the settlement agreed to here, as compared to potential value of the
5 claims, offset by the various inherent risks to continued litigation, the settlement is fair and reasonable.

6 **C. Proposed Notice Informs the Class About the Case and Settlement**

7 37. The Parties jointly drafted the Notice of Proposed Class Action Settlement (“Class
8 Notice”) which fairly and neutrally informs the Class of their rights and remedies. The Settlement
9 Administrator will first verify addresses, then mail the proposed Class Notice to the entire Class. The
10 Class Notice includes information regarding the nature of the lawsuit, a summary of the substance of
11 the Settlement’s terms, the procedure, and time within which to request for exclusion or to object to the
12 Settlement, the date for the final approval hearing, the formula used to calculate settlement payments,
13 and the terms and scope of the Released Class Claims. Agreement at § III(L)(2)(a); Exhibit 1 to the
14 Agreement. The Parties negotiated this method to ensure delivering the most reasonable method of
15 notice to the Class while ensuring cost effective administration of the Settlement.

16 38. Accordingly, both the method of disseminating the Class Notice and content of the Class
17 Notice satisfy due process. (*See* C.R.C. 3.776(e)-(f); *State of Cal. v. Levi Strauss* (1986) 41 Cal.3d
18 460,485 (the class notice must “fairly apprise the class members of the terms of the proposed
19 compromise and of the options open to dissenting class members.”).)

20 **D. The Court Should Preliminarily Approve the Incentive Award**

21 39. The Settlement provides for a Service Award of \$10,000 to Plaintiff. The Service Award
22 is fair and reasonable compensation for Plaintiff’s efforts bringing the action, assisting Class Counsel
23 with the litigation and settlement, regularly conferring with Class Counsel on the status of the case and
24 the strategies for prosecuting the claims, reviewing the proposed Settlement to ensure that its terms are
25 fair and provide adequate relief for the Settlement Class.

26 40. Class Counsel on behalf of Plaintiff will file a formal motion for the negotiated Class
27 Representative Service Award once preliminary approval of the Settlement is granted. Plaintiff
28

1 respectfully submits that the above showing is sufficient for preliminary approval of the negotiated
2 Class Representative Service Award.

3 **E. The Court Should Preliminary Approve Class Counsel's Attorneys' Fees and**
4 **Expenses**

5 41. Class Counsel took this matter on a contingency fee basis and invested significant time
6 and expense successfully prosecuting Plaintiff's claims. As discussed *supra*, the estimated average
7 Individual Settlement Payments illustrates the demonstrably positive outcome for the Class.
8 Considering the positive outcome, and considering the supporting authority, the proposed Attorneys'
9 Fees and Expenses are fair and reasonable.

10 42. Plaintiff will file a formal motion for the Attorneys' Fees and Expenses once preliminary
11 approval of the Settlement is granted. Plaintiff respectfully submits that the above showing is sufficient
12 for preliminary approval of the negotiated attorneys' fees.

13 **F. The Court Should Provisionally Certify the Settlement Class**

14 43. For Settlement, Plaintiff contends, and Defendant does not dispute, that provisional
15 certification of the Class is appropriate.

16 44. Because all members of the Class are Defendant's current and former non-exempt
17 employees, the class is readily ascertainable from Defendant's regular business records, i.e., payroll
18 records.

19 45. The statutes relating to each of Plaintiff's claims apply with equal force and effect to the
20 entire Settlement Class. Factually, Defendant's policies and practices apply class-wide, and Defendant's
21 liability can be determined by facts common to all members of the class. The wage and hour issues are
22 both numerous and substantial, and a class action is the most advantageous method of dealing with the
23 claims of the Settlement Class.

24 46. Plaintiff's wage and hour claims are typical of the proposed Class because they arise from
25 the same factual basis and are based on the same legal theories applicable to the other Class Members.
26 Likewise, Plaintiff's interests are entirely coextensive with the interests of the Class. Plaintiff alleges
27 that he was injured by the same company-wide practices to which the proposed Class Members were
28 subject to and seek the same relief. Plaintiff has already demonstrated his ability to advocate for the

1 interests of the Class Member by initiating this litigation, undertaking extensive class discovery, and
2 evaluating the proposed settlement to assure that it is fair.

3 47. A class action is superior to a multitude of individual lawsuits. Given the size and amount
4 of each individual claim, the Class Members likely have little incentive to litigate their claims on an
5 individual basis because the out-of-pocket expense and personal commitment necessary to litigate each
6 claim outweighs any potential recovery. In sum, class treatment is superior to individual, case-by-case
7 adjudication.

8 **F. Class Counsel's Experience**

9 48. Plaintiff, the Settlement Class Members and the Aggrieved Employees are represented
10 by competent and experienced counsel to pursue their claims. I established the JCL Law Firm, APC
11 ("Firm"), in 2010. The Firm is a boutique plaintiff firm representing aggrieved employees and
12 consumers throughout California in wage and hour class actions, PAGA Actions and complex multi-
13 party product liability matters. The Firm currently consists of myself, Jean-Claude Lapuyade, Esq.
14 (Partner/Owner), Sydney Castillo-Johnson (Associate Attorney), Perssia Razma (Associate Attorney),
15 John L. Nitti (Associate Attorney), Tesla Stone (Paralegal), Jennifer Heming (Paralegal), Andrew Ward
16 (Law Clerk), Sara Christensen (Legal Assistant), Allysa Castillo (Legal Assistant), and Libia Ramirez
17 (Secretary).

18 49. I am qualified to represent the Plaintiff, the State of California and the Aggrieved
19 Employees. I have extensive experience with wage and hour class and representative actions litigation
20 like this matter, and employment matters in general. Additionally, I have extensive complex mass tort
21 litigation experience and complex construction product liability experience. I can, will and have
22 adequately represented the interests of the Plaintiff, the State of California and the Aggrieved
23 Employees throughout this action.

24 50. I have represented consumers and employees in California class actions, and complex
25 multi-party product liability actions exclusively for more than 15 years. I have been in practice as a
26 plaintiffs' civil litigation attorney since April 2007.

27 51. I have significant class counsel and collective action counsel experience. My credentials
28 are reflected in the JCL Law Firm, APC, Firm Resume, which is attached hereto as Exhibit D.

52. Since 2010, my firm has successfully resolved more than sixty (65) cases and recovered in excess of \$75 million on behalf of the Firm's clients.

53. Since 2010, I have successfully tried two (2) cases to conclusion, each resulting in a favorable verdict for the firm's clients.

54. Finally, I have published appellate experience in *William Blanchette et al., v. The Superior Court of Imperial County, (GHA Enterprises)*, 8 Cal.App.5th 521.

55. Consequently, I was named to the prestigious Thomson Reuters, Super Lawyers, Rising Star in 2015, 2016, 2017 and, again, in 2018. According to Thomson Reuters, the Super Lawyers, Rising Star list recognizes the top 2.5% of eligible attorneys. (see https://www.superlawyers.com/about/selection_process.html.)

I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this 14th day of April 2025, at San Diego, California.

JCL LAW FIRM, APC

By: Jean-Claude Lapuyade
Jean-Claude Lapuyade, Esq.
Attorneys for Plaintiff

EXHIBIT 1

ZAKAY LAW GROUP, APLC

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Attorneys for Plaintiff

(Additional counsel on the following page)

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SANTA CLARA

SHANE ABBOTT, individually, and on behalf
of other members of the general public similarly
situated;

Plaintiff,

v.

SAUNDERS CONSTRUCTION, INC., a
California corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No.: 24CV428659

[Action Filed January 5, 2024]

**STIPULATION OF SETTLEMENT OF
CLASS AND PAGA ACTION CLAIMS
AND RELEASE OF CLAIMS**

1 **LAWYERS FOR JUSTICE, PC**

2 Arby Aiwazian, Esq.

3 Elizabeth Parker-Fawley, Esq.

4 Melissa LeBlanc-Mansell, Esq.

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27 ///

1 This Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims is
2 entered into by and between Plaintiff SHANE ABBOTT (hereinafter "Plaintiff"), individually, and
3 on behalf of other members of the general public similarly situated, and Defendant SAUNDERS
4 CONSTRUCTION, INC. (hereinafter "Defendant") (together the "Parties"):

5 **I. DEFINITIONS**

- 6 A. "Action" shall mean the action entitled *Shane Abbott v. Saunders Construction, Inc.*,
7 filed in Santa Clara County Superior Court, Case No. 24CV428659.
- 8 B. "Agreement" or "Settlement Agreement" means this Stipulation of Settlement of
9 Class and PAGA Action and Release of Claims.
- 10 C. "Aggrieved Employees" means all current and former hourly-paid or non-exempt
11 employees who worked for Defendant within the State of California at any time
12 during the PAGA Period.
- 13 D. "Attorneys' Expenses" means the award of expenses that the Court authorizes to be
14 paid to Class Counsel for the expenses they have incurred of up to \$35,000.
- 15 E. "Attorneys' Fees" means the award of fees that the Court authorizes to be paid to
16 Class Counsel for the services they have rendered to Plaintiff, the Class Members,
17 the Aggrieved Employees and the State of California, equal to thirty-five percent
18 (35%) of the Gross Settlement Amount currently estimated to be \$210,000.00 out of
19 \$600,000.00. Attorneys' fees will be divided between Class Counsel as follows:
20 32.5% to JCL Law Firm, APC, 32.5% to Zakay Law Group, APLC, and 35% to
21 Lawyers for Justice, PC.
- 22 F. "Claims Administration Expenses" shall mean the amount paid to the Settlement
23 Administrator from the Gross Settlement Amount for administering the Settlement
24 pursuant to this Agreement currently estimated not to exceed \$6,490.00.
- 25 G. "Class" or the "Class Members" means all current and former hourly-paid or non-
26 exempt employees who worked for Saunders Construction, Inc. within the State of
27 California at any time during the Class Period.
- 28

- 1 H. "Class Counsel" shall mean Jean-Claude Lapuyade, Esq. of JCL Law Firm, APC,
2 Shani Zakay, Esq. of Zakay Law Group, APLC, and Edwin Aiwazian of Lawyers for
3 Justice, PC.
- 4 I. "Class Data" means information regarding Class Members that Defendant will in
5 good faith compile from its records and provide to the Settlement Administrator. It
6 shall be formatted as a Microsoft Excel spreadsheet and shall include: each Class
7 Member's full name; last known address; Social Security Number; start dates and end
8 dates of employment; and any other information the Settlement Administrator deems
9 necessary to accurately calculate the Workweeks and Pay Periods worked by each
10 Class Member and Aggrieved Employee during the Class and PAGA Periods.
- 11 J. "Class Period" means the period from January 5, 2020, and the earlier of March 6,
12 2025, or the date on which the total number of Workweeks equals 14,282.
- 13 K. "Class Representative" shall mean Shane Abbott.
- 14 L. "Court" means the Superior Court for the State of California, County of Santa Clara
15 currently presiding over the Action.
- 16 M. "Defendant" shall mean Saunders Construction, Inc.
- 17 N. "Effective Date" means the date upon which: (a) the Court grants Final Approval; or
18 (b) if there are objections to the Settlement, and if an appeal, review, or writ is not
19 sought from the Final Approval, the day after the time period to appeal the Settlement
20 has expired *ie.*, sixty (60) days from the date the Court enters an order granting final
21 approval of the Settlement; or (c) if there are objections to the Settlement, and an
22 appeal, review, or writ is timely sought from the Final Approval, the day after the
23 Final Approval is affirmed or the appeal, review, or writ is dismissed or denied, and
24 the Final Approval Order is no longer subject to further judicial review.
- 25 O. "Funding Date" shall be no later than thirty (30) calendar days after the Effective Date
26 and is the date by which Defendant has paid the entire Gross Settlement Amount to
27 the Settlement Administrator in accord with the terms of this Agreement.
28

- 1 P. "Gross Settlement Amount" means Six Hundred Thousand Dollars and Zero Cents
2 (\$600,000.00) that Defendant must pay into the QSF in connection with this
3 Settlement, inclusive of the sum of Individual Settlement Payments, Claims
4 Administration Expenses, Attorneys' Fees and Attorneys' Expenses, Service Award,
5 and the PAGA Payment and *exclusive* of the employer's share of payroll tax, if any,
6 triggered by any payment under this Settlement.
- 7 Q. "Individual Settlement Payments" means the amount payable from the Net Settlement
8 Amount to each Settlement Class Member and excludes any amounts distributed to
9 Aggrieved Employees pursuant to PAGA.
- 10 R. "Net Settlement Amount" or "NSA" means the Gross Settlement Amount, less
11 Attorneys' Fees and Attorneys' Expenses, Service Award, PAGA Payment, and
12 Claims Administration Expenses.
- 13 S. "Notice Packet" means the Class Notice to be provided to the Class Members by the
14 Settlement Administrator in the form set forth as **Exhibit A** to this Agreement (other
15 than formatting changes to facilitate printing by the Settlement Administrator).
- 16 T. "Operative Complaint" shall mean the operative First Amended Complaint on file in
17 the Action.
- 18 U. "PAGA" means the California Labor Code Private Attorneys General Act of 2004,
19 Labor Code § 2698 *et seq.*
- 20 V. "PAGA Payment Ratio" means the respective Pay Periods during the PAGA Period
21 that each Aggrieved Employee worked for Defendant divided by the sum total of the
22 Pay Periods that all Aggrieved Employees worked for Defendant during the PAGA
23 Period.
- 24 W. "PAGA Payment" shall mean Twenty-Five Thousand Dollars and Zero Cents
25 (\$25,000.00) to be allocated from the Gross Settlement Amount, with 25% of the
26 payment going to the Aggrieved Employees and 75% of the payment going to the
27 Labor and Workforce Development Agency. The amount of the PAGA Payment is
28 subject to Court approval pursuant to California Labor Code section 2699(l). Any

1 reallocation of the Gross Settlement Amount to increase the PAGA Payment will not
2 constitute grounds by either party to void this Agreement, so long as the Gross
3 Settlement Amount remains the same.

4 X. "PAGA Pay Periods," for purposes of calculating the distribution of the Aggrieved
5 Employee Payment, as defined herein, means the number of pay periods of
6 employment during the PAGA Period that each Aggrieved Employee worked for
7 Defendant in California.

8 Y. "PAGA Period" means the period from October 31, 2022, through the earlier of
9 March 6, 2025, or the date on which the total number of Workweeks equals 14,282.

10 Z. "Parties" means Plaintiff and Defendant, collectively, and "Party" shall mean either
11 Plaintiff or Defendant, individually.

12 AA. "Payment Ratio" means the respective Workweeks for each Class Member divided
13 by the sum total Workweeks for all Class Members.

14 BB. "Plaintiff" shall mean Shane Abbott.

15 CC. "QSF" means the Qualified Settlement Fund established, designated, and maintained
16 by the Settlement Administrator to fund the Gross Settlement Amount.

17 DD. "Released Class Claims" shall mean the release from the Class Members of all class
18 claims alleged, or reasonably could have been alleged based on the facts alleged, in
19 the Operative Complaint in the Action which occurred during the Class Period, and
20 expressly excluding all other claims, including claims for vested benefits, wrongful
21 termination, unemployment insurance, disability, social security, workers'
22 compensation, or claims based on facts occurring outside the Class Period.

23 EE. "Released PAGA Claims" shall mean the release from the Aggrieved Employees of
24 all PAGA claims alleged in the Operative Complaint in the Action and Plaintiff's
25 PAGA Notice to the LWDA which occurred during the PAGA Period, and expressly
26 excluding all other claims, including claims for vested benefits, wrongful termination,
27 unemployment insurance, disability, social security, workers' compensation, and
28 PAGA claims outside of the PAGA Period.

- 1 FF. “Released Parties” shall mean Defendant.
- 2 GG. “Response Deadline” means the date forty-five (45) calendar days after the Settlement
- 3 Administrator first mails Notice Packets to Class Members and the last date on which
- 4 Class Members may submit requests for exclusion or objections to the Settlement.
- 5 HH. “Service Award” mean an award in the amount of \$10,000.00 or in an amount that
- 6 the Court authorizes to be paid to the Class Representative, in addition to his
- 7 Individual Settlement Payment and his individual Aggrieved Employee Payment, in
- 8 recognition of his efforts and risks in assisting with the prosecution of the Action.
- 9 II. “Settlement” means the disposition of the Action pursuant to this Agreement.
- 10 JJ. “Settlement Administrator” means Apex Class Action LLC, 18 Technology Drive,
- 11 Suite 154 Irvine, CA 92618; Tel: 1-800-355-0700. The Settlement Administrator
- 12 establishes, designates and maintains, as a QSF under Internal Revenue Code section
- 13 468B and Treasury Regulation section 1.468B-1, into which the amount of the Gross
- 14 Settlement Amount is deposited for the purpose of resolving the claims of Settlement
- 15 Class Members. The Settlement Administrator shall maintain the funds until
- 16 distribution in an account(s) segregated from the assets of Defendant and any person
- 17 related to Defendant. *All accrued interest shall be paid and distributed to the*
- 18 *Settlement Class Members as part of their respective Individual Settlement*
- 19 *Payment.*
- 20 KK. “Settlement Class Members” or “Settlement Class” means all Class Members who
- 21 have not submitted a timely and valid request for exclusion as provided in this
- 22 Agreement.
- 23 LL. “Workweeks,” or “Workweek” as used herein shall, mean any seven (7) consecutive
- 24 days beginning on Sunday and ending on Saturday, in which a Class Member was
- 25 employed by Defendant during the Class Period in California.

26 **II. RECITALS**

- 27 A. On October 31, 2023, Plaintiff filed a Notice of Violations with the Labor and
- 28 Workforce Development Agency (LWDA) and served the same on Defendant.

1 B. On January 5, 2024, Plaintiff filed the Action, alleging a single cause of action for
2 violations of PAGA (“PAGA Action”).

3 C. On January 5, 2024, Plaintiff filed a separate class action in the Orange County
4 Superior Court, Case No. 30-2024-01371302-CU-OE-CXC (“Class Action”), alleging claims
5 for:

- 6 1. Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- 7 2. Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period
8 Premiums);
- 9 3. Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- 10 4. Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid
11 Minimum Wages);
- 12 5. Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely
13 Paid);
- 14 6. Violation of California Labor Code § 204 (Wages Not Timely Paid During
15 Employment);
- 16 7. Violation of California Labor Code § 226(a) (Non-Compliant Wage
17 Statements);
- 18 8. Violation of California Labor Code § 1174(d) (Failure to Keep Requisite
19 Payroll Records);
- 20 9. Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed
21 Business Expenses);
- 22 10. Violation of California Business and Professions Code §§ 17220, *et seq.*

23 D. In order to facilitate the settlement, on February 6, 2025, Plaintiff filed a Stipulation
24 for Leave to File a First Amended Complaint adding the claims asserted in the Class
25 Action to this PAGA Action. On the same date, the Court entered the stipulation and
26 Plaintiff filed his First Amended Complaint.

27 E. Plaintiff intends on dismissing the Class Action, without prejudice.
28

- 1 F. The Class Representative believes he has meritorious claims based on alleged
2 violations of the California Labor Code, and the Industrial Welfare Commission
3 Wage Orders, and that class certification is appropriate because the prerequisites for
4 class certification can be satisfied in the Action, and this action is manageable as a
5 PAGA representative action.
- 6 G. Defendant denies any liability or wrongdoing of any kind associated with the claims
7 alleged in the Action, dispute any wages, damages and penalties claimed by the Class
8 Representative are owed, and further contend that, for any purpose other than
9 settlement, the Action is not appropriate for class or representative action treatment.
10 Defendant contends, among other things, that at all times they complied with the
11 California Labor Code and the Industrial Welfare Commission Wage Orders.
- 12 H. The Class Representative is represented by Class Counsel. Class Counsel investigated
13 the facts relevant to the Action, including conducting an independent investigation as
14 to the allegations, reviewing documents and information exchanged through informal
15 discovery, and reviewing documents and information provided by Defendant
16 pursuant to informal requests for information to prepare for mediation. Defendant
17 produced for the purpose of settlement negotiations certain employment data
18 concerning the Settlement Class, which Class Counsel reviewed and analyzed with
19 the assistance of an expert. Based on their own independent investigation and
20 evaluation, Class Counsel are of the opinion that the Settlement with Defendant is
21 fair, reasonable, and adequate, and is in the best interest of the Settlement Class
22 considering all known facts and circumstances, including the risks of significant
23 delay, defenses asserted by Defendant, uncertainties regarding class certification, and
24 numerous potential appellate issues. Although they deny any liability, Defendant is
25 agreeing to this Settlement solely to avoid the inconveniences and cost of further
26 litigation. The Parties and their counsel have agreed to settle the claims on the terms
27 set forth in this Agreement.
28

- 1 I. On December 6, 2024, the Parties participated in mediation presided over by Jason
2 Marsili, Esq., an experienced mediator of wage and hour class and PAGA actions.
3 The mediation concluded with a settlement, which was subsequently memorialized in
4 the form of a Memorandum of Understanding.
- 5 J. This Agreement replaces and supersedes the Memorandum of Understanding and any
6 other agreements, understandings, or representations between the Parties. This
7 Agreement represents a compromise and settlement of highly disputed claims.
8 Nothing in this Agreement is intended or will be construed as an admission by
9 Defendant that the claims in the Action of Plaintiff or the Class Members have merit
10 or that Defendant bears any liability to Plaintiff or the Class on those claims or any
11 other claims, or as an admission by Plaintiff that Defendant's defenses in the Action
12 have merit.
- 13 K. The Parties believe that the Settlement is fair, reasonable and adequate. The
14 Settlement was arrived at through arm's-length negotiations, taking into account all
15 relevant factors. The Parties recognize the uncertainty, risk, expense and delay
16 attendant to continuing the Action through trial and any appeal. Accordingly, the
17 Parties desire to settle, compromise and discharge all disputes and claims arising from
18 or relating to the Action fully, finally, and forever.
- 19 L. The Parties agree to certification of the Class for purposes of this Settlement only. If
20 for any reason the settlement does not become effective, Defendant reserves the right
21 to contest certification of any class for any reason and reserves all available defenses
22 to the claims in the Action.

23 Based on these Recitals that are a part of this Agreement, the Parties agree as follows:

24 **III. TERMS OF AGREEMENT**

- 25 A. Settlement Consideration and Settlement Payments by Defendant.
- 26 1. Settlement Consideration. In full and complete settlement of the Action, and
27 in exchange for the releases set forth below, Defendant will pay the sum of
28 the Individual Settlement Payments, the Service Award, the Attorneys' Fees

1 and Attorneys' Expenses, PAGA Payment, and the Claims Administration
2 Expenses, as specified in this Agreement, equal to the Gross Settlement
3 Amount of Six Hundred Thousand Dollars and Zero Cents (\$600,000.00).
4 The Parties agree that this is a non-reversionary Settlement and that no portion
5 of the Gross Settlement Amount shall revert to Defendant. Other than the
6 Defendant's share of employer payroll taxes and as provided in Section
7 III(A)(4) below, Defendant shall not be required to pay more than the Gross
8 Settlement Amount.

9 2. Class Size. Defendant represents that the Settlement Class is comprised of 154
10 individuals who collectively worked approximately 12,993 Workweeks
11 ("Projected Workweeks") during the Class Period. Five (5) business days
12 prior to Plaintiff's deadline to file his Motion for Preliminary Approval of the
13 Settlement, Defendant's Counsel shall provide Plaintiff's Counsel with the
14 total number of Workweeks worked by Class Members through that date.

15 3. Settlement Payment. Defendant shall deposit the Gross Settlement Amount
16 into the QSF, through the Settlement Administrator by the Funding Date. Any
17 interest accrued will be added to the NSA and distributed to the Settlement
18 Class Members except that if final approval is reversed on appeal, then
19 Defendant is entitled to prompt return of the principal and all interest accrued.

20 4. Defendant's Share of Payroll Taxes. Defendant's share of employer side
21 payroll taxes is in addition to the Gross Settlement Amount and shall be paid
22 together with the Gross Settlement Amount on the Funding Date.

23 B. Release by Settlement Class Members. Upon entry of final judgment and funding of
24 the Gross Settlement Amount, in exchange for the consideration set forth in this
25 Agreement, Plaintiff and the Settlement Class Members release the Released Parties
26 from the Released Class Claims for the Class Period.

27 C. Release by the Aggrieved Employees. Upon entry of final judgment and funding of
28 the Gross Settlement Amount, in exchange for the consideration set forth in this

1 Agreement, the Plaintiff, the LWDA and the State of California release the Released
2 Parties from the Released PAGA Claims for the PAGA Period. As a result of this
3 release, the Aggrieved Employees shall be precluded from bringing claims against
4 Defendant for the Released PAGA Claims.

5 D. General Release by Plaintiff. As of the Funding Date, for the consideration set forth in
6 this Agreement, Plaintiff waives, releases, acquits and forever discharges the Released
7 Parties from any and all claims, known or unknown, in favor of Defendant and
8 Defendant's present and former parent companies, subsidiaries, shareholders, officers,
9 directors, employees, agents, affiliates, servants, registered representatives, attorneys
10 insurers, successors and assigns, and Class Representative waive all rights and benefits
11 afforded by section 1542 of the Civil Code. Section 1542 provides:

12
13 ***A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE***
14 ***CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO***
15 ***EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE***
16 ***RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE***
17 ***MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR***
18 ***OR RELEASED PARTY.***

19
20 Thus, notwithstanding the provisions of section 1542, and to implement a full and
21 complete release and discharge of the Released Parties, Plaintiff expressly
22 acknowledges this Settlement Agreement is intended to include in its effect, without
23 limitation, all claims Plaintiff does not know or suspect to exist in Plaintiff's favor at
24 the time of signing this Settlement Agreement, and that this Settlement Agreement
25 contemplates the extinguishment of any such claims. Plaintiff warrants that Plaintiff
26 has read this Settlement Agreement, including this waiver of California Civil Code
27 section 1542, and that Plaintiff has consulted with or had the opportunity to consult
28 with counsel of Plaintiff's choosing about this Settlement Agreement and specifically

1 about the waiver of section 1542, and that Plaintiff understands this Settlement
2 Agreement and the section 1542 waiver, and so Plaintiff freely and knowingly enters
3 into this Settlement Agreement. Plaintiff further acknowledges that Plaintiff later may
4 discover facts different from or in addition to those Plaintiff now knows or believes to
5 be true regarding the matters released or described in this Settlement Agreement, and
6 even so Plaintiff agrees that the releases and agreements contained in this Settlement
7 Agreement shall remain effective in all respects notwithstanding any later discovery
8 of any different or additional facts. Plaintiff expressly assumes any and all risk of any
9 mistake in connection with the true facts involved in the matters, disputes, or
10 controversies released or described in this Settlement Agreement or with regard to any
11 facts now unknown to Plaintiff relating thereto.

12 E. Conditions Precedent: This Settlement will become final and effective only upon the
13 occurrence of all of the following events:

- 14 1. The Court enters an order granting preliminary approval of the Settlement;
- 15 2. The Court enters an order granting final approval of the Settlement and a Final
16 Judgment;
- 17 3. If an objector appears at the final approval hearing, the time for appeal of the
18 Final Judgment and Order Granting Final Approval of Class Action
19 Settlement expires; or, if an appeal is timely filed, there is a final resolution of
20 any appeal from the Judgment and Order Granting Final Approval of Class
21 Action Settlement; and
- 22 4. Defendant fully funds the Gross Settlement Amount.

23 F. Nullification of Settlement Agreement. If this Settlement Agreement is not
24 preliminarily or finally approved by the Court, fails to become effective, or is reversed,
25 withdrawn or modified by the Court, or in any way prevents or prohibits Defendant
26 from obtaining a complete resolution of the Released Claims, or if Defendant fails to
27 fully fund the Gross Settlement Amount:

1. This Settlement Agreement shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural;
2. The conditional class certification (obtained for any purpose) shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural; and
3. None of the Parties to this Settlement will be deemed to have waived any claims, objections, defenses or arguments in the Action, including with respect to the issue of class certification.
4. Defendant shall bear the sole responsibility for any cost to issue or reissue any curative notice to the Settlement Class Members and all Claims Administration Expenses incurred to the date of nullification if the Agreement is nullified due to Defendant's failure to fully fund the Gross Settlement Amount. If the Agreement is nullified for any other reason, both Parties shall equally bear the responsibility for any cost to issue or reissue any curative notice to the Settlement Class Members and all Claims Administration Expenses incurred to the date of nullification.

G. Certification of the Settlement Class. The Parties stipulate to conditional class certification of the Class for the Class Period for purposes of settlement only. In the event that this Settlement is not approved by the Court, fails to become effective, or is reversed, withdrawn or modified by the Court, or in any way prevents or prohibits Defendant from obtaining a complete resolution of the Released Claims, the conditional class certification (obtained for any purpose) shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural.

1 H. Tax Liability. The Parties make no representations as to the tax treatment or legal
2 effect of the payments called for, and Class Members and/or Aggrieved Employees are
3 not relying on any statement or representation by the Parties in this regard. Class
4 Members and/or Aggrieved Employees understand and agree that they will be
5 responsible for the payment of any taxes and penalties assessed on the Individual
6 Settlement Payments and/or Aggrieved Employees' individual shares of the Aggrieved
7 Employee Payment described and will be solely responsible for any penalties or other
8 obligations resulting from their personal tax reporting of Individual Settlement
9 Payments and/or Aggrieved Employees' individual shares of the Aggrieved
10 Employees Payment.

11 I. Circular 230 Disclaimer. Each Party to this Agreement (for purposes of this section,
12 the "acknowledging party" and each Party to this Agreement other than the
13 acknowledging party, an "other party") acknowledges and agrees that: (1) no provision
14 of this Agreement, and no written communication or disclosure between or among the
15 Parties or their attorneys and other advisers, is or was intended to be, nor shall any
16 such communication or disclosure constitute or be construed or be relied upon as, tax
17 advice within the meaning of United States Treasury Department circular 230 (31 CFR
18 part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his,
19 her or its own, independent legal and tax counsel for advice (including tax advice) in
20 connection with this Agreement, (b) has not entered into this Agreement based upon
21 the recommendation of any other Party or any attorney or advisor to any other Party,
22 and (c) is not entitled to rely upon any communication or disclosure by any attorney
23 or adviser to any other party to avoid any tax penalty that may be imposed on the
24 acknowledging party, and (3) no attorney or adviser to any other Party has imposed
25 any limitation that protects the confidentiality of any such attorney's or adviser's tax
26 strategies (regardless of whether such limitation is legally binding) upon disclosure by
27 the acknowledging party of the tax treatment or tax structure of any transaction,
28 including any transaction contemplated by this Agreement.

- 1 J. Preliminary Approval Motion. As soon as practicable, Plaintiff shall file with the Court
2 a Motion for Order Granting Preliminary Approval and supporting papers, which shall
3 include this Settlement Agreement. Plaintiff will provide Defendant with a draft of the
4 Motion at least three (3) business days prior to the filing of the Motion to give
5 Defendant an opportunity to propose changes or additions to the Motion.
- 6 K. Settlement Administrator. The Settlement Administrator shall be responsible for:
7 establishing and administering the QSF; calculating, processing and mailing payments
8 to the Class Representative, Class Counsel, LWDA and Class Members; printing and
9 mailing the Notice Packets to the Class Members as directed by the Court; receiving
10 and reporting the objections and requests for exclusion; calculating, deducting and
11 remitting all legally required taxes from Individual Settlement Payments and
12 distributing tax forms for the Wage Portion, the Penalties Portion and the Interest
13 Portion of the Individual Settlement Payments and/or Aggrieved Employees'
14 individual shares of the Aggrieved Employee Payment; processing and mailing tax
15 payments to the appropriate state and federal taxing authorities; providing
16 declaration(s) as necessary in support of preliminary and/or final approval of this
17 Settlement; and other tasks as the Parties mutually agree or the Court orders the
18 Settlement Administrator to perform. The Settlement Administrator shall keep the
19 Parties timely apprised of the performance of all Settlement Administrator
20 responsibilities by among other things, sending a weekly status report to the Parties'
21 counsel stating the date of the mailing, the of number of Elections Not to Participate
22 in Settlement it receives (including the numbers of valid and deficient), and number of
23 objections received. The Settlement Administrator shall also be responsible for
24 creating and maintaining a webpage hosted on its website containing information
25 about the Settlement including but not limited to, a timeline for approval, dates and
26 locations of approval hearings, and settlement distribution through the check cashing
27 deadline.
- 28

1 L. Notice Procedure.

2 1. Class Data. No later than thirty (30) calendar days after the Court enters a
3 Preliminary Approval Order, Defendant shall provide the Settlement
4 Administrator with the Class Data for purposes of preparing and mailing
5 Notice Packets to the Class Members. The Class Data will be presumed to be
6 correct unless a particular Class Member proves otherwise to the Settlement
7 Administrator by credible written evidence. All Workweek disputes will be
8 resolved and decided by the Settlement Administrator, and the Settlement
9 Administrator's decision on all Workweek disputes is final and non-
10 appealable.

11 2. Notice Packets.

12 a) The Notice Packet shall contain the Notice of Class Action Settlement
13 in a form substantially similar to the form attached as **Exhibit A**. The
14 Notice of Class Action Settlement shall inform Class Members and
15 Aggrieved Employees that they need not do anything in order to
16 receive an Individual Settlement Payment and/or Aggrieved
17 Employees' individual shares of the Aggrieved Employee Payment
18 and to keep the Settlement Administrator apprised of their current
19 mailing address, to which the Individual Settlement Payments and/or
20 Aggrieved Employees' individual shares of the Aggrieved Employee
21 Payment will be mailed following the Funding Date. The Notice of
22 Class Action Settlement shall set forth the release to be given by all
23 members of the Class who do not request to be excluded from the
24 Settlement Class and/or Aggrieved Employee in exchange for an
25 Individual Settlement Payment and/or Aggrieved Employees'
26 individual share of the Aggrieved Employee Payment, the number of
27 Workweeks worked by each Class Member during the Class Period
28 and PAGA Period, if any, and the estimated amount of their Individual

1 Settlement Payment if they do not request to be excluded from the
2 Settlement and each Aggrieved Employee's individual share of the
3 Aggrieved Employee Payment, if any. The Settlement Administrator
4 shall use the Class Data to determine Class Members' Workweeks and
5 PAGA Pay Periods. The Notice will also advise the Aggrieved
6 Employees that they will release the Released PAGA Claims and will
7 receive their share of the Aggrieved Employee Payment regardless of
8 whether they request to be excluded from the Settlement.

9 b) The Notice Packet's mailing envelope shall include the following
10 language: "IMPORTANT LEGAL DOCUMENT- YOU MAY BE
11 ENTITLED TO PARTICIPATE IN A CLASS ACTION
12 SETTLEMENT; A PROMPT REPLY TO CORRECT YOUR
13 ADDRESS IS REQUIRED AS EXPLAINED IN THE ENCLOSED
14 NOTICE."

15 3. Notice by First Class U.S. Mail. Upon receipt of the Class Data, the
16 Settlement Administrator will perform a search based on the National Change
17 of Address Database to update and correct any known or identifiable address
18 changes. No later than twenty-one (21) calendar days after preliminary
19 approval of the Settlement, the Settlement Administrator shall mail copies of
20 the Notice Packet to all Class Members via regular First-Class U.S. Mail. The
21 Settlement Administrator shall exercise its best judgment to determine the
22 current mailing address for each Class Member. The address identified by the
23 Settlement Administrator as the current mailing address shall be presumed to
24 be the best mailing address for each Class Member.

25 4. Undeliverable Notices. Any Notice Packets returned to the Settlement
26 Administrator as non-delivered on or before the Response Deadline shall be
27 re-mailed to any forwarding address provided. If no forwarding address is
28 provided, the Settlement Administrator shall promptly attempt to determine a

1 correct address by lawful use of skip-tracing, or other search using the name,
2 address and/or Social Security number of the Class Member involved, and
3 shall then perform a re-mailing, if another mailing address is identified by the
4 Settlement Administrator. In addition, if any Notice Packets, which are
5 addressed to Class Members who are currently employed by Defendant, are
6 returned to the Settlement Administrator as non-delivered and no forwarding
7 address is provided, the Settlement Administrator shall notify Defendant.
8 Defendant will request that the currently employed Class Member provide a
9 corrected address and transmit to the Administrator any corrected address
10 provided by the Class Member. Class Members who received a re-mailed
11 Notice Packet shall have their Response Deadline extended fifteen (15) days
12 from the original Response Deadline.

13 5. Disputes Regarding Individual Settlement Payments. Class Members will
14 have the opportunity, should they disagree with Defendant's records regarding
15 the start and end dates of employment to provide documentation and/or an
16 explanation to show contrary dates. If there is a dispute, the Settlement
17 Administrator will consult with the Parties to determine whether an
18 adjustment is warranted. The Settlement Administrator shall determine the
19 eligibility for, and the amounts of, any Individual Settlement Payments under
20 the terms of this Agreement. The Settlement Administrator's determination
21 of the eligibility for and amount of any Individual Settlement Payment shall
22 be binding upon the Class Member and the Parties.

23 6. Disputes Regarding Administration of Settlement. Any disputes not resolved
24 by the Settlement Administrator concerning the administration of the
25 Settlement will be resolved by the Court under the laws of the State of
26 California. Before any such involvement of the Court, counsel for the Parties
27 will confer in good faith to resolve the disputes without the necessity of
28 involving the Court.

1 7. Exclusions. The Notice of Class Action Settlement contained in the Notice
2 Packet shall state that Class Members who wish to exclude themselves from
3 the Settlement must submit a written request for exclusion by the Response
4 Deadline. The written request for exclusion must state that the Class Member
5 wishes to exclude herself or himself from the Settlement and (1) must contain
6 the name, address, and the last four digits of the Social Security number of the
7 person requesting exclusion; (2) must be signed by the Class Member; (3)
8 must be postmarked or fax stamped by the Response Deadline and returned to
9 the Settlement Administrator at the specified address or fax telephone number;
10 and (4) contain a typewritten or handwritten notice stating in substance that
11 he/she wish to opt out of the settlement of the class action lawsuit entitled
12 *Shane Abbott v. Saunders Construction, Inc.*, current pending in Santa Clara
13 Superior Court, Case No. 24CV428659. The request for exclusion will not be
14 valid if it is not timely submitted, if it is not signed by the Class Member, or
15 if it does not contain the name and address and last four digits of the Social
16 Security number of the Class Member. The date of the postmark on the
17 mailing envelope or fax stamp on the request for exclusion shall be the
18 exclusive means used to determine whether the request for exclusion was
19 timely submitted. Any Class Member who requests to be excluded from the
20 Settlement Class will not be entitled to an Individual Settlement Payment and
21 will not be otherwise bound by the terms of the Settlement or have any right
22 to object, appeal or comment thereon. However, any Class Member that
23 submits a timely request for exclusion that is also a member of the Aggrieved
24 Employees will still receive his/her pro rata share of the PAGA Settlement, as
25 specified below, and in consideration, will be bound by the Release by the
26 Aggrieved Employees as set forth herein. Settlement Class Members who fail
27 to submit a valid and timely written request for exclusion on or before the
28 Response Deadline shall be bound by all terms of the Settlement and any final

1 judgment entered in this Action if the Settlement is approved by the Court.
2 No later than fourteen (14) calendar days after the Response Deadline, the
3 Settlement Administrator shall provide counsel for the Parties with a final list
4 of the Class Members who have timely submitted written requests for
5 exclusion. At no time shall any of the Parties or their counsel seek to solicit
6 or otherwise encourage members of the Class to submit requests for exclusion
7 from the Settlement. Should 10% or more of eligible Class Members Opt-Out,
8 Defendant shall have the option, but not the obligation, to unwind the
9 Settlement and each party shall return to its position prior to the mediation.

- 10 8. Objections. The Notice of Class Action Settlement contained in the Notice
11 Packet shall state that Class Members who wish to object to the Settlement
12 may submit to the Settlement Administrator a written statement of objection
13 (“Notice of Objection”) by the Response Deadline. The postmark date of
14 mailing shall be deemed the exclusive means for determining that a Notice of
15 Objection was served timely. The Notice of Objection, if in writing, must be
16 signed by the Settlement Class Member and state: (1) the case name and
17 number; (2) the name of the Settlement Class Member; (3) the address of the
18 Settlement Class Member; (4) the last four digits of the Settlement Class
19 Member’s Social Security number; (5) the basis for the objection; and (6) if
20 the Settlement Class Member intends to appear at the Final
21 Approval/Settlement Fairness Hearing. Class Members who fail to make
22 objections in writing in the manner specified above may still make their
23 objections orally at the Final Approval/Settlement Fairness Hearing with the
24 Court’s permission. Settlement Class Members will have a right to appear at
25 the Final Approval/Settlement Fairness Hearing to have their objections heard
26 by the Court regardless of whether they submitted a written objection. At no
27 time shall any of the Parties or their counsel seek to solicit or otherwise
28 encourage Class Members to file or serve written objections to the Settlement

1 or appeal from the Order and Final Judgment. Class Members who submit a
2 written request for exclusion may not object to the Settlement. Class Members
3 may not object to the PAGA Payment.

4 M. Funding and Allocation of the Gross Settlement Amount. Defendant is required to pay
5 the Gross Settlement Amount, plus any employer's share of payroll taxes as mandated
6 by law, on or before the Funding Date (i.e., no later than thirty (30) calendar days after
7 the Effective Date).

8 1. Calculation of Individual Settlement Payments. Individual Settlement
9 Payments shall be paid from the Net Settlement Amount and shall be paid
10 pursuant to the formula set forth herein. Using the Class Data, the Settlement
11 Administrator shall add up the total number of Workweeks for all Class
12 Members. The respective Workweeks for each Class Member will be divided
13 by the total Workweeks for all Class Members, resulting in the Payment Ratio
14 for each Class Member. Each Class Member's Payment Ratio will then be
15 multiplied by the Net Settlement Amount to calculate each Class Member's
16 estimated Individual Settlement Payments. Each Individual Settlement
17 Payment will be reduced by any legally mandated employee tax withholdings
18 (e.g., employee payroll taxes, etc.). Individual Settlement Payments for Class
19 Members who submit valid and timely requests for exclusion will be
20 redistributed to Settlement Class Members who do not submit valid and timely
21 requests for exclusion on a pro rata basis based on their respective Payment
22 Ratios.

23 2. Calculation of Individual Payments to the Aggrieved Employees. Using the
24 Class Data, the Settlement Administrator shall add up the total number of
25 PAGA Pay Periods for all Aggrieved Employees during the PAGA Period.
26 The respective PAGA Pay Periods for each Aggrieved Employee will be
27 divided by the total PAGA Pay Periods for all Aggrieved Employees, resulting
28 in the "PAGA Payment Ratio" for each Aggrieved Employee. Each

Aggrieved Employee's PAGA Payment Ratio will then be multiplied by the Aggrieved Employee's Portion of the PAGA Payment, \$6,250.00 (25% of \$25,000.00), to calculate each Aggrieved Employee's estimated share of the PAGA Payment.

3. Allocation of Individual Settlement Payments. For tax purposes, Individual Settlement Payments shall be allocated and treated as 20% wages ("Wage Portion") and 40% penalties ("Penalty Portion") and 40% pre-judgment interest ("Interest Portion"). The Wage Portion of the Individual Settlement Payments shall be reported on IRS Form W-2 and the Penalty and Interest Portions of the Individual Settlement Payments shall be reported on IRS Form 1099 issued by the Settlement Agreement.

4. Allocation of Aggrieved Employee Payments. For tax purposes, Aggrieved Employee Payments shall be allocated and treated as 100% penalties and shall be reported on IRS Form 1099.

5. No Credit Toward Benefit Plans. The Individual Settlement Payments and individual shares of the PAGA Payment made to Settlement Class Members and/or Aggrieved Employees under this Settlement Agreement, as well as any other payments made pursuant to this Settlement Agreement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties' intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

6. All monies received by Settlement Class Members under the Settlement which are attributable to wages shall constitute income to such Settlement Class Members solely in the year in which such monies actually are received by the

1 Settlement Class Members. It is the intent of the Parties that Individual
2 Settlement Payments and individual shares of the PAGA Payment provided for
3 in this Settlement Agreement are the sole payments to be made by Defendant to
4 Settlement Class Members and/or Aggrieved Employees in connection with this
5 Settlement Agreement, with the exception of Plaintiff, and that the Settlement
6 Class Members and/or Aggrieved Employees are not entitled to any new or
7 additional compensation or benefits as a result of having received the Individual
8 Settlement Payments and/or their shares of the Aggrieved Employee Payment.

9 7. Mailing. Individual Settlement Payments and PAGA Payments shall be
10 mailed by regular First-Class U.S. Mail to Settlement Class Members' and/or
11 Aggrieved Employees' last known mailing address no later than fourteen (14)
12 calendar days after the Funding Date.

13 8. Expiration. Any checks issued to Settlement Class Members and Aggrieved
14 Employees shall remain valid and negotiable for one hundred and eighty (180)
15 days from the date of their issuance. If a Settlement Class Member and/or
16 Aggrieved Employee does not cash his or her settlement check within ninety
17 (90) days, the Settlement Administrator will send a letter to such persons,
18 advising that the check will expire after the 180th day, and invite that
19 Settlement Class Member and/or Aggrieved Employee to request reissuance
20 in the event the check was destroyed, lost or misplaced. In the event an
21 Individual Settlement Payment and/or Aggrieved Employee's individual
22 share of the PAGA Payment check has not been cashed within one hundred
23 and eighty (180) days, all funds represented by such uncashed checks, plus
24 any interest accrued thereon, shall be paid to the Community Law Project, a
25 Cy Pres, in accordance with California Code of Civil Procedure section 384.

26 9. Service Award. In addition to the Individual Settlement Payment as a
27 Settlement Class Member and his individual share of the Aggrieved Employee
28 Payment, Plaintiff will apply to the Court for an award of not more than

1 \$10,000.00 as the Service Award. Defendant will not oppose a Service Award
2 of not more than \$10,000.00 for Plaintiff. The Settlement Administrator shall
3 pay the Service Award, either in the amount stated herein if approved by the
4 Court or some other amount as approved by the Court, to Plaintiff from the
5 Gross Settlement Amount no later than fourteen (14) calendar days after the
6 Funding Date. Any portion of the requested Service Award that is not
7 awarded to the Class Representative shall be part of the Net Settlement
8 Amount and shall be distributed to Settlement Class Members as provided in
9 this Agreement. The Settlement Administrator shall issue an IRS Form 1099
10 — MISC to Plaintiff for his Service Award. Plaintiff shall be solely and
11 legally responsible to pay any and all applicable taxes on his Service Award
12 and shall hold harmless the Released Parties from any claim or liability for
13 taxes, penalties, or interest arising as a result of the Service Awards. Approval
14 of this Settlement shall not be conditioned on Court approval of the requested
15 amount of the Service Award. If the Court reduces or does not approve the
16 requested Service Award, Plaintiff shall not have the right to revoke the
17 Settlement, and it will remain binding.

- 18 10. Attorneys' Fees and Attorneys' Expenses. Defendant understands Class
19 Counsel will file a motion for or Attorneys' Fees not to exceed thirty-five
20 percent (35%) of the Gross Settlement Amount currently estimated to be
21 \$210,000.00 **and** Attorneys' Expenses supported by declaration not to exceed
22 Thirty-Five Thousand Dollars (\$35,000.00). Any awarded Attorneys' Fees
23 and Attorneys' Expenses shall be paid from the Gross Settlement Amount.
24 Any portion of the requested Attorneys' Fees and/or Attorneys' Expenses that
25 are not awarded to Class Counsel shall be part of the Net Settlement Amount
26 and shall be distributed to Settlement Class Members as provided in this
27 Agreement. The Settlement Administrator shall allocate and pay the
28 Attorneys' Fees to Class Counsel from the Gross Settlement Amount no later

1 than fourteen (14) calendar days after the Funding Date. Class Counsel shall
2 be solely and legally responsible to pay all applicable taxes on the payment
3 made pursuant to this paragraph. The Settlement Administrator shall issue an
4 IRS Form 1099 — MISC to Class Counsel for the payments made pursuant to
5 this paragraph. In the event that the Court reduces or does not approve the
6 requested Attorneys' Fees, Plaintiff and Class Counsel shall not have the right
7 to revoke the Settlement, or to appeal such order, and the Settlement will
8 remain binding.

9 11. PAGA Payment. Twenty-Five Thousand Dollars (\$25,000) shall be allocated
10 from the Gross Settlement Amount for settlement of claims for civil penalties
11 under the Private Attorneys General Act of 2004. The Settlement
12 Administrator shall pay seventy-five percent (75%) of the PAGA Payment
13 (\$18,750.00) to the California Labor and Workforce Development Agency no
14 later than fourteen (14) calendar days after the Funding Date. Twenty-five
15 percent (25%) of the PAGA Payment (\$6,250.00) will be distributed to the
16 Aggrieved Employees as described in this Agreement. For purposes of
17 distributing the PAGA Payment to the Aggrieved Employees, each Aggrieved
18 Employee shall receive their pro-rata share of the Aggrieved Employee
19 Payment using the PAGA Payment Ratio as defined above.

20 12. Claims Administration Expenses. The Settlement Administrator shall be paid
21 for the costs of administration of the Settlement from the Gross Settlement
22 Amount. The estimate of the Administration Costs is \$6,490.00. The
23 Settlement Administrator shall be paid the Claims Administration Expenses
24 no later than fourteen (14) calendar days after the Funding Date.

25 N. Final Approval Motion. Class Counsel and Plaintiff shall use best efforts to file with
26 the Court a Motion for Order Granting Final Approval and Entering Judgment, within
27 twenty-eight (28) days following the expiration of the Response Deadline, which
28 motion shall request final approval of the Settlement and a determination of the

1 amounts payable for the Service Award, the Attorneys' Fees and Attorneys'
2 Expenses, the PAGA Payment, and the Claims Administration Expenses. Plaintiff
3 will provide Defendant with a draft of the Motion at least three (3) business days prior
4 to the filing of the Motion to give Defendant an opportunity to propose changes or
5 additions to the Motion.

6 1. Declaration by Settlement Administrator. No later than seven (7) days after
7 the Response Deadline, the Settlement Administrator shall submit a
8 declaration in support of Plaintiff's motion for final approval of this
9 Settlement detailing the number of Notice Packets mailed and re-mailed to
10 Class Members, the number of undeliverable Notice Packets, the number of
11 timely requests for exclusion, the number of objections received, the amount
12 of the average Individual Settlement Payment and highest Individual
13 Settlement Payment, the Claims Administration Expenses, and any other
14 information as the Parties mutually agree or the Court orders the Settlement
15 Administrator to provide.

16 2. Final Approval Order and Judgment. Class Counsel shall present an Order
17 Granting Final Approval of Class Action Settlement to the Court for its
18 approval, and Judgment thereon, at the time Class Counsel files the Motion
19 for Final Approval.

20 N. Review of Motions for Preliminary and Final Approval. Class Counsel will provide
21 an opportunity for Counsel for Defendant to review the Motions for Preliminary and
22 Final Approval, including the Order Granting Final Approval of Class Action
23 Settlement, and Judgment before filing with the Court. The Parties and their counsel
24 will cooperate with each other and use their best efforts to effectuate the Court's
25 approval of the Motions for Preliminary and Final Approval of the Settlement, and
26 entry of Judgment.

27 O. Cooperation. The Parties and their counsel will cooperate with each other and use
28 their best efforts to implement the Settlement. The Parties will cooperate in vacating

any and all class certification deadlines and trial dates. The Parties will cooperate in staying any and all discovery deadlines.

P. Interim Stay of Proceedings. The Parties agree to stay all proceedings in the Action, except such proceedings necessary to implement and complete the Settlement, pending the Final Approval/Settlement Fairness Hearing to be conducted by the Court.

Q. Continuing Jurisdiction. The Court shall retain continuing jurisdiction over this Action under California Code of Civil Procedure section 664.6 to ensure the continuing implementation of the provisions of this Settlement and that the time within which to bring this Action to trial under California Code of Civil Procedure section 583.310 shall be extended from the date of signing of this Agreement by all Parties until the entry of the Final Approval Order and Judgment or if not entered, the date this Agreement shall not longer be of any force or effect.

R. Amendment or Modification. This Agreement may be amended or modified only by a written instrument signed by counsel for all Parties or their successors-in-interest.

S. Entire Agreement. This Agreement and any attached Exhibit constitute the entire Agreement among these Parties, and no oral or written representations, warranties or inducements have been made to any Party concerning this Agreement or its Exhibit other than the representations, warranties and covenants contained and memorialized in this Agreement and its Exhibit.

T. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and represent they are expressly authorized by the Parties whom they represent to negotiate this Agreement and to take all appropriate Action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents required to effectuate the terms of this Agreement. The persons signing this Agreement on behalf of Defendant represents and warrants that he/she is authorized to sign this Agreement on behalf of Defendant. Plaintiff represents and warrants that he is authorized to sign this Agreement and that he has not assigned any claim, or part of a claim, covered by this Settlement to a third-party.

- 1 U. Binding on Successors and Assigns. This Agreement shall be binding upon, and inure
2 to the benefit of, the successors or assigns of the Parties, as previously defined.
- 3 V. California Law Governs. All terms of this Agreement and the Exhibit and any disputes
4 shall be governed by and interpreted according to the laws of the State of California.
- 5 W. Counterparts. This Agreement may be executed in one or more counterparts by
6 facsimile, electronic signature, or e-mail, for purposes of this Agreement shall be
7 accepted as an original. All executed counterparts and each of them shall be deemed
8 to be one and the same instrument provided that counsel for the Parties to this
9 Agreement shall exchange among themselves copies or originals of the signed
10 counterparts. Any executed counterpart will be admissible in evidence to prove the
11 existence and contents of this Agreement.
- 12 X. Court Filings. The Parties shall not object to any Court filings consistent with this
13 Agreement.
- 14 Y. Disputes. Any disputes between the Parties as to the remaining terms of the Settlement
15 Agreement shall be presented to the mediator Jason Marsili, Esq. for resolution.
- 16 Z. This Settlement Is Fair, Adequate and Reasonable. The Parties believe this Settlement
17 is a fair, adequate and reasonable settlement of this Action and have arrived at this
18 Settlement after extensive arms-length negotiations, taking into account all relevant
19 factors, present and potential.
- 20 AA. Jurisdiction of the Court. The Parties agree that the Court shall retain jurisdiction with
21 respect to the interpretation, implementation and enforcement of the terms of this
22 Agreement and all orders and judgments entered in connection therewith, and the
23 Parties and their counsel submit to the jurisdiction of the Court for purposes of
24 interpreting, implementing and enforcing the settlement and all orders and judgments
25 entered in connection with this Agreement.
- 26 BB. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,
27 the Court shall first attempt to construe the provisions valid to the fullest extent
28

possible consistent with applicable precedents so as to define all provisions of this Agreement valid and enforceable.

CC. No Unalleged Claims. Plaintiff and Class Counsel represent that they do not currently intend to pursue any claims against the Released Parties, including, but not limited to, any and all claims relating to or arising from Plaintiff's employment with Defendant, regardless of whether Class Counsel is currently aware of any facts or legal theories upon which any claims or causes of action could be brought against Released Parties, including those facts or legal theories alleged in the operative complaint in this Action. The Parties further acknowledge, understand and agree that this representation is essential to the Agreement and that this Agreement would not have been entered into were it not for this representation.

DD. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class certification for purposes of this settlement only.

EE. No Admissions by the Parties. Plaintiff has claimed and continues to claim that the Released Claims have merit and give rise to liability on the part of Defendant. Defendant claims that the Released Claims have no merit and do not give rise to liability. This Agreement is a compromise of disputed claims. Nothing contained in this Agreement and no documents referred to and no action taken to carry out this Agreement may be construed or used as an admission by or against the Defendant or Plaintiff or Class Counsel as to the merits or lack thereof of the claims asserted. Other than as may be specifically set forth herein, each Party shall be responsible for and shall bear their own attorney's fees and costs.

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IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

DATED: 02/19/2025


Shane Abbott (Feb 19, 2025 14:48 PST)

Shane Abbott

IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

DATED: _____

Saunders Construction, Inc.

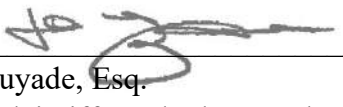
Printed Name

Title

IT IS SO AGREED AS TO FORM BY COUNSEL:

DATED: February 20, 2025

JCL LAW FIRM, A.P.C.

By: 
Jean-Claude Lapuyade, Esq.
Attorneys for Plaintiff and the Settlement Class
Members

DATED: February 20, 2025

ZAKAY LAW GROUP, APLC

By: 
Shani O. Zakay, Esq.
Attorneys for Plaintiff and the Settlement Class
Members

DATED: _____

GORDON REES SCULLY MANSUKHANI

By: _____
Talia Delanoy, Esq.
Amie Scully, Esq.
Attorneys for Defendant

1 IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

2 DATED: _____

3 _____
Shane Abbott

4 IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

5 DocuSigned by:

6 DATED: February 20, 2025 | 2:49 PM PST 

7 _____
Saunders Construction, Inc.

8 _____
Nicolas Del Villar

9 _____
Printed Name

10 _____
Title

11 IT IS SO AGREED AS TO FORM BY COUNSEL:

12
13 DATED: _____

JCL LAW FIRM, A.P.C.

14 By: _____

15 Jean-Claude Lapuyade, Esq.

16 Attorneys for Plaintiff and the Settlement Class
17 Members

18 DATED: _____

ZAKAY LAW GROUP, APLC

19 By: _____

20 Shani O. Zakay, Esq.

21 Attorneys for Plaintiff and the Settlement Class
22 Members

23 DATED: 02/19/25

GORDON REES SCULLY MANSUKHANI

24 By:  _____

25 Talia Delanoy, Esq.

26 Amie Scully, Esq.

27 Attorneys for Defendant

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DATED: February 24, 2025

LAWYERS FOR JUSTICE, PC

By: 

Melissa LeBlanc-Mansell, Esq.

Attorneys for Plaintiff and the Settlement Class
Members

EXHIBIT A

**NOTICE OF PENDENCY OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT
AND FINAL HEARING DATE**

(Shane Abbott v. Saunders Construction Inc., Santa Clara County Superior Court Case No. 24CV428659)

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT. PLEASE
READ THIS NOTICE CAREFULLY.**

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Individual Settlement Payment is: \$<[REDACTED]>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive no money from the Settlement . Instructions are set forth below.
Object	You may write to the Court about why you believe the settlement should not be approved. Directions are provided below.

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of this lawsuit pending in the Superior Court for the State of California, County of Santa Clara (the “Court”) has been reached between Plaintiff Shane Abbott (“Plaintiff”) and Defendant Saunders Construction, Inc. (“Defendant”). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class.

The Class is defined as:

All current and former hourly-paid or non-exempt employees who worked for Defendant within the State of California at any time the Class Period.

The “Class Period” is the period from January 5, 2020, and the earlier of March 6, 2025, or the date on which the total number of Workweeks equals 14,282.

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On October 31, 2023, Plaintiff filed a Notice of Violations with the Labor and Workforce Development Agency (LWDA) and served the same on Defendant. On January 5, 2024, Plaintiff filed a Complaint against Defendant in the Superior Court of the State of California, County of Santa Clara, asserting a single cause of action for violations of the Private Attorneys General Act (“PAGA”) [Labor Code §§ 2698, *et seq.*]. On February 6, 2025, Plaintiff filed a First Amended Complaint, adding ten additional causes of action for: (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime); (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums); (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages); (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid); (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment); (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements); (8) Violation of California Labor Code § 1174(d) (Failure to Keep Requisite Payroll Records); (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); and (10) Violation of California Business and Professions Code §§ 17220, *et seq.*

Defendant expressly denies any liability or wrongdoing of any kind associated with the claims alleged in the Action, dispute any wages, damages and penalties claimed by the Class Representative are owed, and further contend that, for any purpose other than settlement, the Action is not appropriate for class or representative action treatment. Defendant contends, among other things, that at all times they complied with the California Labor Code and the Industrial Welfare Commission Wage Orders.

On December 6, 2024, the Parties participated in an all-day mediation with Jason Marsili, Esq., a mediator of wage and hour class actions. The mediation concluded with a settlement. The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firms of JCL Law Firm, APC, Zakay Law Group, APLC, and Lawyers for Justice, PC, to serve as Class Counsel.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Six Hundred Thousand Dollars and Zero Cents (\$600,000.00). (the “Gross Settlement Amount”) to fund the settlement. The Gross Settlement Amount includes the payment of all Settlement Shares to Settlement Class Members, Class Counsel’s attorneys’ fees and costs, Claims Administration Expenses, the PAGA Payment, and the Service Award to the Plaintiff.

After the Judgment becomes Final, Defendant will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed, and the Judgment is affirmed.

Amounts to be Paid from the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:

- Claims Administration Expenses. Payment to the Settlement Administrator, estimated not to exceed \$6,490.00 for expenses, including expenses of sending this Notice, processing opt-outs, and distributing settlement payments.
- Attorneys’ Fees and Expenses. Payment to Class Counsel of Attorneys’ Fees of no more than thirty-five percent (35%) of the Gross Settlement Amount (currently \$210,000.00) and Attorneys’ Expenses of not more than \$35,000.00 for all expenses incurred as documented in Class Counsel’s billing records, both subject to Court approval. Class Counsel have been prosecuting the Actions on behalf of Plaintiff and the

Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.

- Service Award. Service Award of up to Ten Thousand Dollars (\$10,000.00) to Plaintiff or such lesser amount as may be approved by the Court, to compensate him for services on behalf of the Class in initiating and prosecuting the Action, and for the risks he undertook.
- PAGA Payment. A payment of \$25,000.00 relating to Plaintiff's claim under the Private Attorneys General Act ("PAGA"), \$18,750.00 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA") and the remaining \$6,250.00 will be distributed to Aggrieved Employees as part of the Net PAGA Amount.
- Calculation of Payments to Settlement Class Members. After all the above payments of the court-approved Attorneys' Fees, Attorneys' Expenses, the Service Award, the PAGA Payment, and the Claims Administration Expenses are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). Settlement Class Members will be paid based on the number of workweeks worked during the Class Period. A "workweek" is defined as any seven (7) consecutive days beginning on Sunday and ending on Saturday, in which a Class Member is employed by Defendant during the Class Period in California.
- Calculation of Aggrieved Employees Payments to Aggrieved Employees. The PAGA Payment shall be distributed to Aggrieved Employees irrespective of whether they exclude themselves or opt-out. The PAGA Payment will be divided by the total number of pay periods worked by all Aggrieved Employees during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective Aggrieved Employee during the PAGA Period. "Aggrieved Employee" means all current and former hourly-paid or non-exempt employees who worked for Defendant within the State of California at any time during the PAGA Period. The PAGA Period means the period from October 31, 2022, through the earlier of March 6, 2025, or the date on which the total number of Workweeks equals 14,282.

If the Settlement is approved by the Court, you will automatically be mailed a check for your Individual Settlement Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to ensure you receive your payment.

Tax Matters. Twenty percent (20%) of each Individual Settlement Payment is allocated to wages. Taxes are withheld from this amount, and each Settlement Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Forty percent (40%) of each Individual Settlement Payment is allocated to interest and forty percent (40%) to penalties, and other non-wage payments, and no taxes will be withheld from the PAGA Payment paid to Aggrieved Employees. Each Settlement Class Member will be issued an Internal Revenue Service Form 1099 for Penalty Portion and Interest Portion of the Individual Settlement Payments. In addition, no taxes will be withheld from the PAGA Payment paid to Aggrieved Employees, and each Aggrieved Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant's counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

No Credit Toward Benefit Plans. The Individual Settlement Payments and Aggrieved Employee Payments made to Settlement Class Members and/or Aggrieved Employees under this Settlement Agreement, as well as any other payments made pursuant to this Settlement Agreement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties' intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. Upon entry of final judgment and funding in full of the Gross Settlement Amount by Defendant, Plaintiff and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims all class claims alleged, or reasonably could have been alleged based on the facts alleged, in the Operative Complaint in the Action which occurred during the Class Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and class claims outside of the Class Period.

The Released PAGA Claims shall be released as follows. Upon entry of final judgement and funding in full of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall release all Released PAGA Claims, irrespective of whether they opted-out of the class settlement and will be bound by this PAGA Release (the "PAGA Release"). "Released PAGA Claims" means all PAGA claims alleged in the Operative Complaint in the Action and Plaintiff's PAGA Notice to the LWDA which occurred during the PAGA Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and PAGA claims outside of the PAGA Period.

This means that, if you do not timely and formally exclude yourself from the settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant about the legal issues resolved by this Settlement. It also means that all of the Court's orders in this Action will apply to you and legally bind you.

5. How much will my payment be?

Defendant's records reflect that you have <<____>> Workweeks worked during the Class Period (January 5, 2020, to the earlier of March 6, 2025, or the date on which the total number of Workweeks equals 14,282).

Based on this information, your estimated Settlement Share is <<____>>.

Defendant's records reflect that you have <<____>> pay periods worked during the PAGA Period (October 31, 2022, through the earlier of March 6, 2025, or the date on which the total number of Workweeks equals 14,282).

Based on this information, your estimated PAGA Payment Share is <<____>>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address

provided in this Notice no later than _____ [forty-five (45) days after the Notice or fifteen (15) days after the re-mailed Notice].

6. How can I get a payment?

To get money from the settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: Apex Class Action LLC.

The Court will hold a hearing on _____ to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at www.apexclassaction.com.

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or "opt out." **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or "opt out," if you are an Aggrieved Employee, you will be bound by the PAGA Release, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the PAGA Payment.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than _____. The address for the Settlement Administrator is 18 Technology Drive, Suite 154, Irvine, CA 92618; Tel. (800) 355-0700. The request for exclusion must state in substance that the Class Member has read the Class Notice and that he or she wishes to be excluded from the settlement of the class action lawsuit entitled *Shane Abbott v. Saunders Construction, Inc.*, Santa Clara County Superior Court Case No. 24CV428659. The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class.

Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member's name, current address, telephone number, and describe why you believe the Settlement is unfair and whether you intend to appear at the final approval hearing. All written objections or other correspondence must also state the name and number of the case, which is *Shane Abbott v. Saunders Construction, Inc.*, Santa Clara County Superior Court Case No. 24CV428659. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who

does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

Written objections must be delivered or mailed to the Settlement Administrator no later than [REDACTED]. The address for the Settlement Administrator is 18 Technology Drive, Suite 154, Irvine, CA 92618; Tel: (800) 355-0700.

The addresses for the Parties' counsel are as follows:

Class Counsel:

Shani O. Zakay, Esq.
Zakay Law Group, APC
5440 Morehouse Drive, Suite 3600 San
Diego, CA 92121
Tel: (619) 599-8292
E-Mail: shani@zakaylaw.com

Class Counsel:

Arby Aiwezian, Esq.
Lawyers for Justice, PC
410 Arden Ave, Suite 203
Glendale, CA 91203
Tel.: 818-265-1020
E-Mail: arby@calljustice.com

Class Counsel:

Jean-Claude Lapuyade, Esq.
JCL Law Firm, APC
5440 Morehouse Drive, Suite 3600 San
Diego, CA 92121
Tel.: (619) 599-8292
E-Mail: jlapuyade@jcl-lawfirm.com

Counsel for Defendant:

Talia Delanoy, Esq.
Amie Scully, Esq.
Gordon Rees Scully Mansukhani
3 Parkcenter Drive, Suite 200
Sacramento, CA 95825
Tel.: 916-830-6531
Fax: 916-920-4402
E-Mail: tdelanoy@grsm.com
E-Mail: ascully@grsm.com

9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at **00:00 AM/PM on [REDACTED]**, at the Santa Clara County Superior Court, Department 7, located at 191 North First St., San Jose, CA 95113 before Judge Charles F. Adams. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at 1-800-355-0700 or write to ***Shane Abbott v. Saunders Construction, Inc., Santa Clara County Superior Court Case No. 24CV428659***, Settlement Administrator, 18 Technology Drive, Suite 154, Irvine, CA 92618 c/o Apex Class Action, LLC.

This notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Final Judgment or other Settlement documents by writing to JCL Law firm, APC, 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121 or by visiting the administrator's website at www.apexclassaction.com.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your settlement payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks to the Community Law Project, a Cy Pres. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

EXHIBIT 2

EXHIBIT 3



Quotation Request:

Rachel Newman
Zakay Law Group, APC
rachel@zakaylaw.com
619.255.9047

Case Name:

Date:
RFP Number:

Abbott v. Saunders Construction, Inc.

Thursday, January 30, 2025
11780014

Prepared By:

Sean Hartranft
Apex Class Action LLC
Sean@apexclassaction.com
949.878.3676

Settlement Specifications	
Estimated Class Size:	154
Certified Language Translation:	Yes
Static Settlement Website	No
Percentage of Undeliverable Mail	20%

Professional Services	Fee Calculation	Rate(s)	Quantity	Estimated Cost
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Data Analytics and Standardization				
Import and Standardize Data*	Per Hour	\$125.00	1	\$125.00
Data Analyst	Per Hour	\$150.00	2	\$300.00
*Data provided must be in a workable format. Apex can standardize provided data at an additional cost of \$150/hr.				
Sub Total:				\$425.00

Mailing of Class Notice				
Form Set Up	Per Hour	\$120.00	1	\$120.00
Print & Mail Class Notice	Per Piece	\$1.50	154	\$231.00
USPS First Class Postage	Per Piece	\$0.73	154	\$112.42
Remail Undeliverable Mail (Skip-Trace)	Per Piece	\$2.00	31	\$61.60
Receive and Process Undeliverable Mail	Per Hour	\$75.00	1	\$75.00
Process Class Member Correspondence via mail, e-mail & fax	Per Piece	\$75.00	1	\$75.00
NCOA Address Update (USPS)	Static Rate	\$40.76	1	\$40.76
Certified Language Translation: Spanish	Static Rate	\$1,200.00	1	\$1,200.00
Sub Total:				\$1,915.78

Project Management				
Project Management	Per Hour	\$150.00	2	\$300.00
Project Coordinator	Per Hour	\$90.00	2	\$180.00
Data Analyst and Reporting	Per Hour	\$140.00	1	\$140.00
Sub Total:				\$620.00



Professional Services	Fee Calculation	Rate(s)	Quantity	Estimated Cost
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Toll-Free Contact Center, Website & Reporting				
Bilingual Toll-Free Contact Center	Static Rate	\$60.00	1	\$60.00
Settlement Status Reports	Static Rate	\$750.00	1	Waived
			Sub Total:	\$60.00

Distribution & Settlement Fund Management				
Settlement Calculations (Preliminary and Final)	Per Hour	\$120.00	2	\$240.00
Account Management and Reconciliation	Per Hour	\$140.00	2	\$280.00
Print & Mail Distribution Settlement Check (W-2/1099)	Per Piece	\$1.50	154	\$231.00
USPS First Class Postage	Per Piece	\$0.73	154	\$112.42
Remail Distribution to Updated Address (Skip Trace)	Per Piece	\$2.00	15	\$30.80
Individual Income Tax Preparation & Reporting	Per Hour	\$100.00	6	\$600.00
QSF Income Tax Reporting (per calendar year)	Per Year	\$1,250.00	1	\$1,250.00
Unclaimed Funds: State Controller's Unclaimed Property Fund	Static Rate	\$250.00	1	\$250.00
			Sub Total:	\$2,994.22

Post Distribution Reconciliation				
Bank Account Reconciliation	Per Hour	\$135.00	1	\$135.00
Project Management Reconciliation	Per Hour	\$100.00	1	\$100.00
Declarations	Per Hour	\$120.00	2	\$240.00
			Sub Total:	\$475.00

WILL NOT EXCEED:				\$6,490.00
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Thank you for your business!



Terms & Conditions

The following Terms and Conditions govern the provision of all services to be provided by Apex Class Action and its affiliates ("Apex") to the Client. These terms and conditions are binding and shall apply to all services provided by Apex in relation to any related services or products.

1. **Services:** Apex commits to providing the Client with the administrative services detailed in the attached Proposal (the "Services").

2. **Payment Terms:** As compensation for the legal services to be provided, the Client agrees to pay Apex all fees detailed in the Proposal. The fees quoted in the Proposal (and any subsequent proposals for additional services) are estimates based on the information provided to Apex by the Client. Apex makes no representation that the estimated fees in the Proposal or any subsequent proposals for additional services shall equal the actual fees charged by Apex to the Client, which fees (including individual line items) may be greater or less than estimated. If additional services are requested on an hourly basis and are not specifically detailed in the Proposal, Apex will prepare estimates for such services subject to approval by the Client. In the performance of such additional services, Apex will charge standard hourly fees which shall apply.

3. **Incurred Expenses:** In relation to the provision of services outlined in this agreement, the Client agrees to reimburse Apex for all reasonable out-of-pocket expenses incurred. Such expenses may include, but are not limited to, costs associated with postage, media production or publication, banking fees, brokerage fees, messenger and delivery service expenses, travel expenses, filing fees, office supplies, meals, staff overtime expenses, and other related costs and expenses. If not otherwise specified in writing, fees for print notice and certain expenses, such as media publication and postage, must be paid immediately upon invoicing and, in certain cases, at least ten (10) days prior to the date on which such expenses will be incurred.

4. **Invoicing:** Apex shall present invoices for its fees and expenses on a monthly basis, except as provided in Section 3. The Client agrees to pay each invoice within 30 days of receipt. In case of non-payment within 90 days of the billing date, an additional service charge of 1.5% per month may apply. Apex reserves the right to increase its prices, charges, and rates annually, subject to reasonable adjustments. If any price increases exceed 10%, Apex shall give thirty (30) days' notice to the Client. In the event of any unpaid invoices beyond 120 days of the due date, Apex reserves the right to withhold services and reports until payment is received, subject to notice to the Client. It is important to note that Apex's failure to provide services and reports in such instances shall not constitute a default under this agreement.

5. **Case Duration:** The duration of these Terms and Conditions, except for the data storage obligations stated in Section 13, shall be in effect until 30 days following the completion of the Services as described in the Proposal. The parties may extend these Terms and Conditions in writing for a mutually agreed-upon period beyond this initial 30-day period.

6. **Termination of Services:** Either party may terminate the Services by providing thirty (30) days written notice to the other party. Alternatively, termination may occur immediately upon written notice for Cause, as defined below. Cause means (i) Apex's gross negligence or willful misconduct that causes serious and material harm to the Client; (ii) the Client's failure to pay Apex invoices for more than one hundred twenty (120) days from the date of the invoice; or (iii) the accrual of invoices or unpaid services where Apex reasonably believes it will not be paid. Termination of the Services shall not relieve the Client of its obligation to pay Apex for services rendered prior to the termination.

7. **Independent Contractor:** As an independent contractor, Apex will provide services under the terms of this agreement. It is agreed that neither Apex nor any of its employees will be considered an employee of the Client. Consequently, Apex and its employees will not be eligible for any benefits provided by the Client to its employees. The Client will not make any tax deductions from the payments due to Apex for state or federal tax purposes. Apex will be solely responsible for paying all taxes and other payments due on payments received from the Client under this agreement.

8. Apex warrants that the Services outlined in the Proposal will be performed in accordance with the standards generally adhered to by professionals providing similar services. It is acknowledged that the Services may entail the likelihood of some human and machine errors, omissions, delays, and losses that may result in damage. However, Apex shall not be held liable for such errors, omissions, delays, or losses unless they are caused by its gross negligence or willful misconduct. In the event of any breach of this warranty by Apex, the Client's sole remedy will be limited to Apex's reworking, at its expense, any inaccurate output provided that such inaccuracies occurred solely as a result of Apex's gross negligence or willful misconduct under this agreement.

9. **Limitation of Liability:** The Client acknowledges that Apex shall not be held liable for any consequential, special, or incidental damages incurred by the Client in relation to the performance of Services, whether the claim is based on breach of warranty, contract, tort (including negligence), strict liability, or any other grounds. Under no circumstances shall Apex's liability to the Client, for any Losses (including court costs and reasonable attorney's fees), arising out of or in connection with these Terms and Conditions, exceed the total amount charged or chargeable to the Client for the specific service(s) that caused the Losses.

10. **Indemnification:** The Client agrees to indemnify and hold harmless Apex from any losses, suits, actions, judgments, fines, costs, liabilities, or claims arising from any action or proceeding relating to the Services provided by Apex, regardless of whether or not it results in liability (collectively referred to as "Indemnified Claims"). However, this indemnification provision shall not apply to the extent that such Indemnified Claims are caused by Apex's willful misconduct, gross negligence, or breach of these Terms and Conditions. This provision shall survive termination of the Services.

11. **Confidentiality:** Apex will uphold strict confidentiality between Apex and the Client and applies to all non-public records, documents, systems, procedures, processes, software, and other information received by either party in connection with the performance of services under these terms. Both Apex and the Client agree to keep confidential all such non-public information, including any material marked or identified as confidential or proprietary. Any such confidential information shall not be disclosed, provided, disseminated, or otherwise made available to any third party, except as required to fulfill the parties' obligations under these terms. The parties acknowledge that in the event of any request to disclose any confidential information in connection with a legal or administrative proceeding, or otherwise to comply with a legal requirement, prompt notice of such request must be given to the other party to enable that party to seek an appropriate protective order or other remedy or to waive compliance with the relevant provisions of these terms. If the Client seeks a protective order or another remedy, Apex, at the Client's expense, will cooperate with and assist the Client in such efforts. If the Client fails to obtain a protective order or waives compliance with the relevant provisions of these terms, Apex will disclose only that portion of the confidential information that it determines it is required to disclose. This confidentiality provision shall survive termination of the services provided. Both parties acknowledge and agree that any breach of these terms may cause irreparable harm to the non-breaching party and that injunctive relief may be necessary to prevent any actual or threatened breach. The terms set forth between the parties supersede all prior negotiations, understandings, and agreements between the parties concerning confidentiality. These terms may only be amended in writing and signed by both parties.

12. **Ownership of the programs, system data, and materials provided by Apex to the Client during the course of providing services herein shall solely belong to Apex. It is acknowledged that fees and expenses paid by the Client do not confer any rights in such property. It is also understood that the said property is made available to the Client solely for the purpose of using it during and in connection with the services provided by Apex.**

13. Apex may derive financial benefits from financial institutions in connection with the deposit and investment of funds with such institutions, including without limitation, discounts on eligible banking services and fees, and loans at favorable rates.

14. **COMPLETE AGREEMENT.** These Terms and Conditions, along with the attached Proposal, represent the complete agreement and understanding between the parties and override any prior agreements (whether written or oral) between Apex and the Client regarding the subject matter. Any modification to these Terms and Conditions may only be made in writing and must be signed by both Apex and the Client. The headings in this document are included for convenience only and do not alter or restrict any provisions in these Terms and Conditions. They may not be used in the interpretation of these Terms and Conditions.

15. This provision outlines the requirements for providing notice or other communication under this agreement. All such communications must be in writing and can be delivered either by personal delivery or through U.S. Mail with prepaid postage or overnight courier. Once delivered personally or sent through the mail, the notice will be considered given after five (5) days from the deposit date in the U.S. Mail. Alternatively, if sent through an overnight courier, the notice will be considered given one business day after delivery to the such courier. It's important to note that the notice must be provided to a responsible officer or principal of the Client or Apex, depending on the case.

16. **Force Majeure:** In the event of any failure or delay in performance due to circumstances beyond Apex's control, including but not limited to strikes, lockouts, fires, floods, acts of God or public enemy, riots, civil disorders, insurrections, war or war conditions, or interference by civil or military authorities, Apex shall not be held liable for any resulting loss or damage. The time for performance under this agreement shall be extended for a period equal to the duration of the disabling cause and a reasonable time thereafter. This provision shall constitute a force majeure clause and shall be construed accordingly.

17. The applicable state and federal laws shall govern the interpretation and enforcement of these Terms and Conditions. No choice of law or conflict of laws provisions shall affect this governing law provision.

18. **Severability:** This applies to all clauses and covenants contained within these Terms and Conditions. In the event that any clause or covenant is deemed invalid, illegal, or unenforceable, the remaining provisions shall remain valid and enforceable to the fullest extent permissible by law. The validity, legality, and enforceability of the remaining provisions shall in no way be affected or impaired by the invalidity, illegality, or unenforceability of any provision deemed so.

19. **Nonwaiver:** This applies to these Terms and Conditions. This means that any failure by one party to enforce a provision of these terms on one or more occasions shall not be construed as a waiver of that provision. In other words, any failure to enforce a provision does not give up the right to enforce it in the future. All provisions of these Terms and Conditions remain in full force and effect, regardless of any prior failure to enforce them.

EXHIBIT 4

JCL LAW FIRM, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 599-8292
Fax: (619) 599-8291

FIRM RESUME

Areas of Practice: Employee Class Actions, Wage and Hour Class Actions, Civil Litigation, and Unlawful Housing Practices.

ATTORNEY BIOGRAPHIES

Jean-Claude Lapuyade, Esq.
California Bar Number 248676
Founding Partner

Biography:

Mr. Lapuyade is a San Diego based labor and employment attorney representing aggrieved California employees and the victims of unlawful housing practices throughout the State of California. Mr. Lapuyade's litigation practice focuses on representing California employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, and misclassification, wrongful termination cases and tenants in unlawful housing class actions. Mr. Lapuyade prides himself on providing his clients with aggressive, attentive and result driven representation through the litigation process, trial and arbitration. Since 2007, Mr. Lapuyade successfully recovered in excess of \$200 million in monetary awards for his clients.

Mr. Lapuyade served as co-editor of the Insurance Column for Consumer Attorneys of San Diego from 2011 to 2014. As editor, Mr. Lapuyade was responsible for publishing monthly articles in the Trial Bar News periodical analyzing complex insurance coverage issues. Mr. Lapuyade is a four-time recipient of the Super Lawyers Rising Star by Thomson Reuters. To be eligible for inclusion in Rising Stars, a candidate must be either 40 years old or younger or in practice for 10 years or less. While up to 5 percent of the lawyers in a state are named to Super Lawyers, no more than 2.5 percent are named to Rising Stars.

Bar Admissions:

- California
- U.S. District Court Southern District of California
- U.S. District Court Central District of California
- U.S. District Court Eastern District of California
- U.S. District Court Northern District of California

Professional Associations:

- California Employment Lawyers Association, 2007 to Present
- Consumer Attorneys of San Diego, 2007 to 2020
- American Bar Association, Section of Litigation, Member, 2007 to 2020
- American Bar Association, Labor & Employment Section, Member, 2007 to 2020
- American Bar Association, Tort, Trial & Insurance Section, Member, 2007 to 2020
- California Bar Association, Labor & Employment Section, Member, 2007 to Present
- California Bar Association, Litigation Section, Member, 2007 to Present

Education:

- **California Western School of Law**
 - J.D. - 2006
 - Honors: Deans Merit Scholarship, California Western School of Law 2005 - 2006
- **University of Arizona**
 - B.A. - 2001
 - Major: History

Honors:

- Super Lawyers Rising Star, Thomson Reuters, 2015 - 2018
- Distinguished Advocate Award for Outstanding Oral Advocacy, 2005 - 2006

Perssia Razma, Esq.

California Bar Number 351398

Associate Attorney

Biography:

Ms. Razma is a San Diego based labor and employment attorney representing California employees throughout the state of California. Ms. Razma's litigation practice focuses on representing current and former employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, misclassification, and wrongful termination.

Perssia was born and raised in Los Angeles, California. She earned a Bachelor of Arts in 2020 at San Diego State University in Psychology. In 2023, Perssia earned her Juris Doctor from the University of San Diego School of Law.

Education:

- **University of San Diego School of Law**
 - J.D. - 2023
- **San Diego State University**
 - B.A. – 2020
 - Major: Psychology

Sydney Castillo-Johnson, Esq.

California Bar Number 343881

Associate Attorney

Biography:

Ms. Castillo-Johnson is a San Diego based labor and employment attorney representing California employees throughout the state of California. Ms. Castillo-Johnson's litigation practice focuses on representing current and former employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, misclassification, and wrongful termination.

Ms. Castillo-Johnson volunteered her time at California Western School of Law first as a student intern and later as a student manager with the Community Law Project which offers legal services to the low-income community of San Diego.

Education:

- **California Western School of Law**
 - J.D.- 2022
 - Honors:
 - Dean's Honor List: Spring 2021, Fall 2021
 - Public Service Honor Society Fall 2021
 - 3L Academic Merit Scholarship
 - Dean's Diversity, Service, and Leadership Scholarship
 - Activities: Community Law Project Student Manager
- **Azusa Pacific University**
 - B.A. – 2018
 - Major: Criminal Justice

JCL Law Firm, APC - REPORTED CASES

- *Blanchette et al., v. Superior Court (GHA Homes)*, 8 Cal.App.5th 521 (2017).
- *Duran v. Employbridge Holding Co.*, 92 Cal.App.5th 59 (2023).

EXAMPLES OF THE JCL LAW FIRM'S REPRESENTATIVE CLASS ACTION & REPRESENTATIVE CASES

- *Ware v. Shake Shack Enterprises, LLC*, Alameda Superior Court Case No. 21CV002063 (October 19, 2023) Hon. Brad Seligman approved a \$1,330,000.00 class action and PAGA action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Trinh v. Precision Metal Products, Inc., et al.*, San Diego Superior Court Case No. 37-2022-00000965-CU-OE-CTL (October 16, 2023) Hon. Matthew C. Braner approved a \$450,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off the clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Anderson v. Barton Myers Associates, Inc., et al.*, Los Angeles Superior Court Case No. 21STCV43314 (October 12, 2023) Hon. Elihu M. Berl approved a \$900,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *DeSanctis v. Douglas Products and Packaging Company, LLC*, Contra Costa Superior Court Case No. C21-01874 (October 11, 2023) Hon. Charles S. Treat approved a \$372,500.00 class action and PAGA action settlement for, *inter alia*, failure to pay for all hours worked. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Jackson v. White Fir, LLC, et al.*, Sacramento Superior Court Case No. 34-2021-00301656 (October 6, 2023) Hon. Lauri A. Damrell approved a \$750,000.00 class action and PAGA action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Kneisly v. SR Machining, Inc., et al.*, Riverside Superior Court Case No. CVRI2201491 (October 5, 2023) Hon. Harold W. Hopp approved a \$220,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Mendez v. Bondz, Inc., et al.*, San Joaquin Superior Court Case No. STK-CV-UOE-2020-0007486 (September 14, 2023) Hon. George J. Abdallah, Jr. approved a \$180,000.00 class action and PAGA action settlement for, *inter alia*, failure to comply with piece-rate laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Baray v. Curation Foods, Inc., et al.*, Santa Barbara Superior Court Case No. 21CV02834 (August 29, 2023) Hon. James F. Rigali approved a \$495,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Rodriguez, et al. v. Ferma Greenbox, Inc., et al.*, Alameda Superior Court Case No. RG21101104 (August 23, 2023) Hon. Evelio Grillo approved a \$200,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *O'Quinn v. Laugh Factory, Inc.*, Los Angeles Superior Court Case No. 19STCV28155 (August 1, 2023) Hon. Carolyn B. Kuhl approved a \$144,000.00 class action and PAGA action settlement for, *inter alia*, unlawful tip pooling. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Toler v. Total Testing Solutions, LLC*, Los Angeles Superior Court Case No. 21STCV38452 (July 27, 2023) Hon. Elihu M. Berle approved a \$160,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Rodriguez v. EAH, Inc.*, Santa Cruz Superior Court Case No. 21CV00884 (July 25, 2023) Hon. Marjorie Carter approved a \$1,450,000.00 class action and PAGA action settlement for, *inter alia*, failure to compensate overtime and redeemed sick pay at the regular rate of pay. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Neutall v. Urban Alchemy*, San Francisco Superior Court Case No. CGC-20-588622 (July 13, 2023) Hon. Richard B. Ulmer approved a \$980,000.00 class action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel.
- *Rodriguez v. RM Parks Place, Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2021-6050 (June 7, 2023) Hon. Erin Guy Castillo approved a \$175,000.00 class action and PAGA action settlement for, *inter alia*, wage statement violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.

- *Chrestensen v. Northeastern Rural Health Clinics Lassen*, Superior Court Case No. 63703 (April 13, 2023) Hon. Leonard J. La Casse approved a \$270,000.00 class action and PAGA action settlement for, *inter alia*, unpaid overtime wages. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Hernandez, et al. v. Parenting Network, Inc.*, Tulare Superior Court Case No. VCU287027 (March 14, 2023) Hon. Bret Hilman approved a \$225,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Sarmiento v. Caduceus Healthcare Inc.*, San Diego Superior Court Case No. 37-2021-00002597 (March 10, 2023) Hon. Richard S. Whitney approved a \$315,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Garces, et al. v. DriverDo, LLC*, Los Angeles Superior Court Case No. 19STCV32773 (January 24, 2023) Hon. Carolyn B. Kuhl approved a \$700,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *De Jesus v. Guardian Angel Home Care, Inc.*, San Diego Superior Court Case No. 37-2020-00021049-CU-OE-CTL (July 29, 2022) Hon. Ronald F. Frazier approved a \$300,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Kaur v. Aces 2020 I, LLC, et al.*, Contra Costa Superior Court Case No. MSC20-02482 (December 22, 2022) Hon. Edward G. Weil approved a \$585,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Molina v. Hawaiian Airlines, Inc.*, Los Angeles Superior Court Case No. 20STCV28079 (November 23, 2022) Hon. Maren Nelson approved a \$250,000 class action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the Plaintiff.
- *Lang Jr. v. Pathways Community Services LLC*, San Diego Superior Court Case No. 37-2019-00049969-CU-OE-CTL (September 9, 2022) Hon. James A. Mangione approved a \$160,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Martinello v. Century Wilshire, Inc.*, Los Angeles Superior Court Case No. 20STCV32613 (March 1, 2022) Hon. Carolyn Kuhl approved a \$550 billing rate and appointed Jean Claude Lapuyade, Esq. of the JCL Law Firm, APC, as Class Counsel.
- *Wilson v. Spreen Inc. (dba Spreen Honda)*, San Bernardino Superior Court Case No. CIVSB2119857 (April 6, 2022) Hon. David Cohn approved a \$300,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Ledesma v. TVJ Sons I, Inc.; Porter and Howard, Inc.* Santa Barbara Superior Court Case No. 20CV03573 (November 10, 2021) Hon. Jed Beebe approved a \$350,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC represented the State of California and the Aggrieved Employees.
- *Jacobs v. Rush Media Company, LLC; XLT Management Services, Inc.*, Los Angeles Superior Court Case No. 20STCV32350 (May 2, 2022) Hon. Daniel J. Buckley appointed the JCL Law Firm, APC as Class Counsel and approved a \$330,000 class action settlement for, *inter alia*, independent contractor misclassification.
- *Chavez v. HTL Conrad Domestic, LLC; HTL Conrad Domestic Employer, LLC*, San Diego Superior Court Case No. 37-2020-00016193-CU-OE-CTL (June 9, 2022) Hon. John S. Meyer approved a \$850,000 PAGA action settlement for, *inter alia*, failure to compensate overtime at the regular rate of pay. The JCL Law Firm, APC acted as representative PAGA counsel for the State of California and the Aggrieved Employees.
- *Renteria v. Love's Country Stores of California*, San Bernardino Superior Court Case No. CIVDS20164481 (June 14, 2022) Hon. David Cohn approved a \$2.2 million dollar class action and PAGA action settlement for, *inter alia*, unpaid overtime and sick pay. The JCL Law Firm, APC acted as Class Counsel and as representative PAGA counsel for the State of California.
- *Lopez v. Adidas America, Inc.*, Ventura Superior Court Case No. 56-2021-005498444-CU-OE-VTA (April 4, 2022) Hon. Mark Borrell approved a \$1.5 million dollar class action and PAGA action settlement for, *inter alia*, inaccurate overtime calculations, and appointed the JCL Law Firm, APC as Class Counsel.
- *Felix v. TVI, Inc., d.b.a. Savers*, Santa Clara Superior Court Case No. 21CV376407 (February 18, 2022) Hon. Sunil R. Kulkarni approved a \$1.8 million dollar class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Munoz v. AMTCR*, San Bernardino Superior Court Case No. CIV-DS2001914 (August 24, 2021) Hon. David Cohn approved a \$1.8 million dollar class and PAGA settlement for, *inter alia*, inaccurate itemized wage statements. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)

- *Nunes v. Home Depot U.S.A., Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2020-0011011 (October 20, 2021 – Hon. Roger Ross approved a \$1.5 million dollar class and PAGA settlement for, *inter alia*, miscalculated meal period premiums and appointed Jean-Claude Lapuyade, Esq. as Class Counsel.)
- *Pillsbury v. T&T Restaurants CA, Inc.*, Del Norte Superior Court Case No. CVUJ-20-1214 (December 14, 2021 – Hon. Darren McElfresh approved \$550 billing rate and appointed Jean-Claude Lapuyade, Esq. as Class Counsel in a wage and hour class action settlement.)
- *Latin v. OneMain General Service Corporation*, Stanislaus County Superior Court Case No. CV-20-002498 (October 22, 2021) Hon. Stacy Speiller approved a PAGA action settlement for \$700,000 wage statement violations. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.
- *Elias Kaser v. Aviation Consultants, Inc.*, Orange County Superior Court Case No. 30-2021-01191204-CU-OE-CXC (September 22, 2021 – Hon. Peter J. Wilson approved \$550 billing rate in a representative California Labor Code Private Attorney General Act settlement).
- *Rodriguez v. RSI Home Products, Inc.*, San Bernardino Superior Court Case No. CIVDS2023354 (July 30, 2021 – Hon. David Cohn approved a \$1.45 million class and PAGA settlement for, *inter alia*, failure to comply with piece-rate laws, and appointed the JCL Law Firm, APC as Class Counsel)
- *Jer Vang v. Bridge Property Management*, Alameda County Superior Court, Case No RG19047434 (January 8, 2021 – Hon. Winifred Smith approved a class and PAGA settlement for, *inter alia*, unpaid off the clock work. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)
- *Johnson v. Volt Management Corp., Inc. et al.*, Los Angeles County Superior Court, Case No. 19STCV16466 (December 11, 2020 – Hon. Amy Hogue approved a PAGA Settlement negotiated on behalf of the State of California and the aggrieved employees by the JCL Law Firm, APC.)
- *Salazar v. Frontier Auto Sales Inc., dba Frontier Toyota*, Los Angeles Superior Court, Case No. 19STCV20382 (November 24, 2020 – Hon. John P. Doyle appointed the JCL Law Firm, APC as class counsel and approved a class and PAGA settlement for, *inter alia*, missed meal and rest periods.)
- *Villalobos v. Alterra Group, LLC et al.*, Los Angeles County Superior Court, Case No. 19STCV19448 (November 11, 2020 – Hon. Richard Fruin approved a PAGA Settlement for, *inter alia*, unreimbursed business expenses. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.)
- *Stevens et al., v. Bank of England*, San Diego County Superior Court Case No. 37-2019-00018662-CU-OE-CTL (October 16, 2020 – Hon. John Meyer appointed JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for, *inter alia*, off-the-clock work.)
- *Frazier v. ASA Carlton, Inc.*, San Diego Superior Court Case No. 37-2019-00036147 (October 9, 2020 Hon. Kenneth Medel appointed the JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for off-the-clock work.)
- *Krake et al., v. Central Valley Diner, Inc.*, Placer County Superior Court Case No. SCV0041645 (September 4, 2020 – Hon. Michael Jones appointed JCL Law Firm as class counsel and granted final approval of wage and hour class action for meal period violations.)
- *Conner v. Ascendant Marketing, LLC et al.*, San Diego Superior Court Case No. 37-2019-00026864-CU-OE-CTL (July 24, 2020 Hon. Joel Wohlfeil granted approval of PAGA Settlement for, among other things, off-the-clock work. JCL Law Firm, APC acted as lead counsel.)
- *Guerrero v. Estancia Operations, LLC.*, San Diego Superior Court Case No. 37-2019-00028963 (August 25, 2020 – Hon. Katherine Bacal approved PAGA Settlement for, *inter alia*, missed meal and rest periods. JCL Law Firm, APC, acted as lead counsel.)
- *Moreno v. Dash Lube, et al.*, United States District Court, Southern District of California, Case No. 18cv1922 DMS (AHG) (December 13, 2019 – Granted class certification of Labor Code Section 226 claim and appointed JCL Law Firm, APC, as Class Counsel.)
- *Perkins et al., v. Tahiti Enterprises, Inc., et al.*, Orange County Superior Court Case No. 30-2016-00863095 (October 22, 2019 – Hon. Peter Wilson appointed JCL Law Firm, APC, as Class Counsel and granted final approval for an unlawful housing class action settlement arising out of Civil Code Section 1940.1.)
- *Hill v. Stemak Holdings, Ltd.*, San Diego Superior Court Case No., 37-2018-00000747 (January 28, 2020 – Hon. Kenneth Medel appointed JCL Law Firm, APC as class counsel and granted final approval of wage and hour class action for unpaid overtime.)
- *Shachno et al., v. KT Hotels, LLC, et al.* San Diego Superior Court Case No Case No. 37-2018-00043601 (May 31, 2019 – Hon. Gregory Pollack appointed JCL Law Firm, APC, as Class Counsel and granted preliminary approval for the wage and hour class action settlement involving nearly 900 current and former employees. Final approval scheduled for October 4, 2019)
- *Almanza v. The Express Group, Inc.*, San Bernardino Superior Court Case No. CIVDS1722542 (April 19, 2019 – Hon. David Cohn appointed the JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement for *inter alia*, missed meal and rest periods and independent contractor misclassification.)

- *Moschetto v. Pillow Global, Inc.* San Diego Superior Court, Case No. 37-2017-00024031-CU-OE-CTL (April 5, 2019 – Hon. John S. Meyer appointed JCL LAW Firm, APC, as Class Counsel and granted final approval for a wage and hour wage class action settlement involving misclassified house cleaners.)
- *Burke v. Friendship Hotel, LLC*, San Diego County Superior Court Case No. 37-2017-00022517-CU-OE-CTL (March 10, 2019 – final approval granted on for an unlawful housing class action arising under Civil Code Section 1940.2)
- *Terrado et al., v. Accredited Debt Relief, LLC*, San Diego County Superior Court Case No. 37-2018-00014181-CU-OE-CTL (February 8, 2019 – Hon. Gregory W. Pollock appointed JCL Law Firm, APC as Class Counsel and granted final approval for a wage and hour class action settlement for meal and rest period violations);
- *Macaspac v. San Antonio Regional Hospital*, San Bernardino Superior Court Case No. CIVDS1512625, (July 27, 2018 – Hon. Thomas S. Garza appointed JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement involving claims for on duty meal and rest periods.);
- *Summerlin et al. v. Maplebear, Inc. dba Instacart*, Los Angeles Superior Court Case No. BC603030 (2018 - certified and settled wage and hour class action.)
- *Ortega v. Prime Healthcare*, San Diego Superior Court Case No. 37-2014-00011240-CU-OE-CTL (2018 – Approved PAGA only settlement for on duty meal and rest periods)
- *Engstrom v. Bender-Rosenthal, Inc.* San Diego Superior Court Case No. 37-2016-00012373-CU-OE-CTL (2017 - Certified and settled class action for employee misclassification);
- *Crawford v. Outlook Amusements, Inc.*, Los Angeles Superior Court Case No. BC617160 (2017 - Certified and settled wage and hour class action.);
- *Hernandez v. Sunglass Hut Trading, LLC*, San Bernardino Superior Court Case No. CIVDS1505181 (2016 - Certified and settled wage and hour class action);
- *Burns v. Shalom, LLC*, San Diego Superior Court, Case No., 37-2013-00058356-CU-BT-CTL (2015 - certified and settled class action for unlawful housing practices arising out of Civil Code Section 1940.1);