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Attorneys for Plaintiff STETSON WHITEHEAD and all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN

STETSON WHITEHEAD, an individual; on
behalf of himself and all others similarly
situated and the general
public,

Plaintiffs,

vs.

GLS US FREIGHT, INC., a California
corporation; and DOES 1 to 100, inclusive,

Defendants.

) Case No. STK-UOE-2023-0012910

) [Assigned for All Purposes to the
) Hon. Robert T. Waters, Dept. 11B]

) **DECLARATION OF AARON A. BARTZ**
) **IN SUPPORT OF MOTION FOR**
) **PRELIMINARY APPROVAL OF CLASS**
) **ACTION AND PAGA SETTLEMENT**

) Date: April 30, May 2, 6, 7, 8, 2025

) Time: 9:00 a.m.

) Dept: 11B

I, Aaron A. Bartz, declare:

2. I submit this declaration in support of Plaintiff's Motion for Preliminary Approval of Class Action Settlement. A true and correct copy of the Class Action and PAGA Settlement Agreement and Class Notice ("Settlement Agreement") is attached hereto as **Exhibit A**.

3. This case arises out of wage and hour violations by Defendant GLS US Freight, Inc. (“Defendant”) against its non-exempt hourly employees who worked in California from November 30, 2019 through September 1, 2024. Plaintiff Stetson Whitehead (“Plaintiff”) worked for Defendant in 2023 as a truck driver, and worked within California during the class period.

5. On November 30, 2023, Plaintiff filed a class action Class Action Complaint and thereafter amended his Complaint to include a Private Attorneys General Act (PAGA) claim action on May 29, 2024. A true and correct copy of Plaintiff's First Amended Complaint is attached hereto as **Exhibit C**.

6. After filing Plaintiff's operative Complaint and serving an initial set of Plaintiff's formal requests for production of documents and special interrogatories, the parties met and conferred and agreed to stay formal discovery in order to pursue the possibility of early resolution. As such, the parties thereafter engaged in informal discovery to evaluate the class and PAGA claims.

1 7. To that end, Defendant produced extensive time and payroll records, and an Excel
2 spreadsheet with hundreds of thousands of lines of data for the class.

3 8. Thereafter, Class Counsel also hired experienced damages expert James Toney, to
4 analyze the payroll and related wage data and to create a damages model for the various claims
5 alleged in the case. Based upon the analysis of the time records and payroll data, Mr. Toney and
6 Class Counsel were able to calculate damage estimates on a class-wide basis.

7 9. The parties did not attend Mediation in this matter until they had sufficient data
8 and documents to evaluate the claims in the case. On January 29, 2025, the parties attended a
9 full-day Mediation before experienced wage and hour mediator, Hon. Carl J. West (Ret.). After
10 an all-day mediation, the parties reached a settlement, memorialized in a Memorandum of
11 Understanding two days later on January 31, 2025. Thereafter, the parties entered into the
12 Settlement Agreement on March 24, 2025.

13 10. The class members entitled to the settlement fund are all non-exempt current and
14 former employees who worked in California for Defendant from November 30, 2019 through
15 September 1, 2024. Based upon current estimates, there are approximately 1,518 class members.

16 11. The settlement fund is all in (except for the employer's share of payroll taxes,
17 which Defendant shall pay in addition to the \$1,600,000 settlement), there is no claim form
18 requirement, and no residual will revert to Defendant. Class members will be paid as long as they
19 do not opt out of the settlement. If a Settlement Class Member opts out, their share of the Net
20 Settlement Amount will be allocated to other members of the Settlement Class. In the event a
21 class member does not negotiate (cash) his or her settlement check, the settlement administrator
22 shall distribute the unclaimed funds to the California State Controller's Unclaimed Property
23 Fund.

24 12. The payment to the Settlement Class Members will be characterized as eighty
25 percent interest and penalties, and twenty percent wages. The class administrator will issue W-2
26 statements for the wage portion of the settlement, and a form 1099 for all amounts paid as
27 penalties and interest.

28 13. Based upon Class Counsel's independent analysis and investigation in this matter,
the Settlement Class will be compensated based on each member's respective number of

workweeks worked during the Class Period. Defendant estimates that the total number of workweeks will be no more than 107,105.

14. Based on the settlement terms, there will be an approximate net settlement fund of **\$966,667**. In exchange for their payment, Class Members will release Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, and assigns from all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Action and Plaintiff's PAGA Notice, including claims under the California Labor Code, California Industrial Welfare Commission Wage Orders, regulations, and/or other provisions of law as set forth in more detail in Section 5.3 of the Agreement.. The named Plaintiff will, in addition to releasing claims alleged in the lawsuit, give a general release of all claims pursuant to Civil Code section 1542 as set forth in Section 5.1 and 5.2.

15. The parties further agree to appoint an experienced settlement administrator, Phoenix Settlement Administrators ("Phoenix") to prepare and send notice to the class, receive and process objections, and prepare and mail settlement checks to Settlement Class Members. The settlement administrator will conduct skip-tracing for any Settlement Class Member whose addresses cannot be found.

16. The all-in settlement fund will also include all of the attorneys' fees and costs allowed by this Court. The attorneys' fees shall not exceed one-third of the \$1,600,000 settlement fund, or \$533,333. Defendant will also pay class counsel's costs, not to exceed \$25,000, as well as settlement administration costs not to exceed \$15,000, out of the common fund.

17. The PAGA allocation of the settlement is \$50,000, of which \$37,500 (75%) will be distributed to the Labor Workforce and Development Agency (LWDA), with the remaining portion - \$12,500 (25%) - going to PAGA Members (all allegedly aggrieved persons who worked for Defendant at any time from October 3, 2022 through September 1, 2024).

18. The settlement also includes Plaintiff's class representative enhancement. Based on Plaintiff's work in connection with this case, including connecting Class Counsel with other witnesses, meeting and conferring with Class Counsel regarding legal strategies, and assisting with developing the claims and theories in this case, Plaintiff seeks \$10,000.

19. In summary, the settlement fund is allocated as follows:
- (1) A net settlement fund of approximately \$966,667;
 - (2) Attorney's fees and costs: Up to one-third of the gross settlement, i.e., \$533,333 in attorneys' fees and not to exceed \$25,000 in costs;
 - (3) Settlement administrator expenses of \$15,000;
 - (4) PAGA payment: \$37,5000 to the LWDA, and \$12,500 for individual PAGA payments;
 - (5) Class representative enhancement of \$10,000.

NATURE OF CLAIMS

20. Plaintiff's operative Complaint alleges claims for 1) Failure to Pay All Wages; 2) Waiting Time Penalties; 3) Failure to Provide Meal Periods; 4) Failure to Authorize and Permit Proper Rest Periods; 5) Failure to Properly Maintain and Submit Itemized Wage Statements; 6) Unfair Business Practices; 7) Failure to Reimburse Business Expenses; and 8) Violation of Labor Code § 2699 (PAGA). Plaintiff further alleges that he and the Class are entitled to damages, restitution, wages, attorneys' fees, and interest, among other remedies. The reasonable exposure and the reasonable settlement value for each of the alleged claims are as follows:

CLAIM	TOTAL EXPOSURE	SETTLEMENT VALUE
Failure to Pay Wages	\$2,747,540	\$274,754
Meal	\$5,273,022	\$527,302
Rest	\$6,015,334	\$601,533
Waiting time	\$5,618,793	\$561,879
Paystub	\$1,606,450	\$160,645
Reimbursement	\$1,519,608	\$151,960
PAGA	\$11,316,300	\$565,815
TOTAL	\$34,097,047	\$2,843,888

1 **a. Overtime/Off-the Clock Wage Violations**

2 Labor Code § 510 provides that “[a]ny work in excess of eight hours in one workday and
3 any work in excess of 40 hours in any one workweek. . . shall be compensated at the rate of no less
4 than one and one-half times the regular rate of pay for an employee.” Further, “[a]ny work in
5 excess of 12 hours in one day shall be compensated at the rate of no less than twice the regular rate
6 of pay . . . , [and] any work in excess of eight hours on any seventh day of a workweek shall be
7 compensated at the rate of no less than twice the regular rate of an employee.”

8 Labor Code § 1194 states any employee receiving less than the legal minimum wage is
9 entitled to recover the unpaid balance of the full amount of this minimum wage, including interest
10 thereon, reasonable attorney’s fees, and costs of suit.

11 Plaintiff contends that Defendant failed to pay all wages due in numerous respects. **First**,
12 Plaintiff asserts and will testify that Plaintiff and the class were trained and required to do pre-trip
13 vehicle inspections prior to clocking in for their shifts and were not compensated for this off-the-
14 clock time. Off-the-clock time is compensable when an employer knows or should have known
15 the employees are working off-the-clock time. *See Morillion v. Royal Packing Co.*, 22 Cal.4th 575,
16 585 (2000). Plaintiff asserts that such pre-trip inspection time is unquestionably compensable
17 because Plaintiff and other drivers were instructed by Defendant’s supervisors and managers to
18 arrive before their shifts and perform such inspections to maximize their ability to meet strict
19 delivery schedules which resulted in violations of Labor Code §§ 510 and 1194, and the relevant
20 California Industrial Welfare Commission Orders.

21 **Second**, Plaintiff contends that he and other drivers were subject to Defendant’s unlawful
22 10 hour per day and 50 hour per week overtime policy and were not compensated for shifts
23 longer than 10 hours per day or workweeks longer than 50 hours. Defendant argues that Plaintiff
24 and other drivers were not subject to overtime requirements because they were subject to
25 Department of Transportation regulations and the Motor Carrier Act. However, Plaintiff asserts
26 that simply because the “interstate commerce” requirement may be met for certain purposes,
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1 does not mean that interstate commerce is met for the purposes of receiving overtime. *Baird v.*
2 *Wagoner Transp. Co.*, 425 F.2d 407, 410 (6th Cir. 1970). Further, “[i]f the truck does not cross
3 state lines, and if the goods the truck is carrying do not constitute goods in interstate commerce. .
4 ., the driver is not exempt under the federal regulations.” (See DLSE Policies and Interpretations
5 Manual, § 50.8.4.) The Interstate Commerce Commission has held that interstate commerce is
6 not found where, among other things, “the terminal storage is a distribution point or local
7 marketing facility from which specific amounts of the product are sold or allocated,” and
8 “transportation in the furtherance of this distribution within the single State is specifically
9 arranged only after sale or allocation from storage.” See 29 C.F.R. 782.7(b)(2). As such
10 Plaintiff continues to assert that many drivers, including Plaintiff, who drove local routes
11 between fixed terminals, and only performed intrastate deliveries, should be entitled to overtime
12 and were not compensated for such overtime.
13

14 Class Counsel and their expert analyzed payroll and time records for the class members
15 and calculated that the total verdict value for this claim is approximately \$2,747,540. Class
16 Counsel and their expert assumed 15 minutes per shift of unpaid hours, based on discussions
17 with the Plaintiff and other class members. Plaintiff’s expert reviewed payroll records for the
18 class, including pay period counts per year, and a weighted average rate of pay. Based on the
19 defenses alleged, as well as fact that the failure to pay wage claims will rest on testimony from
20 Plaintiff and class members, and documented evidence of such violations is scant, Plaintiff
21 placed a reasonable settlement value of the overtime/minimum wage claim at ten percent of the
22 total verdict value, or **\$274,754**. This valuation takes into consideration Class Counsel’s analysis
23 of the law, and evidence produced by the Defendant.

24 **b. Meal and Rest Period Claims**

25 i. Meal period liability and damages

26 Plaintiff contends that Defendant failed to provide Plaintiff and class members with a
27 duty-free 30-minute meal period for every five hours of work as is required by Labor Code § 512
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1 and the applicable IWC Wage Order(s) and in violation of *Brinker Restaurant Corp. v. Superior*
2 *Court*, 53 Cal.4th 1004 (2012). Failure to provide a meal in accordance with the applicable Wage
3 Order(s) results in payment by the employer of one additional hour of pay at the employee's
4 regular rate of pay for each workday that the rest or meal period is not provided. (Labor Code §
5 226.7.) Defendant also cannot create "incentives to forego, or otherwise encourage[] the skipping
6 of legally protected breaks." *Brinker, supra*, 53 Cal.4th at 1040. Moreover, when time records
7 show short, missed, and late meal periods, there is a presumption that an employer violated
8 California's meal period requirements. *See Donohue v. AMN Services, LLC*, 11 Cal.5th 58, 78
9 (2021) ("If time records show noncompliant meal periods, then a rebuttable presumption of
10 liability arises.")

11 Plaintiff contends that, although Defendant's meal period policies are facially valid,
12 Defendant's practice of administering these policies is unlawful. **First**, Plaintiff contends that
13 Defendant's time records show substantial violations, which under *Donahue*, create a
14 presumption that Defendant was not in compliance with the law.

15 **Second**, Plaintiff asserts that, despite the substantial violations in the time records, there
16 were infrequent meal period premiums paid during the class period and that the dearth of meal
17 period premiums paid demonstrates that Defendant had a pattern and practice of neglecting to
18 pay meal period premiums for meals which were late, short, interrupted, missed, or on-duty.

19 Notwithstanding the above, Defendant contends that Plaintiff and class members had the
20 ability and in fact did take meal periods, and that if they did not, it was their own choice, and
21 therefore not actionable. Defendant further contends that that truck drivers are not entitled to
22 meal periods, as the Federal Motor Carrier Safety Administration's (FMCSA) orders preempt
23 California's meal period rules.

24 In response to Defendant's contentions, Plaintiff asserts that the FMCSA's orders apply
25 to interstate commerce, not to purely intrastate travel such as Plaintiff's and other drivers.
26 Further, Plaintiff contends that Defendant has obligated itself within its own policies and
27 procedures to provide meal periods, so Defendant cannot after the fact argue that it does not need
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1 to comply with its own policies.

2 Class Counsel and their expert calculated the maximum verdict value of the meal break
3 claim to be approximately \$5,273,022. This calculation is based on a 40% violation rate for the
4 class members, and average rate of pay based on the payroll data for the class. Based on
5 discussions with Plaintiff and interviews of other Class Members, and the defenses raised,
6 Plaintiff believes he had a ten percent probability of recovering all of these damages.
7 Accordingly, Plaintiff contends the reasonable exposure of the meal break claim is
8 approximately **\$527,302**.

9 ii. Rest period liability and damages

10 Section 12(A) of the IWC Wage Order(s) states: “Every employer shall authorize and
11 permit all employees to take rest periods, which insofar as practicable shall be in the middle of
12 each work period. The authorized rest period time shall be based on the total hours worked daily
13 at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof. However,
14 a rest period need not be authorized for employees whose total daily work time is less than three
15 and one-half (3½) hours. Authorized rest period time shall be counted as hours worked for which
16 there shall be no deduction from wages.”

17 Section 12(B) of the IWC Wage Order(s) states: “If an employer fails to provide an
18 employee a rest period in accordance with the applicable provisions of this order, the employer
19 shall pay the employee one (1) hour of pay at the employee’s regular rate of compensation for
20 each workday that the rest period is not provided.” Moreover, during rest periods, “employees
21 must not only be relieved of work duties, but also be freed from employer control over how they
22 spend their time.” *Augustus v. ABM Sec. Servs., Inc.*, 2 Cal.5th 257, 270 (2016). Further, when
23 an employer adopts common policies that prevent employees from taking their rest breaks, it
24 presents a common factual issue by which liability may follow. *See Jaimez v. Daiohs USA, Inc.*,
25 181 Cal.App.4th 1286, 1304 (2010). Indeed, “[t]he wage orders and governing statute do not
26 countenance an employer’s exerting coercion against the taking of, creating incentives to forego,
27 or otherwise encouraging the skipping of legally protected breaks.” *Brinker, supra*, 53 Cal.4th at
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1 1040.

2 Plaintiff contends that Defendant did not authorize or permit Plaintiff or the class
3 members duty-free rest periods for several reasons. **First**, with respect to Plaintiff and other
4 drivers, Plaintiff asserts that when Plaintiff and other drivers attempted to take rest periods, they
5 were admonished for doing so, as Defendant required Plaintiff and other drivers to carry a tablet
6 with them tracking their location and delivery time. Whenever Plaintiff and other drivers
7 detoured from their expected deliveries, they were immediately contacted on their personal cell
8 phones and questioned about why they were taking a break. As such, Plaintiff and other drivers
9 simply did not take their rest periods, because if they did, they were disciplined.

10 **Second**, Plaintiff's damages analysis fairly estimates the same violation rate of 40% as
11 applied to the meal periods. Defendant's record sampling reflected that no premium payments
12 were attributed to any rest period violations. A complete lack of premium pay "would require
13 perfection or, more likely, a 'deep, system-wide error' in failing to pay such premiums." *In re*
14 *Tea Station Inv.*, 2021 Bankr. LEXIS 2985, at *22 (C.D. Cal. Oct. 26, 2021). In *Safeway v.*
15 *Superior Court* (2015) 238 Cal. App. 4th 1138, 1153, the Court counseled against arguments that
16 are based on human perfection.
17

18 Defendant again argues that the FMCSA orders preempt drivers' rest period claims. For
19 the same reasons as stated above, Plaintiff believes that the FMCSA orders are inapplicable here.

20 Class Counsel and their expert assumed a 40% violation rate for all shifts by class
21 members of 3.5 hours or more. Based on that assumption, Class Counsel calculated total
22 violations across the class, multiplied by an average rate of pay for the class members. As such,
23 Class Counsel calculated the maximum verdict value of the rest period claims to be
24 approximately \$6,015,334. Based on the defenses raised, the difficulty of proving rest period
25 violations on a class wide basis, and the lack of objective evidence proving such violations,
26 Plaintiff believes he had a ten percent chance of recovering all of the rest period damages. As
27 such, Plaintiff believes the reasonable exposure of the rest break claim is approximately
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1 **\$601,533.**

2 **c. Waiting Time Penalty**

3 The waiting time penalty claim is purely derivative. Class Counsel analyzed the data to
4 find that there are approximately 987 former employees included in the putative class that would
5 be eligible for the Labor Code §203 penalties. Class Counsel calculated the total verdict value at
6 approximately \$5,618,793. This amount was calculated by multiplying the average daily rate of
7 pay during the statutory period by 30, which is the maximum number of days allowable as
8 waiting time penalties under section 203, and then multiplying that by the total number of former
9 employees. Plaintiff further discounted the waiting time penalty claim based on risk and the fact
10 that waiting time penalties are not awarded if a good faith dispute exists as to whether the wages
11 were owing, including whether in fact non-California based employees would be entitled to
12 waiting time penalties. Further, the class would have the burden of proving a “willful”
13 withholding of wages. Plaintiff considered that under Labor Code §203 there is only a penalty if
14 "an employer willfully fails to pay" all wages due to an employee upon separation. Willfulness
15 does not exist if there is a "good faith dispute," in fact or law that wages were due, even if the
16 employer's reasoning ultimately proves incorrect. *Amaral v. Cintas Corp. No. 2* (2008) 163
17 Cal.App.4th 1157, 1204; 8 Cal. Code Regs. § 13520 ("A 'good faith dispute' that any wages are
18 due occurs when an employer presents a defense, based in law or fact which, if successful, would
19 preclude any recover on the part of the employee. The fact that a defense is ultimately
20 unsuccessful will not preclude a finding that a good faith dispute did exist.")

21 Once Plaintiff determined the maximum reasonable exposure of the claim, Plaintiff
22 placed a settlement value of **\$561,879** or approximately ten percent of the reasonable exposure
23 value, based upon the above discounts applied to the reasonable value of the claim.

24 **d. Paystub**

25 As to the paystub penalty, which is derivative of the other claims identified above, Class
26 Counsel arrived at a maximum reasonable exposure of this claim of approximately \$1,606,450.
27 This figure was arrived at by assuming that each wage statement that was provided to the class
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1 members violated LC §226, and multiplying the number of pay periods during the statutory
2 period by \$50 for initial violations, and \$100 for subsequent violations.

3 Defendant argues that, even assuming there are any violations, which they deny, the fact
4 that derivative violations were minor and that the Defendant had presented evidence of a good
5 faith dispute as to any violation. *Hurst v. Buczek Enters., LLC* (N.D. Cal. 2012) 870 F.Supp.2d
6 810, 829 (no section 226 violation where the employer "makes a good faith claim" in its
7 defense); *Harris v. Vector Mktg. Corp.* (2009) 656 F.Supp.2d 1128, 1146 (N.D. Cal. 2009) (the
8 "employer did not knowingly and intentionally fail to provide itemized wage statements" where
9 there was a "good faith dispute").

10 Based on the raised defenses, as well as the risk of certification and related risks of
11 proving all violations, Plaintiff has placed a reasonable settlement value of **\$160,645** or ten
12 percent of the reasonable exposure of the pay stub claim.

13 **e. Reimbursement Claim**

14 California Labor Code section 2802(a) provides:

15 An employer shall indemnify his or her employee for all necessary expenditures
16 or losses incurred by the employee in direct consequence of the discharge of his
17 or her duties, or of his or her obedience to the directions of the employer, even
18 though unlawful, unless the employee, at the time of obeying the directions,
19 believed them to be unlawful.

20 Plaintiff contends that that he and other class members also used their personal cell
21 phones to review their shift schedules and communicate with managers and supervisors about
22 work business, without reimbursement. *See Cochran v. Schwan's Home Serv., Inc.*, 228 Cal.
23 App. 4th 1137, 1144 (2014) (finding that reimbursement for personal cell phone usage required
24 when mandatory for performing one's job).

25 In *Cochran*, the court stated: "The threshold question in this case is this: Does an
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27
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1 employer always have to reimburse an employee for the reasonable expense of the mandatory
2 use of a personal cell phone, or is the reimbursement obligation limited to the situation in which
3 the employee incurred an extra expense that he or she would not have otherwise incurred absent
4 the job? The answer is that reimbursement is always required. Otherwise, the employer would
5 receive a windfall because it would be passing its operating expenses on to the employee. Thus,
6 to be in compliance with section 2802, the employer must pay some reasonable percentage of the
7 employee's cell phone bill.” *Id.* at 1144.

8 Defendant contends that it paid for all reasonable and necessary expenses incurred by
9 Plaintiff and class members, and that the reimbursement claim has little to no value.

10 Plaintiff contends that this claim is valued at \$1,519,608 based upon expenses per month
11 calculations throughout the class period. Given the fact that there are individualized issues in
12 proving reimbursement violations and damages, Plaintiff believes this claim’s reasonable value
13 is **\$151,960**, or ten percent of the total value.

14
15 **f. PAGA**

16 Plaintiff contends that PAGA penalties are owed based on the numerous alleged Labor
17 Code violations identified above. Once a PAGA violation is found, a court must award civil
18 penalties. *See Amaral v. Cintas Corp. No. 2* (2008) 163 Cal.App.4th 1157, 1211-1213.
19 Nevertheless, a court has discretion to reduce the award of civil penalties if it finds that “based
20 on the facts and circumstances of the particular case, to do otherwise would result in an award
21 that is unjust, arbitrary and oppressive, or confiscatory.” Cal. Lab. Code § 2699(e)(2).

22 Significantly, moreover, because it is an open question regarding the Defendant’s
23 liability, there is a very real possibility that a court would substantially reduce the penalties, even
24 if they are proven. *See, e.g., Fleming v. Covidien, Inc.*, 2011 WL 7563047, *3-4 (C.D. Cal.
25 2011) (reducing penalties from \$2.8 million to \$500,000 based on wage statement violations
26 because to assess full penalties would be unjust and arbitrary); Thurman v. Bayshore Transit
27 Mgmt., Inc., 203 Cal.App.4th 1112, 1134 (2012) (reduction of PAGA penalties by 30% affirmed
28

on appeal).

Class Counsel and their expert calculated the reasonable PAGA penalties to be valued at \$11,316,300, which includes the stacking of penalties for numerous violations, as set forth above. Based on the uncertainty of recovery on Plaintiff's claims, Plaintiff believes the PAGA claim's reasonable value is five percent of the total value, or approximately **\$565,815**.

g. Total Damage Exposure¹

Plaintiff believes that the \$1,600,000 settlement achieved in this case is very good for the class members. Based upon a reasonable exposure value of \$2,843,888, the settlement represents approximately 56% of that total value. Given the many defenses raised, the uncertainty of the certifiability of any class, and the risks of going to trial, Class Counsel believe this settlement is a good result for all of the class members.

NUMEROSITY AND ASCERTAINABILITY

21. Based on payroll and other employment records, Defendant has identified approximately 1,518 employees who fit within the class, who worked 107,105 workweeks. As such, the Class is ascertainable based on Defendant's employment records and are numerous under any legal standard, therefore satisfying the numerosity requirements in California pursuant to California Code of Civil Procedure §382. The Class is defined as follows:

All non-exempt current and former employees who worked in California for Defendant during the Class Period (November 30, 2019 through September 1, 2024).

22. Defendant has also identified approximately 871 aggrieved employees, who worked as non-exempt employees in California between October 3, 2022 and September 1, 2024

¹ The Unfair Competition claim is subsumed into the *Kullar* analysis above. The Unfair Competition claim is based upon the wage and hour violations, and adds an extra year of damages, and is included within the above analysis.

1 (“PAGA Period”). Based on Defendant’s records, there are approximately 19,618 PAGA pay
2 periods.

3 COMMONALITY

4 23. Common questions of law and fact predominate in this case because the main
5 issues involve the legality of Defendant’s policies regarding the failure to pay all wages due to its
6 failure to pay all hours worked, including the proper regular rate of pay for all hours, failure to
7 provide all legally compliant off duty and uninterrupted meal periods, the failure to provide all
8 legally compliant off duty and uninterrupted paid rest periods, failure to timely furnish accurate
9 itemized wage statements, failure to timely pay all former employees all wages owed, and failure
10 to reimburse employees for their reasonable and necessary expenses.

11 24. Plaintiff contends that these are all pay policy questions that are uniform and can
12 be proven by common objective evidence. The evidence to support these claims consists of pay
13 policies, payroll records, time records and pay stubs given to all Class Members
14

15 TYPICALITY AND ADEQUACY

16 25. The claims of the Plaintiff is typical of the Class Members. The proposed Class
17 Representatives are adequate Class Representatives because they will adequately and fairly
18 represent the Class and will not place their interests above any Member of the Class. The Class
19 Representatives worked for the Defendant in the state of California during the relevant time
20 period and, therefore, worked under the same policies and procedures and was paid according to
21 the same pay plans for the entire period, as all other Class Members.

22 ATTORNEY COMPETENCE IN CLASS ACTIONS

23 26. I am experienced class action counsel, including specializing in wage and hour
24 and employment claims. Some of the class action litigation on which I have served as Class
25 Counsel include:

26 a. *Wilkins, et al. v. Equinox Holdings, Inc.*

27 Los Angeles Superior Court, No.: BC440058
28

- 1 b. *TBC Retail Group Wage and Hour Cases*
2 Los Angeles Superior Court, No.: JCCP No. 4701
- 3 c. *Casserly v. Randstad US, L.P., et al.*
4 U.S.D.C., Central District of California, No. SACV 12-1023-DOC(ANx)
- 5 d. *Crilly v. Micro Electronics, Inc.*
6 Orange County Superior Court, No.: 30-2013-00662586-CU-OE-CXC
- 7 e. *Concho, et al. v. Pipeline Carriers, Inc. et al.*
8 Orange County Superior Court, No.: 30:2013-00649600-DU-OE-CXC
- 9 f. *Holsted et al. v. R.J. Noble Company et. al.*
10 Orange County Superior Court, No.: 30:2010-00379770-CU-OE-CXC
- 11 g. *Piggue v. Chief Protective Services, Inc.*
12 Orange County Superior Court, No.: 30-2013-00688107-CU-OE-CXC
- 13 h. *Walsh v. Pacific Bell Telephone Company*
14 Orange County Superior Court, No.: 30-2011-00498062-CU-OE-CXC
- 15 i. *Woods v. JFK Memorial Hospital*
16 Riverside County Superior Court, No.: INC 1205209
- 17 j. *Ramirez et. al v. Titan Insurance of New Mexico*
18 Riverside County Superior Court, No.: RIC1211890
- 19 k. *DeSantos v. Jaco Oil Company, et al.*
20 U.S.D.C. Eastern District of California, No. 1:14-CV-00738-JLT
- 21 l. *Duran v. Big 5 Corp.*
22 Los Angeles Superior Court, Case No. BC557154
- 23 m. *Sheahan v. Celtic Leasing Corporation, Inc.*
24 Orange County Superior Court No.: 30-2016-00852151-CU-OE-CXC
- 25 n. *Panasis v. Control4 Corporation*
26 United States District Court, Central District of California
27 Case No. SACV-16-1179-DOC
- 28 o. *O&R Construction, LLC v. Dun & Bradstreet, et al.*
 United States District Court, Western District of Washington
 Case No. C12-2184 TSZ

- 1 p. *Matthews v. Whelan Security of California, Inc.*
2 Orange County Superior Court, No.: 30-2016-00833250-CU-OE-CXC
3 q. *Rodriguez v. R.J. Noble Company (Navarro/Kles),*
4 Orange County Superior Court, No.: 30-2017-00916018-CU-OE-CXC
5 r. *Wang v. Fountain Valley Regional Hospital*
6 Orange County Superior Court, No. 30-2015-00821329-CU-OE-CXC
7 s. *Skerl v. Sutter Bay Hospitals*
8 San Mateo Superior Court, No. 21-CIV-02057

9 27. I graduated from Vanderbilt University in 1992 with a Bachelor of Arts in
10 Economics and English, and graduated from Southwestern Law School in 1998. Since becoming
11 a lawyer in 1998, my practice has focused on complex litigation matters, and since 2012,
12 complex employment law and wage and hour matters.

13 28. I am a member of the California State Bar, the Orange County Bar Association,
14 and Los Angeles County Bar Association. I have an AV rating from Martindale-Hubbell, the
15 highest possible rating for a lawyer. During my 27+ year career, I have handled many successful
16 employment law matters both at the trial and appellate levels. I estimate that I have represented
17 plaintiffs in hundreds of employment cases, the vast majority of which have resulted in favorable
18 settlements, awards and/or verdicts for my clients. I have successfully prosecuted and obtained
19 significant recoveries in many class action lawsuits and other lawsuits involving complex legal
20 and factual issues. In 2015, I was co-lead counsel in *Walsh v. Pacific Bell*, which settled for
21 \$16,800,000. Recently, in October 2023, I was also co-lead counsel in *Skerl v. Sutter Bay*
22 *Hospitals*, in which final approval was granted for a \$12,000,000 settlement for health care
23 workers. I have also been involved in many other million and multi-million dollar verdicts and
24 settlements over the years.

25 **CLASS ENHANCEMENT AND ATTORNEYS' FEES, COSTS AND EXPENSES**

26 29. Plaintiff has assisted Class Counsel in their investigation by corresponding with
27 Class Counsel to answer questions about their employment, as well as the working conditions of
28 other employees. Plaintiff also spent many hours conferring with Class Counsel both prior to
and after initiating this litigation, assisted Class Counsel with interpreting the informal discovery

1 produced by Defendant, and produced payroll and other employment records to assist Class
2 Counsel in pursuing the claims in this case.

3 30. Based on the above, and the Declaration of the Class Representative Stetson
4 Whitehead filed concurrently, the requested service payment of \$10,000 to Plaintiff is
5 appropriate and justified.

6 31. Plaintiff also intends to request attorneys' fees not to exceed one-third of the
7 settlement, and reimbursement of costs not to exceed \$25,000. Class Counsel have achieved a
8 very good result, and believe that the percentage requested is fair and appropriate in this case,
9 and all of the costs requested assisted in the prosecution of this case. Class Counsel will submit
10 detailed declarations and attorneys' bills and costs with their motion for final approval. Class
11 Counsel also have a written fee splitting agreement, and Plaintiff has provided written approval
12 for this fee split.

13 32. Additionally, Plaintiff will request that the Settlement Administrator, Phoenix, be
14 paid no more than \$15,000 to administer the settlement. Attached as **Exhibit D** is a true and
15 correct copy of Phoenix's not to exceed quote to administer this case.

16 **TRANSMITTING THE NOTICE OF SETTLEMENT**

17 33. In my opinion, the best and most practicable method to notify class members is by
18 mail, as all members of the Class were at one time employed by Defendant and worked in
19 California. For current employees of Defendant who are class members, Defendant has current
20 addresses. I am also informed and believe that Defendant maintains last known addresses for all
21 of their former employees, so mailing the notices is preferable to some other method. In the
22 event former employees are no longer at the addresses maintained by Defendant, Phoenix will
23 engage in skip tracing to track down their current addresses. In the unlikely event that any
24 member of the Class does not have a verifiable address or cannot be located after skip tracing,
25 any amounts due to go to that member will go to the State of California, State Controller's
26 Office, so that class members can claim his or her settlement funds at a later time.

27 34. Concurrently with the filing of this Motion, Plaintiff has also transmitted all
28 papers filed with this Court to the Labor Workforce and Development Agency/Department of
Industrial Relations, by online submission, at its website located at <https://dir.govfa.net/315>.

1 I declare under penalty of perjury under the laws of California that the foregoing is true
2 and correct. Executed on March 31, 2025, at Irvine, California.

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4 //Aaron A. Bartz//

Aaron A. Bartz
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EXHIBIT A

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Stetson Whitehead (“Plaintiff”) and Defendant GLS US Freight, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Stetson Whitehead v. GLS US Freight, Inc.*, Case No. STK-CV-UOE-2023-0012910, filed in the San Joaquin Superior Court.
- 1.2. “Administrator” means Phoenix Settlement Administrators (“Phoenix”), the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means all current and former non-exempt employees who have worked in California for Defendant at any time from October 3, 2022 through September 1, 2024, whether or not the Aggrieved Employee opts out of the class settlement, and represented by the Plaintiff and the State of California Labor and Workforce Development Agency.
- 1.5. “Class” means all non-exempt current and former employees who worked in California for Defendant during the Class Period.
- 1.6. “Class Counsel” means Bartz Law Group, APC and United Employees Law Group, PC.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee), during the Class Period.
- 1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

- 1.12. "Class Period" means the period from November 30, 2019 through September 1, 2024.
- 1.13. "Class Representative" means the named Plaintiff Stetson Whitehead, seeking Court approval to serve as Class Representative.
- 1.14. "Class Representative Service Payment" means the payment to the Class Representative for initiating the Action and providing services in support of the Action.
- 1.15. "Court" means the Superior Court of California, County of San Joaquin.
- 1.16. "Defendant" means named Defendant GLS US Freight, Inc.
- 1.17. "Defense Counsel" means Noah Woods of Littler Mendelson P.C.
- 1.18. "Effective Date" means the date by when all of the following events have occurred: (i) the Court has given preliminary approval to the Settlement; (ii) the Class Notice has been sent to the Class Members, providing them the opportunity to object to the Settlement, and the opportunity to opt out of the Settlement; (iii) the Court has held a formal fairness hearing and entered the Court's Final Order and Judgment; and (iv) the later of the following events: (A) when the period for filing any appeal, writ or other appellate proceeding opposing the Settlement has elapsed without any appeal, writ or other appellate proceeding having been filed; i.e., within 60 calendar days after entry of the Order and Judgment; (B) when any appeal, writ or other appellate proceeding opposing the Settlement has been dismissed finally and conclusively with no right to pursue further remedies or relief; or (C) when any appeal, writ or other appellate proceeding has upheld the Court's Final Order and Judgment with no with no right to pursue further remedies or relief. If the Court does not grant Preliminary Approval and/or Final Approval or conditions Preliminary Approval and/or Final Approval on any material change to this Settlement (including, but not limited to, the scope of release to be granted by Class Members), Settlement Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties in good faith to modify the Settlement and otherwise satisfy the Court's concerns. If the Parties have exhausted all good faith efforts to work together to satisfy the Court's concerns as described in this paragraph and the Court nevertheless continues to decline to approve the Settlement, the entire Settlement is deemed void and unenforceable as if no settlement of any claim was ever reached. All negotiations, statements and proceedings and data relating thereto shall be protected by California Evidence Code §1152 and shall be without prejudice to the rights of any of the Parties.
- 1.19. "Final Approval" means the Court's order granting final approval of the Settlement.
- 1.20. "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of the Settlement.
- 1.21. "Final Judgment" means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.
- 1.22. "Gross Settlement Amount" means One Million Six Hundred Thousand Dollars (\$1,600,000.00) which is the total amount Defendant agrees to pay under the

Settlement. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment and the Administrator's Expenses.

- 1.23. "Individual Class Payment" means the Participating Class Member's pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.24. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of Pay Periods worked during the PAGA Period.
- 1.25. "Judgment" means the judgment approved by Defense Counsel and entered by the Court based upon the Final Approval.
- 1.26. "LWDA" means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.27. "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.
- 1.29. "Non-Participating Class Member" means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.30. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.
- 1.31. "PAGA Period" means the period from October 3, 2022 through September 1, 2024.
- 1.32. "PAGA" means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. "PAGA Notice" means Plaintiff's October 3, 2023 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a), asserting claims for civil penalties under, among other things, Labor Code sections 201, 202, 203, 204, 226, 226.3, 226.7, 510, 512, 1174, 1194, 1197, 1198, 1198.5, 2699, and 2802.
- 1.34. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount (\$50,000.00), allocated 25% to the Aggrieved Employees (\$12,500.00) and 75% to LWDA (\$37,500.00) in settlement of PAGA claims.
- 1.35. "Participating Class Member" means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.36. "Plaintiff" means Stetson Whitehead, the named plaintiff in the Action.
- 1.37. "Preliminary Approval" means the Court's Order Granting Preliminary Approval of the Settlement.

- 1.38. “Preliminary Approval Order” means the proposed Order Granting Preliminary Approval and Approval of PAGA Settlement.
- 1.39. “Released Class Claims” means the claims being released as described in Paragraph 5.3 below.
- 1.40. “Released PAGA Claims” means the claims being released as described in Paragraph 5.4 below.
- 1.41. “Released Parties” means: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, and assigns, including, but not limited to, GLS US Freight, LLC and Mountain Valley Express, LLC.¹
- 1.42. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.43. “Response Deadline” means 45 days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) fax, or mail Requests for Exclusion from the Settlement, or (b) fax or mail his or her Objection to the Settlement.
- 1.44. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.45. “Workweek” means any week during which a Class Member worked for Defendant for at least one day, during the Class Period.

2. RECITALS.

- 2.1. Plaintiff filed the Action on November 30, 2023, and thereafter filed a First Amended Complaint on May 29, 2024, alleging causes of action against Defendant for Violation of Business and Professions Code section 17200, Failure to Pay Wages including Minimum and Overtime Wages, Failure to Maintain Accurate Payroll Records, Waiting Time Penalties, Failure to Provide and Maintain Accurate Wage Statements, Failure to Provide Meal and Rest Periods, Failure to Reimburse Expenses, and Violation of the PAGA. Defendant denies the allegations alleged in the Action, denies any failure to comply with the laws identified in the Action, and denies any and all liability for the causes of action alleged.
- 2.2. Pursuant to Labor Code section 2699.3, subd.(a), Plaintiff gave written notice to Defendant and the LWDA by sending the PAGA Notice.
- 2.3. On January 29, 2025, the Parties attended a Mediation before the Hon. Carl J. West (Ret.), which resulted in this Agreement to settle the Action.
- 2.4. Prior to engaging in Mediation, Plaintiff obtained, through informal discovery, time and payroll records of Defendant, policy documents, and other information and data sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).

¹ On or about September 11, 2024, GLS US Freight, Inc. converted to GLS US Freight, LLC. Thereafter, on or about September 30, 2024, GLS US Freight, LLC converted to Mountain Valley Express, LLC.

2.5. The Court has not granted class certification.

3. MONETARY TERMS.

- 3.1. Gross Settlement Amount. Defendant promises to pay One Million Six Hundred Thousand Dollars (\$1,600,000.00) and no more as the Gross Settlement Amount, and to separately pay any and all applicable employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant agrees to pay the Gross Settlement Amount, which is the total and all-inclusive amount that Defendant will be obligated to pay under the Settlement embodied by this Agreement. Except as set forth in Paragraph 9, under no circumstances shall the Settlement sum exceed the sum of \$1,600,000.00, inclusive of class payments, PAGA penalties, and attorney fees and costs. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.
- 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:
- 3.3. To Plaintiff: Class Representative Service Payment in the amount of not more than Ten Thousand Dollars (\$10,000.00) to the Class Representative, in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member. Defendant will not oppose Plaintiff's request for the Class Representative Service Payment that does not exceed the above amount. If the Court approves a Class Representative Service Payment less than the amount requested, the remainder shall be allocated to the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment.
- 3.4. To Class Counsel: A Class Counsel Fees Payment of not more than one-third, which is currently estimated to be Five Hundred Thirty-Three Thousand Three Hundred Thirty-Three Dollars (\$533,333.00) and a Class Counsel Litigation Expenses Payment of not more than Twenty Five Thousand Dollars (\$25,000.00). Defendant will not oppose requests for these payments provided that they do not exceed these amounts. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion of the Class Counsel Fees Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment.
- 3.5. To the Administrator: An Administrator Expenses Payment not to exceed Fifteen Thousand Dollars (\$15,000.00) except for a showing of good cause and as approved

by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$15,000, the Administrator will allocate the remainder in the Net Settlement Amount.

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

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

3.6.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

- 3.7. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of Fifty Thousand Dollars (\$50,000.00) to be paid from the Gross Settlement Amount, with 75% (\$37,500.00) allocated to the LWDA PAGA Payment and 25% (\$12,500.00) allocated to the Individual PAGA Payments.

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

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

4. SETTLEMENT FUNDING AND PAYMENTS.

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant estimates there are approximately 1,518 Class Members who collectively worked a total of 107,105 Workweeks from November 30, 2019 to September 1, 2024, and 871 PAGA Aggrieved Employees who worked a total of 19,618 PAGA Pay Periods from October 3, 2022 to September 1, 2024.

- 4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the

Settlement, Defendant will simultaneously deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

- 4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount within 20 days of the Effective Date. Defendant shall also fund the amounts necessary to fully pay Defendant's share of payroll taxes. All such funds shall be transmitted to the Administrator in accordance with the above schedule.
- 4.4. Payments from the Gross Settlement Amount. Within 10 days after the Defendant fully funds the entire Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative's Service Payment.
 - 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.
 - 4.4.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without a USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class

Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

- 4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
- 4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

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

- 5.1. Plaintiff's Release. Plaintiff fully releases and forever discharges Defendant and the Released Parties from any and all claims, causes of action, damages, wages, benefits, expenses, penalties, debts, liabilities, demands, obligations, attorney's fees, costs, and any other form of relief or remedy in law, equity, or whatever kind or nature, whether known or unknown, suspected or unsuspected that arise from or are related to Plaintiff's employment by Defendant or the Action, including but not limited to: (1) the Action and any claims arising out of or related to the Action; (2) any claims under federal, state or local law for or relating to wages, benefits, compensation, vacation or other paid time off, and claims for liquidated damages, penalties, or costs and fees associated therewith, including under the California Labor Code; (3) wrongful termination, discrimination, harassment, and/or retaliation, including under the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, the Family Medical Leave Act, the California Family Rights Act, the Americans with Disabilities Act, the Equal Pay Act, the California Labor Code, the California Government Code, (4) any act, omission, or occurrence or claim arising out of or related to the Action or Plaintiff's employment or termination thereof with Defendant taking place on or before the Effective Date; and (5) any other form of relief or remedy of any kind, nature, or description whatsoever, whether premised on statute, contract, tort, or other theory of liability under state, federal, or local law. Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.
- 5.2. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions,

rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

- 5.3. Released Class Claims By Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Action and Plaintiff's PAGA Notice, including claims under the California Labor Code, California Industrial Welfare Commission Wage Orders, regulations, and/or other provisions of law, failure to pay wages (including, but not limited to, minimum wages, regular wages, overtime wages, failure to pay overtime at the regular rate, and double time wages), failure to provide compliant meal periods and associated premium pay, failure to provide compliant rest periods and associated premium pay, failure to provide compliant wage statements, failure to timely pay wages upon termination of employment, failure to timely pay wages during employment, failure to maintain requisite payroll records, failure to reimburse expenses, including Labor Code sections 200, 201, 202, 203, 204, 226, 226.3, 226.7, 510, 512, 558, 1174, 1194, 1197, 1198, 2699, and 2802, and unfair or unlawful business practices in violation of California Business and Professions Code § 17200, *et seq.* The Released Class Claims also mean any claims, rights, demands, liabilities, damages, wages, benefits, expenses, penalties, debts, obligations, attorneys' fees, costs, any other form of relief or remedy in law, equity, or whatever kind or nature, and causes of action, that could potentially arise from the receipt of any monies as a result of this Settlement by any member of the Class.
- 5.3.1. Except as set forth in Paragraph 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.
- 5.4. Released PAGA Claims by Aggrieved Employees: All Aggrieved Employees, the State of California and Plaintiff shall be deemed to have fully, finally, and forever released, settled, compromised, relinquished, released, and discharged Released Parties from the claims for civil penalties that could have been sought by the Labor Commissioner for the violations of the California Private Attorneys General Act of 2004 identified or alleged in the PAGA Notice and/or the Action, or which could have been alleged based on the facts, allegations or claims in the PAGA Notice and/or the Action, during the PAGA Period. The Aggrieved Employees will be issued a check for their share of the individual PAGA payment and will not have the opportunity to opt out of, or object to, the individual PAGA payment and release of the PAGA claims set forth herein. The Aggrieved Employees are bound by the release of the PAGA claims regardless of whether they cash or deposit their individual PAGA

payment or opt out of being a Class Member.

6. MOTION FOR PRELIMINARY APPROVAL. The Parties agree Plaintiff will prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”).

- 6.1. Plaintiff’s Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (s)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its willingness to serve; competency; and operative procedures for protecting the security of Class Data, and other documents reasonable and necessary to secure approval of the Settlement.
- 6.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court’s Preliminary Approval Order to the Administrator.
- 6.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval, proposed Judgment, and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court’s concerns.
- 6.4. Plaintiff’s Counsel shall submit a copy of the proposed settlement to the LWDA at the same time that it is submitted to the Court pursuant to California Labor Code section 2699(s)(2). Additionally, Plaintiff’s Counsel shall submit a copy of the court’s order granting the motion for final approval and Judgment to the LWDA within ten (10) days after entry of the order or Judgment pursuant to California Labor Code section 2699(s)(3).

7. SETTLEMENT ADMINISTRATION.

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

- 7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.
- 7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation section 468B-1.
- 7.4. Notice to Class Members.
- 7.4.1. No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and Pay Periods in the Class Data.
- 7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice, substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
- 7.4.3. Not later than 5 business days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.
- 7.4.4. If the Administrator, Defendant or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.
- 7.5. Requests for Exclusion (Opt-Outs).
- 7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax or mail, a signed written Request for Exclusion not later than 45 days after the Administrator mails the Class Notice. A Request for Exclusion is a letter from a Class Member or

his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed or postmarked by the Response Deadline.

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

7.5.3. Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under Paragraphs 5.3 and 5.4 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.4 of this Agreement and are eligible for an Individual PAGA Payment.

7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after the Administrator mails the Class Notice to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax or mail. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods, redacting all identifying information, to Defense Counsel and Class Counsel and the Administrator's determination of the challenges. The Court will have the final authority in the event that challenges from Class Members remain unresolved.

7.7. Objections to Settlement.

7.7.1. Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of

the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class Representative Service Payment.

- 7.7.2. Participating Class Members may send written objections to the Administrator, by fax or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 45 days after the Administrator's mailing of the Class Notice. Not later than 5 days after the expiration of the deadline for submitting Objections, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Objections; and (b) copies of all Objections submitted (whether valid or invalid).
- 7.7.3. Non-Participating Class Members have no right to object to any of the class action components of the Settlement.
- 7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.
 - 7.8.1. Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.
 - 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing the number of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"). Unless otherwise instructed by the Court, the Class Administrator shall keep all class contact information confidential.
 - 7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received with all identifying information redacted, objections received with all identifying information redacted, challenges to Workweeks and/or Pay Periods received and/or resolved with all identifying information redacted, and checks mailed for Individual Class Payments and Individual PAGA Payments ("Weekly

Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach redacted copies of all Requests for Exclusion and objections received.

- 7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge, unless the Court determines otherwise.
- 7.8.5. Administrator’s Declaration. Not later than 14 days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the redacted Exclusion List (unless the Court later requires identification of individuals on the Exclusion list). The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court, including as to disclosure of the identity of individuals who opted out of the settlement class. Class Counsel is responsible for filing the Administrator’s declaration(s) in Court.
- 7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (s)(2), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiff shall provide drafts of these documents to Defense Counsel not later than five days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval and proposed Judgment.

- 8.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than five court days prior to the Final Approval Hearing, or as otherwise

ordered or accepted by the Court.

- 8.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval. The Court's decision to award less than the amounts requested for the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administrator Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.
- 8.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.
- 8.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement or later revisions or amendments thereto, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.
- 8.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.
9. **CLASS SIZE ESTIMATES AND ESCALATOR CLAUSE.** Based on its records, Defendant estimates that during the Class Period, there are 1,518 Class Members and 107,105 Workweeks. Should the final Workweek Amount increase by more than 10% (i.e. more than 10,711 additional work weeks such that the final workweeks being released are greater than 117,816) for the Class Period, Defendant shall have the option to either: (1) increase the Gross

Settlement Amount proportionally by the number of workweeks in excess of 117,816 such that, for instance, if the total number of workweeks are 12% greater than the 117,816, the Gross Settlement Amount will increase by 2%; or (2) elect to move the end date for the Class Period to the latest date before September 1, 2024 that the workweek count does not exceed 117,816 workweeks.

10. **AMENDED JUDGMENT.** If any amended judgment is required under Code of Civil Procedure section 384, the Parties will work together in good faith to jointly submit a proposed amended judgment.
11. **DEFENDANT'S RIGHT TO RESCIND.** Defendant retains the right, in the exercise of its sole discretion, to rescind this Settlement Agreement within ten (10) days after the expiration of the opt out period in section 7.5 above, if ten percent (10%) or more of Class Members opt out of this Settlement. All signatories and their counsel must not encourage opt-outs. All signatories and their counsel specifically agree not to solicit opt-outs, directly or indirectly, through any means. In the event that Defendant exercises the right to rescind pursuant to this paragraph, Defendant shall be responsible for all Administrator costs incurred to the date of the rescission.
12. **ADDITIONAL PROVISIONS.**

12.1 No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Action have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval, Final Approval or enter Judgment, Defendant reserves the right to contest certification of any class for any reason, and Defendant reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

12.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency.

12.3. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel,

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

- 12.4. No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel’s ability to communicate with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.
- 12.5. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 12.6. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 12.7. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 12.8. No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 12.9. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 12.10. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 12.11. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.

- 12.12. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the State of California, without regard to conflict of law principles.
- 12.13. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 12.14. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during the Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 12.15. Use of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court.
- 12.16. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 12.17. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 12.18. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff:

Bartz Law Group APC
5151 California Ave., Suite 100
Irvine, CA 92617
Attn: Aaron A. Bartz
aaron@bartzlawgroup.com

To Defendant:

Littler Mendelson P.C.
501 W. Broadway, Suite 900
San Diego, CA 92101
Attn: Noah Woods
NWoods@littler.com

- 12.19. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if

counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

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

12.21. No Additional Contribution by Defendant. Defendant's monetary obligation under this Agreement is limited to the Gross Settlement Amount. Defendant shall not be required to pay more than the Gross Settlement Amount to obtain the relief (including, but not limited to, the Settlement, releases of Claims and, issuance of the final order and Judgment) provided in this Agreement or to fully and finally settle and resolve the class action claims, individual claims, and PAGA claims.

Notwithstanding the above, in the event that this Agreement is voided or nullified, in whole or in part, however that may occur, or the Settlement of the Action is barred by operation of law, or invalidated, or ordered not to be carried out by a court of competent jurisdiction, Defendant will cease to have any obligation to pay any portion of the Gross Settlement Amount to anyone under the terms of this Agreement.

12.22. Taxes. Plaintiff and each Participating Class Member and aggrieved employee will be responsible for paying all applicable state, local, and federal income taxes on their respective amounts received pursuant to this Settlement, and they shall not seek any indemnification from Defendant or the Released Parties in this regard. Plaintiff and Plaintiff's Counsel shall cooperate with Defendant and provide documentation to the extent possible and as reasonably requested to demonstrate any payment of taxes made by Plaintiff and/or any Participating Class Member and aggrieved employee should any taxing authority challenge the allocation of any payments under this Agreement.

12.23. In the event that any portion of this Agreement is deemed illegal, invalid or unenforceable in any respect, then such invalidity, illegality or unenforceability will not affect any other provision of this Agreement, and this Agreement shall be construed as though such illegal, invalid or unenforceable provision had never been contained herein, unless a court determines the primary purpose of this Agreement would be frustrated.

IT IS SO AGREED:

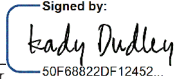
Dated: 3/18/2025 _____

"PLAINTIFF"

By: _____
 Plaintiff, _____
 DocuSigned by: _____
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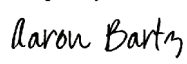
Dated: March 24, 2025

“DEFENDANT”

By: 
Defendant, GLS US Freight, Inc.
By: Kady Dudley
Its: CFO

APPROVED AS TO FORM

Dated: 3/18/2025

Signed by:

EC5A3FE789D1423...
By: _____
Aaron A. Bartz
Walter L. Haines
Bartz Law Group, APC; United Employees
Law Group, PC
Attorneys for Plaintiff
STETSON WHITEHEAD

Dated: March 24, 2025


By: _____
Noah Woods
Littler Mendelson P.C.
Attorneys for Defendant
GLS US FREIGHT, INC.

EXHIBIT A

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

Stetson Whitehead v. GLS US Freight, Inc.

Case No. STK-UOE-2023-0012910

The Superior Court for the State of California authorized this Notice. Read it carefully!

It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.

You may be eligible to receive money from an employee class action lawsuit (“Action”) against GLS US Freight, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by former employee Stetson Whitehead (“Plaintiff”) and seeks payment of (1) past due wages and other relief for a class of all current and former non-exempt employees (“Class Members”) who worked for Defendant during the Class Period (November 30, 2019 to September 1, 2024); and (2) penalties under the California Private Attorneys General Act (“PAGA”) for all current and former non-exempt employees who worked for Defendant during the PAGA Period (October 3, 2022 to September 1, 2024) (“Aggrieved Employees”).

Defendant denies these allegations and maintains that it complied with the law at all times. Defendant believes that Plaintiff’s claims are without merit.

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

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

The above estimates are based on Defendant’s records showing that **you worked ____ workweeks** during the Class Period and **you worked _____ workweeks** during the PAGA Period. If you believe that you worked more workweeks during either period, you can submit a challenge by the deadline date. See Section D of this Notice.

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

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

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

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

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is _____	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section F of this Notice. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by _____	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section G of this Notice.
You Can Participate in the _____ Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section H of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by _____	The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many workweeks you worked at least one day during the Class Period and how many Pay Periods you worked at least one day during the PAGA Period, respectively. The number of Class Period Workweeks and number of PAGA Period Pay Periods you worked according to Defendant’s records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section D of this Notice.

A. WHAT IS THE ACTION ABOUT?

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

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

So far, the Court has made no determination whether Defendant or Plaintiff is correct on the merits. In the meantime, Plaintiff and Defendant attended Mediation with the Hon. Carl J. West (Ret.), to resolve the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations at the Mediation were successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court’s

Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims. Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

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

1. Defendant will pay One Million Six Hundred Thousand Dollars (\$1,600,000.00) as the Gross Settlement Amount (Gross Settlement). Defendant has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payment, Class Counsel's attorney's fees and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Defendant will fund the Gross Settlement no later than 10 days after the Judgment is entered by the Court becomes final. The Judgment will be final on the date it is entered, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.
2. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - a. Up to Five Hundred Thirty Three Thousand Three Hundred Thirty-Three Dollars (\$533,333.00) (one-third of the Gross Settlement) to Class Counsel for attorneys' fees and up to Twenty Five Thousand Dollars (\$25,000.00) for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
 - b. Up to Ten Thousand Dollars (\$10,000.00) to Plaintiff as a Class Representative Service Payment for filing the Action, working with Class Counsel and representing the Class. The Class Representative Service Payment will be the only monies Plaintiff will receive other than Plaintiff's Individual Class Payments and any Individual PAGA Payments.
 - c. Up to Fifteen Thousand Dollars (\$15,000.00) to the Administrator for services administering the Settlement.
 - d. Up to Fifty Thousand Dollars (\$50,000.00) for PAGA Penalties, allocated 75% to the LWDA PAGA Payment (\$37,500.00) and 25% in Individual PAGA Payments (\$12,500.00) to the Aggrieved Employees based on their PAGA Period Pay Periods. Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the “Net Settlement”) by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.
4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages (“Wage Portion”) and 80% to interest and penalties (“Non-Wage Portion”). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay employer payroll taxes owed on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

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

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you don’t cash it by the void date, your check will be automatically cancelled, and the monies will be sent to the California Controller’s Unclaimed Property Fund in the name of the Class Member.
6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than **[DATE]**, that you wish to opt-out. In order to opt-out of the Settlement, you should set forth your name, present address, telephone number, and request exclusion from the settlement to the Administrator by the date set forth above. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments, but will preserve their rights to personally pursue wage and hour claims against Defendant.

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

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendant have agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.
8. Administrator. The Court has appointed a neutral company, **[INSERT]** (the “Administrator”) to send this Notice, calculate and make payments, and process Class

Members' Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section I of this Notice.

9. Participating Class Members' Release. After the Judgment is final and Defendant has fully funded the Gross Settlement (and separately paid the employer-side payroll taxes), Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or related entities for wages based on the Class Period facts and PAGA penalties based on PAGA Period facts, as alleged in the Action and resolved by this Settlement. The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Action and Plaintiff's PAGA Notice, including claims under the California Labor Code, California Industrial Welfare Commission Wage Orders, regulations, and/or other provisions of law, failure to pay wages (including, but not limited to minimum wages, regular wages, overtime wages, failure to pay overtime at the regular rate, and double time wages, failure to provide compliant meal periods and associated premium pay, failure to provide compliant rest periods and associated premium pay, failure to provide compliant wage statements, failure to timely pay wages upon termination of employment, failure to timely pay wages during employment, failure to reimburse expenses, failure to maintain requisite payroll records, including Labor Code sections 200, 201, 202, 203, 204, 226, 226.3, 226.7, 510, 512, 558, 1174, 1194, 1197, 1198, 2699, and 2802, and unfair or unlawful business practices in violation of California Business and Professions Code § 17200, *et seq.* The Released Class Claims also means any claims, rights, demands, liabilities, damages, wages, benefits, expenses, penalties, debts, obligations, attorneys' fees, costs, any other form of relief or remedy in law, equity, or whatever kind or nature, and causes of action, that could potentially arise from the receipt of any monies as a result of this Settlement by any member of the Class.

10. Aggrieved Employees' PAGA Release. After the Court's judgment is final, and Defendant has paid the Gross Settlement (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against Defendant, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendant or its related persons and entities based on the PAGA Period facts alleged in the Action and resolved by this

Settlement. The Aggrieved Employees' Releases for Participating and Non-Participating Class Members are as follows:

All Aggrieved Employees, the State of California and Plaintiff shall be deemed to have fully, finally, and forever released, settled, compromised, relinquished, released and discharged Defendant and Released Persons from the claims for civil penalties that could have been sought by the Labor Commissioner for the violations of the California Private Attorneys General Act of 2004 identified or alleged in the PAGA Notice and/or the Action, or which could have been alleged based on the facts, allegations or claims in the PAGA Notice and/or Action. The Aggrieved Employees will be issued a check for their share of the individual PAGA payment and will not have the opportunity to opt out of, or object to, the individual PAGA payment and release of the PAGA claims set forth herein. The Aggrieved Employees are bound by the release of the PAGA claims regardless of whether they cash or deposit their individual PAGA payment or opt out of being a Class Member.

D. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period, and (b) multiplying the result by each Participating Class Member's Workweeks.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$12,500 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Period Pay Periods worked by each individual Aggrieved Employee.
3. Workweek/Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendant's records, are stated in the first page of this Notice. You have until **DATE** to challenge the number of Workweeks and/or Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail or fax. **Section I** of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks and/or Pay Periods based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek and/or Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

E. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't

opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.

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

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

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

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must be sent your request to be excluded by DATE, or it will be invalid.** Section I of the Notice has the Administrator's contact information.

G. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. If you wish to remain a Class Member, but you object to the proposed settlement (or any of its terms) and wish the Court to consider your objection at the Final Approval Hearing, you may object to the proposed settlement in writing. You may also appear at the Final Approval Hearing, either in person or through an attorney at your own expense. All written objections, supporting papers, and/or notices of intent to appear at the Final Approval Hearing must clearly identify the case name and number and be mailed to the Settlement Administrator, _____, at _____. Objections must be postmarked no later than _____. You still may appear at the Final Approval Hearing and raise an objection to the settlement even if you did not submit written objections within this deadline.

H. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on DATE at TIME in Department 11B, of the San Joaquin Superior Court, located at 180 E. Weber Ave., Stockton, California 95202. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiff, and the Administrator. At the Final Approval Hearing, the Court will hear all objections, as well as arguments for and against the proposed Settlement. You have a right to attend this hearing, but you are not required to do so. You also have the right to hire an attorney to represent you, at your own expense, or to enter an appearance and represent yourself.

I. HOW CAN I GET MORE INFORMATION?

The above is a summary of the basic terms of the settlement. For the precise terms and conditions of the settlement, you may review the detailed Settlement Agreement and other approval papers, which are on file with the clerk of the San Joaquin Superior Court, 180 E.

Weber Ave., Stockton, California 95202, and may also be reviewed online at <https://cms.sjcourts.org/fullcourtweb/civilCase.do>. You may also call or email the settlement administrator or class counsel using the contact information listed below.

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

Class Counsel:

Aaron A. Bartz, Esq.
aaron@bartzlawgroup.com
BARTZ LAW GROUP, APC
5151 California Ave., Suite 100
Irvine, California 92617
Telephone: (949) 504-4413

Walter Haines, Esq.
walter@uelglaw.com
UNITED EMPLOYEES LAW GROUP, PC
8605 Santa Monica Blvd., #63354
West Hollywood, CA 90069
Telephone: (562) 256-1047

Settlement Administrator:

Name of Company

Email Address:

Mailing Address:

Telephone:

Fax Number:

J. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you will have no way to recover the money.

K. WHAT IF I CHANGE MY ADDRESS?

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

EXHIBIT B

BARTZ LAW GROUP, APC

5151 California Ave., Suite 100

Irvine, California 92617

(949) 504-4413

October 3, 2023

Notice Via Online Submission

PAGA Administrator
California Labor and Workforce Development Agency

Via Certified Mail (Return Receipt Requested)

GLS US Freight, Inc.
c/o Registered Agent Solutions, Inc.
Agent For Service of Process
720 14th Street
Sacramento, CA 95814

Re: *PAGA Letter – Stetson Whitehead v. GLS US Freight, Inc.*

Dear PAGA Administrator:

Please be advised that the law firms of Bartz Law Group, APC and United Employees Law Group represent Stetson Whitehead and all other similarly situated aggrieved employees (“Plaintiffs”) with respect to their employment with GLS US Freight, Inc. (“Employer”).

The Employer has committed numerous violations of the California Labor Code, including, but not limited to, sections 201, 202, 203, 204, 226, 226.7, 510, 512, 1174, 1194, 1198, and 1198.5. The facts and theories to support the alleged violations are set forth herein.

Employer provides freight transportation within California. Plaintiff Whitehead was employed as a truck driver between April and July 2023. Plaintiffs worked for Employer in California within the last year, and were subject to the same wage and hour violations as Plaintiff Whitehead.

A. Failure to Pay All Wages

Employer has regularly failed to pay Plaintiff Whitehead and all other aggrieved employees all wages that they are owed, including minimum wages and overtime compensation, based upon Employer’s policy and practice of failing to pay for pre-trip and post-trip inspection of Plaintiffs’ vehicles, and failing to pay overtime for hours worked over 8 in a given day or 40 during the workweek, despite the fact that Plaintiffs are not exempt from California’s wage and hour requirements. Plaintiffs regularly work more than 8 hours per day and 40 hours per week, and are

not paid overtime for any hours over 8 in a day or 40 in a week, and are not paid minimum wages for work required to be performed for Employer prior to and after their shifts.

Labor Code § 204(a) provides in pertinent part that “[a]ll wages, other than those mentioned in [Labor Code] Section 201, 201.3, 202, 204.1, or 204.2, earned by any person in any employment are due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays. Labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month.”

Pursuant to Labor Code § 204(b)(1), moreover, “all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period.” Here, Employer did not pay Plaintiffs’ all wages owed in a timely manner, based on the allegations above, thereby violating Labor Code § 204.

B. Meal Breaks

Employer adopted, implemented and enforced uniform meal period policies that are not lawful under California law. Employer is required to provide a first meal period no later than the end of the 5th hour of work, and a second meal period no later than the end of the 10th hour of work. Because of the nature of Plaintiffs’ work, their meal periods often were late, missed, or short, because Plaintiffs were required to complete their jobs before taking their required meal period. Moreover, Plaintiffs frequently have to work through their meal periods, and even when getting their meal period, Plaintiffs are often interrupted and/or otherwise meal periods are taken while Plaintiffs are still attending to a job, and as such, the meal periods are not duty-free.

Employer has also failed to pay Plaintiffs one hour of pay at their regular rate of pay for each workday that a compliant meal period was not provided. As such, Employer has violated Labor Code §§ 226.7 and 512.

C. Rest Breaks

Employer failed to adopt, implement, or enforce a rest break policy that complied with California law. Because of the nature of Plaintiffs’ travel duties, and Employer’s requirements to complete deliveries by certain times, Employer fails to authorize and permit Plaintiffs to take duty-free rest periods of 10 minutes for every four hours worked or major fraction thereof, failed to provide a second duty-free rest period of 10 minutes for shifts between 6-10 hours and failed to provide a third duty-free rest period of 10 minutes for shifts in excess of 10 hours. As a result of Employer’s lack of a rest break policy that complies with California law, Employer has violated Labor Code section 226.7.

Employer also failed to pay Plaintiffs or the other aggrieved employees’ one hour of pay at their regular rate of pay for each workday that a compliant rest period was not authorized or permitted. As such, Employer has violated Labor Code §§ 226.7 and 512.

D. Wage Statement Violations

In conjunction with the above-referenced violations, Employer willfully failed to provide properly itemized wage statements to Plaintiffs pursuant to Labor Code section 226. Violations include, but are not limited to: an inaccurate showing of wages due and owing, failing to include gross wages earned as a result of not showing meal and rest period premium payments on Plaintiffs’ paystubs, failing to show all hourly rates in effect and the corresponding number of hours at each hourly rate, and failing to maintain accurate payroll and itemized wage statements. The failure to

provide accurate itemized wage statements violates Labor Code § 226 and 1174.

E. Waiting Time Penalties

Employer willfully failed and refused to timely pay all compensation due and owing to Plaintiffs whose employment was terminated during the relevant time period, by failing to pay overtime, straight time and minimum wages for all hours worked, failing to pay Plaintiffs for time worked during meal and rest periods, and failing to pay Plaintiffs for an extra hour at the regular rate of pay because Employer failed to provide compliant meal and rest periods. As such, Employer is liable for accrued wages due, and waiting time penalties owed, in accordance with Labor Code §§ 201, 202, and 203.

F. Reimbursement of Expenses

Employer also fails and refuses to reimburse Plaintiffs for all of their necessary and reasonable expenses incurred on behalf of Employer, including but not limited to reimbursement for Plaintiffs' personal cell phone use, which is required to be in direct communication with Employer throughout Plaintiffs' shifts.

CONCLUSION

Pursuant to Labor Code Section 2699.3, the undersigned, on behalf of Plaintiff Stetson Whitehead and other aggrieved employees, is providing written notice of the alleged Labor Code violations. Please advise the undersigned if the agency intends to investigate the alleged violations. If not, Plaintiff intend to pursue his claims under PAGA in a representative action lawsuit. Please also consider this letter as providing notice on behalf of other similarly aggrieved employees working for Employer, that were subject to the same Labor Code violations described above.

Should you have any questions with respect to the above, please do not hesitate to contact the undersigned.

Very truly yours,

BARTZ LAW GROUP, APC

/s/ Aaron A. Bartz
Aaron A. Bartz

EXHIBIT C

11/3
11/24

FILED
2024 MAY 29 PM 12:09
STEPHANIE BOWSER, CLERK
BY _____
DEPUTY

Aaron A. Bartz (SBN 198722)
BARTZ LAW GROUP, APC
5151 California Ave., Suite 100
Irvine, California 92617
Tel: (949) 504-4413 / Fax: (949) 656-7760
Email: aaron@bartzlawgroup.com

Walter L. Haines, Esq. (SBN 71075)
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West Hollywood, CA 90069
Tel.: (562) 256-1047 / Fax: (562) 256-1006
Email: walter@uelglaw.com

Attorneys for Plaintiff STETSON WHITEHEAD and all others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN JOAQUIN**

STETSON WHITEHEAD, an individual; on
behalf of himself and all others similarly
situated,

Plaintiffs,

v.

GLS US FREIGHT, INC., a California
corporation; and DOES 1 to 100, inclusive,

Defendants.

- Case No.: STK-UOE-2023-0012910
CLASS ACTION
FIRST AMENDED COMPLAINT FOR:
1. Violation of B&PC §17200, et seq.
2. Violation of Labor Code §§ 204, 510, 1194 and 1198;
3. Violation of Labor Code §§ 200, et seq.;
4. Failure to Pay Meal and Rest Break Premiums at the Proper Regular Rate of Pay (Labor Code §226.7)
5. Failure to Provide & Maintain Accurate Wage Statements Pursuant to Labor Code §226;
6. Failure to Provide Meal Periods (Lab. Code §226.7);
7. Failure to Provide Rest Breaks (Lab. Code §226.7);
8. Failure to Reimburse Expenses (Lab. Code §2802);
9. Violation of Labor Code §§2698-2699 (PAGA).

DEMAND FOR JURY TRIAL

1 Plaintiff STETSON WHITEHEAD, on behalf of himself and all other persons
2 similarly situated (hereinafter, "Plaintiffs"), hereby complains against Defendant, GLS US
3 FREIGHT, INC., a California corporation ("GLS"); and DOES 1 to 100, inclusive
4 (hereinafter GLS and Does 1-100 are collectively referred to herein as "Defendants"), and on
5 information and belief allege as follows:

6 **GENERAL ALLEGATIONS**

7 **JURISDICTION**

8 1. This is a civil action seeking recovery of unpaid wages, waiting time penalties,
9 pay stub penalties and meal and rest period premiums under California Labor Code §§ 510,
10 1194 et seq., 201 et seq., 226 and 226.7. Plaintiffs bring an action for monetary damages for
11 failure to pay wages as well as for restitution for Defendants' violations of Business and
12 Professions Code (B&PC) §17200, et seq., including full restitution of all compensation
13 retained by Defendants as a result of their unlawful, fraudulent and unfair business practices.
14 Plaintiffs seek all available relief, including full restitution of all compensation retained by
15 Defendants as a result of their unlawful and unfair business practices. Further, Plaintiffs seek
16 injunctive relief under B&PC §17200, et seq.

17 **VENUE**

18 2. Venue as to each of the Defendants is proper in this judicial district pursuant to
19 California Code of Civil Procedure (CCP) §§ 395(a) and 395.5, as at least some of the acts
20 complained of herein occurred in the County of San Joaquin. Each defendant either owns,
21 maintains offices, transacts business, has an agent or agents within the County of San Joaquin,
22 or otherwise is found within the County of San Joaquin, and each defendant is within the
23 jurisdiction of this Court for purposes of service of process.

24 **PARTIES**

25 3. Stetson Whitehead ("Whitehead") is an individual over the age of eighteen
26 (18). At all relevant times herein, Plaintiff Whitehead worked for Defendants within the State
27 of California.
28

1 4. Plaintiffs are informed and believe and thereon allege that at all times
2 mentioned herein, defendant GLS is and was a California corporation.

3 5. Plaintiffs are informed and believe and thereon allege that at all times
4 mentioned herein, Defendant GLS was authorized to do business in the State of California,
5 County of San Joaquin, and performing freight transportation services. Thus, each named
6 defendant and DOES 1 to 100 are subject to B&PC §17200, et seq. (Unfair Competition Law)
7 and the Labor Code, as hereinafter alleged.

8 6. Plaintiffs do not know the true names or capacities, whether individual,
9 partner, or corporate, of defendants sued herein as DOES 1 to 100, inclusive, and for that
10 reason, those defendants are sued under such fictitious names, and Plaintiffs will seek from
11 this Court leave to amend this Complaint when such true names and capacities are discovered.
12 Plaintiffs are informed and believe and thereon allege that each of the Defendants and each
13 fictitious defendant, whether individual, partners, or corporate, was responsible in some
14 manner for the circumstances alleged herein, and proximately caused Plaintiffs and all others
15 similarly situated hereinafter alleged and the general public to be subjected to the unlawful
16 employment practices, wrongs, injuries and damages complained of herein.

17 7. At all times herein mentioned, each of the Defendants participated in the doing
18 of the acts hereinafter alleged to have been done by the named Defendants; and furthermore,
19 Defendants, and each of them, were the agents, servants, and employees of each and every
20 one of the other Defendants, as well as the agents of all Defendants, and at all times herein
21 mentioned were acting within the course and scope of said agency and employment. Plaintiffs
22 herein allege that Defendants and each of them is the joint employer of Plaintiffs and the
23 classes.

24 8. At all times mentioned herein, Defendants, and each of them, were members of
25 and engaged in a joint venture, partnership, and common enterprise, and acting within the
26 course and scope of and in pursuance of said joint venture, partnership, and common
27 enterprise.
28

9. At all times herein mentioned, the acts and omissions of various Defendants, and each of them, concurred and contributed to the various acts and omissions of each and every one of the other Defendants in proximately causing the complaints, injuries and damages alleged herein.

10. At all times herein mentioned, Defendants, and each of them, approved of, condoned, and/or otherwise ratified each and every one of the acts or omissions complained of herein. At all times herein mentioned, Defendants, and each of them, aided and abetted the acts and omissions of each and every one of the other Defendants, thereby proximately causing the damages, as herein alleged.

11. The California Superior Court also has jurisdiction in this matter because both the individual and aggregate monetary damages and restitution sought herein exceed the minimal jurisdictional limits of the Superior Court and will be established at trial, according to proof. The California Superior Court also has jurisdiction in this matter because Plaintiffs and the putative classes herein worked within the State of California, and were subject to California's wage and hour laws.

PLAINTIFF CLASSES

12. The class representative Plaintiff who worked in the position of an hourly non-exempt employees or other similar title while employed by Defendants within the State of California, is as follows:

a. Stetson Whitehead

Plaintiff Whitehead worked within California as a freight driver for Defendants until July 2023.

13. At all times mentioned herein, Plaintiffs and the entirety of the hourly Class identified herein are current and former employees of Defendants who were not properly paid all their wages, including but not limited to, proper premium overtime, and/or double time due to Defendants' failure to properly calculate the regular rate and/or include all hours worked in a week to determine hours over eight (8) in a given day, or forty (40) in a week.

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Class 1:

All non-exempt hourly employees who worked for Defendants in California from 2019 through the date of judgment, who were not paid premium overtime and/or double time at the employee's regular rate of pay.

Subclass 1:

All non-exempt hourly employees who worked for Defendants in California who were paid for a missed meal or rest period at an allegedly “reduced” rate of pay from 2019 through the date of judgment (Meal and Rest Reduced Rate Subclass);

All non-exempt hourly employees who worked for Defendants in California from through the date of judgment, who were not paid the minimum wage for all hours d (Minimum Wage Class);

All non-exempt hourly employees who worked for Defendants in California and who worked at some point from 2020 through the present, who are no longer employed with Defendants and to whom Defendants willfully failed to pay all wages due upon separation from Defendants (Waiting Time Penalty Class);

All non-exempt hourly employees who worked for Defendants in California from 2019 to the present who were not provided legally compliant meal periods (Meal Break Class);

1 **Class 5:**

2 All non-exempt hourly employees who worked for Defendants in California from
3 2019 through the present who were not provided legally-compliant rest breaks (Rest Break
4 Class);

5 **Class 6:**

6 All non-exempt hourly employees who worked for Defendants in California from
7 2022 through the present who were provided a paystub (a.k.a. wage statement) which failed to
8 list all hours actually worked and wages owed (Pay Stub Class).

9 **Class 7:**

10 All non-exempt hourly employees who worked for Defendants in California from
11 2019 through the present who were not reimbursed for their necessary and reasonable
12 business expenses (Reimbursement Class).

13 The members of the classes are so numerous that joinder of all members would be
14 unfeasible and not practicable. The membership of the classes are unknown to Plaintiffs at
15 this time; however, it is estimated that the classes number greater than 100 individuals. The
16 identity of such membership is readily ascertainable via inspection of Defendants'
17 employment records.

18 15. There are common questions of law and fact as to Plaintiffs and all others
19 similarly situated which predominate over questions affecting only individual members
20 including, without limitation to:

- 21 i. Whether Defendants paid their employees proper premium overtime
22 and/or double time at the employees' regular rate for hours over eight
23 (8) in a day and/or forty (40) hours in a week, in paying their hourly
24 non-exempt employees;
- 25 ii. Whether Defendants violated the applicable Labor Code provisions
26 including §510, 1194, and 203 by requiring substantial overtime work
27 and not paying for said work according to the overtime laws of the
28 State of California;

- 1 iii. Whether Defendants failed to pay the appropriate premium overtime
- 2 compensation to the hourly employees;
- 3 iv. Whether Defendants improperly retained, appropriated or deprived
- 4 Plaintiffs and the class members of the use of monies or sums to which
- 5 Plaintiffs and the class were legally entitled;
- 6 v. Whether Defendants engaged in unfair business practices;
- 7 vi. Whether Defendants, and each of them, were participants in the alleged
- 8 unlawful conduct;
- 9 vii. Whether Defendants' conduct was willful or reckless;
- 10 viii. The effect upon and the extent of injuries suffered by Plaintiffs and all
- 11 others similarly situated and the appropriate amount of compensation;
- 12 ix. The appropriate amount of monetary penalties allowed by Labor Code
- 13 §201, et. seq.;
- 14 x. Whether Defendants pay and continue to pay for missed meal and rest
- 15 period premiums at an allegedly "reduced" rate of pay in violation of
- 16 Section 11 of the applicable Wage Orders;
- 17 xi. Whether Defendants violated Labor Code §226 and relevant IWC
- 18 Wage Orders by failing to, among other violations, accurately report
- 19 total hours worked, premium pay at the regular hourly rate for meal and
- 20 rest periods, all applicable hourly rates in effect during each pay period
- 21 and the corresponding number of hours worked at each hourly work, by
- 22 Plaintiffs and the members of the Class;
- 23 xii. Whether Defendants knowingly and intentionally failed to maintain
- 24 records for Plaintiffs and members of the Class as required by Labor
- 25 Code § 1174 and the applicable IWC Wage Orders;
- 26 xiii. Whether Defendants failed to reimburse Plaintiffs and the
- 27 class members for necessary expenditures incurred in the performance
- 28 of their work for Defendants;

1 16. Plaintiffs' claims are typical of the claims of all members of the classes and
2 subclasses mentioned herein. Plaintiffs, as representative parties, will fairly and adequately
3 protect the interest of the classes by vigorously pursuing this suit through their attorneys who
4 are skilled and experienced in handling matters of this type. Plaintiffs have no claim or
5 interest that is antagonistic to any class member.

6 17. The nature of this action and the nature of laws available to the members of the
7 classes and subclasses identified herein make use of the class action format a particularly
8 efficient and appropriate procedure to afford relief to Plaintiffs for the wrongs alleged herein.
9 Further, this claim involves a large corporate employer, Defendant GLS, and a large number
10 of individual employees (Plaintiffs and all others similarly situated) with many relatively
11 small claims with common issues of law and fact. If each employee were required to file an
12 individual lawsuit, the corporate defendants would necessarily gain an unconscionable
13 advantage since they would be able to exploit and overwhelm the limited resources of each
14 individual plaintiff with their vastly superior financial and legal resources. Requiring each
15 class member to pursue an individual remedy would also discourage the assertion of lawful
16 claims by employees who would be disinclined to pursue an action against their present
17 and/or former employer for an appreciable and justifiable fear of retaliation and permanent
18 damage to their careers at present and/or subsequent employment. Proof of a common
19 business practice or factual pattern, of which the Plaintiffs experienced, is representative of
20 the class mentioned herein and will establish the right of each of the members of the named
21 class to recovery on the causes of action alleged herein.

22 18. The prosecution of separate actions by the individual class members, even if
23 possible, would create a substantial risk of inconsistent or varying verdicts or adjudications
24 with respect to the individual class members against Defendants herein; and which would
25 establish potentially incompatible standards of conduct for Defendants; and/or (b) legal
26 determinations with respect to individual class members which would, as a practical matter,
27 be dispositive of the interest of the other class members not parties to adjudications or which
28 would substantially impair or impede the ability of the class members to protect their interests.

1 Further, the claims of the individual members of the class are not sufficiently large to warrant
2 vigorous individual prosecution considering all of the concomitant costs and expenses
3 attending thereto.

4 19. Plaintiffs and all others similarly situated are entitled to the wages and other
5 monies unlawfully withheld. This action is brought for the benefit of the public.

6 **FIRST CAUSE OF ACTION**

7 **(Violation of B&PC §17200, et seq.)**

8 20. Plaintiffs re-allege and incorporate by reference herein the allegations of all
9 preceding paragraphs as though fully set forth herein.

10 21. Beginning on an exact date unknown to Plaintiffs but believed to have
11 occurred from 2019 on, Defendants have engaged in a pattern and practice of acts of unfair
12 competition in violation of B&PC §17200, including the practices alleged herein.

13 22. Defendants, and each of them, provide freight transportation services within
14 California, and have engaged in the practice of paying their non-exempt employees, in a
15 fashion that circumvents California's wage and hour laws.

16 **FAILURE TO PAY PROPER WAGES AND OVERTIME COMPENSATION**

17 23. Plaintiffs are informed and believe and thereon allege that as part of
18 Defendants' ongoing unfair business practices, Defendants' hourly employees worked in
19 excess of eight (8) hours per day, and in excess of forty (40) hours per week without receiving
20 the proper regular rate of pay and/or minimum wage rate because Plaintiffs regularly conduct
21 pre-trip and post-trip inspections of their vehicles, without payment. Defendants are therefore
22 in violation of Labor Code §§ 510 and 1194, and the relevant California Industrial Welfare
23 Commission Orders.

24 24. Defendants, and each of them, consistently administered a corporate policy
25 regarding off-the-clock and on-call time, which required that employees work overtime
26 without proper premium overtime pay, the regular rate of pay, and/or minimum wage. This
27 corporate policy and pattern of conduct is accomplished with the advanced knowledge and
28 designed intent to avoid paying non-exempt employees for all hours worked. Accordingly,

1 Plaintiffs and the class members are entitled to all unpaid wages due under California law.
2 Further, Plaintiffs and the class are entitled to restitution of these wages obtained by
3 Defendants, and each of them.

4 **VIOLATION OF LABOR CODE § 200, ET SEQ.**

5 25. Plaintiffs are informed and believe and thereon allege that as part of
6 Defendants' ongoing unfair business practices, Defendants failed to provide all employees all
7 wages at the time of their separation in violation of Labor Code § 200, et. seq., including but
8 not limited to, §§201, 202, 203 & 204.

9 26. Labor Code § 200, et seq. provides that an employer is required to pay an
10 employee all wages (including accrued vacation) immediately upon the employee's
11 involuntary separation from employment; immediately upon his or her voluntary separation if
12 the employee gave at least seventy-two (72) hours notice, and within seventy-two (72) hours,
13 if the employee voluntarily separated, but did not give at least seventy-two (72) hours notice.

14 27. Plaintiffs are informed and believe and thereon allege that all employees who
15 have been separated from Defendants did not timely receive a final paycheck detailing the
16 proper amount of pay from Defendants in violation of Labor Code § 200, et. seq.

17 28. Pursuant to Labor Code § 200, et seq. employees that no longer work for
18 Defendants, and who were not timely paid, are entitled to one (1) day of pay in penalties for
19 each day that he or she was paid late, until payment was made, up to a maximum of thirty (30)
20 days.

21 **VIOLATION OF MEAL AND REST PERIOD PROVISIONS**

22 29. Defendants' improper meal and rest period policies are in violation of
23 California law including, but not limited to Labor Code § 226.7, 512, and the applicable IWC
24 Wage Orders. Plaintiffs and the class were entitled to 1 hour of pay for each meal and rest
25 break violation at their regular rate of pay. Defendants failed and continue to fail to pay for
26 meal and rest period violations at the employees' regular rate of pay in violation of Section 11
27 of the applicable Wage Orders.

28 30. Plaintiffs seek restitution and injunctive relief for said violations.

1 31. Plaintiffs are informed and believe and thereon allege that at all times herein
2 mentioned, Defendants have engaged in unlawful, deceptive, and unfair business practices
3 prohibited by California B&PC §17200, thereby depriving their employees and the putative
4 class the minimum working standards and conditions due to them under the California labor
5 laws and Industrial Welfare Commission wage orders as specifically described herein.
6 Plaintiffs seek an injunction preventing Defendants from continuing their unfair business
7 practice of improperly depriving their employees of overtime pay, and payment of their
8 regular rate of pay for meal and rest period premiums. Plaintiffs further seek an order
9 requiring Defendants to identify by full name, telephone number, and last known address
10 employees who worked or still work for Defendants between 2019 through the date of
11 judgment; Plaintiffs further seek an order requiring Defendants to timely pay restitution to all
12 current and former employees, including back wages, premium payments, and interest.

13 **FAILURE TO PROVIDE ITEMIZED WAGE STATEMENTS**

14 32. Plaintiffs are informed and believe and thereon allege that as part of
15 Defendants' ongoing unfair business practices, Defendants, and each of them, fail to provide
16 their employees with proper and understandable itemized wage statement, as required by Labor
17 Code § 226.

18 33. Plaintiffs are informed and believe, and thereon allege, that Defendants, and
19 each of them, fail to provide each employee with an itemized statement which states the actual
20 regular rate paid, the total hours worked by the employee, the gross and net wages earned, and
21 all applicable hourly rates in effect during the pay period and the corresponding number of
22 hours worked at each hourly rate by the employee.

23 **FAILURE TO REIMBURSE EXPENSES**

24 34. Defendants have adopted and implemented an illegal reimbursement policy
25 that fails to compensate Plaintiffs for all of their necessary business expenses incurred in
26 discharging their duties for Defendants.

27 35. Defendants' conduct in failing to reimburse Plaintiffs and the class for their
28 necessary business expenses is also unfair within the meaning of Business and Professions

1 Code §17200 because it is against established public policy and has been pursued to attain an
2 unjustified monetary advantage for Defendants by unfairly and unlawfully reducing Plaintiffs'
3 and the other class members' compensation, as Plaintiffs and the class are required to come
4 out of pocket for such expenses. As such, Defendants' business practices, including their
5 illegal reimbursement policy and practice, is unfair, illegal and fraudulent, in that such policy
6 and practice was intended to reduce Plaintiffs' and the class' due and owing compensation.

7 **SECOND CAUSE OF ACTION**

8 **RECOVERY OF UNPAID WAGES & PENALTIES**

9 **(Violation of Labor Code §§ 204, 510, 1194 and 1198)**

10 36. Plaintiffs re-allege and incorporate by reference herein the allegations of all
11 preceding paragraphs as though fully set forth herein.

12 37. Plaintiffs and all others similarly situated identified herein were and are
13 employed and scheduled as a matter of established company policy to work and in fact
14 worked as non-exempt hourly employees in excess of eight (8) hours per day and/or in excess
15 of forty (40) hours per week. Defendants employed and scheduled all employees without
16 providing overtime compensation for such excess hours worked in violation of Labor Code §§
17 510 and 1194 and the relevant California Industrial Welfare Commission (IWC) orders.
18 Labor Code § 204 establishes the fundamental right of all employees in the State of California
19 to be paid the proper amount of wages in a timely fashion for their work, including overtime.
20 Defendants always had a written and verbal agreement to pay overtime and double time based
21 on the Plaintiffs' and classes' regular rate of pay.

22 38. Pursuant to Labor Code §§ 218 and 1194(a), Plaintiffs may bring a civil action
23 for overtime wages directly against the employer without first filing a claim with the Division
24 of Labor Standards Enforcement (hereinafter "DLSE") and may recover such wages, together
25 with interest thereon, penalties, attorneys' fees and costs.

26 39. At all times relevant hereto, Defendants have failed to pay to Plaintiffs and all
27 persons similarly situated wages when due as required by Labor Code § 204.
28

1 40. Pursuant to Labor Code § 1198, it is unlawful to employ persons for longer
2 than the hours set by the IWC or under conditions prohibited by the applicable IWC Wage
3 Orders.

4 41. At all times relevant hereto, Plaintiffs are informed and believe and thereon
5 allege that Defendants have treated Plaintiffs as hourly non-exempt employees. Despite this
6 classification, Defendants have willfully violated the Labor Code with respect to meeting the
7 requirements of paying one (1) regular rate of pay and calculating overtime and double time
8 based on that regular rate, as herein before alleged. Defendants have failed to properly pay
9 premium overtime for hours worked in a week, and as such, Defendants are able to reduce
10 their overhead and operating expenses and gain an unfair advantage over competing
11 companies complying with state law. Furthermore, Defendants have failed to include all
12 items of remuneration when determining the employees' regular rate of pay, as described
13 above.

14 42. Plaintiffs are informed and believe and thereon allege that Defendants
15 consistently administered a corporate policy regarding both staffing levels and duties and
16 responsibilities of the members of the classes which required the entirety of all classes to work
17 overtime without proper premium pay, and to fail all wages for hours worked. This corporate
18 policy and pattern of conduct was/is accomplished with the advance knowledge and design of
19 all Defendants herein. Thus, Plaintiffs and all others similarly situated routinely, regularly
20 and customarily performed overtime work and/or work that they failed to be compensated at
21 the appropriate hourly wage.

22 43. Plaintiffs are informed and believe and thereon allege that the obligations and
23 responsibilities of the class employees are irrelevant because Plaintiffs and all others similarly
24 situated merely allege wrongdoing with Defendants' pay plans, policies and practices.
25 Further, the duties of Plaintiffs and all others similarly situated are not relevant in certifying
26 any of the classes.

27 44. Defendants, and each of them, had a consistent and uniform policy, practice
28 and procedure of willfully failing to pay the earned and unpaid wages of all such non-exempt

1 employees. Defendants have willfully failed to pay the earned and unpaid wages of such
2 individuals, including, but not limited to regular pay, premium pay, and other wages earned
3 and remaining uncompensated according to amendment, or proof.

4 45. The pattern, practice and uniform administration of corporate policy regarding
5 illegal employee compensation as described herein is unlawful and creates an entitlement to
6 recovery by Plaintiffs and all others similarly situated, in a civil action, for the unpaid balance
7 of the full amount of all wages owing, including the proper calculation of the regular rate and
8 the proper overtime premiums calculated at 1.5 or 2 times the legal regular rate which are
9 owing, including interest thereon, willful penalties, reasonable attorneys' fees, and costs of
10 suit according to the mandate of Labor Code § 1194, et. seq.

11 46. Likewise, Defendants have a pattern, practice and uniform administration of
12 corporate policy regarding failure to comply with the required provisions of Labor Code §
13 226.7, in failing to pay Plaintiffs and the class the meal and rest period premium payments at
14 the regular rate.

15 **THIRD CAUSE OF ACTION**

16 **(Violation of Labor Code §§ 200, et. seq.)**

17 47. Plaintiffs re-allege and incorporate by reference herein the allegations of all
18 preceding paragraphs as though fully set forth herein.

19 48. Labor Code §§ 200, et. seq., provides that an employer is required to pay an
20 employee all wages (including accrued vacation) immediately upon an employee's
21 involuntary separation from employment; immediately upon her voluntary separation if the
22 employee gave at least seventy-two (72) hours notice, and within seventy-two (72) hours, if
23 the employee voluntarily separated, but did not give at least seventy-two (72) hours notice.

24 49. Plaintiff Whitehead and other former employees of Defendants employed in
25 the State of California separated from employment with Defendants, and did not timely
26 receive a final pay check with all of their wages due from Defendants in violation of Labor
27 Code §§
28

1 200, et seq. Plaintiffs are informed and believe and thereon allege that Defendants also
2 violated the mandates of Labor Code §§ 200, et seq., as to other employees whose
3 employment ended during the period of time covered by this action.

4 50. Pursuant to Labor Code §§ 200, et. seq., each member of the class that no
5 longer works for Defendants, and who was not timely paid all of his or her wages due is
6 entitled to one (1) day of pay in penalties for each day that he or she was paid late, until
7 payment was made, up to a maximum of thirty (30) days.

8 **FOURTH CAUSE OF ACTION**

9 **FAILURE TO PAY MEAL AND REST PERIOD PREMIUMS AT THE PROPER**
10 **REGULAR RATE OF PAY**

11 (Violation of Labor Code §§ 226.7 & 512, et seq.)

12 51. Plaintiffs re-allege and incorporate by reference herein the allegations of all
13 preceding paragraphs as though fully set forth herein.

14 52. Plaintiffs believe and thereon allege that Labor Code §226.7 requires an
15 employer to pay an additional hour of compensation at the employee's regular rate of pay for
16 each meal period and rest period violation. During the class period, Plaintiffs are informed
17 and believe, and based thereon allege that Defendants have failed to pay Plaintiffs and the
18 class members meal period and rest period premium pay at their regular rate of pay.
19 Defendants' improper meal and rest period practices and policies are in violation of California
20 law including, but not limited to Labor Code § § 226.7, 512, and the IWC Wage Orders.

21 53. Pursuant to Labor Code §226.7, Plaintiffs are entitled to damages in an amount
22 equal to one (1) hour of the employee's regular rate of pay per each meal and rest period
23 violation, in a sum to be proven at trial.

24 **FIFTH CAUSE OF ACTION**

25 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

26 (Violation of Labor Code § 226)

27 54. Plaintiffs re-allege and incorporate by reference herein the allegations of all
28 preceding paragraphs as though fully set forth herein.

1 55. Labor Code §226(a) provides, in pertinent part:

2 An employer, semimonthly or at the time of each payment of wages, shall
3 furnish to his or her employee, either as a detachable part of the check, draft, or
4 voucher paying the employee's wages, or separately if wages are paid by
5 personal check or cash, an accurate itemized statement in writing showing (1)
6 gross wages earned, (2) total hours worked by the employee, except as
7 provided in subdivision (j), (3) the number of piece-rate units earned and any
8 applicable piece rate if the employee is paid on a piece-rate basis, (4) all
9 deductions, provided that all deductions made on written orders of the
10 employee may be aggregated and shown as one item, (5) net wages earned, (6)
11 the inclusive dates of the period for which the employee is paid, (7) the name
12 of the employee and only the last four digits of his or her social security
13 number or an employee identification number other than a social security
14 number, (8) the name and address of the legal entity that is the employer and, if
15 the employer is a farm labor contractor, as defined in subdivision (b) of Section
16 1682, the name and address of the legal entity that secured the services of the
17 employer, and (9) all applicable hourly rates in effect during the pay period and
18 the corresponding number of hours worked at each hourly rate by the
19 employee. . . .

20 56. During the Class Period, Defendants knowingly and intentionally failed to
21 provide the Class Members, including Plaintiff Whitehead, with timely and accurate wage and
22 hour statements showing gross wages earned, total hours worked, all deductions made, net
23 wages earned, the name and address of the legal entity employing that Class Member, meal
24 and rest period premium payments, and all applicable hourly rates in effect during each pay
25 period and the corresponding number of hours worked at each hourly rate by that Class
26 Member.

27 57. The Class Members, including Plaintiffs, suffered injury as a result of
28 Defendants' knowing and intentional failure to provide the Class Members, with the wage and
29 hour statements required by law.

30 58. Based on Defendants' conduct as alleged herein, Defendants are liable for actual
31 damages, statutory damages and/or statutory penalties pursuant to California Labor Code §
32 226, attorney's fees and costs and other applicable provisions of the Labor Code and
33 applicable Wage Order.

SIXTH CAUSE OF ACTION
FAILURE TO PROVIDE MEAL PERIODS
(Violation of Labor Code §§ 226.7 and 512)

59. Plaintiffs re-allege and incorporate by reference herein the allegations of all preceding paragraphs as though fully set forth herein.

60. California Labor Code § 512 and IWC Wage Orders state that an employer may not employ an employee for a work period of more than five (5) hours per day without providing the employee a meal period of not less than 30 minutes, and an employer may not employ an employee for a work period of more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes. Unless the employee is relieved of all duty during a 30-minute meal period, the meal period shall be considered an "on duty" meal period and counted as time worked. California Labor Code § 226.7(a) further states that no employer shall require any employee to work during any meal or rest period mandated by an applicable order of the IWC.

61. Employers are prohibited from exerting coercion against the taking of, creating incentives to forego, or otherwise encouraging the skipping of legally protected breaks.

62. Plaintiffs and members of the Class were not provided with or given the opportunity to take the requisite meal periods before the end of the first 5 hours of work, nor were they provided with or given the opportunity to take a proper second meal period during the days when they worked more than 10 hours in a day. Defendants coerced Plaintiffs and the members of the Class to forego meal periods by disciplining and/or threatening disciplinary action against them if they attempted to take meal periods, created incentives to forego meal breaks, and encouraged the skipping of meal periods by scheduling work to coincide with the meal periods, among other things. In addition, Defendants placed unnecessarily tight timelines on Plaintiffs' work, forcing them to miss their meal periods in order to complete their jobs. As a result, Plaintiffs and members of the Class were required to work and/or were not relieved of all duties during any meal period taken, and thus were

1 considered "on duty;" however, Defendants failed to count as time worked any "on duty"
2 meal period taken by Plaintiffs and the members of the Class.

3 63. Pursuant to California Labor Code § 226.7(c) and IWC Wage Orders, if an
4 employer fails to provide an employee a meal period in accordance with the applicable
5 provisions of the IWC Wage Orders, the employer shall pay the employee one (1) hour of pay
6 at the employee's regular rate of pay for each workday that the meal period is not provided.
7 As such, Plaintiffs and members of the Class are entitled to an additional one hour's pay for
8 each day in which Plaintiffs and members of the Class were not provided a proper meal break
9 under the above-described authorities.

10 64. Plaintiffs and the members of the Class request that the Court award interest on
11 all unpaid wages at the legal rate specified by California Civil Code § 3289(b), accruing from
12 the date the wages were due and payable pursuant to Labor Code § 218.6.

13 **SEVENTH CAUSE OF ACTION**

14 **FAILURE TO AUTHORIZE OR PERMIT REST PERIODS**

15 **(Violation of Labor Code § 226.7)**

16 65. Plaintiffs re-allege and incorporate by reference as if fully set forth herein, the
17 allegations of the preceding paragraphs.

18 66. The applicable IWC Wage Orders state that every employer shall authorize and
19 permit all employees to take rest periods. The authorized rest period time shall be based on
20 the total hours worked daily at the rate of ten (10) minutes net rest time per four hours of
21 work, or major fraction thereof. An employer must provide employees with 10 minutes' rest
22 for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six
23 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.

24 67. Plaintiffs and Class Members were not permitted to take rest periods, were
25 required to work during their rest periods, and/or were disciplined and/or were advised that
26 they would be disciplined if they took rest periods during work hours, in contravention of
27 California law.
28

1 68. Pursuant to California Labor Code § 226.7(c) and the applicable IWC Wage
2 Orders, if an employer fails to provide an employee a rest period in accordance with the
3 applicable IWC Wage Orders, the employer shall pay the employee one (1) hour of pay at the
4 employee's regular rate of compensation for each workday that the rest period is not provided.

5 69. As such, Plaintiffs and the Class members are entitled to an additional one
6 hour's pay for each day in which they were not provided a proper rest period under the above-
7 described authorities.

8 70. Plaintiffs and the members of the Class request that the Court award interest on
9 all unpaid wages at the legal rate specified by California Civil Code § 3289(b), accruing from
10 the date the wages were due and payable pursuant to Labor Code § 218.6.

11 **EIGHTH CAUSE OF ACTION**

12 **FAILURE TO REIMBURSE EXPENSES**

13 **(Violation of (Labor Code § 2802)**

14 71. Plaintiffs re-allege and incorporate by reference as if fully set forth herein, the
15 allegations of the preceding paragraphs.

16 72. California Labor Code § 2802 provides that "[a]n employer shall indemnify his
17 or her employee for all necessary expenditures or losses incurred by the employee in direct
18 consequence of the discharge of his or her duties."

19 73. Plaintiffs are informed and believe, and based thereon allege, that at all
20 relevant times Plaintiffs and the class members incurred certain expenses for their jobs with
21 Defendants, including but not limited to using their own personal cell phone to remain in
22 direct communication with work at all times. Despite this, Defendants failed and refused to
23 indemnify Plaintiffs and the class for all of their expenditures in carrying out their duties for
24 Defendants.

25 74. As a result of Defendants' failure to indemnify Plaintiff and the class members,
26 they have suffered losses according to proof, including prejudgment interest, costs, and
27 attorneys' fees in prosecuting this case.

1 **NINTH CAUSE OF ACTION**

2 **PRIVATE ATTORNEYS GENERAL ACT**

3 **(Violation of Labor Code §§ 2698 and 2699)**

4 75. Plaintiffs re-allege and incorporate by reference as if fully set forth herein, the
5 allegations of the preceding paragraphs.

6 76. On or about October 3, 2023, Plaintiff Whitehead provided written notice to
7 the Labor and Workforce Development Agency ("LWDA") and Defendants of the specific
8 provisions of the Labor Code alleged to have been violated, including the facts and theories to
9 support the alleged violations.

10 77. The LWDA failed to respond to Plaintiffs' counsel's correspondence and failed
11 to notify Plaintiffs' counsel as to whether it would investigate the allegations contained
12 therein, within the time period requirements of the Private Attorneys General Act (PAGA),
13 under Labor Code §2699.3. Plaintiffs have fully complied with the notice requirements set
14 forth in Labor Code §2699.3 in order to commence a civil action against an employer
15 pursuant to Labor Code §2699.

16 78. Defendants' failure to pay Plaintiffs for all hours worked, minimum wages,
17 overtime compensation, failure to provide meal periods, failure to authorize and permit rest
18 periods, failure to pay all wages upon termination or resignation, and failure to provide
19 accurate itemized wage statements, failure to reimburse expenses, will subject Defendants to
20 civil penalties pursuant to, without limitation, Labor Code §§ 201, 202, 203, 204, 226, 510,
21 512, 1174, 1194, 1198, 2802, and IWC Wage Orders.

22 79. Plaintiffs are aggrieved employees as defined in Labor Code §§2699(a) and
23 (c), and related Labor Code provisions. Plaintiffs bring this cause of action on behalf of
24 themselves, as private attorneys general, and in a representative capacity on behalf of other
25 aggrieved employees, affected by the labor law violations alleged herein.

26 80. Defendants committed numerous violations of the California Labor Code and
27 IWC Wage Orders against the Plaintiffs, and on information and belief, against members of
28 the Class and other current and former employees while they were employed by Defendants,

1 including but not limited to:

2 a. Defendants violated Labor Code §§ 510, 511, 1194 and/or IWC Wage Orders
3 by failing to pay Plaintiffs and the members of the Class, and on information and belief, other
4 current and former employees of Defendants, all minimum, straight time and overtime wages
5 owed in compliance with California law;

6 b. Defendants violated Labor Code §§ 226.7, 510, 1194, 1197 and/or IWC Wage
7 Orders by failing to pay Plaintiffs and the members of the Class by failing to pay for a missed
8 meal or rest period at the regular rate of pay;

9 c. Defendants violated Labor Code §§ 1194, 1197 and/or IWC Wage Orders by
10 failing to pay Plaintiffs and the members of the Class, and on information and belief, other
11 current and former employees of Defendants, all minimum wages owed in compliance with
12 California law;

13 d. Defendants violated Labor Code §§ 1194, 204, 510, 511 and/or IWC Wage
14 Orders by failing to pay Plaintiffs and the members of the Class, and on information and
15 belief, other current and former employees of Defendants, all wages owed in a timely manner
16 in compliance with California law;

17 e. Defendants violated Labor Code § 226.7, 512, and /or IWC Wage Orders by
18 failing to provide Plaintiffs and the members of the Class, and on information and belief, other
19 current and former employees of Defendants, the opportunity to take the requisite meal
20 periods in compliance with California law;

21 f. Defendants violated Labor Code § 226.7 and/or IWC Wage Orders by
22 failing to authorize and permit Plaintiffs and the members of the Class, and on information
23 and belief, other current and former employees of Defendants, the opportunity to take the
24 requisite rest periods in compliance with California law;

25 g. Defendants violated Labor Code §§ 226, 1174 and/or IWC Wage Orders by
26 failing to properly maintain accurate employment time and records, maintain and/or submit
27 accurate itemized wage statements on behalf of Plaintiffs, members of the Class, and on
28 information and belief, on behalf of other current and former employees of Defendants as
described herein; and

h. Defendants violated Labor Code §§ 201, 202 and/or IWC Wage Orders by

1 failing to pay Plaintiffs, the Class, and on information and belief, other current and former
2 employees of Defendants as described herein;

3 i. Defendants violated Labor Code § 2802 and/or the IWC Wage Orders by
4 failing to pay Plaintiffs and other members of the Class all of their reasonable and necessary
5 expenses.

6 81. Pursuant to Labor Code § 2699, Plaintiffs, members of the Class, and all other
7 aggrieved current and former employees seek to recover civil penalties, as otherwise provided
8 by statute and wage order, for which Defendants are liable as a result of their violations of the
9 California Labor Code and applicable wage order(s) in an amount to be proven at trial. These
10 penalties include, but are not limited to, those provided by Labor Code §§ 201, 202, 203, 204,
11 210, 226, 226.3, 226.7, 510, 512, 558, 1174, 1194, 1197, 2699, and IWC Wage Orders.
12 Plaintiffs and aggrieved current and former employees further seek and award of reasonable
13 attorneys' fees and costs pursuant to Labor Code § 2698 and 2699.

14 PRAYER FOR RELIEF

15 WHEREFORE, Plaintiffs pray:

16 1. That the Court determine this action may be maintained as a class action;

17 As to the First Cause of Action:

18 2. For an order preliminarily and permanently enjoining Defendants from
19 engaging in the practices challenged herein;

20 3. An order for full restitution of all monies, as necessary and according to proof,
21 to restore any and all monies withheld by the Defendants by means of the unfair practices
22 complained of herein. Plaintiffs seek, on behalf of the putative class, the appointment of a
23 receiver, as necessary. The restitution includes all monies retained as wages, as defined in
24 Labor Code §§ 201, 202, 510 and 1194, and interest, and attorneys' fees as a result of the
25 unfair business practices;

26 4. For an order finding and declaring that Defendants' acts and practices as
27 challenged herein are unlawful, and unfair and/or fraudulent;

28 5. For an accounting, under administration of Plaintiffs and subject to court
supervision, to determine the amount to be returned by Defendants and the amounts to be

1 refunded to members who are or were not paid all their wages due to Defendants' unfair
2 business practices;

3 6. For the creation of an administrative process wherein each injured current and
4 former employee receives his or her back wages in the form of overtime pay or alternatively
5 that each current or former eligible employee may submit a claim in order to receive his/her
6 money;

7 7. For an order requiring Defendants to make full restitution and payment
8 pursuant to B&PC §§ 17200, et seq.;

9 8. For all other appropriate declaratory and equitable relief;

10 9. For pre-judgment interest to the extent permitted by law;

11 10. For an order requiring Defendants to identify, by name, address and telephone
12 number of each person who worked in California as an hourly non-exempt employee for
13 Defendants between 2019 through the time of judgment;

14 11. For an order imposing all civil and statutory penalties provided by law.

15 **As to the Second and Fourth Cause of Action:**

16 12. For damages according to proof, as set forth in Labor Code §§ 510, 226.7 and
17 1194, et seq., (and the applicable California Industrial Welfare Commission wage orders)
18 regarding wages due and owing;

19 13. For pre-judgment interest as allowed by Labor Code § 1194 and California
20 Civil Code § 3287(b), for waiting time penalties as authorized by Labor Code § 203, and for
21 reasonable attorneys' fees;

22 14. For an order imposing all civil and statutory penalties provided by law.

23 **As to the Third Cause of Action:**

24 15. For waiting time penalties for all former employees not timely paid their last
25 pay check, including vacation pay;

26 16. For reasonable attorneys' fees and costs;

27 17. For an order imposing all civil and statutory penalties provided by law.
28

1 **As to the Fifth Cause of Action:**

2 18. For recovery as authorized by Labor Code §226(e);

3 19. For injunctive relief to ensure Defendants' compliance with Labor Code §226
4 and the IWC Wage Orders §7(A) pursuant to Labor Code §226(h);

5 20. For an award of costs and reasonable attorneys' fees pursuant to Labor Code
6 §226(e) and/or §226(h);

7 21. For an order imposing all civil and statutory penalties provided by law.

8 **As to the Sixth Cause of Action:**

9 22. One (1) hour of pay at each of the employees' regular rate of compensation for
10 each workday that a meal period was not provided, impeded, discouraged and/or dissuaded;

11 23. For an order imposing all civil and statutory penalties provided by law.

12 **As to the Seventh Cause of Action:**

13 24. One (1) hour of pay at each of the employees' regular rate of compensation for
14 each workday that a rest period was not authorized or permitted, or impeded, interrupted,
15 discouraged and/or dissuaded;

16 25. For an order imposing all civil and statutory penalties provided by law.

17 **As to the Eighth Cause of Action:**

18 26. For recovery of all necessary expenditures or losses incurred by Plaintiffs and
19 the class members, according to proof;

20 27. For pre-judgment interest as allowed by Labor Code §§ 218.6, 1194(a), and
21 Civil Code § 3287;

22 28. For an award of reasonable attorneys' fees and costs pursuant to Labor Code §
23 2802(c);

24 **As to the Ninth Cause of Action:**

25 29. That the Court declare, adjudge and decree that Defendants violated California
26 Private Attorneys General Act, Labor Code § 2698 and 2699;

27 30. For an order imposing all civil and statutory penalties provided by law;

28 31. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to

1 California Labor Code § 2699(g); and

2 32. For such other and further relief as the Court may deem equitable and
3 appropriate.

4 **As to All Causes of Action:**

5 33. For reasonable costs incurred;

6 34. For such other and further relief as this Court may deem just and proper.

7
8 Dated: May 28, 2024

BARTZ LAW GROUP, APC

9
10 By: /s/ Aaron A. Bartz
11 AARON A. BARTZ
12 Attorneys for Plaintiff Stetson Whitehead and all
13 others similarly situated
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1 **DEMAND FOR JURY TRIAL**

2 Plaintiffs demand a jury trial on all issues triable to a jury.

3 Dated: May 28, 2024

BARTZ LAW GROUP, APC

4
5 By: /s/ Aaron A. Bartz

6 AARON A. BARTZ

7 Attorneys for Plaintiff Stetson Whitehead and all
8 others similarly situated
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EXHIBIT D



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

CASE ASSUMPTIONS

Class Members	1,518
Opt Out Rate	1%
Opt Outs Received	15
Total Class Claimants	1,503
Subtotal Admin Only	\$14,950.00

Will Not Exceed: \$14,950.00
For 1518 Class Members

Pricing Good for Scope of Estimate Only

March 4, 2025

Case: Whitehead v. GLS US Freight Opt-Out Administration

Phoenix Contact: Jodey Lawrence
Contact Number: 949.566.1455
Email: Jodey@phoenixclassaction.com

Requesting Attorney: Aaron A. Bartz
Firm: BARTZ LAW GROUP, APC
Contact Number: (949) 504-4413
Email: aaron@bartzlawgroup.com

Assumptions and Estimate are based on information provided by counsel. If class size changes, PHX will need to adjust this Estimate accordingly.
Estimate is based on 1518 Class Members. Class data Must be sent in Microsoft Excel or uploaded in the same format. Class Data Must be sent in one spreadsheet, with no additional programming needed. A rate of \$150 per hour will be charged for any additional analysis or programming. Pricing good for 90 days.

Case & Database Setup / Toll Free Setup & Call Center / NCOA (USPS)			
Administrative Tasks:	Rate	Hours/Units	Line Item Estimate
Programming Manager	\$125.00	2	\$250.00
Programming Database & Setup	\$125.00	2	\$250.00
Toll Free Setup*	\$148.55	1	\$148.55
Call Center & Long Distance	\$2.00	16	\$32.00
NCOA (USPS)	\$250.00	2	\$500.00
Total			\$1,180.55

* Up to 120 days after disbursement

Data Merger & Scrub / Notice Packet, Opt-Out Form & Postage / Spanish Translation / Reporting			
Project Action	Rate	Hours/Units	Line Item Estimate
Notice Packet Formatting	\$125.00	2	\$250.00
Data Merge & Duplication Scrub	\$0.25	1,518	\$379.50
Notice Packet & Opt-Out Form	\$1.25	1,518	\$1,897.50
Estimated Postage (up to 2 oz.)*	\$0.69	1,518	\$1,047.42
Static Website	\$200.00	1	\$200.00
Total			\$3,774.42

* Prices good for 90 days. Subject to change with the USPS Rate or change in Notice pages or Translation, if any.



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

Skip Tracing & Remailing Notice Packets / Tracking & Programming Undeliverables

Project Action:	Rate	Hours/Units	Line Item Estimate
Case Associate	\$55.00	3	\$165.00
Skip Tracing Undeliverables	\$1.00	152	\$151.80
Remail Notice Packets	\$1.25	152	\$189.75
Estimated Postage	\$0.00	152	\$0.00
Programming Undeliverables	\$50.00	3	\$150.00
Total			\$656.55

Database Programming / Processing Opt-Outs, Deficiencies or Disputes

Project Action:	Rate	Hours/Units	Line Item Estimate
Programming Claims Database	\$135.00	2	\$270.00
Non Opt-Out Processing	\$200.00	1	\$200.00
Case Associate	\$55.00	3	\$165.00
Opt-Outs/Deficiency/Dispute Letters	\$10.00	3	\$30.00
Case Manager	\$85.00	3	\$255.00
Total			\$920.00

Calculation & Disbursement Programming/ Create & Manage QSF/ Mail Checks

Project Action:	Rate	Hours/Units	Line Item Estimate
Programming Calculations	\$135.00	2	\$270.00
Disbursement Review	\$135.00	2	\$270.00
Programming Manager	\$95.00	2	\$190.00
QSF Bank Account & EIN	\$100.00	2	\$200.00
Check Run Setup & Printing	\$125.00	6	\$750.00
Mail Class Checks *	\$1.35	1,518	\$2,049.30
Estimated Postage	\$0.76	1,518	\$1,153.68
Total			\$4,882.98

* Checks are printed on 8.5 x 11 in. sheets with W2/1099 Tax Filing



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

Tax Reporting & Reconciliation / Re-Issuance of Checks / Conclusion Reports and Declarations

Project Action:	Rate	Hours/Units	Line Item Estimate
Case Supervisor	\$125.00	5	\$625.00
Remail Undeliverable Checks (Postage Included)	\$1.50	77	\$115.50
Case Associate	\$55.00	4	\$220.00
Reconcile Uncashed Checks	\$85.00	3	\$255.00
Conclusion Reports	\$125.00	1	\$125.00
Case Manager Conclusion	\$85.00	2	\$170.00
Final Reporting & Declarations	\$125.00	2	\$250.00
IRS & QSF Annual Tax Reporting * (Ca State Tax Reporting Included)	\$1,775.00	1	\$1,775.00
Total			\$3,535.50

* All applicable California State & Federal taxes, which include SUI, ETT, and SDI, and FUTA filings. Additional taxes are Defendant's responsibility.

Estimate Total: \$14,950.00



TERMS AND CONDITIONS

Provisions: The case estimate is in good faith and does not cover any applicable taxes and fees. The estimate does not make any provision for any services or class size not delineated in the request for proposal or stipulations. Proposal rates and amounts are subject to change upon further review, with Counsel/Client, of the Settlement Agreement. Only pre-approved changes will be charged when applicable. No modifications may be made to this estimate without the approval of PSA (Phoenix Settlement Administrators). All notifications are mailed in English language only unless otherwise specified. Additional costs will apply if translation into other language(s) is required. Rates to prepare and file taxes are for Federal and California State taxes only. Additional charges will apply if multiple state tax filing(s) is required. **Pricing is good for ninety (90) days.**

Data Conversion and Mailing: The proposal assumes that data provided will be in ready-to-use condition and that all data is provided in a single, comprehensive Excel spreadsheet. PSA cannot be liable for any errors or omissions arising due to additional work required for analyzing and processing the original database. A minimum of two (2) business days is required for processing prior to the anticipated mailing date with an additional two (2) business days for a National Change of Address (NCOA) update. Additional time may be required depending on the class size, necessary translation of the documents, or other factors. PSA will keep counsel apprised of the estimated mailing date.

Claims: PSA's general policy is to not accept claims via facsimile. However, in the event that facsimile filing of claims must be accepted, PSA will not be held responsible for any issues and/or errors arising out of said filing. Furthermore, PSA will require disclaimer language regarding facsimile transmissions. PSA will not be responsible for any acts or omissions caused by the USPS. PSA shall not make payments to any claimants without verified, valid Social Security Numbers. All responses and class member information are held in strict confidentiality. Additional class members are \$10.00 per opt-out.

Payment Terms: All postage charges and 50% of the final administration charges are due at the commencement of the case and will be billed immediately upon receipt of the data and/or notice documents. PSA bills are due upon receipt unless otherwise negotiated and agreed to with PSA by Counsel/Client. In the event the settlement terms provide that PSA is to be paid out of the settlement fund, PSA will request that Counsel/Client endeavor to make alternate payment arrangements for PSA charges that are due at the onset of the case. The entire remaining balance is due and payable at the time the settlement account is funded by Defendant, or no later than the time of disbursement. Amounts not paid within thirty (30) days are subject to a service charge of 1.5% per month or the highest rate permitted by law.

Tax Reporting Requirements

PSA will file the necessary tax returns under the EIN of the QSF, including federal and state returns. Payroll tax returns will be filed if necessary. Under the California Employment Development Department, all taxes are to be reported under the EIN of the QSF with the exception of the following taxes: Unemployment Insurance (UI) and Employment Training Tax (ETT), employer-side taxes, and State Disability Insurance (SDI), an employee-side tax. These are reported under Defendant's EIN. Therefore, to comply with the EDD payroll tax filing requirements we will need the following information:

1. Defendant's California State ID and Federal EIN.
2. Defendant's current State Unemployment Insurance (UI) rate and Employment Training Tax (ETT) rate. This information can be found in the current year DE 2088, Notice of Contribution Rates, issued by the EDD.
3. Termination dates of the class members, or identification of current employee class members, so we can account for the periods that the wages relate to for each class member.
4. An executed Power of Attorney (Form DE 48) from Defendant. This form is needed so that we may report the UI, SDI, and ETT taxes under Defendant's EIN on their behalf. If this form is not provided we will work with the EDD auditors to transfer the tax payments to Defendant's EIN.
5. Defendant is responsible for reporting the SDI portion of the settlement payments on the class member's W-2. PSA will file these forms on Defendant's behalf for an additional fee and will issue an additional W-2 for each class member under Defendant's EIN, as SDI is reported under Defendant's EIN rather than the EIN of the QSF. The Power of Attorney (Form DE 48) will be needed in order for PSA to report SDI payments.