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12
13 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

14 **IN AND FOR THE COUNTY OF BUTTE**

15 CHRISTIAN LOVGREN and GINA CUNEO,
16 individuals, on behalf of themselves, and on
17 behalf of all persons similarly situated, and on
18 behalf of the State of California, as private
19 attorneys general,

20 Plaintiff,

21 vs.

22 ENLOE MEDICAL CENTER, a California
23 Corporation; and DOES 1 through 50,
24 inclusive,

25 Defendants.

CASE No. **24CV00200**

**DECLARATION OF NORMAN
BLUMENTHAL IN SUPPORT OF MOTION
FOR FINAL APPROVAL OF CLASS
SETTLEMENT, ATTORNEYS' FEES,
COSTS AND SERVICE AWARD**

Hearing Date: November 12, 2025

Hearing Time: 9:00 a.m.

[Hearing scheduled by Order dated June 25,
2025]

Judge: Hon. Stephen E. Benson

Dept.: 6

Date Action Filed: January 18, 2024

Trial Date: Not set

1 I, NORMAN B. BLUMENTHAL, declare as follows:

2 1. I am the managing partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw
3 LLP, counsel of record for Plaintiffs Christian Lovgren and Gina Cuneo (“Plaintiffs”) in this matter. As
4 such, I am fully familiar with the facts, pleadings and history of this matter. The following facts are within
5 my own personal knowledge, and if called as a witness, I could testify competently to the matters stated
6 herein. This declaration is being submitted in support to the Plaintiffs’ motion for final approval of the
7 class settlement, including attorneys’ fees, costs and service award.

8 2. Over the course of the litigation, a number of attorneys in my firm have worked on this
9 matter. Their credentials are reflected in the Blumenthal Nordrehaug Bhowmik De Blouw LLP firm
10 resume, a true and correct copy of which is attached hereto as Exhibit #1. Some of the major cases our
11 firm has undertaken are also set forth in Exhibit #1. The bulk of the attorneys involved in this matter at
12 Blumenthal Nordrehaug Bhowmik De Blouw LLP have had substantial class litigation experience in the
13 areas of employment class actions, unfair business practices and other complex litigation. The attorneys
14 at my firm have extensive experience in cases involving labor code violations and overtime claims. Class
15 Counsel has litigated similar overtime cases against other employers on behalf of employees, including
16 cases against Sharp Healthcare, Walmart, Legoland, Cigna, HealthNet, See’s Candies, Securitas, Okta,
17 Advanced Home Health, El Pollo Loco, Total Renal, Panda Express, Walt Disney Resorts, Pharmaca,
18 Nortek Security, California Fine Wine, Solarcity, Walgreens, Space Exploration, Union Bank, Verizon,
19 Apple, Wells Fargo, Kaiser, Universal Protection Services, and California State Automobile Association.
20 Class Counsel have been approved as experienced class counsel during contested motions in state and
21 federal courts throughout California. It is this level of experience which enabled the firm to undertake the
22 instant matter and to successfully combat the resources of the defendants and their capable and
23 experienced counsel. Class Counsel have participated in every aspect of the settlement discussions and
24 have concluded the settlement is fair, adequate and reasonable and in the best interests of the Class.

25
26 3. Summary of the Proposed Settlement.

27 (a) A true and correct copy of the Class Action and PAGA Settlement Agreement (the
28 “Agreement”) between the parties is attached hereto as Exhibit #2. Plaintiffs and Defendant Enloe Medical

1 Center (“Defendant”) reached a full and final settlement of the above-captioned action, which is embodied
2 in the Agreement filed concurrently with the Court. As consideration for this Settlement, the Gross
3 Settlement Amount to be paid by Defendant is Two Million Four Hundred Seventy Thousand Dollars
4 (\$2,470,000) (the “Gross Settlement Amount”). (Agreement at ¶¶ 1.22 and 3.1.) Under the Settlement,
5 the Gross Settlement Amount consists of the following elements: (1) payment of the Individual Class
6 Payments to the Participating Class Members; (2) Class Counsel Fees Payment and Class Counsel
7 Litigation Expenses Payment; (3) Administration Expenses Payment; (4) the Class Representative Service
8 Payments to Plaintiffs; and (5) the PAGA Penalties payment. (Agreement at ¶ 1.22.)

9 (b) The Gross Settlement Amount does not include Defendant’s share of payroll taxes.
10 (Agreement at ¶ 3.1.) The Gross Settlement Amount shall be all-in with no reversion to Defendant.
11 (Agreement at ¶ 3.1.)

12 (c) Defendant shall fund the Gross Settlement Amount and the amount necessary to pay payroll
13 taxes no later than fourteen (14) days after the Effective Date. (Agreement at ¶ 4.3.) The distribution of
14 Individual Class Payments to Participating Class Members along with the other Court-approved
15 distributions shall be made within 14 days after the Defendant funds the settlement. (Agreement at ¶ 5.1.)

16 (d) The amount remaining in the Gross Settlement Amount after the deduction of Court-approved
17 amounts for Individual PAGA Payments, the LWDA PAGA Payment, the Class Representative Service
18 Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the
19 Administration Expenses Payment (called the “Net Settlement Amount”) shall be allocated to Class
20 Members as their Individual Class Payments. (Agreement at ¶¶ 1.28 and 3.2.) From the Net Settlement
21 Amount, the Individual Class Payment for each Participating Class Member will be calculated by (a)
22 dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class
23 Members during the Class Period and (b) multiplying the result by each Participating Class Member's
24 Workweeks. (Agreement at ¶ 3.2(e).) Workweeks will initially be based on Defendant’s records,
25 however, Class Members will have the right to challenge the number of Workweeks.

26 (e) Class Members were sent the Court approved Class Notice using the procedure approved by
27 the Court by mailing the notice packets after updating class members’ addresses using the National Change
28 of Address database and, for any notice packets returned as undeliverable, re-mailing such notices to any

1 forwarding address provided or updated address located. *See* Declaration of Cassandra Polites (“Polites
2 Decl.”) ¶ 7, Exh. A. Class Members were provided with the opportunity to exclude themselves or "opt
3 out" if they did not want to participate in the settlement. (Agreement at ¶ 8.5, Ex. A.) Polites Decl. ¶ 7,
4 Exh. A. Significantly, there have been **no objections and and only five (5) requests for exclusion**.
5 Polites Decl. ¶¶ 11-12 As such, nearly the entire Class (99.9%) will participate in the Settlement and will
6 be sent a settlement check. *See* Polites Decl. at ¶¶ 11-12, 16. All Aggrieved Employees, including those
7 who submit an opt-out request, will still be paid their allocation of the PAGA Penalties and will remain
8 subject to the release of the PAGA Released Claims regardless of their request for exclusion. (Agreement
9 at ¶ 6.3 and 5.8(d)) Finally, the Notice advised the Class Members of their right to object to the
10 Settlement and/or dispute their Workweeks. (Agreement at ¶¶ 8.6 and 8.7, Ex. A.)

11 (f) Participating Class Member must cash his or her Individual Class Payment check within 180
12 days after it is mailed. (Agreement at ¶ 5.2.) Any settlement checks not cashed within 180 days will be
13 voided and any funds represented by such checks sent to the California Controller's Unclaimed Property
14 Fund in the name of the Class Member thereby leaving no “unpaid residue”. (Agreement at ¶ 5.4.)

15 (g) ILYM Group, Inc. was appointed by the Court as the Administrator for the Settlement.
16 (Agreement at ¶ 1.2) From the Gross Settlement Amount, Administrator will be paid for settlement
17 administration in an amount not to exceed \$33,000. (Agreement at ¶ 3.2(c).) As set forth in the Polites
18 Decl. at ¶ 20, the Administration Expenses Payment, including fees and costs incurred to-date, as well as
19 anticipated fees and costs for completion of the settlement administration, are \$22,950.

20 (h) Subject to Court approval, the Agreement provides for Class Counsel to be awarded a sum
21 not to exceed one-third of the Gross Settlement Amount, as the Class Counsel Fees Payment. (Agreement
22 at ¶ 3.2(b).) Class Counsel will also be allowed to apply separately for an award of Class Counsel
23 Litigation Expenses Payment in an amount not to exceed \$40,000. (Agreement at ¶ 3.2(b).) Subject to
24 Court approval, the Agreement provides for a payment of no more than \$10,000 each to the Plaintiffs as
25 their Class Representative Service Payments. (Agreement at ¶ 3.2(a).) In support of these requests for
26 attorneys’ fees, reimbursement of expenses and service awards, Class Counsel is providing evidentiary
27 support, including lodestar.

28 (i) Subject to Court approval, the PAGA Penalties will be paid from the Gross Settlement Amount

1 for PAGA penalties under the California Private Attorneys General Act, Cal. Labor Code Section 2698,
2 *et seq.* ("PAGA"). The PAGA Penalties are \$50,000, to be allocated 75% (\$37,500) to the LWDA PAGA
3 Payment and 25% (\$12,500) to the Individual PAGA Payments.¹ (Agreement at ¶ 3.2(d).) The Individual
4 PAGA Payments will be calculated by (a) dividing the amount of the Aggrieved Employees' 25% share
5 of PAGA Penalties (\$12,500) by the total number of PAGA Pay Periods worked by all Aggrieved
6 Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA
7 Pay Periods. (Agreement at ¶ 3.2(d).) As set forth in the accompanying proof of service, the LWDA has
8 been served with this motion and the Agreement.

9 (j) The Settlement is fair, adequate and reasonable to the class and should be finally approved for
10 the same reasons the Court granted preliminary approval of the Settlement, agreeing that the settlement
11 is "fair, adequate, and reasonable." (Preliminary Approval Order at ¶ 3.) In sum, the Settlement valued
12 at \$2,470,000 is an excellent result for the Class. This result is particularly favorable in light of the fact
13 that liability and class certification in this case were far from certain in light of the defenses asserted by
14 Defendant. Given the complexities of this case, the defenses asserted, the uncertainty of class certification,
15 along with the uncertainties of proof at trial and appeal, the proposed settlement is fair, reasonable and
16 adequate, and should be finally approved.

17
18 4. Procedural status of the settlement - In accordance with the Preliminary Approval Order
19 dated June 25, 2025 ("Preliminary Approval Order"), the approved Class Notice has been disseminated
20 to the Class. The reaction of the Class unequivocally supports approval of the Settlement. On July 24,
21 2025, the Administrator mailed the Court-approved Class Notice to the Class Members, which provided
22 each class member with the terms of the Settlement, including notice of the claims at issue and the financial
23 terms of the settlement, including the attorneys' fees, costs, and service award that were being sought, how
24 individual settlement awards would be calculated, and the specific, estimated payment amount to that
25 individual. Polites Decl. ¶ 7, Exh. A. In disseminating the notice, the Administrator followed the notice
26 procedures authorized by the Court in its Preliminary Approval Order. Significantly, there have been **no**

27
28 ¹ The 75/25 allocation is required by Labor Code § 2699, because this action filed before June 2024
is not subject to the amended version of Labor Code § 2699.

1 **objections and only five (5) requests for exclusion.** Polites Decl. ¶¶ 11-12. As such, nearly the entire
2 Class (99.9%) will participate in the Settlement and will be sent a settlement check. *Id.*.

3
4 5. Description of Plaintiffs' claims - The Action generally alleges that Plaintiffs and other
5 Class Members were not properly paid all overtime wages for hours worked and at the correct rate of pay,
6 were not provided meal and rest periods or paid premiums at the correct rate of pay in lieu thereof, were
7 not timely paid earned wages, were not provided reimbursement for required expenses, were not paid
8 accrued and used sick pay at the correct rate of pay, were not provided accurate itemized wage
9 statements, and were not paid all wages at the time of termination. The Action seeks unpaid wages,
10 penalties, attorney fees, litigation costs, and any other equitable or legal relief allegedly due and owing to
11 Plaintiffs and the other Class Members by virtue of the foregoing claims.

12
13 6. Procedural History of the Litigation

14 (a) On December 6, 2023, Plaintiffs filed with the LWDA and served on Defendant a notice under
15 Labor Code section 2699.3 identifying the alleged Labor Code violations to recover civil penalties on
16 behalf of Aggrieved Employees for various Labor Code violations.

17 (b) On January 18, 2024, Plaintiffs filed a class action Complaint against Defendant in the Superior
18 Court of the State of California, County of Butte. This class action Complaint asserted class claims
19 against Defendant for: (1) unfair competition in violation of Cal. Bus & Prof. Code §§ 17200, et seq.; (2)
20 failure to to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1; (3)
21 failure to pay overtime wages in violation of California Labor Code §§ 510, 1194 & 1198; (4) failure to
22 provide required meal periods in violation of Cal. Labor Code §§ 226.7 and 512; (5) failure to provide
23 required rest periods in violation of Cal. Labor Code §§ 226.7 and 512; (6) failure to provide accurate
24 itemized wage statements in violation of California Labor Code § 226; (7) failure to reimburse employees
25 for required expenses in violation of California Labor Code § 2802; (8) failure to provide wages when due
26 in violation of California Labor Code §§ 201, 202 and 203; and, (9) failure to pay sick pay wages in
27 violation of California Labor Code §§ 201-204, 233, and 246. On April 16, 2024, Defendant removed
28 Plaintiffs' Class Action to the United States District Court for the Eastern District of California. On

1 February 12, 2024, Plaintiffs filed a separate Representative Action Complaint against Defendant (the
2 “PAGA Action”). Plaintiffs’ PAGA Action complaint asserted one cause of action against Defendant for
3 Civil Penalties Pursuant to Labor Code §§ 2699, et seq. for violations of Labor Code §§ 201, 202, 203,
4 204, et seq., 210, 218 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198,
5 2802, California Code of Regulations, Title 8, Section 11040 Subdivision 5(A)-(B), California Code of
6 Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), and the applicable Wage Order(s).

7 (c) As part of this Agreement, the Parties stipulated to remand the Class Action (Case No.
8 2:24-cv-01134-WBS-DMC) to the Superior Court of the State of California, County of Butte, and
9 subsequently filing a First Amended Class and Representative Action Complaint in the Class Action that
10 contains all claims originally filed in the PAGA Action (Case No. 2:24-cv-01133-WBS-DMC). The First
11 Amended Class and Representative Action Complaint is the operative complaint in the Action (the
12 “Operative Complaint”), and was filed on April 22, 2025

13 (d) Over the course of litigation, the Parties engaged in the investigation of the claims, including
14 informal discovery and the production of documents, class data, and other information, allowing for the
15 full and complete analysis of liabilities and defenses to the claims in the Action. The information for
16 mediation obtained by Plaintiffs included: (1) data concerning the class; (2) payroll data and time punch
17 data for the Class covering 1,180 employees, 274,328 shifts and 86,146 workweeks; (3) Defendant’s wage
18 and hour policies; (4) the employment files for the Plaintiffs; and, (5) samples of wage statements provided
19 by Defendant. As such, Class Counsel received the data and information for the Class, which was
20 sufficient for Plaintiffs’ expert to prepare the valuations of the claims for the Class.

21 (e) Class Counsel has extensive experience in litigating wage and hour class actions in California.
22 The Parties have vigorously litigated the Action since inception. During the course of litigation, the
23 Parties each performed analysis of the merits and value of the claims. Plaintiffs and Defendant have
24 engaged in significant research and investigation in connection with the Action. Class Counsel has
25 thoroughly analyzed the value of the claims during the prosecution of this Action and utilized an expert
26 to perform an analysis of the data and valuation of the claims.

27 (f) Plaintiffs and Defendant agreed to discuss resolution of the Action through a mediation. Prior
28 to mediation, the Parties engaged in the above investigation and the exchange of documents and

1 information in connection with the Action. On January 21, 2025, the Parties participated in an all-day
2 mediation presided over by Steve Serratore, a respected and experienced mediator of wage and hour class
3 actions. Following the mediation, the Parties agreed to settle the Action based upon a mediator's proposal
4 which was memorialized in the form of a Memorandum of Understanding. The Parties then negotiated
5 the final terms of the settlement as set forth in the Agreement. At all times, the negotiations were arm's
6 length and contentious

7 (g) Although a settlement has been reached, Defendant denies any liability or wrongdoing of any
8 kind associated with the claims alleged in the Action and further denies that, for any purpose other than
9 settlement, the Action is appropriate for class and/or representative treatment. Defendant contends,
10 among other things, that it has complied at all times with the California Labor Code, applicable Wage
11 Order, and all other laws and regulations. Further, Defendant contends that class certification is
12 inappropriate for any reason other than for settlement. Plaintiffs contend that Defendant violated
13 California wage and hour laws. Plaintiffs further contend that the Action is appropriate for class
14 certification on the basis that the claims meet the requisites for class certification. Without admitting that
15 class certification is proper, Defendant has stipulated that the above Class may be certified for settlement
16 purposes only. (Agreement at ¶ 2.12.) The Parties agree that certification for settlement purposes is not
17 an admission that class certification is proper. Further, the Agreement is not admissible in this or any other
18 proceeding as evidence that the Class could be certified absent a settlement. Solely for purposes of settling
19 the Action, the Parties stipulate and agree that the requisites for establishing class certification with respect
20 to the Class are satisfied.

21 (h) Class Counsel has conducted an investigation into the facts of the class action. Informal
22 discovery was obtained, which included the production of relevant documents and data. Class Counsel
23 engaged in a thorough review and analysis of the relevant documents and data with the assistance of an
24 expert. Accordingly, the agreement to settle did not occur until Class Counsel possessed sufficient
25 information to make an informed judgment regarding the likelihood of success on the merits and the results
26 that could be obtained through further litigation. In addition, Class Counsel previously negotiated
27 settlements with other employers in actions involving nearly identical issues and analogous defenses.
28 Based on the foregoing data and their own independent investigation, evaluation and experience, Class

1 Counsel believes that the settlement with Defendant on the terms set forth in the Agreement is fair,
2 reasonable, and adequate and is in the best interest of the Class in light of all known facts and
3 circumstances, including the risk of significant delay, defenses asserted by Defendant, and potential
4 appellate issues.

5

6 7. History of Settlement Discussions

7 (a) This settlement is the result of extensive and hard-fought litigation as well as negotiations
8 before an experienced and well-respected mediator. Defendant has expressly denied and continues to deny
9 any wrongdoing or legal liability arising out of the conduct alleged in the Action. Plaintiffs and Class
10 Counsel have determined that it is desirable and beneficial to the Class to resolve the Released Class
11 Claims of the Class in accordance with this Settlement, based upon the experience of Class Counsel who
12 has previously litigated similar claims against other employers.

13 (b) The Parties attended an arms-length mediation session with Steve Serratore, Esq., a respected
14 and experienced mediator of wage and hour class actions, in order to reach this Settlement. In preparation
15 for the mediation, Defendant provided Plaintiffs and Class Counsel with payroll and employment data and
16 other information regarding the Class Members, various internal documents, and other compensation and
17 employment-related materials. Class Counsel analyzed the data with the assistance of damages expert
18 Berger Consulting and prepared and submitted a mediation brief to the mediator. Following the all-day
19 mediation session, with after arms' length negotiations both during and after the mediation, the Parties
20 agreed to this Settlement based upon a mediator's proposal.

21 (c) From February 2025 to May 2025, the settlement agreement and exhibits thereto were
22 finalized and executed. On June 25, 2025, the Court granted Plaintiffs' Motion for Preliminary Approval,
23 and entered an Order approving the settlement as fair, adequate, and reasonable to the Class that same
24 date.

25 (d) Plaintiffs and Class Counsel believe that this settlement is fair, reasonable and adequate. In my
26 judgment as experienced Class Counsel, this Settlement should be finally approved.

27

28

1 8. The outcome of this case would have been uncertain and fraught with risks.

2 (a) Here, a number of defenses asserted by Defendant present serious threats to the claims of the
3 Plaintiffs and the other Class Members. Defendant asserted that Defendant's practices complied with all
4 applicable Labor laws. Defendant argued that approximately two-thirds of the Class Members do not have
5 a statutory claim for unpaid overtime by virtue of an exception for employees subject to qualifying
6 collective bargaining agreements found in Labor Code section 514. Defendant argued that Class Members
7 were paid for all time worked and that work time was properly recorded. Defendant contends that its meal
8 and rest period policies fully complied with California law and that Defendant did not fail to provide the
9 opportunity for legally required meal and rest breaks and that most of the meal periods were subject to
10 health care worker meal waivers under *Gerard v. Orange Coast Mem'l Med. Ctr.*, 6 Cal. 5th 443 (2018).
11 Defendant could argue that its payment of significant meal and rest period premiums is evidence of its
12 lawful practices. Defendant contends that there was no failure to pay for business expenses and any cell
13 phone usage was merely convenient and voluntary such that reimbursement was not legally required.
14 Finally, Defendant has an argument that the Supreme Court decision in *Brinker v. Superior Court*, 53 Cal.
15 4th 1004 (2012), weakened Plaintiffs' claims, on liability, value, and class certifiability as to the meal and
16 rest period claims. Defendant also argues that based on its facially lawful practices, Defendant acted in
17 good faith and without willfulness, which if accepted would negate the claims for waiting time penalties
18 and/or inaccurate wage statements. See e.g. *Naranjo v. Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056,
19 1065 (2024) ("if an employer reasonably and in good faith believed it was providing a complete and
20 accurate wage statement in compliance with the requirements of section 226, then it has not knowingly
21 and intentionally failed to comply with the wage statement law.") If successful, Defendant's defenses could
22 eliminate or substantially reduce any recovery to the Class. While Plaintiffs believe that these defenses
23 could be overcome, Defendant maintains these defenses have merit and therefore present a serious risk
24 to recovery by the Class.

25 (b) There was also a significant risk that, if the Action was not settled, Plaintiffs would be unable
26 to obtain a certified class and maintain the certified class through trial, and thereby not recover on behalf
27 of any employees other than themselves. At the time of the mediation, Defendant forcefully opposed the
28 propriety of class certification, arguing that individual issues precluded class certification. Further, as

1 demonstrated by the California Supreme Court decision in *Duran v. U.S. Bank National Assn.*, 59 Cal.
2 4th 1 (2014), there are significant hurdles to overcome for a class-wide recovery even where the class has
3 been certified. While other cases have approved class certification in wage and hour claims, class
4 certification in this action was hotly disputed and the maintenance of a certified class through trial was by
5 no means a foregone conclusion.

6 (c) As demonstrated by the decision in *Duran*, the complexities and duration of further litigation
7 cannot be overstated. There is little doubt that Defendant would post a bond and appeal in the event of
8 an adverse judgment. A post-judgment appeal by Defendant would have required many more years to
9 resolve, assuming the judgment was affirmed. If the judgment was not affirmed in total, then the case
10 could have dragged on for years after the appeal. The benefits of a guaranteed recovery today outweigh
11 an uncertain result three or more years in the future. Plaintiffs and Class Counsel recognize the expense
12 and length of a trial against Defendant through possible appeals which could take at least another two or
13 three years. Class Counsel also have taken into account the uncertain outcome, the risk of litigation,
14 especially in complex actions such as this one. Class Counsel are also mindful of and recognize the inherent
15 problems of proof under, and alleged defenses to, the claims asserted in the Action. Moreover, post-trial
16 motions and appeals would have been inevitable. Costs would have mounted and recovery would have
17 been delayed if not denied, thereby reducing the benefits of an ultimate victory. The Settlement confers
18 substantial benefits upon the Class. Based upon their evaluation, Plaintiffs and Class Counsel have
19 determined that the Settlement set forth in the Agreement is in the best interest of the Class.

20 (d) The Settlement in this case is fair, reasonable and adequate considering Defendant's
21 defenses to Plaintiffs' claims. As set forth in the Declaration of Nordrehaug in support of preliminary
22 approval which discussed the value of the class claims in detail, the Gross Settlement Amount compares
23 favorably to the value of the claims. Based upon 4,768 Class Members who collectively worked an
24 estimated 370,777 workweeks, the Gross Settlement Amount provides an average value of \$518.04 per
25 Class Member and \$6.66 per workweek and, after deductions, the Net Settlement Amount provides an
26 average recovery of \$317.47 per Class Member and a recovery of \$4.08 per workweek. The calculations
27 to compensate for the amount due for the Class at the time of the mediation
28 were calculated by Berger Consulting, Plaintiffs' damage expert. As to the Class whose claims are at

1 issue in this Action, Plaintiffs used the expert to analyze the data and determine the potential unpaid wages
2 for the employees. The maximum potential damages were calculated to be \$4,050,927 for the alleged
3 unpaid wages for off-the-clock work at ten minutes per week, \$7,419,414 for alleged meal period damages
4 based upon a 34% potential violation rate for all shifts worked observed in the time records, after
5 deducting for meal premiums already paid by Defendant, and after a reduction of 50% of the violations
6 which were subject to health care worker meal waivers under *Gerard v. Orange Coast Mem'l Med. Ctr.*,
7 6 Cal. 5th 443 (2018), \$3,761,268 for alleged rest period damages after deducting for rest period
8 premiums already paid by Defendant, \$428,475 for alleged unreimbursed cell-phone expenses at \$5 per
9 month. As a result, the total damage valuation was calculated such that Defendant was subject to a
10 maximum damage claim in the amount of \$15,660,084. As to potential penalties, Plaintiffs calculated that
11 potential waiting time penalties were a maximum of \$6,558,484, and potential maximum wage statement
12 penalties were \$16,327,150.² Defendant vigorously disputed Plaintiffs' calculations and exposure theories.
13 Consequently, the Gross Settlement Amount of \$2,470,000 represents more than 15.7% of the maximum
14 value of the alleged damages at issue in this case at the time this Settlement was negotiated.³ Importantly,
15 the recent decision that good faith belief of compliance by the employer in *Naranjo v. Spectrum Sec.*
16 *Servs., Inc.*, 15 Cal. 5th 1056, 1065 (2024), could completely negate the claims for waiting time and wage
17 statement penalties, even if wages were owed to the Class. The above maximum calculations should then
18 be realistically risk-adjusted in consideration for both the risk of class certification and the risk of
19 establishing class-wide liability on all claims. Given the amount of the settlement as compared to the
20 potential value of claims in this case and the defenses asserted by Defendant, this settlement is fair and

21
22 ² While Plaintiffs alleged claims for statutory penalties pursuant to Labor Code Sections 203 and
23 226, at mediation Plaintiffs recognized that these claims were subject to additional, separate defenses
24 asserted by Defendant, including, a good faith dispute defense as to whether any premium wages for
25 meal or rest periods or other wages were owed given Defendant's position that Plaintiffs and Class
26 Members were properly compensated. *See Nordstrom Commission Cases*, 186 Cal. App. 4th 576, 584
27 (2010) ("There is no willful failure to pay wages if the employer and employee have a good faith dispute
28 as to whether and when the wages were due.").

29 ³ Because the PAGA claim is not a class claim and primarily is paid to the State of California,
30 Plaintiffs did not included the PAGA claim in this discussion of the value of the class claims. The PAGA
31 claim was addressed in the Declaration of Kyle Nordrehaug at ¶33 filed in support of Plaintiffs' Motion
32 for Preliminary Approval.

1 reasonable.⁴ Clearly, the goal of this litigation has been met.

2 (e) In sum, the Settlement is a fair and reasonable result, and provides the Class with a significant
3 recovery, particularly when viewed in light of the fact that the Defendant asserted serious and substantial
4 defenses both to liability and to class certification. The maximum and average class member allocation
5 (in addition to their Individual PAGA Payment) are \$542.98 and \$317.47, respectively. *See* Polites Decl.
6 at ¶17. Given the complexities of this case, the defenses, along with the uncertainties of proof and appeal,
7 the proposed Settlement is fair, reasonable and adequate, and should be finally approved.

8 (f) It is impossible to predict with certainty whether, under the facts of this case, Plaintiffs would
9 prevail against the Defendant's factual and legal defenses. While Plaintiffs and Class Counsel believe in
10 the merits of the claims, Defendant have asserted real and substantial defenses to these claims and to class
11 certification. Settlement in this case clearly benefits the Class when measuring the strengths of Plaintiffs'
12 case and the risk of establishing class wide liability and damages.

13
14 **ATTORNEYS' FEES, LITIGATION EXPENSES AND SERVICE AWARD**

15 9. **The Agreement For The Payment of Fees and Expenses Is Appropriate And Should Be**
16 **Enforced**

17 (a) Class Counsel successfully negotiated a class action settlement which provides for a common
18 fund settlement to be paid by Defendant to the Class in the amount of Two Million Four Hundred Seventy
19 Thousand Dollars (\$2,470,000). (Agreement at ¶¶ 1.22 and 3.1.) As part of the settlement, the parties
20 agreed to an award of attorneys' fees equal to one-third (1/3) of the Gross Settlement Amount as the Class
21 Counsel Fees Payment. (Agreement at ¶ 3.2(b).) By this motion, Class Counsel respectfully requests
22

23
24 ⁴ See *Glass v. UBS Fin. Servs.*, 2007 U.S. Dist. LEXIS 8476 (N.D. Cal. 2007) (approving a
25 settlement where the settlement amount constituted approximately 25% of the estimated overtime
26 damages for the class); *Stovall-Gusman v. W.W. Granger, Inc.*, 2015 U.S. Dist. LEXIS 78671, at *12
27 (N.D. Cal. 2015) (granting final approval where "the proposed Total Settlement Amount represents
28 approximately 10% of what class might have been awarded had they succeeded at trial."); *Viceral v.*
Mistras Grp., Inc., 2016 WL 5907869 (N.D. Cal. 2016) (approving wage and hour class action
settlement amounting to 8.1% of full value); *Ma v. Covidien Holding, Inc.*, 2014 WL 2472316, (C.D.
Cal. 2014) (approving wage and hour class action settlement worth "somewhere between 9% and 18%"
of maximum valuation).

1 approval of the Class Counsel Fees Payment in an amount equal to one-third of the Gross Settlement
2 Amount.

3 (b) In the class action context, that means “attempting to award the fee that informed private
4 bargaining, if it were truly possible, might have reached.” Here, informed arms-length bargaining between
5 experienced counsel and Defendant resulted in Defendant negotiating the fee award to one-third of the
6 Gross Settlement Amount. Such bargaining is obviously the best measure of the market for fees.
7 Moreover, fee awards in common fund settlements as this one have resulted in a percentage of fees in an
8 equivalent percentage to the sum sought by Class Counsel herein, further reflecting the accurate market
9 value of the award requested.

10 (c) The requested fee award, agreed to by the parties as part of the Settlement, should be
11 approved. The requested fee award was bargained for during arms’ length adversarial bargaining by
12 counsel for each of the parties as part of the Settlement.

13
14 10. The Class Counsel Fee Award Is Properly Calculated as a Percentage of the Total Value
15 Created for the Benefit of the Class

16 (a) As part of the settlement, the Parties agreed to an award of attorneys’ fees equal to one-third
17 of the Gross Settlement Amount of \$2,470,000 which equals \$823,333 for attorneys’ fees. As part of the
18 Agreement, Defendant also agreed that Class Counsel will also be paid reasonable litigations expenses
19 incurred as per Class Counsel's billing statement in an amount not to exceed \$40,000. Finally, Defendant
20 also agreed that Plaintiffs can be awarded Class Representative Service Payments in the amount of
21 \$10,000 each as their service awards under the Agreement.

22 (b) In defining a reasonable fee, the Court should mimic the marketplace for cases involving a
23 significant contingent risk such as this one. Our legal system places unique reliance on private litigants to
24 enforce substantive provisions of employment law through class actions. Therefore, attorneys providing
25 these substantial benefits should be paid an award equal to the amount negotiated in private bargaining
26 that takes place in the legal market place.

27 (c) There is a substantial difference between the risk assumed by attorneys being paid by the hour
28 and attorneys working on a contingent fee basis. The attorney being paid by the hour can go to the bank

1 with his fee. The attorney working on a contingent basis can only log hours while working without pay
2 towards a result that will hopefully entitle him to a marketplace contingent fee taking into account the risk
3 and other factors of the undertaking. Otherwise, the contingent fee attorney receives nothing. In this case,
4 the nature of the fee was wholly contingent. Class Counsel subjected themselves to this contingent fee
5 market risk in this all or nothing contingent fee case wherein the necessity and financial burden of private
6 enforcement makes the requested award appropriate. This case was litigated on a contingent basis for
7 over one year, with all of the risk factors inherent in such an uncertain undertaking. Indeed, I am aware
8 of other similar cases where the court dismissed the class allegations or denied class certification. Under
9 such circumstances, courts have held that a risk multiplier must be applied to the fee award.

10 (d) Here, the contingent nature of the fee award, both from the point of view of eventual
11 settlement and the point of view of establishing eligibility for an award, also warrant the requested fee
12 award. A number of difficult issues, the adverse resolution of any one of which could have doomed the
13 successful prosecution of the action, were present here. Attorneys' fees in this case were not only
14 contingent but risky, with a very real chance that Class Counsel would receive nothing at all for their
15 efforts, having devoted time and advanced costs. Class Counsel has previously invested in cases which
16 resulted in no recovery, and here Class Counsel is recovering a fee award that comparable to the multiplier
17 approved in other cases.

18 (e) At the time this case was brought, the result was far from certain as discussed above at
19 paragraphs 8(a) and 8(b).

20 (f) The Settlement was possible because Defendant recognized the risks that Plaintiffs could
21 potentially prevail on any or all of the contested issues regarding liability, and obtain class certification.
22 In successfully navigating these hurdles Class Counsel displayed the necessary skills in both wage and hour
23 and class action litigation. The high quality of the Class Counsel's work in this case was mandated by the
24 vigorous defense presented by counsel for Defendant. Over the last years of litigation, Class Counsel was
25 required to invest substantial time and resources in investigation, litigation, the determination of potential
26 damages and communicating with and responding to opposing counsel's and class members' requests and
27 inquiries.

28 (g) To represent the Class on a contingent fee basis, Class Counsel also had to forego

1 compensable hourly work on other cases to devote the necessary time and resources to this contingent
2 case. In so doing, Class Counsel gave up the hourly work that a firm can bank on for the risky contingent
3 fee work in this case which could potentially have paid nothing.

4 (h) Class Counsel were required to advance all costs in this litigation. Especially in this type of
5 litigation where the corporate defendant and their attorneys are well funded, this can prove to be very
6 expensive and risky. Accordingly, because the risk of advancing costs in this type of litigation can be
7 significant, it is therefore cost prohibitive to many attorneys. The financial burdens undertaken by Plaintiffs
8 and Class Counsel in prosecuting this action on behalf of the Class were very substantial. Class Counsel
9 has previously litigated cases and advanced costs, but received no recovery. To date, Class Counsel
10 advanced more than \$29,000 in costs which could not have been recovered if this case had been lost.
11 Plaintiffs also undertook the risk of liability for Defendant's costs had this case not succeeded, as well as
12 other potential negative financial ramifications from having sued Defendant on behalf of the Class.
13 Accordingly, the contingent nature of the fee and the financial burdens on Class Counsel and on Plaintiffs
14 also support the requested awards.

15 (i) In a common fund settlement "[t]he lodestar method is merely a cross-check on the
16 reasonableness of a percentage figure." *Vizcaino v. Microsoft Corp.*, 290 F.3d 1043, 1050, n.5 (9th Cir.
17 2002). In this case, the reasonableness of the requested attorneys' fee of one-third equal to \$823,333 is
18 also established by reference to Class Counsel's lodestar in this matter. **The contemporaneous billing**
19 **records for Class Counsel evidence that through October 16, 2025, Class Counsel's total lodestar**
20 **is \$230,690.00, with significant additional fees still to be incurred to complete final approval and**
21 **the settlement process. (Exhibit #3)** The requested fee award is therefore currently equivalent to Class
22 Counsel's total lodestar with a reasonable multiplier cross-check of less than 3.6, and there will be
23 additional lodestar incurred by Class Counsel to complete the settlement process and manage the
24 settlement distribution and reports. As evidenced by the billing, Class Counsel's work was efficiently
25 performed and highly successful, and Class Counsel should not be punished for efficient and successful
26 litigation. As a result, this Court may conclude that the requested award is fair and reasonable and is
27 justified under California law.

28 (j) Counsel retained on a contingency fee basis, whether in private matters or in representative

1 litigation of this sort, is entitled to a premium beyond his standard, hourly, non-contingent fee schedule
2 in order to compensate for both the risks and the delay in payment for the simple fact that despite the most
3 vigorous and competent of efforts, success is never guaranteed. This is particularly true here where Class
4 Counsel has prosecuted this case on a contingency basis for over two years. Indeed, if counsel is not
5 adequately compensated for the risks inherent in difficult class actions, competent attorneys will be
6 discouraged from prosecuting similar cases.

7 11. On December 4, 2018, in *Panda Express Wage and Hour Cases* (Los Angeles Superior
8 Court, Case No. JCCP 4919), Judge Carolyn Kuhl awarded Class Counsel a one-third fee award in a wage
9 and hour class settlement. On January 31, 2020, in *El Pollo Loco Wage and Hour Cases* (Orange County
10 Superior Court Case No. JCCP 4957), Judge William Claster awarded Class Counsel a one-third award
11 in a wage and hour class settlement. On February 11, 2020, in *Singh v. Total Renal Care* (San Francisco
12 Superior Court Case No. CGC-16-550847), Judge Ethan Schulman awarded Class Counsel a one-third
13 award in a wage and hour class settlement. On April 15, 2021, in *Walker v. Brink's Global Services USA*
14 (Los Angeles County Superior Court Case No. BC564369), Judge Amy Hogue awarded Class Counsel
15 a one-third award in a wage and hour class settlement. On June 2, 2021, in *Pacia v. CIM Group, L.P.* (Los
16 Angeles Superior Court Case No. BC709666), Judge Amy D. Hogue awarded Class Counsel a one-third
17 fee award in a wage and hour class settlement. On November 8, 2021, in *Securitas Wage and Hour Cases*
18 (Los Angeles Superior Court Case No. JCCP4837), Judge David Cunningham awarded a one-third fee
19 award in a wage and hour class settlement. On November 17, 2021, in *Leon v. Sierra Aluminum*
20 *Company* (San Bernardino Superior Court Case No. CIVDS2010856), Judge David Cohn awarded a
21 one-third fee award in a wage and hour class settlement. On March 17, 2022, in *See's Candies Wage and*
22 *Hour Cases* (Los Angeles Superior Court Case No. JCCP5004), Judge Maren Nelson awarded a one-third
23 fee award in a wage and hour class action settlement. On April 12, 2022, in *O'Donnell v. Okta, Inc.* (San
24 Francisco Superior Court Case No. CGC-20-587665), Judge Richard Ulmer awarded a one-third fee
25 award in a wage and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v. Prometric*
26 *LLC* (Los Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson awarded a one-
27 third fee award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D Carwash Management*
28 *LLC* (Sacramento Superior Court Case No. 2019-00251338), Judge Christopher E. Krueger awarded a

1 one-third fee award in a wage and hour class action settlement. On August 10, 2022, in *Spears, et al. v.*
2 *Health Net of California, Inc.* (Sacramento Superior Court Case No. 34-2017-00210560-CU-OE-GDS),
3 Judge Christopher E. Krueger awarded a one-third fee award in a wage and hour class action settlement.
4 On September 7, 2022, in *Lucchese, et al. v. Kone, Inc.* (San Francisco Superior Court Case No. CGC-20-
5 588225), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage and hour class action
6 settlement. On November 4, 2022, in *Infinity Energy Wage and Hour Cases* (San Diego Superior Court,
7 Case No. JCCP5139), Judge Keri Katz awarded a one-third fee award in a wage and hour class action
8 settlement. On February 1, 2023, in *Hogan v. AECOM Technical Services, Inc.* (Los Angeles Superior
9 Court Case No. 19STCV40072), Judge Stuart Rice awarded a one-third fee award in a wage and hour
10 class settlement. On February 28, 2023, in *Farthing v. Milestone Technologies* (San Francisco Superior
11 Court Case No. CGC-21-591251), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage
12 and hour class action settlement. On March 2, 2023, in *Leon v. Calaveras Materials* (Kings County
13 Superior Court Case No. 21C-0105), Judge Melissa D’Morias awarded a one-third fee award in a wage
14 and hour class settlement. On June 20, 2023, in *Gonzalez v. Pacific Western Bank* (San Bernardino
15 County Superior Court Case No. CIVSB2127657), Judge David Cohn awarded a one-third fee award in
16 a wage and hour class settlement, On June 30, 2023, in *Aguirre v. Headlands Ventures* (Sacramento
17 County Superior Court Case No. 34-2021-00297290), Judge Jill Talley approved a one-third fee award
18 in a wage and hour class settlement. On October 16, 2023, in *Flores v. Walmart* (San Bernardino County
19 Superior Court Case No. CIVDS2023061), Judge Joseph T. Ortiz awarded a one-third fee award in a
20 wage and hour class settlement. On November 17, 2023, in *Silva v. Woodward HRT* (Los Angeles County
21 Superior Court Case No. 21STCV42692), Judge Maren Nelson awarded a one-third fee award in a wage
22 and hour class settlement. On November 29, 2023, in *Ochoa-Andrade v. See’s Candies* (San Mateo
23 County Superior Court Case no. 22-CIV-02481), Judge Marie Weiner approved a one-third fee award
24 in a wage and hour class settlement. On September 12, 2024, in *Murdock v. Aspen Surgery Center*
25 (Contra Costa County Superior Court Case No. MSC21-02047), Judge Charles Treat approved a one-
26 third fee award in a wage and hour class settlement. On October 8, 2024, in *Rattler v. Pacific Coast*
27 *Container* (Alameda Superior Court Case No. 22CV015216), Judge Michael Markman approved a one-
28 third fee award in a wage and hour class settlement. On January 14, 2025, in *Curry v. United Health Care*

1 *Staffing* (San Francisco Superior Court Case No. CGC-21-597339), Judge Curtis Karnow approved a
2 one-third fee award in a wage and hour class settlement. On January 17, 2025, in *Virgen v. Curaleaf*
3 (Sacramento County Superior Court Case No. 34-2022-00314655), Judge Lauri Damrell approved a one-
4 third fee award in a wage and hour class settlement. On February 7, 2025, in *Wong v. Nurse Logistics*
5 (Santa Clara County Superior Court Case No. 22CV408939), Judge Theodore Zayner approved a one-
6 third fee award in a wage and hour class settlement. A fee award equal to one-third of the common fund
7 is therefore reasonable in light of the fees that have been awarded in other similar cases.

8 12. **The contemporaneous billing records for Class Counsel evidence that through**
9 **October 16, 2025, Class Counsel’s total lodestar is \$230,690.00, with significant additional fees still**
10 **to be incurred to complete final approval and the settlement process.** From May 2023 to October 16,
11 2025, my firm worked on this matter for over 328 hours, with hourly rates for attorneys ranging from
12 \$450 to \$995, resulting in a total incurred lodestar for my firm in the amount of \$230,690.00. The
13 requested fee award is therefore currently equivalent to Class Counsel’s total lodestar with a reasonable
14 multiplier cross-check of less than 3.6, and there will be additional lodestar incurred by Class Counsel to
15 complete the settlement process and manage the settlement distribution and reports. A detailed breakdown
16 of the total fees and the services performed by the firm on this case is attached hereto as Exhibit #3. In
17 addition, Class Counsel will be performing significant additional work that is not included in this lodestar
18 amount, including finalizing the final approval motion, attending the hearing on final approval, and
19 monitoring completion of the settlement process. I expect this additional work will result in \$20,000 in
20 additional lodestar for my firm. The rates charged by my firm are in line with the prevailing rates of
21 attorneys in the local legal community for similar work and, if this were a commercial matter, these are
22 the charges that would be made and presented to the client. My firm's hourly rates are based upon the
23 Laffey Matrix with the appropriate 2% increase adjustment for Southern California. A true and correct
24 copy of the current Laffey Matrix is attached hereto as Exhibit # 4. These hourly rates have been approved
25 by Court’s throughout California, including the Courts in the Superior Court of California. In fact, on
26 August 1, 2018, District Judge Andre Birotte Jr. explicitly found that Class Counsel’s “rates generally
27 appear reasonable and ‘in line with those prevailing in the [relevant] community’—the Central District of
28 California”. Finally, the reasonableness of Class Counsel’s hourly rates is further confirmed by comparing

1 such rates with the rates of comparable counsel practicing complex and class litigation as detailed in the
2 National Law Journal Billing Survey. *See e.g. Zest IP Holdings, LLC v. Implant Direct MFG., LLC*, 2014
3 U.S. Dist. LEXIS 167563 (S.D. Cal. 2014) (finding that “Mayer Brown's \$775 average billing rate for
4 partners” and “Mayer Brown's \$543 average associate billing rate” are reasonable rates when compared
5 within 21 other firms practicing in the Southern District of California.) This survey is useful to show that
6 Class Counsel’s rates are in line with the comparable rates of the defense counsel that opposes these types
7 of class claims, such as Mayer Brown noted above who is defense counsel in cases currently being
8 prosecuted by Class Counsel. In another example, Sheppard Mullin Richter & Hampton, who is opposing
9 counsel in many cases prosecuted by Class Counsel, charges rates as high as \$875 for partners and \$535
10 for associates. Similarly, Paul Hastings, another opposing counsel in these types of cases, charges between
11 \$900 and \$750 for partners and \$755 and \$335 for associates. Thus, the rates charged by Class Counsel
12 for comparable work are less than these examples, and are therefore undoubtedly reasonable. Therefore,
13 the requested fee award as a percentage of the fund is supported by the currently lodestar incurred with
14 a reasonable multiplier which will be even less by the completion of the settlement. This is comparable
15 to the multipliers approved in other cases. The requested award is therefore reasonable viewed by the
16 Lodestar/Multiplier cross-check.

17
18 13. Litigation Expenses: The Agreement provides at paragraph 3.2(b), that Class Counsel may
19 seek a “Class Counsel Litigation Expenses Payment of not more than \$40,000.” Class Counsel requests
20 reimbursement for incurred litigation expenses and costs in the amount of \$29,866.48 based upon
21 counsel’s billing records, which is less than the “not to exceed” amount. These litigation expenses include
22 filing fees, mediation expenses, expert expenses (Berger Consulting), attorney service charges (OneLegal,
23 Knox), CourtCall charges, FedEx) delivery charges, and research charges (LexisNexis), all of which are
24 costs normally billed to the client.⁵ The details of the litigation expenses incurred are set forth in my firm’s

25
26 ⁵ Nontaxable costs are properly awarded where authorized by the parties’ agreement. *Stetson*, 821
27 F.3d at 1165. Accordingly, “[e]xpenses such as reimbursement for travel, meals, lodging, photocopying,
28 long-distance telephone calls, computer legal research, postage, courier service, mediation, exhibits,
documents scanning, and visual equipment are typically recoverable.” *Rutti v. Lojack Corp., Inc.*, 2012
WL 3151077, at *12 (C.D. Cal. 2012).

1 billing statement attached hereto as Exhibit #3. These costs were reasonably incurred in the prosecution
2 of the Action.

3
4 Service Awards

5 14. For their service as the only class representatives, Plaintiffs should be awarded the agreed
6 service awards of \$10,000 each, in accordance with the Agreement for their time, risk and effort
7 expended on behalf of the Class as the class representatives. (Agreement at ¶ 3.2(a).) Defendant has
8 agreed to these payments and there have been no objections to the requested service awards. Plaintiffs'
9 Declarations are submitted in support of this request and are attached hereto as Exhibits #5 and #6. As
10 the only representatives of the Class, Plaintiffs performed their duties to the Class admirably and without
11 exception. Plaintiffs worked extensively with Class Counsel during the course of the litigation, responding
12 to numerous requests, searching for documents, working with counsel, and reviewing the settlement
13 documentation. As set forth in the Agreement, Plaintiffs are also providing a comprehensive release as part
14 of the Settlement, far beyond the class release. Plaintiffs' Declarations detail the involvement, stress and
15 risks they undertook as a result of this Action. Plaintiffs also assumed the serious risk that they might
16 possibly be liable for costs and fees to Defendant, as well as the reputational risk of being "blacklisted"
17 by other future employers for having filed a class action on behalf of fellow former employees. Without
18 the Plaintiffs' participation, cooperation and information, no other employees would be receiving any
19 benefit. The payment of service awards to successful class representatives is appropriate and the amount
20 of \$10,000 is well within the currently awarded range for similar settlements. The requested award is also
21 reasonable by reference to the amounts that other California courts have found to be reasonable in wage
22 and hour class action settlements: *Andrews v. Plains All Am. Pipeline L.P.*, 2022 U.S. Dist. LEXIS
23 172183, at *11 (C.D. Cal. 2022) (finding that the requested service awards of \$15,000 each are
24 appropriate); *Reynolds v. Direct Flow Med., Inc.*, 2019 U.S. Dist. LEXIS 149865, at *19 (N.D. Cal.
25 2019) (granting request for \$12,500 service award); *Mathein v. Pier 1 Imps.*, 2018 U.S. Dist. LEXIS
26 71386, 168 (E.D. Cal. 2018) (approving two service awards of \$12,500 each); *Louie v. Kaiser*
27 *Foundation Health Plan, Inc.*, 2008 WL 4473183, *7 (S.D. Cal. 2008) (awarding \$25,000 service award
28 to each of six plaintiffs in overtime class action); *Holman v. Experian Info. Solutions, Inc.*, 2014 U.S.

1 Dist. LEXIS 173698 (approving \$10,000 service award where class member recovery was \$375);
2 *Ontiveros v. Zamora*, 303 F.R.D. 356, 366 (E.D. Cal. 2014) (reducing \$20,000 award to \$15,000 where
3 the plaintiff brought a class claim in lieu of bringing an individual action); *Glass v. UBS Fin. Servs.*, 2007
4 U.S. Dist. LEXIS 8476 at *51-*52 (N.D. Cal. 2007) (awarding \$25,000 service award in overtime wage
5 class action); *Zamora v. Balboa Life & Casualty, LLC*, Case No. BC360036, Los Angeles County
6 Superior Court (Mar. 7, 2013) (awarding \$25,000 service award); *Aguiar v. Cingular Wireless, LLC*,
7 Case No. CV 06-8197 DDP (AJWx) (C.D. Cal. 2011) (awarding \$14,767 service award); *Magee v.*
8 *American Residential Services, LLC*, Case No. BC423798, Los Angeles County Superior Court (Apr. 21,
9 2011) (awarding \$15,000 service award); *Mares v. BFS Retail & Commercial Operations, LLC*, Case No.
10 BC375967, Los Angeles County Superior Court (June 24, 2010) (awarding \$15,000 service award);
11 *Baker v. L.A. Fitness Int'l, LLC*, Case No. BC438654, L.A. County Superior Court (Dec. 12, 2012)
12 (awarding \$10,000 service awards to three named plaintiffs); *Blue v. Coldwell Banker Residential*
13 *Brokerage Co.*, Case No. BC417335, Los Angeles County Superior Court (Mar. 21, 2011) (awarding
14 \$10,000 service award); *Buckmire v. Jo-Ann Stores, Inc.*, Case No. BC394795, Los Angeles County
15 Superior Court (June, 11, 2010) (awarding \$10,000 service awards); *Coleman v. Estes Express Lines,*
16 *Inc.*, Case No. BC429042, Los Angeles County Superior Court (Oct. 3, 2013) (awarding \$10,000 service
17 award); *Ethridge v. Universal Health Services, Inc.*, Case No. BC391958, Los Angeles County Superior
18 Court (May 27, 2011) (awarding \$10,000 service award); *Hickson v. South Coast Auto Ins. Marketing,*
19 *Inc.*, Case No. BC390395, Los Angeles County Superior Court (Mar. 27, 2012) (awarding \$10,000 service
20 award); *Hill v. Sunglass Hut Int'l, Inc.*, Case No. BC422934, Los Angeles County Superior Court (July
21 2, 2012) (awarding \$10,000 service award); *Kambamba v. Victoria's Secret Stores, LLC*, Case No.
22 BC368528, Los Angeles County Superior Court, (Aug. 19, 2011) (awarding \$10,000 service award
23 together with additional compensation for their general release); *Nevarez v. Trader Joe's Co.*, Case No.
24 BC373910, Los Angeles County Superior Court (Jan. 29, 2010) (awarding \$10,000 service award); *Ordaz*
25 *v. Rose Hills Mortuary, L.P.*, Case No. BC386500, Los Angeles County Superior Court, (Mar. 19, 2010)
26 (awarding \$10,000 service award); *Sheldon v. AHMC Monterey Park Hosp. LP*, Case No. BC440282,
27 Los Angeles County Superior Court (Feb. 22, 2013) (awarding \$10,000 service award); *Silva v. Catholic*
28 *Mortuary Services, Inc.*, Case No. BC408054, Los Angeles County Superior Court (Feb. 8, 2011)

(awarding \$10,000 enhancement award); *Weisbarth v. Banc West Investment Services, Inc.*, Case No. BC422202, Los Angeles County Superior Court (May 24, 2013) (awarding \$10,000 service award); *Lazar v. Kaiser Foundation Health Plan*, Case No. 14-cv-273289, Santa Clara County Superior Court (Dec. 28, 2015) (awarding \$10,000 service award); *Acheson v. Express, LLC*, Case No. 109CV135335, Santa Clara County Superior Court (Sept. 13, 2011) (awarding \$10,000 service award); *Bejarano v. Amerisave Mortgage Corp.*, Case No. EDCV 08-00599 SGL (Opx) (C.D. Cal. June 22, 2010) (awarding \$10,000 service award); *Carbajal v. Sally Beauty Supply LLC*, Case No. CIVVS 1004307, San Bernardino County Superior Court (Aug. 6, 2012) (awarding \$10,000 service award); *Contreras v. Serco Inc.*, Case No. 10-cv-04526-CAS-JEMx (C.D. Cal. Sep. 10, 2012) (awarding \$10,000 service award); *Guerro v. R.R. Donnelley & Sons Co.*, Case No. RIC 10005196, Riverside County Superior Court (July 16, 2013) (awarding \$10,000 service award); *Kisliuk v. ADT Security Services Inc.*, Case No. CV08-03241 DSF (RZx)(C.D. Cal. Jan. 10, 2011) (awarding \$10,000 service award); *Morales v. BCBG Maxazria Int'l Holdings, Inc.*, Case No. JCCP 4582, Orange County Superior Court (Jan. 24, 2013) (awarding \$10,000 service award); *Barrett v. Doyon Security Services, LLC*, Case No. BS900199, BS900517, San Bernardino County Superior Court (Apr. 23, 2010) (awarding \$10,000 service award); *Zirpolo v. UAG Stevens Creek II*, Santa Clara Superior Court Case No. 17CV313457 (July 10, 2018) (awarding \$10,000 service award); *Taylor v. TIC - The Industrial Complany*, U.S.D.C. Central District of California Case No. EDCV 16-186-VAP (Aug. 1, 2018) (awarding \$10,000 service award).

15. The requested service awards are also reasonable in light of the reputational risk that Plaintiffs assumed in bringing this action against their former employer. Plaintiffs put their future employment prospects at risk by becoming a class representative as the fact that she filed a lawsuit "is searchable on the internet and may become known to prospective employers when evaluating" him for employment. *Guippone v. BHS&B Holdings, LLC*, 2011 U.S., Dist. LEXIS 126026, *20 (S.D.N.Y. Oct. 28, 2011). Employers routinely screen employee candidates to determine whether they have ever filed a suit against other employers, allowing them to screen out the litigious candidates. An entire industry exists that allows employers to run extensive background searches on potential employees. Companies who provide these services specifically highlight the fact that their services allows employers to weed out litigious employment candidates. Reliable Plant outlines ways that employers can "get a sense of whether

1 a prospective employee is likely to sue" the employer, through background checks and other means, to
2 screen out these employees.⁶ Onicra Credit Rating Agency states: "Background screening has become
3 a necessity in today's litigious society." Back Track Screening also represents: "In today's litigious culture,
4 employers simply cannot afford to hire employees who will put their company at risk."⁷ PreciseHire also
5 offers employment screening and similarly warns "with today's business climate being extremely
6 competitive and highly litigious, conducting pre employment background checks has become a necessity."⁸

7 16. As a result, Class Counsel respectfully requests approval of the application for award of
8 the Class Counsel Fees Payment equal to one-third (1/3) of the common fund, an award of litigation
9 expenses in the amount of \$29,866.48, and approval of the requested service awards to the Plaintiffs.

10 17. In accordance with California Rules of Court, rule 3.769, I make the following disclosure.
11 The Class Counsel Fees Payment awarded shall be allocated entirely to Blumenthal Nordrehaug Bhowmik
12 De Blouw LLP.

13 I declare under penalty of perjury under the laws of the State of California that the foregoing is
14 true and correct. Executed this 16th day of October, 2025, at San Diego, California.

15 /s/ Norman Blumenthal
16 NORMAN B. BLUMENTHAL
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25 ⁶ www.reliableplant.com/Read/6959/a-solution-to-fear-of-hiring-litigious-employees.

26 ⁷ <http://www.btscreening.com/wp-content/uploads/2012/09/Screening-101.pdf>.

27 ⁸ [https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-](https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-have-become-a-business-necessity/)
28 [have-become-a-business-necessity/](https://precisehireblog.wordpress.com/2013/11/21/pre-employment-background-checks-have-become-a-business-necessity/).

EXHIBIT #1

Blumenthal Nordrehaug Bhowmik De Blouw LLP

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FIRM RESUME

Areas of Practice: Employee, Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation, Business Litigation.

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Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Action, Civil Litigation, Wage and Hour Class Actions, Transactional Law

Admitted: 1973, Illinois; 1976, California

Biography: Law Clerk to Justice Thomas J. Moran, Illinois Supreme Court, 1973-1975, while on Illinois Court of Appeals. Instructor, Oil and Gas Law: California Western School of Law, 1981; University of San Diego School of Law, 1983. Sole Practitioner 1976-1987. Partner, Blumenthal & Ostroff, 1988-1995. Partner, Blumenthal, Ostroff & Markham, 1995-2001. Partner, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2018. Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP, 2018 - present.

Member: San Diego County, Illinois State and American Bar Associations; State Bar of California.

Educated: University of Wisconsin (B.A., 1970); Loyola University of Chicago (J.D., 1973);

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

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Practice Areas: Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation

Admitted: 1999, California

Biography: Associate, Blumenthal, Ostroff & Markham, 1999-2001. Associate, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Member: State Bar of California, Ninth Circuit Court of Appeals, Third Circuit Court of Appeals

Educated: University of California at Berkeley (B.A., 1994); University of San Diego School of Law (J.D. 1999)

Awards: Top Labor & Employment Attorney 2016; Top Appellate Reversal - Daily Journal 2015; Super Lawyer 2015-2018

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Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2006, California

Educated: University of California at San Diego (B.A., 2002); University of San Diego School of Law (J.D. 2006)

Biography: Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Awards: Rising Star 2015

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Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: Wayne State University (B.A. 2008); California Western School of Law (J.D. 2011)

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Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2010, California

Educated: University of California, San Diego (B.S. 2006); University of Southern California, Gould School of Law (J.D. 2010)

Victoria Rivapalacio

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: University of California at San Diego (B.A., 2003); George Washington University Law School (J.D. 2010)

Ricardo Ehmann

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

Educated: University of California, San Diego (B.A. 1998); Loyola Law School (J.D. 2001)

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Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

Educated: University of Michigan (B.A. 2008); California Western School of Law (J.D. 2011)

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Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: San Diego State University; California Western School of Law

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

Educated: University of California, Irvine; California Western School of Law

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: Arizona State University; University of San Diego School of Law

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

Educated: University of Southern California; California Western School of Law

Sergio Julian Puche

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2013, California

Educated: University of California, Irvine; California Western School of Law

Trevor Moran

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, California

Educated: University of Rhode Island; California Western School of Law

Adolfo Sanchez Contreras

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2024, California; 2014, Mexico

Educated: The Juarez University

Brooke Wilkinson Waldrop

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2017, California;

Educated: Westminster University (B.A. 2004); University of Utah (J.D. 2008)

REPORTED CASES

Sakkab v. Luxottica Retail N. Am., Inc., 803 F.3d 425 (9th Cir. 2015) (The panel reversed the district court's order granting Luxottica Retail North America, Inc.'s motion to compel arbitration of claims and dismissing plaintiff's first amended complaint, in a putative class action raising class employment-related claims and a non-class representative claim for civil penalties under the Private Attorney General Act.);

Securitas Security Services USA, Inc. v. Superior Court, 234 Cal. App. 4th 1109 (Cal. Feb. 27, 2015) (Court of Appeal concluded the trial court correctly ruled that *Iskanian* rendered the PAGA waiver within the parties' dispute resolution agreement unenforceable. However, the Court of Appeal then ruled the trial court erred by failing to invalidate the non-severable class action waiver from the agreement and remanded the entire complaint, including class action and PAGA claims, be litigated in the Superior Court);

Sussex v. United States Dist. Court for the Dist. of Nev., 781 F.3d 1065 (9th Cir. 2015) (The panel determined that the district court clearly erred in holding that its decision to intervene mid-arbitration was justified under *Aerojet-General*. Specifically, the panel held that the district court erred in predicting that an award issued by the arbitrator would likely be vacated because of his "evident partiality" under 9 U.S.C. § 10(a)(2).);

Provost v. YourMechanic, Inc., 2020 Cal. App. Lexis 955 (Oct. 15, 2020) (Court of Appeals affirmed denial of arbitration of PAGA claim, and held in a case of first impression, that there was

no additional standing rules for PAGA claim brought by independent contractor); In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles, 75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E*Trade Mortg. Corp., 514 F.3d 1001 (9th Cir. 2008); Silvas v. E*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 630 F. Supp. 2d 1222 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 2008 U.S. Dist. LEXIS 102380 (S.D. Cal. 2008); Louie v. Kaiser Found. Health Plan, Inc., 2008 U.S. Dist. LEXIS 78314 (S.D. Cal. 2008); Weltman v. Ortho Mattress, Inc., 2010 U.S. Dist. LEXIS 20521 (S.D. Cal. 2010); Weltman v. Ortho Mattress, Inc., 2008 U.S. Dist. LEXIS 60344 (S.D. Cal. 2008); Curry v. CTB McGraw-Hill, LLC, 2006 U.S. Dist. LEXIS 5920; 97 A.F.T.R.2d (RIA) 1888; 37 Employee Benefits Cas. (BNA) 2390 (N.D. Cal. 2006); Reynov v. ADP Claims Servs. Group, 2006 U.S. Dist. LEXIS 94332 (N.D. Cal. 2006); Kennedy v. Natural Balance Pet Foods, Inc., 2010 U.S. App. LEXIS 248 (9th Cir. 2010); Kennedy v. Natural Balance Pet Foods, Inc., 2008 U.S. Dist. LEXIS 38889 (S.D. Cal. 2008); Kennedy v. Natural Balance Pet Foods, Inc., 2007 U.S. Dist. LEXIS 57766 (S.D. Cal. 2007); Sussex v. Turnberry/MGM Grand Towers, LLC, 2009 U.S. Dist. LEXIS 29503 (D. Nev. 2009); Picus v. Wal-Mart Stores, Inc., 256 F.R.D. 651 (D. Nev. 2009); Tull v. Stewart Title of Cal., Inc., 2009 U.S. Dist. LEXIS 14171 (S.D. Cal. 2009); Keshishzadeh v. Gallagher, 2010 U.S. Dist. LEXIS 46805 (S.D. Cal. 2010); Keshishzadeh v. Arthur J. Gallagher Serv. Co., 2010 U.S. Dist. Lexis 116380 (S.D. Cal. 2010); In re Pet Food Prods. Liab. Litig., MDL Docket No. 1850 (All Cases), 2008 U.S. Dist. LEXIS 94603 (D.N.J. 2008); In re Pet Food Prods. Liab. Litig., 629 F.3d 333 (3rd Cir. 2010); Puentes v. Wells Fargo Home Mortgage, Inc., 160 Cal. App. 4th 638 (2008); Rezec v. Sony Pictures Entertainment, Inc., 116 Cal. App. 4th 135 (2004); Badillo v. Am. Tobacco Co., 202 F.R.D. 261 (D. Nev. 2001); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin., 2010 U.S. App. Lexis 23025 (9th Cir. 2010); Dirienzo v. Dunbar Armored, Inc., 2011 U.S. Dist. Lexis 36650 (S.D. Cal. 2011); Rix v. Lockheed Martin Corp., 2011 U.S. Dist Lexis 25422 (S.D. Cal. 2011); Weitzke v. Costar Realty Info., Inc., 2011 U.S. Dist Lexis 20605 (S.D. Cal. 2011); Goodman v. Platinum Condo. Dev., LLC, 2011 U.S. Dist. LEXIS 36044 (D. Nev. 2011); Sussex v. Turnberry/MGM Grand Towers, LLC, 2011 U.S. Dist. LEXIS 14502 (D. Nev. 2011); Smith v. Kaiser Foundation Hospitals, Inc., 2010 U.S. Dist. Lexis 117869 (S.D. Cal. 2010); Dobrosky v. Arthur J. Gallagher Serv. Co.,

LLC, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, Metrow v. Liberty Mut. Managed Care LLC, No. EDCV 16-1133 JGB (KKx), 2017 U.S. Dist. LEXIS 73656 (C.D. Cal. May 1, 2017); Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); Orozco v. Illinois Tool Works Inc., Class Certification Granted, 2017 U.S. Dist. LEXIS 23179 (E.D. Cal. Feb. 16, 2017); Rieve v. Coventry Health Care, Summary Judgment *Sua Sponte* Granted for Plaintiff, Rieve v. Coventry Health Care, Inc., 870 F. Supp. 2d 856 (C.D. Cal. 2012)

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4G Wireless Wage Cases, Orange County Superior Court, JCCP No. 4736; Classic Party Rentals Wage & Hour Cases, Los Angeles Superior Court, Case No. JCCP No. 4672; Abu-Arafeh v. Norco Delivery Service, Inc., San Francisco County Superior Court, Case No. CGC-14-540601; Aburto v. Verizon, U.S. District Court, Southern District California, Case No. 11-cv-0088; Adkins v. Washington Mutual Bank, Class Certification Granted, San Diego County Superior Court, Case No. GIC819546; Agah v. CompUSA, U.S. District Court, Central District of California, Case No. SA CV05-1087 DOC (Anx); Akers v. The San Diego Union Tribune, San Diego County Superior Court, Case No 37-2010-00088571; Altman v. SolarCity Corporation, San Diego County Superior Court, Case No. 37-2014-00023450-CU-OE-CTL; Aquino v. Macy's West Stores, Orange County Superior Court, Case No. 30-2010-00395420; Baker v. Advanced Disability Management, Inc., Sacramento County Superior Court, Case No. 34-2014-00160711; Barcia v. Contain-A-Way, U.S. District Court, Southern District California, Case No. 07 cv 0938; Bates v. Verengo, Inc., Orange County Superior Court, Case No. 30-2012-00619985-CU-OE-CXC; Battle v. Charming Charlie Inc., San Diego County Superior Court, Case No. 37-2014-00005608; Behar v. Union Bank, Orange County Superior Court, Case No. 30-2009-00317275; Bell v. John Stweart Company, Alameda County Superior Court, Case No. RG14728792; Bennett v. Custom Built Personal Training Monterey County Superior Court, Case No. M127596; Bermant v. Bank of America, Investment Services, Inc., Los Angeles Superior Court, Civil Action No. BC342505; Bethley v. Raytheon Company, United States District Court, Central District of California, Case No. SACV10-01741; Betorina v. Randstad US, L.P., U.S. District Court Northern District of California, Case No. 3:15-cv-03646-MEJ; Beverage v. Edcoa Inc., Sacramento County Superior Court, Case No. 2013-00138279; Bova v. Washington Mutual Bank / JP Morgan Chase, U.S. District Court, Southern District California, Case No. 07-cv-2410; Bowden v. Sunset Parking Services, LLC & LAZ Parking California, LLC - Settled San Diego County Superior Court, Case No. 37-2012-00101751-CU-OE-CTL; Briseno v. American Savings Bank, Class Certification Granted, Orange County Superior Court, Case No. 774773; Brueske v. Welk Resorts, San Diego Superior Court, Case No 37-2010-00086460; Bueche v. Fidelity National Management Services, U.S. District Court, Eastern District of California, Case No. 13-cv-01114; Bunch v. Pinnacle Travel Services, LLC, Los Angeles County Superior Court, Case No. BC552048; Butler v. Stericycle, Inc & Appletree Answering Services of California, Inc., Sacramento County Superior Court, Case No. 34-2015-00180282; Cabral v. Creative Communication Tech., Class Certification Granted, Los Angeles Superior Court, Case No. BC402239; Cardoza v. Wal-Mart Associates, Inc., U.S. District Court Northern District of California, Case No. 4:15-cv-01634-DMR; Castro v. Vivint Solar, Inc., San Diego County Superior Court, Case No. 37-2014-00031385-CU-OE-CTL; Cavazos v. Heartland Automotive Services, Inc., Riverside County Superior Court, Case No. PSC 1401759; Cohen v. Bosch Tool, San Diego Superior Court, Case No. GIC 853562; Comstock v. Washington Mutual Bank - Class Certification Granted, San Diego County Superior Court, Case No. GIC820803; Conley v. Norwest, San Diego County Superior Court, Case No. N73741; Connell v. Sun Microsystems, Alameda Superior Court, Case No. RG06252310; Corrente

v. Luxe Valet, Inc., San Francisco County Superior Court, Case No. CGC-15-545961; Cruz v. Redfin Corporation, U.S. District Court Northern District of California, Case No. 3:14-cv-05234-THE; Culley v. Lincare Inc. & Alpha Respiratory Inc., U.S. District Court eastern District of California, Case No. 2:15-cv-00081-GEb-CMK; Cunningham v. Leslie's Poolmart, Inc., U.S. District Court, Central District of California, Case No. 13-cv-02122-CAS; Curry v. California Testing Bureau/McGraw Hill, U.S. District Court, Northern District of California, Case No. C-05-4003 JW; Daniels, et al. v. Philip Morris,(In Re Tobacco Cases II) – Class Certification Granted, San Diego Superior Court, Case No. JCCP 4042; Davis v. Genex Holdings Inc., Santa Clara County Superior Court, Case No. 1-13-cv-240830; Davis v. Clear Connection, LLC, San Diego County Superior Court, Case No. 37-2014-00035173-CU-OE-CTL; Day v. WDC Exploration, Orange County Superior Court, Case No. 30-2010-00433770; Dedrick v. Hollandia Dairy, San Diego County Superior Court, Case No. 37-2014-00004311-Cu-OE-CTL; Delmare v. Sungard Higher Education - Settled U.S. District Court, Southern District of California, Case No. 07-cv-1801; Del Rio v. Tumi Stores, Inc., San Diego County Superior Court, Case No. 37-2015-00022008-CU-OE-CTL; Dewane v. Prudential, U.S. District Court, Central District of California, Case No. SA CV 05-1031; Diesel v. Wells Fargo Bank, Orange County Superior Court, Case No. 30-2011-00441368; Dirienzo v. Dunbar Armored, U.S. District Court, Southern District of California, Case No. 09-cv-2745; Dobrosky v. Arthur J. Gallagher Service Company, LLC, Class certification Granted, No. EDCV 13-0646 JGB (Spx); Dodds v. Zaven Tootikian, Los Angeles County Superior Court, Case No. BC494402; Drumheller v. Radioshack Corporation, United States District Court, Central District of California, Case No. SACV11-355; Enger v. Kaiser Foundation Health Plan, U.S. District Court, Southern District of California, Case No. 09-cv-1670; Escobar v. Silicon Valley Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 1-14-cv272514; Fierro v. Chase Manhattan - Class Certification Granted, Settled San Diego Superior Court, Case No. GIN033490; Figueroa v. Circle K Stores, Inc., San Diego County Superior Court, Case No. 37-2012-00101193-CU-OE-CTL; Finch v. Lamps Plus, (Lamps Plus Credit Transaction Cases), San Diego Superior Court, Case No. JCCP 4532; Fletcher v. Verizon, U.S. District Court, Southern District of California, Case No. 09-cv-1736; Francisco v. Diebold, U.S. District Court, Southern District of California, Case No. 09-cv-1889; Friend v. Wellpoint, Los Angeles Superior Court, Case No. BC345147; Frudakis v. Merck Sharp & Dohme, U.S. District Court, Central District California, Case No. SACV 11-00146; Fulcher v. Olan Mills, Inc., U.S. District Court, Northern District of California, Case No. 11-cv-1821; Gabisan v. Pelican Products, U.S. District Court, Southern District California, Case No. 08 cv 1361; Galindo v. Sunrun Installation Services Inc., San Diego County Superior Court, Case No. 37-2015-00008350-CU-OE-CTL; Gallagher v. Legacy Partners Commercial, Santa Clara County Superior Court, Case No. 112-cv-221688; Ghattas v. Footlocker Retail, Inc., U.S. District Court Central District of California, Case No. CV 13-0001678 PA; Gibson v. World Savings, Orange County Superior Court, Case No. 762321; Goerzen v. Interstate Realty Management, Co., Stanislaus County Superior Court, Case No. 679545; Gomez v. Enterprise Rent-A-Car, U.S. District Court, Southern District of California, Case No. 3:10-cv-02373; Gordon v. Wells Fargo Bank, U.S. District Court, Southern District of California, Case No. 3:11-cv-00090; Grabowski v. CH Robinson, U.S. District Court, Southern District of California, Case No. 10-cv-1658; Gross v. ACS Compig Corporation, Orange County Superior Court, Case No. 30-2012-00587846-CU-OE-CXC; Gripenstraw v. Buffalo Wild Wings, U.S. District Court, Eastern District of California, Case No. 12-CV-00233; Gruender v. First American Title, Orange County Superior Court, Case No. 06 CC 00197; Guillen v. Univision Television Group, Inc. & Univision Management Co., San Francisco County Superior Court, Case No. CGC-12-526445; Gujjar v. Consultancy Services Limited, Orange County Superior Court, Case No. 30-2010-00365905; Gutierrez v. Five Guys Operations, LLC, San Diego County Superior Court, Case No. 37-2012-00086185-CU-OE-CTL; Handler v. Oppenheimer, Los Angeles Superior Court, Civil Action No. BC343542; Harley v. Tavistock Freebirds, LLC, Sacramento County Superior Court, Case No. 34-2014-00173010; Harrington v. Corinthian Colleges – Class Certification Granted, Orange Superior Court; United States Bankruptcy Court

District of Delaware; Harvey v. PQ Operations, Inc., Los Angeles County Superior Court, Case No. BC497964; Henshaw v. Home Depot U.S.A., United States District Court, Central District of California, Case No. SACV10-01392; Heithold v. United Education Institute, Orange County Superior Court, Case No. 30-2013-00623416-CU-OE-CXC; Hibler v. Coca Cola Bottling, Settled U.S. District Court, Southern District of California, Case No. 11cv0298; Hildebrandt v. TWC Administration LLC & Time Warner NY Cable, LLC, U.S. District Court, Central District of California, Case No. ED-cv-13-02276-JGB; Hopkins v. BCI Coca-Cola Bottling Company of Los Angeles, United States District Court, Central District of California; U.S. Court of Appeals 9th Circuit; Howard v. Southern California Permanente Medical Group, Los Angeles Superior Court, Case No. BC586369; Hughes v. Parexel International, Los Angeles County Superior Court, Case No. BC485950; Hurley v. Comcast of California/Colorado/Texas/Washington, Inc., Sonoma County Superior Court, Case No. SCV-253801; Irving v. Solarcity Corporation, San Mateo County Superior Court, Case No. CIV525975; Jacobs v. Nu Horizons - Settled Santa Clara County Superior Court, Case No. 111cv194797; Jefferson v. Bottling Group LLC (Pepsi) - Class Certification Granted, Orange County Superior Court, Case No. 30-2009-0018010; Jones v. E*Trade Mortgage, U.S. District Court, Southern District California Case No. 02-CV-1123 L (JAH); Kennedy v. Natural Balance - Dismissal Reversed on Appeal, San Diego Superior Court, Case No. 37-2007-00066201; Keshishzadeh v. Arthur J. Gallagher Service Co., U.S. District Court, Southern District of California, Case No. 09-cv-0168; Kinney v. AIG Domestic Claims / Chartis, U.S. District Court, Central District of California, Case No. 8:10-cv-00399; Kizer v. Tristar Risk Management, Orange County Superior Court, Case No. 30-2014-00707394-CU-OE-CXC; Kleinberg v. Reeve Trucking Company, Inc., San Diego County Superior Court, Case No. 37-2015-00001601-CU-OE-CTL; Kove v. Old Republic Title, Alameda County Superior Court, Case No. RG09477437; Krellcom v. Medley Communications, Inc., San Diego County Superior Court, Case No. 37-2013-00050245-CU-OE-CTL; Ladd v. Extreme Recovery, LP, Contra Costa County Superior Court, Case No. MSC11-02790; Langille v. EMC, U.S. District Court, Southern District of California, Case No. 09-cv-0168; Lawson v. Marquee Staffing, Los Angeles County Superior Court, Case No. 37-2012-00103717-CU-OE-CTL; Lazar v. Kaiser Foundation Health Plan, Inc., Santa Clara County Superior Court, Case No. 1-14-cv-273289; Lemmons v. Kaiser Foundation Hospitals, Inc., Sacramento County Superior Court, Case No. 34-2012-00125488; Levine v. Groeniger, Alameda County Superior Court, Case No. RG09476193; Linder v. OCWEN (In re Ocwen Federal Bank FSB Servicing Litig.) U.S. District Court, Central District California, Case No. 07cv501, U.S. District Court, Northern Dist. Illinois, Case No. MDL 1604; Litton v. Diebold, Incorporated, San Mateo County Superior Court, Case No. CIV524776; Lohn v. Sodexo, Inc. & SDH Services West, LLC, U.S. District Court Central District of California, Case No. 2:15-CV-05409; Lopez v. K-Mart, Ventura County Superior Court, Case No. BC351983; Louie / Stringer v. Kaiser, U.S. District Court, Southern District California, Case No. 08-cv-0795; Lucero v. Sears, U.S. District Court Southern District of California, Case No. 3:14-cv-01620-AJB; Lucero v. Kaiser Foundation Hospitals, Inc., San Diego County Superior Court, Case No. 37-2013-00075933-CU-OE-CTL; Magallanes v. TSA Stores, Inc., Santa Clara County Superior Court, Case No. 1-15-cv-283586; Magana v. El Pollo Loco, Inc., Orange County Superior Court, Case No. 30-2012-00613901-CU-OE-CXC; Maitland v. Marriott, U.S. District Court, Central District California, Case No. SACV 10-00374; Mann v. NEC Electronics America, Santa Clara County Superior Court, Case No. 109CV132089; Martinez v. Hydro-Scape Products, Inc., San Diego County Superior Court, Case No. 37-2014-00029157-CU-OE-CTL; Mathies v. Union Bank - Class Certification Granted, San Francisco County Superior Court, Case No. CGC-10-498077; McDermott v. Catalina Restaurant Group Inc., Orange County Superior Court, Case No. 30-2012-00574113-CU-OE-CXC; McPhail v. First Command, United States District Court for the Southern District of California, Case No. 05CV0179 IEG (JMA); Medina v. Universal Protection Service, LP, Santa Clara County Superior Court, Case No. BC572848; Meierdiercks v. 8x8, Inc., Santa Clara County Superior Court, Case No. 110CV162413; Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, U.S. District Court Eastern District of California, Case No. 16-1133

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v. Qualxserv, LLC / Worldwide Techservices - Class Certification Granted, U.S. District Court, Southern District of California, Case No. 09-cv-0017; Serrato v. Sociedad Textil Lonia, Corp., San Diego County Superior Court, Case No. 37-2012-00101195-CU-OE-CTL; Shrivastara v. Fry's Electronics, Santa Clara County Superior Court, Case No. 111cv192189; Sierra v. Oakley Sales Corp., Orange County Superior Court, U.S. District Court Central District of California; U.S. Court of Appeals 9th Circuit; Sirota v. Swing-N-Slide, Wisconsin District Court, County of Rock Wisconsin, Case No. 95CV726J; Small v. Kaiser Foundation Hospitals - Settled San Diego County Superior Court, Case No. 37-2011-00099011-CU-OE-CTL; Smith v. Kaiser Foundation Hospitals, U.S. District Court, Southern District of California, Case No. 08-cv-02353; Smith v. Fedex Ground Package system, Inc., Alameda County Superior Court, Case No. RG14734322; Sones v. World Savings / Wachovia; U.S. District Court, Northern District of California, Case No. 3:08-cv-04811; Spradlin v. Trump, U.S. District Court, District of Nevada, Case No. 2:08-cv-01428; Steele v. Kaiser Foundation Health Plan, U.S. District Court, Northern District of California, Case No. 07-5743; Steffan v. Fry's Electronics, Inc., Santa Clara County Superior Court, Case No. 1-13-CV-254011; Steroid Hormone Product Cases, Los Angeles Superior Court, JCCP4363; Strauss v. Bayer Corporation, United States District Court, District of Minnesota; Sustersic v. International Paper Co., Orange County Superior Court, Case No. 30-2009-00331538; Sutton v. Seasons Hospice & Palliative Care of California, Inc., Los Angeles County Superior Court, Case No. BC590870; Swartout v. First Alarm Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 112-cv-231989; Talamantez v. The Wellpoint Companies, Inc., U.S. District Court, Central District of California, Case No. 12-cv-08058; Tan v. California State Automobile Assn. - Class Certification Granted, U.S. District Court, Central District California, Case No. 07cv1011, Orange County Superior Court, Case No. 30-2008-00231219; Tauber v. Alaska Airlines, et al., Los Angeles Superior Court; Thai v. Staff Assistance, Inc., Los Angeles County Superior Court, Case No. BC567943; Thomas v. Stanford Health Care d/b/a Stanford University Medical Center, Santa Clara County Superior Court, Case No. 1-14-cv-273362; Thomas-Byass v. Michael Kors Stores (California), Inc., U.S. District Court Central District of California, Case No. 5:15-cv-00369-JGB; Trujillo v. LivHome, Orange County Superior Court, Case No. 30-2008-00100372, San Diego County Superior Court, Case No. JCCP4570; Tull v. Stewart Title, U.S. District Court, Southern District California, Case No. 08-CV-1095; Turner v. C.R. England, U.S. District Court Central District of California, Case No. 5:14-cv-02207-PSG; Turner v. Ampac Fine Chemicals, LLC, Sacramento County Superior Court, Case No. 34-2015-00176993; Valadez v. Schering-Plough, U.S. District Court, Southern District California, Case No. 10-CV-2595; Van Gorp v. Ameriquest Mortgage/Deutsche Bank, U.S. District Court, Central District of California, Case No. SACV05-907 CJC (Anx); Varela v. The Walking Company, Los Angeles County Superior Court, Case No. BC562520; Veloz v. Ross Dress For Less, Inc., Los Angeles County Superior Court, Case No. BC485949; Vogel v. Price-Simms, Inc., Santa Clara County Superior Court, Case No. 114CV261268; Vrab v. DNC Parks & Resorts at Tenaya, Inc., Mariposa County Superior Court, Case No. 0010225; Vultaggio-Kish v. Golden State Lumber, Inc., San Mateo County Superior Court, Case No. CIV 51661; Wadhwa v. Escrow Plus, Los Angeles Superior Court; Waldhart v. Mastec North Amercia, Inc., San Bernardino County Superior Court, Case No. CIVDS1419318; Walker v. Brink's Global Services USA, Inc. & Brinks Incorporated, Los Angeles County Superior Court, Case No. BC564369; Walsh v. Apple, Inc., U.S. District Court, Northern District California, Case No. 08-04918; Weinman v. Midbar Condo Development (Las Vegas One), U.S. District Court, District of Nevada, Case No. 2:08-cv-00684; Weltman v. Ortho Mattress - Class Certification Granted, U.S. District Court, Southern District California, Case No. 08-cv-0840, Orange County Superior Court, Case No. 30-2009-00327802; West v. Jerome's Furniture Warehouse, Sacramento County Superior Court, Case No. 34-2013-00147707-CU-OE-GDS; Wheat v. Jerome's Furniture Warehouse, San Diego County Superior Court, Case No. 37-2012-00094419-CU-OE-CTL; Wietzke v. Costar Realty, U.S. District Court, Southern District California, Case No. 09-cv-2743; Williams v. Lockheed Martin Corporation, U.S. District Court, Southern District California, Case No. 3:09-cv-01669; Wilson v. Wal-Mart

Associates, Inc., U.S. District Court Central District of California, Case No. 8:14-cv-1021-FMO; Winston v. Lemoire Transportation, Inc., Contra Costa County Superior Court, Case No. C-15-00897; Wise v. Cubic, U.S. District Court, Southern District California, Case No. 08-cv-2315; Witman v. Level 3 Communications, San Diego County Superior Court, Case No. 37-2012-00091649-CU-OE-CTL; Yam v. Kaiser Foundation Hospitals, U.S. District Court, Northern District California, Case No. 10-cv-05225-SBA; Zurlo v. Mission Linen, U.S. District Court, Central District, Case No. 08cv1326; Baxt v. Scor U.S., Delaware Court of Chancery; Bronson v. Blech Securities - Settled U.S. District Court, Southern District of New York; Castro & Cardwell v. B & H Education, Inc., Los Angeles Superior Court Case No. BC456198; Dibella v. Olympic Financial, U.S. District Court, District of Minnesota; Doyle v. Lorna Jane USA, Inc., Los Angeles County Superior Court, Case No. BC526837; Estrella v. B-Per Electronic, Inc. & My Wireless, Inc., San Diego County Superior Court, Case No. 37-2013-00048951-CU-OE-CTL; Ferrari v. Read-Rite, U. S. District Court, Northern District of California; Forever 21 Wage and Hour Cases - Settled San Diego County Superior Court, JCC Proceeding No. 4745; Hart v. United States Tobacco Co., Los Angeles Superior Court; In re Bank of America Wage and Hour Employment Practices Litigation, U.S. District Court, District of Kansas, Case No. MDL 2138; In re Walgreen Co. Wage and Hour Litigation, U.S. District Court, Central District of California, Case No. 11-cv-07664; Jackson v. Fresh & Easy Neighborhood Market Inc., Los Angeles County Superior Court, Case No. BC497964; U.S. Bankruptcy Court District of Delaware Case No. 13-12569 (KJC); Jordan/Ramos v. DMV -Sacramento County Superior Court; Kensington Capital v. Oakley, U. S. District Court, Southern District of California; Kensington Capital v. Vesta, U. S. District Court, Northern District of Alabama; Lopez v. Tire centers, LLC, U.S. District Court Northern District of California, Case No. 3:13-cv-05444-JCS; Miller v. Western Athletic Clubs, LLC, Santa Clara County Superior Court, Case No. 112-cv-228670; Moffett v. WIS International, San Diego County Superior Court, Case No. 37-2011-00099909-CU-OE-CTL; Perez v. Urban Outfitters, Inc., U.S. District Court Northern District of California, Case No. 13-cv-02628-JSW; Ridgewood Capital Management v. Gensia, U.S. District Court, Southern District of California, #CV-92-1500H; Sandoval v. Redfin Corporation, U.S. District Court Northern District, Case No. 3:14-cv-04444-SC; Shurman v. Scimed, State of Minnesota District Court, Fourth District, #94-17640; Sioson v. AMP Holding, Inc., Orange County Superior Court, Case No. 30-2013-00663825; Slatton v. G.E. Capital Mortgage Services, Camden County Superior Court, New Jersey, #CAML0256198; Somkin v. Molten Metal, U.S. District Court, District of Massachusetts, #9710325PBS; Sparks v AT&T, Illinois District Court - Madison County; Sullivan v. Lyon Management Group, Orange County Superior Court, Case No. 30-2013-00649432-CU-BT-CXC; Herencia v. Alexander's Steakhouse, Inc. – San Francisco County Superior Court, Case No. CGC-16-550551; Reinhardt v. Beverly Fabrics, Inc. – Sonoma County Superior Court, Case No. SCV-257217; DeBettencourt v. Interstate realty Management Company – San Joaquin County Superior Court, Case No. STK-CV-UOE-2015-0011942; Torres v. Bhandal Bros, Inc. – Santa Cruz County Superior Court, Case No. 16CV01555; Rodriguez v. El Toro Medical Investors Limited Partnership – U.S. District Court, Central District of California, Case No. 16-CV-00059-JLS-KES; Velez v. Timec Specialty Services, Inc. & Transfield Services– Los Angeles County Superior Court, Case No. BC614318; Henry v. Central Freight Lines, Inc. – U.S. District Court, Eastern District of California, Case No. 16-CV-00280-JAM-EFB; Taylor v. TIC – The Industrial Company – U.S. District Court, Central District of California, Case No. 16-CV-00186-VAP(SPX); Harvey v. Sears, Roebuck And Co. – Sacramento County Superior Court, Case No. 34-2017-00207556; Tapia v. Panda Express, LLC et al. – Los Angeles County Superior Court, JCCP No. 4919; Severson v. Lowe's HIW, Inc. – Sacramento County Superior Court, Case No. 34-2016-00189508; Bendon v. DTG Operations, Inc. - U.S. District Court, Central District of California, Case No. 16-CV-00861-FMO-AGR; Talavera v. ACS Dataline, LP – Los Angeles County Superior Court, Case No. BC617159; McHenry v. Prologix Distribution Services (West), LLC – Los Angeles County Superior Court, Case No. BC608948; Stone v. Prologistics Distribution, Inc. – Orange County Superior Court, JCCP No 4881; Easton v. Handy Technologies, Inc. – San Diego County Superior

Court, Case No. 37-2016-00004419-CU-OE-CTL; Singh v. Total Renal Care, Inc. – San Francisco County Superior Court, Case No. CGC-16-550847; Conners v. Rag Traders Melrose, LLC – Los Angeles County Superior Court, Case No. BC591413; Saporito v. Space Explorations Technologies Corporation, Los Angeles Superior Court, Case No. BC554258; Calhoun v. Celadon Trucking Services, Inc., U.S. District Court, Central District of California, Case No. 16-CV-01351-PSG-FFM; Conners v. Mission Valley Kilt, LLC - San Diego County Superior Court, Case No. 37-2015-00036888-CU-OE-CTL; Shibley v. New Prime, Inc. - U.S. District Court, Central District of California, Case No. 17-CV-00321-DOC; Lawrenz v. Blacktalon Enterprises, Inc. - Sonoma County Superior Court, Case No. SCV-258205; Jamison v. Fitness 19 CA 121, LLC - Solano County Superior Court, Case No. FCS046697; Brooks v. Archer Trucking, Inc. – Mendocino County Superior Court, Case No. SCUK-CVG-16-67106; Montgomery v. New Prime, Inc. - San Bernardino County Superior Court, Case No. CIVDS1611884; Mills v. Core-Mark International, Inc. – San Diego County Superior Court, case No. 37-2016-00009669-CU-OE-CTL; Lopez v. Networked Insurance Agents, LLC – Orange County Superior Court, Case No. 30-2016-00843587-CU-OE-CXC; Yberri v. Agent Provocateur, Inc. – Los Angeles County Superior Court, Case No. BC620413; Woodard v. BKD Twenty-One Management Company, Inc. – San Diego County Superior Court, Case No. 37-2016-00009682-CU-OE-CTL; Gallagher v. H.H. Restaurant, Inc. – San Diego County Superior Court, Case No. 37-2016-00031247-CU-OE-CTL; San Nicolas v. West Covina Corporate Fitness, Inc. – Los Angeles County Superior Court, Case No. BC16304; Summerlin v. Maplebear Inc., d/b/a Instacart – Los Angeles County Superior Court, Case No. BC 603030; Padilla v. Sutter West Bay Hospitals – San Mateo County Superior Court, Case No. CIV538977; Quagliariello v. Victory Entertainment, Inc. – Los Angeles County Superior Court, Case No. BC620273; Mohammad v. Tee It Up LLC – Contra Costa Superior Court, Case No. C16-01188; Pucilowski v. Esurance Insurance Services, Inc. – Placer County Superior Court, Case No. SCV0038790; Arias v. Alamos Enterprises, LLC – Orange County Superior Court, Case No. 30-2016-00865183-CU-OE-CXC; Orzano v. Hazelwood Enterprises, Inc. - San Diego County Superior Court, Case No. 37-2016-00029231-CU-OE-CTL; Tejero v. Firstmed Ambulance Services, Inc. – Orange County Superior Court, Case No. 30-2016-00885355-CU-OE-CXC; Artis v. T-W Transport, Inc. – San Diego County Superior Court, Case No. 37-2016-00013010-CU-OE-CTL; Searles v. Navajo Express, Inc. – San Bernardino County Superior Court, Case No. CIVDS1613846; Lara v. Commercial Protective Service, Inc. – Los Angeles County Superior Court, Case No. BC648921; Picos v. Culinart of California, Inc. – San Diego County Superior Court, Case No. JCCP 4892; Samaniego v. A&I Transport, Inc. – Santa Cruz County Superior Court, Case No. 16CV01894; Bailey v. Romanoff Floor Covering, Inc. – U.S. District Court, Eastern District of California, Case No. 17-CV-00685-TLN-CMK; Aguirre v. Bitech, Inc. – Sacramento County Superior Court, Case No. 34-2016-002022; Phillips v. DI Overnite LLC – San Diego County Superior Court, Case No. 37-2016-00016800-CU-OE-CTL; Jacob v. Pride Transport, Inc. – Santa Cruz County Superior Court, Case No. 16CV1337; Bennett v. Heartland Express, Inc. of Iowa – San Diego County Superior Court, Case No. 37-2016-00015056-CU-OE-CTL; Stapf v. Mercer Health & Benefits Administration LLC – Los Angeles County Superior Court, Case No. BC643007; Armstrong v. Ruan Transport Corporation – San Bernardino County Superior Court, Case No. CIVDS1605897; Geiger v. Floyd's 99-California LLC – Orange County Superior Court, Case No. 30-2016-00874943-CU-OE-CXC; Mondrian v. Trius Trucking, Inc. – Fresno County Superior Court, Case No. 16CECG01501; Johnson v. Fedex Office and Print Services, Inc. – Alameda County Superior Court, Case No. RG17856291; Rios v. Pacific Western Bank - San Diego County Superior Court, Case No. 37-2016-00038083; Sanders v. Old Dominion Freight Lines, Inc. – San Diego County Superior Court, Case No. 37-2016-00030725-CU-OE-CTL; Taylor v. Gardner Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1614280; Couture v. Wal-Mart Associates, Inc. – U.S. District Court, Eastern District of California, case No. 16-CV-02202-VC; Bertuol v. AHMC Anaheim Regional Medical Center LP – Orange County Superior Court, Case No. 30-2017-00899024-CO-OE-CXC; Espinoza v. Prime Communications of California, LLC – San Mateo

County Superior Court, Case No. 16CIV01563; Archuletta v. Tidy Services, Inc.– Orange County Superior court, Case No. 30-2016-008611892-CU-OE-CXC; Puccini v. Earthbound Farm, LLC– Santa Clara County Superior Court, Case No. 17CV308643; Vikram v. First Student Management, LLC – U.S. District Court, Northern District of California, Case No. 17-CV-04656-KAW; Blair v. Ashley Distribution Services, LTD. – U.S. District Court, Central District of California, Case No. 17-CV-01427-JAK-SP; Richardson v. Service Staffing, LLC– Orange County Superior Court, Case No. 30-2017-00899039-CU-OE-CXC; Coffin v. Certified Freight Logistics, Inc. – San Diego County Superior Court, Case No. 37-2016-00036523-CU-OE-CTL; Encarnacion v. S.A.S. Services Group, Inc. – San Diego County Superior Court, Case No. 37-2017-00026726-CU-OE-CTL; Vasquez v. Golden State Overnight Delivery Service, Inc.– Alameda County Superior Court, Case No. RG17862924; Karr v. Tristar Managed Care, Inc. – Contra Costa Superior Court, case No. MSC17-00650; Gouveia v. Central Cal Transportation – San Joaquin County Superior Court, Case No. STK-CV-UOE-2017-0001765; Miranda v. Genex Services, LLC – U.S. District Court, Northern District of California, Case No. 17-CV-01438-JD; Spears v. Health Net of California, Inc. – Sacramento County Superior Court, Case No. 34-2017-00210560; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01879; McComack v. Marriott Ownership Resorts, Inc. – U.S. District Court, Southern District of California, Case No. 17CV1663 BEN WVG; Velasco v. Lemonade Restaurant Group, LLC – Los Angeles County Superior Court, Case No. BC672235; Smith v. Personnel Services, Inc.– U.S. District Court, Northern District of California, Case NO. 17-CV-03594-SK; Gabriel v. Kuni SDA, LLC – San Diego County Superior Court, Case No. 37-2017-000251191-CU-OE-CTL; Miller v. Mattress Firm, Inc. – Santa Clara County Superior Court, Case No. 17CV313148; Provost v. Yourmechanic, Inc. – San Diego County Superior Court, Case No. 37-2017-00024056-CU-OE-CTL; Zirpolo v. UAG Stevens Creek II, Inc. – Santa Clara County Superior Court, Case No. 17CV313457; Salazar v. Aids Healthcare Foundation – San Diego County Superior Court, Case No. 37-2017-00033482-CU-OE-CTL; Knipe v. Amazon.com, Inc. – San Diego County Superior Court, Case No. 37-2017-00029426-CU-OE-CTL; Erwin v. Caremeridian, LLC – Fresno County Superior Court, Case No. 17CECG03048; Davis v. Cox Communications California, LLC – U.S. District Court, Southern District of California, Case No. 16-CV-00989-BAS-BLM; Lara v. RMI International, Inc. – Los Angeles County Superior Court, Case No. BC597695; Harper v. C.R. England, Inc.– U.S. District Court, Utah Central Division, Case No. 16-CV-00906-DB; Mrazik v. C.H. Robinson Company – U.S. District Court, Central District of California, Case No. 12-CV-02067-CAS-PLA; Horn v. Rise Medical Staffing, LLC – U.S. District Court, Eastern District of California, Case No. 2:17-cv-01967-MCE-KJN; Pasallo v. GSG Protective Services CA Inc.– San Diego Superior Court, Case No. 37-2018-00037611-CU-OE-CTL; Smith v. Pacific Personnel Services, Inc. – U.S. District Court, Northern District of California, Case No. 17-cv-03594-SK; Terrado v. Accredited Debt Relief, LLC – San Diego Superior Court, Case No. 37-2018-00014181-CU-OE-CTL; Escobedo v. Pacific Western Bank – Los Angeles Superior Court, Case No. BC682686; Wade v. Automobile Club of Southern California – Orange County Superior Court, Case No. 30-2017-00960268-CU-OE-CXC; Montano v. American Automobile Association of Northern California – Contra Costa County Superior Court, Case No. CIVMSC18-01539; Perez v. Summit Interconnect, Inc. – Orange County Superior Court, Case No. 30-2018-00995403-CU-OE-CXC; Wolleson v. Gosch Imports, Inc. – Riverside County Superior Court, Case No. RIC170356; Banuelos v. Ortho Mattress, Inc. – Orange County Superior Court, Case No. 30-2020-01161304-CU-OE-CXC; Castellanos v. Miller Automotive Group, Inc. – Los Angeles County Superior Court, Case No. BC699211; Tressler v. Spoonful Management, LLC – Los Angeles County Superior Court, Case No. BC71940; Delph v. Employee Retention Services, LLC – San Diego County Superior Court, Case No. 37-2018-00007885; Romero v. May Trucking Company – U.S. District Court, Central District of California, Case No. 5:17-cv-02166-JGB-SHK; Miranda v. Genex Services, LLC – San Bernardino County Superior Court, Case No. CIVDS1700779; Moore v. Zirx Transportation Services, Inc. – Los Angeles County Superior Court, Case No. CGC-18-566655; Sottile v. Motion Recruitment Partners – Santa Clara County Superior Court, Case No.

18CV321677; Shahbazian v. Fast Auto Loans, Inc. – U.S. District Court, Central District of California, Case No. 2:18-cv-03076-ODW-KS; Salazar v. Johnson & Johnson Consumer Inc. – Los Angeles County Superior Court, Case No. BC702468; Conti v. L’Oreal USA S/D, Inc. – U.S. District Court, Eastern District of California, Fresno, Case No. 1:19-CV-00769-LJO-SKO; Mercado v. Security Industry Specialists, Inc. – Santa Clara County Superior Court, Case No. 17CV320059; Vikili v. Dignity Health – San Francisco County Superior Court, Case No. CGC-18-569456; Bagby v. Swissport SA, LLC – Los Angeles County Superior Court, Case No. BC691058; Henry v. Motion Entertainment Group, LLC – San Francisco County Superior Court, Case No. CGC18565643; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Lanuza v. AccentCare, Inc. – San Francisco County Superior Court, Case No. CGC-18-565521; Thomas v. Easy Driving School, LLC – San Diego County Superior Court, Case No. 37-2018-00047639-CU-OE-CTL; Erickson v. Erickson – Contra Costa County Superior Court, Case No. MSC18-00307; Martin v. Menzies Aviation (USA) Inc. – San Francisco County Superior Court, Case No. CGC-18-566072; Mortimer v. Healthsouth Bakersfield Rehabilitation Hospital, LLC – Kern County Superior Court, Case No. BCV-18-102761; Alcaraz v. Red Lion Hotels Corporation – San Francisco County Superior Court, Case No. CGC-18-570310; Calhoun v. Total Transportation and Distribution, Inc. – San Diego County Superior Court, Case No. 37-2018-00058681-CU-OE-CTL; Rataul v. Overton Security Services, Inc. – Alameda County Superior Court, Case No. RG18891882; Beltran v. Compass Bank – San Diego County Superior Court, Case No. 37-2019-00024475-CU-OE-CTL; Kirshner v. Touchstone Golf, LLC – San Diego County Superior Court, Case No. 37-2018-00028865-CU-OE-CTL; Pizarro v. The Home Depot, Inc. – U.S. District Court for the Northern District of Georgia-Atlanta Division; Hatanaka v. Restore Rehabilitation, LLC – San Diego County Superior Court, Case No. 37-2018-00034780-CU-OE-CTL; Faria v. Carriage Funeral Holdings, Inc. – Contra Costa County Superior Court, Case No. MSC18-00606; Ontiveros v. Baker Concrete Construction, Inc. – Santa Clara County Superior Court, Case No. 18CV328679; Morales v. Redlands Automotive Services, Inc. – San Bernardino County Superior Court, Case No. CIVDS1807525; Ramirez v. Carefusion Resources, LLC – U.S. District Court, Southern District of California; Amster v. Starbucks Corporation – San Bernardino Superior Court, Case No. CIVDS1922016; Kutzman v. Derrel’s Mini Storage, Inc. – U.S. District, Eastern District of California, Case No. 1:18-cv-00755-AWI-JLT; Marks v. Universal Propulsion Company, Inc. – Solano County Superior Court, Case No. FCS051608; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01480; Teniente v. Cirrus Asset Management, Inc. – Los Angeles County Superior Court, Case No. 20STCV16302; Blackshear v. California Fine Wine & Spirits LLC – Sacramento County Superior Court, Case No. 34-2018-00245842; Warnick v. Golden Gate America West LLC – Los Angeles County Superior Court, Case No. BC714176; Bennett v. Dnata Aviation USA, Inc. – San Francisco County Superior Court, Case No. CGC-18-566911; George v. PF Stockton Fitness LLC – Sacramento County Superior Court, Case No. 34-2019-00261113-CU-OE-GDS; Oshana v. Farmers and Merchants Bank of Central California – Stanislaus County Superior Court, Case No. CV-19-003427; Vasquez v. Packaging Corporation of America, – U.S. District Court, California Central District, Case No. 2:19-cv-01935-PSG-PLA; Palomino v. Zara USA Inc. – Orange County Superior Court, Case No. 30-2018-00992682-CU-OE-CXC; Simmons v. Joe & The Juice LA, LLC – San Francisco County Superior Court; Pacia v. CIM Group, L.P. – Los Angeles County Superior Court, Case No. BC709666; Flores v. Plastic Express – Los Angeles County Superior Court, Case No. BC71971; Madera v. William Warren Properties, Inc. – Orange County Superior Court, Case No. 30-2019-01055704-CU-OE-CXC; Hernandez v. Quality Custom Distribution – Orange County Superior Court, Case No. 30-2018-01010611-CU-OE-CXC; Arango v. Schlumberger Technology Corporation – Orange County Superior Court, Case No. 30-2019-01056839-CU-OE-CXC; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Ramirez v. J E H Enterprises, Inc. – San Francisco County Superior Court, Case No. CGC-19-574691; Sullen v. First Service Residential California, LLC – San Francisco County Superior Court, Case No. CGC-19-575131; Valentino v. East Bay Tire Co. –

Solano County Superior Court, Case No. FCS053067; Murphy v. Rockler Retail Group, Inc. – Sacramento Superior Court, Case No. 34-2019-00251220; Shahbazian v. Onewest Bank – Los Angeles County Superior Court, Case No. 19STCV23722; Bruemmer v. Tempur Retail Stores LLC – Marin County Superior Court, Case No. CIV1803646; Antonios v. Interface Rehab, Inc. – Orange County Superior, Case No. 30-2019-01067547-CU-OE-CXC; Tavallodi v. DC Auto, Inc. – San Bernardino, Case No. CIVDS1833598; Miranda v. The Lloyd Pest Control Co. – San Diego County Superior Court, Case No. 37-2018-00052510-CU-OE-CTL; Soenardi v. Magnussen Imports, Inc. – Santa Clara County Superior Court, Case No. 18CV340003; Thai v. Team Industrial Services, Inc. – Los Angeles County Superior Court, Case No. 19STCV21953; Castillo v. A.J. Kirkwood & Associates, Inc. – Los Angeles County Superior Court, Case No. 19STCV04435; Moss v. Jabil Inc. – Alameda County Superior Court, Case No. HG20050536; Billosillo, Jr. v. Crown Energy Services, Inc. – San Diego County Superior Court, Case No. 37-2018-00058254-CU-OE-CTL; Tarkington v. Freetime, Inc. – San Diego County Superior Court, Case No. 37-2019-00011473-CU-OE-CTL; McIntyre v. J.J.R. Enterprises, Inc. – Sacramento County Superior Court, Case No. 34-2019-00251220; Bucur v. Pharmaca Integrative Pharmacy, Inc. – San Diego County Superior Court, Case No. 37-2019-00009409-CU-OE-CTL; Batin v. McGee Air Services, Inc. – Santa Clara County Superior Court, Case No. 19CV347733; Terry v. McGee Air Services, Inc. – King County Superior Court of Washington, Case No. 19-2-3321-5 KNT; Weiss v. Niznik Behavioral Health Resources, Inc. – San Diego County Superior Court, Case No. 37-2019-00039441-CU-OE-CTL; Cavada v. Inter-Continental Hotels Group, Inc. – U.S. District Court, Southern District of California, Case No. 3:19-cv-01675-GPC-AHG; Lesevic v. Spectraforce Technologies, Inc. – U.S. District Court, Northern District of California, Case No. 5:19-cv-03126-LHK; Mutchler v. Circle K Stores, Inc. – San Diego County Superior Court, Case No. 37-2020-00016331-CU-OE-CTL, Azima v. CSI Medical Group, – Santa Clara County Superior Court, Case No. 19CV345450; Porras v. Baypointe Enterprises, LLC – Los Angeles County Superior Court, Case No. 19STCV31015; Mitchell v. Mack Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1928334; Watts v. T.R.L. Systems, Incorporated – Orange County Superior Court, Case No. 30-2019-01102457-CU-OE-CXC; Price v. DMSD Restaurants Inc. – San Diego County Superior Court, Case No. 37-2019-00024062-CU-OE-CTL; Jacobs v. Nortek Security & Control LLC – San Diego County Superior Court, Case No. 37-2019-0019735-CU-OE-CTL; Gonzalez v. Hub International Midwest – San Bernardino County Superior Court, Case No. CIVDS1900463; Cisneros v. Bluepearl California, Inc. – San Mateo Superior Court, Case No. 19-CIV-05707; Garcia v. Gallagher Basset Services – San Bernardino Superior Court, Case No. CIVDS2004140; Callow v. Adventist Health System/West – Placer County Superior Court, Case No. SCV0043607; Dominguez v. Kimco Facility Services, LLC – Los Angeles County Superior Court, Case No. 19STCV37592; Searles v. Robert Heath Trucking, Inc. – Los Angeles County Superior Court, Case No. 19STCV30808; Rangel v. Pioneer Hi-Bred international, Inc. – Yolo County Superior Court, Case No. CV-19-1797; Ivon v. Sinclair Television of California, Humboldt County Superior Court, Case No. DR190699; Williams v. Henkels & McCoy, Inc. – San Bernardino County Superior Court, Case No. CIVDS2003888; Cano v. Larry Green Chrysler Jeep Dodge, Inc. – Riverside County Superior Court, Case No. BLC1900184; Lopez v. Cepheid – Santa Clara County Superior Court, Case No. 19CV358827; Hernandez v. Quick Dispense, Inc. – Los Angeles County Superior Court, Case No. 19STCV29405; Lopez v. Lacoste USA, Inc. – San Bernardino County Superior Court, Case No. CIVDS1914626; Duhe v. Hospital Couriers Nevada, LLC – Contra Costa County Superior Court, Case No. MSC19-01377; Law v. Sequoia Equities, Incorporated – Contra Costa Superior Court, Case No. C19-01925; Dvorak v. Rockwell Collins, Inc. – San Diego County Superior Court, Case No. 37-2019-00064397-CU-OE-CTL; Noguera v. Metal Container Corporation – Riverside County Superior Court, Case No. RIC2003235; Leon v. Miller Event Management, Inc. – San Luis Obispo Superior Court, Case No. 19CV-0435; Leon v. Miller Event Management, Inc. – San Luis Obispo County Superior Court, Case No. 19CV-0435, Camacho-Bias v. Serve U Brands Inc. – Butte County Superior Court, Case No. 20CV00603; La Pietra v. Entertainment Partners Services, LLC – Los Angeles County Superior

Court, Case No. 19STCV39529; Celis v. Theatre Box - San Diego, LLC – San Diego County Superior Court, Case No. ____; Ignacio v. Laboratory Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-06079-AB-RAO; Kovnas v. Cahill Contractors LLC – Alameda County Superior Court, Case No. RG19037852; Hersh v. Mrs. Gooch's Natural Food – Los Angeles County Superior Court, Case No. 19STCV10444; Miller v. The Permanente Medical Group – Alameda County Superior Court, Case No. RG19045904; Vasquez v. Autoalert, LLC – Orange County Superior Court, Case No. 30-2019-01114549-CU-OE-CXC; Cavanaugh v. Morton Golf, LLC – Sacramento County Superior Court, Case No. 34-2019-00270176; Coley v. Monroe Operations, LLC – Alameda County Superior Court, Case No. RG20063188; Ramirez v. Sierra Aluminum Company – U.S. District Court, California Central District Court, Case No. 5:20-cv-00417-JGB-KK; Marrero v. Stat Med, P.C. – Alameda County Superior Court, Case No. HG19043214; Enriquez v. Solari Enterprises, Inc. – Los Angeles County Superior Court, Case No. 20STCV11129; Craig v. Hometown Heart – San Francisco County Superior Court, Case No. CGC-20-582454; Lopez v. Hy0Lang Electric California, Inc. – San Diego County Superior Court, Case No. 37-2020-00012543-CU-OE-CTL; Heuklom v. Clara Medical Group, P.C. – San Francisco County Superior Court, Case No. CGC-20-585918; Dominguez v. Lifesafer of Northern California – Monterey County Superior Court, Case No. 20CV002586; Kiseleva v. Totalmed Staffing Inc. – U.S. District Court, California Northern District, Case No. 5:19-cv-06480; Vires v. Sweetgreen, Inc. – Santa Clara County Superior Court, Case No. 20CV365918; Kim v. Wireless Vision, LLC – San Bernardino County Superior Court, Case No. CIVDS2000074; Senoren v. Air Canada Corporation – Los Angeles County Superior Court, Case No. 20STCV13942; Clark v. Quest Diagnostics Incorporated – San Bernardino County Superior Court, Case No. CIVDS2018707; Green v. Shipt, Inc. – Los Angeles County Superior Court, Case No. 20STCV01001; Respass v. The Scion Group LLC – Sacramento County Superior Court, Case No. 34-2020-00285265; Jackson v. Decathlon USA LLC – Alameda County Superior Court, Case No. RG2003024; Avacena v. FTG Aerospace Inc. – Los Angeles County Superior Court, Case No. 20STCV28767; Perez v. Butler America, LLC – Los Angeles County Superior Court, Case No. 20STCV20218; Christensen v. Carter's Retail, Inc. – Orange County Superior Court, Case No. 30-2020-01138792-CU-OE-CXC; Astudillo v. Torrance Health Association, Inc. – Los Angeles County Superior Court, Case No. 20STCV18424; Hansen v. Holiday AI Management Sub LLC – Contra Costa County Superior Court, Case No. CIVMSC20-00779; Almahdi v. Vitamin Shoppe Industries Inc – Santa Clara County Superior Court, Case No. 20CV365150; Krisinda v. Loyal Source Government Services LLC – U.S. District Court, California Southern District, Case No. 3:20-cv-879-LAB-NLS; Ettedgui v. WB Studio Enterprises Inc – U.S. District Court, California Central District, Case No. 2:20-CV-08053-MCS (MAAx); Fernandez v. Nuvision Federal Credit Union – Orange County Superior Court, Case No. 30-2020-01161691-CU-OE-CJC; Aviles v. UPS Supply Chain Solutions, Inc. – Riverside County Superior Court, Case No. RIC2000727; Alcocer v. DSV Solutions, LLC – San Bernardino Superior Court, Case No. CIVDS2010345; Wilson v. Wholesome Harvest Baking, LLC – U.S. District Court, California Northern District, Case No. 4:20-cv-05186-YGR; Gregory v. Verio Healthcare, Inc. – Los Angeles County Superior Court, Case No. 20STCV37254; Rose v. Impact Group, LLC – Orange County Superior Court, Case No. 30-2020-01141107-CU-OE-CXC; Monasterio v. Citibank, N.A. – San Mateo County Superior Court, Case No. 20-CIV-03650; Martinez-Lopez v. Medamerica, Inc. – San Diego County Superior Court, Case No. 37-2020-00034393-CU-OE-CTL; Cox v. PRB Management, LLC – Solano County Superior Court, Case No. FCS055514; Nash v. K. Hovnanian Companies, LLC – Riverside County Superior Court, Case No. RIC2003319; Kyler v. Harbor Freight Tools USA, Inc. – San Diego County Superior Court, Case No. 37-2020-00015828-CU-OE-CTL; Roberts v. Solantic Corporation – Los Angeles County Superior Court, Case No. 20STCV41117; Price v. Mistras Group, Inc. – Los Angeles County Superior Court, Case No. 20STCV22485; Macias v. ABM Electrical & Lighting Solutions, Inc. – San Diego County Superior Court, Case No. 37-2020-00024997-CU-OE-CTL; Basu-Kesselman v. Garuda Labs, Inc. – San Francisco County Superior Court, Case No. CGC-20-585229; Armstrong v. Prometric LLC – Los Angeles County Superior

Court, Case No. 20STCV29967; Ashlock v. Advantis Medical Staffing, LLC – San Diego County Superior Court, Case No. 37-2020-00022305-CU-OE-CTL; Wilson v. WXI Global Solutions, LLC – Los Angeles County Superior Court, Case No. 20STCV25007; Gandhale v. Select Rehabilitation, LLC – Monterey County Superior Court, Case No. 20CV002240; Starvoice v. G4S Secure Solutions (USA) Inc. – San Diego County Superior Court, Case No. 37-2020-00029421-CU-OE-CTL; Mbise v. Axlehire, Inc. – Alameda County Superior Court, Case No. RG20067350; Points v. C&J Services, Inc. – Kern County Superior Court, Case No. BCV-20-102483; Marshall v. PHI Air Medical, LLC – Lassen County Superior Court, Case No. 62973; Jauregui v. Cytotec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

EXHIBIT #2

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiffs Christian Lovgren and Gina Cuneo (“Plaintiffs”) and defendant Enloe Medical Center, (“Defendant”). The Agreement refers to Plaintiffs and Defendant collectively as the “Parties,” or individually as “Party.”

1. DEFINITIONS

In addition to other terms defined in this Agreement, the terms below have the following meaning in this Agreement:

- 1.1. “Action” collectively means the Plaintiffs’ following lawsuits alleging wage and hour violations against Defendant: (1) *Christian Lovgren and Gina Cuneo vs. Enloe Medical Center* initiated on January 18, 2024, in the Superior Court of the State of California, County of Butte, and assigned Case No. 24CV00200, removed to the United States District Court for the Eastern District of California and assigned Case No. 2:24-cv-01134-WBS-DMC, and remanded back to the Superior Court of the State of California, County of Butte; and (2) *Christian Lovgren and Gina Cuneo vs. Enloe Medical Center* initiated on February 12, 2024, in Superior Court of the State of California, County of Butte, and removed to the United States District Court for the Eastern District of California and assigned Case No. 2:24-cv-01133-WBSDMC.
- 1.2. “Administrator” means ILYM Group, Inc, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval.
- 1.4. “Aggrieved Employees” means all individuals who are or previously were employed by Defendant in California and classified as a non-exempt employee at any time during the PAGA Period.
- 1.5. “Class” means all individuals who are or previously were employed by Defendant in California and classified as a non-exempt employee at any time during the Class Period.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik, Nicholas J. De Blouw, Jeffrey S. Herman, Sergio J. Puche, and Trevor G. Moran of Blumenthal Nordrehaug Bhowmik De Blouw LLP.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts to be paid to Class Counsel for fees and expenses, respectively, as approved by the Court, to compensate Class Counsel for their legal work in connection with the Action, including their pre-filing investigation, their filing of the Action, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Action.

- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, email address (if known and available to Defendant), and number of Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee).
- 1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members by use of available email addresses, phone numbers, social security numbers, credit reports, LinkedIn and Facebook.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Notice Packet” means the Class Notice to be provided to the Class Members by the Administrator in the form set forth as Exhibit A to this Agreement (other than formatting changes to facilitate printing by the Administrator).
- 1.13. “Class Period” means the period of time from October 1, 2022 to April 30, 2025.
- 1.14. “Class Representative” means the named Plaintiffs in the Operative Complaint in the Action seeking Court approval to serve as a Class Representative.
- 1.15. “Class Representative Service Payment(s)” means the service payments made to the Plaintiffs as Class Representatives in order to compensate for initiating the Action, performing work in support of the Action, undertaking the risk of liability for Defendant’s expenses, and for the general release of all claims by the Plaintiffs.
- 1.16. “Court” means the Superior Court of California, County of Butte.
- 1.17. “Defendant” means Enloe Medical Center.
- 1.18. “Defense Counsel means Barbara A. Blackburn, Douglas L. Ropel, and Lauren J. Orozco of Littler Mendelson, P.C.
- 1.19. “Effective Date” means (a) the day after the last date to appeal final approval and judgment by the Court and no appeal is filed; or (b) if an appeal is filed, review or writ is sought from the Judgment, the day after the Judgment is affirmed or the appeal, review or writ is dismissed or denied, and the Judgment is no longer subject to further judicial review.

- 1.20. “Final Approval” means the Court’s order granting final approval of the Settlement substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 1.21. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement to determine whether to approve finally and implement the terms of this Agreement and enter the Judgment.
- 1.22. “Gross Settlement Amount” means Two Million Four Hundred Seventy Thousand Dollars (\$2,470,000) which is the total amount to be paid by Defendant as provided by this Agreement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, and the Administration Expenses Payment. This Gross Settlement Amount is an all-in amount without any reversion to Defendant, and excludes any employer payroll taxes, if any, due on the portion of the Individual Class Payments allocated to wages, which shall not be paid from the Gross Settlement and shall be the separate additional obligation of Defendant.
- 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 PAGA Pay Periods worked during the PAGA Period.
- 1.25. “Judgment” means the judgment entered by the Court based upon Final Approval substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 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 Net Settlement Amount is to be paid to Participating Class Members as Individual Class Payments.
- 1.29. “Non-Participating Class Member” means a Class Member who opts out of the Class Settlement by submitting a valid and timely Request for Exclusion to the Administrator.

- 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 of time from December 6, 2022 to April 30, 2025.
- 1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. “PAGA Notice” means the Plaintiffs’ December 6, 2023 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.34. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount (\$50,000), allocated 25% to the Aggrieved Employees (\$12,500) and the 75% to LWDA (\$37,500) 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.
- 1.36. “Plaintiffs” means Christian Lovgren and Gina Cuneo., the named plaintiffs in the Action.
- 1.37. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement, substantially in the form attached hereto as Exhibit B to this Agreement and incorporated by this reference herein.
- 1.38. “Released Class Claims” means all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint which occurred during the Class Period. Except as expressly set forth in 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 Class claims based on facts occurring outside the Class Period.
- 1.39. “Released PAGA Claims” means all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which occurred during the PAGA Period. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, and PAGA claims outside of the PAGA Period.
- 1.40. “Released Parties” means: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns, subsidiaries, and the following affiliated non-profit entities: Enloe Health and Wellness and Enloe Health Foundation.
- 1.41. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.42. “Response Deadline” means sixty (60) calendar days after the Administrator mails Class Notice Packet to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) submit Requests for Exclusion from the Settlement, or (b) submit his or her Objection to the Settlement. Class Members to whom Class Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline has expired.

1.43. “Settlement” means the disposition of the Action and all related claims effectuated by this Agreement and the Judgment.

1.44. “Workweek” means any week during the Class Period in which a Class Member worked for Defendant as a Class Member for at least one day.

2. RECITALS

The Class Action

2.1. On January 18, 2024, Plaintiffs filed a Class Action Complaint against Defendant in the Superior Court of the State of California, County of Butte (the “Class Action”). Plaintiffs’ Class Action complaint asserted claims that Defendant:

- 1) Violated California Business and Professions Code § 17200 et seq.;
- 2) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1;
- 3) Failed to pay overtime wages in violation of California Labor Code § 510, et seq.;
- 4) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- 5) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
- 6) Failed to provide accurate itemized wage statements in violation of California Labor Code § 226;
- 7) Failed to reimburse employees for required expenses in violation of California Labor Code § 2802;
- 8) Failed to provide wages when due in violation of California Labor Code §§ 201, 202 and 203;
- 9) Failed to pay sick pay wages in violation of California Labor Code §§ 201-204, 233, 246;
- 10) Discriminated and retaliated in violation of FEHA; and,
- 11) Constructively discharged and took other adverse employment actions in violation of public policy.¹

2.2. On April 16, 2024, Defendant removed Plaintiffs’ Class Action to the United States District Court for the Eastern District of California.

¹ Causes of action (10) and (11) were brought by Plaintiff Lovgren individually, whereas the remaining causes of action were brought by Plaintiffs on a classwide basis.

2.3. On May 16, 2024, Plaintiffs filed a Motion to Remand Plaintiffs' Class Action to state court.

2.4. On February 11, 2025, the Parties filed a joint stipulation to continue the briefing schedule for Plaintiffs' Motion to Remand, which was granted by the Court on February 12, 2025.

The PAGA Action

2.5. On February 12, 2024, Plaintiffs filed a separate Representative Action Complaint against Defendant in the Superior Court of the State of California, County of Butte (the "PAGA Action"). Plaintiffs' Representative Action Complaint asserted one cause of action against Defendant for Civil Penalties Pursuant to Labor Code §§ 2699, et seq. for violations of Labor Code §§ 201, 202, 203, 204, *et seq.*, 210, 218 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11740(14) (failure to provide seating), and the applicable Wage Order(s).

2.6. On April 16, 2024, Defendant removed Plaintiffs' PAGA Action to the United States District Court for the Eastern District of California.

2.7. On May 16, 2024, Plaintiffs filed a Motion to Remand Plaintiffs' PAGA Action to state court.

Pleading Amendment

2.8. As part of this Agreement, the Parties stipulated to remand the Class Action (Case No. 2:24-cv-01134-WBS-DMC) to the Superior Court of the State of California, County of Butte, and subsequently filing a First Amended Class and Representative Action Complaint ("FAC") in the Class Action that contains all claims originally filed in the PAGA Action (Case No. 2:24-cv-01133-WBS-DMC). The FAC shall be the operative complaint in the Action (the "Operative Complaint"), which was filed on April 22, 2025. The Parties will seek approval of a settlement of the entire Action via the FAC in the Class Action in the Superior Court of the State of California, County of Butte. If the State Court does not grant final approval of the settlement and enter judgment, the parties agree that the status quo before settlement of the Class Action and PAGA Action is restored. At Defendant's option, the action will be returned to the United States District Court for the Eastern District of California, and Plaintiffs will not challenge the removal on timeliness grounds. Plaintiffs, at their option, can re-file a remand motion on other grounds.

2.9. Defendant denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in the Operative Complaint, and denies any and all liability for the causes of action alleged.

Mediation and Settlement

- 2.10. On January 21, 2025, the Parties participated in an all-day mediation presided over by Steve Serratore, Esq., a respected mediator of wage and hour representative and class actions. Following the mediation, each side, represented by its respective counsel, was able to agree to settle the Action based upon a mediator's proposal, which was memorialized in the form of a Memorandum of Understanding. This Agreement replaces and supersedes the Memorandum of Understanding and any other agreements, understandings, or representations between the Parties.
- 2.11. Prior to mediation, Plaintiffs obtained sufficient documents and information to sufficiently investigate the claims such that Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").
- 2.12. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendant that the claims in the Action of Plaintiffs or the Class have merit or that Defendant bears any liability to Plaintiffs or the Class on those claims or any other claims, or as an admission by Plaintiffs that Defendant's defenses in the Action have merit. The Parties agree to certification of the Class for purposes of this Settlement only. If for any reason the Settlement does not become effective, Defendant reserves the right to contest certification of any class for any reason and reserves all available defenses to the claims in the Action.
- 2.13. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending class action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Defendant promises to pay \$2,470,000 and no more as the Gross Settlement Amount. This amount is all-inclusive of all payments contemplated in this resolution, excluding any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages which shall be separately paid by Defendant to the Administrator. 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. The Gross Settlement Amount does not include Plaintiffs' separate confidential individual settlements, which, as addressed further below, will be separately funded by Defendant.
- 3.2. Payments from the Gross Settlement Amount. Subject to the terms and conditions of this Agreement, the Administrator will make the following payments out of the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval.

- (a) To Plaintiffs: Class Representative Service Payments to the Class Representatives of not more than \$10,000 each (in addition to any individual settlements being separately paid by Defendant, Individual Class Payment, and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiffs' request for Class Representative Service Payments that do not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiffs will seek Court approval for any Class Representative Service Payments no later than sixteen (16) court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class Representative Service Payments.
- (b) To Class Counsel: A Class Counsel Fees Payment of not more than one-third (1/3) of the Gross Settlement Amount, which is currently estimated to be \$823,333, and a Class Counsel Litigation Expenses Payment of not more than \$40,000. Defendant will not oppose requests for these payments provided that do not exceed these amounts. Plaintiffs and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiffs' Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these payments.
- (c) To the Administrator: An Administration Expenses Payment not to exceed \$33,000, except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses Payment is less or the Court approves payment less than \$33,000, the Administrator will retain the remainder in the Net Settlement Amount for distribution to Participating Class Members.
- (d) To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$50,000 to be paid from the Gross Settlement Amount, with 75% (\$37,500) allocated to the LWDA PAGA Payment and 25% (\$12,500) allocated to the Individual PAGA Payments.
- i. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$12,500) by the total number of PAGA Pay Periods worked by all Aggrieved

Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

- ii. 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.
- (e) 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.
- i. Tax Allocation of Individual Class Payments. 10% 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. 90% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for non-wages, expense reimbursement, 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.
 - ii. 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.

4. SETTLEMENT FUNDING

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on its records, Defendant has represented that the Class consists of 4,592 Class Members who collectively worked a total of approximately 339,000 Workweeks, and 4,526 Aggrieved Employees who worked a total of approximately 172,000 PAGA Pay Periods.
- 4.2. Class Data. Not later than fifteen (15) days after the Court grants Preliminary Approval of the Settlement, Defendant will 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 the Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than fourteen (14) days after the Effective Date.

5. PAYMENTS FROM THE GROSS SETTLEMENT AMOUNT

- 5.1. Within fourteen (14) days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment.
- 5.2. 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 "void date", which is one hundred eighty (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 Class 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 Administrator must update the recipients' mailing addresses using the National Change of Address Database. If a Participating Class Member's or Aggrieved Employee's check is not cashed within one hundred twenty (120) days after its last mailing to the affected individual, the Administrator will also send the individual a notice informing him or her that unless the check is cashed by the void date, it will expire and become non-negotiable and offer to replace the check if it was lost or misplaced but not cashed.
- 5.3. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within seven (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.
- 5.4. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall

transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).

5.5. 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.

6. RELEASE 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, Plaintiffs, Participating Class Members, Aggrieved Employees and the LWDA will release claims against all Released Parties as follows:

6.1. Plaintiffs' Release. Plaintiffs and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences that occurred during the Class Period, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, Plaintiffs' PAGA Notice ("Plaintiffs' Release"). Plaintiffs' 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, or workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agrees, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them. However, expressly excluded from Plaintiffs' Release are any of Plaintiffs' other individual claims that are subject to a separate confidential settlement agreement (see below).

(a) Plaintiffs' Other Individual Claims. Plaintiffs represent that they have additional individual claims against Defendant. Plaintiffs are separately settling these individual claims in exchange for general releases of all known and unknown claims against Defendant, including a waiver of rights under California Civil Code Section 1542. In addition to the Gross Settlement Amount, Plaintiffs will also separately be paid for resolution of their individual claims as set forth in their separate confidential individual settlement agreement. These individual settlements to be paid to Plaintiffs are in addition to the Gross Settlement Amount and will be memorialized in confidential individual settlement agreements that will be separate from this Agreement. If the Court requires the Parties to submit the terms of the individual settlement agreements to obtain approval of this Settlement, the Parties agree that the individual settlement agreement will be submitted in camera under seal to the Court.

- 6.2. Release by Participating Class Members. All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims.
- 6.3. Release of PAGA Claims. All Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims.
7. **MOTION FOR PRELIMINARY APPROVAL**. The Parties agree to jointly prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”) that complies with the Court’s procedures and instructions.
- 7.1. Defendant’s Responsibilities. Following the execution of this Agreement, but prior to Plaintiffs’ Motion for Preliminary Approval, Defendant will confirm, in writing, the number of Class Members and Workweeks during the Class Period.
- 7.2. Plaintiffs’ Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval 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; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiffs, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); and (vii) all facts relevant to any actual or potential conflict of interest with Class Members, the Administrator. In their Declarations, Plaintiffs and Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.
- 7.3. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than thirty (30) days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court’s Preliminary Approval to the Administrator.

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

8. SETTLEMENT ADMINISTRATION

8.1. Selection of Administrator. The Parties have jointly selected ILYM Group, Inc. to serve as the Administrator and verified that, as a condition of appointment, ILYM Group, Inc. agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Administrator's duties will include preparing, printing, and mailing the Class Notice Packet to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets that are returned to the Class Member's new address; setting up a toll-free telephone number and email and a fax number to receive communications from Class Members; receiving and reviewing for validity completed Requests for Exclusion; providing the Parties with weekly status reports about the delivery of Class Notice Packets and receipt of Requests for Exclusion, objections and disputes; calculating Individual Class Payments and Individual PAGA Payments; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; and otherwise administering the Settlement pursuant to this Agreement. 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.

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

8.3. 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.

8.4. Notice to Class Members.

(a) 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.

(b) Using best efforts to perform as soon as possible, and in no event later than fourteen (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.

- (c) Not later than seven (7) 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.
- (d) The deadlines for Class Members’ written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen (14) days beyond the Response Deadline provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- (e) If the Administrator, the Parties, Defense Counsel 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 fourteen (14) days after receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.

8.5. Requests for Exclusion (Opt-Outs).

- (a) Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than the Response Deadline (plus an additional fourteen [14] days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member’s election to be excluded from the Settlement and includes the Class Member’s name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.
- (b) 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.

- (c) 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 Paragraph 6.2 of the Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.
- (d) Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 6.3 of this Agreement and are eligible for an Individual PAGA Payment. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted, and the objection will be void.

8.6. Challenges to Calculation of Workweeks. Each Class Member shall have until the Response Deadline (plus an additional fourteen [14] days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination as to the challenges.

8.7. Objections to Settlement.

- (a) 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.

- (b) Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, or in addition to a written objection, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than the Response Deadline (plus an additional fourteen [14] days for Class Members whose Class Notice was re-mailed).
- (c) Non-Participating Class Members have no right to object to any of the class action components of the Settlement. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted, and the objection will be void.

8.8. 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.

- (a) 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.
- (b) Request 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 seven (7) days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).
- (c) 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.
- (d) Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for

Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

- (e) Administrator’s Declaration. Not later than seven (7) days before the date by which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator’s declaration(s) in Court.
- (f) Final Report by Administrator. Within ten (10) days after the Administrator disburses all funds of 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 seven (7) 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. If a second declaration attesting to the distribution of uncashed checks is required, the Administrator shall provide this second declaration at least seven (7) days before any deadline for a second declaration and Class Counsel shall be responsible for filing the second declaration with the Court.

9. CLASS SIZE MODIFICATION AND ESCALATOR CLAUSE. Based on its records, Defendant provided figures as to the Class size as set forth in paragraph 4.1 above. If the actual number of Workweeks during the Class Period increases by more than ten (10) percent over 339,000, Defendant shall have the option of increasing the Gross Settlement Amount by the percentage increase over ten (10) percent or ending the Class Period on the date on which the Class Workweek count reached 372,900.

10. DEFENDANT’S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 5% of the total of all Class Members, Defendant may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Administration Expenses incurred as of the date Defendant makes this election to withdraw. Defendant must notify Class Counsel and the Court of its election to withdraw not later than seven (7) days after the Administrator sends the final Exclusion List to Defense Counsel.

Invalid Requests for Exclusion will have no effect on this threshold for an election. Neither Party shall encourage any Class Member to opt out.

11. MOTION FOR FINAL APPROVAL. Unless otherwise ordered by the Court, not later than sixteen (16) court days before the calendared Final Approval Hearing, Plaintiffs 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(l), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiffs shall provide drafts of these documents to Defense Counsel not later than seven (7) days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

11.1. 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 (5) court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

11.2. 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 a Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

11.3. 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 under C.C.P. section 664.6 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.

11.4. Waiver of the Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment 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.

11.5. 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 an equal basis, any additional Administration Expenses reasonably incurred at the time of 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.

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

13. ADDITIONAL PROVISIONS

13.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs 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 Judgment pursuant to this Agreement, Defendant reserves the right to contest certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the Action, and Plaintiffs reserve 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).

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

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

- 13.3. No Solicitation. The Parties separately agree that they and their respective counsel and employees have not and 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.
- 13.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 13.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs 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.
- 13.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties first will seek the assistance of a mediator and the Court for resolution.
- 13.7. Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 13.8. Tax Advice. Neither Plaintiffs, 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.
- 13.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.

- 13.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 13.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the State of California, without regard to conflict of law principles.
- 13.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 13.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 13.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than ninety (90) days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiffs shall destroy all paper and electronic versions of Class Data received from Defendant.
- 13.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 13.16. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 13.17. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiffs and the Class:

Norman B. Blumenthal
Kyle R. Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
2255 Calle Clara
La Jolla, CA 92037
Tel.: (858) 551-1223
Fax: (858) 551-1232
E-Mail: norm@bamlawca.com
kyle@bamlawca.com

To Defendant:

Barbara A. Blackburn
Douglas L. Ropel
Lauren J. Orozco
Littler Mendelson, P.C.
500 Capitol Mall, Suite 2000
Sacramento, California 95814
Tel.: (916) 830-7200
Fax: (916) 561-0828
E-Mail: bblackburn@littler.com
dropel@littler.com
lorozco@littler.com

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

13.19. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 the date to bring the Action to trial under CCP section 583.310 shall be extended for the entire period of this settlement process, and for not less than one (1) year, from the execution of this Agreement until the earlier of the Effective Date or the date this Agreement shall no longer be of any force or effect.

13.20. Fair Settlement. The Parties, Class Counsel and Defense Counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Action and have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, both current and potential.

14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: 04/24/2025


Christian Lovgren (Apr 24, 2025 17:22 PDT)

Plaintiff Christian Lovgren

Dated: 04/25/2025


Gina C. Cuneo (Apr 25, 2025 07:26 PDT)

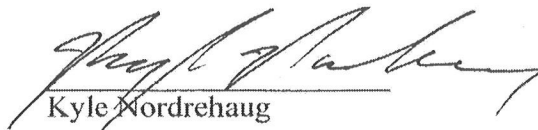
Plaintiff Gina Cuneo

Dated: 5/8/25


Shannon Smith [name]

For Defendant Enloe Medical Center

Dated: 4/25/25

A handwritten signature in blue ink, appearing to read "Kyle Nordrehaug", written over a horizontal line.

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: 5/19/2025

A handwritten signature in blue ink, appearing to read "Barbara A. Blackburn", written over a horizontal line.

Barbara A. Blackburn
Littler Mendelson, P.C.
Attorney for Defendant

EXHIBIT A

[NOTICE OF PROPOSED SETTLEMENT OF CLASS ACTION AND HEARING DATE FOR
FINAL COURT APPROVAL]

EXHIBIT “A”

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

***Lovgren, et al. v. Enloe Medical Center, Superior Court of the State of California,
County of Butte, Case No. 24CV00200***

***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.***

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

You may be eligible to receive money from an employee class action lawsuit (“Action”) against Defendant Enloe Medical Center (“Defendant”) for alleged wage and hour violations. The Action is brought by Plaintiffs Christian Lovgren and Gina Cuneo (“Plaintiffs”) and seeks payment of (1) wages and other relief for a Class of all individuals who are or previously were employed by Defendant in California and classified as a non-exempt employee at any time during the Class Period (October 1, 2022 through April 30, 2025) (“Class Members”), and (2) penalties under the California Private Attorney General Act (“PAGA”) for all individuals who are or previously were employed by Defendant in California and classified as a non-exempt employee at any time during the PAGA Period (December 6, 2022 through April 30, 2025) (“Aggrieved Employees”). Defendant denies that it has done anything wrong and disputes all of the claims in the Action.

The proposed Settlement includes the following: (1) a Class Settlement requiring Defendant to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring the payment of PAGA Penalties to be allocated to the California Labor and Workforce Development Agency (“LWDA”) and to Aggrieved Employees.

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$_____>> (less withholding) and your share of the PAGA Penalties (“Individual PAGA Payment”) is estimated to <<be \$_____>>.** The actual amount you may receive may 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 <<_____>> PAGA Pay Periods.** If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date. See Section 5 of this Notice below.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully

read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs' attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires 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 (if any) against Defendant as described below in Section 4 below.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment, however you will preserve your right to personally pursue 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 Class Claims). Additional information is set forth below.
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is _____, 2025	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. If you request exclusion, you will not receive an Individual Class Payment and you will not be bound by the Class Settlement. 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 7 of this Notice. However, you cannot opt-out of the PAGA portion of the proposed Settlement. If you are also an Aggrieved Employee and exclude

	yourself, you will still be paid your Individual PAGA Payment and will remain subject to the release of the Released PAGA Claims regardless of whether you submit a Request for Exclusion.
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by _____, 2025	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 Plaintiffs who pursued the Action on behalf of the Class. You can object to the amounts requested by Class Counsel or Plaintiffs if you think they are unreasonable. See Section 8 of this Notice.
You Can Participate in the Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____, at _____ a.m., at the Butte County Superior Court, located at 1775 Concord Avenue, Chico, CA 95928, in Department 6 before Judge Stephen E. Benson. This hearing may change as explained below in Section 9. 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 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 9 of this Notice
You Can Challenge the Calculation of Your Workweeks / PAGA Pay Periods Written Challenges Must be Submitted by _____	The amount of your Individual Class Payment and your Individual PAGA Payment (if any) depend on how many Workweeks you worked at least one day during the Class Period and how many PAGA Pay Periods you worked during the PAGA Period, respectively. The number of Workweeks during the Class Period 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 either or both of the numbers by _____, 2025. See Section 5 of this Notice

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of the above-captioned action pending in the Superior Court of the State of California, in and for the County of Butte (the “Court”), has been reached between Plaintiffs and Defendant and has been granted preliminary approval by the Court. You may be entitled to receive money from this Settlement.

You have received this Notice because you have been identified as a member of the Class, which is defined as:

All individuals who are or previously were employed by Defendant in California and classified as a non-exempt employee at any time during the Class Period (October 1, 2022 through April 30, 2025).

So far, the Court has made no determination whether Defendant or Plaintiffs are correct on the merits. In the meantime, Plaintiffs and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written Class Action and PAGA Settlement Agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs 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. Plaintiffs 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 its defenses, and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

2. What is this class action lawsuit about?

On January 18, 2024, Plaintiffs filed a Complaint against Defendant in the Superior Court of the State of California, County of Butte (“Class Action”). The Class Action asserted class claims for unfair competition, failure to pay minimum wages, failure to pay overtime wages, failure to provide required meal periods, failure to provide required rest periods, failure to provide accurate itemized wage statements, failure to reimburse employees for required expenses, failure to provide wages when due, and failure to pay sick wages.

On February 12, 2024, Plaintiffs filed a separate representative action complaint against Defendant in the Superior Court of the State of California, County of Butte (the “PAGA Action”), asserting a single cause of action for civil penalties under the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.*.

On April 22, 2025, Plaintiffs filed a First Amended Class and Representative Action Complaint in the Class Action that contains all claims originally filed in the PAGA Action. This First Amended Class and Representative Action Complaint is referred to as the “Operative Complaint”.

Defendant denies that it has done anything wrong and disputes all the claims in the Action. For example, Defendant contends that Plaintiffs and the Class Members were, at all times, properly compensated for wages under California law; that Plaintiffs and the Class Members were provided with meal and rest periods in compliance with California law; that Defendant did not fail to pay to Plaintiffs or any Class Members any wages allegedly due during employment and at the time of their termination; that Defendant complied with California wage statement and records requirements; that Defendant did not violate California Business and Professions Code section 17200 *et seq.*; that Defendant is not liable for any of the penalties sought or that could

have been sought in the Operative Complaint; and that this Action cannot be maintained as a class or representative action.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiffs to serve as the Class Representatives, and the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP to serve as Class Counsel.

The Court has not ruled on the merits of Plaintiffs' claims. However, to avoid additional expense, inconvenience, and interference with the business operations of Defendant, the Parties concluded that it is in their best interests and the interests of the Class to settle the Actions now on the terms summarized in this Notice. The Settlement was reached after mediation and arm's-length negotiations between the Parties. The Plaintiffs and Class Counsel think the settlement is in the best interest of all Class Members.

Accordingly, the Settlement constitutes a compromise of disputed claims and should not be construed as an admission of liability on the part of Defendant, who expressly denies all liability.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an "all in" amount of Two Million Four Hundred Seventy Thousand Dollars (\$2,470,000) (the "Gross Settlement Amount") to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments to Participating Class Members, the Administration Expenses Payment, the Class Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the PAGA Penalties payment for civil penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Defendant. Defendant shall fund the Gross Settlement Amount and the amount necessary to pay payroll taxes within fourteen (14) days of the Effective Date. The Effective Date is the date the Judgment is final and no longer subject to appeal. The Administrator will mail checks for all settlement payments within fourteen (14) days of the funding of the settlement by Defendant.

Court Approved Deductions from Gross Settlement Amount. The proposed payments, subject to Court approval, will be deducted from the Gross Settlement Amount before payments of Individual Class Payments are made to Class Members who do not request exclusion ("Participating Class Members"). At the Final Approval Hearing, Plaintiffs 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:

- **Administration Expenses Payment.** Payment to the Administrator, estimated not to exceed \$33,000, for expenses, including expenses of notifying the Class Members of the Settlement, processing Request for Exclusions, and distributing settlement checks and tax forms.
- **Attorneys' Fees and Costs.** Payment to Class Counsel of reasonable attorneys' fees not to exceed one-third (1/3) of the Gross Settlement Amount, which presently equals

\$823,333, and an additional amount to reimburse actual litigation costs incurred by the Plaintiff not to exceed \$40,000. Class Counsel has been prosecuting the Actions on behalf of Plaintiffs and the Class on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. The amounts stated are what Class Counsel will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.

- Class Representative Service Payments. Class Representative Service Payments in an amount not more than \$10,000 each to the two named Plaintiffs as service awards, or such lesser amount as may be approved by the Court, to compensate them for services on behalf of the Class in initiating and prosecuting the Actions, and for the risks they undertook. The amount stated is what Plaintiffs will be requesting and the final amount to be paid will be decided at the Final Approval Hearing.
- PAGA Penalties. A payment of \$50,000 relating to Plaintiffs' claim under PAGA, 75% (\$37,500) of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining 25% (\$12,500) will be distributed to the Aggrieved Employees. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$12,500) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. "PAGA Pay Period" means any pay period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period. The PAGA Period is December 6, 2022, through April 30, 2025.

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

Calculation of Payments to Class Members. After all of the payments of the court-approved Attorneys' Fees and Costs, the Class Representative Service Payment, the PAGA Penalties, and the Administration Expenses Payment are deducted from the Gross Settlement Amount, the remaining portion, the "Net Settlement Amount", shall be distributed as Individual Class Payments to the Participating Class Members. The Net Settlement Amount is estimated to be at least \$1,503,667. The Administrator will pay an Individual Class Payment from the Net Settlement Amount to each Participating Class Member. The Individual Class Payment for each Participating Class Member 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. "Workweek" means any week during the Class Period in which a Class Member worked for Defendant as a Class Member for at least one day. The number of Workweeks will be based on Defendant's records, however, Class Members may challenge the number of Workweeks worked as explained below.

If the Settlement is approved by the Court and you do not exclude yourself, you will automatically be mailed a check for your Individual Class Payment to the same address as

this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Administrator to inform them of your correct address to ensure you receive your payment.

Tax Matters. Ten Percent (10%) of each Participating Class Member's Individual Class Payment is in settlement of wage claims (the "Wage Portion"). Accordingly, the Wage Portion is subject to wage withholdings, and shall be reported on IRS Form W-2. Ninety Percent (90%) of each Participating Class Member's Individual Class Payment is in settlement of claims for alleged claims for non-wages, expense reimbursement, interest and penalties due to employees (collectively the "Non-Wage Portion"). The Non-Wage Portion shall not be subject to wage withholdings and shall be reported on IRS Form 1099. The employee portion of all applicable income and payroll taxes will be the responsibility of the Participating Class Members. Neither Class Counsel nor Defendant's Counsel intend anything contained in this Class Notice to constitute advice regarding taxes or taxability. The tax issues for each Participating Class Member are unique to him/her, and each Participating Class Member may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement and your receipt of the Individual Class Payment are conditioned upon the Court entering an order granting final approval of the Settlement and entering a Judgment.

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. Plaintiffs 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.

Need to Promptly Cash Payment Checks. The front of every check issued 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 funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the individual who failed to cash their check.

4. What Do I Release Under the Settlement?

Released Class 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, 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 the Released Class Claims. The "Released Class Claims" are all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint which occurred during the Class Period. Except as expressly set forth in the Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or Class claims based on facts occurring outside the Class Period.

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

Released PAGA Claims. Effective on the date when Defendant fully funds the entire Gross Settlement Amount, all Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims. The "Released PAGA Claims" are all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which occurred during the PAGA Period. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, and PAGA claims outside of the PAGA Period.

Released Parties. Released Parties are defined as: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns, subsidiaries, and the following affiliated non-profit entities: Enloe Health and Wellness and Enloe Health Foundation.

5. How much will my payment be?

Defendant's records reflect that you worked <<_____>> Workweeks during the Class Period (October 1, 2022, through April 30, 2025).

Based on this information, your estimated Individual Class Payment from the Net Settlement Amount is <<_____>>.

[Defendant's records reflect that you worked <<_____>> PAGA Pay Periods during the during the PAGA Period (December 6, 2022, through April 30, 2025). Based on this information your estimated Individual PAGA Payment is <<_____>>.]

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Administrator at the address provided in this Class Notice no later than the Response Deadline, which is _____ [sixty (60) days after the mailing of the Class Notice or an additional 14 days in the case of re-mailing]. You may also fax the dispute to _____ or email the dispute to _____ by no later than the Response Deadline. Any dispute should include credible written evidence and will be resolved by the Administrator.

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your Individual Class Payment will be mailed automatically to the same address as this Class Notice. If your

address is incorrect or has changed, you must notify the Administrator. The Administrator is: ILYM Group, _____ (800) _____.

The Court will hold a Final Approval Hearing on _____, at _____ a.m. to decide whether to approve the Settlement and fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as a service payment to Plaintiffs. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed approximately three months after the hearing. If there are objections or appeals, resolving them can take time and delay the settlement, perhaps more than a year. Please be patient.

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

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or "opt out." **If you opt out, you will not receive an Individual Class Payment from the Settlement, and you will not be bound by its terms, which means you will retain the right to sue Defendant for the Released Class Claims.** However, Aggrieved Employees who opt out will still be paid their Individual PAGA Payment and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion.

To opt out of the class portion of the settlement, you must submit to the Administrator a written, signed and dated request for exclusion ("opt-out") postmarked no later than the Response Deadline which is _____ [sixty (60) days after the mailing of the Class Notice or an additional 14 days in the case of re-mailing]. You may also fax your request to opt out to _____ or email to _____ by no later than the Response Deadline. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *Lovgren, et al. v. Enloe Medical Center* lawsuit. The request to opt-out should state the Class Member's full name, address, and telephone number or email address. Please include the name and number of the case, which is *Lovgren, et al. v. Enloe Medical Center*, Case No. 24CV00200. The request to opt-out must be completed and signed by you. No other person may opt-out for a living member of the Class.

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

8. How do I Object to the Settlement?

Only Participating Class Members have the right to object to the Settlement. At least sixteen (16) court days before the Final Approval Hearing, scheduled for _____, Class Counsel and Plaintiffs will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and a request stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as Class Representative Service Payments. Upon reasonable request, Class Counsel (whose contact information is below) will send you copies of these documents at no cost to you. You can also view them on the Administrator's website at _____ under "Class Notices" for *Lovgren, et al. v. Enloe Medical Center* or on the Court's website via the

Register of Actions page for the California Superior Court for the County of Butte (<https://www.butte.courts.ca.gov/online-services/case-information>) and entering the Case No. 24CV00200.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval, or the attorneys' fees, litigation expenses and service payments may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiffs are too high or too low. **The Response Deadline for sending written objections to the Administrator is _____**[sixty (60) days after the mailing of the Class Notice or an additional 14 days in the case of re-mailing]. You may also fax the dispute to _____ or email to _____. Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, *Lovgren et al. v. Enloe Medical Center*, Case No. 24CV00200, and include your name, current address, telephone number, email address, and approximate dates of employment for Defendant and sign the objection. The Administrator's contact information is as follows:

Administrator:

Name of Company: ILYM Group

Email Address: _____

Mailing Address: _____

Telephone Number: _____

Fax Number: _____

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. If you do wish to appear at the hearing, check the Court's website for the most current information concerning appearances and procedures at the Court - <https://www.butte.courts.ca.gov/online-services/remote-appearances>. You may also have the option to appear at the hearing by audio or video. For assistance in making an appearance at the Final Approval Hearing, please contact Class Counsel below. See Section 9 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

The addresses for Parties' counsel are as follows:

CLASS COUNSEL:

Kyle Nordrehaug

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

2255 Calle Clara

La Jolla, CA 92037

Tel.: (858) 551-1223

Fax: (858) 551-1232

E-Mail: kyle@bamlawca.com

COUNSEL FOR DEFENDANT:

Barbara A. Blackburn

Douglas L. Ropel
Lauren J. Orozco
Littler Mendelson, P.C.
500 Capitol Mall, Suite 2000
Sacramento, California 95814

9. Can I Attend the Final Approval Hearing?

The Court will hold a Final Approval Hearing at _____ a.m. (Pacific Standard Time) on _____, in Department 6 of the Superior Court of California, County of Butte, located at 1775 Concord Avenue, Chico, California 95928, before Judge Stephen E. Benson. At this hearing the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval of the Settlement and to fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as service payments to Plaintiffs. If there are objections, the Court will consider them. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing. Check the Court's website for the most current information concerning appearances and procedures at the Court - <https://www.butte.courts.ca.gov/online-services/remote-appearances>.

It's possible the Court will reschedule the Final Approval Hearing. If the hearing is continued, notice will be posted on the Administrator's website at _____ under "Class Notices" for *Lovgren, et al. v. Enloe Medical Center*. In addition, hearing dates are posted on the Internet via the Register of Actions page for the California Superior Court for the County of Butte (<https://www.butte.courts.ca.gov/online-services/case-information>) and entering the Case No. 24CV00200.

10. How Can I Get More Information?

You may call the Administrator at _____ or write to *Lovgren, et al. v. Enloe Medical Center* Administrator, c/o _____.

This Class Notice summarizes the proposed settlement. More details are in the Agreement. You may receive a copy of the Agreement, the Judgment, the motion for attorneys' fees, costs and service awards, the motion for final approval or other Settlement documents by going to the Administrator's website at _____ under "Class Notices" for *Lovegrn v. Enloe Medical Center*, where these documents will be posted as they become available. You may also get more details by examining the Court's file on the Internet via the Register of Actions for the Butte County Superior Court (<https://www.butte.courts.ca.gov/online-services/case-information>) and entering the Case No. 24CV00200. If you wish to view the Court files in person, you must go to the Clerk's Office at the North Butte County Courthouse, 1775 Concord Avenue, Chico, CA 95928.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- **What if Your Address Changes** - To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.
- **What if You Fail To Cash a Check** - Settlement checks will be null and void 180 days after issuance if not deposited or cashed, and this expiration date is printed on the check. In such events, the Administrator shall direct all unclaimed funds to be paid to the California Controller's Unclaimed Property Fund in the name of and for the benefit of the individual who did not cash their check. The funds may be claimed at https://www.sco.ca.gov/upd_msg.html.
- **What if You Lose Your Check** - If your check is lost or misplaced, you should contact the Administrator immediately to request a replacement.

EXHIBIT B

[ORDER GRANTING PRELIMINARY APPROVAL]

EXHIBIT "B"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF BUTTE

CHRISTIAN LOVGREN and GINA CUNEO,
individuals, on behalf of themselves, and on
behalf of all persons similarly situated, and on
behalf of the State of California, as private
attorneys general,

Plaintiffs,

vs.

ENLOE MEDICAL CENTER, a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

CASE NO.: **24CV00200**

**[PROPOSED] PRELIMINARY
APPROVAL ORDER**

Hearing Date:

Hearing Time:

Judge: Hon. Stephen E. Benson
Dept.: 6

Date Action Filed: January 18, 2024
Trial Date: Not set

PRELIMINARY APPROVAL ORDER

1 This matter, having come before the Honorable Stephen E. Benson of the Superior Court
2 of the State of California, in and for the County Butte, on _____[DATE], for the unopposed
3 motion by Plaintiffs Christian Lovgren and Gina Cuneo (“Plaintiffs”) for preliminary approval of
4 the class settlement with Defendant Enloe Medical Center (“Defendant”). The Court, having
5 considered the briefs, argument of counsel and all matters presented to the Court and good cause
6 appearing, hereby GRANTS Plaintiffs’ Motion for Preliminary Approval of Class Action
7 Settlement.

8
9 **IT IS HEREBY ORDERED:**

10 1. The Court preliminarily approves the Class Action and PAGA Settlement
11 Agreement (“Agreement”) attached as Exhibit ____ to the Declaration of Kyle Nordrehaug in
12 Support of Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement. This is based
13 on the Court’s determination that the Settlement set forth in the Agreement is within the range of
14 possible final approval, pursuant to the provisions of Section 382 of the California Code of Civil
15 Procedure and California Rules of Court, rule 3.769.

16 2. This Order incorporates by reference the definitions in the Agreement, and all
17 terms defined therein shall have the same meaning in this Order as set forth in the Agreement.

18 3. The Gross Settlement Amount is Two Million Four Hundred Seventy Thousand
19 Dollars (\$2,470,000). It appears to the Court on a preliminary basis that the settlement amount
20 and terms are fair, adequate and reasonable as to all potential Class Members when balanced
21 against the probable outcome of further litigation and the significant risks relating to certification,
22 liability and damages issues. It further appears that investigation and research have been
23 conducted such that counsel for the Parties are able to reasonably evaluate their respective
24 positions. It further appears to the Court that settlement at this time will avoid substantial
25 additional costs by all Parties, as well as avoid the delay and risks that would be presented by the
26 further prosecution of the Action. It further appears that the Settlement has been reached as the
27 result of serious and non-collusive, arms-length negotiations. The Court therefore preliminarily

1 finds that the Settlement is fair, adequate, and reasonable when balanced against the probable
2 outcome of further litigation and the significant risks relating to certification, liability, and
3 damages issues.

4 4. The Agreement specifies an attorneys' fees award not to exceed one-third of the
5 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$40,000, and
6 proposed Class Representative Service Payments to the Plaintiffs. The Court will not approve the
7 amount of attorneys' fees and costs, nor the amount of any service award, until the Final Approval
8 Hearing.

9 5. The Court recognizes that Plaintiffs and Defendant stipulate and agree to
10 certification of a class for settlement purposes only. This stipulation will not be deemed
11 admissible in this or any other proceeding should this Settlement not become final. For settlement
12 purposes only, the Court conditionally certifies the following Class: "all individuals who are or
13 previously were employed by Defendant in California and classified as a non-exempt employee at
14 any time during the Class Period." The Class Period is October 1, 2022, through April 30, 2025.

15 6. The Agreement provides for a PAGA Penalty out of the Gross Settlement Amount
16 of \$50,000, which shall be allocated \$37,500 to the Labor & Workforce Development Agency
17 ("LWDA") as the LWDA's 75% share of the settlement of civil penalties paid under this
18 Agreement pursuant to the PAGA and \$12,500 to the Aggrieved Employees. "Aggrieved
19 Employees" are "all individuals who are or previously were employed by Defendant in California
20 and classified as a non-exempt employee at any time during the PAGA Period." The PAGA
21 Period is from December 6, 2022, through April 30, 2025. Pursuant to Labor Code section 2699,
22 subdivision (l)(2), the LWDA will be provided notice of the Agreement and these settlement
23 terms. The Court finds the PAGA Penalty to be reasonable.

24 7. The Court concludes that, for settlement purposes only, the Class meets the
25 requirements for certification under section 382 of the California Code of Civil Procedure in that:
26 (a) the Class is ascertainable and so numerous that joinder of all members of the Class is
27 impracticable; (b) common questions of law and fact predominate, and there is a well-defined
28

1 community of interest amongst the members of the Class with respect to the subject matter of the
2 litigation; (c) the claims of the Plaintiffs are typical of the claims of the members of the Class; (d)
3 the Plaintiffs can fairly and adequately protect the interests of the members of the Class; (e) a class
4 action is superior to other available methods for the efficient resolution of this controversy; and (f)
5 counsel for the Class is qualified to act as counsel for the Class and the Plaintiffs are adequate
6 representatives of the Class.

7 8. The Court provisionally appoints Plaintiffs as the representatives of the Class. The
8 Court provisionally appoints Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class Counsel
9 for the Class.

10 9. The Court hereby approves, as to form and content, the Court Approved Notice of
11 Proposed Settlement of Class Action and Hearing Date for Final Court Approval (“Class Notice”)
12 attached to the Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and
13 accurately inform the Class of all material elements of the proposed Settlement, of the Class
14 Members’ right to be excluded from the Class by submitting a written opt-out request, and of each
15 Class Member’s right and opportunity to object to the Settlement. The Court further finds that the
16 distribution of the Class Notice substantially in the manner and form set forth in the Agreement
17 and this Order meets the requirements of due process, is the best notice practicable under the
18 circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The
19 Court orders the mailing of the Class Notice by first class mail, pursuant to the terms set forth in
20 the Agreement.

21 10. The Court hereby appoints ILYM Group, Inc. as the Administrator. No later than
22 fifteen (15) days after preliminary approval of the Settlement by the Court, Defendant shall
23 provide to the Administrator an electronic spreadsheet with the Class Data. The Administrator
24 will perform address updates and verifications as necessary prior to the mailing of the Class
25 Notice. Using best efforts to mail it as soon as possible, and in no event later than 14 days after
26 receiving the Class Data, the Administrator will mail the Class Notice Packets to all Class
27
28

1 Members via first-class U.S. Mail. Before mailing Class Notices, the Administrator shall update
2 Class Member addresses using the National Change of Address database.

3 11. The Court hereby preliminarily approves the proposed procedure for exclusion
4 from the Settlement. Any Class Member may individually choose to opt out of and be excluded
5 from the Class as provided in the Class Notice by following the instructions for requesting
6 exclusion from the Class that are set forth in the Class Notice. All Requests for Exclusion must be
7 postmarked by no later than the Response Deadline, which is sixty (60) calendar days after the
8 date of the mailing of the Class Notice and be received by the Administrator. If the Class Notice
9 Packet is re-mailed, the Response Deadline will be extended an additional 14 days. Any such
10 person who chooses to opt out of and be excluded from the Class will not be entitled to any
11 recovery under the Settlement and will not be bound by the class portion of the Settlement or have
12 any right to object, appeal or comment thereon. Class Members who have not requested exclusion
13 shall be bound by all determinations of the Court, the Agreement and the Judgment. A Request
14 for Exclusion may only opt out that particular individual, and any attempt to effect an opt out of a
15 group, class, or subclass of individuals is not permitted and will be deemed invalid. Subject to the
16 Court's final approval of the Settlement, the Aggrieved Employees will be paid their allocation of
17 the PAGA Penalties and will remain bound by the release of the Released PAGA Claims.

18 12. Any Class Member who has not opted out ("Participating Class Member") may
19 appear at the final approval hearing and may object or express their views regarding the
20 Settlement and may present evidence and file briefs or other papers that may be proper and
21 relevant to the issues to be heard and determined by the Court as provided in the Notice.
22 Participating Class Members will have until the Response Deadline, which is sixty (60) calendar
23 days from the date of the mailing of the Class Notices, to submit their written objections to the
24 Administrator in accordance with the instructions in the Class Notice. If the Class Notice Packet
25 is re-mailed, the Response Deadline for written objections will be extended an additional 14 days.
26 Alternatively, Participating Class Members may appear at the Final Approval Hearing to make an
27 oral objection.

1 13. A Final Approval Hearing shall be held before this Court on _____
2 _____, at _____ a.m. in Department 6 at the Butte County Superior Court to
3 determine all necessary matters concerning the Settlement, including: whether the proposed
4 settlement of the Action on the terms and conditions provided for in the Agreement is fair,
5 adequate and reasonable and should be finally approved by the Court; whether the Final Approval
6 Order and Judgment should be entered herein; whether the plan of allocation contained in the
7 Agreement should be approved as fair, adequate and reasonable to the Class Members; and to
8 finally approve attorneys' fees and costs, the service awards, and the expenses of the
9 Administrator. All papers in support of the motion for final approval and for attorneys' fees, costs
10 and service awards, to be heard at the Final Approval Hearing, shall be filed with the Court and
11 served on all counsel no later than sixteen (16) court days before the hearing.

12 14. Neither the Settlement nor any exhibit, document, or instrument delivered
13 thereunder shall be construed as a concession or admission by Defendant in any way that the
14 claims asserted have any merit or that this Action was properly brought as a class or representative
15 action, and shall not be used as evidence of, or used against Defendant as, an admission or
16 indication in any way, including with respect to any claim of any liability, wrongdoing, fault or
17 omission by Defendant or with respect to the truth of any allegation asserted by any person.
18 Defendant has denied that it has done anything wrong and disputes all the claims in this Action.
19 Whether or not the Settlement is finally approved, neither the Settlement, nor any exhibit,
20 document, statement, proceeding or conduct related to the Settlement, nor any reports or accounts
21 thereof, shall in any event be construed as, offered or admitted in evidence as, received as or
22 deemed to be evidence for any purpose adverse to the Defendant, including, but not limited to,
23 evidence of a presumption, concession, indication or admission by Defendant of any liability,
24 fault, wrongdoing, omission, concession or damage.

25 15. In the event the Settlement does not become effective in accordance with the terms
26 of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to
27 become effective for any reason, this Order shall be rendered null and void and shall be vacated,

1 and the Parties shall revert to their respective positions as of before entering into the Agreement,
2 and expressly reserve their respective rights regarding the prosecution and defense of this Action,
3 including all available defenses and affirmative defenses, and arguments that any claim in the
4 Action could not be certified as a class action and/or managed as a representative action. In such
5 an event, the Court's orders regarding the Settlement, including this Order, shall not be used or
6 referred to in litigation for any purpose.

7 16. The Court reserves the right to adjourn or continue the date of the final approval
8 hearing and all dates provided for in the Agreement without further notice to Class Members and
9 retains jurisdiction to consider all further applications arising out of or connected with the
10 proposed Settlement.

11 17. The Action is stayed and all trial and related pre-trial dates, if any, are vacated,
12 subject to further orders of the Court at the Final Approval Hearing.

13 **IT IS SO ORDERED.**

14
15 Dated: _____

HON. STEPHEN E. BENSON
JUDGE, SUPERIOR COURT OF CALIFORNIA

EXHIBIT C

[FINAL APPROVAL ORDER AND JUDGMENT]

EXHIBIT "C"

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF BUTTE

CHRISTIAN LOVGREN and GINA CUNEO,
individuals, on behalf of themselves, and on
behalf of all persons similarly situated, and on
behalf of the State of California, as private
attorneys general,

Plaintiff,

vs.

ENLOE MEDICAL CENTER, a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

CASE NO.: **24CV00200**

**[PROPOSED] FINAL APPROVAL
ORDER AND JUDGMENT**

Hearing Date:
Hearing Time:

Judge: Hon. Stephen E. Benson
Dept.: 6

Date Action Filed: January 18, 2024
Trial Date: Not set

FINAL APPROVAL ORDER AND JUDGMENT

1 The motion of Plaintiffs Christian Lovgren and Gina Cuneo (“Plaintiffs”) for an order
2 finally approving the Class Action and PAGA Settlement Agreement (“Agreement”) with
3 Defendant Enloe Medical Center (“Defendant”) and for an award of attorneys’ fees and costs,
4 service payments, and the fees of the Administrator duly came on for hearing on
5 _____ before the Honorable Stephen E. Benson.

6 **I.**

7 **FINDINGS**

8 Based on the oral and written argument and evidence presented in connection with the
9 motion, the Court makes the following findings:

- 10 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 11 2. This Court has jurisdiction over the subject matter of this litigation pending before
12 the California Superior Court for the County of Butte, and over all Parties to this litigation,
13 including the Class.
- 14 3. Based on a review of the papers submitted by Plaintiff and a review of the
15 applicable law, the Court finds that the Gross Settlement Amount of Two Million Four Hundred
16 Seventy Thousand Dollars (\$2,470,000) and the terms set forth in the Agreement are fair,
17 reasonable, and adequate.
- 18 4. The Court further finds that the Settlement was the result of arm’s length
19 negotiations conducted after Class Counsel had adequately investigated the claims and became
20 familiar with the strengths and weaknesses of those claims. In particular, the amount of the
21 Settlement, the significant risks relating to certification, liability, and damages issues, and the
22 assistance of an experienced mediator in the settlement process, among other factors, support the
23 Court’s conclusion that the Settlement is fair, reasonable, and adequate.

24 **Preliminary Approval of the Settlement**

- 25 5. On _____, the Court granted preliminary approval of the Settlement. At
26 this same time, the Court approved conditional certification of the Class for settlement purposes
27 only.

28 **FINAL APPROVAL ORDER AND JUDGMENT**

1 parties during an all-day mediation before Steve Serratore, a respected and experienced mediator
2 of wage and hour class actions. There has been no collusion between the parties in reaching the
3 proposed settlement.

4 b. Plaintiffs' investigation and discovery have been sufficient to allow the
5 Court and counsel to act intelligently.

6 c. Counsel for both parties are experienced in similar employment class action
7 litigation. All counsel recommended approval of the Agreement.

8 d. The percentage of objectors and requests for exclusion is small. ____
9 objections were received. _____ requests for exclusion were received.

10 e. The participation rate was high. _____ Participating Class Members will
11 be mailed a settlement payment, representing ____% of the overall Class.

12 9. The consideration to be given to the Class Members under the terms of the
13 Agreement is fair, reasonable and adequate considering the strengths and weaknesses of the claims
14 asserted in this action and is fair, reasonable and adequate compensation for the release of Class
15 Members' claims, given the uncertainties and significant risks of the litigation and the delays
16 which would ensue from continued prosecution of the action.

17 10. The Agreement is approved as fair, adequate and reasonable and in the best
18 interests of the Class Members.

19 **Attorneys' Fees and Costs**

20 11. An award of \$823,333 for attorneys' fees, representing one-third of the Gross
21 Settlement Amount, and \$_____ for litigation costs and expenses, is reasonable, in
22 light of the contingent nature of Class Counsel's fee, the hours worked by Class Counsel, and the
23 results achieved by Class Counsel. The requested awards have been supported by Class Counsel's
24 lodestar and billing statement.

25 **Class Representative Service Payments**

26 12. The Agreement provides for a Class Representative Service Payments of not more
27 than \$10,000 each to the Plaintiffs, subject to the Court's approval. The Court finds that Class

28 **FINAL APPROVAL ORDER AND JUDGMENT**

1 Representative Service Payments in the amount of \$_____ each to the Plaintiffs are reasonable in
2 light of the risks and burdens undertaken by the Plaintiffs in the litigation and for their time and
3 effort in bringing and prosecuting this matter on behalf of the Class.

4 **Administration Expenses Payment**

5 13. The Administrator shall calculate and administer the payment to be made to the
6 Participating Class Members in the manner set forth in the Agreement, transmit payment for
7 attorneys' fees and costs to Class Counsel, transmit the Class Representative Service Payments to
8 the Plaintiffs, distribute the PAGA Penalties, issue any required tax reporting forms, calculate
9 withholdings and perform the other remaining duties set forth in the Agreement. The
10 Administrator has documented \$_____ in fees and expenses, and this amount is reasonable in
11 light of the work performed by the Administrator.

12 **PAGA Penalties**

13 14. The Agreement provides for PAGA Penalties out of the Gross Settlement Amount
14 of \$50,000, which shall be allocated with 75% (\$37,500) allocated to the LWDA PAGA Payment
15 and 25% (\$12,500) allocated to the Individual PAGA Payments to be distributed to the Aggrieved
16 Employees. The Administrator will calculate each Individual PAGA Payment by (a) dividing the
17 amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$12,500) by the total
18 number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and
19 (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. "Aggrieved
20 Employees" are all individuals who are or previously were employed by Defendant in California
21 and classified as a non-exempt employee at any time during the PAGA Period (December 6, 2022,
22 through April 30, 2025). The Court finds the PAGA Penalties to be reasonable. All Aggrieved
23 Employees will be sent their share of the PAGA Penalties and will be subject to the release of the
24 Released PAGA Claims as set forth below, whether or not they opt out of the Settlement. Pursuant
25 to Labor Code section 2699, subdivision (1)(2), the LWDA was provided notice of the Agreement
26 and these settlement terms and has not indicated any objection thereto. The Court finds the PAGA
27 Penalty to be reasonable.

28 **FINAL APPROVAL ORDER AND JUDGMENT**

1 II.
2 ORDERS

3 Based on the foregoing findings, and good cause appearing, IT IS HEREBY ORDERED:

4 15. The certification of the Class for the purposes of settlement is confirmed. The
5 Class is defined as follows:

6 All individuals who are or previously were employed by Defendant in California
7 and classified as a non-exempt employee at any time during the Class Period
(October 1, 2022, through April 30, 2025).

8 16. All persons who meet the foregoing definition are members of the Class, except for
9 those individuals who filed a valid request for exclusion ("opt out") from the Class. [INSERT
10 REFERENCE TO IDENTIFY ANY OPT OUTS].

11 17. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the
12 best interest of the Class. Defendant shall fund the Gross Settlement Amount and the amount
13 necessary to pay Defendant's share of payroll taxes thereon within fourteen (14) days of the
14 Effective Date.

15 18. Class Counsel are awarded attorneys' fees in the amount of \$823,333 and costs in
16 the amount of \$ _____. Class Counsel shall not seek or obtain any other compensation or
17 reimbursement from Defendant, Plaintiffs or members of the Class.

18 19. The payment of the Class Representative Service Payments in the amount of
19 \$ _____ each to the Plaintiffs is approved.

20 20. The payment of \$ _____ to the Administrator for their fees and expenses
21 is approved.

22 21. The PAGA Penalties in the amount of \$50,000 are approved and shall be allocated
23 in accordance with the Agreement.

24 22. The Agreement and this Settlement are not an admission by Defendant, nor is this
25 Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of any
26 wrongdoing by Defendant or that this Action is appropriate for class treatment (other than for
27 settlement purposes). Neither this Final Approval Order and Judgment, the Agreement, nor any

28 FINAL APPROVAL ORDER AND JUDGMENT

1 document referred to herein, nor any action taken to carry out the Agreement is, may be construed
2 as, or may be used as an admission by or against Defendant of any fault, wrongdoing or liability
3 whatsoever. Defendant has denied that it has done anything wrong and disputes all the claims in
4 this Action. The entering into or carrying out of the Agreement, and any negotiations or
5 proceedings related thereto, shall not in any event be construed as, or deemed to be evidence of, an
6 admission or concession with regard to the denials or defenses by Defendant. Notwithstanding
7 these restrictions, Defendant may file in the Action or in any other proceeding this Final Approval
8 Order and Judgment, the Agreement, or any other papers and records on file in the Action as
9 evidence of the Settlement to support a defense of res judicata, collateral estoppel, release, or other
10 theory of claim or issue preclusion or similar defense as to the Released Class Claims and/or the
11 Released PAGA Claims.

12 23. Notice of entry of this Final Approval Order and Judgment shall be given to all
13 Parties by Class Counsel on behalf of Plaintiffs and all Class Members. The Final Approval Order
14 and Judgment shall be posted on the Administrator's website as set forth in the Class Notice to the
15 Class. It shall not be necessary to send notice of entry of this Final Approval Order and Judgment
16 to individual Class Members. Plaintiffs shall serve this Final Approval Order and Judgment on
17 the LWDA.

18 24. If the Agreement does not become final and effective in accordance with the terms
19 of the Agreement, then this Final Approval Order and Judgment, and all orders entered in
20 connection herewith, shall be rendered null and void and shall be vacated, and the Parties shall
21 revert to their respective positions as of before entering into the Agreement, and expressly reserve
22 their respective rights regarding the prosecution and defense of this Action, including all available
23 defenses and affirmative defenses, and arguments that any claim in the Action could not be
24 certified as a class action and/or managed as a representative action.

25 **IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:**

26 25. Except as set forth in the Agreement and this Final Approval Order and Judgment,
27 Plaintiff, and all members of the Class, shall take nothing in the Action.

28 **FINAL APPROVAL ORDER AND JUDGMENT**

26. Pursuant to California Code of Civil Procedure section 664.6, the Court shall retain jurisdiction to construe, interpret, implement and enforce the Agreement, to hear and resolve any contested challenge to a claim for settlement benefits, and to supervise and adjudicate any dispute arising from or in connection with the distribution of settlement benefits, subject to the terms of the Agreement.

27.

28. Each party shall bear its own attorneys' fees and costs, except as otherwise provided in the Agreement and in this Final Approval Order and Judgment.

29. 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, Plaintiffs and 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 the Released Class Claims. The “Released Class Claims” are all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint which occurred during the Class Period. Except as expressly set forth in the Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or Class claims based on facts occurring outside the Class Period.

30. “Released Parties” are defined as: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns, subsidiaries, and the following affiliated non-profit entities: Enloe Health and Wellness and Enloe Health Foundation.

31. Effective on the date when Defendant fully funds the entire Gross Settlement Amount, all Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims. The “Released

FINAL APPROVAL ORDER AND JUDGMENT

1 PAGA Claims” are all claims for PAGA penalties that were alleged, or reasonably could have
2 been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which
3 occurred during the PAGA Period. The Released PAGA Claims do not include other PAGA
4 claims, underlying Released Class Claims, claims for vested benefits, wrongful termination,
5 violation of the Fair Employment and Housing Act, unemployment insurance, disability, social
6 security, workers’ compensation, and PAGA claims outside of the PAGA Period.

7 32. As of the Effective Date and upon full funding of the Gross Settlement Amount by
8 Defendant, Plaintiffs release and discharge the Defendant and the Released Parties as to the
9 Plaintiffs’ Release, as set forth fully in paragraph 6.1 of the Agreement.

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

15 **LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY. IT IS SO ORDERED.**

16
17 Dated: _____

18 _____
19 HON. STEPHEN E. BENSON
20 JUDGE, SUPERIOR COURT OF CALIFORNIA
21
22
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26
27

28 FINAL APPROVAL ORDER AND JUDGMENT

EXHIBIT #3

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

2255 CALLE CLARA
LA JOLLA, CA - California 92037-3107

INVOICE

Invoice # 1
Date: 10/16/2025
Due On: 11/15/2025

Gina Cuneo
2400 Ritchie Circle
Chico, CA 95926

CA2969

Enloe Medical Center

Services

Attorney	Date	Notes	Quantity	Rate	Total
NDB	05/16/2023	Review and analyze original intake notes. Legal research related litigation in state and federal courts. Research Defendant's business operations in CA. Analyze previous settlement and release. Conference with Plaintiff to discuss claims and status.	3.30	\$850.00	\$2,805.00
NDB	05/17/2023	Review and analyze emails and docs form Plaintiff regarding DFEH and retaliation claims. Analyze FMLA leave issues. Legal research regarding recent court opinions and settlements.	2.80	\$850.00	\$2,380.00
NDB	06/14/2023	Review and analyze entire employment file for legal claims. Analyze all paystubs for wage and hour claims. Legal research regarding the same. Obtain background facts for complaint and case notes. Review written policy documents and emails from Plaintiff Cuneo.	3.90	\$850.00	\$3,315.00
NDB	06/15/2023	Review facts and law. Analyze offer letter and paystubs. Review venue issues. Draft complaint.	3.70	\$850.00	\$3,145.00
NDB	11/21/2023	Review original intake notes of additional rep Lovegren. Review and analyze employment file for legal claims. Analyze all pay statements for regular rate and 226 claims. legal research regarding the same. review and analyze Plaintiff Lovegren's individual claims. legal research. Discuss with Plaintiff Lovegren.	3.40	\$850.00	\$2,890.00

NDB	11/23/2023	Draft complaint. Review, research, and revise individual claims of Plaintiff Lovegren.	3.10	\$850.00	\$2,635.00
KN	11/25/2023	Review documents and analysis from ND; review draft complaint; analysis of facts and claims; advise ND	2.00	\$950.00	\$1,900.00
NDB	11/26/2023	Review and revise complaint. Send complaint to Plaintiffs for approval. Follow up calls and emails for approval.	1.20	\$850.00	\$1,020.00
NDB	12/06/2023	Review paystubs. Review and research PAGA penalties. Draft PAGA Notice. Status update with Plaintiffs.	2.20	\$850.00	\$1,870.00
NDB	12/08/2023	Review and analyze individual claims of Plaintiff Lovegren. research. Obtain right to sue. Revise complaint.	1.40	\$850.00	\$1,190.00
NDB	12/09/2023	Review case file. Draft internal case notes memo detailing specific violations and facts.	1.80	\$850.00	\$1,530.00
JH	12/26/2023	Begin review/analyze docs in file; begin reviewing exhibit book	0.60	\$750.00	\$450.00
JH	01/03/2024	Continue review and analysis of docs in file; continue creating exhibit book and update case notes	3.00	\$750.00	\$2,250.00
RE	01/15/2024	Review case notes/damage analysis	0.75	\$675.00	\$506.25
RE	01/15/2024	Review & analyze employment file documents	2.50	\$675.00	\$1,687.50
RE	01/17/2024	Review, revise & edit class action complaint; finalize draft	3.00	\$675.00	\$2,025.00
KN	01/17/2024	Review final draft complaint; review documents; advise RE	1.00	\$950.00	\$950.00
RE	01/18/2024	Draft summons & civil case cover sheet re class action	0.50	\$675.00	\$337.50
RE	01/18/2024	Review & finalize class action complaint package; file in Butte Sup. Ct.	0.70	\$675.00	\$472.50
RE	01/26/2024	Review court returned docs re class action; review docket; memo to firm re judicial/ department assignment and status of initial case management conference	0.50	\$675.00	\$337.50
KN	01/27/2024	Review filed documents; review memo from RE	0.30	\$950.00	\$285.00
HD	01/29/2024	Review filed Class complaint. Add case to Master Case Sheet. Create Case Management Flow Chart. Email introductory correspondence to clients now that Complaint has been filed.	0.50	\$250.00	\$125.00
JH	01/29/2024	Review correspondence from client; discuss with	0.30	\$750.00	\$225.00

ND					
TM	02/02/2024	Reviewed Court's notice of assignment and CMC.	0.20	\$450.00	\$90.00
RE	02/12/2024	Draft PAGA only complaint	4.50	\$675.00	\$3,037.50
RE	02/12/2024	Draft summons & civil case cover sheet re PAGA action	0.50	\$675.00	\$337.50
RE	02/12/2024	Review & finalize PAGA only complaint package; file in Butte Sup. Ct.	0.75	\$675.00	\$506.25
NDB	02/12/2024	Review PAGA Notice. Review and revise PAGA Only complaint. Review court docket and case file. Discuss with R. Ehmann.	1.10	\$850.00	\$935.00
KN	02/12/2024	Review PAGA notice and status; review draft PAGA Complaint; provide input	0.75	\$950.00	\$712.50
RE	02/26/2024	Review court-returned docs re PAGA action; review docket; memo to firm re judicial/ department assignment and status of initial case management conference	0.50	\$675.00	\$337.50
RE	02/26/2024	Provide notice to LWDA of PAGA action filing	0.40	\$675.00	\$270.00
KN	02/27/2024	Review filed PAGA complaint and court documents; review memo from RE	0.30	\$950.00	\$285.00
TM	02/29/2024	Reviewed court's notice of CMC and assignment.	0.20	\$450.00	\$90.00
TM	03/27/2024	Email from client re potential claims.	0.20	\$450.00	\$90.00
RE	04/09/2024	File proof of service of summons re PAGA action; memo to team re post service discovery	0.50	\$675.00	\$337.50
JH	04/10/2024	Review file; discuss service with RE; advise team re discovery	0.30	\$750.00	\$225.00
JH	04/16/2024	Review/analyze Answer to complaint; assess affirmative defenses asserted; review removal papers; research and advise team	2.50	\$750.00	\$1,875.00
TM	04/16/2024	Reviewed and analyzed Defendant's Answer to Plaintiff's PAGA Complaint; Reviewed and analyzed Defendant's Answer to Plaintiff's Class Complaint.	1.60	\$450.00	\$720.00
TM	04/17/2024	Reviewed Status Conference Order.	0.20	\$450.00	\$90.00
JH	04/17/2024	Review/analyze CBAs filed in support of Defendant's NOR; research and advise TM re Defendant's failure to meet requirements of LC 514 and 512(e)	1.50	\$750.00	\$1,125.00
HD	04/18/2024	Draft Notice of Appearance for Attorneys Bhowmik, Herman, Puche and Moran. Finalize all, Process, file and serve via ECF.	1.00	\$250.00	\$250.00

KN	04/20/2024	Review status; review Def Answer; analysis of issues; review CBA analysis from staff	1.50	\$950.00	\$1,425.00
TM	04/23/2024	Reviewed Eastern District's initial scheduling order for Class Matter; Reviewed Eastern District's order re pretrial scheduling conference for PAGA Matter; Reviewed Defendant's Notice of Related Case.	0.90	\$450.00	\$405.00
TM	04/24/2024	Legal research re local rules for motion for remand.	0.60	\$450.00	\$270.00
HD	04/24/2024	Prepare Form- Decline to Jurisdiction of US Magistrate Judge. Forward to Attorney Herman for review and execution.	0.50	\$250.00	\$125.00
TM	04/25/2024	Reviewed Court's order relating Class and PAGA cases; Reviewed Court's initial scheduling conference for Judge Shubb.	0.40	\$450.00	\$180.00
JH	04/25/2024	Draft/revise magistrate declination	0.20	\$750.00	\$150.00
HD	04/25/2024	Draft Notice of Appearance for Attorneys Bhowmik, Herman, Puche and Moran. Finalize all, Process, file and serve via ECF.(Paga)	1.00	\$250.00	\$250.00
TM	04/26/2024	Reviewed and analyzed Defendant's removal of Class Action; Reviewed and analyzed Defendant's removal of PAGA Action.	3.00	\$450.00	\$1,350.00
TM	05/01/2024	Reviewed Defendant's consent/decline of US Magistrate Judge.	0.20	\$450.00	\$90.00
SP	05/01/2024	Reviewed and analyzed pleadings, removal paperwork, federal rules and local rules. Conducted legal research and sent information to team.	2.20	\$675.00	\$1,485.00
TM	05/03/2024	Legal research in preparation of drafting motion to remand in both class and PAGA matters.	3.00	\$450.00	\$1,350.00
TM	05/08/2024	Email to and from OPC re meet and confer per LR 240.	0.40	\$450.00	\$180.00
TM	05/10/2024	Emails to and from OPC re meet and confer call.	0.80	\$450.00	\$360.00
TM	05/10/2024	Drafted Plaintiff's Motion to Remand.	2.00	\$450.00	\$900.00
TM	05/13/2024	Continued drafting Motion to Remand.	6.50	\$450.00	\$2,925.00
TM	05/14/2024	Drafted Plaintiff's motion to remand PAGA matter.	0.50	\$450.00	\$225.00
JH	05/14/2024	Research LMRA preemption issues; review/revise draft remand motion; advise TM	2.20	\$750.00	\$1,650.00
TM	05/15/2024	Reviewed JH revisions and comments re Motion to Remand Draft; Revised Motion to Remand draft; Drafted Motion to Remand (PAGA Matter).	5.50	\$450.00	\$2,475.00

JH	05/15/2024	Further revise remand motion and advise TM	0.50	\$750.00	\$375.00
HD	05/15/2024	Prepare Table of Contents and Table of Authorities for Plaintiff's Motion for Remand in the Class Matter.	1.50	\$250.00	\$375.00
HD	05/15/2024	Research and review Eastern District Local Rules and Judge's rules and procedures with respect to Page Limitations for Law and Motions. Email correspondence with Attorney Moran regarding the same.	0.30	\$250.00	\$75.00
KN	05/15/2024	Review removal documents; analysis of issues; review research from staff; revise draft motion to remand; advise staff	2.50	\$950.00	\$2,375.00
TM	05/16/2024	Reviewed, finalized and signed Plaintiff's Motion to Remand in Class Matter; Reviewed, finalized and signed Plaintiff's Motion to Remand in PAGA Matter; Drafted Plaintiff's Proposed Order, Notice of Motion, and Request for Judicial Notice ISO Motion to Remand Class and PAGA Matters.	4.00	\$450.00	\$1,800.00
TM	05/16/2024	Planned and prepared for meet and confer call with OPC re Federal Action; meet and confer call with OPC re Federal Action; email to and from OPC re meet and confer.	1.70	\$450.00	\$765.00
JH	05/16/2024	Discuss with TM re meet and confer with defense counsel	0.30	\$750.00	\$225.00
HD	05/16/2024	Prepare Table of Contents and Table of Authorities for Plaintiff's Motion for Remand in the Paga Matter.	1.50	\$250.00	\$375.00
HD	05/16/2024	Process and file/serve Plaintiffs' Motion to Remand (Class) via ECF. Email Word version of proposed Order to the judge per rules of court.	0.50	\$250.00	\$125.00
HD	05/16/2024	Process and file/serve Plaintiffs' Motion to Remand (Paga) via ECF. Email Word version of proposed Order to the judge per rules of court.	0.50	\$250.00	\$125.00
AB	05/16/2024	Draft/send corr to OPC proposing mediators.	1.00	\$895.00	\$895.00
KN	05/18/2024	Review final motion to remand PAGA action	0.50	\$950.00	\$475.00
TM	05/23/2024	Email from OPC re mediation and stip re briefing scheduled; Advised HD re stipulation.	0.40	\$450.00	\$180.00
TM	05/24/2024	Email to and from OPC re mediation and stip re briefing schedule.	0.60	\$450.00	\$270.00
JH	05/24/2024	F/u correep with defense counsel re mediation	0.30	\$750.00	\$225.00
TM	05/24/2024	Email from OPC re mediation availability.	0.20	\$450.00	\$90.00
JH	05/28/2024	Advise team re Remand briefing and stip to stay	0.40	\$750.00	\$300.00

pending mediation					
TM	05/28/2024	Reviewed and revised Joint Stipulation re briefing schedule and to stay matter pending mediation.	0.80	\$450.00	\$360.00
JH	05/29/2024	Review/revise draft stip to stay pending mediation and extend briefing schedule on Remand motion; advise TM	0.50	\$750.00	\$375.00
TM	05/29/2024	Emails to and from OPC re Stipulation re briefing schedule/stay of matter; Revised stipulation re briefing schedule/stay of matter; reviewed Defendant's revisions to Stipulation; Revised and finalized Stipulation, advised HD re filing/service.	1.60	\$450.00	\$720.00
KN	05/29/2024	Review status and emails; review draft stip	0.30	\$950.00	\$285.00
JH	05/30/2024	Review order on stip re stay and remand briefing schedule	0.30	\$750.00	\$225.00
JH	05/31/2024	Review/revise stip re mediation and remand briefing schedule in PAGA action; advise Defense Counsel	0.40	\$750.00	\$300.00
SP	05/31/2024	Reviewed correspondence. Reviewed, compared to Class Stipulation, revised, finalized and discussed with JSH PAGA Stip.	1.20	\$675.00	\$810.00
TM	06/02/2024	Reviewed Court order re stipulation to continue motion to remand.	0.20	\$450.00	\$90.00
TM	06/02/2024	Email from OPC re stipulation to stay.	0.20	\$450.00	\$90.00
TM	06/04/2024	Reviewed Court's order granting stipulation to continue Motion to Remand.	0.20	\$450.00	\$90.00
SB	07/02/2024	Review complaint, analyze, advise ND	2.80	\$450.00	\$1,260.00
TM	07/15/2024	Reviewed file and court docket to determine status of upcoming CMC.	0.30	\$450.00	\$135.00
TM	07/29/2024	Reviewed file and pertinent documents/court docket to draft Plaintiff's CMC statement; advised team re status.	0.50	\$450.00	\$225.00
KN	07/30/2024	Review status and emails; review update from team	0.30	\$950.00	\$285.00
SP	08/22/2024	Reviewed correspondence from Plaintiff.	0.30	\$675.00	\$202.50
SP	09/06/2024	Reviewed correspondence and set up a time to discuss claims with client.	0.40	\$675.00	\$270.00
SP	09/09/2024	Reviewed claimant's documents and discussed the facts with client. Followed up with Claimant via email.	1.10	\$675.00	\$742.50
NDB	09/27/2024	Review and respond to Plaintiff Cuneo's email	1.10	\$850.00	\$935.00

		regarding ADA accommodation and status. Conference with Plaintiff. Review case file and research.			
SP	10/03/2024	Reveiwed correspondence and documents from Client. Responded to Client and advised of next steps.	1.10	\$675.00	\$742.50
SP	11/18/2024	Reveiwed case notes, pleadings, correspondence, documents and wage statements, and case calendar. Drafted, revised and finalized Mediation Data Request. Served MDR on OPC.	2.20	\$675.00	\$1,485.00
SP	12/02/2024	Reveiwed calendar, case notes, docket pleadings and correspondence to prepare for deadline/appearance. Discussed with Team.	0.20	\$675.00	\$135.00
NDB	12/02/2024	Review rounding and off the clock claims. Analyze case file. Review recent mediation briefs with same claims. Research recent legal precedent.	1.70	\$850.00	\$1,445.00
SP	12/06/2024	Reviewed and analyzed correspondence and documents. Sent follow up email to OPC re: Mediation Data request.	0.40	\$675.00	\$270.00
SP	12/12/2024	Reviewed, analyzed and exchanged correspondence with OPC re: Mediation Data Request.	0.40	\$675.00	\$270.00
SP	12/27/2024	Received and analyzed pre-mediation documents.	1.90	\$675.00	\$1,282.50
JH	12/28/2024	Review/analyze Defendant's mediation doc/data production; circulate and advise team	2.00	\$750.00	\$1,500.00
HD	12/30/2024	Receive and download Defendant's Documents for purposes of Mediation. Save the documents to the electronic file and upload and share with experts via Box.	0.30	\$250.00	\$75.00
SP	12/30/2024	Reviewed and analyzed correspondence. Discussed with team. Reveiwed and analyzed additional pre-mediation production. Sent correspondence to OPC re access to mediation documents.	2.80	\$675.00	\$1,890.00
JH	01/02/2025	Discuss with SP re mediation data; advise	0.50	\$750.00	\$375.00
SP	01/02/2025	Reveiwed and analyzed correspondence from expert. Reviewed documents, case notes, correspondence and pleadings and provided additional information for expert. Discussed claims with Expert.	2.80	\$675.00	\$1,890.00
TM	01/03/2025	Email from OPC re mediation data.	0.20	\$450.00	\$90.00

JH	01/03/2025	Corresp w defense counsel re composition of class for mediation; advise; SP	0.40	\$750.00	\$300.00
SP	01/03/2025	Reveiwed and analyzed correspondence from OPC and provided to Expert. Discussed with expert.	0.80	\$675.00	\$540.00
KN	01/04/2025	Review status and emails regarding mediation; review mediation production and team analysis of issues; analysis of claims and facts; provide input for mediation	1.50	\$950.00	\$1,425.00
SB	01/06/2025	Speak with client in advance of mediation, analyze claims, advise AJB	2.60	\$450.00	\$1,170.00
SP	01/06/2025	Reviewed and analyzed correspondence from Mediator re Mediation and ensured it was saved to file and returned with appropriate taxpayer information and confidentiality agreement.	0.40	\$675.00	\$270.00
NDB	01/06/2025	Review and analyze court docket and case file in preparation for mediation. Analyze data produced for mediation. review paystubs for 226(a) and regular rate violations. legal research. Prepare for mediation.	3.30	\$850.00	\$2,805.00
NDB	01/07/2025	Review previous settlement for overlap. Research similar hospital settlements with comparable workweeks and claims for mediation valuation. Analyze case demographics. Analyze and research damages for Plaintiff Lovegren's individual claims.	1.80	\$850.00	\$1,530.00
SP	01/08/2025	Reviewed case docket, register of actions, cross referenced calendar and reviewed pleadings and case notes to analyze case appearance/deadline.	0.20	\$675.00	\$135.00
KN	01/08/2025	Review ND analysis and research	0.50	\$950.00	\$475.00
AB	01/10/2025	Draft mediation brief.	5.00	\$895.00	\$4,475.00
SP	01/13/2025	Reviewed and analyzed pleadings and documents and began drafting Mediation Brief. Sent correspondence and phone call to client to set up a call to discuss. Organized exhibit folder. COrrsponded with AJB re Claims. Updated Mediation Brief template with on premises rest law.	4.90	\$675.00	\$3,307.50
TM	01/14/2025	Email from OPC re mediation data.	0.20	\$450.00	\$90.00
JH	01/14/2025	Review updated mediation data; circulate and advise SP; analyze expert analysis	1.00	\$750.00	\$750.00
SP	01/14/2025	Reveiwed and analyzed defendants documents, separated, organized, OCR'd and added to Exhibit Book. Revised and updated Mediation chart. Discussed case with client Lovgren and	8.40	\$675.00	\$5,670.00

		updated case notes. Drafted and revised Mediation brief and sent to AJB. Corresponded with OPC re Mediation. Sent information and requested additional analysis from expert.			
KN	01/14/2025	Review updated exhibits book and documents from team; review draft mediation brief; review email regarding expert analysis; provide input to team	2.00	\$950.00	\$1,900.00
JH	01/15/2025	Review/analyze pay code explanations provided by defense counsel; assess updated expert mediation damages analysis from expert; discuss with SP	1.50	\$750.00	\$1,125.00
SP	01/15/2025	Reviewed documents, case notes, pleadings, attorney client communications and calendar. Discussed wage and hour and individual claims with Cuneo. Updated mediation documents. Discussed with NJD.	1.30	\$675.00	\$877.50
SP	01/15/2025	Reviewed, analyzed and discussed claims with AJB. Sent multiple emails to OPC regarding missing data and information. Sent multiple emails to expert re: Regular rate, Vacation pay and meal period waivers analysis. Updated mediation brief.	2.50	\$675.00	\$1,687.50
SB	01/15/2025	Speak with client about claims, calculate individual damages, add to case notes, and advise AJB	2.80	\$450.00	\$1,260.00
AB	01/15/2025	Review/revise mediation brief.	3.00	\$895.00	\$2,685.00
JH	01/16/2025	Review/analyze meal period waiver data provided by Defendant for mediation; multiple corresp w expert; review updated expert analysis re meal period violations	1.20	\$750.00	\$900.00
AB	01/16/2025	Review/revise mediation brief.	5.00	\$895.00	\$4,475.00
KN	01/16/2025	Review expert analysis; review / revise mediation brief; advise AJ	1.50	\$950.00	\$1,425.00
SB	01/17/2025	Prepare for mediation, review and analyze mediation brief, advise AJB	2.80	\$450.00	\$1,260.00
NDB	01/20/2025	Review and analyze all mediation materials including briefs and exhibits thereto in preparation for mediation. Analyze expert damage and penalty report. Discuss with plaintiffs.	1.50	\$850.00	\$1,275.00
JH	01/21/2025	Review docs in file; analyze CBA for preemption issues; advise AJB to assist in mediation	4.00	\$750.00	\$3,000.00
AB	01/21/2025	Prep and appear for mediation.	8.00	\$895.00	\$7,160.00
SB	01/21/2025	Attend mediation	8.00	\$450.00	\$3,600.00

JH	01/22/2025	Discuss with AJB re outcome of mediation; review mediators proposal	1.00	\$750.00	\$750.00
KN	01/22/2025	Review status and results of mediation; analyze mediator's proposal; advise AJ	0.75	\$950.00	\$712.50
AB	01/31/2025	Prep for and have call w/ mediator re mediator's proposal. Draft MOU.	2.00	\$895.00	\$1,790.00
KN	01/31/2025	Review draft MOU; advise AJ	0.50	\$950.00	\$475.00
AB	02/03/2025	Review status of finalizing MOU. Draft/send corr to OPC. Review/analyze OPC's request to move dates.	2.00	\$895.00	\$1,790.00
AB	02/05/2025	Draft/send corr to OPC re MOU. Review court calendar/deadlines.	2.00	\$895.00	\$1,790.00
JH	02/10/2025	Review/analyze Defendant's proposed revisions to MOU	0.40	\$750.00	\$300.00
KN	02/10/2025	Review Def revisions to MOU; advise AJ	0.50	\$950.00	\$475.00
HD	02/11/2025	Review Federal Court docket for Class and Paga matter. Research and verify that Reply to Motion to Remand is due in the Class matter. Verify no opposition was filed by Defendant. Email correspondence to Attorney Puche re the findings.	0.50	\$250.00	\$125.00
HD	02/11/2025	Draft Certificate of Service. Finalize the same. Process and file/serve Notice of Non-Receipt of Opposition to Motion to Remand Case to State Court.	5.00	\$250.00	\$1,250.00
JH	02/11/2025	Review/analyze revisions to MOU	0.40	\$750.00	\$300.00
AB	02/11/2025	Review/analyze OPC's redlines to OPC. Draft responsive redline. Draft/send corr to OPC w/ MOU as to MOU and other issues.	4.00	\$895.00	\$3,580.00
SP	02/11/2025	Reviewed and analyzed correspondence, pleadings, documents and docket. Discussed remand with HD. Drafted, finalized and arranged for service and filing of Plaintiff's Notice of non-receipt of opposition to Plaintiff's Remand Motion. Drafted, revised and met and conferred with OPC on Stipulation to set briefing schedule on motion to remand. Finalized and filed stipulation.	4.90	\$675.00	\$3,307.50
KN	02/11/2025	Review AJ email and revised MOU; analysis of settlement issues	0.50	\$950.00	\$475.00
AB	02/13/2025	Exchange corr w/ OPC to finalize/circulate MOU. Finalize and circulate MOU.	4.00	\$895.00	\$3,580.00
NDB	02/13/2025	Review and analyze mediation notes and results. Review MOU terms and court docket. Send MOU	1.30	\$850.00	\$1,105.00

		to Plaintiffs for signature. Follow up calls and emails to explain terms and obtain signatures.			
KN	02/13/2025	Review final MOU; advise AJ	0.50	\$950.00	\$475.00
TM	02/14/2025	Reviewed Court's order continuing Remand.	0.20	\$450.00	\$90.00
AB	02/17/2025	Review/corr from partner. DRaft/send response.	2.00	\$895.00	\$1,790.00
JH	03/03/2025	Review MOU; draft notice of conditional settlement and stip to remand per MOU; circulate to defense counsel for review; review Defendant's proposed revisions; finalize and advise team re filing	1.20	\$750.00	\$900.00
JH	03/03/2025	Review MOU; research procedural posture; draft longform class settlement agreement; circulate to defense counsel for review	3.50	\$750.00	\$2,625.00
HD	03/03/2025	Draft Joint Notice of Conditional Settlement; Stipulation to Vacate Hearings/Dates and Remand to State Court; Proposed Order for the Class Matter. Forward to Attorney Herman for review, edit and finalization.	1.00	\$250.00	\$250.00
HD	03/03/2025	Process and file/serve Joint Notice of Conditional Settlement and Stipulation to Vacate Dates and Remand to State Court. Upload word document of proposed Order to chambers via email.	0.50	\$250.00	\$125.00
KN	03/03/2025	Review draft of settlement agreement; advise JH	1.00	\$950.00	\$950.00
HD	03/04/2025	Draft Joint Notice of Conditional Settlement; Stipulation to Vacate Hearings/Dates; Proposed Order for the Paga Matter. Forward to Attorney Herman for review, edit and finalization.	0.50	\$250.00	\$125.00
JH	03/04/2025	Draft stip to vacate hearing dates in PAGA action; circulate to defense counsel for review	0.50	\$750.00	\$375.00
TM	03/04/2025	Reviewed Court's order re vacating hearing dates.	0.20	\$450.00	\$90.00
JH	03/05/2025	Draft individual longform agreements for each plaintiff; discuss with ND	1.20	\$750.00	\$900.00
JH	03/12/2025	Review/analyze Defendant's proposed revisions to individual agreements; discuss with ND; further revise accordingly	1.30	\$750.00	\$975.00
HD	03/14/2025	Telephone call to civil department to inquire about reservation for hearing on Motion for Preliminary Approval of Settlement. Email correspondence to handling attorneys.	0.20	\$250.00	\$50.00
JH	03/14/2025	Review/analyze Defendant's proposed revisions to longform class agreement; discuss with KN; advise TM re stip and amended complaint	1.00	\$750.00	\$750.00

KN	03/14/2025	Review Def revisions to draft Agreement.	1.00	\$950.00	\$950.00
JH	03/17/2025	Review/revise draft stip and FAC; advise TM	0.70	\$750.00	\$525.00
TM	03/24/2025	Reviewed court's notice of hearing.	0.20	\$450.00	\$90.00
KN	04/01/2025	Review revisions to Agreement; review memo from JH; respond to issues; note for next steps	1.00	\$950.00	\$950.00
JH	04/01/2025	Further discuss with KN: further revise longform agreement and circulate to defense counsel for review	0.80	\$750.00	\$600.00
TM	04/03/2025	Reviewed Defendant's revisions to FAC and stipulation to file; revised documents; discussed with team; email to OPC re stipulation and FAC.	0.90	\$450.00	\$405.00
JH	04/03/2025	Review/analyze Defendant's further revisions to Stip and FAC; advise TM	0.50	\$750.00	\$375.00
KN	04/03/2025	Review FAC and stip and revisions thereto; check for compliance	0.50	\$950.00	\$475.00
JH	04/04/2025	Corresp w defense counsel re amended complaint; advise TM	0.30	\$750.00	\$225.00
JH	04/04/2025	Additional corresp w defense counsel re longform agreement's 7.1 declaration provision; discuss with KN	0.30	\$750.00	\$225.00
KN	04/04/2025	Review status; review final agreement; advise JH	0.60	\$950.00	\$570.00
TM	04/07/2025	Revised FAC draft; email to OPC re FAC.	0.40	\$450.00	\$180.00
HD	04/07/2025	Edit, Execute and finalize Proof of Service. Process and submit Joint Stipulation and Proposed Order for Leave to File First Amended Class and Representative Action Complaint to Court for filing via One Legal and serve via email.	0.50	\$250.00	\$125.00
HD	04/07/2025	Edit, execute and finalize Proof of Service. Process and submit Joint Stipulation For Leave to File Plaintiffs' First Amended Class and Representative Action Complaint to Court for filing via One Legal and serve via email.	0.50	\$250.00	\$125.00
TM	04/14/2025	Review file; drafted Declaration of Cuneo ISO MPA; Discussed case status with team.	2.50	\$450.00	\$1,125.00
TM	04/15/2025	Review file; drafted Declaration of Lovgren ISO MPA; Discussed case status with team.	1.00	\$450.00	\$450.00
HD	04/18/2025	Telephone call to the civil clerk to inquire about the status of the Stipulation and Proposed Order for Leave to file FAC. Email correspondence to handling attorneys regarding the status.	0.20	\$250.00	\$50.00
TM	04/22/2025	Review file and court's order re filing of amended	0.40	\$450.00	\$180.00

		complaint; advised HD re FAC.			
JH	04/22/2025	Review final FAC for filing; finalize settlement agreement; circulate to defense counsel for final review and confirmation re execution	0.40	\$750.00	\$300.00
HD	04/22/2025	Obtain, download and save Order for Leave to File First Amended Class and Representative Action Complaint. Circulate to handling attorneys.	0.30	\$250.00	\$75.00
HD	04/22/2025	Edit, execute and finalize Proof of Service. Process and submit First Amended Class and Representative Action Complaint to Court for filing via One Legal and serve via email.	0.50	\$250.00	\$125.00
JH	04/24/2025	Finalize all Agreements; circulate for execution and discuss with KN	0.40	\$750.00	\$300.00
NDB	04/24/2025	Review and revise Lovegren individual settlement agreement. review MOU terms. Discuss terms with Plaintiff Lovegren.	0.70	\$850.00	\$595.00
NDB	04/24/2025	Review long form settlement agreement for conformity with MOU terms. Discuss terms with Plaintiffs. Follow up for signatures.	0.80	\$850.00	\$680.00
KN	04/24/2025	Review final agreement; plan next steps; advise JH	0.50	\$950.00	\$475.00
TM	04/28/2025	Review file; email to Plaintiff Cuneo re declaration ISO MPA; email to Plaintiff Lovgren re declaration ISO MPA	0.60	\$450.00	\$270.00
TM	04/29/2025	Review file; drafted CMC Statement; discussed with team.	0.90	\$450.00	\$405.00
JH	04/29/2025	Review/revise CMC Stmt; advise TM	0.20	\$750.00	\$150.00
HD	04/29/2025	Edit, execute and finalize Proof of Service. Process and submit Plaintiffs' CMC Statement to Court for filing via One Legal and serve via email.	0.50	\$250.00	\$125.00
TM	04/30/2025	Reviewed and analyzed Defendant's CMC Statement.	0.40	\$450.00	\$180.00
TM	05/01/2025	Email to and from client re declaration ISO MPA; discussed with team; revised declaration.	0.50	\$450.00	\$225.00
TM	05/02/2025	Email to and from client re declaration ISO MPA.	0.40	\$450.00	\$180.00
HD	05/05/2025	Obtain, download and saved filed First Amended Class and Representative Action Complaint (FAC) to electronic file. Upload to LWDA website.	0.40	\$250.00	\$100.00
HD	05/05/2025	Draft Joint Stipulation and Order to Dismiss Without Prejudice. Forward to attorney Moran for review and finalization.	0.50	\$250.00	\$125.00

KN	05/07/2025	Draft exhibits for settlement agreement; research issues; revise exhibits and email Defendant	4.50	\$950.00	\$4,275.00
JH	05/08/2025	Discuss agreement with defense counsel re logistics surrounding Plaintiff's resignation; advise TM	0.30	\$750.00	\$225.00
TM	05/08/2025	Discussed client settlement logistics with team; telephone call to client re next steps following settlement.	0.50	\$450.00	\$225.00
TM	05/13/2025	Review file; revised Declaration of Cuneo ISO MPA; email to and from client.	0.60	\$450.00	\$270.00
TM	05/14/2025	Email to and from client re case status.	0.40	\$450.00	\$180.00
TM	05/14/2025	Email from OPC re client resignation; email to client.	0.40	\$450.00	\$180.00
JH	05/14/2025	Review file; appear for CMC; advise team	0.50	\$750.00	\$375.00
TM	05/16/2025	Email to client re case status; Email to and from OPC re resignation of Plaintiff; reviewed and revised Request for Dismissal; email to OPC re dismissal.	1.00	\$450.00	\$450.00
JH	05/19/2025	Review/analyze Defendant's proposed revisions to agreement exhibits	0.40	\$750.00	\$300.00
TM	05/19/2025	Email from OPC re settlement check; email to client re settlement check.	0.40	\$450.00	\$180.00
TM	05/19/2025	Finalized and signed joint stipulation to dismiss without prejudice; advised team and HD.	0.40	\$450.00	\$180.00
HD	05/19/2025	File and serve Joint Stipulation and Order for Dismissal of Entire Action Without Prejudice via ECF and submit in word format to judge via email per court rules.	0.30	\$250.00	\$75.00
AB	05/19/2025	Review/adjust Kullar analysis based on waiver issue.	4.00	\$895.00	\$3,580.00
KN	05/19/2025	Update approval outline; draft motion for preliminary approval; legal research; review next steps and motion procedures; revise motion and circulate draft motion to the Defendant	4.50	\$950.00	\$4,275.00
KN	05/19/2025	Review Defendant's revisions to draft exhibits; review and revise exhibits for final; email Defendant	1.50	\$950.00	\$1,425.00
JH	05/20/2025	Review/analyze draft MPA; discuss with KN	0.70	\$750.00	\$525.00
KN	05/20/2025	Review email from Defendant; review status and plan next steps.	0.25	\$950.00	\$237.50
JH	05/23/2025	Review/revise Defendant's proposed revisions to	0.40	\$750.00	\$300.00

MPA					
KN	05/27/2025	Draft declaration ISO motion; prepare exhibits for declaration; memo to Admi regarding Admin declaration	3.50	\$950.00	\$3,325.00
KN	05/27/2025	Review and revise Motion for Preliminary Approval; finalize declarations and proposed order; prepare motion for filing; file and serve motion; serve LWDA	1.50	\$950.00	\$1,425.00
HD	06/03/2025	Draft Plaintiff's Request and [Proposed] Order For Dismissal of Action as to Plaintiff Lovgren's individual claims only With Prejudice; Declaration ISO Pursuant to CRC 3.770 and Proof of Service	0.50	\$250.00	\$125.00
KN	06/10/2025	Review emails; review filed documents; download and save on server; review schedule	0.40	\$950.00	\$380.00
SP	06/12/2025	Reviewed and analyzed settlement agreement, case notes, correspondence and pleadings. Drafted Request for dismissal of individual claims with prejudice, declaration in support and proposed order. Finalized all pleadings and arranged for service and filing.	2.20	\$675.00	\$1,485.00
HD	06/13/2025	Edit, execute and finalize Proof of Service. Process and submit Plaintiffs' Request For Dismissal of Plaintiff Christian Lovgren's Individual Claims With Prejudice to Court for filing via One Legal and serve via email.	0.50	\$250.00	\$125.00
JH	06/20/2025	Review final numbers from defendant; review agreement to see if escalator is triggered; advise KN and NBB; f/u corresp w defense counsel re same	0.30	\$750.00	\$225.00
KN	06/25/2025	Court appearance - motion for preliminary approval; prepare for hearing; review tentative ruling; email Defendant; memo to the Admin with documents and instructions	1.00	\$950.00	\$950.00
KN	06/25/2025	Review status; download signed order; email admin; serve LWDA	0.40	\$950.00	\$380.00
JH	06/25/2025	Review tentative ruling on MPA	0.30	\$750.00	\$225.00
KN	06/27/2025	Review revised timeline; review revised formatted notice; respond to Admin; research answer to question from Admin	0.50	\$950.00	\$475.00
HD	06/27/2025	Obtain, download and circulate Court's Minute Order from the Motion for Preliminary Approval of Class Settlement.	0.20	\$250.00	\$50.00
JH	06/27/2025	Review revised class notice	0.20	\$750.00	\$150.00
JH	07/02/2025	Review preliminary calculations from settlement	0.30	\$750.00	\$225.00

admin					
KN	07/02/2025	Review Admin email; review prelim calculations; double check figures in spreadsheet; respond to Admin	0.50	\$950.00	\$475.00
HD	07/16/2025	Review ROA for Status of Request For Dismissal of Plaintiff Christian Lovgren's Individual Claims With Prejudice. Email correspondence to attorney Puche.	0.20	\$250.00	\$50.00
HD	07/17/2025	Telephone call to civil clerk to inquire about the status of the Order For Dismissal of Plaintiff Christian Lovgren's Individual Claims With Prejudice. Email update to attorney Puche.	0.20	\$250.00	\$50.00
HD	07/18/2025	Obtain, download and circulate Order For Dismissal of Plaintiff Christian Lovgren's Individual Claims Without Prejudice.	0.20	\$250.00	\$50.00
TM	07/18/2025	Reviewed Court order re dismissal.	0.20	\$450.00	\$90.00
KN	07/31/2025	Review Admin email; review weekly report	0.20	\$950.00	\$190.00
TM	08/01/2025	Reviewed TPA status report.	0.20	\$450.00	\$90.00
KN	08/16/2025	Review Admin email; review weekly report	0.20	\$950.00	\$190.00
TM	08/18/2025	Email from TPA re status report; reviewed TPA's status report.	0.30	\$450.00	\$135.00
KN	08/23/2025	Review Admin email; review weekly report	0.20	\$950.00	\$190.00
KN	09/04/2025	Review Admin email; review weekly report	0.20	\$950.00	\$190.00
JH	09/12/2025	Review admin report; circulate and advise	0.20	\$750.00	\$150.00
KN	09/20/2025	Review Admin email; review weekly report	0.20	\$950.00	\$190.00
KN	09/25/2025	Review admin emails; review draft declaration	0.30	\$950.00	\$285.00
KN	09/26/2025	Review admin emails; review updated declaration	0.30	\$950.00	\$285.00
KN	10/06/2025	Review current billing for accuracy; check and fix issues	0.40	\$950.00	\$380.00
JH	10/06/2025	Review MPA Order; discuss with KN; review mediation memo and discuss with AJB re valuation for Kullar analysis; further analyze settlement agreement; assess attorney costs and billing for loadstar analysis; draft MFA/Fee Motion notice and memorandum; circulate to KN for review	3.70	\$750.00	\$2,775.00
KN	10/08/2025	Revise status; work on motion issues; Review and revise motion for final approval; revise proposed order; review and revise draft Admin declaration; respond to Admin; memo to JH	3.50	\$950.00	\$3,325.00

		regarding next steps; email Defendant.			
JH	10/09/2025	Review KN revisions to draft MFA/Fee Motion; discuss with KN; review declaration in support of MPA; analyze costs and time for loadstar analysis; draft declaration in support of MFA; circulate to KN for review	2.50	\$750.00	\$1,875.00
KN	10/16/2025	Work on motion; research outstanding issues; finalize billing; review and revise motion for final; update proposed order and finalize; file and serve motion; serve LWDA	4.00	\$950.00	\$3,800.00
				Quantity Subtotal	328.05
				Services Subtotal	\$230,690.00

Expenses

Type	Date	Notes	Quantity	Rate	Total
Expense	12/07/2023	PAGA Filing Fee	1.00	\$75.00	\$75.00
Expense	01/26/2024	Onelegal/Court Fees	1.00	\$1,496.58	\$1,496.58
Expense	02/05/2024	LexisNexis	1.00	\$7.00	\$7.00
Expense	02/26/2024	Onelegal/court fees	1.00	\$467.08	\$467.08
Expense	03/26/2024	KNOX Filing and Messenger Service	1.00	\$356.30	\$356.30
Expense	03/26/2024	KNOX Filing and Messenger Service	1.00	\$109.30	\$109.30
Expense	04/11/2024	Onelegal/court fees	1.00	\$15.39	\$15.39
Expense	04/12/2024	Onelegal/court fees	1.00	\$15.39	\$15.39
Expense	04/18/2024	Onelegal/Court Fees	1.00	\$15.39	\$15.39
Expense	04/18/2024	Onelegal/Court Fees	1.00	\$19.10	\$19.10
Expense	07/01/2024	LexisNexis	1.00	\$440.00	\$440.00
Expense	08/01/2024	LexisNexis	1.00	\$484.00	\$484.00
Expense	09/30/2024	LexisNexis	1.00	\$440.00	\$440.00
Expense	11/01/2024	LexisNexis	1.00	\$506.00	\$506.00
Expense	12/31/2024	LexisNexis	1.00	\$43.70	\$43.70
Expense	01/08/2025	Mediation Fees - Serratore	1.00	\$14,000.00	\$14,000.00
Expense	01/23/2025	Expert Fees - Berger Consulting	1.00	\$10,710.00	\$10,710.00
Expense	03/10/2025	One Legal/Court Fees	1.00	\$113.58	\$113.58

Expense	03/17/2025	One Legal/Court Fees	1.00	\$22.87	\$22.87
Expense	04/14/2025	One Legal/Court Fees	1.00	\$44.55	\$44.55
Expense	05/05/2025	One Legal/Court Fees	1.00	\$22.87	\$22.87
Expense	05/07/2025	One Legal/Court Fees	1.00	\$22.87	\$22.87
Expense	05/09/2025	Court Call ID11920652 (May 14, 2025- CMC)	1.00	\$72.00	\$72.00
Expense	05/23/2025	FedEx	1.00	\$37.72	\$37.72
Expense	05/29/2025	One Legal charge	1.00	\$139.39	\$139.39
Expense	06/10/2025	One legal filing charge	1.00	\$85.85	\$85.85
Expense	07/01/2025	One Legal/Court Fees	1.00	\$44.55	\$44.55
Expense	10/15/2025	Filing fee - motion for final approval	1.00	\$60.00	\$60.00
				Expenses Subtotal	\$29,866.48

Time Keeper	Quantity	Rate	Total
AJ Bhowmik	42.0	\$895.00	\$37,590.00
Scott Blumenthal	19.0	\$450.00	\$8,550.00
Nicholas De Blouw	40.1	\$850.00	\$34,085.00
Ricardo Ehmann	15.1	\$675.00	\$10,192.50
Jeffrey Herman	47.8	\$750.00	\$35,850.00
Trevor Moran	50.3	\$450.00	\$22,635.00
Kyle Nordrehaug	50.35	\$950.00	\$47,832.50
Sergio Puche	42.6	\$675.00	\$28,755.00
Heather Drosi	20.8	\$250.00	\$5,200.00
		Quantity Total	328.05
		Subtotal	\$260,556.48
		Total	\$260,556.48

Detailed Statement of Account

Current Invoice

Invoice Number	Due On	Amount Due	Payments Received	Balance Due
1	11/15/2025	\$260,556.48	\$0.00	\$260,556.48
Outstanding Balance				\$260,556.48
Total Amount Outstanding				\$260,556.48

Please make all amounts payable to: Blumenthal Nordrehaug Bhowmik DeBlouw LLP

Please pay within 30 days.

EXHIBIT #4

LAFFEY MATRIX

[History](#)
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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389

6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

EXHIBIT #5

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Norman B. Blumenthal (State Bar #068687)

Kyle R. Nordrehaug (State Bar #205975)

Aparajit Bhowmik (State Bar #248066)

Jeffrey S. Herman (State Bar #280058)

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Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF BUTTE

CHRISTIAN LOVGREN and GINA CUNEO,
individuals, on behalf of themselves, and on
behalf of all persons similarly situated, and on
behalf of the State of California, as private
attorneys general,

Plaintiff,

v.

ENLOE MEDICAL CENTER, a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 24CV00200

**DECLARATION OF CHRISTIAN
LOVGREN IN SUPPORT OF MOTION
FOR PRELIMINARY APPROVAL OF
CLASS SETTLEMENT**

Hearing Date: June 25, 2025

Hearing Time: 9:00 a.m.

Judge: Hon. Stephen E. Benson
Dept: 6

Action Filed: January 18, 2024

Trial Date: Not Set

1 I, Christian Lovgren, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the above-
3 entitled matter. I submit this declaration in support of the Motion for Preliminary Approval of Class
4 Settlement and in support of my application for a class representative service award.

5 2. I have personal knowledge of all the facts stated herein. I could and would competently
6 testify under oath to these facts in court if requested to do so.

7 3. I worked for Defendant Enloe Medical Center (“Enloe”) in California from October of 2008
8 to March of 2023, and during that time period I was classified by Enloe as a non-exempt employee.

9 4. I retained my attorneys who are experienced in both class action and PAGA representative
10 action litigation and claims against employers for violations of the California Labor Code. I have
11 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware
12 of having any actual or potential conflicts of interest with another class member in this case. I am
13 not aware of any other pending matter or action asserting claims that will be extinguished or
14 adversely affected by this settlement.

15 5. I decided to file this class action lawsuit and be a plaintiff/class representative because I felt
16 that my legal rights as an employee and others like me were violated. For example, I was frequently
17 forced to work off the clock, as I had to walk for several minutes to my department to swipe my
18 back and clock in for the day. I was also regularly interrupted by managers prior to being able to
19 clock in. Additionally, I rarely received compliant meal and rest breaks which were often late, short
20 or missed entirely, and was not always paid the break penalties I was entitled to. Defendant also
21 miscalculated my regular rate, as they failed to include bonus remuneration in overtime, meal
22 premiums, and sick pay. Further, I was not properly reimbursed for required business expenses,
23 including the use of my personal cell phone.

24 6. I spoke to my attorneys several times and discussed how Enloe implemented its company
25 policies and procedures. I also assisted my attorneys in their investigation into my claims by
26 providing them documents and answering their questions. I reviewed the complaint before it was
27 filed and was given access to an electronic file sharing program that alerted me via email when
28 important documents were filed so that I could review them and keep up with the developments in

1 the case which I understood was one of my duties as a class representative. I could also access court
2 filings from this case on my attorney's law firm website. Also, I was informed that Enloe had the
3 right to take my deposition, and that the preparation and deposition itself could take multiple days.
4 Although my deposition was not taken, I feel I would have been adequately prepared and
5 comfortable to give testimony on my experiences.

6 7. Even though this action is in the process of settling, I was and remain prepared to perform
7 all the duties of a class representative. I understand that as a class representative I have assumed a
8 fiduciary responsibility to prosecute this class action on behalf of the absent class members. I have
9 understood that as a fiduciary, I have a duty to prosecute this action for the benefit of the class
10 members and surrender any right to compromise the group action for an individual gain.

11 8. I understood that being a plaintiff/class representative in this case meant that I was seeking
12 damages not only for myself but also other current and/or former non-exempt employees working
13 for Enloe in California who make up the class. I felt that these individuals were not aware of their
14 labor law rights and even if they were they would probably be apprehensive about speaking up or
15 even simply because of the time, effort and risk involved in filing a class action lawsuit.

16 9. I understood that being a part of this lawsuit involved risks. For example, my attorneys
17 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
18 or part of the attorney fees and costs paid by Enloe to defend this lawsuit. Also, I knew there was
19 a risk that future employers, if they ever find out about this lawsuit, could hold it against me or
20 downgrade me as a potential hire. As one of the named Plaintiffs in this case it would not be difficult
21 for a future employer to become aware that I sued a former employer for labor law violations.
22 Ultimately, I decided these risks were worth it and decided to fight for my rights and the rights of
23 others regardless of the risks, time and effort I spent on this case.

24 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up
25 to date on important developments by reviewing court filings that were made available to me
26 electronically as I described above.

27 11. A mediation took place on January 21, 2025, with Steve Serratore, Esq., a well-respected
28 and experienced mediator of wage and hour class actions. After the mediation the parties were able

1 to come to an agreement to settle the action. I communicated with my attorneys regarding the terms
2 of the settlement which was reached between the parties and understood that I was representing
3 absent class members and therefore wanted the best possible result to be obtained for the class
4 members and I believe a very positive result was in fact achieved via settlement. I also closely
5 reviewed and signed the Settlement Agreement.

6 12. I have been actively involved with this lawsuit performing the duties described above.
7 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
8 filings and spent a significant amount of time on the issues presented during the lawsuit and in the
9 settlement process. I estimate that I spent approximately 30-40 hours working on this case up until
10 this point. I believe I have been diligent and have done what is expected of a named plaintiff and a
11 proposed class representative to date, and will continue to do so. I have and always will maintain
12 the best interest of the class members.

13 13. My attorneys explained to me that the settlement process involves a two-step review by the
14 Court to determine whether the settlement is fair before approving the settlement. I know this
15 process also involves notifying all class members of the settlement terms and of their rights to make
16 a claim for their settlement share, to opt out of the settlement or to object to the settlement.

17 14. I believe I did the right thing by filing this case on behalf of the class members who, subject
18 to court approval, are in line to receive monetary payments as a result of this case and settlement.
19 This is money they may never have ever gotten if I did not pursue this action on their behalf. I feel
20 significant personal satisfaction to know that I played a role in the class members being entitled to
21 monetary payments as a result of the filing of this lawsuit. I also believe that the requested class
22 representative service award of \$10,000 from the settlement is fair compensation for the work I
23 performed and the risks I undertook.

24 15. In light of all the time and effort I have spent on this case, the risk I undertook by suing a
25 former employer, the exposure to being responsible for paying Enloe costs in the event we did not
26 win the case, the reputational risk that future employers may hold this lawsuit against me, and in
27 light of the size of the settlement, I believe the request for \$10,000 as a class representative service
28 payment is fair and reasonable.

1 I declare under penalty of perjury under the laws of the State of California that the foregoing is
2 true and correct.

3 Executed on 04/28/2025, at Chico, CA.
4 (date) (city, state)

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6 Christian Lovgren (Apr 28, 2025 16:50 PDT)

7 Christian Lovgren
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EXHIBIT #6

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

Norman B. Blumenthal (State Bar #068687)

Kyle R. Nordrehaug (State Bar #205975)

Aparajit Bhowmik (State Bar #248066)

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Website: www.bamlawca.com

Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF BUTTE

CHRISTIAN LOVGREN and GINA CUNEO,
individuals, on behalf of themselves, and on
behalf of all persons similarly situated, and on
behalf of the State of California, as private
attorneys general,

Plaintiff,

v.

ENLOE MEDICAL CENTER, a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 24CV00200

**DECLARATION OF GINA CUNEO IN
SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
SETTLEMENT**

Hearing Date: June 25, 2025

Hearing Time: 9:00 a.m.

Judge: Hon. Stephen E. Benson
Dept: 6

Action Filed: January 18, 2024

Trial Date: Not set

1 I, Gina Cuneo, declare as follows:

2 1. I am over the age of eighteen, a Plaintiff and a proposed Class Representative in the above-
3 entitled matter. I submit this declaration in support of the Motion for Preliminary Approval of Class
4 Settlement and in support of my application for a class representative service award.

5 2. I have personal knowledge of all the facts stated herein. I could and would competently
6 testify under oath to these facts in court if requested to do so.

7 3. I have worked for Defendant Enloe Medical Center (“Enloe”) in California since April of
8 2017, and during that time period I was entitled to legally required meal and rest period and payment
9 of minimum and overtime wages due for all time worked.

10 4. I retained my attorneys who are experienced in both class action and PAGA representative
11 action litigation and claims against employers for violations of the California Labor Code. I have
12 no personal relationship or family ties to my attorneys or any officer of the Court. I am not aware
13 of having any actual or potential conflicts of interest with another class member in this case. I am
14 not aware of any other pending matter or action asserting claims that will be extinguished or
15 adversely affected by this settlement.

16 5. I decided to file this class action lawsuit and be a plaintiff/class representative because I felt
17 that my legal rights as an employee and others like me were violated. For example, I was frequently
18 forced to work off the clock, as I had to walk for several minutes to my department to swipe my
19 back and clock in for the day. I was also regularly interrupted by managers prior to being able to
20 clock in. Additionally, I rarely received compliant meal and rest breaks which were often late, short
21 or missed entirely, and was not always paid the break penalties I was entitled to. Defendant also
22 miscalculated my regular rate, as they failed to include bonus remuneration in overtime, meal
23 premiums, and sick pay. Further, I was not properly reimbursed for required business expenses,
24 including the use of my personal cell phone.

25 6. I spoke to my attorneys several times and discussed how Enloe implemented its company
26 policies and procedures. I also assisted my attorneys in their investigation into my claims by
27 providing them documents and answering their questions. I reviewed the complaint before it was
28 filed and was given access to an electronic file sharing program that alerted me via email when

1 important documents were filed so that I could review them and keep up with the developments in
2 the case which I understood was one of my duties as a class representative. I could also access court
3 filings from this case on my attorney's law firm website. Also, I was informed that Enloe had the
4 right to take my deposition, and that the preparation and deposition itself could take multiple days.
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11 members and surrender any right to compromise the group action for an individual gain.

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14 for Enloe in California who make up the class. I felt that these individuals were not aware of their
15 labor law rights and even if they were they would probably be apprehensive about speaking up or
16 even simply because of the time, effort and risk involved in filing a class action lawsuit.

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18 explained to me that if the case went to trial and we lost, I could be held responsible to pay for all
19 or part of the attorney fees and costs paid by Enloe to defend this lawsuit. Also, I knew there was
20 a risk that future employers, if they ever find out about this lawsuit, could hold it against me or
21 downgrade me as a potential hire. As one of the named Plaintiffs in this case it would not be difficult
22 for a future employer to become aware that I sued a former employer for labor law violations.
23 Ultimately, I decided these risks were worth it and decided to fight for my rights and the rights of
24 others regardless of the risks, time and effort I spent on this case.

25 10. During the lawsuit I stayed in touch with my attorneys by phone and email. I also kept up
26 to date on important developments by reviewing court filings that were made available to me
27 electronically as I described above.

28 11. A mediation took place on January 21, 2025, with Steve Serratore, Esq., a well-respected

1 and experienced mediator of wage and hour class actions. After the mediation the parties were able
2 to come to an agreement to settle the action. I communicated with my attorneys regarding the terms
3 of the settlement which was reached between the parties and understood that I was representing
4 absent class members and therefore wanted the best possible result to be obtained for the class
5 members and I believe a very positive result was in fact achieved via settlement. I also closely
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8 Although I did not keep time records, I was in regular contact with my attorneys, reviewed court
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10 settlement process. I estimate that I spent approximately 30-40 hours working on this case up until
11 this point. I believe I have been diligent and have done what is expected of a named plaintiff and a
12 proposed class representative to date, and will continue to do so. I have and always will maintain
13 the best interest of the class members.

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15 Court to determine whether the settlement is fair before approving the settlement. I know this
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20 This is money they may never have ever gotten if I did not pursue this action on their behalf. I feel
21 significant personal satisfaction to know that I played a role in the class members being entitled to
22 monetary payments as a result of the filing of this lawsuit. I also believe that the requested class
23 representative service award of \$10,000 from the settlement is fair compensation for the work I
24 performed and the risks I undertook.

25 15. In light of all the time and effort I have spent on this case, the risk I undertook by suing a
26 former employer, the exposure to being responsible for paying Enloe costs in the event we did not
27 win the case, the reputational risk that future employers may hold this lawsuit against me, and in
28

1 light of the size of the settlement, I believe the request for \$10,000 as a class representative service
2 payment is fair and reasonable.

3 I declare under penalty of perjury under the laws of the State of California that the foregoing is
4 true and correct.

5 Executed on 05/13/2025, at Chico, California.
6 (date) (city, state)

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8 
Gina C. Cuneo (May 13, 2025 10:54 PDT)
9 Gina Cuneo