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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ALAMEDA**

ELIZABETH CHAVEZ; LEONARD MOORE,
individually and on behalf of others similarly
situated and aggrieved employees pursuant to the
California Private Attorneys General Act,

Plaintiff,

vs.

TRUEPILL, INC., a Delaware corporation; and
DOES 1 through 25, inclusive,

Defendants.

Case No. 23CV047001

Honorable Patrick McKinney
Department 18

**DECLARATION OF ALEXANDRA ROSE
IN SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT,
CLASS COUNSEL FEES PAYMENT,
CLASS COUNSEL LITIGATION
EXPENSES PAYMENT, CLASS
REPRESENTATIVE SERVICE PAYMENT,
AND ADMINISTRATION EXPENSES
PAYMENT**

Reservation ID: A-47001-001
Date: May 6, 2026
Time: 1:30 p.m.
Dept: 18

Complaint Filed: October 10, 2023
FAC Filed: October 20, 2025
Trial Date: Not Set

**DECLARATION OF ALEXANDRA ROSE IN SUPPORT OF PLAINTIFF'S MOTION FOR FINAL APPROVAL
OF CLASS ACTION AND PAGA SETTLEMENT, CLASS COUNSEL FEES PAYMENT, CLASS COUNSEL
LITIGATION EXPENSES PAYMENT, CLASS REPRESENTATIVE SERVICE PAYMENT, AND
ADMINISTRATION EXPENSES PAYMENT**

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1. I am an attorney duly licensed to practice law in all Courts of the State of California. I am a member of Blackstone Law, APC (“Class Counsel”), attorneys of record for Plaintiff Leonard Moore (“Plaintiff”). I have personal knowledge of the facts contained herein, and, if called to testify, I could and would competently do so.

2. On September 8, 2023, former plaintiff Elizabeth Chavez (“Former Plaintiff”) provided written notice to the California Labor and Workforce Development Agency (“LWDA”) by online submission and to Defendant Truepill, Inc. (“Defendant”) by U.S. Certified Mail, pursuant to California Labor Code Section 2699.3, of the specified provisions of the California Labor Code alleged to have been violated by Defendant.

3. On October 10, 2023, Former Plaintiff filed a Class Action Complaint for Damages against Defendant and former defendant Beacon Hill Staffing Group LLC in the action entitled *Elizabeth Chavez v. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV047001 (“Action”).

4. On November 14, 2023, Former Plaintiff filed a Complaint for Enforcement Action Under the Private Attorneys General Act, Cal. Labor Code 2698 *Et Seq.* against Defendant and former defendant Beacon Hill Staffing Group LLC in the action entitled *Elizabeth Chavez v. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV051247 (“Chavez PAGA Action”) alleging one cause of action under the Private Attorneys General Act (“PAGA”).

5. On December 18, 2023, former defendant Beacon Hill Staffing Group LLC propounded written formal discovery onto Former Plaintiff (specifically, Special Interrogatories (Set One) and Request for Production of Documents (Set One)) in the Action.

6. On January 25, 2024, Plaintiff provided written notice to the LWDA by online submission and to Defendant by U.S. Certified Mail, pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor Code alleged to have been violated by Defendant.

1 7. On January 30, 2024, former defendant Beacon Hill Staffing Group LLC propounded
2 written formal discovery onto Former Plaintiff (specifically, Special Interrogatories (Set One) and
3 Request for Production of Documents (Set One)) in the Chavez PAGA Action.

4 8. On March 12, 2024, pursuant to the request of Former Plaintiff, former defendant
5 Beacon Hill Staffing Group LLC was dismissed from the Chavez PAGA Action without prejudice.

6 9. On March 20, 2024, pursuant to the request of Former Plaintiff, former defendant
7 Beacon Hill Staffing Group LLC was dismissed from the Action without prejudice.

8 10. On April 3, 2024, Plaintiff filed a Complaint for Enforcement Action Under the Private
9 Attorneys General Act, Cal. Labor Code §§ 2698 *Et Seq.* against Defendant in the action entitled
10 *Leonard Moore v. Truepill, Inc.*, Alameda County Superior Court, Case No. 24CV070208 (“Moore
11 PAGA Action”) alleging one cause of action under PAGA.

12 11. On November 11, 2024, Plaintiff and Defendant (together, the “Parties”) participated
13 in a formal mediation conducted by Steven J. Rottman, Esq. (“Mediator”), a neutral and respected
14 mediator with extensive experience in complex wage and hour matters, and with the assistance of the
15 Mediator’s evaluations, the Parties were able to reach an agreement to resolve the Action, Chavez
16 PAGA Action, and Moore PAGA Action on a class and representative basis. The Parties then worked
17 diligently to negotiate and memorialize the terms in a long form settlement agreement.

18 12. On September 30, 2025, Plaintiff provided an amended written notice to the LWDA by
19 online submission and to Defendant by U.S. Certified Mail, pursuant to California Labor Code Section
20 2699.3, of the specific provisions of the California Labor Code alleged to have been violated by
21 Defendant.

22 13. On October 20, 2025, Plaintiff filed a First Amended Class and Representative Action
23 Complaint (“Operative Complaint”) in the Action, which substituted Plaintiff as the named plaintiff
24 in place of Former Plaintiff, and added a cause of action under PAGA with the applicable period dating
25 back to Former Plaintiff’s PAGA claims. The Operative Complaint alleges ten (10) causes of action
26 for violations of the California Labor Code for failure to pay minimum wages, failure to pay overtime
27 wages, failure to provide compliant meal periods and premium payments in lieu thereof, failure to
28 provide compliant rest periods and premiums payments in lieu thereof, failure to timely pay wages

1 during employment, failure to provide accurate wage statements, failure to timely pay wages upon
2 termination, and failure to reimburse necessary business expenses, for violations of California
3 Business & Professions Code Section 17200, *et seq.* based on the aforementioned California Labor
4 Code violations, and for civil penalties under PAGA based on the aforementioned California Labor
5 Code violations.

6 14. On October 21, 2025, pursuant to the request of Former Plaintiff, the Chavez PAGA
7 Action was dismissed without prejudice.

8 15. On October 21, 2025, pursuant to the request of Plaintiff, the Moore PAGA Action was
9 dismissed without prejudice.

10 16. On October 22, 2025, pursuant to the request of Former Plaintiff, Former Plaintiff's
11 individual claims were dismissed from the Action without prejudice.

12 17. On November 10, 2025, the Parties executed the Joint Stipulation of Class and PAGA
13 Settlement Agreement and Release ("Settlement" or "Settlement Agreement"). A true and correct
14 copy of the Settlement Agreement is attached hereto as **Exhibit 1**.

15 18. On November 14, 2025, Plaintiff filed a Motion for Preliminary Approval of Class
16 Action and PAGA Settlement ("Motion for Preliminary Approval") and supporting documents. On
17 December 17, 2025, the Court entered the Order Granting Preliminary Approval of Class Action and
18 PAGA Settlement ("Preliminary Approval Order"), thereby preliminary approving the terms of the
19 Settlement Agreement, the Court Approved Notice of Class Action Settlement and Hearing Date for
20 Final Court Approval ("Class Notice"), and the proposed administration procedures and associated
21 deadlines. A true and correct copy of the Preliminary Approval Order is attached hereto as **Exhibit**
22 **2**.

23 **Summary of the Terms of the Settlement Agreement**

24 19. By way of the Preliminary Approval Order, the Court certified the following Class for
25 settlement purposes only: "All non-exempt, hourly-paid employees who worked for Defendant in
26 California during the Class Period" ("Class" or "Class Members"). The "Class Period" is defined as
27 the period from October 10, 2019 through March 1, 2025. The "Participating Class Members" consist
28 of all Class Members who did not submit a valid and timely Request for Exclusion. The "Aggrieved

Employees” consist of “all non-exempt, hourly-paid employees who worked for Defendant in California during the PAGA Period.” The “PAGA Period” is defined as the period from September 8, 2022 through March 1, 2025.

20. Based on the data provided by Defendant following preliminary approval and for purposes of administration of the Class Notice, I am informed that there are 873 Participating Class Members who worked 63,014 weeks for Defendant for at least one shift during the Class Period (“Workweeks”) and 338 Aggrieved Employees who worked 22,037 pay periods for Defendant for at least one shift during the PAGA Period (“PAGA Pay Periods”).

21. The Parties have agreed to settle the Class and PAGA claims at issue in the Operative Complaint for a non-reversionary Gross Settlement Amount of One Million Four Hundred Thousand Dollars and Zero Cents (\$1,400,000), which is exclusive of employer-side payroll taxes. The Gross Settlement Amount includes: (1) Class Counsel’s fees in the amount of one-third (1/3) of the Gross Settlement Amount, equaling Four Hundred Sixty-Six Thousand Six Hundred Sixty-Six Dollars and Sixty-Seven Cents (\$466,666.67); (2) Class Counsel’s actual litigation costs and expenses, in the amount of Thirty Thousand Dollars and Zero Cents (\$30,000.00); (3) Administration Expenses Payment in the amount of Twelve Thousand Dollars and Zero Cents (\$12,000.00); (4) Class Representative Service Payment in the amount of Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00); and (5) PAGA Penalties in the amount of One Hundred Thousand Dollars and Zero Cents (\$100,000.00). After the above Court-approved amounts are deducted from the Gross Settlement Amount, the Participating Class Members will share in a Net Settlement Amount of approximately Seven Hundred Eighty-Three Thousand Eight Hundred Thirty-Three Dollars and Thirty-Three Cents (\$783,833.33).

22. The Settlement does not require Participating Class Members to submit claims as a prerequisite to receiving their *pro rata* share of the Net Settlement Amount (“Individual Class Payment”) nor does it require Aggrieved Employees to submit claims as a prerequisite to receiving their *pro rata* share of twenty-five percent (25%) of the PAGA Penalties (“Individual PAGA Payment”). Individual Class Payments are calculated by the Administrator by dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members

1 during the Class Period and multiplying the result by each Participating Class Member's Workweeks
2 worked during the Class Period. Individual PAGA Payments are calculated by the Administrator by
3 dividing the amount of the Aggrieved Employees' 25% share of the PAGA Penalties (\$25,000.00) by
4 the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period
5 and multiplying the result by each Aggrieved Employee's PAGA Pay Periods worked during the
6 PAGA Period.

7 23. I am aware from my review of the information provided by the Administrator that the
8 estimated average gross Individual Class Payment is \$897.86, the estimated highest gross Individual
9 Class Payment is \$3,507.81, and the estimated lowest gross Individual Class Payment is \$12.44; the
10 estimated average Individual PAGA Payment is \$73.96, the estimated highest Individual PAGA
11 Payment is \$136.13, and the estimated lowest Individual PAGA Payment is \$1.13.

12 24. Each Individual Class Payment will be allocated as ten percent (10%) wages (the
13 "Wage Portion(s)") and ninety percent (90%) interest and penalties (the "Non-Wage Portion(s)"). The
14 Wage Portions will be reported on an IRS Form W-2 and the Non-Wage Portions will be reported on
15 an IRS Form 1099 (if applicable) by the Administrator. The Administrator will withhold the
16 employee's share of taxes and withholdings with respect to the Wage Portion of the Individual Class
17 Payments, and issue checks to Participating Class Members for their net payment of their Individual
18 Class Payment. The employer's share of taxes and contributions in connection with the Wage Portion
19 of Individual Class Payments will be paid by Defendant separately and in addition to the Gross
20 Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%)
21 penalties and will be reported on an IRS Form 1099 (if applicable) by the Administrator.

22 25. Each Individual Class Payment and Individual PAGA Payment check will be valid and
23 negotiable for one hundred and eighty (180) calendar days from the date the checks are issued, and
24 thereafter, shall be canceled. Any funds associated with such canceled checks will be distributed by
25 the Administrator to East Bay Community Law Center consistent with Code of Civil Procedure section
26 384, subdivision (b).

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1 30. Although the investigation and information discovered supports Plaintiff's contentions,
2 Defendant raised potential defenses and other circumstances that impacted the risk of proceeding on
3 a class-wide basis. Consideration of these risks factored into the negotiations and the decision to enter
4 the Settlement.

5 31. Class Counsel is aware of Defendant's defenses and arguments and has also taken into
6 account the uncertainty and risk of the outcome of further litigation, and the difficulties and delays
7 inherent in such litigation, including those involved in class and/or representative adjudication.
8 Plaintiff further recognizes the burdens of proof necessary to establish liability for the claims asserted
9 in the Action, Defendant's defenses, and the difficulties in establishing entitlement to monetary
10 recovery. Plaintiff has also considered the Parties' settlement discussions, as well as the evaluations
11 of the Mediator, who is experienced and well-regarded in complex labor and employment matters.

12 32. Defendant denied and continues to deny any liability and wrongdoing of any kind
13 associated with the claims alleged in the Action, and further denies that class certification is
14 appropriate for any purpose other than the Settlement. Defendant believes that it would ultimately
15 prevail in the Action. Defendant proffered defenses to both certification and to the merits of Plaintiff's
16 claims. Defendant contended that Plaintiff's claims are not suitable for class certification because
17 individual issues would predominate should this case go to trial. As with all class actions, these
18 complex cases raise difficult management and proof issues and, accordingly, there is a significant risk
19 that the Court may deny class certification.

20 33. Class Counsel also recognized that, even if Plaintiff prevailed at class certification,
21 proving the amount of wages due to each Class Member would be an expensive, time-consuming, and
22 extremely uncertain proposition. In order to prove liability and damages, Class Counsel will need to
23 request and analyze thousands of pages of documents, obtain the Class Members' contact information,
24 contact them, and obtain declarations at great expense. Obtaining the cooperation of current
25 employees would also be difficult, given the likely reluctance to aid prosecution of a lawsuit against a
26 current employer. On the other hand, Defendant would likely be able to obtain the cooperation of its
27 employees. Moreover, even if Plaintiff prevailed at class certification and trial, possible appeals would
28 substantially delay any recovery by the Class.

1 34. Therefore, Class Counsel submits that the Settlement is fair, reasonable, and adequate.
2 The Settlement is in the best interest of the Class Members, the Aggrieved Employees, and the State
3 of California, and is within the accepted range of recoveries for this type of litigation given the inherent
4 risk of litigation, the risk of obtaining and maintaining class certification, and the costs of further
5 litigation.

6 ***Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment***

7 35. Class Counsel seeks one-third (1/3) of the Gross Settlement Amount (i.e., \$466,666.67)
8 for fees for the time spent litigating this matter and reimbursement of actual costs and expenses totaling
9 Thirty Thousand Dollars and Zero Cents (\$30,000.00). The requested fees and costs are fair
10 compensation for undertaking complex, risky, expensive, and time-consuming litigation on a
11 contingent fee basis, especially in light of the substantial benefits achieved by Class Counsel for the
12 Class Members. Class Counsel's requested fee award is summarily addressed as follows but is more
13 fully discussed in Plaintiff's Motion for Final Approval of Class Action and PAGA Settlement, Class
14 Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service
15 Payment, and Administration Expenses Payment ("Motion for Final Approval") filed concurrently
16 herewith.

17 36. The effectiveness of Blackstone Law, APC's ("Blackstone") prosecution of this matter
18 has translated into tangible monetary benefits for the Participating Class Members, the State of
19 California, and the Aggrieved Employees as follows: (1) Participating Class Members, the State of
20 California, and the Aggrieved Employees will obtain monetary recovery over a relatively short period
21 of time, as opposed to waiting additional years for the same, or potentially worse, result; (2) a
22 guaranteed result that compares favorably with other similar class action settlements of this type, given
23 the strengths and weaknesses of the Action; and (3) significant savings in Class Counsel's fees and/or
24 costs that would have only increased significantly had the Action progressed through trial and/or
25 appeals.

26 37. In the present case, Class Counsel has borne all of the risks and costs of litigation and
27 will not receive any compensation until recovery is obtained. Class Counsel had to consider its
28 workload during this litigation when considering taking on additional work that was available, and

1 which Class Counsel had to forego in order to devote the time necessary to pursue this litigation. Class
2 Counsel is experienced in complex wage-and-hour litigation and used that experience to obtain a
3 favorable result for the Class, the State of California, and the Aggrieved Employees. Considering the
4 amount of fees requested, work performed, risks incurred, and experience of Class Counsel in handling
5 similar matters, Plaintiff maintains that the requested attorneys' fees of one-third (1/3) of the Gross
6 Settlement Amount (i.e., \$466,666.67) are reasonable and should be awarded.

7 38. Blackstone was started in February 2018, representing plaintiffs in individual and
8 representative employment litigation. The firm has grown exponentially over the past eight-plus years,
9 now maintaining over thirty highly pedigreed attorneys working on almost exclusively labor and
10 employment class actions, PAGA cases, and individual matters, with roughly 15% of the firm focused
11 on other complex general litigation matters. Blackstone has been counsel of record on several class
12 and PAGA actions that have since been resolved, the most recent of which are attached hereto as
13 **Exhibit 3**. The attorneys who worked on this case are all experienced in litigating wage and hour
14 matters as follows:

15 a. Jonathan M. Genish is the founder of Blackstone. He received his law degree from
16 Benjamin N. Cardozo School of Law and was admitted to the California State Bar in 2008. During
17 law school, he clerked at the litigation firm Oved & Oved, LLP and was published several times in
18 various small publications. Upon graduation, he was rehired by Freedman & Taitelman, LLP as an
19 associate and remained employed there from September 2008 through August 2015. During his
20 tenure, he managed hundreds (perhaps thousands) of complex litigation cases, ranging from
21 employment, corporate, entertainment, and general business litigation matters, though his primary area
22 of expertise was employment, both single plaintiff and representative actions. On the vast majority of
23 those cases, he was the only or primary attorney managing the case and thus obtained extensive
24 experience. In that capacity, he conducted wage and hour and wrongful termination labor and
25 employment intakes; was the primary contact for all clients; took and defended hundreds (if not
26 thousands) of depositions; propounded and responded to all discovery; prepared and opposed all
27 motions and pleadings, including dispositive and certification motions; strategized on all cases;
28 attended all hearings; attended all mediations; coordinated with class action administrators; prepared

1 and worked with experts; first and second chaired multiple trials and arbitrations; and engaged in all
2 other intricate facets of litigation. During that time, he represented a wide range of clients from sole
3 proprietorships to Fortune 500 companies in state, federal, complex, and appellate courts. Many of
4 the cases he managed were highly publicized, with articles written about them in the Los Angeles
5 Times, Deadline, The Hollywood Reporter, Business Insider, Law360, and others. Super Lawyers has
6 regularly honored him as a Southern California Rising Star since 2012. His billable rate is \$1,295,
7 which is well within the prevailing rate for attorneys with his experience in this area of practice in
8 Southern California.

9 b. Miriam L. Schimmel is a 29-year litigator who joined Blackstone in June 2022,
10 following ten years of working with two well-known plaintiff-side wage and hour law firms in Los
11 Angeles. She obtained her Bachelor of Arts degree in Political Science from the University of
12 California at Los Angeles in 1992. Thereafter, she received her law degree from Loyola Law School
13 in 1996 and was admitted to the California State Bar in December 1996. Since her admission to the
14 Bar, she has devoted her practice to a wide variety of litigation matters on both the plaintiff and defense
15 side, including general business, toxic tort, medical device, and pharmaceutical matters. Since 2010,
16 her practice has been devoted almost entirely to employment litigation consisting of wage and hour
17 class actions and representative actions pursuant to PAGA, as well as individual actions based on
18 violations of the Fair Employment and Housing Act (“FEHA”). Approximately 75% of her work in
19 this regard has been on behalf of employees (plaintiffs), while the remaining 25% was on behalf of
20 employers/businesses. On many of those cases, she was the senior lead attorney managing the
21 litigation and overseeing other attorneys. In that capacity, she obtained extensive experience analyzing
22 potential wage and hour and wrongful termination claims for viability; took and defended hundreds of
23 depositions; propounded and responded to discovery; prepared and opposed a wide variety of motions
24 and pleadings, including dispositive and certification motions, as well as settlement approval motions;
25 strategized on all cases; participated in and directed communication with class members; attended
26 hearings; led and participated in mediations; coordinated with class action administrators; prepared
27 and worked with experts; and engaged in all other related aspects of litigation in state, federal,
28 complex, and appellate courts. Her billable rate is \$1,075, which is well within the prevailing rate for

1 attorneys with her experience in this area of practice in Southern California.

2 c. Joana Fang is a highly skilled nine-year lawyer who is part of the team at Blackstone
3 that litigated this matter. She is a 2015 graduate of Loyola Law School, and a 2011 graduate of
4 University of California, Berkeley where she was a double major in Legal Studies and Media Studies.
5 Since passing the Bar, Ms. Fang has exclusively represented plaintiffs in wage and hour litigation, as
6 well as catastrophic injury complex litigation. She is admitted to the State of California, all federal
7 district courts of California, and the U.S. Court of Appeals for the 9th Circuit. She was most recently
8 recognized as a 2025 Southern California Rising Star by Super Lawyers. Her hourly rate of \$750 is
9 reasonable based on her education and experience and is in line with the market rate.

10 d. I joined Blackstone from a highly reputable employment law firm. I graduated from
11 the University of California, Los Angeles with a Bachelor of Arts degree in 2016 and from New
12 England Law | Boston with a Juris Doctor degree in 2019. I was admitted to the State Bar of California
13 in December of 2019 and the State Bars of New York and New Jersey in 2023. I am additionally
14 licensed in all federal district courts of California. I have worked on many wage and hour class action
15 and PAGA representative matters, and my work has included, *inter alia*, researching and drafting
16 pleadings, administrative notice exhaustion, drafting, negotiating, and finalizing stipulations and
17 settlement agreements, engaging in motion practice, claims evaluation and analysis, and making court
18 appearances. I manage the post-settlement department at Blackstone. In that capacity, I oversee and
19 handle over 100 wage-and-hour putative class actions and/or representative actions under PAGA that
20 are in settlement. My hourly rate of \$750 is reasonable based on my education and experience and is
21 in line with the market rate.

22 e. Jared C. Osborne joined Blackstone also from a highly reputable employment law firm.
23 He graduated from New York University with a Bachelor of Arts degree in 2009 and from University
24 of Southern California Gould School of Law (USC) with a Juris Doctor degree in 2020. While at
25 USC, he was an Executive Senior Editor on the Southern California Law Review and graduated in the
26 top 10% of his class. He was admitted to the State Bar of California in February 2021. Since his
27 admittance, he has worked exclusively as a Plaintiff's side employment attorney handling both
28 individual and class action cases. He was most recently recognized as a 2025 Southern California

Rising Star by Super Lawyers. His hourly rate of \$675 is reasonable based on his education and experience and is in line with the market rate.

39. Class Counsel has spent approximately 386.10 total hours litigating this matter. To date, our total fees incurred amount to \$346,288. Each attorney who worked on this matter engaged in a multitude of tasks, including communicating with the client and defense counsel; investigating the facts and researching applicable legal issues; drafting pleadings, informal discovery requests, and joint statements; reviewing documents; preparing for and attending mediation; and facilitating the settlement by negotiating the settlement documents and drafting the motion papers for obtaining settlement approval. One difficulty in determining the hourly rate of attorneys of similar skill and experience in the relevant community is the scarcity of hourly fee-paying clients in class action litigation. As a practical matter, few if any employees or consumers pay attorneys' fees on an hourly basis for such extensive litigation, and thus retainer agreements in such cases are based on a stepped-up contingency fee (with the percentage increasing from one third to forty-five – and sometimes even fifty percent, which is on par with personal injury contingency fee agreements – if the case goes to trial). Therefore, there is no customary hourly billing rate for work that is routinely based on a contingent fee relationship, but the nature of class action work should be strongly considered by the Court. Wage and hour work presents a specialized and challenging area of law that is not within the knowledge of many lawyers. This kind of class action work requires specialized learning and the willingness to take large risks. A summary of Class Counsel's lodestar for each attorney who worked on this case is as follows:

<u>Attorney</u>	<u>Position</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Jonathan M. Genish	Managing Partner	32.40	\$1,295	\$41,958
Miriam L. Schimmel	Senior Counsel	140.20	\$1,075	\$150,715
Joana Fang	Senior Associate	83.50	\$750	\$62,625
Alexandra Rose	Senior Associate	43.20	\$750	\$32,400
Jared C. Osborne	Senior Associate	86.80	\$675	\$58,590

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1 40. We expect to spend an additional 10 hours (\$7,500) in connection with preparing for
2 and attending the Final Approval Hearing and managing the Settlement through its conclusion,
3 including anticipated communications with defense counsel, the Administrator, our client, and Class
4 Members. Based thereon, the total amount of Class Counsel's fees through closure of this case are
5 estimated to be approximately \$353,788.

6 41. The Settlement Agreement provides for reimbursement of litigation costs and expenses
7 in an amount not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00). Class Counsel
8 seeks reimbursement of a total of Thirty Thousand Dollars and Zero Cents (\$30,000.00) in actual
9 litigation costs and expenses. A true and correct itemized list of Blackstone's litigation costs and
10 expenses is attached hereto as **Exhibit 4**. This amount was reasonable and necessary in the prosecution
11 of this matter.

12 42. The requested award of attorneys' fees and costs was included and set forth clearly in
13 the Class Notice provided to the Class Members.

14 ***Class Representative Service Payment***

15 43. As part of the Settlement Agreement, Plaintiff is requesting a reasonable Class
16 Representative Service Payment in the amount of Seven Thousand Five Hundred Dollars and Zero
17 Cents (\$7,500.00) to Plaintiff. The requested Class Representative Service Payment is eminently
18 reasonable given the time and effort Plaintiff spent on this matter, and the benefit to the other Class
19 Members as a result of Plaintiff's actions. Enhancement awards in wage and hour cases typically
20 range from \$5,000.00 to \$20,000.00, although some awards are higher. The Declaration of Plaintiff
21 Leonard Moore submitted herewith details his work and efforts in bringing and litigating this matter
22 through resolution and supports the requested Class Representative Service Payment. The requested
23 Class Representative Service Payment was also disclosed in the Class Notice provided to the Class
24 Members.

25 ***Administration Expenses Payment***

26 44. In Plaintiff's Motion for Preliminary Approval, Plaintiff requested, and the Court
27 approved, an Administration Expenses Payment not to exceed Fifteen Thousand Dollars and Zero
28 Cents (\$15,000.00). ILYM Group, Inc., the approved Administrator, provided Class Counsel with its

1 quote stating that its cost to administer the Settlement is Twelve Thousand Dollars and Zero Cents
2 (\$12,000.00).

3 ***Allocation to the LWDA***

4 45. As part of the Settlement, Defendant has agreed to pay One Hundred Thousand Dollars
5 and Zero Cents (\$100,000.00) to settle the claims of the Aggrieved Employees brought pursuant to
6 PAGA, of which the payment of Seventy-Five Thousand Dollars and Zero Cents (\$75,000.00) (75%
7 of the PAGA Penalties) will be paid to the LDWA for education and enforcement purposes.

8 46. It is extremely common in approved wage and hour class action cases that settle that
9 only a small portion of the total settlement is paid to PAGA penalties “in order to maximize payments
10 to class members.” (*Magadia v. Wal-Mart Assocs.* (N.D. Cal. May 31, 2019, No. 17-CV-00062-LHK)
11 2019 U.S. Dist. LEXIS 91732, *90-91, citing as examples *Ceja-Corona v. CVS Pharm., Inc.* (E.D.
12 Cal. Jan. 14, 2015) 2015 U.S. Dist. LEXIS 5118, 2015 WL 222500, at *2-3 [preliminarily approving
13 \$10,000 in PAGA penalties out of a total settlement amount of \$900,000]; *Thio v. Genji, LLC* (N.D.
14 Cal. 2014) 14 F. Supp. 3d 1324, 1330 [preliminarily approving \$10,000 in PAGA penalties out of a
15 total settlement amount of \$1,250,000]; *Franco v. Ruiz Food Prods.* (E.D. Cal. Nov. 27, 2012) 2012
16 U.S. Dist. LEXIS 169057, 2012 WL 5941801, at *14 [granting final approval of \$10,000 in PAGA
17 penalties out of a total settlement amount of \$2,500,000]; *Garcia v. Gordon Trucking, Inc.* (E.D. Cal.
18 Oct. 31, 2012) 2012 U.S. Dist. LEXIS 160052, 2012 WL 5364575, at *3 [granting final approval of
19 \$10,000 in PAGA penalties out of a total settlement amount of \$3,700,000]; *Chu v. Wells Fargo Invs.,*
20 *LLC* (N.D. Cal. Feb. 16, 2011) 2011 U.S. Dist. LEXIS 15821, 2011 WL 672645, at *1 [granting final
21 approval of \$10,000 in PAGA penalties out of a total settlement amount of \$6,900,000].) Like here,
22 in these approved settlements, the parties generally maximized statutory penalties and minimized
23 PAGA penalties to focus on claims to the class members, the persons who actually suffered the
24 California Labor Code violations.

25 ***Notice to the Class***

26 47. The Class Notice approved by the Court met the requirements for proper notice of
27 settlement to a class: it identified the Parties and described the Action, the Class, the Gross Settlement
28 Amount, the proposed method for distribution of the Gross Settlement Amount, the amounts proposed

1 to be paid as the Class Representative Service Payment to Plaintiff, the Administration Expenses
2 Payment to the Administrator, and the Class Counsel Fees Payment and Class Counsel Litigation
3 Expenses Payment to Class Counsel. The Class Notice described the proposed Settlement with enough
4 specificity to allow each Class Member to make an informed choice whether to accept and participate
5 in it. It also explained how and when Class Members may object to or opt out of the Class Settlement.
6 Finally, the Class Notice provided the date and time of the hearing on final approval of the Settlement
7 and informed Class Members how to obtain additional information about the Settlement.

8 I declare under penalty of perjury under the laws of the State of California that the foregoing
9 is true and correct. Executed on April 9, 2026, at Jersey City, New Jersey.

10 

11 _____
12 Alexandra Rose
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EXHIBIT 1

**JOINT STIPULATION OF
CLASS AND PAGA SETTLEMENT AGREEMENT AND RELEASE**

This Joint Stipulation of Class and PAGA Settlement Agreement and Release (“Agreement”) is entered into by and between the parties to the civil actions entitled *Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV047001; *Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV051247; and *Leonard Moore vs. Truepill, Inc.*, Alameda County Superior Court, Case No. 24CV070208, Plaintiff Leonard Moore (“Plaintiff”), on behalf of himself and the putative class, and Defendant Truepill, Inc. (“Truepill” or “Defendant”; and collectively with Plaintiff as the “Parties” and individually as “Party”).

1. DEFINITIONS

Unless otherwise defined herein, initial capitalized terms used in this Agreement shall have the meanings set forth below:

1.1 “Action” means the action currently entitled *Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV047001.

1.2 “Actions” means the following lawsuits alleging wage and hour violations against Defendant: *Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV047001; *Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV051247; and *Leonard Moore vs. Truepill, Inc.*, Alameda County Superior Court, Case No. 24CV070208.

1.3 “Administrator” means ILYM Group Inc. (“ILYM”) the neutral entity the Parties have agreed to appoint to administer the Settlement.

1.4 “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.

1.5 “Aggrieved Employee(s)” means all non-exempt, hourly-paid employees who worked for Defendant in California during the PAGA Period.

1 1.6 “Class” or “Class Member(s)” means all non-exempt, hourly-paid employees who
2 worked for Defendant in California during the Class Period.

3 1.7 “Class Counsel” means Jonathan M. Genish, Miriam L. Schimmel, Joana Fang,
4 Alexandra Rose, and Jared C. Osborne of Blackstone Law, APC.

5 1.8 “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment”
6 mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and
7 expenses, respectively, incurred to prosecute the Actions.

8 1.9 “Class Data” means Class Member identifying information in Defendant’s
9 possession including the Class Member’s full name, last-known mailing address, last known
10 telephone number, Social Security number, and number of Workweeks and PAGA Pay Periods.

11 1.10 “Class Member Address Search” means the Administrator’s investigation and
12 search for current Class Member mailing addresses using all reasonably available sources, methods,
13 and means including, but not limited to, the National Change of Address database, skip traces, and
14 direct contact by the Administrator with Class Members.

15 1.11 “Class Notice” means the Court Approved Notice Of Class Action Settlement And
16 Hearing Date For Final Court Approval, to be mailed to Class Members in English in the form,
17 without material variation, attached as **Exhibit A** and incorporated by reference into this
18 Agreement.

19 1.12 “Class Period” means the period from October 10, 2019 through March 1, 2025.

20 1.13 “Class Representative” means Plaintiff Leonard Moore in the Operative Complaint
21 in the Action seeking Court approval to serve as the Class Representative.

22 1.14 “Class Representative Service Payment” means the payment to the Class
23 Representative for prosecuting the Action and providing services in support of the Action.

24 1.15 “Court” means the judge presiding over the Action (*Elizabeth Chavez vs. Beacon*
25 *Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV047001).

26 1.16 “Defendant” means Truepill, Inc.

27 1.17 “Defense Counsel” means Fisher & Phillips LLP.

28

1 1.18 “Effective Date” means the date by when both of the following have occurred:
2 (a) the Court enters the Final Approval Order and Judgment; and (b) the Final Approval Order and
3 Judgment is final. The Final Approval Order and Judgment is final as of the latest of the following
4 occurrences: (a) if no Participating Class Members object to the Settlement, the day the Court enters
5 the Final Approval Order and Judgment; and (b) if one or more Participating Class Members objects
6 to the Settlement, the day after the deadline for filing a notice of appeal from the Final Approval
7 Order and Judgment; or if a timely appeal from the Final Approval Order and Judgment is filed,
8 the last of the following dates: (1) the last date by which a petition for review by the California
9 Supreme Court of the California Court of Appeal’s decision affirming the Final Approval Order
10 and Judgment may be filed, and none is filed; (2) the last date by which a petition for a writ of
11 certiorari to the United States Supreme Court of a decision by the California Court of Appeal or the
12 California Supreme Court affirming the Final Approval Order and Judgment may be filed, and none
13 is filed; and (3) if a petition for review by the California Supreme Court, or a petition for a writ of
14 certiorari to the U.S. Supreme Court, seeking review of the Final Approval Order and Judgment or
15 of the California Court of Appeal’s decision on an appeal from the Final Approval Order and
16 Judgment is timely filed, the date on which the highest reviewing court renders its decision denying
17 the petition (where the immediately lower court affirmed the Final Approval Order and Judgment)
18 or affirming the Final Approval Order and Judgment.

19 1.19 “Final Approval Hearing” means the Court’s hearing on the Motion for Final
20 Approval of the Settlement.

21 1.20 “Final Approval Order and Judgment” means the Court’s order granting final
22 approval of the Settlement and entering judgment thereon

23 1.21 “Gross Settlement Amount” means One Million Four Hundred Thousand Dollars
24 and Zero Cents (\$1,400,000) which is the total amount Defendant agrees to pay under the
25 Settlement except as provided in Paragraph 4.1 below. The Gross Settlement Amount will be used
26 to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class
27 Counsel Fees Payment, Class Counsel Litigation Expenses, Class Representative Service Payment,
28 and Administration Expenses Payment.

1.22 “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.

1.23 “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.

1.24 “LWDA” means the California Labor and Workforce Development Agency.

1.25 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subdivision (i).

1.26 “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.27 “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.28 “PAGA Pay Period” means any pay period during which an Aggrieved Employee performed work for Defendant for at least one shift during the PAGA Period.

1.29 “PAGA Period” means the period from September 8, 2022 through March 1, 2025.

1.30 “PAGA” means the Private Attorneys General Act (Lab. Code, § 2698 et seq.).

1.31 “PAGA Notice” means Elizabeth Chavez and Plaintiff Leonard Moore’s respective letters to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subdivision (a).

1.32 “PAGA Penalties” means the total amount of One Hundred Thousand Dollars and Zero Cents (\$100,000) allocated to PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees and 75% to LWDA in settlement of PAGA claims.

1 1.33 “Participating Class Member” means a Class Member who does not submit a valid
2 and timely Request for Exclusion.

3 1.34 “Plaintiff” means Leonard Moore.

4 1.35 “Preliminary Approval” means the date on which the Court enters the Preliminary
5 Approval Order.

6 1.36 “Preliminary Approval Order” means the proposed Order Granting Preliminary
7 Approval of Class Action and PAGA Settlement.

8 1.37 “Released Class Claims” means the claims being released as described in Paragraph
9 5.2 below.

10 1.38 “Released PAGA Claims” means the claims being released as described in
11 Paragraph 5.3 below.

12 1.39 “Released Parties” means Defendant and each of its and their former and present
13 directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns,
14 parents, subsidiaries, affiliated companies or entities, and their exempt employees, partners, and
15 agents.

16 1.40 “Request for Exclusion” means a Class Member’s written request to be excluded
17 from the Class Settlement signed by the Class Member.

18 1.41 “Response Deadline” means 60 days after the Administrator mails the Class Notice
19 to Class Members and Aggrieved Employees, and shall be the last date on which Class Members
20 may submit Requests for Exclusion to the Settlement Administrator, written objections to the
21 Settlement Administrator, and/or challenges to Workweeks and/or PAGA Pay Periods to the
22 Settlement Administrator. Class Members to whom Class Notices are resent after having been
23 returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the
24 expiration of the Response Deadline.

25 1.42 “Workweek” means any week during which a Class Member performed work for
26 Defendant for at least one shift during the Class Period.

1 **2. RECITALS.**

2 2.1 On October 10, 2023, Elizabeth Chavez commenced an action alleging causes of
3 action against former defendant Beacon Hill Staffing Group LLC and Defendant (*Elizabeth Chavez*
4 *vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No.
5 23CV047001) for (1) Unpaid Minimum Wages; (2) Unpaid Overtime; (3) Unpaid Meal Period
6 Premiums; (4) Unpaid Rest Period Premiums; (5) Wages Not Timely Paid During Employment;
7 (6) Failure To Provide Accurate Wage Statements; (7) Untimely Final Wages; (8) Failure To
8 Reimburse Necessary Business Expenses; and (9) Violation of Cal. Business & Professions Code
9 section 17200, *et seq.* On November 14, 2023, Elizabeth Chavez commenced a second action
10 against former defendant Beacon Hill Staffing Group LLC and Defendant (*Elizabeth Chavez vs.*
11 *Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV051247)
12 alleging one cause of action under PAGA. On April 3, 2024, Plaintiff filed an action against
13 Defendant (*Leonard Moore vs. Truepill, Inc.*, Alameda County Superior Court, Case No.
14 24CV070208) alleging one cause of action under PAGA, pursuant to California Labor Code
15 sections 2699 et seq. Defendant denied and continues to deny the allegations in the Actions, denied
16 and continues to deny any failure to comply with the laws identified in in the complaints listed
17 above, and denied and continues to deny any and all liability for the causes of action alleged.

18 2.2 Pursuant to Labor Code section 2699.3, subdivision (a), Elizabeth Chavez and
19 Plaintiff gave written notice to Defendant and the LWDA by sending the PAGA Notice.

20 2.3 On November 11, 2024, the Parties participated in an all-day mediation presided
21 over by Steven Rottman, which led to this Agreement to settle the Actions.

22 2.4 Prior to mediation, Plaintiff obtained employee timekeeping data, payroll data and
23 records, applicable policies, and counts of current and former employees, and workweeks in the
24 Class Period and PAGA Period. Plaintiff's investigation was sufficient to satisfy the criteria for
25 court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and
26 *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*"). The
27 Parties have agreed that Plaintiff will file a First Amended Class and Representative Action
28 Complaint in the Action (*Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda

County Superior Court, Case No. 23CV047001) that adds a claim under PAGA and substitutes Plaintiff as the named plaintiff for purposes of approval. This First Amended Class and Representative Action Complaint will be the “Operative Complaint.”

2.5 The Parties have agreed that Elizabeth Chavez will file a Request for Dismissal in the Action (*Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV047001) of her individual claims without prejudice pursuant to California Rules of Court 3.770 in the action.

2.6 The Parties have agreed that Elizabeth Chavez will file a Request for Dismissal of the *Elizabeth Chavez vs. Beacon Hill Staffing Group LLC, et al.*, Alameda County Superior Court, Case No. 23CV051247 action without prejudice.

2.7 The Parties have agreed that Plaintiff will file a Request for Dismissal of the *Leonard Moore vs. Truepill, Inc.*, Alameda County Superior Court, Case No. 24CV070208 action without prejudice.

2.8 The Parties have agreed that Plaintiff will revise the LWDA letter to broaden the scope of the release to include claims for California Labor Code section 246.

2.9 The Parties have agreed that if Elizabeth Chavez files a class action, representative action, or an individual lawsuit against Truepill Inc., alleging any of the claims that are covered by this Settlement, at any time before the Court issues an order granting approval of this Settlement, Defendant shall have the unilateral option to terminate this Agreement at its sole discretion, and this Agreement shall be null and void and this Settlement will have no force and effect. If this occurs, Plaintiff’s rights and claims asserted in the Operative Complaint shall remain valid and continue as if the Settlement was never reached.

3. MONETARY TERMS.

3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 4.1 below, Defendant promises to pay One Million Four Hundred Thousand Dollars and Zero Cents (\$1,400,000.00) and no more as the Gross Settlement Amount, and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline

1 stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross
2 Settlement Amount without asking or requiring Participating Class Members or Aggrieved
3 Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount
4 will revert to Defendant.

5 3.2 Payments from the Gross Settlement Amount. The Administrator will make and
6 deduct the following payments from the Gross Settlement Amount, in the amounts specified by the
7 Court in the Final Approval Order and Judgment:

8 3.2.1 To Plaintiff: A Class Representative Service Payment to the Class
9 Representative of up to a total of \$7,500, subject to Court approval (in addition to any Individual
10 Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive
11 as a Participating Class Member and Aggrieved Employee). Defendant will not oppose Plaintiff's
12 request for a Class Representative Service Payment that does not exceed this amount. As part of
13 the motion for the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment,
14 Plaintiff will seek Court approval for the Class Representative Service Payment prior to the Final
15 Approval Hearing. If the Court approves a Class Representative Service Payment less than the
16 amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The
17 Administrator will pay the Class Representative Service Payment using an IRS Form 1099.
18 Plaintiff assumes full responsibility and liability for employee taxes owed on the Class
19 Representative Service Payment.

20 3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third
21 (1/3), which is currently estimated to be \$466,666.67 and a Class Counsel Litigation Expenses
22 Payment of not more than \$30,000. Defendant will not oppose requests for these payments
23 provided they do not exceed these amounts. Plaintiff and Class Counsel will file a motion for the
24 Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment prior to the Final
25 Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel
26 Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the
27 remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel
28 or any other Plaintiff's counsel arising from any claim to any portion of the Class Counsel Fees

1 Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class
2 Counsel Fees Payment and Class Counsel Litigation Expenses Payment using one or more IRS
3 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class
4 Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant
5 harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or
6 sharing of any of these payments.

7 3.2.3 To the Administrator: An Administration Expenses Payment not to exceed
8 \$15,000 except for a showing of good cause and as approved by the Court. To the extent the
9 Administrator's expenses are less or the Court approves payment less than \$15,000, the
10 Administrator will retain the remainder in the Net Settlement Amount.

11 3.2.4 To Each Participating Class Member: Individual Class Payments will
12 calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked
13 by all Participating Class Members during the Class Period, and (b) multiplying the result by each
14 Participating Class Member's total number of Workweeks worked during the Class Period.

15 3.2.4.1 Tax Allocation of Individual Class Payments. Ten percent (10%) of
16 each Participating Class Member's Individual Class Payment will be allocated to
17 settlement of wage claims (the "Wage Portion(s)"). The Wage Portions are subject
18 to tax withholding and will be reported on IRS W-2 Forms. Ninety percent (90%)
19 of each Participating Class Member's Individual Class Payment will be allocated to
20 the settlement of claims for interest and penalties (the "Non-Wage Portion(s)"). The
21 Non-Wage Portions are not subject to wage withholdings and will be reported on
22 IRS 1099 Forms. Participating Class Members assume full responsibility and
23 liability for any employee taxes owed on their Individual Class Payment.

24 3.2.4.2 Effect of Non-Participating Class Members on Calculation of
25 Individual Class Payments. Non-Participating Class Members will not receive any
26 Individual Class Payments. The Administrator will retain amounts equal to their
27 Individual Class Payments in the Net Settlement Amount for distribution to
28 Participating Class Members on a pro rata basis.

3.2.4.3 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$100,000 to be paid from the Gross Settlement Amount, with 75% (\$75,000) allocated to the LWDA PAGA Payment and 25% (\$25,000) allocated to the Individual PAGA Payments.

3.2.4.4 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$25,000) 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 total number of PAGA Pay Periods worked during the PAGA Period. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. Each Individual PAGA Payment and the LWDA PAGA Payment will be allocated as non-wages (for alleged penalties) for which IRS 1099 Forms will be issued.

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

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1 Escalator Clause. Based on a review of their records, Defendant estimated there were a total of approximately 59,807 workweeks during the period October 10, 2019 to November 11, 2024. If the number of Workweeks increases by more than 12%, or 7,176 Workweeks (i.e., by more than a total of 66,983 Workweeks), during the Class Period, then the Gross Settlement Amount will be increased on a pro-rata basis for any Workweek added above the 12% increase. For example, if the total number of Workweeks is 13% higher than 59,807, then the Gross Settlement Amount will be increased by 1%.

4.2 Class Data. Not later than 14 days after the Parties are served with the Court's order granting Preliminary Approval, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. Additionally, not later than 14 days after the Parties are

1 served with the Court's order granting Preliminary Approval, Defendant will deliver a declaration
2 to Class Counsel from its data analyst attesting to the total number of Workweeks and PAGA Pay
3 Periods. To protect Class Members' privacy rights, the Administrator must maintain the Class Data
4 in confidence, use the Class Data only for purposes of the Settlement and for no other purpose, and
5 restrict access to the Class Data to the Administrator's employees who need access to the Class
6 Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately
7 notify Class Counsel if it discovers that the Class Data omitted Class Member identifying
8 information and to provide corrected or updated Class Data as soon as reasonably feasible. Without
9 any extension of the deadline by which Defendant must send the Class Data to the Administrator,
10 the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or
11 otherwise resolve any issues related to missing or omitted Class Data.

12 4.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross
13 Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll
14 taxes, by transmitting the funds to the Administrator no later than 14 days after the Effective Date.

15 4.4 Payments from the Gross Settlement Amount. Within 7 days after Defendant funds
16 the Gross Settlement Amount, the Administrator will distribute all Individual Class Payments, all
17 Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment,
18 the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class
19 Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class
20 Counsel Litigation Expenses Payment, and the Class Representative Service Payment shall not
21 precede disbursement of Individual Class Payments and Individual PAGA Payments.

22 4.4.1 The Administrator will issue checks for the Individual Class Payments and
23 Individual PAGA Payments and send them to the Participating Class Members and/or
24 Aggrieved Employees via First Class U.S. Mail, postage prepaid. The face of each check
25 shall prominently state the date (not less than 180 days after the date of mailing) when the
26 check will be voided. The Administrator will cancel all checks not cashed by the void date.
27 The Administrator will send checks for Individual Class Payments to all Participating Class
28 Members (including those for whom a Class Notice was returned undelivered). The

1 Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees
2 including Non-Participating Class Members who qualify as Aggrieved Employees
3 (including those for whom a Class Notice was returned undelivered). The Administrator
4 may send Participating Class Members a single check combining the Individual Class
5 Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement
6 Administrator must update the recipients' mailing addresses using the National Change of
7 Address Database.

8 4.4.2 The Administrator must conduct a Class Member Address Search for all
9 other Participating Class Members and/or Aggrieved Employees whose checks are returned
10 undelivered without a United States Postal Service ("USPS") forwarding address. Within
11 7 days of receiving a returned check, the Administrator must re-mail checks to the USPS
12 forwarding address provided or to an address ascertained through the Class Member
13 Address Search. The Administrator need not take further steps to deliver checks to
14 Participating Class Members and/or Aggrieved Employees whose re-mailed checks are
15 returned as undelivered. The Administrator shall promptly send a replacement check to any
16 Participating Class Member and/or Aggrieved Employee whose original check was lost or
17 misplaced, requested by the Participating Class Member and/or Aggrieved Employee prior
18 to the void date.

19 4.4.3 For any Participating Class Member and/or Aggrieved Employee whose
20 Individual Class Payment check or Individual PAGA Payment check is uncashed and
21 canceled after the void date, the Administrator shall transmit the funds represented by such
22 checks to East Bay Community Law Center consistent with Code of Civil Procedure section
23 384, subdivision (b). The Parties and their counsel each represent that they have no interest
24 or relationship, financial or otherwise, with the intended *cy pres*.

25 4.4.4 The payment of Individual Class Payments and Individual PAGA Payments
26 shall not obligate Defendant to confer any additional benefits or make any additional
27 payments to Class Members (such as 401(k) contributions or bonuses) beyond those
28 specified in this Agreement.

1 4.4.5 Administration of Taxes by the Administrator. The Administrator will be
2 responsible for issuing to Plaintiff, Participating Class Members, Aggrieved Employees,
3 and Class Counsel any W-2, 1099, or other tax forms as may be required by law for all
4 amounts paid pursuant to the Settlement. The Administrator will also be responsible for
5 forwarding all payroll taxes and penalties to the appropriate government authorities.

6 4.4.6 Tax Liability. Defendant makes no representation as to the tax treatment or
7 legal effect of the payments called for hereunder, and Plaintiff and Participating Class
8 Members are not relying on any statement, representation, or calculation by Defendant or
9 by the Administrator in this regard.

10 4.4.7 Circular 230 Disclaimer. Each Party to this Agreement (for purposes of this
11 section, the “acknowledging party” and each Party to this Agreement other than the
12 acknowledging party, an “other party”) acknowledges and agrees that (1) no provision of
13 this Agreement, and no written communication or disclosure between or among the Parties
14 or their attorneys and other advisers, is or was intended to be, nor will any such
15 communication or disclosure constitute or be construed or be relied upon as, tax advice
16 within the meaning of United States Treasury Department circular 230 (31 CFR part 10, as
17 amended); (2) the acknowledging party (a) has relied exclusively upon his, her, or its own,
18 independent legal and tax counsel for advice (including tax advice) in connection with this
19 Agreement, (b) has not entered into this Agreement based upon the recommendation of any
20 other party or any attorney or advisor to any other party, and (c) is not entitled to rely upon
21 any communication or disclosure by any attorney or advisor to any other party to avoid any
22 tax penalty that may be imposed on the acknowledging party; and (3) no attorney or adviser
23 to any other party has imposed any limitation that protects the confidentiality of any such
24 attorney’s or adviser’s tax strategies (regardless of whether such limitation is legally
25 binding) upon disclosure by the acknowledging party of the tax treatment or tax structure
26 of any transaction, including any transaction contemplated by this agreement.

1 **5. RELEASES OF CLAIMS.** As of the full funding of the Gross Settlement Amount and
2 Effective Date, Plaintiff, Participating Class Members, and the State of California with respect to
3 the Aggrieved Employees will release claims against all Released Parties as follows:

4 5.1 Plaintiff's Release. Plaintiff, on behalf of his respective former and present spouses,
5 representatives, agents, attorneys, heirs, administrators, successors, and assigns, generally releases
6 and discharges the Released Parties from all claims, transactions, or occurrences that occurred
7 during the Class Period, including, but not limited to: (a) all claims that were, or reasonably could
8 have been, alleged, based on the facts contained in the Operative Complaint, and (b) all PAGA
9 claims that were, or reasonably could have been, alleged, based on facts contained in Plaintiff's
10 PAGA Notice ("Plaintiff's Release"). The Plaintiff's Release does not extend to any claims or
11 actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits,
12 disability benefits, social security benefits, workers' compensation benefits that arose at any time,
13 or based on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may
14 discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or
15 believes to be true but agrees, nonetheless, that the Plaintiff's Release shall be and remain effective
16 in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

17 5.1.1 Plaintiff's Waiver of Rights Under Civil Code Section 1542. For purposes
18 of the Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights,
19 and benefits, if any, of section 1542 of the Civil Code, which reads: A general release does
20 not extend to claims that the creditor or releasing party does not know or suspect to exist in
21 his or her favor at the time of executing the release and that, if known by him or her, would
22 have materially affected his or her settlement with the debtor or released party.

23 5.2 Release by Participating Class Members: All Participating Class Members, on
24 behalf of themselves and their respective former and present representatives, agents, attorneys,
25 heirs, administrators, successors, and assigns, release the Released Parties from all claims that were
26 alleged, or reasonably could have been alleged, based on the facts stated in the Operative
27 Complaint, arising during the Class Period, including any and all claims that Defendant failed to
28 pay all wages due, including minimum wages and overtime, including, but not limited to, at the

1 regular rate or wages owed from rounding; failed to provide meal and rest periods; failed to pay
2 meal and rest period premiums, including at the regular rate of pay; failed to furnish accurate
3 itemized wage statements; failed to timely pay all wages due during employment and upon
4 termination; and failed to reimburse necessary business expenses. The Released Class Claims
5 include claims for statutory penalties, attorneys' fees and costs, statutory interest, or other relief in
6 connection therewith brought under California Labor Code sections 201, 202, 203, 204, 210,
7 226(a), 226.7, 246, 510, 512, 1194, 1197, 1197.1, 1198, 2800, and 2802, California Business and
8 Professions Code sections 17200, *et seq.*, and the applicable Industrial Welfare Commission Wage
9 Orders. Except for the PAGA Released Claims, Participating Class Members do not release any
10 other claims, including claims for vested benefits, wrongful termination, violation of the Fair and
11 Employment and Housing Act, unemployment insurance, disability, social security, workers'
12 compensation, or claims based on facts occurring outside the Class Period.

13 5.3 Release by the State of California with respect to the Aggrieved Employees: The
14 State of California with respect to the Aggrieved Employees is deemed to release the Released
15 Parties from all claims for PAGA penalties that were alleged, or reasonably could have been
16 alleged, based on the facts stated in the PAGA Notice, arising during the PAGA Period, including
17 any and all claims that Defendant failed to pay all wages due, including minimum wages and
18 overtime, including, but not limited to, at the regular rate or wages owed from rounding; failed
19 provide meal and rest periods; failed to pay meal and rest period premiums, including at the regular
20 rate of pay; failed to furnish accurate itemized wage statements; failed to keep accurate records;
21 failed to timely pay all wages due during employment and upon termination; and failed to reimburse
22 necessary business expenses. The Released PAGA Claims include claims for civil penalties under
23 PAGA for violations of California Labor Code sections 201, 202, 203, 204, 210, 226(a), 226.7, 246,
24 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2698 *et seq.*, 2800, and 2802, and the applicable
25 Industrial Welfare Commission Wage Orders.

1 **6. MOTION FOR PRELIMINARY APPROVAL.**

2 Plaintiff agrees to prepare and file a motion for preliminary approval (“Motion for
3 Preliminary Approval”).

4 6.1 Plaintiff will prepare and deliver to Defense Counsel all documents necessary for
5 obtaining preliminary approval, including: (i) a draft of the notice, and memorandum in support, of
6 the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar*
7 and a request for approval of the PAGA Settlement under Labor Code section 2699, subdivision
8 (f)(2); (ii) a draft proposed Preliminary Approval Order; (iii) a draft proposed Class Notice; (iv) a
9 signed declaration from the Administrator attaching its “not to exceed” bid for administering the
10 Settlement and attesting to its willingness to serve; competency; operative procedures for protecting
11 the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds
12 or other misfeasance; and (v) a signed declaration from Class Counsel attesting to their respective
13 competency to represent the Class Members; their timely transmission to the LWDA of all
14 necessary PAGA documents (initial notice of violations (Lab. Code,
15 § 2699.3, subd. (a))), Operative Complaint (Lab. Code, § 2699, subd. (l)(1)), and this Agreement
16 (Lab. Code, § 2699, subd. (l)(2)).

17 6.2 Responsibilities of Counsel. Class Counsel is responsible for expeditiously
18 finalizing and filing the Motion for Preliminary Approval after the full execution of this Agreement;
19 obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in
20 Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible
21 for delivering the Court’s Preliminary Approval Order to the Administrator.

22 6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
23 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and
24 Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or
25 by telephone, and in good faith, to resolve the disagreement. If the Court does not grant preliminary
26 approval or conditions preliminary approval on any material change to this Agreement, Class
27 Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting
28 in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the

1 Court's concerns.

2 **7. SETTLEMENT ADMINISTRATION.**

3 7.1 Selection of Administrator. The Parties have jointly selected ILYM Group, Inc. to
4 serve as the Administrator and verified that, as a condition of appointment, ILYM agrees to be
5 bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in
6 exchange for the Administration Expenses Payment. The Parties and their counsel represent that
7 they have no interest or relationship, financial or otherwise, with the Administrator other than a
8 professional relationship arising out of prior experiences administering settlements.

9 7.2 Employer Identification Number. The Administrator shall have and use its own
10 Employer Identification Number for purposes of calculating payroll tax withholdings and providing
11 reports to state and federal tax authorities.

12 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that
13 meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation
14 section 468B-1.

15 7.4 Notice to Class Members.

16 7.4.1 No later than 3 business days after receipt of the Class Data, the
17 Administrator shall notify Class Counsel that the list has been received and state the number
18 of Class Members, Aggrieved Employees Workweeks, and PAGA Pay Periods in the Class
19 Data.

20 7.4.2 Using best efforts to perform as soon as possible, and in no event later than
21 14 days after receiving the Class Data, the Administrator will send to all Class Members
22 identified in the Class Data, via first-class USPS mail, the Class Notice substantially in the
23 form attached to this Agreement as **Exhibit A**. The first page of the Class Notice shall
24 prominently estimate the dollar amounts of any Individual Class Payment and/or Individual
25 PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA
26 Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices,
27 the Administrator shall update Class Member addresses using the National Change of
28 Address database.

1 7.4.3 Not later than 3 business days after the Administrator's receipt of any Class
2 Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class
3 Notice using any forwarding address provided by the USPS. If the USPS does not provide
4 a forwarding address, the Administrator shall conduct a Class Member Address Search, and
5 re-mail the Class Notice to the most current address obtained. The Administrator has no
6 obligation to make further attempts to locate or send a Class Notice to Class Members
7 whose Class Notice is returned by the USPS a second time.

8 7.4.4 The deadlines for Class Members' written objections, challenges to
9 Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an
10 additional 14 days beyond the original Response Deadline for all Class Members whose
11 notice is re-mailed. The Administrator will inform the Class Member of the extended
12 deadline with the re-mailed Class Notice.

13 7.4.5 If the Administrator, Defendant, Defense Counsel, or Class Counsel is
14 contacted by or otherwise discovers any persons who believe they should have been
15 included in the Class Data and should have received a Class Notice, the Parties will
16 expeditiously meet and confer in person or by telephone, and in good faith, in an effort to
17 agree on whether to include them as Class Members. If the Parties agree, such persons will
18 be Class Members entitled to the same rights as other Class Members, and the Administrator
19 will send, via email or overnight delivery, a Class Notice requiring them to exercise options
20 under this Agreement not later than 14 days after receipt of the Class Notice, or the deadline
21 dates in the Class Notice, whichever is later.

22 7.5 Requests for Exclusion (Opt-Outs).

23 7.5.1 Class Members who wish to exclude themselves from (opt-out of) the Class
24 Settlement must send the Administrator, by mail, a signed written Request for Exclusion
25 not later than the Response Deadline (plus an additional 14 days for Class Members whose
26 Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or
27 his/her/their representative that reasonably communicates the Class Member's election to
28 be excluded from the Class Settlement and includes the Class Member's full name, mailing

1 address, and email address or telephone number. To be valid, a Request for Exclusion must
2 be timely postmarked by the Response Deadline.

3 7.5.2 If the Administrator has reason to question the authenticity of a Request for
4 Exclusion, the Administrator may demand additional proof of the Class Member's identity.
5 The Administrator's determination of authenticity shall be final and not appealable or
6 otherwise susceptible to challenge.

7 7.5.3 Every Class Member who does not submit a valid and timely Request for
8 Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to
9 all benefits and bound by all terms and conditions of the Settlement, including the Released
10 Class Claims, regardless of whether the Participating Class Member actually receives the
11 Class Notice or objects to the Class Settlement.

12 7.5.4 Every Class Member who submits a valid and timely Request for Exclusion
13 is a Non-Participating Class Member and shall not receive an Individual Class Payment or
14 have the right to object to the class action components of the Settlement. Because PAGA
15 claims are subject to claim preclusion upon entry of the Final Approval Order and
16 Judgment, the State of California with respect to the Aggrieved Employees is deemed to
17 release the Released PAGA Claims and the Aggrieved Employees are eligible for an
18 Individual PAGA Payment.

19 7.6 Challenges to Calculation of Workweeks and/or PAGA Pay Periods. Each Class
20 Member shall have until the Response Deadline (plus an additional 14 days for Class Members
21 whose Class Notice is re-mailed) to challenge the number of Workweeks and/or PAGA Pay Periods
22 (if any) allocated to the Class Member in the Class Notice. The Administrator must encourage the
23 challenging Class Member to submit supporting documentation. In the absence of any contrary
24 documentation, the Administrator is entitled to presume that the Workweeks and/or PAGA Pay
25 Periods contained in the Class Notice are correct so long as they are consistent with the Class Data.
26 The Administrator has the authority to address and make final decisions consistent with the terms
27 of this Agreement on all Class Member challenges over the calculation of Workweeks and/or
28 PAGA Pay Periods. The Administrator's determination of each Class Member's allocation of

1 Workweeks and/or PAGA Pay Periods shall be final and not appealable or otherwise susceptible to
2 challenge. The Administrator shall promptly provide copies of all challenges to calculation of
3 Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the
4 Administrator's determination of the challenges.

5 7.7 Objections to the Class Settlement.

6 7.7.1 Only Participating Class Members may object to the class action
7 components of the Settlement and/or this Agreement, including contesting the fairness of
8 the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class
9 Counsel Litigation Expenses Payment, and/or Class Representative Service Payment.

10 7.7.2 Participating Class Members may send written objections to the
11 Administrator, by mail, not later than the Response Deadline (plus an additional 14 days for
12 Class Members whose Class Notice was re-mailed). In the alternative, Participating Class
13 Members may appear in Court (or hire an attorney to appear in Court) to present oral
14 objections at the Final Approval Hearing, regardless of whether they have submitted a
15 written objection.

16 7.7.3 Non-Participating Class Members have no right to object to any of the class
17 action components of the Settlement.

18 7.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks
19 to be performed or observed by the Administrator contained in this Agreement or otherwise.

20 7.8.1 Website and Toll-Free Number. The Administrator will establish, maintain,
21 and use an internet website (or maintain and use a portion of its existing website) to post
22 information of interest to Class Members including the date, time, and location for the Final
23 Approval Hearing and copies of the Agreement, Motion for Preliminary Approval, the
24 Preliminary Approval Order, the Class Notice, the Motion for Final Approval, any motion
25 for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class
26 Representative Service Payment, and the Final Approval Order and Judgment. The
27 Administrator will also maintain and monitor a toll-free telephone number to receive Class
28 Member calls.

1 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator
2 will promptly review on a rolling basis Requests for Exclusion to ascertain their validity.
3 Not later than 5 days after the Response Deadline, the Administrator shall email a list to
4 Class Counsel and Defense Counsel containing (a) the names and other identifying
5 information of Class Members who have timely submitted valid Requests for Exclusion
6 (“Exclusion List”); (b) the names and other identifying information of Class Members who
7 have submitted invalid Requests for Exclusion; and (c) copies of all Requests for Exclusion
8 submitted (whether valid or invalid).

9 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written
10 reports to Class Counsel and Defense Counsel that, among other things, tally the number
11 of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for
12 Exclusion (whether valid or invalid) received, objections received, challenges to
13 Workweeks and/or PAGA Pay Periods received and/or resolved, and checks mailed for
14 Individual Class Payments and Individual PAGA Payments (“Weekly Report”).

15 7.8.4 Administrator’s Declaration. Not later than 14 days before the date by which
16 Plaintiff is required to file the Motion for Final Approval, the Administrator will provide to
17 Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court
18 attesting to its due diligence and compliance with all of its obligations under this
19 Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices
20 returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members,
21 the total number of Requests for Exclusion it received (both valid or invalid), the number
22 of written objections, the number of challenges to Workweeks and/or PAGA Pay Periods,
23 and attach the Exclusion List and any written objections. The Administrator will
24 supplement its declaration as needed or requested by the Parties and/or the Court. Class
25 Counsel is responsible for filing the Administrator’s declaration(s) in Court.

26 7.8.5 Final Report by Settlement Administrator. Within 10 days after the
27 Administrator disburses all funds in the Gross Settlement Amount, the Administrator will
28 provide Class Counsel and Defense Counsel with a final report detailing its disbursements

1 by employee identification number only of all payments made under this Agreement. At
2 least 15 days before any deadline set by the Court, the Administrator will prepare and submit
3 to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court
4 attesting to its disbursement of all payments required under this Agreement. Class Counsel
5 is responsible for filing the Administrator's declaration in Court.

6 **8. DEFENDANT'S RIGHT TO WITHDRAW.**

7 If more than 10% of Class Members submit valid and timely Requests for Exclusion,
8 Defendant may, but is not obligated, to withdraw from the Settlement. The Parties agree that, if
9 Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever,
10 and that neither Party will have any further obligation to perform under this Agreement; provided,
11 however, Defendant will remain responsible for paying all of the Administrator's expenses incurred
12 to that point. Defendant must notify Class Counsel in writing and the Court of its election to
13 withdraw not later than 7 days after the Administrator sends the final Exclusion List to Class
14 Counsel and Defense Counsel; late elections will have no effect.

15 **9. MOTION FOR FINAL APPROVAL.**

16 Prior to the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for
17 final approval of the Settlement that includes a request for approval of the PAGA Settlement under
18 Labor Code section 2699, subdivision (l), and a proposed Final Approval Order and Judgment
19 (collectively "Motion for Final Approval"). Plaintiff shall provide drafts of these documents to
20 Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel
21 will expeditiously meet and confer in person, by email or by telephone, and in good faith, to resolve
22 any disagreements concerning the Motion for Final Approval.

23 9.1 Response to Objections. Each Party retains the right to respond to any objection
24 raised by a Participating Class Member, including the right to file responsive documents in Court
25 no later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted
26 by the Court.

27 9.2 Duty to Cooperate. If the Court does not grant final approval or conditions final
28 approval on any material change to the Settlement (including, but not limited to, the scope of

1 releases to be granted by Participating Class Members and the State of California), the Parties will
2 expeditiously work together in good faith to address the Court's concerns by revising the
3 Agreement as necessary to obtain final approval. The Court's decision to award less than the
4 amounts requested for the Class Representative Service Payment, Class Counsel Fees Payment,
5 Class Counsel Litigation Expenses Payment, and/or Administration Expenses Payment shall not
6 constitute a material modification to the Agreement within the meaning of this Paragraph.

7 9.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of the Final
8 Approval Order and Judgment, the Court will retain jurisdiction over the Parties, Action, and the
9 Settlement solely for purposes of (i) enforcing this Agreement and/or the Final Approval Order and
10 Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Final
11 Approval Order and Judgment matters as are permitted by law.

12 9.4 Waiver of Right to Appeal. Provided the Final Approval Order and Judgment is
13 consistent with the terms and conditions of this Agreement, specifically including the Class Counsel
14 Fees Payment and Class Counsel Litigation Expenses Payment set forth in this Agreement, the
15 Parties, their respective counsel, and all Participating Class Members who did not object to the
16 Settlement as provided in this Agreement, waive all rights to appeal from the Final Approval Order
17 and Judgment, including all rights to post-judgment and appellate proceedings, the right to file
18 motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver
19 of appeal does not include any waiver of the right to oppose such motions, writs, or appeals. If an
20 objector appeals the Final Approval Order and Judgment, the Parties' obligations to perform under
21 this Agreement will be suspended until such time as the appeal is finally resolved and the Final
22 Approval Order and Judgment becomes final, except as to matters that do not affect the amount of
23 the Net Settlement Amount.

24 9.5 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
25 reviewing Court vacates, reverses, or modifies the Final Approval Order and Judgment in a manner
26 that requires a material modification of this Agreement (including, but not limited to, the scope of
27 releases to be granted by Participating Class Members and the State of California), this Agreement
28 shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to

1 address the appellate court's concerns and to obtain final approval and entry of the Final Approval
2 Order and Judgment, sharing, on a 50-50 basis, any additional Administrator's expenses reasonably
3 incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of
4 the Class Representative Service Payment or any payments to Class Counsel shall not constitute a
5 material modification of the Final Approval Order and Judgment within the meaning of this
6 Paragraph, as long as the Gross Settlement Amount remains unchanged.

7 **10. AMENDED JUDGMENT.**

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

10 **11. ADDITIONAL PROVISIONS.**

11 11.1 No Admission of Liability, Class Certification, or Representative Manageability for
12 Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims.
13 Nothing in this Agreement is intended or should be construed as an admission by Defendant that
14 any of the allegations in the Operative Complaint have merit or that Defendant has any liability for
15 any claims asserted; nor should it be intended or construed as an admission by Plaintiff that
16 Defendant's defenses in the Action have merit. The Parties agree that class certification and
17 representative treatment is for purposes of the Settlement only. If for any reason the Court does
18 grant preliminary approval, final approval, or enter the Final Approval Order and Judgment,
19 Defendant reserves the right to contest certification of any class for any reasons, and Defendant
20 reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move
21 for class certification on any grounds available and to contest Defendant's defenses. The
22 Settlement, this Agreement, and the Parties' willingness to settle the Action will have no bearing
23 on, and will not be admissible in connection with, any litigation (except for proceedings to enforce
24 or effectuate the Settlement and this Agreement).

25 11.2 Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant,
26 and Defense Counsel separately agree that, until the Motion for Preliminary Approval is filed, they
27 and each of them will not disclose, disseminate, and/or publicize, or cause or permit another person
28 to disclose, disseminate, or publicize, any of the terms of this Agreement directly or indirectly,

specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant, and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This Paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members. Additionally, Plaintiff and Class Counsel will undertake any and all disclosures required to be made to the LWDA in conformity with PAGA.

11.3 No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Final Approval Order and Judgment. Nothing in this Paragraph shall be construed to restrict Class Counsel's ability to communicate with Class Members regarding the Settlement in accordance with Class Counsel's ethical obligations owed to Class Members.

11.4 Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.

11.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

1 11.6 Cooperation. The Parties and their counsel will cooperate with each other and use
2 their best efforts, in good faith, to implement the Settlement by, among other things, modifying the
3 Agreement, submitting supplemental evidence, and supplementing points and authorities as
4 requested by the Court. In the event the Parties are unable to agree upon the form or content of any
5 document necessary to implement the Settlement, or on any modification of the Agreement that
6 may become necessary to implement the Settlement, the Parties will seek the assistance of the
7 mediator and/or the Court for resolution.

8 11.7 No Prior Assignments. The Parties separately represent and warrant that they have
9 not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
10 encumber to any person or entity any portion of any liability, claim, demand, action, cause of action,
11 or right released and discharged by the Party in the Settlement.

12 11.8 No Tax Advice. Neither Plaintiff, Class Counsel, Defendant, nor Defense Counsel
13 are providing any advice regarding taxes or taxability, nor shall anything in this Agreement be
14 relied upon as such within the meaning of United States Treasury Department Circular 230 (31
15 CFR Part 10, as amended) or otherwise.

16 11.9 Modification of Agreement. This Agreement, and all parts of it, may be amended,
17 modified, changed, or waived only by an express written instrument signed by all Parties or their
18 representatives and approved by the Court.

19 11.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure
20 to the benefit of, the successors of each of the Parties.

21 11.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be
22 governed by and interpreted according to the internal laws of the State of California, without regard
23 to conflict of law principles.

24 11.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation
25 of this Agreement. This Agreement will not be construed against any Party on the basis that the
26 Party was the drafter or participated in the drafting.

1 11.13 Confidentiality. To the extent permitted by law, all agreements made and orders
2 entered during the Action and in this Agreement relating to the confidentiality of information shall
3 survive the execution of this Agreement.

4 11.14 Use and Return of Class Data. Information provided to Class Counsel pursuant to
5 Evidence Code section 1152, and all copies and summaries of the Class Data provided to Class
6 Counsel by Defendant in connection with the mediation, other settlement negotiations, or in
7 connection with the Settlement, may be used only with respect to the Settlement, and no other
8 purpose, and may not be used in any way that violates any existing contractual agreement, statute
9 or California Rules of Court rule. Not later than 90 days after the date when the Court discharges
10 the Administrator's obligation to provide a declaration confirming the final pay out of all Settlement
11 funds, Plaintiff shall destroy all paper and electronic versions of Class Data received from
12 Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant
13 makes a written request to Class Counsel for the return, rather than the destruction, of Class Data.

14 11.15 Headings. The descriptive heading of any section or paragraph of this Agreement is
15 inserted for convenience of reference only and does not constitute a part of this Agreement.

16 11.16 Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement
17 shall be calendar days. In the event any date or deadline set forth in this Agreement falls on a
18 weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

19 11.17 Notice. All notices, demands, or other communications between the Parties in
20 connection with this Agreement will be in writing and deemed to have been duly given as of the
21 third business day after mailing by United States mail, or the day sent by email or messenger,
22 addressed as follows:

23 To Plaintiff: **Blackstone Law, APC**
24 Miriam L. Schimmel
 mschimmel@blackstonepc.com
25 Joana Fang
 jfang@blackstonepc.com
26 Alexandra Rose
 arose@blackstonepc.com
27 Jared C. Osborne
 josborne@blackstonepc.com
28 8383 Wilshire Boulevard, Suite 745

Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

To Defendant: **Fisher & Phillips, LLP**

Nathan K. Low
nlow@fisherphillips.com
Abby H. Putzulu
aputzulu@fisherphillips.com
1 Montgomery Street, Suite 3400
San Francisco, CA 94104

11.18 Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed (including with respect to CCP section 583.330), except to effectuate the terms of this Agreement.

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

ACCEPTANCE BY PLAINTIFF:

Leonard Moore 10/06/2025
LEONARD MOORE Date:

ACCEPTANCE BY DEFENDANT:

TRUEPILL, INC.

Paul J. Greenall
By: _____

Signature: Paul J. Greenall
Paul J. Greenall (Oct 30, 2025 12:19:46 PDT)

Date: Oct 30, 2025

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Approved as to Form by Counsel:

BLACKSTONE LAW, APC

Date: October 7, 2025


By: Jonathan M. Genish
Miriam L. Schimmel
Joanna Fang
Alexandra Rose
Jared C. Osborne
Attorneys for Plaintiff

FISHER & PHILLIPS LLP

Date: November 10, 2025


By: Nathan K. Low
Abby H. Putzulu
Attorneys for Defendant

EXHIBIT A

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

*A court authorized this notice. This is not a solicitation.
This is not a lawsuit against you, and you are not being sued.*

However, your legal rights are affected by whether you act or do not act, so read this notice carefully.

TO: All persons who worked for Truepill, Inc. (“Defendant”) as non-exempt, hourly-paid employees in the State of California from October 10, 2019 through March 1, 2025 (“Class Period”).

The California Superior Court, County of Alameda has granted preliminary approval to a proposed settlement (“Settlement”) of the above-captioned action (“Action”). Because your rights may be affected by this Settlement, it is important that you read this Notice of Class Action Settlement (“Notice”) carefully.

The Court has certified the following class for settlement purposes (“Class” or “Class Members”):

All non-exempt, hourly-paid employees who worked for Defendant in California during the Class Period.

The purpose of this Notice is to provide a brief description of the claims alleged in the Action, the key terms of the Settlement, and your rights and options with respect to the Settlement.

**YOU MAY BE ENTITLED TO MONEY UNDER THE PROPOSED CLASS ACTION SETTLEMENT.
PLEASE READ THIS NOTICE CAREFULLY; IT INFORMS YOU ABOUT YOUR LEGAL RIGHTS.**

WHAT INFORMATION IS IN THIS NOTICE

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1. Why Have I Received This Notice?

Truepill, Inc.'s records indicate that you may be a Class Member. The Settlement will resolve all Class Members' Released Class Claims, as described below, from October 10, 2019 through March 1, 2025 (i.e., the Class Period).

A Preliminary Approval Hearing was held on [the date of Preliminary Approval], in the California Superior Court, County of Alameda. The Court conditionally certified the Class for settlement purposes only and directed that you receive this Notice.

The Court will hold a Final Approval Hearing concerning the proposed settlement on [the date of final approval hearing], at [time a.m./p.m.], before Judge Michael Markman, located at Department 23, Administration Building, 1221 Oak St, Oakland, California 94612. The Court may continue the Final Approval Hearing without further notice to Class Members. You are not required to attend the Final Approval Hearing to receive an Individual Class Payment or Individual PAGA Payment.

This Notice, which has been approved by the Court, is only a summary. A more detailed Joint Stipulation of Class Action and PAGA Settlement Agreement and Release ("Settlement Agreement") is on file with the Court, where it is available for your review.

2. What Is This Case About?

The action entitled *Leonard Moore vs. Truepill, Inc.* was originally commenced by former plaintiff Elizabeth Chavez in the Alameda County Superior Court (Case Numbers 23CV047001) against Truepill, Inc. on October 10, 2023. On [Date], Leonard Moore ("Plaintiff") was substituted as the named Plaintiff in the Action.

Plaintiff's complaint, as amended ("Operative Complaint"), allege claims against Defendant for unpaid minimum wages; unpaid overtime; unpaid meal period premiums; unpaid rest period premiums; wages not timely paid during employment; failure to provide accurate wage statements; untimely final wages; failure to reimburse necessary business expenses; violation of Cal. Business & Professions Code section 17200, *et seq.*; and violations of the California Labor Code Private Attorneys General Act of 2004 ("PAGA").

Defendant in the Action is represented by the following attorneys:

FISHER PHILLIPS LLP
Nathan Low
Abby Putzulu
1 Montgomery Street, Suite 3400
San Francisco, California 94104
Tel: (415) 490-9000
Fax: (415) 490-9001

Plaintiff is represented in the Action by the following attorneys whom the Court has appointed as "Class Counsel":

BLACKSTONE LAW APC
Jonathan M. Genish
Miriam L. Schimmel
Joana Fang
Alexandra Rose
Jared C. Osborne

The Court has not made any determination as to whether the claims advanced by Plaintiff have any merit whatsoever. In other words, the Court has not determined whether any laws have been violated, nor has it decided in favor of Plaintiff or Defendant. Defendant expressly denies that it did anything wrong or that it violated the law and further denies any liability whatsoever to Plaintiff or to the Class.

Instead, both sides agreed to resolve the lawsuit after weighing the risks and benefits of the Settlement compared with those of continuing the Action, with no decision or admission of who is right or wrong. The factors considered included the uncertainty and delay associated with continued legal proceedings, a trial and likelihood of appeals, and the uncertainty of several important legal issues. The Parties balanced these and other substantial risks in determining that the proposed Settlement is fair, reasonable, and adequate in light of all circumstances and in the best interest of the Class Members.

If the Action continued, the Court might rule in favor of Defendant and the Class Members might not receive any recovery or monetary compensation. Defendant agreed to this proposed Settlement in order to avoid the expense and distraction associated with continued legal proceedings and the chance that the Court might rule in favor of the Class Members.

3. *Am I a Class Member? Am I an Aggrieved Employee?*

You are a “Class Member” if you are currently or were formerly employed by Defendant as a non-exempt, hourly-paid employee in the State of California during the Class Period. The “Class Period” is October 10, 2019 through March 1, 2025.

You are an “Aggrieved Employee” if you are currently or were formerly employed by Defendant as a non-exempt, hourly-paid employee in the State of California during the PAGA Period. The “PAGA Period” is from September 8, 2022 through March 1, 2025.

4. *How Does This Class Action Settlement Work?*

In the Action, Plaintiff sued on behalf of himself and all other similarly situated and/or aggrieved employees who were or are employed by Defendant as non-exempt, hourly-paid employee in the State of California at any time during the Class Period. Plaintiff and these other current and former employees comprise a “Class” and are “Class Members.” The Settlement of the Action resolves the Released Class Claims of all Class Members, except for those who exclude themselves from the Class by requesting to be excluded in the manner set forth below. Additionally, the Settlement of the Action resolves the Released PAGA Claims of all Aggrieved Employees, regardless of whether they exclude themselves from the Class portion of the Settlement.

The Parties believe the Settlement is fair and reasonable. The Court has reviewed the terms of the Settlement and preliminarily approved the Settlement as fair and reasonable to the Class. However, the Court has not yet finally determined if the Settlement is fair and reasonable to the Class. The Court file has the Settlement documents, which explain the Settlement in greater detail.

5. *What Are My Options?*

The purpose of this Notice is to inform you of the Action, the proposed Settlement, and your options. Each option has its consequences, which you should understand before making your decision. Your rights regarding each option, and the steps you must take to select each option, are summarized below and explained in more detail in this Notice.

Important Note: *Defendant will not retaliate against you in any way for either participating or not participating in this Settlement.*

- **DO NOTHING:** If you do nothing and the Court grants final approval of the Settlement, you will become part of the lawsuit and may receive an Individual Class Payment and Individual PAGA Payment (if applicable). You will release all of the Released Class Claims, as defined in Section 8 below.
- **OPT OUT:** If you do not want to participate as a Class Member, you may “opt out” of the Class Settlement, by submitting a Request for Exclusion, as defined in Section 6 below. If the Court grants final approval of the Settlement, you will not receive an Individual Class Payment and you will not be bound by the terms of the Class Settlement, and you will not release the Released Class Claims described in Section 8 below.

If you are an Aggrieved Employee, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment, irrespective of whether you have excluded yourself from the Class Settlement.
- **OBJECT:** See Section 7 on how to object to the Class Settlement.

The procedures for opting out and objecting are set forth below in the sections entitled “How Do I Exclude Myself (or “Opt Out”) from This Settlement” and “How Do I Object to the Settlement?”

6. How Do I Exclude Myself (or “Opt Out”) from This Settlement?

If you do not want to take part in the Settlement, you must mail a completed and timely Request for Exclusion to the Settlement Administrator. The Request for Exclusion must: (a) contain the case name and number of the Action (*Moore vs. Truepill, Inc.*, Case No. 23CV047001); (b) state your full name, mailing address, and email address or telephone number; (c) clearly state your intention to not wish to be part of and/or to be bound by the Class Settlement; (d) be addressed to the Settlement Administrator; (e) be signed by you or your lawful representative; and (e) be postmarked no later than [the Response Deadline]. You must mail your Request for Exclusion to the Settlement Administrator at [address].

The Final Approval Order and Judgment entered following final approval of the Settlement by the Court will bind all Class Members who do not request exclusion from the Settlement (“Participating Class Members”).

7. How Do I Object to the Settlement?

If you are a Class Member who does not opt out of the Settlement, you may object to the Settlement, personally or through an attorney, by mailing a written objection and mailing it to the Settlement Administrator at [address] by [the Response Deadline]. The objection must: (a) contain the case name and number of the Action (*Moore vs. Truepill, Inc.*, Case No. 23CV047001); (b) state your full name, mailing address, and email address or telephone number; (c) describe, in clear and concise terms, the legal and factual arguments supporting your objection; (d)

be addressed to the Settlement Administrator; (e) be signed by you or your lawful representative; and (f) be postmarked no later than [the Response Deadline].

Additionally, Class Members who do not opt out of the Settlement may also object to the Settlement by appearing at the Final Approval Hearing (or hire an attorney at your own expense to appear on your behalf) and have their objections heard by the Court.

Class Members who fail to object in the manner specified above shall be deemed to have waived any objections and shall be foreclosed from making any objections (whether by appeal or otherwise) to the Settlement.

If the Court rejects the objection, the Class Member will receive an Individual Class Payment and will be bound by the terms of the Settlement.

PLEASE NOTE: If you do not wish to be represented by Class Counsel, you may hire your own attorney at your own expense. You will be responsible for any attorneys' fees and costs charged by your attorney.

8. *How Does This Settlement Affect My Rights? What Are the Released Claims?*

If the proposed Settlement is approved by the Court, a Final Approval Order and Judgment will be entered by the Court. All Class Members who do not opt out of the Settlement will be bound by the Court's Final Approval Order and Judgment and will fully release and discharge Defendant Truepill, Inc., each of its and their former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns, parents, subsidiaries, affiliated companies or entities, and their exempt employees, partners, and agents ("Released Parties") from the Released Class Claims. The "Released Class Claims" are as follows:

All claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint, arising during the Class Period, including any and all claims that Defendant failed to pay all wages due, including minimum wages and overtime, including, but not limited to, at the regular rate or wages owed from rounding; failed to provide meal and rest periods; failed to pay meal and rest period premiums, including at the regular rate of pay; failed to furnish accurate itemized wage statements; failed to timely pay all wages due during employment and upon termination; and failed to reimburse necessary business expenses. The Released Class Claims include claims for statutory penalties, attorneys' fees and costs, statutory interest, or other relief in connection therewith brought under California Labor Code sections 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510, 512, 1194, 1197, 1197.1, 1198, 2800, and 2802, California Business and Professions Code sections 17200, *et seq.*, and the applicable Industrial Welfare Commission Wage Orders. Except for the PAGA Released Claims, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair and Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

Additionally, the State of California with respect to the Aggrieved Employees will fully release and discharge the Released Parties from the Released PAGA Claims. The "Released PAGA Claims" are as follows:

All claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the PAGA Notice, arising during the PAGA Period, including any and all claims that Defendant failed to pay all wages due, including minimum wages and overtime, including, but not limited to, at the regular rate or wages owed from rounding; failed provide meal and rest periods; failed to pay meal and rest period premiums, including at the regular rate of pay; failed to furnish accurate itemized wage statements; failed to keep accurate records; failed to timely pay all wages due during employment and upon termination; and failed to reimburse necessary business expenses. The Released PAGA Claims include claims for civil penalties under PAGA for violations of

California Labor Code sections 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2698 *et seq.*, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Orders.

If you do NOT exclude yourself from the Settlement by following the procedures set forth pertaining to the Request for Exclusion and the Court approves the proposed Settlement, you will be deemed to have entered into the Released Class Claims provision of the Settlement Agreement.

9. *How Much Can I Expect to Receive from This Settlement?*

The total maximum amount that Defendant is required to pay under this Settlement is One Million Four Hundred Thousand Dollars and Zero Cents (\$1,400,000.00) (“Gross Settlement Amount” or “GSA”).

The “Net Settlement Amount” or “NSA” means the portion of the Gross Settlement Amount available for distribution to Participating Class Members after the deduction of 1) Settlement of civil penalties under PAGA in an amount of \$100,000 (“PAGA Penalties”), with 75% (\$75,000) allocated to the California Labor Workforce Development Agency (“LWDA”) and 25% (\$25,000) allocated and distributed to Aggrieved Employees on a *pro rata* basis based on their pay periods during the PAGA Period; 2) Class Representative Service Payment of \$7,500; 3) Class Counsel Fees Payment of not more than one-third (1/3) of the GSA, which is currently estimated to be \$466,666.67; 4) Class Counsel Litigation Expenses Payment of not more than \$30,000; and 5) Administration Expenses Payment not to exceed \$15,000. All of these payments are subject to court approval.

After deducting the above-referenced items, the remaining Net Settlement Amount will be proportionately distributed amongst all Participating Class Members (Class Members who have not opted out) in Individual Class Payments. Each Participating Class Member will receive a proportionate share of the Net Settlement Amount. The Settlement Administrator will calculate a Participating Class Member’s Individual Class Payment first, by dividing the Net Settlement Amount by the total number of Workweeks of all Participating Class Members, and then second, by multiplying the result by the total number of Workweeks for the respective Participating Class Member. A “Workweek” is defined as any week during which a Class Member performed work for Defendant for at least one shift during the Class Period. Therefore, the value of each Participating Class Member’s Individual Class Payment ties directly to the number of weeks that the Class Member worked during the Class Period.

Although your exact share of the Net Settlement Amount cannot be precisely calculated until after the time during which individuals may object or seek exclusion from the Settlement concludes, based upon the calculation above, your approximate share of the Net Settlement Amount, is as follows: \$ [REDACTED], less standard wage tax withholdings as explained below. This amount is based on Defendant’s business records, which show you worked [REDACTED] eligible Workweeks during the Class Period.

The PAGA portion of the Settlement provides that Aggrieved Employees will each receive an Individual PAGA Payment, which is a proportionate share of 25% of the PAGA Penalties (\$25,000) as calculated by the Settlement Administrator. To calculate each Aggrieved Employee’s Individual PAGA Payment, the Settlement will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees’ 25% share of PAGA Penalties (\$25,000) 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 total number of PAGA Pay Periods worked during the PAGA Period.

Your approximate Individual PAGA Payment is as follows: \$ [REDACTED]. This amount is based on Defendant’s business records, which show you worked [REDACTED] eligible PAGA Pay Periods during the PAGA Period. (If no amounts are stated, that is because according to Defendant’s business records, you are not an Aggrieved Employee.)

If you believe the number of eligible Workweeks and/or PAGA Pay Periods credited to you are incorrect, you may submit a challenge, which is a written letter that must: (a) contain the case name and number of the Action (*Moore vs. Truepill, Inc.*, Case No. 23CV047001); (b) contain your full name, signature, mailing address, and email address or telephone number; (c) clearly state you dispute the number of Workweeks and/or PAGA Pay Periods credited to you and what you contend is the correct number to be credited to you; (d) include information and/or attach documentation demonstrating that the number of Workweeks and/or PAGA Pay Periods that you contend should be credited to you are correct; and (e) be submitted by mail to the Settlement Administrator at [address] on or before [the Response Deadline].

Ten percent (10%) of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion(s)"). The Wage Portions are subject to tax withholding and will be reported on IRS W-2 Forms. Ninety percent (90%) of each Participating Class Member's Individual Class Payment will be allocated to the settlement of claims for interest and penalties (the "Non-Wage Portion(s)"). 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.

One hundred percent (100%) of your Individual PAGA Payment will be treated as penalties. The Settlement will report your Individual PAGA Payment on an IRS Form 1099 and not withhold taxes.

The Settlement Administrator may combine your Individual Class Settlement Payment and (if eligible) your Individual PAGA Payment in a single settlement check. It is strongly recommended that upon receipt of your settlement check, you immediately cash it or cash it before the 180-day void date shown on each check. If any checks remain uncashed or not deposited by the expiration of the 180-day period after mailing, the Settlement Administrator will pay the amount of your Individual Class Payment and Individual PAGA Payment to a non-profit *cy pres* recipient. The *cy pres* recipient under the proposed Settlement is East Bay Community Law Center.

10. How Can I Get Additional Information?

IF YOU NEED MORE INFORMATION OR HAVE ANY QUESTIONS, you may contact the Settlement Administrator at the toll-free telephone number listed below or [web address]. Please refer to "Truepill, Inc. Class Action Settlement."

This Notice does not contain all of the terms of the proposed Settlement or all of the details of these proceedings. For more detailed information, you may refer to the underlying documents and papers on file with the Alameda County Superior Court – Rene C. Davidson Courthouse, 1225 Fallon St, Oakland, CA 94612, Monday-Friday (excluding court holidays) between 8:30 a.m. and 4:30 p.m.

The pleadings and other records in this litigation may also be examined online on the Alameda County Superior Court's website, known as "eCourt Public Portal," at <https://eportal.alameda.courts.ca.gov>. After arriving at the website, click the "Searches" tab at the top of the page, then select the Document Downloads link, enter the case number (23CV047001) and click "Submit." Images of every document filed in the case may be viewed at a minimal charge. You may also view images of every document filed in the case free of charge by using one of the computer terminal kiosks available at each court location that has a facility for civil filings.

You may also visit the Administrator's website at [redacted] for key documents in the Action.

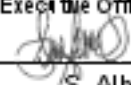
PLEASE DO NOT TELEPHONE THE COURT OR COURT'S CLERK FOR INFORMATION ABOUT THIS SETTLEMENT.

EXHIBIT 2

FILED
Superior Court of California
County of Alameda

12/17/2025

Clerk of the Court, Executive Officer / Clerk of the Court

By:  Deputy
S. Albert

1 Miriam L. Schimmel (State Bar No. 185089)
mschimmelblackstonepc.com

2 Joana Fang (State Bar No. 309623)
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5 **BLACKSTONE LAW, APC**
6 8383 Wilshire Boulevard, Suite 745
7 Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

8 *Attorneys for* Plaintiff LEONARD MOORE,
9 Individually, and on behalf of others similarly situated and
10 aggrieved employees pursuant to the California
Private Attorneys General Act

11 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
12 **FOR THE COUNTY OF ALAMEDA**

13 ELIZABETH CHAVEZ; LEONARD
14 MOORE, individually and on behalf of others
15 similarly situated and aggrieved employees
pursuant to the California Private Attorneys
General Act,

16 Plaintiff,

17 vs.

18 TRUEPILL, INC., a Delaware corporation;
19 and DOES 1 through 25, inclusive,

20 Defendants.
21
22
23
24
25
26
27
28

Case No.: 23CV047001

Honorable Patrick McKinney
Department 18

**~~[REVISED PROPOSED]~~ ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Reservation ID: 635941558494
Date: December 10, 2025
Time: 1:30 p.m.
Dept.: 18

Complaint Filed: October 10, 2023
FAC Filed: October 20, 2025
Trial Date: Not Set

~~[REVISED PROPOSED]~~ ORDER

On December 10, 2025 at 1:30 p.m. in Department 18 of the above-captioned Court located at the Rene C. Davidson Courthouse, 1225 Fallon Street, Oakland, California 94612, Plaintiff Leonard Moore's ("Plaintiff") Motion for Preliminary Approval of Class Action and PAGA Settlement, came on for hearing before the Honorable Patrick McKinney. Blackstone Law, APC appeared on behalf of Plaintiff and Fisher & Phillips LLP appeared on behalf of Defendant Truepill, Inc. ("Defendant").

The Court, having carefully considered the papers, argument of counsel, and all matters presented to the Court, and good cause appearing, hereby **GRANTS** Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement.

IT IS HEREBY ORDERED THAT:

1. The Court preliminarily approves the Joint Stipulation of Class Action and PAGA Settlement and Release ("Settlement" or "Settlement Agreement") attached as Exhibit 5 to the Declaration of Alexandra Rose in Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement. This is based on the Court's determination that the Settlement falls within the range of possible approval as fair, adequate, and reasonable.

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

3. It appears to the Court on a preliminary basis that the Settlement is fair, adequate, and reasonable. It appears to the Court that extensive investigation and research have been conducted such that counsel for the parties at this time are able to reasonably evaluate their respective positions. It further appears to the Court that the Settlement, at this time, will avoid substantial additional costs by all parties, as well as avoid the delay and risks that would be presented by the further prosecution of the case. It further appears that the Settlement has been reached as the result of intensive, serious, and non-collusive, arms-length negotiations, and was entered into in good faith.

4. The Court preliminarily finds that the Settlement, including the allocations for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, LWDA PAGA Payment, Administration Expenses Payment, and payments to the Participating Class Members and Aggrieved Employees provided for in the Settlement Agreement,

1 appear to be within the range of reasonableness of a settlement that could ultimately be given final
2 approval by this Court. Indeed, the Court has reviewed the monetary recovery that is being granted
3 as part of the Settlement and preliminarily finds that the monetary settlement awards made available
4 to the Class Members and Aggrieved Employees are fair, adequate, and reasonable when balanced
5 against the probable outcome of further litigation relating to certification, liability, and damages issues
6 and are consistent with the requirements of California Labor Code § 2699(e)(1).

7 5. The Court concludes that, for settlement purposes only, the proposed Class meets the
8 requirements for certification under section 382 of the California Code of Civil Procedure in that: (a)
9 the Class is ascertainable and so numerous that joinder of all members of the Class is impracticable;
10 (b) common questions of law and fact predominate, and there is a well-defined community of interest
11 amongst the members of the Class with respect to the subject matter of the litigation; (c) Plaintiff's
12 claims are typical of the claims of the members of the Class; (d) Plaintiff will fairly and adequately
13 protect the interests of the members of the Class; (e) a class action is superior to other available
14 methods for the efficient adjudication of the controversy; and (f) Class Counsel is qualified to act as
15 counsel for Plaintiff in his individual capacity and as the representative of the Class.

16 6. The Court conditionally certifies, for settlement purposes only, the Class, defined as
17 follows:

18 All non-exempt, hourly-paid employees who worked for Defendant in California
19 during the Class Period.

20 (The Class Period is defined as the period from October 10, 2019 through March 1,
21 2025.)

22 7. The Court provisionally appoints Jonathan M. Genish, Miriam L. Schimmel, Joana
23 Fang, Alexandra Rose, and Jared C. Osborne of Blackstone Law, APC as counsel for the Class ("Class
24 Counsel").

25 8. The Court provisionally appoints Plaintiff Leonard Moore as the representative of the
26 Class ("Class Representative").

27 9. The Court provisionally appoints ILYM Group, Inc. to handle the administration of the
28 Settlement ("Administrator").

///

1 10. Not later than fourteen (14) calendar days after entry of this Order, Defendant will
2 provide the Administrator with the following information about each Class Member: full name, last-
3 known mailing address, last known telephone number, Social Security number, and number of
4 Workweeks and PAGA Pay Periods (collectively referred to as the “Class Data”) in conformity with
5 the Settlement Agreement.

6 11. The Court approves, both as to form and content, the Court Approved Notice of Class
7 Action Settlement and Hearing Date for Final Court Approval (“Class Notice”) attached hereto as
8 **Exhibit 1**. The Class Notice shall be provided to Class Members in the manner set forth in the
9 Settlement Agreement. The Court finds that the Class Notice appears to fully and accurately inform
10 the Class Members of all material elements of the Settlement, of Class Members’ right to be excluded
11 from the Class Settlement by submitting a Request for Exclusion, of Class Members’ right to challenge
12 the Workweeks and/or PAGA Pay Periods credited to each of them by submitting a written challenge,
13 and of each Participating Class Member’s right and opportunity to object to the Class Settlement by
14 submitting a written objection to the Administrator. The Court further finds that distribution of the
15 Class Notice substantially in the manner and form set forth in the Settlement Agreement and this
16 Order, and that all other dates set forth in the Settlement Agreement and this Order, meet the
17 requirements of due process and shall constitute due and sufficient notice to all persons entitled thereto.
18 The Court further orders the Administrator to mail the Class Notice in English by First-Class U.S.
19 Mail to all Class Members and Aggrieved Employees within fourteen (14) calendar days of receipt of
20 the Class Data, pursuant to the terms set forth in the Settlement Agreement.

21 12. The Court hereby preliminarily approves the proposed procedure, set forth in the
22 Settlement Agreement, for seeking exclusion from the Class Settlement. Any Class Member may
23 choose to be excluded from the Class Settlement by submitting a Request for Exclusion in conformity
24 with the requirements set forth in the Class Notice, to the Administrator, postmarked on or before the
25 date that is sixty (60) calendar days from the initial mailing of the Class Notice by the Administrator
26 to Class Members and Aggrieved Employees (“Response Deadline”), or, in the case of a re-mailed
27 Class Notice, the Response Deadline shall be extended fourteen (14) calendar days from the original
28 Response Deadline. Any such person who timely and validly chooses to opt out of, and be excluded

1 from, the Class Settlement will not be entitled to any recovery under the Class Settlement and will not
2 be bound by the Class Settlement or have any right to object, appeal, or comment thereon.
3 Nevertheless, all Aggrieved Employees will be issued their Individual PAGA Payment, irrespective
4 of whether they submit a Request for Exclusion. Class Members who do not submit a timely and valid
5 Request for Exclusion (i.e., Participating Class Members) shall be bound by the Settlement Agreement
6 and any final judgment based thereon.

7 13. A Final Approval Hearing shall be held before this Court on May 6, 2026 at 1:30 p.m.
8 in Department 18 of the Alameda County Superior Court, located at the Rene C. Davidson Courthouse,
9 1225 Fallon Street, Oakland California 94612, to determine all necessary matters concerning the
10 Settlement, including: whether the proposed settlement of the action on the terms and conditions
11 provided for in the Settlement is fair, adequate, and reasonable and should be finally approved by the
12 Court; whether a judgment, as provided in the Settlement, should be entered herein; whether the plan
13 of allocation contained in the Settlement should be approved as fair, adequate, and reasonable to the
14 Class Members and Aggrieved Employees; and determine whether to approve the requests for the
15 Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative
16 Service Payment, Administration Expenses Payment, and allocation for the PAGA Penalties.

17 14. Class Counsel shall file a motion for final approval of the Settlement and for the Class
18 Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service
19 Payment, and Administration Expenses Payment, along with the appropriate declarations and
20 supporting evidence, including the Administrator's declaration, by sixteen (16) court days prior to the
21 Final Approval Hearing, to be heard at the Final Approval Hearing.

22 15. To object to the Class Settlement, a Participating Class Member must submit their
23 written objection to the Administrator on or before the Response Deadline. The written objection
24 must be signed and must contain the information that is required, as set forth in the Class Notice,
25 including and not limited to the grounds for the objection. Participating Class Members, individually
26 or through counsel, may also present their objection orally at the Final Approval Hearing, regardless
27 of whether they have submitted a written objection.

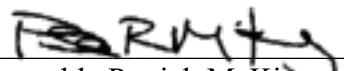
28 ///

1 16. In the event the Settlement does not become effective in accordance with the terms of
2 the Settlement Agreement, or the Settlement is not finally approved, or is terminated, canceled, or fails
3 to become effective for any reason, this Order shall be rendered null and void, shall be vacated, and
4 the parties shall revert back to their respective positions as of before entering into the Settlement
5 Agreement. The fact that the Court certified the Class for settlement purposes shall not be admissible
6 or have any bearing on the issue of whether any class should be certified in a non-settlement context.

7 17. The Court reserves the right to adjourn or continue the date of the Final Approval
8 Hearing and any dates provided for in the Settlement Agreement without further notice to the Class
9 Members and retains jurisdiction to consider all further applications arising out of or connected with
10 the Settlement.

11 **IT IS SO ORDERED.**

12 Dated: December 17, 2025



Honorable Patrick McKinney
Judge of the Superior Court
Patrick McKinney / Judge

EXHIBIT 1

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

*A court authorized this notice. This is not a solicitation.
This is not a lawsuit against you, and you are not being sued.*

However, your legal rights are affected by whether you act or do not act, so read this notice carefully.

TO: All persons who worked for Truepill, Inc. (“Defendant”) as non-exempt, hourly-paid employees in the State of California from October 10, 2019 through March 1, 2025 (“Class Period”).

The California Superior Court, County of Alameda has granted preliminary approval to a proposed settlement (“Settlement”) of the above-captioned action (“Action”). Because your rights may be affected by this Settlement, it is important that you read this Notice of Class Action Settlement (“Notice”) carefully.

The Court has certified the following class for settlement purposes (“Class” or “Class Members”):

All non-exempt, hourly-paid employees who worked for Defendant in California during the Class Period.

The purpose of this Notice is to provide a brief description of the claims alleged in the Action, the key terms of the Settlement, and your rights and options with respect to the Settlement.

**YOU MAY BE ENTITLED TO MONEY UNDER THE PROPOSED CLASS ACTION SETTLEMENT.
PLEASE READ THIS NOTICE CAREFULLY; IT INFORMS YOU ABOUT YOUR LEGAL RIGHTS.**

WHAT INFORMATION IS IN THIS NOTICE

1. Why Have I Received This Notice?.....	Page 2
2. What Is This Case About?.....	Page 2
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4. How Does This Class Action Settlement Work?.....	Page 3
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1. Why Have I Received This Notice?

Truepill, Inc.'s records indicate that you may be a Class Member. The Settlement will resolve all Class Members' Released Class Claims, as described below, from October 10, 2019 through March 1, 2025 (i.e., the Class Period).

A Preliminary Approval Hearing was held on [the date of Preliminary Approval], in the California Superior Court, County of Alameda. The Court conditionally certified the Class for settlement purposes only and directed that you receive this Notice.

The Court will hold a Final Approval Hearing concerning the proposed settlement on [the date of final approval hearing], at [time a.m./p.m.], before Judge Patrick McKinney, located at Department 18, Administration Building, 1221 Oak St, Oakland, California 94612. The Court may continue the Final Approval Hearing without further notice to Class Members. You are not required to attend the Final Approval Hearing to receive an Individual Class Payment or Individual PAGA Payment.

This Notice, which has been approved by the Court, is only a summary. A more detailed Joint Stipulation of Class Action and PAGA Settlement Agreement and Release ("Settlement Agreement") is on file with the Court, where it is available for your review.

2. What Is This Case About?

The action entitled *Leonard Moore vs. Truepill, Inc.* was originally commenced by former plaintiff Elizabeth Chavez in the Alameda County Superior Court (Case Numbers 23CV047001) against Truepill, Inc. on October 10, 2023. On [Date], Leonard Moore ("Plaintiff") was substituted as the named Plaintiff in the Action.

Plaintiff's complaint, as amended ("Operative Complaint"), allege claims against Defendant for unpaid minimum wages; unpaid overtime; unpaid meal period premiums; unpaid rest period premiums; wages not timely paid during employment; failure to provide accurate wage statements; untimely final wages; failure to reimburse necessary business expenses; violation of Cal. Business & Professions Code section 17200, *et seq.*; and violations of the California Labor Code Private Attorneys General Act of 2004 ("PAGA").

Defendant in the Action is represented by the following attorneys:

FISHER PHILLIPS LLP
Nathan Low
Abby Putzulu
1 Montgomery Street, Suite 3400
San Francisco, California 94104
Tel: (415) 490-9000
Fax: (415) 490-9001

Plaintiff is represented in the Action by the following attorneys whom the Court has appointed as "Class Counsel":

BLACKSTONE LAW APC
Jonathan M. Genish
Miriam L. Schimmel
Joana Fang
Alexandra Rose
Jared C. Osborne

8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

The Court has not made any determination as to whether the claims advanced by Plaintiff have any merit whatsoever. In other words, the Court has not determined whether any laws have been violated, nor has it decided in favor of Plaintiff or Defendant. Defendant expressly denies that it did anything wrong or that it violated the law and further denies any liability whatsoever to Plaintiff or to the Class.

Instead, both sides agreed to resolve the lawsuit after weighing the risks and benefits of the Settlement compared with those of continuing the Action, with no decision or admission of who is right or wrong. The factors considered included the uncertainty and delay associated with continued legal proceedings, a trial and likelihood of appeals, and the uncertainty of several important legal issues. The Parties balanced these and other substantial risks in determining that the proposed Settlement is fair, reasonable, and adequate in light of all circumstances and in the best interest of the Class Members.

If the Action continued, the Court might rule in favor of Defendant and the Class Members might not receive any recovery or monetary compensation. Defendant agreed to this proposed Settlement in order to avoid the expense and distraction associated with continued legal proceedings and the chance that the Court might rule in favor of the Class Members.

3. *Am I a Class Member? Am I an Aggrieved Employee?*

You are a “Class Member” if you are currently or were formerly employed by Defendant as a non-exempt, hourly-paid employee in the State of California during the Class Period. The “Class Period” is October 10, 2019 through March 1, 2025.

You are an “Aggrieved Employee” if you are currently or were formerly employed by Defendant as a non-exempt, hourly-paid employee in the State of California during the PAGA Period. The “PAGA Period” is from September 8, 2022 through March 1, 2025.

4. *How Does This Class Action Settlement Work?*

In the Action, Plaintiff sued on behalf of himself and all other similarly situated and/or aggrieved employees who were or are employed by Defendant as non-exempt, hourly-paid employee in the State of California at any time during the Class Period. Plaintiff and these other current and former employees comprise a “Class” and are “Class Members.” The Settlement of the Action resolves the Released Class Claims of all Class Members, except for those who exclude themselves from the Class by requesting to be excluded in the manner set forth below. Additionally, the Settlement of the Action resolves the Released PAGA Claims of all Aggrieved Employees, regardless of whether they exclude themselves from the Class portion of the Settlement.

The Parties believe the Settlement is fair and reasonable. The Court has reviewed the terms of the Settlement and preliminarily approved the Settlement as fair and reasonable to the Class. However, the Court has not yet finally determined if the Settlement is fair and reasonable to the Class. The Court file has the Settlement documents, which explain the Settlement in greater detail.

5. *What Are My Options?*

The purpose of this Notice is to inform you of the Action, the proposed Settlement, and your options. Each option has its consequences, which you should understand before making your decision. Your rights regarding each option, and the steps you must take to select each option, are summarized below and explained in more detail in this Notice.

Important Note: *Defendant will not retaliate against you in any way for either participating or not participating in this Settlement.*

- **DO NOTHING:** If you do nothing and the Court grants final approval of the Settlement, you will become part of the lawsuit and may receive an Individual Class Payment and Individual PAGA Payment (if applicable). You will release all of the Released Class Claims, as defined in Section 8 below.
- **OPT OUT:** If you do not want to participate as a Class Member, you may “opt out” of the Class Settlement, by submitting a Request for Exclusion, as defined in Section 6 below. If the Court grants final approval of the Settlement, you will not receive an Individual Class Payment and you will not be bound by the terms of the Class Settlement, and you will not release the Released Class Claims described in Section 8 below.

If you are an Aggrieved Employee, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment, irrespective of whether you have excluded yourself from the Class Settlement.
- **OBJECT:** See Section 7 on how to object to the Class Settlement.

The procedures for opting out and objecting are set forth below in the sections entitled “How Do I Exclude Myself (or “Opt Out”) from This Settlement” and “How Do I Object to the Settlement?”

6. How Do I Exclude Myself (or “Opt Out”) from This Settlement?

If you do not want to take part in the Settlement, you must mail a completed and timely Request for Exclusion to the Settlement Administrator. The Request for Exclusion must: (a) contain the case name and number of the Action (*Moore vs. Truepill, Inc.*, Case No. 23CV047001); (b) state your full name, mailing address, and email address or telephone number; (c) clearly state your intention to not wish to be part of and/or to be bound by the Class Settlement; (d) be addressed to the Settlement Administrator; (e) be signed by you or your lawful representative; and (e) be postmarked no later than [the Response Deadline]. You must mail your Request for Exclusion to the Settlement Administrator at [address].

The Final Approval Order and Judgment entered following final approval of the Settlement by the Court will bind all Class Members who do not request exclusion from the Settlement (“Participating Class Members”).

7. How Do I Object to the Settlement?

If you are a Class Member who does not opt out of the Settlement, you may object to the Settlement, personally or through an attorney, by mailing a written objection and mailing it to the Settlement Administrator at [address] by [the Response Deadline]. The objection must: (a) contain the case name and number of the Action (*Moore vs. Truepill, Inc.*, Case No. 23CV047001); (b) state your full name, mailing address, and email address or telephone number; (c) describe, in clear and concise terms, the legal and factual arguments supporting your objection; (d)

be addressed to the Settlement Administrator; (e) be signed by you or your lawful representative; and (f) be postmarked no later than [the Response Deadline].

Additionally, Class Members who do not opt out of the Settlement may also object to the Settlement by appearing at the Final Approval Hearing (or hire an attorney at your own expense to appear on your behalf) and have their objections heard by the Court.

Class Members who fail to object in the manner specified above shall be deemed to have waived any objections and shall be foreclosed from making any objections (whether by appeal or otherwise) to the Settlement.

If the Court rejects the objection, the Class Member will receive an Individual Class Payment and will be bound by the terms of the Settlement.

PLEASE NOTE: If you do not wish to be represented by Class Counsel, you may hire your own attorney at your own expense. You will be responsible for any attorneys' fees and costs charged by your attorney.

8. *How Does This Settlement Affect My Rights? What Are the Released Claims?*

If the proposed Settlement is approved by the Court, a Final Approval Order and Judgment will be entered by the Court. All Class Members who do not opt out of the Settlement will be bound by the Court's Final Approval Order and Judgment and will fully release and discharge Defendant Truepill, Inc., each of its and their former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns, parents, subsidiaries, affiliated companies or entities, and their exempt employees, partners, and agents ("Released Parties") from the Released Class Claims. The "Released Class Claims" are as follows:

All claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint, arising during the Class Period, including any and all claims that Defendant failed to pay all wages due, including minimum wages and overtime, including, but not limited to, at the regular rate or wages owed from rounding; failed to provide meal and rest periods; failed to pay meal and rest period premiums, including at the regular rate of pay; failed to furnish accurate itemized wage statements; failed to timely pay all wages due during employment and upon termination; and failed to reimburse necessary business expenses. The Released Class Claims include claims for statutory penalties, attorneys' fees and costs, statutory interest, or other relief in connection therewith brought under California Labor Code sections 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510, 512, 1194, 1197, 1197.1, 1198, 2800, and 2802, California Business and Professions Code sections 17200, *et seq.*, and the applicable Industrial Welfare Commission Wage Orders. Except for the PAGA Released Claims, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair and Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

Additionally, the State of California with respect to the Aggrieved Employees will fully release and discharge the Released Parties from the Released PAGA Claims. The "Released PAGA Claims" are as follows:

All claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the PAGA Notice, arising during the PAGA Period, including any and all claims that Defendant failed to pay all wages due, including minimum wages and overtime, including, but not limited to, at the regular rate or wages owed from rounding; failed provide meal and rest periods; failed to pay meal and rest period premiums, including at the regular rate of pay; failed to furnish accurate itemized wage statements; failed to keep accurate records; failed to timely pay all wages due during employment and upon termination; and failed to reimburse necessary business expenses. The Released PAGA Claims include claims for civil penalties under PAGA for violations of

California Labor Code sections 201, 202, 203, 204, 210, 226(a), 226.7, 246, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2698 *et seq.*, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Orders.

If you do NOT exclude yourself from the Settlement by following the procedures set forth pertaining to the Request for Exclusion and the Court approves the proposed Settlement, you will be deemed to have entered into the Released Class Claims provision of the Settlement Agreement.

9. *How Much Can I Expect to Receive from This Settlement?*

The total maximum amount that Defendant is required to pay under this Settlement is One Million Four Hundred Thousand Dollars and Zero Cents (\$1,400,000.00) (“Gross Settlement Amount” or “GSA”).

The “Net Settlement Amount” or “NSA” means the portion of the Gross Settlement Amount available for distribution to Participating Class Members after the deduction of 1) Settlement of civil penalties under PAGA in an amount of \$100,000 (“PAGA Penalties”), with 75% (\$75,000) allocated to the California Labor Workforce Development Agency (“LWDA”) and 25% (\$25,000) allocated and distributed to Aggrieved Employees on a *pro rata* basis based on their pay periods during the PAGA Period; 2) Class Representative Service Payment of \$7,500; 3) Class Counsel Fees Payment of not more than one-third (1/3) of the GSA, which is currently estimated to be \$466,666.67; 4) Class Counsel Litigation Expenses Payment of not more than \$30,000; and 5) Administration Expenses Payment not to exceed \$15,000. All of these payments are subject to court approval.

After deducting the above-referenced items, the remaining Net Settlement Amount will be proportionately distributed amongst all Participating Class Members (Class Members who have not opted out) in Individual Class Payments. Each Participating Class Member will receive a proportionate share of the Net Settlement Amount. The Settlement Administrator will calculate a Participating Class Member’s Individual Class Payment first, by dividing the Net Settlement Amount by the total number of Workweeks of all Participating Class Members, and then second, by multiplying the result by the total number of Workweeks for the respective Participating Class Member. A “Workweek” is defined as any week during which a Class Member performed work for Defendant for at least one shift during the Class Period. Therefore, the value of each Participating Class Member’s Individual Class Payment ties directly to the number of weeks that the Class Member worked during the Class Period.

Although your exact share of the Net Settlement Amount cannot be precisely calculated until after the time during which individuals may object or seek exclusion from the Settlement concludes, based upon the calculation above, your approximate share of the Net Settlement Amount, is as follows: \$ [REDACTED], less standard wage tax withholdings as explained below. This amount is based on Defendant’s business records, which show you worked [REDACTED] eligible Workweeks during the Class Period.

The PAGA portion of the Settlement provides that Aggrieved Employees will each receive an Individual PAGA Payment, which is a proportionate share of 25% of the PAGA Penalties (\$25,000) as calculated by the Settlement Administrator. To calculate each Aggrieved Employee’s Individual PAGA Payment, the Settlement will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees’ 25% share of PAGA Penalties (\$25,000) 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 total number of PAGA Pay Periods worked during the PAGA Period.

Your approximate Individual PAGA Payment is as follows: \$ [REDACTED]. This amount is based on Defendant’s business records, which show you worked [REDACTED] eligible PAGA Pay Periods during the PAGA Period. (If no amounts are stated, that is because according to Defendant’s business records, you are not an Aggrieved Employee.)

If you believe the number of eligible Workweeks and/or PAGA Pay Periods credited to you are incorrect, you may submit a challenge, which is a written letter that must: (a) contain the case name and number of the Action (*Moore vs. Truepill, Inc.*, Case No. 23CV047001); (b) contain your full name, signature, mailing address, and email address or telephone number; (c) clearly state you dispute the number of Workweeks and/or PAGA Pay Periods credited to you and what you contend is the correct number to be credited to you; (d) include information and/or attach documentation demonstrating that the number of Workweeks and/or PAGA Pay Periods that you contend should be credited to you are correct; and (e) be submitted by mail to the Settlement Administrator at [address] on or before [the Response Deadline].

Ten percent (10%) of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion(s)"). The Wage Portions are subject to tax withholding and will be reported on IRS W-2 Forms. Ninety percent (90%) of each Participating Class Member's Individual Class Payment will be allocated to the settlement of claims for interest and penalties (the "Non-Wage Portion(s)"). 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.

One hundred percent (100%) of your Individual PAGA Payment will be treated as penalties. The Settlement will report your Individual PAGA Payment on an IRS Form 1099 and not withhold taxes.

The Settlement Administrator may combine your Individual Class Settlement Payment and (if eligible) your Individual PAGA Payment in a single settlement check. It is strongly recommended that upon receipt of your settlement check, you immediately cash it or cash it before the 180-day void date shown on each check. If any checks remain uncashed or not deposited by the expiration of the 180-day period after mailing, the Settlement Administrator will pay the amount of your Individual Class Payment and Individual PAGA Payment to a non-profit *cy pres* recipient. The *cy pres* recipient under the proposed Settlement is East Bay Community Law Center.

10. How Can I Get Additional Information?

IF YOU NEED MORE INFORMATION OR HAVE ANY QUESTIONS, you may contact the Settlement Administrator at the toll-free telephone number listed below or [web address]. Please refer to "Truepill, Inc. Class Action Settlement."

This Notice does not contain all of the terms of the proposed Settlement or all of the details of these proceedings. For more detailed information, you may refer to the underlying documents and papers on file with the Alameda County Superior Court – Rene C. Davidson Courthouse, 1225 Fallon St, Oakland, CA 94612, Monday-Friday (excluding court holidays) between 8:30 a.m. and 4:30 p.m.

The pleadings and other records in this litigation may also be examined online on the Alameda County Superior Court's website, known as "eCourt Public Portal," at <https://eportal.alameda.courts.ca.gov>. After arriving at the website, click the "Searches" tab at the top of the page, then select the Document Downloads link, enter the case number (23CV047001) and click "Submit." Images of every document filed in the case may be viewed at a minimal charge. You may also view images of every document filed in the case free of charge by using one of the computer terminal kiosks available at each court location that has a facility for civil filings.

You may also visit the Administrator's website at [redacted] for key documents in the Action.

PLEASE DO NOT TELEPHONE THE COURT OR COURT'S CLERK FOR INFORMATION ABOUT THIS SETTLEMENT.

PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF ALAMEDA

I, Lorena Bautista, certify and declare as follows:

I am over eighteen years of age and not a party to the within action; my business address is 8383 Wilshire Blvd, Suite 745, Beverly Hills, California 90211. On December 10, 2025, I served a copy of the following document(s):

- **[REVISED PROPOSED] ORDER GRANTING PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT**

On the interested parties as follows:

Nathan K. Low
E-Mail: nlow@fisherphillips.com
Hyunki (John) Jung
E-Mail: hjung@fisherphillips.com
Abby H. Putzulu
Email: aputzulu@fisherphillips.com
FISHER & PHILLIPS LLP
One Montgomery Street, Suite 3400
San Francisco, California 94104
Tel.: (415) 490-9000 / Fax: (415) 490-9001

Attorneys for Defendant TRUEPILL, INC.

☒ **BY ELECTRONIC MAIL (E-MAIL):** I caused said document(s) to be delivered electronically to be delivered to the above referenced addressee(s) via email from email address lbautista@blackstonepc.com pursuant to California Code of Civil Procedure section 1010.6(e)(1). I did not receive any electronic message or other indication that the transmission was unsuccessful.

State of California, Labor & Workforce Development Agency
Web URL:
<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

☒ **BY ONLINE SUBMISSION:** The above-referenced documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(I). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

☒ **STATE:** I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on December 10, 2025 at Beverly Hills, California.

/s/ Lorena Bautista

Lorena Bautista

EXHIBIT 3

- *Gabriel Perez, et al. v. Kimberlite Corporation, et al.*, Alameda County Superior Court, Case No. 24CV073959, approved as counsel in final settlement of wage and hour class and action.
- *Armida Marquez v. The Nielsen Company (US), LLC*, Los Angeles County Superior Court, Case No. 23STCV06394, approved as counsel in final settlement of wage and hour class and action.
- *Sergio Valdez v. Ampere Computing, LLC, et al.*, Santa Clara County Superior Court, Case No. 24CV438808, approved as counsel in final settlement of wage and hour class and action.
- *Mario Mendoza v. Mingei International, Inc.*, San Diego County Superior Court, Case No. 37-2024-00015385-CU-OE-CTL, approved as counsel in final settlement of wage and hour class action.
- *Vivian Huynh v. Technical Safety Services, LLC*, Alameda County Superior Court, Case No. 23CV053505, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Connor Brown v. Bi-Rite Management Services LLC, et al.*, San Francisco County Superior Court, Case No. CGC-24-611385, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Joshua Gilmore v. Golden Bolt, LLC*, Los Angeles County Superior Court, Case No. 24STCV11281, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tony Jones v. Saddle Creek Corporation dba Saddle Creek Logistics Services*, Orange County Superior Court Case No. 30-2024-01379065-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Armida Burton v. Mercury Mission Systems, LLC*, Los Angeles County Superior Court, Case No. 24STCV02628, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Triada Pallidou v. TJB Geary's, LLC dba Geary's Beverly Hills*, Los Angeles County Superior Court, Case No. 24STCV15627, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Joey Ruiz, et al. v. Southern Tire Mart, LLC*, Los Angeles County Superior Court, Case No. 24STCV12037, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action
- *Salomon Garcia, et al. v. Atlas Freight Forwarding, Inc.*, San Diego County Superior Court, Case No. 37-2022-00039724-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Chardriana Jean v. Woodruff-Sawyer & Co.*, Alameda County Superior Court, Case No. 24CV102594, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Stephanie Leon v. Fulgent Therapeutics, LLC, et al.*, Los Angeles County Superior Court, Case No. 24STCV14168, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Emma Romero v. Charles Abbott Associates, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2322374, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Karen Hartstein v. Hyatt Corporation*, Los Angeles County Superior Court, Case No. 20STCV15895, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Michael Casas, et al. v. Encorr Sheets, LLC*, San Bernardino County Superior Court, Case No. CIVSB2319925, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Quincy O'Neal v. Included Health, Inc., formerly known as Grand Rounds Health, Inc.*, San Francisco County Superior Court, Case No. CGC-23-608391, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Javario Datrail Luna v. A-Check America, Inc., et al.*, Riverside County Superior Court, Case No. CVRI2306180, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Kevin Werner, et al. v. Greystar Management Services, LP, et al.*, Los Angeles County Superior Court, Case No. 23STCV08498, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jully Mullings v. Antelope Ambulance Service*, Los Angeles County Superior Court, Case No. 23STCV30241, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Maria Martina Aleman v. Holding Hands OPCO LLC dba Holding Hands, Inc.*, Los Angeles County Superior Court, Case No. 24STCV25240, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jesus Herrera v. Reeve Store Equipment Company*, Los Angeles County Superior Court, Case No. 22STCV04239, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Vanessa Vazquez v. Cliffs Resort LLC*, San Luis Obispo County Superior Court, Case No. 24CV-0025, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Javier Hernandez, Jr. v. DGDG I, LLC, et al.*, Santa Clara County Superior Court, Case No. 23CV416770, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Juan Manuel Munoz v. MGA Entertainment, Inc.*, Los Angeles County Superior Court, Case No. 23STCV06386, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mayra Campos Molina, et al. v. Harbor Hotels, LLC*, Los Angeles County Superior Court, Case No. 23STCV10683, approved as counsel in final settlement of wage and

hour class and PAGA action.

- *William Sykes, IV, et al. v. Wente Bros.*, Alameda County Superior Court, Case No. 23CV048758, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Padilla, et al. v. WEHO Hospitality Sunset, LLC*, Los Angeles County Superior Court, Case No. 23STCV01072, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Marvin Morales v. Skurka Aerospace, Inc.*, Los Angeles County Superior Court, Case No. 24STCV12893, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Krug, et al. v. EKC Enterprises, Inc.*, Kern County Superior Court, Case No. BCV-23-103975, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Joseph Amyot v. Silverthorn Resort, Inc.*, Shasta County Superior Court, Case No. 23CV-0203487, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Marissa Hartman v. Napa LP Hospitality Corporation*, Napa County Superior Court, Case No. 23CV00116, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Lesly Arreguin, et al. v. Intercare Therapy, Inc.*, Los Angeles County Superior Court, Case No. 23STCV27972, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alma Lopez, et al. v. Advanced Manufacturing and Development, Inc.*, Mendocino County Superior, Case No. 23CV000673, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Brittni Aghedo, et al. v. Villa Esperanza Services*, Los Angeles County Superior Court, Case No. 23STCV27362, approved as counsel in final settlement of wage and

hour class and PAGA action.

- *Robin Jennings v. Mizuho Orthopedic Systems, Inc. dba Mizuho OSI*, Alameda County Superior Court, Case No. 24CV070891, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jonathan Martin v. Atlas Digital, LLC*, Los Angeles County Superior Court, Case No. 23STCV30498, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cynthia Molt v. Los Angeles Film School, LLC*, Los Angeles County Superior Court, Case No. 23STCV30757, approved as counsel in final settlement of wage and hour class and PAGA action.
- *William Ramirez v. Employer Solutions Staffing Group LLC*, Los Angeles County Superior Court, Case No. 23STCV24735, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Anu Verma v. SingerLewak LLC*, Los Angeles County Superior Court, Case No. 24STCV11344, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Toby Lanzarin, et al. v. Building Material Distributors, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00330343-CU-OE-GDS, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Kassandra Herndon, et al. v. Agreeya Solutions, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0002783, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Damon Siler, et al. v. Call-The-Car dba Call the Car*, Los Angeles County Superior Court, Case No. 24STCV07514, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Daniel Ochoa-Lopez v. CorTech West Staffing, LLC, et al.*, Los Angeles County Superior Court, Case No. 23STCV19480, approved as counsel in settlement of

representative wage and hour action pursuant to PAGA

- *Juan Escobedo v. Block Tops, Inc.*, Orange County Superior Court, Case No. 30-2023-01356309-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Antonio Quintero v. Weyerhaeuser NR Company*, Los Angeles County Superior Court, Case No. 23STCV02624, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cristo Hernandez v. Eldorado National (California), Inc.*, Riverside County Superior Court, Case No. CVRI2201056, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rigoberto Tecaliz v. National Restaurant Inc. dba Black Bear Diner*, San Diego County Superior Court, Case No. 37-2023-00046906-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cecilia Estrada v. The Roman Catholic Archbishop of Los Angeles*, Los Angeles County Superior Court, Case No. 24STCV07184, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexander Davis v. JAJ Roofing dba Citadel Roofing and Solar*, Sacramento County Superior Court, Case No. 23CV011004, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Aurelio Aguilar v. Supreme Car Wash, Inc.*, Los Angeles County Superior Court, Case No. 21STCV29696, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Aaron Coffey v. Catalina Channel Express, Inc.*, Los Angeles County Superior Court, Case No. 21STCV41396, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Djuana Shanella Hale, et al. v. Welbe Health, LLC, et al.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0006866, approved as counsel in

final settlement of wage and hour class and PAGA action.

- *Mario Fosados v. Drew Chain Security Corp.*, Los Angeles County Superior Court, Case No. 24STCV00519, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jose Manuel Amaro Bernal v. Joseph Holt Plastering, Inc.*, Los Angeles County Superior Court, Case No. 24STCV15637, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Brandon Geston v. FRTO LLC, et al.*, Fresno County Superior Court, Case No. 24CECG01292, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Alfonso Herrera v. W.L. Butler Construction, Inc., et al.*, Orange County Superior Court, Case No. 30-2023-01335445-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Marcos Ojendiz, et al. v. Jonathan Louis International*, Los Angeles County Superior Court, Case No. 21STCV35253, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Emmanuel Caldera v. Zeb's World Famous Boathouse Inc. dba Goat Hill Tavern*, Orange County Superior Court, Case No. 30-2023-01310801-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alex Javier Nakamoto v. Skydio, Inc.*, Alameda County Superior Court, Case No. 24CV062913, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jason McEntee v. Roche Molecular Systems, Inc.*, Alameda County Superior Court, Case No. 23CV041360, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexzander Roberts, et al. v. Lemonade Restaurant Group*, Los Angeles County Superior Court, Case No. 22STCV38302, approved as counsel, in association with

other counsel, in final settlement of wage and hour class and PAGA action.

- *Halla Knotts v. Launch Technical Workforce Solutions, LLC*, San Bernardino County Superior Court, Case No. CIVSB2332568, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Armando Gastelum v. Premier Trailer Manufacturing, Inc.*, Tulare County Superior Court, Case No. VCU300333, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Tiffany Patterson v. Black Mountain Healthcare, LLC., d/b/a Seaport Home Health & Hospice*, San Diego County Superior Court, Case No. 37-2023-00037563-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Angel Rodriguez v. American Textile Maintenance*, Los Angeles County Superior Court, Case No. 22STCV17855, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rita Ray v. Families Together of Orange County*, Orange County Superior Court, Case No. 30-2023-01324555-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Ly Hai v. Sunroad HS Auto, Inc.*, San Diego County Superior Court, Case No. 37-2022-00025788-CU-OE-CTL, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Anabel Perez v. Eureka Specialties, Inc.*, Los Angeles County Superior Court, Case No. 22STCV35940, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Galicia v. Virco, Inc., et al.*, Los Angeles County Superior Court, Case No. 23STCV29425, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *Rene Umana v. Columbus Technologies*, Los Angeles County Superior Court, Case No. 22STCV16432, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Sitara Nayabkhil v. San Francisco SPCA (dba SFSPCA), a California 501(c)(3) non-profit organization*, San Francisco County Superior Court, Case No. CGC-23-609950, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Fernando Solis v. Tuff Shed, Inc.*, Los Angeles County Superior Court, Case No. 24VECV00368, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Emery v. Santa Cruz Bicycles, LLC*, Santa Cruz Superior Court, Case No. 24CV00244, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Odalys Montejo v. Team Nissan LLC*, Ventura County Superior Court, Case No. 2023CUOE017853, approved as counsel in settlement of representative wage and hour action pursuant to PAGA
- *Vanessa Cortes v. Giti Tire (USA) LTD*, San Bernardino County Superior Court, Case No. CIVSB2332578, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Travis Sanford v. Santa Cruz Seaside Company*, Santa Cruz County Superior Court, Case No. 23CV01762, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jered Ortega v. YMCA of San Diego County*, San Diego County Superior Court, Case No. 37-2023-00043645-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Corina Martinez v. Stagnaro Bros. Seafood, Inc.*, Santa Cruz County Superior Court, Case No. 24CV00082, approved as counsel in settlement of representative wage and

hour action pursuant to PAGA.

- *Alejandra Jimenez v. ClearFreight, Inc.*, Los Angeles County Superior Court, Case No. 23STCV28938, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jazzmin Cortez v. Millard Mall Services, Inc.*, Riverside County Superior Court, Case No. CVRI2104010, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Christa Morton, et al. v. PSI Services, LLC*, Fresno County Superior Court, Case No. 24CECG00039, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Michael Bravo v. Michels Pacific Energy, Inc.*, Santa Clara County Superior Court, Case No. 22CV403427, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Rodriguez v. Republique, LLC*, Los Angeles County Superior Court, Case No. 23STCV14521, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Theresa Bendorf, et al. v. Sea World LLC, et al.*, San Diego County Superior Court, Case No. 37-2021-00034922-CU-OE-CTL, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Victor De La Cruz v. Northwest Pipe Company*, San Bernardino County Superior Court, Case No. CIVSB2211140, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Bobby Birdi v. Lucid USA, Inc.*, Alameda County Superior Court, Case No. 21CV003541, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Trujillo, et al. v. Producers Dairy Foods, Inc.*, Sacramento County Superior

Court, Case No. 34-2022-00313753, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *David Williams v. Rancho Nicasio, LLC*, Marin County Superior Court, Case No. CIV2203067, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Alexander Jackson v. Lifecare Assurance Company*, Los Angeles County Superior Court, Case No. 23STCV26579, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alexis Cardoza v. BHFC Operating LLC*, Los Angeles County Superior Court, Case No. 21STCV34040, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Maria Ayala, et al. v. SDH Services West, LLC*, Kern County Superior Court, Case No. BCV-21-101933, approved as class counsel in final settlement of wage and hour class action.
- *Alfredo Sanchez v. Greenworld, Inc.*, Riverside County Superior Court, Case No. CVRI2105756, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Oscar Bryant v. Midwest Construction Services, Inc. dba Trillium*, San Bernardino County Superior Court, Case No. CIVSB2121529, approved as class counsel in final settlement of wage and hour class action.
- *Matthew Savattieri v. AMI Expeditionary Healthcare, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV33372, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Lexy Barajas, et al. v. H. W. Hunter, Inc.*, Los Angeles County Superior Court, Case No. 22STCV01892, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alejandro Valdez v. C.H.I. Automart, Inc.*, Los Angeles County Superior Court, Case

No. 21STCV40168, approved as class counsel in final settlement of wage and hour class and PAGA action.

- *Sheizan Bawa v. Meathead Movers, Inc.*, Orange County Superior Court, Case No. 30-2021-01211895-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tanisha Lopez, et al. v. Restorix Health, Inc.*, Los Angeles County Superior Court, Case No. 21STCV33067, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Perla Soto, et al. v. Nippon Express U.S.A., Inc.*, Los Angeles County Superior Court, Case No. 21STCV24902, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Angel Garcia, et al. v. J&B Investments, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2208601, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Sindy Aviles, et al. v. Freeway Insurance Services America, LLC*, Los Angeles County Superior Court, Case No. 21STCV34864, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Alexander Gnaedig, et al. v. Favorite Healthcare Staffing, Inc.*, Los Angeles County Superior Court, Case No. 21STCV20904, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Richard Evans v. My Paint Stop, LLC, et al.*, Contra Costa County Superior Court, Case No. MSC21-01812, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Parada George v. Main Electric Supply Company, LLC, et al.*, Orange County Superior Court, Case No. 30-2021-01220136-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *Samia Salazar Yunis v. Sharif Jewelers*, Sacramento County Superior Court, Case No. 34-2020-00290080, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Analco v. Felix Chevrolet, LP, et al.*, Los Angeles County Superior Court, Case No. 21STCV36654, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Sasha Aiono v. Benefit Cosmetics*, Los Angeles County Superior Court, Case No. 21STCV33719, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

EXHIBIT 4

Date	Type of Expense	Description of Expense	Amount
		<i>Chavez, et al. v. Truepill</i>	
8/31/2023	Mailing	Welcome Pkg	1.59
9/8/2023	Mailing	Records Request to Beacon Hill Staffing Group, LLC	\$8.53
9/8/2023	Mailing	Records Request to Agent for Beacon Hill Staffing Group, LLC	\$8.53
9/8/2023	Mailing	Records Request to Truepill, Inc.	\$8.53
9/8/2023	Mailing	Records Request to Agent for Truepill, Inc.	\$8.53
9/8/2023	Filing	LWDA: PAGA Notice	\$75.00
9/11/2023	Mailing	PAGA Letter to Agent for Beacon Hill Staffing Group, LLC	\$8.53
9/11/2023	Mailing	PAGA Letter to Beacon Hill Staffing Group, LLC	\$8.53
9/11/2023	Mailing	PAGA Letter to Truepill, Inc.	\$8.53
9/11/2023	Mailing	PAGA Letter to Agent for Truepill, Inc.	\$8.53
10/10/2023	Filing	Steno: Class Action Complaint & Initiating Documents	\$1,997.20
11/14/2023	Filing	Steno: Filing of PAGA Complaint & Initiating Documents	\$647.20
12/11/2023	Filing/Service	Steno: Personal Service of PAGA Complaint & Initiating Documents/Filing of POS of Summons (Beacon Hill)	\$198.45
12/11/2023	Filing/Service	Steno: Personal Service of Class Action Complaint & Initiating Documents/Filing of POS of Summons (Beacon Hill)	\$196.95
12/11/2023	Filing/Service	Steno: Personal Service of Class Action Complaint & Initiating Documents/Filing of POS of Summons (Truepill)	\$196.95
12/13/2023	Filing/Service	Steno: Personal Service of PAGA Complaint & Initiating Documents/Filing of POS of Summons (Truepill)	\$198.45
1/19/2024	Other	Alameda Court Document Download - Order re: Initial CMC	\$5.00
1/26/2024	Mailing	Records Request to Truepill, Inc.	\$8.69
1/26/2024	Mailing	Records Request to Agent for Truepill, Inc.	\$8.69
1/26/2024	Mailing	PAGA Letter to Agent for Truepill, Inc.	\$8.69
1/26/2024	Mailing	PAGA Letter to Truepill, Inc.	\$8.69
2/22/2024	Filing	Steno: Request for Dismissal of Beacon Hill/Decl./[Proposed Order] (REJECTED)	\$59.95
3/4/2024	Filing	Steno: Request for Dismissal of Beacon Hill/Decl./[Proposed Order] - PAGA	\$59.95
3/4/2024	Filing	Steno: Request to Dismiss Beacon Hill/Decl./[Proposed] Order (REJECTED) - PAGA	\$59.95
3/13/2024	Filing	Steno: Case Management Statement (PAGA)	\$59.95
3/18/2024	Filing	Steno: Ex Parte Application/Request to Dismiss Beacon Hill/Decl./[Proposed] Order	\$140.95
3/18/2024	Filing	Steno: Joint CMC Statement (Chavez Class)	\$59.95
3/18/2024	Service	Steno: Courtesy Copy of Joint CMC Statement to Dept. 23	\$99.00
4/3/2024	Filing	Steno: PAGA Complaint & Initiating Documents (Moore)	\$647.20
5/14/2024	Filing	Steno: Notice and Acknowledgment of Receipt (Moore)	\$59.95
6/17/2024	Filing	Steno: Case Management Statement	\$59.95
6/19/2024	Other	Alameda Court Document Download - Notice of Rescheduling or Relocation	\$3.00
6/27/2024	Filing	Steno: Joint Stipulation & [Proposed] Order to Stay Case Pending Mediation	\$86.95
7/2/2024	Filing	Steno: Joint Stipulation to Stay Case Pending Mediation; Order	\$126.95
8/16/2024	Mediation	Mediation with Steven J. Rottman	\$15,000.00
11/27/2024	Filing	Steno: Joint Stipulation to Continue CMC; Order	\$86.95
12/19/2024	Other	Berger Consulting Group, LLC	\$8,060.00
3/7/2025	Filing	Steno: Case Management Statement (Moore)	\$59.95
3/17/2025	Other	Alameda Court Document Download - 3/11/25 Case Management Order	\$3.00
5/22/2025	Other	Wizzy Marketing	\$643.20
6/13/2025	Filing	Steno: Joint Stipulation to Continue Compliance Hearing (Moore)	\$86.95
6/18/2025	Filing	Steno: Joint Stipulation to Continue Case Management Conference (Chavez Class)	\$86.95
8/14/2025	Filing	Steno: Joint Stipulation to Continue Case Management Conference (Chavez Class)	\$86.95
9/3/2025	Filing	Steno: Joint Stipulation to Continue Compliance Hearing (Moore)	\$86.95
9/30/2025	Mailing	Amended PAGA Notice to Fisher & Phillips, LLP (Moore)	\$10.44
9/30/2025	Filing	Steno: Joint Stipulation to Amend Complaint (Chavez Class)	\$86.95
10/20/2025	Filing	Steno: First Amended Complaint (Chavez Class)	\$59.95
10/21/2025	Filing	Steno: Request for Dismissal (Chavez Class) (REJECTED)	\$59.95
10/21/2025	Filing	Steno: Request for Dismissal and Supporting Documents (Chavez Class)	\$140.95
10/21/2025	Filing	Steno: Request for Dismissal (Moore)	\$59.95
10/23/2025	Filing	Steno: Case Management Statement (Chavez Class)	\$99.95
11/14/2025	Filing	Steno: Motion for Preliminary Approval ("MPA") and Supporting Documents (Chavez Class)	\$180.95
11/17/2025	Service	Steno: Courtesy Copies to the Court - MPA and Supporting Documents	\$234.50
11/19/2025	Filing	Steno: Moore Declaration ISO MPA (Chavez Class)	\$59.95
11/19/2025	Service	Steno: Courtesy Copy to the Court - Moore Declaration ISO MPA	\$158.00
11/21/2025	Filing	Steno: Case Management Statement (Chavez Class)	\$59.95
12/10/2025	Filing	Steno: [Revised Proposed] Order (Chavez Class)	\$59.95
12/11/2025	Service	Steno: Courtesy Copy to the Court - [Revised Proposed] Order	\$234.00
12/18/2025	Filing	Steno: Notice of Entry of Judgment or Order	\$59.95
	Filing	Estimated Cost- Steno: Motion for Final Approval & Supporting Documents	\$180.95
	Filing	Estimated Cost - Steno: Notice of Entry of Judgment or Order	\$59.95
	Filing	Estimated Cost - Steno: Administrator's Declaration Re Disbursement	\$59.95
		TOTAL:	\$31,210.63