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

14 **IN AND FOR THE COUNTY OF SAN MATEO**

15 EDWARD YOUNG, an individual, on behalf
16 of himself and on behalf of all persons
17 similarly situated,

18 Plaintiff,

19 vs.

20 MAINSPRING ENERGY, INC., a
21 corporation; and DOES 1 through 50,
22 inclusive,

23 Defendants.

CASE NO.: **24-CIV-01894**

**DECLARATION OF KYLE NORDREHAUG
IN SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
SETTLEMENT**

Hearing Date: May 13, 2025

Hearing Time: 2:00 p.m.

Judge: Hon. Nancy L. Fineman

Dept: 4

Courtroom: 4C

Date Filed: March 27, 2024

Trial Date: Not set

1 I, Kyle Nordrehaug, declare as follows:

2 1. I am a partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP,
3 counsel for Plaintiff Edward Young (“Plaintiff”) in this matter. As such, I am fully familiar with
4 the facts, pleadings and history of this matter. The following facts are within my own personal
5 knowledge, and if called as a witness, I could testify competently to the matters stated herein.

6 2. This declaration is being submitted in support of Plaintiff’s unopposed motion for
7 preliminary approval of the proposed class action settlement with Defendant Mainspring Energy,
8 Inc. (“Defendant”), which motion seeks entry of an order: (1) preliminarily approving the proposed
9 settlement of this class action with Defendant; (2) for settlement purposes only, conditionally
10 certifying the Class, which is comprised of “all individuals who were employed by Defendant in
11 California as a non-exempt employee at any time during the Class Period”; (3) provisionally
12 appointing Plaintiff as the representative of the Class; (4) provisionally appointing Blumenthal
13 Nordrehaug Bhowmik De Blouw LLP as Class Counsel; (5) approving the form and method for
14 providing class-wide notice; (6) directing that notice of the proposed settlement be given to the
15 Class; (7) appointing Apex Class Action as Administrator, and (8) scheduling a final approval
16 hearing date, proposed for September 30, 2025, to consider Plaintiff’s motion for final approval of
17 the settlement and for approval of attorneys’ fees, expenses and the service award. Attached hereto
18 as Exhibit #1 is a copy of the fully executed Class Action and PAGA Settlement Agreement
19 (“Agreement”) along with exhibits thereto. The form of the Agreement is based upon the Los
20 Angeles County Superior Court model form for a class and PAGA settlement. This Declaration
21 incorporates by reference the definitions in the Agreement, and all terms defined therein shall have
22 the same meaning as set forth in the Agreement.

23
24 Fairness of Settlement

25 3. As consideration for this Settlement, the non-reversionary Gross Settlement Amount
26 of Four Hundred Fifty Thousand Dollars (\$450,000) (the “Gross Settlement Amount”) is to be paid
27 by Defendant, as set forth in the Agreement. The Gross Settlement Amount will settle all issues
28 pending in the Action between the Parties and will be made in full and final settlement of the

Released Class Claims in exchange for the payments to Participating Class Members from the Net Settlement Amount, and includes (a) the costs of administration of the settlement, (b) all attorneys' fees and costs, (c) Class Representative Service Payment, and (d) the PAGA Penalties payment allocated 75% to the LWDA and 25% to the Aggrieved Employees. (Agreement at ¶ 1.22.) The following is a table of the key Settlement terms and the proposed deductions:

\$450,000 (Gross Settlement Amount)

- \$10,000 (Plaintiff's proposed service award not to exceed amount)
- \$20,000 (Class Counsel Litigation Expenses Payment - not to exceed amount)
- \$150,000 (Class Counsel Fees Payment - not to exceed 1/3 of settlement)
- \$10,000 (PAGA Payment - 75% to LWDA / 25% to Aggrieved Employees)
- \$7,000 (Administration Expenses Payment - not to exceed amount)

\$253,000 (Net Settlement Amount)

4. The relief provided in the Settlement will benefit all members of the Class. The Settlement does not grant preferential treatment to Plaintiff or segments of the Class in any way. Payments to the Class Members are all determined under a neutral methodology. Each Participating Class Member will receive the same opportunity to participate in and receive payment through a neutral formula that is based upon the Workweeks for that individual.

5. On November 21, 2024, the Parties participated in an all-day mediation with Michael Dickstein, a respected and experienced mediator of wage and hour class actions. In preparation for the mediation, Defendant provided Class Counsel with payroll, time and employment data, along with other information regarding the Class Members, various internal documents, and other compensation and employment-related materials. Class Counsel analyzed the data with the assistance of damages expert Berger Consulting and prepared and submitted a mediation brief to the mediator. The final settlement terms were negotiated and set forth in the Agreement now presented for this Court's approval. Importantly, Plaintiff and Class Counsel believe that this Settlement is fair, reasonable and adequate.

6. Based upon 230 Class Members who worked an estimated 15,507 work weeks (Agreement at ¶ 4.1), the Gross Settlement Amount provides an average value of \$1,956 per Class

1 Member and \$29 per workweek and after deductions the Net Settlement Amount provides an
2 average recovery of \$1,100 per Class Member and a recovery of \$16.31 per workweek. The
3 calculations to compensate for the amount due for the Class at the time of the mediation were
4 calculated by Berger Consulting, Plaintiff's damage expert. As to the Class whose claims are at
5 issue in this Action, Plaintiff used the expert to analyze the data and determine the potential unpaid
6 wages for the employees. The maximum potential damages were calculated to be \$965,421 for the
7 alleged unpaid wages for off-the-clock work at one hour per week, \$5,011 for alleged underpaid
8 meal priums and sick pay due to the alleged miscalculation of the result rate, \$29,438 for alleged
9 meal period damages based upon a 3.3% potential violation rate for all shifts worked observed in
10 the time records and after deduction for meal primusm already paid by Defendant, \$82,959 for
11 alleged rest period damages based upon the same 3.3% potential violation rate that was observed for
12 meal period records, \$24,000 for alleged unreimbursed cell-phone expenses at \$5 per month. The
13 Defendant established that the alternative workweek was lawful negating the alleged overtime
14 violations. Decl. Nordrehaug, ¶6. As a result, the total damage valuation was calculated such that
15 Defendant was subject to a maximum damage claim in the amount of \$1,106,829. As to potential
16 penalties, Plaintiff calculated that potential waiting time penalties were a maximum of \$1,113,178,
17 and potential maximum wage statement penalties were \$341,300.¹ Defendant vigorously disputed
18 Plaintiff's calculations and exposure theories. Consequently, the Gross Settlement Amount of
19 \$450,000 represents more than 40% of the maximum value of the alleged damages at issue in this
20 case at the time this Settlement was negotiated.² Importantly, the recent decision that good faith

21
22 ¹ While Plaintiff alleged claims for statutory penalties pursuant to Labor Code Sections 203 and
23 226, at mediation Plaintiff recognized that these claims were subject to additional, separate defenses
24 asserted by Defendant, including, a good faith dispute defense as to whether any premium wages for
25 meal or rest periods or other wages were owed given Defendant's position that Plaintiff and Class
26 Members were properly compensated. *See Nordstrom Commission Cases*, 186 Cal. App. 4th 576,
584 (2010) ("There is no willful failure to pay wages if the employer and employee have a good
faith dispute as to whether and when the wages were due.").

27 ² Because the PAGA claim is not a class claim and primarily is paid to the State of California,
28 Plaintiff has not included the PAGA claim in this discussion of the value of the class claims. The
PAGA claim is addressed in the Decl. Nordrehaug at ¶33.

1 belief of compliance by the employer in *Naranjo v. Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056,
2 1065 (2024), could completely negate the claims for waiting time and wage statement penalties,
3 even if wages were owed to the Class. The above maximum calculations should then be
4 realistically risk-adjusted in consideration for both the risk of class certification and the risk of
5 establishing class-wide liability on all claims. Given the amount of the settlement as compared to
6 the potential value of claims in this case and the defenses asserted by Defendant, this settlement is
7 fair and reasonable.

8
9 Procedural History of the Litigation

10 7. On February 9, 2024, Plaintiff filed with the LWDA and served on Defendant a
11 notice under Labor Code section 2699.3 identifying the alleged Labor Code violations to recover
12 civil penalties on behalf of Aggrieved Employees for various Labor Code violations. The PAGA
13 Notice by Plaintiff is attached hereto as Exhibit #3 for the Court's reference.

14 8. On March 27, 2024, Plaintiff filed a class action Complaint against Defendant in the
15 Superior Court of the State of California, County of SanMateo, case no. 24-CIV-01894 (the "Class
16 Action Complaint"). Plaintiff's Class Action Complaint asserted claims against Defendant for: (1)
17 unfair competition in violation of Cal. Bus & Prof. Code §§ 17200, et seq.; (2) failure to to pay
18 minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1; (3) failure to pay
19 overtime wages in violation of California Labor Code §§ 510, 1194 & 1198; (4) failure to provide
20 required meal periods in violation of Cal. Labor Code §§ 226.7 and 512; (5) failure to provide
21 required rest periods in violation of Cal. Labor Code §§ 226.7 and 512; (6) failure to provide
22 accurate itemized wage statements in violation of California Labor Code § 226; (7) failure to
23 reimburse employees for required expenses in violation of California Labor Code § 2802; and, (8)
24 failure to pay sick pay wages in violation of California Labor Code §§ 201-204, 233, and 246. On
25 October 8, 2024, Plaintiff filed a separate representative action complaint against Defendant in the
26 Superior Court of the State of California, County of San Mateo, case no. 24-CIV-06261, asserting a
27 single cause of action brought pursuant to the Private Attorney General Act, Cal. Labor Code §§
28 2698, et seq. ("PAGA Complaint"), seeking civil penalties for violations of Labor Code Sections

201, 202, 203, 204, et seq., 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, and 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and Section 1 1070(14), and the applicable Industrial Welfare Commission Wage Order(s) (the "PAGA Action")

9. As part of this Agreement, on February 24, 2025 the Parties filed a stipulation for leave to file a First Amended Class and Representative Action Complaint in the Class Action that adds the claims and allegations from the PAGA Action and adds a class claim for failure to timely pay final wages at termination pursuant to California Labor Code section 203. The First Amended Class and Representative Action Complaint will be the operative complaint in the Action (the "Operative Complaint").

10. Over the course of litigation, the Parties engaged in the investigation of the claims, including informal discovery and the production of documents, class data, and other information, allowing for the full and complete analysis of liabilities and defenses to the claims in the Action. The information for mediation obtained by Plaintiff included: (1) data concerning the class; (2) payroll data and time punch data for the Class covering 223 employees, 57,437 shifts and 14,204 workweeks, which is nearly all of the Class data and required only minimal extrapolation to ; (3) Defendant's wage and hour policies; (4) the employment files for the Plaintiff; and, (5) samples of wage statements provided by Defendant. As such, Class Counsel received the data and information for the Class, which was sufficient for Plaintiff's expert to prepare the valuations of the claims for the Class.

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

12. Plaintiff and Defendant agreed to discuss resolution of the Action through a

1 mediation. Prior to mediation, the Parties engaged in the above investigation and the exchange of
2 documents and information in connection with the Action. On November 21, 2024, the Parties
3 participated in an all-day mediation presided over by Michael Dickstein, a respected and
4 experienced mediator of wage and hour class actions. Following the mediation, the Parties agreed
5 to settle the Action based upon a mediator's proposal which was memorialized in the form of a
6 Memorandum of Understanding. The Parties then negotiated the final terms of the settlement as set
7 forth in the Agreement. At all times, the negotiations were arm's length and contentious.

8 13. Although a settlement has been reached, Defendant denies any liability or
9 wrongdoing of any kind associated with the claims alleged in the Action and further denies that, for
10 any purpose other than settlement, the Action is appropriate for class and/or representative
11 treatment. Defendant contends, among other things, that it has complied at all times with the
12 California Labor Code, applicable Wage Order, and all other laws and regulations. Further,
13 Defendant contends that class certification is inappropriate for any reason other than for settlement.
14 Plaintiff contends that Defendant violated California wage and hour laws. Plaintiff further contends
15 that the Action is appropriate for class certification on the basis that the claims meet the requisites
16 for class certification. Without admitting that class certification is proper, Defendant has stipulated
17 that the above Class may be certified for settlement purposes only. (Agreement at ¶ 13.1.) The
18 Parties agree that certification for settlement purposes is not an admission that class certification is
19 proper. Further, the Agreement is not admissible in this or any other proceeding as evidence that the
20 Class could be certified absent a settlement. Solely for purposes of settling the Action, the Parties
21 stipulate and agree that the requisites for establishing class certification with respect to the Class are
22 satisfied.

23 14. Class Counsel has conducted an investigation into the facts of the class action.
24 Informal discovery was obtained, which included the production of relevant documents and data.
25 Class Counsel engaged in a thorough review and analysis of the relevant documents and data with
26 the assistance of an expert. Accordingly, the agreement to settle did not occur until Class Counsel
27 possessed sufficient information to make an informed judgment regarding the likelihood of success
28 on the merits and the results that could be obtained through further litigation. In addition, Class

1 Counsel previously negotiated settlements with other employers in actions involving nearly identical
2 issues and analogous defenses. Based on the foregoing data and their own independent
3 investigation, evaluation and experience, Class Counsel believes that the settlement with Defendant
4 on the terms set forth in the Agreement is fair, reasonable, and adequate and is in the best interest of
5 the Class in light of all known facts and circumstances, including the risk of significant delay,
6 defenses asserted by Defendant, and potential appellate issues.

7
8 Settlement Terms and Plan of Allocation

9 15. The Gross Settlement Amount is Four Hundred Fifty Thousand Dollars (\$450,000).
10 (Agreement at ¶ 1.22.) Under the Settlement, the Gross Settlement Amount consists of the
11 following elements: (1) payment of the Individual Class Payments to the Participating Class
12 Members; (2) Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment; (3)
13 Administration Expenses Payment; (4) the Class Representative Service Payment to the Plaintiff;
14 and (5) the PAGA Penalties payment. (Agreement at ¶ 1.22.) The Gross Settlement Amount does
15 not include Defendant's share of payroll taxes. (Agreement at ¶ 3.1.) The Gross Settlement
16 Amount shall be all-in with no reversion to Defendant. (Agreement at ¶ 3.1.)

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

22 17. The amount remaining in the Gross Settlement Amount after the deduction of
23 Court-approved amounts for Individual PAGA Payments, the LWDA PAGA Payment, the Class
24 Representative Service Payment, the Class Counsel Fees Payment, the Class Counsel Litigation
25 Expenses Payment, and the Administration Expenses Payment (called the "Net Settlement
26 Amount") shall be allocated to Class Members as their Individual Class Payments. (Agreement at
27 ¶¶ 1.28 and 3.2.) From the Net Settlement Amount, the Individual Class Payment for each
28 Participating Class Member will be calculated by (a) dividing the Net Settlement Amount by the

1 total number of Workweeks worked by all Participating Class Members during the Class Period and
2 (b) multiplying the result by each Participating Class Member's Workweeks. (Agreement at ¶
3 3.2(e).) Workweeks will initially be based on Defendant's records, however, Class Members will
4 have the right to challenge the number of Workweeks.

5 18. Class Members may choose to opt-out of the Settlement by following the directions
6 in the Class Notice. (Agreement at ¶ 8.5, Ex. A.) The Class Notice provides that Class Members
7 shall have forty-five (45) days from the date that the Class Notice is mailed to them (the "Response
8 Deadline") to request exclusion (opt-out) or to submit a written objection. (Agreement at ¶¶ 1.42,
9 8.5, 8.7.) All Class Members who do not "opt out" will be deemed Participating Class Members
10 who will be bound by the Settlement and will be entitled to receive an Individual Class Payment.
11 (Agreement at ¶ 8.5(c).) All Aggrieved Employees, including those who submit an opt-out request,
12 will still be paid their allocation of the PAGA Penalties and will remain subject to the release of the
13 Released PAGA Claims regardless of their request for exclusion. (Agreement at ¶¶ 6.3 and 8.5(d).)
14 Finally, the Class Notice will advise the Class Members of their right to object to the Settlement
15 and/or dispute their Workweeks. (Agreement at ¶¶ 8.6 and 8.7, Ex. A.)

16 19. A Participating Class Member must cash his or her Individual Class Payment check
17 within 180 days after it is mailed. (Agreement at ¶ 5.2.) Any settlement checks not cashed within
18 180 days will be voided and any funds represented by such checks sent to the California Controller's
19 Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue".
20 (Agreement at ¶ 5.4.)

21 20. Subject to Court approval, the Parties have agreed on Apex Class Action to
22 administer the settlement in this action ("Administrator"). (Agreement at ¶ 1.2.) The Administrator
23 will be paid for settlement administration in an amount not to exceed \$7,000. (Agreement at ¶
24 3.2(c).) Apex Class Action provided an estimate of \$5,990 for administration expenses.

25 21. Subject to Court approval, the Agreement provides for Class Counsel to be awarded
26 a sum not to exceed one-third of the Gross Settlement Amount, as the Class Counsel Fees Payment.
27 (Agreement at ¶ 3.2(b).) Class Counsel will also be allowed to apply separately for an award of
28 Class Counsel Litigation Expenses Payment in an amount not to exceed \$20,000. (Agreement at ¶

1 3.2(b).) Subject to Court approval, the Agreement provides for a payment of no more than \$10,000
2 to the Plaintiff as the Class Representative Service Payment. (Agreement at ¶ 3.2(a).)

3 22. Subject to Court approval, the PAGA Penalties will be paid from the Gross
4 Settlement Amount for PAGA penalties under the California Private Attorneys General Act, Cal.
5 Labor Code Section 2698, *et seq.* (“PAGA”). The PAGA Penalties are \$10,000, to be allocated
6 75% (\$7,500) to the LWDA PAGA Payment and 25% (\$2,500) to the Individual PAGA Payments.³
7 (Agreement at ¶ 3.2(d).) The Individual PAGA Payments will be calculated by (a) dividing the
8 amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$2,500.00) by the total number
9 of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b)
10 multiplying the result by each Aggrieved Employee's PAGA Pay Periods. (Agreement at ¶ 3.2(d).)
11 As set forth in the accompanying proof of service, the LWDA has been served with this motion and
12 the Agreement.

13
14 Risks of Continued Litigation and Standards for Approval

15 23. Plaintiff and Class Counsel recognize the expense and length of continuing to
16 litigate and trying this Action against Defendant through possible appeals which could take several
17 years. Class Counsel has also taken into account the uncertain outcome and risk of litigation,
18 especially in complex class actions such as this Action. Class Counsel is also mindful of and
19 recognize the inherent problems of proof under, and alleged defenses to, the claims asserted in the
20 Action. Based upon their evaluation, Plaintiff and Class Counsel have determined that the
21 Settlement set forth in the Agreement is in the best interest of the Class Members.

22 24. Here, a number of defenses asserted by Defendant present serious threats to the
23 claims of the Plaintiff and the other Class Members. Defendant asserted that Defendant's practices
24 complied with all applicable Labor laws. Defendant argued that Class Members were paid for all
25 time worked and that work time was properly recorded. Defendant maintained there was no

26 _____
27 ³ The 75/25 allocation is required by Labor Code § 2699, because this action was filed and the
28 PAGA Notice was sent before June 2024, so it is not subject to the amended version of Labor Code
§ 2699.

1 miscalculation of the regular rate when it paid meal premiums and sick wages to the Plaintiff and
2 the Class. Defendant contends that its meal and rest period policies fully complied with California
3 law and that Defendant did not fail to provide the opportunity for legally required meal and rest
4 breaks. Defendant could argue that the payment of significant meal period premiums was evidence
5 of its lawful practices. Defendant contends that there was no failure to pay for business expenses
6 and any cell phone usage was merely convenient and voluntary such that reimbursement was not
7 legally required. Finally, Defendant has an argument that the Supreme Court decision in *Brinker v.*
8 *Superior Court*, 53 Cal. 4th 1004 (2012), weakened Plaintiff's claims, on liability, value, and class
9 certifiability as to the meal and rest period claims. Defendant also argues that based on its facially
10 lawful practices, Defendant acted in good faith and without willfulness, which if accepted would
11 negate the claims for waiting time penalties and/or inaccurate wage statements. See e.g. *Naranjo v.*
12 *Spectrum Sec. Servs., Inc.*, 15 Cal. 5th 1056, 1065 (2024) ("if an employer reasonably and in good
13 faith believed it was providing a complete and accurate wage statement in compliance with the
14 requirements of section 226, then it has not knowingly and intentionally failed to comply with the
15 wage statement law.") If successful, Defendant's defenses could eliminate or substantially reduce
16 any recovery to the Class. While Plaintiff believes that these defenses could be overcome,
17 Defendant maintains these defenses have merit and therefore present a serious risk to recovery by
18 the Class.

19 25. There was also a significant risk that, if the Action was not settled, Plaintiff would be
20 unable to obtain a certified class and maintain the certified class through trial, and thereby not
21 recover on behalf of any employees other than themselves. At the time of the mediation, Defendant
22 forcefully opposed the propriety of class certification, arguing that individual issues precluded class
23 certification. Further, as demonstrated by the California Supreme Court decision in *Duran v. U.S.*
24 *Bank National Assn.*, 59 Cal. 4th 1 (2014), there are significant hurdles to overcome for a class-wide
25 recovery even where the class has been certified. While other cases have approved class
26 certification in wage and hour claims, class certification in this action was hotly disputed and the
27 maintenance of a certified class through trial was by no means a foregone conclusion.

28 26. This settlement is therefore certainly entitled to preliminary approval. Were this

1 case to go to trial, the Plaintiff and the other class members would need to prove, among other
2 things, that wages were owed on a class-wide basis. This was and is a substantial risk.

3 27. Plaintiff will apply to the Court for a Class Representative Service Payment in
4 consideration for his service and for the risks undertaken on behalf of the Class. (Agreement at ¶
5 3.2(a).) Plaintiff performed his duties admirably by working with Class Counsel over the course of
6 litigation, and is giving a general release for this service award. The Declaration of the Plaintiff is
7 submitted in support. At this stage, the requested service award is within the accepted range of
8 awards for purposes of preliminary approval. *See e.g. Andrews v. Plains All Am. Pipeline L.P.*,
9 2022 U.S. Dist. LEXIS 172183, at *11 (C.D. Cal. 2022) (finding that the requested service awards
10 of \$15,000 each are appropriate); *Reynolds v. Direct Flow Med., Inc.*, 2019 U.S. Dist. LEXIS
11 149865, at *19 (N.D. Cal. 2019) (granting request for \$12,500 service award); *Mathein v. Pier 1*
12 *Imps. (U.S.), Inc.*, 2018 U.S. Dist. LEXIS 71386 (E.D. Cal. 2018) (awarding \$12,500 where average
13 class member payment was \$351); *Louie v. Kaiser Foundation Health Plan, Inc.*, 2008 WL
14 4473183, *7 (S.D. Cal. Oct. 06, 2008) (awarding \$25,000 service award to each of six plaintiffs in
15 overtime class action); *Glass v. UBS Fin. Servs.*, 2007 WL 221862, *16-17 (N.D. Cal. 2007)
16 (awarding \$25,000 service award in overtime class action and a pool of \$100,000 in enhancements).

17 28. The stage of the proceedings at which this Settlement was reached also militates in
18 favor of preliminary approval and ultimately, final approval of the Settlement. Class Counsel has
19 conducted a thorough investigation into the facts of the class action. Class Counsel began
20 investigating the Class Members' claims before the Action was filed, and during the course of
21 litigation, and Class Counsel and engaged in sufficient informal discovery to obtain necessary
22 information. Class Counsel conducted a review and analysis of the relevant documents and data.
23 Class Counsel was also experienced with these claims, as Class Counsel previously litigated and
24 settled similar claims in other actions. Accordingly, the agreement to settle did not occur until Class
25 Counsel possessed sufficient information to make an informed judgment regarding the likelihood of
26 success on the merits and the results that could be obtained through further litigation.

27 29. Based on the foregoing data and their own independent investigation and evaluation,
28 Class Counsel is of the opinion that the Settlement with Defendant for the consideration and on the

1 terms set forth in the Agreement is fair, reasonable, and adequate and is in the best interest of the
2 Class in light of all known facts and circumstances, including the risk of significant delay, defenses
3 asserted by Defendant, and numerous potential appellate issues. There can be no doubt that Counsel
4 for both Parties possessed sufficient information to make an informed judgment regarding the
5 likelihood of success on the merits and the results that could be obtained through further litigation.

6
7 Class Certification Issues

8 30. Plaintiff contends that the proposed settlement meet all of the requirements for class
9 certification under California Code of Civil Procedure § 382 as demonstrated below, and therefore,
10 the Court may appropriately approve the Class as defined in the Agreement. This Court should
11 conditionally certify the Class for settlement purposes only, defined as follows:

12 All individuals who were employed by Defendant in California as a non-exempt
13 employee at any time during the Class Period.

14 (Agreement at ¶ 1.5.)

15 The Class Period is from March 27, 2020 through the Class Period End Date. (Agreement at ¶
16 1.12.) The Class Period End Date is either the date of Preliminary Approval, or other such date as
17 determined by Defendant in accordance with Paragraph 9 of the Agreement.

18 a. **Numerosity** - Here, Plaintiff asserts that the 230 current and former
19 employees that comprise the Class can be identified based on Defendant's records and are
20 sufficiently numerous for class certification.

21 b. **Common Issues Predominate** - Here, Plaintiff contends that common
22 questions of law and fact are present, specifically the common questions of whether Defendant's
23 practices were lawful, whether Defendant failed to provide meal and rest periods to Class Members,
24 whether Class members were lawfully compensated for all hours worked, whether Defendant
25 miscalculated the regular rate when paying Class Member meal premiums and sick wages, whether
26 Defendant failed to provide required expense reimbursement, and whether Class Members are
27 entitled to damages and penalties as a result of these practices. Plaintiff contend that certification of
28 this Class is appropriate because Defendant allegedly engaged in uniform practices with respect to

1 the Class Members. As a result, Plaintiff contends that these common questions of liability could be
2 answered on a class wide basis.

3 . c. **Typicality** - In this Action, Plaintiff contends that the typicality requirement
4 is fully satisfied. Plaintiff, like every other member of the Class, was employed by Defendant as a
5 non-exempt employee, and, like every other member of the Class, was subject to the same
6 employment practices. Plaintiff, like every other member of the Class, also claims owed
7 compensation as a result of the Defendant's uniform company policies and practices. Thus, the
8 claims of Plaintiff and the members of the Class arise from the same course of conduct by
9 Defendant, involve the same issues, and are based on the same legal theories.

10 d. **Adequacy** - Plaintiff contends that the Class Members are adequately
11 represented here because Plaintiff and representing counsel (a) do not have any conflicts of interest
12 with other class members, and (b) will prosecute the case vigorously on behalf of the class. This
13 requirement is met here. First, Plaintiff are well aware of his duties as the representative of the
14 Class and has actively participated in the prosecution of this case to date. Plaintiff effectively
15 communicated with Class Counsel, provided documents and information to Class Counsel, and
16 participated in the investigation and resolution of the Action. The personal involvement of the
17 Plaintiff was essential to the prosecution of the Action and the monetary settlement reached.
18 Second, Plaintiff retained competent counsel who are experienced in employment class actions and
19 who have no conflicts. Third, there is no antagonism between the interests of the Plaintiff and those
20 of the Class. Both the Plaintiff and the Class Members seek monetary relief under the same set of
21 facts and legal theories. Under such circumstances, there can be no conflicts of interest, and
22 adequacy of representation is satisfied for purposes of this Settlement.

23 31. Class Counsel's Adequacy of Representation and Absence of Conflict: Blumenthal
24 Nordrehaug Bhowmik De Blouw LLP is experienced in prosecuting class action lawsuits and can
25 competently represent the Class. Other lawyers at my firm and I have extensive class litigation
26 experience. We have handled a number of class actions and complex cases and have acted both as
27 counsel and as lead and co-lead counsel in a variety of these matters. We have successfully
28 prosecuted and obtained significant recoveries in numerous class action lawsuits and other lawsuits

1 involving complex issues of law and fact. My firm is particularly experienced in wage and hour
2 employment law class actions, including claims for misclassification, overtime, expense
3 reimbursement, unlawful deduction of wages, and missed rest and meal periods. Blumenthal
4 Nordrehaug Bhowmik De Blouw LLP has been involved as class counsel in over hundreds of wage
5 and hour class actions. Blumenthal Nordrehaug Bhowmik De Blouw LLP has been found to be
6 adequate counsel by the courts throughout California. We have been approved as experienced class
7 counsel by both state and federal courts in California in contested class certification proceedings. A
8 true and correct copy of the resume of my firm is attached hereto as Exhibit #2. The Class in this
9 settlement is defined as “all individuals who were employed by Defendant in California as a
10 non-exempt employee at any time during the Class Period.” I have reviewed my firm’s cases and
11 representation of other plaintiffs and there is no conflict or representation which would prevent my
12 firm from representing the interests of the Class this case. My firm only represents employees, and
13 not employers. My firm has never represented Defendant nor any affiliate of the Defendant. My
14 firm’s only interest in the subject matter of this litigation is to ensure a recovery to the Class and to
15 maximize that recovery. Finally, our allegiance to the Class and the claims of the Class is not
16 inconsistent with our allegiance to pursue the claims on behalf of other employees and classes as the
17 claims are all against different and distinct employers. I can think of no conflict that would arise in
18 our representation of the Class and our adequate representation of the Class is evidenced by the
19 successful prosecution of the class claims to reach an excellent recovery for the Class. Moreover,
20 neither the Plaintiff nor Class Counsel have any affiliation with the proposed Administrator for this
21 settlement. Thus, the adequacy requirement for my firm is satisfied for purposes of this Settlement.

22 32. The Class Notice, drafted jointly and agreed upon by the Parties through their
23 respective counsel and to be approved by the Court, includes all relevant information. (See Exhibit
24 “A” to the Agreement.) In accordance with the Agreement, Defendant will provide to the
25 Administrator a confidential electronic spreadsheet containing the Class Data. (Agreement at ¶ 4.2.)
26 Within 14 days after receiving the Class Data, the Administrator will mail the Class Notice to all
27 Class Members via first-class U.S. Mail using the most current mailing address information
28 available. (Agreement at ¶ 8.4(b).) The Class Notice will include, among other information: (i)

1 information regarding the Action; (ii) the impact on the rights of the Class Members if they do not
2 opt out, including a description of the applicable release; (iii) information to the Class Members
3 regarding how to opt out and how to object to the Settlement; (iv) the estimated Individual Class
4 Payment for each of the Class Members; (iii) the amount of attorneys' fees and expenses to be
5 sought; (v) the amount of the Plaintiff's service award request; and (vi) the anticipated expenses of
6 the Administrator. The Class Notice will explain that the Class Members shall have forty-five (45)
7 days from the date that the Class Notice is mailed to them (the "Response Deadline") to request
8 exclusion (opt-out) or to submit a written objection. (Agreement at ¶¶ 1.42, 8.5, 8.7.) Class
9 Members shall be given the opportunity to object to the Settlement and the request for attorneys'
10 fees and expenses, and to appear at the Final Approval Hearing. (Agreement at ¶ 8.7.) Class
11 Members who do not submit a timely and proper request to opt-out will automatically receive a
12 payment of their Individual Class Payment. This notice program was designed to meaningfully
13 reach the Class Members and it advises them of all pertinent information concerning the Settlement.
14

15 33. The PAGA Claim -

16 a. **Approval of PAGA Settlements.** The decision in *O'Connor v. Uber*, 201
17 F.Supp.3d 1110, 1133 (N.D. Cal. 2016), and the LWDA's Response therein is illustrative. The
18 LWDA first states that "when viewing the monetary relief allocated to PAGA claims under a
19 settlement, the LWDA recognizes that the PAGA sum need not necessarily be viewed through the
20 same lens as the relief obtained by absent class members on other claims (i.e., the percentage of
21 recovery-to-exposure on the PAGA claims need not necessarily equal the percentage of recovery on
22 the other claims)." (LWDA Response at p.3). The LWDA also indicated that the payment of
23 money to the aggrieved employees furthers the purposes of PAGA and that the Court considers that
24 primary consideration. "The LWDA recognizes that this Court does not review the PAGA
25 allocation in isolation, but rather reviews the settlement as a whole, to determine whether it is
26 fundamentally fair, reasonable and adequate, with primary consideration for the interests of absent
27 class members." (LWDA Response at p.4).

28 b. **Valuation of the PAGA Claim.** For mediation, Plaintiff calculated the

1 value of the alleged PAGA claim as to Aggrieved Employees for civil penalties to be between
2 \$204,800 and \$409,600 for a single violation in every one of the 4,096 pay periods at issue in the
3 PAGA Period, depending on whether the violation was \$50 per pay period as in the case of Labor
4 Code § 558(a)(1) or the standard amount of \$100 per pay period for violation of Labor Code § 1198.
5 This valuation assumed that PAGA civil penalties would be awarded at the maximum rate per pay
6 period but without stacking.⁴ The PAGA allocation in the Settlement is the amount of \$10,000.
7 This allocation is justified by several important considerations. First, the PAGA claim was subject
8 to the same risks as the underlying class claims. Second, Defendant asserted additional defenses to
9 the PAGA claim, not only as to liability but also as to the amount of the penalties. Defendant argued
10 that significant PAGA penalties would be unlikely and would be reduced under such particular
11 “circumstances” under Cal. Labor Code §2699(e)(2) and/or “would result in an award that is unjust,
12 arbitrary and oppressive, or confiscatory” under Cal. Labor Code §2699(e)(2). Defendant could also
13 argue that no penalties prior to the PAGA notification should be awarded, and I am aware of one
14 trial court which has so ruled. These additional defenses present a risk to the PAGA claim and the
15 potential that some or all of the PAGA penalties sought may not be awarded. Third, in *Carrington v.*
16 *Starbucks Corp.*, 30 Cal. App. 5th 504 (2018), the court affirmed a judgment which only provided
17 for a PAGA penalty of \$5 per violation. Therefore, at trial, any PAGA penalties awarded could be
18 significantly less than Plaintiffs’ calculation even where Plaintiff prevailed on the PAGA claim.
19 Even if we assume that violations for all 4,096 pay periods were established, using the valuation
20 from *Carrington* results in a potential recovery of only \$20,480 under PAGA. This means that the
21 PAGA allocation in the Agreement is a reasonable percentage of this potential PAGA recovery.
22 Fourth, the interests of PAGA are also served by the Class recovery under the reasoning of the
23 LWDA in *O’Connor v. Uber*.

25 ⁴ Stacking is where more than one civil penalty is imposed in a pay period for the same conduct.
26 The valuation of between \$204,800 and \$409,400 is the civil penalty amount without stacking. If
27 stacking is permitted, then the valuation increases with each additional penalty added to each pay
28 period. Plaintiff, however, is not aware of any PAGA award which permitted stacking and in the
cases cited herein, only one penalty per pay period was assessed, and the recent amendments to the
PAGA statute cast further doubt on stacking of penalties.

1 c. **Comparable PAGA Settlements.** In reaching the settlement of the PAGA
2 claim, Class Counsel was also aware of what allocations other Courts have approved for similar
3 PAGA settlements as compared to the total settlement amount. A class settlement that allocates
4 approximately 2% of the total settlement value to resolve the PAGA claims applicable to the class is
5 also supported by what has been approved in other wage-and-hour class settlements. Indeed, Courts
6 typically approve PAGA settlement amounts in the range of between 0.27 to 2 percent of the total
7 settlement. See *Davis v. Brown Shoe Co.*, 2015 U.S. Dist. LEXIS 149010 (E.D. Cal. 2015) (PAGA
8 Payment of \$5,000 in a \$1.5 million class settlement); *Zamora v. Ryder Integrated Logistics, Inc.*,
9 2014 U.S. Dist. LEXIS 184096 (S.D. Cal. 2014) (\$7,500 payment to LWDA for PAGA on a \$1.5
10 million class settlement); *Lusby v. Gamestop Inc.*, 2015 U.S. Dist. LEXIS 42637 (N.D. Cal. 2015)
11 (PAGA Payment of \$5,000 in a \$500,000 class settlement); *Cruz v. Sky Chefs, Inc.*, 2014 U.S. Dist
12 Lexis 17693 (N.D. Cal. 2014) (approving payment of \$10,000 to the LWDA for PAGA out of
13 \$1,750,000 class settlement); *Chu v. Wells Fargo Investments, LLC*, 2011 WL 672645, *1 (N.D.
14 Cal. 2011) (approving PAGA payment of \$7,500 to the LWDA out of \$6.9 million common-fund
15 settlement); *Franco v. Ruiz Food Products, Inc.*, 2012 WL 5941801, *13 (E.D. Cal. 2012)
16 (approving PAGA payment of \$7,500 to the LWDA out of \$2.5 million common-fund settlement);
17 *Hopson v. Hanesbrands Inc.*, 2009 WL 928133, *9 (N.D. Cal. 2009) (approving PAGA allocation
18 that was .49% of \$408,420.32 gross settlement); *Garcia v. Gordon Trucking, Inc.*,
19 10-cv-00324-AWI-SKO, Dkt. 149-3, 165 (E.D. Cal.) (approving a class settlement of \$3,700,000,
20 with \$10,000 allocated to the PAGA claim); *McKenzie v. Federal Express Corp.*, CV 10-02420
21 GAF (PLAx), Dkt. 139 & 141 (C.D. Cal.) (court approved a settlement in an amount of \$8.25
22 million, with \$82,500 allotted to the PAGA claim); *DeStefan v Frito-Lay*, 8:10-cv-00112-DOC
23 (C.D. Cal.) (court approved a class settlement of \$2 million, with \$10,000 allocated to PAGA);
24 *Martino v. Ecolab Inc.*, No. 3:14CV04358 (N.D. Cal. 2017) (\$100,000 allotted as PAGA penalties
25 or 0.48% of \$21,000,000 settlement amount); *East v. Comprehensive Educational Services Inc.*,
26 Fresno Superior Court Case No. 11-CECG-04226 (2015) (\$10,000 allotted as PAGA penalties or
27 0.13% of \$7,595,846 settlement amount); *Bararsani v. Coldwell Banker Residential Brokerage*
28 *Company*, Los Angeles Superior Court Case No. BC495767 (2016) (\$10,000 allotted as PAGA

1 penalties or 0.22% of \$4,500,000 settlement amount); *Moppin v. Los Robles Medical Center*, No.
2 5:15CV01551 (C.D. Cal. 2017) (\$15,000 allotted as PAGA penalties or 0.40% of \$3,775,000
3 settlement amount); *Scott-George v. PVH Corporation*. No., 2:13CV00441 (E.D. Cal. 2017)
4 (\$15,000 allotted as PAGA penalties or 0.46% of \$3,250,000 settlement amount); *Nehrlich v. RPM*
5 *Mortgage Inc.*, Orange County Superior Court Case No. 30-2013-00666783-CU-OE-CXC (2017)
6 (\$10,000 allotted as PAGA penalties or 0.40% of \$2,500,000 settlement amount); *Rubio v. KTI*
7 *Incorporated*, San Bernardino Superior Court Case No. CIVDS-14-06132 (2015) (\$1,000 allotted as
8 PAGA penalties or 0.18% of \$550,000 settlement amount); *Gray v. Mountain View Child Care Inc.*,
9 San Bernardino Superior Court Case No. CIVDS-14-02285 (2016) (\$2,500 allotted as PAGA
10 penalties or 0.37% of \$675,000 settlement amount); *Perez v. West Coast Liquidators Inc. d/b/a Big*
11 *Lots*, San Bernardino Superior Court Case No. CIVDS-14-17863 (2016) (\$3,000 allotted as PAGA
12 penalties or 0.33% of \$900,000 settlement amount); *Penaloza vs. PPG Industries Inc.*, Los Angeles
13 Superior Court No. BC471369 (2013) (\$5,000 allotted as PAGA penalties or 0.38% of \$1,300,000
14 settlement amount); *Mejia v. DHL Express (USA) Inc.*, No. 2:15CV00890 (C.D. Cal. 2017) (\$5,000
15 allotted as PAGA penalties or 0.34% of \$1,450,000 settlement amount).

16
17 34. Attorneys' Fees - The Class Counsel Fees Payment is capped at one-third of the
18 Gross Settlement Amount. A fee award that is capped at one-third of the common fund is fair and
19 reasonable, and at the time of final approval, my firm will present lodestar to further support the
20 reasonableness of the requested fee award. My firm has been regularly awarded attorney's fees
21 equal to one-third of the common fund in Court-approved wage and hour class settlements. Some
22 of the class action awards obtained by Class Counsel in similar employment actions throughout the
23 state bear out the reasonableness of a fee and costs award equivalent to one-third (1/3) of the total
24 settlement value: On December 4, 2018, in *Panda Express Wage and Hour Cases* (Los Angeles
25 Superior Court, Case No. JCCP 4919) Judge Carolyn Kuhl awarded Class Counsel a one-third fee
26 award in a wage and hour class settlement. On February 1, 2019, in *Solarcity Wage and Hour*
27 *Cases* (San Mateo Superior Court, Case No. JCCP 4945) Judge Marie Weiner awarded Class
28 Counsel a one-third fee award in a wage and hour class settlement. On July 30, 2019, in *Erickson v.*

1 *John Muir Health*, (Contra Costa Superior Court Case No. MSC18-00307) Judge Edward Weil
2 awarded Class Counsel a one-third fee award in a wage and hour class settlement. On December
3 18, 2019, in *Velasco v. Lemonade Restaurant Group*, (Los Angeles Superior Court Case No.
4 BC672235) Judge William Highberger awarded Class Counsel a one-third fee award in a wage and
5 hour class settlement. On January 31, 2020, in *El Pollo Loco Wage and Hour Cases* (Orange
6 County Superior Court Case No. JCCP 4957) Judge William Claster awarded Class Counsel a one-
7 third award in a wage and hour class settlement. On December 3, 2020, in *Blackshear v. California*
8 *Fine Wine & Spirits* (Sacramento Superior Court Case No. 34-2018-00245842) Judge Christopher
9 Krueger awarded BNBD a one-third fee award in a wage and hour class settlement. On June 2,
10 2021, in *Pacia v. CIM Group, L.P.* (Los Angeles Superior Court Case No. BC709666), Judge Amy
11 D. Hogue awarded Class Counsel a one-third fee award in a wage and hour class settlement. On
12 November 8, 2021, in *Securitas Wage and Hour Cases* (Los Angeles Superior Court Case No.
13 JCCP4837) Judge David Cunningham awarded a one-third fee award in a wage and hour class
14 settlement. On March 17, 2022, in *See's Candies Wage and Hour Cases* (Los Angeles Superior
15 Court Case No. JCCP5004) Judge Maren Nelson awarded a one-third fee award in a wage and hour
16 class action settlement. On April 12, 2022, in *O'Donnell v. Okta, Inc.*, (San Francisco Superior
17 Court Case No. CGC-20-587665) Judge Richard Ulmer awarded a one-third fee award in a wage
18 and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v. Prometric LLC* (Los
19 Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson awarded a one-third fee
20 award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D Carwash Management*
21 *LLC*, (Sacramento Superior Court Case No. 2019-00251338), Judge Christopher E. Krueger
22 awarded a one-third fee award in a wage and hour class action settlement. On August 10, 2022, in
23 *Spears, et al. v. Health Net of California, Inc.*, (Sacramento Superior Court Case No. 34-2017-
24 00210560-CU-OE-GDS), Judge Christopher E. Krueger awarded a one-third fee award in a wage
25 and hour class action settlement. On September 7, 2022, in *Lucchese, et al. v. Kone, Inc.*, (San
26 Francisco Superior Court Case No. CGC-20-588225), Judge Richard B. Ulmer, Jr. awarded a one-
27 third fee award in a wage and hour class action settlement. On November 4, 2022, in *Infinity Energy*
28 *Wage and Hour Cases* (San Diego Superior Court, Case No. JCCP5139), Judge Keri Katz awarded

1 a one-third fee award in a wage and hour class action settlement. On February 1, 2023, in *Hogan v.*
2 *AECOM Technical Services, Inc.* (Los Angeles Superior Court Case No. 19STCV40072), Judge
3 Stuart Rice awarded a one-third fee award in a wage and hour class settlement. On February 28,
4 2023, in *Farthing v. Milestone Technologies* (San Francisco Superior Court Case No. CGC-21-
5 591251), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage and hour class action
6 settlement. On March 2, 2023, in *Leon v. Calaveras Materials* (Kings County Superior Court Case
7 No. 21C-0105), Judge Melissa D'Morias awarded a one-third fee award in a wage and hour class
8 settlement. On June 20, 2023, in *Gonzalez v. Pacific Western Bank* (San Bernardino County
9 Superior Court Case No. CIVSB2127657) Judge David Cohn awarded a one-third fee award in a
10 wage and hour class settlement, On June 30, 2023, in *Aguirre v. Headlands Ventures* (Sacramento
11 County Superior Court Case No. 34-2021-00297290), Judge Jill Talley approved a one-third fee
12 award in a wage and hour class settlement. On August 5, 2023, in *Correia v. Gallo Glass Company*
13 (Stanislaus County Superior Court Case No. CV-21-006459) Judge Sonny Sandhu approved a one-
14 third fee award in a wage and hour class settlement. On September 15, 2023, in *Moran v. Sharp*
15 *Healtcare* (San Diego County Superior Court Case No. 37-2019-00050203), Judge Richard Whitney
16 awarded a one-third fee award in a wage and hour class settlement. On October 10, 2023, in *Arango*
17 *v. Schlumberger Technology*, (Orange County Case No. 30-2019-01056839-CU- OE-CXC), Judge
18 William Claster approved a one-third fee award in a wage and hour class action. On October 16,
19 2023, in *Flores v. Walmart*, (San Bernardino County Superior Court Case No. CIVDS2023061)
20 Judge Joseph T. Ortiz awarded a one-third fee award in a wage and hour class settlement. On
21 October 20, 2023, in *Pond v. Glen Ivy Hot Springs* (Riverside County Superior Court Case No.
22 CVRI2104986), Judge Harold W. Hopp awarded a one-third fee award in a wage and hour class
23 settlement. On November 17, 2023, in *Silva v. Woodward HRT* (Los Angeles County Superior
24 Court Case No. 21STCV42692), Judge Maren Nelson awarded a one-third fee award in a wage and
25 hour class settlement. On November 20, 2023, in *Steele v. Legoland California* (San Diego County
26 Superior Court Case No. 37-2021-00052868), Judge Carolyn M. Caietti awarded a one-third fee
27 award in a wage and hour class settlement. On November 29, 2023, in *Ochoa-Andrade v. See's*
28 *Candies* (San Mateo County Superior Court Case no. 22-CIV-02481), Judge Marie Weiner

1 approved a one-third fee award in a wage and hour class settlement. A fee award equal to one-third
2 of the common fund is therefore reasonable in light of the fees that have been awarded in other
3 similar cases.

4
5 35. Class Representative Service Payments - The reasonableness of the requested service
6 award is also established by reference to the amounts that other California courts have found to be
7 reasonable in wage and hour class action settlements: *Zamora v. Balboa Life & Casualty, LLC*,
8 Case No. BC360036, Los Angeles County Superior Court (Mar. 7, 2013)(awarding \$25,000 service
9 award); *Aguiar v. Cingular Wireless, LLC*, Case No. CV 06-8197 DDP (AJWx)(C.D. Cal. Mar. 17,
10 2011)(awarding \$14,767 service award); *Magee v. American Residential Services, LLC*, Case No.
11 BC423798, Los Angeles County Superior Court (Apr. 21, 2011)(awarding \$15,000 service award);
12 *Mares v. BFS Retail & Commercial Operations, LLC*, Case No. BC375967, Los Angeles County
13 Superior Court (June 24, 2010)(awarding \$15,000 service award); *Baker v. L.A. Fitness Int'l, LLC*,
14 Case No. BC438654, L.A. County Superior Court (Dec. 12, 2012)(awarding \$10,000 service awards
15 to three named plaintiffs); *Blue v. Coldwell banker Residential Brokerage Co.*, Case No. BC417335,
16 Los Angeles County Superior Court (Mar. 21, 2011)(awarding \$10,000 service award); *Buckmire v.*
17 *Jo-Ann Stores, Inc.*, Case No. BC394795, Los Angeles County Superior Court (June, 11,
18 2010)(awarding \$10,000 service awards); *Coleman v. Estes Express Lines, Inc.*, Case No.
19 BC429042, Los Angeles County Superior Court (Oct. 3, 2013)(awarding \$10,000 service award);
20 *Ethridge v. Universal Health Services, Inc.*, Case No. BC391958, Los Angeles County Superior
21 Court (May 27, 2011)(awarding \$10,000 service award); *Hickson v. South Coast Auto Ins.*
22 *Marketing, Inc.*, Case No. BC390395, Los Angeles County Superior Court (Mar. 27,
23 2012)(awarding \$10,000 service award); *Hill v. sunglass Hut Int'l, Inc.*, Case No. BC422934, Los
24 Angeles County Superior Court (July 2, 2012)(awarding \$10,000 service award); *Kambamba v.*
25 *Victoria's Secret Stores, LLC*, Case No. BC368528, Los Angeles County Superior Court, (Aug. 19,
26 2011)(awarding \$10,000 service award together with additional compensation for their general
27 release); *Nevarez v. Trader Joe's Co.*, Case No. BC373910, Los Angeles County Superior Court
28 (Jan. 29, 2010)(awarding \$10,000 service award); *Ordaz v. Rose Hills Mortuary, L.P.*, Case No.

1 BC386500, Los Angeles County Superior Court, (Mar. 19, 2010)(awarding \$10,000 service award);
2 *Sheldon v. AHMC Monterey Park Hosp. LP*, Case No. BC440282, Los Angeles County Superior
3 Court (Feb. 22, 2013)(awarding \$10,000 service award); *Silva v. Catholic Mortuary Services, Inc.*,
4 Case No. BC408054, Los Angeles County Superior Court (Feb. 8, 2011)(awarding \$10,000
5 enhancement award); *Weisbarth v. Banc West Investment Services, Inc.*, Case No. BC422202, Los
6 Angeles County Superior Court (May 24, 2013)(awarding \$10,000 service award); *Lazar v. Kaiser*
7 *Foundation Health Plan*, Case No. 14-cv-273289, Santa Clara County Superior Court (Dec. 28,
8 2015) (awarding \$10,000 service award); *Acheson v. Express, LLC*, Case No. 109CV135335, Santa
9 Clara County Superior Court (Sept. 13, 2011)(awarding \$10,000 service award); *Bejarano v.*
10 *Amerisave Mortgage Corp.*, Case No. EDCV 08-00599 SGL (Opx)(C.D. Cal. June 22,
11 2010)(awarding \$10,000 service award); *Carbajal v. Sally Beauty Supply LLC*, Case No. CIVVS
12 1004307, San Bernardino County Superior Court (Aug. 6, 2012)(awarding \$10,000 service award);
13 *Contreras v. Serco Inc.*, Case No. 10-cv-04526-CAS-JEMx (C.D. Cal. Sep. 10, 2012)(awarding
14 \$10,000 service award); *Guerro v. R.R. Donnelley & Sons Co.*, Case No. RIC 10005196, Riverside
15 County Superior Court (July 16, 2013)(awarding \$10,000 service award); *Kisliuk v. ADT Security*
16 *Services Inc.*, Case No. CV08-03241 DSF (RZx)(C.D. Cal. Jan. 10, 2011)(awarding \$10,000 service
17 award); *Morales v. BCBG Maxazria Int'l Holdings, Inc.*, Case No. JCCP 4582, Orange County
18 Superior Court (Jan. 24, 2013)(awarding \$10,000 service award); *Barrett v. Doyon Security*
19 *Services, LLC*, Case No. BS900199, BS900517, San Bernardino County Superior Court (Apr. 23,
20 2010)(awarding \$10,000 service award); *Zirpolo v. UAG Stevens Creek II*, Santa Clara Superior
21 Court Case no. 17CV313457 (July 10, 2018) (awarding \$10,000 service award); *Taylor v. TIC - The*
22 *Industrial Company*, U.S.D.C. Central District of California Case No. EDCV 16-186-VAP (Aug. 1,
23 2018) (awarding \$10,000 service award).

24
25 36. Potentially Related Other Actions - I am not aware of any other pending matter or
26 action asserting claims that will be extinguished or affected by the Settlement. (Agreement at ¶ 2.8.)
27

28 37. Administration - After seeking bids from qualified administrators, the estimate from

1 Apex Class Action was selected, as it provided for an estimate of \$5,990 to perform the settlement
2 administration for up to 250 individuals, with any difference between the actual expenses and the
3 budget of \$7,000 to be retained in the Net Settlement Amount for distribution to the Class. I have
4 used Apex Class Action successfully as the administrator in more than twenty class settlements in
5 the last couple years and know them to be competent and experienced. My firm has no relationship
6 or connection with Apex Class Action, and thus no conflict of interest exists. Submitted in support
7 of the motion is the Declaration of Sean Hartranft of Apex Class Action which includes the estimate
8 for administration from Apex Class Action for this matter.

9
10 Service on the LWDA:

11 38. At the same time as the filing and service of this declaration, I am also serving the
12 LWDA with the entire motion for preliminary approval which includes the Class Action and PAGA
13 Settlement Agreement. This service is verified by the accompanying proof of service.

14
15 I declare under penalty of perjury under the laws of the State of California that the foregoing
16 is true and correct. Executed this 4th day of March, 2025, at La Jolla, California.

17
18 By: /s/ Kyle Nordrehaug
19 Kyle R. Nordrehaug, Esq.
20 Attorney for Plaintiff
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28

EXHIBIT #1

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Edward Young (“Plaintiff”) and defendant Mainspring Energy, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as the “Parties,” or individually as “Party.”

1. DEFINITIONS

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

- 1.1. “Action” means: Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Edward Young v. Mainspring Energy, Inc.*, Case No. 24-CIV-01894, initiated on March 27, 2024 and pending in Superior Court of the State of California, County of San Mateo (“*Young Class Action*”), as amended to include, among others, the allegations asserted in Plaintiff’s lawsuit seeking penalties pursuant to the Private Attorneys General Act, Labor Code §§ 2698, *et seq.*, against Defendant captioned *Edward Young v. Mainspring Energy, Inc.*, Case No. 24-CIV-06261, initiated on October 3, 2024 and pending in Superior Court of the State of California, County of San Mateo (“*Young PAGA Action*”).
- 1.2. “Administrator” means Apex Class Action LLC, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval.
- 1.4. “Aggrieved Employees” means all individuals who were employed by Defendant in California as a non-exempt employee at any time during the PAGA Period.
- 1.5. “Class” means all individuals who were employed by Defendant in California as a non-exempt employee at any time during the Class Period.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts to be paid to Class Counsel for fees and expenses, respectively, as approved by the Court, to compensate Class Counsel for their legal work in

connection with the Action, including their pre-filing investigation, their filing of the Action, preparation and participating for mediation, all related litigation activities, all settlement work, all post-settlement compliance procedures, and related litigation expenses billed in connection with the Action.

- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, email address (if known and available to Defendant), and number of Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee).
- 1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Period” means the period of time from March 27, 2020 through the Class Period End Date.
- 1.13. “Class Period End Date” shall mean Preliminary Approval, or other such date as determined by Defendant in accordance with Paragraph 9 of this Agreement.
- 1.14. “Class Representative” means the named Plaintiff seeking Court approval to serve as a Class Representative.
- 1.15. “Class Representative Service Payment” means the service payment made to the Plaintiff as Class Representative in order to compensate for initiating the Action, performing services in support of the Action, undertaking the risk of liability for Defendant’s expenses, and for the general release of all claims by the Plaintiff.
- 1.16. “Court” means the Superior Court of California, County of San Mateo.
- 1.17. “Defendant” means Mainspring Energy, Inc.
- 1.18. “Defense Counsel means Heather Sager and Heather Shook, Perkins Coie, LLP.

- 1.19. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after any appeal is dismissed or the appellate court affirms the Judgment and the final approval order is not subject to further appeal and the court of appeal issues a remittitur.
- 1.20. “Final Approval” means the date the Court enters the Court’s order granting final approval of the Settlement.
- 1.21. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement to determine whether to approve finally and implement the terms of this Agreement and enter the Judgment.
- 1.22. “Gross Settlement Amount” means Four Hundred Fifty Thousand Dollars and Zero Cents (\$450,000.00) which is the total amount to be paid by Defendant as provided by this Agreement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, and the Administration Expenses Payment.
- 1.23. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.
- 1.25. “Judgment” means the judgment entered by the Court based upon Final Approval.
- 1.26. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.27. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees

Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The Net Settlement Amount is to be paid to Participating Class Members as Individual Class Payments.

- 1.29. “Non-Participating Class Member” means a Class Member who opts out of the Class Settlement by submitting a valid and timely Request for Exclusion to the Administrator.
- 1.30. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.
- 1.31. “PAGA Period” means the period of time from February 9, 2023 through Preliminary Approval.
- 1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. “PAGA Notice” means the Plaintiff’s February 9, 2024 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.34. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$2,500.00) and the 75% to LWDA (\$7,500.00) in settlement of PAGA claims.
- 1.35. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion.
- 1.36. “Plaintiff” means Edward Young, the named plaintiff in the Action.
- 1.37. “Preliminary Approval” means the date the Court enters the Court’s Order Granting Preliminary Approval of the Settlement.
- 1.38. “Released Class Claims” means the claims being released as described in Paragraph 6.2 below.
- 1.39. “Released PAGA Claims” means the claims being released as described in Paragraph 6.3 below.
- 1.40. “Released Parties” means Defendant and each of its past, present, and future parents companies, subsidiaries, affiliates, divisions, and agents, and all of their respective employees, principals, managing agents, members, attorneys, directors, officers, board members, investors, partners, legal representatives, accountants, insurers, trustees, administrators, real or alleged alter egos, real or alleged joint employers, predecessors, successors, transferees, and assigns.

- 1.41. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.42. “Response Deadline” means forty-five (45) calendar days after the Administrator mails Class Notice Packet to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) submit Requests for Exclusion from the Settlement, or (b) submit their Objection to the Settlement. Class Members to whom a Class Notice is resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.
- 1.43. “Settlement” means the disposition of the Action effectuated by this Agreement and the Judgment.
- 1.44. “Workweek” means any week during the Class Period in which a Class Member worked for Defendant as a California non-exempt employee for at least one day.

2. RECITALS

- 2.1. On or about February 9, 2024, Plaintiff send the PAGA Notice to Defendant and the LWDA pursuant to California Labor Code section 2699.3, subd.(a). Defendant denies the allegations set forth in the PAGA Notice.
- 2.2. On March 27, 2024, Plaintiff commenced this Action by filing a Complaint against Defendant in the Superior Court of the State of California, County of San Mateo, case no. 24-CIV-01894 (the “Class Action Complaint”). Plaintiff’s Class Action Complaint asserted claims that Defendant: (1) violated California Business and Professions Code section 17200, et seq.; (2) failed to pay minimum wages in violation of California Labor Code sections 1194, 1197 and 1197.1; (3) failed to pay overtime wages in violation of California Labor Code section 510, et seq.; (4) failed to provide required meal periods in violation of California Labor Code sections 226.7 and 512 and the applicable Industrial Welfare Commission Wage Order; (5) failed to provide required rest periods in violation of California Labor Code sections 226.7 and 512 and the applicable Industrial Welfare Commission Wage Order; (6) failed to provide accurate itemized wage statements in violation of California Labor Code section 226; (7) failed to reimburse employees for required expenses in violation of California Labor Code section 2802; and, (8) failed to pay sick pay wages in violation of California Labor Code sections 201-203, 233, and 246 (the “Class Action”).
- 2.3. On October 3, 2024, Plaintiff filed a complaint against Defendant in the Superior Court of the State of California, County of San Mateo, case no. 24-CIV-06261, asserting a single cause of action brought pursuant to the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.* (“PAGA Complaint”), seeking civil penalties for violations of Labor Code Sections 201, 202, 203, 204, *et seq.*, 210, 218, 221,

226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, and 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), and Section 11070(14), and the applicable Industrial Welfare Commission Wage Order(s) (the “PAGA Action”).

- 2.4. Plaintiff intends to file a first amended class and PAGA complaint, consolidating the claims alleged in the Class Action and the PAGA Action. The first amendment complaint shall also assert a claim for failure to timely pay final wages at termination pursuant to California Labor Code section 203. The first amended complaint will be the operative complaint in the Action (the “Operative Complaint”).
- 2.5. Defendant denies the allegations in the Class Action Complaint, in the PAGA Complaint, and in the Operative Complaint, denies any failure to comply with the laws identified therein, and denies any and all liability for the causes of action alleged.
- 2.6. On November 21, 2024, the Parties participated in an all-day mediation presided over by Michael E. Dickstein, a respected mediator of wage and hour representative and class actions, which led to this Agreement.
- 2.7. Prior to mediation, Plaintiff obtained sufficient documents and information through informal discovery such that Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).
- 2.8. The Parties, Class Counsel, and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Defendant promises to pay \$450,000.00 and no more as the Gross Settlement Amount, and to separately pay any employer-side payroll taxes 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 stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.
- 3.2. Payments from the Gross Settlement Amount. Subject to the terms and conditions of this Agreement, the Administrator will make the following payments out of the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval.

- (a) To Plaintiff: Class Representative Service Payment to the Class Representative of not more than \$10,000.00 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment. Plaintiff also agrees to hold harmless Defendant and Defense Counsel for any tax liability, including penalties and interest, arising out of or relating to Plaintiff's failure to pay taxes on any amounts paid pursuant to this Agreement.
- (b) To Class Counsel: A Class Counsel Fees Payment of not more than one-third (1/3) of the Gross Settlement Amount, which is currently estimated to be \$150,000.00, and a Class Counsel Litigation Expenses Payment of not more than \$20,000.00. Defendant will not oppose requests for these payments provided they do not exceed these amounts. Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of the Class Counsel Fee Payment and Class Counsel Litigation Expenses Payment.
- (c) To the Administrator: An Administration Expenses Payment not to exceed \$7,000.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses Payment is less or the Court approves payment less than \$7,000.00, the Administrator will retain the remainder in the Net Settlement Amount for distribution to Participating Class Members.
- (d) To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$10,000.00 to be paid from the Gross Settlement Amount, with 75% (\$7,500.00)

allocated to the LWDA PAGA Payment and 25% (\$2,500.00) allocated to the Individual PAGA Payments.

- i. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$2,500.00) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.
 - ii. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.
- (e) To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.
- i. Tax Allocation of Individual Class Payments. 50% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 50% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for non-wages, expense reimbursement, interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.
 - ii. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

4. SETTLEMENT FUNDING

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records through mediation, Defendant has represented that the Class consists of approximately 230 Class Members who collectively worked a total of 15,507 Workweeks through November 21, 2024, and 158 Aggrieved Employees who worked a total of 4,096 PAGA Pay Periods.
- 4.2. Class Data. Not later than 30 days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a

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

- 4.3. Funding of the Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 15 business days after the Effective Date.

5. PAYMENTS FROM THE GROSS SETTLEMENT AMOUNT

- 5.1. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment shall not precede disbursement of Individual Class Payments and Individual PAGA payments.
- 5.2. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the "void date", which is 180 days after the date of mailing, when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Class Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database. If a Participating Class Member's or Aggrieved Employee's check is not cashed within 120 days after its last mailing to the affected individual, the Administrator will also send the individual a notice informing them that unless the check is cashed by the void date, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced but not cashed.

- 5.3. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.
- 5.4. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b). Any Participating Class Member who fails to cash a check shall remain bound by the Settlement and the Released Class Claims.
- 5.5. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.
- 6. RELEASE OF CLAIMS.** Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Participating Class Members, Aggrieved Employees and the LWDA will release claims against all Released Parties as follows:
- 6.1. Plaintiff's Release. Plaintiff and his or her respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and/or the PAGA Notice; (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, the PAGA Notice, or ascertained during the Action and released under 6.3, below; (c) any claim for damages, fees, costs, equitable relief, restitution, or for any other kind of remedy, arising out of Plaintiff's relationship with and contacts with the Defendant and Released Parties; (d) any claims in federal, state, or local statutory or common law, including ordinances, regulations, and wage orders relating to Plaintiff's employment with the Defendant and Plaintiff's separation from employment, including, without limitation: (i) claims for any form of harassment, discrimination, retaliation, wrongful termination, or notice regarding employment status, claims under all state and federal equal employment opportunity laws, claims related to the employment relationship including any claims under: all federal and state labor statutes and regulations, Title VII of the Civil Rights Act of 1964; the Civil Rights Act of

1991; the Rehabilitation Act of 1973; the Americans with Disabilities Act; the Family and Medical Leave Act; the Fair Credit Reporting Act; the Uniformed Services Employment and Reemployment Rights Act; the California Family Rights Act; the California Government Code; the California Fair Employment and Housing Act; the Age Discrimination in Employment Act (“ADEA”); the Older Workers Benefit Protection Act (“OWBPA”); the Families First Coronavirus Response Act; the National Labor Relations Act, the Worker Adjustment Retraining and Notification Act of 1988, as amended, and any state and local employment laws regarding COVID-19; the California Privacy Rights Act; and the Constitutions of the State of California and the United States; (ii) claims relating to the payment of wages, salary, compensation, or penalties under any local, state, or federal law, statute, regulation, or ordinance, including any claims under: the California Labor Code; any California Industrial Welfare Commission Wage Order; the Federal Fair Labor Standards Act; and the Equal Pay Act; (iii) breach of contract; breach of the implied covenant of good faith and fair dealing; violation of any privacy right; defamation; libel; slander; intentional and negligent infliction of emotional distress; (iv) any and all claims for equitable relief, restitution, and other money damages and damages; (v) any and all claims for attorney’s fees and/or costs; (vi) any claims arising out of or in any way related to plaintiff’s employment and (vii) any other legal limitation on the employment relationship; and (e) any claims Plaintiff may have related to Plaintiff’s employment with the Defendant including, but not limited to, claims for severance pay, breach of contract, salary, bonus pay, commissions, incentive pay, overtime pay, meal and rest period premiums, final wages, minimum wages, off-the-clock work, sick leave (including, but not limited to, COVID-19 emergency sick leave), penalties, such as penalties for incorrect wage statements, wages due on termination, or any pay, premium, or penalty provided for under the California Labor Code and any other applicable wage-and-hour statute. (“Plaintiff’s Release”). Plaintiff’s Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers’ compensation benefits that arose at any time. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff’s Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff’s discovery of them.

- (a) Plaintiff’s Waiver of Rights Under Civil Code Section 1542. For purposes of Plaintiff’s Release, Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

- 6.2. Release by Participating Class Members. All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys,

heirs, administrators, successors, and assigns, release Released Parties from any and all claims, rights, demands, liabilities, and causes of action, whether statutory, in tort, contract or otherwise, whether known or unknown, arising during the Class Period, that were asserted, or could have been alleged, based on the facts pleaded in the Operative Complaint and/or ascertained in the course of the Action including any and all claims for: (1) violation of California's Unfair Competition Law, California Business and Professions Code section 17200, et seq., (2) failure to pay minimum and straight time wages; (3) failure to pay overtime wages; (4) failure to provide meal periods; (5) failure to authorize and permit rest periods; (6) failure to provide accurate itemized wage statements; (7) failure to reimburse employees for reasonable business expenses; (8) failure to pay sick wages; and (9) failure to timely pay final wages at termination. Except as set forth in Section 6.3 of this Agreement (which is a release of PAGA claims that applies to Aggrieved Employees and any Participating Class Member who also is an Aggrieved Employee), Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims occurring outside the Class Period. For the avoidance of doubt, if a Participating Class Member is also an Aggrieved Employee, the Participating Class Member is also subject to the release set forth in Section 6.3 below. If the Participating Class Member is not an Aggrieved Employee, then the Participating Class Member is not subject to the release set forth in Section 6.3 below.

6.3. Release of PAGA Claims. The State of California and all Aggrieved Employees, including all Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties (that occurred during the PAGA Period) that were asserted or could have been asserted, based on the facts pleaded in the Operative Complaint, and/or the PAGA Notice and/or ascertained in the course of the Action, including any and all PAGA claims for: (1) failure to pay minimum and straight time wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to authorize and permit rest periods; (5) failure to provide accurate itemized wage statements; (6) failure to reimburse employees for reasonable business expenses; (7) failure to pay sick wages; and (8) failure to timely pay final wages at termination.

7. **MOTION FOR PRELIMINARY APPROVAL.** The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's procedures and instructions.

7.1. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel no later than 7 days prior to the deadline to file the Motion for Preliminary Approval, all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA

Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from Class Counsel attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class Members or the Administrator. In their Declarations, Plaintiff and Class Counsel Declaration shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

7.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court’s Preliminary Approval to the Administrator.

7.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court’s concerns, noting that Defendant’s obligation to make payments under this Agreement will not exceed the Gross Settlement Amount.

8. SETTLEMENT ADMINISTRATION

8.1. Selection of Administrator. The Parties have jointly selected Apex Class Action LLC to serve as the Administrator and verified that, as a condition of appointment, Apex Class Action LLC agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses.

The Administrator's duties will include preparing, printing, and mailing the Class Notice to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing the Class Notice that are returned to the Class Member's new address; setting up a toll-free telephone number and email and a fax number to receive communications from Class Members; receiving and reviewing for validity completed Requests for Exclusion; providing the Parties with weekly status reports about the delivery of Class Notices and receipt of Requests for Exclusion, objections and disputes; calculating Individual Class Payments and Individual PAGA Payments; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; and otherwise administering the Settlement pursuant to this Agreement. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

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

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

8.4. Notice to Class Members.

- (a) No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and Pay Periods in the Class Data.
- (b) Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice, substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
- (c) Not later than 7 days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no

obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.

- (d) The deadlines for Class Members' written objections, challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the Response Deadline provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- (e) If the Administrator, Defense Counsel or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

8.5. Requests for Exclusion (Opt-Outs).

- (a) Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or their representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.
- (b) The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.
- (c) Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the

Participating Class Members' Releases under Paragraph 6.2 and 6.3 of the Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

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

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

8.7. Objections to Settlement.

- (a) Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class Representative Service Payment.
- (b) Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, or in addition to a written objection, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

- (c) Non-Participating Class Members have no right to object to any of the class action components of the Settlement. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted and the objection will be void.

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

- (a) Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls and emails.
- (b) Request for Exclusion (Opt-Outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 7 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).
- (c) Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge.
- (d) Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

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

9. CLASS SIZE MODIFICATION AND ESCALATOR CLAUSE. Based on its records, Defendant estimates that, as of the date of mediation, the number of Workweeks was approximately 15,507. If the number of Workweeks increase by more than 10% (i.e. more than 1,550.7 additional work weeks such that the total final workweeks being released are greater than 17,057.7), the Gross Settlement Amount shall be either be: (i) increased proportionally by the workweeks in excess of 17,057.7, such that if the workweeks are 12% greater than the certified amount above, the Gross Settlement Amount will increase by 2%, or (ii) the Class Period End Date shall be modified such that the total final Workweeks be no more than 17,057.7, either of the two at Defendant's election.

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

7 days after the Administrator sends the final Exclusion List to Defense Counsel. Invalid Requests for Exclusion will have no effect on this threshold for an election.

11. MOTION FOR FINAL APPROVAL. Unless otherwise ordered by the Court, not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699(l), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiff shall provide drafts of these documents to Defense Counsel not later than 7 days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

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

11.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final Approval. The Court’s decision to award less than the amounts requested for a Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

11.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement under California Code of Civil Procedure section 664.6 solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

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

11.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on an equal basis, any additional Administration Expenses reasonably incurred at the time of remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

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

13. ADDITIONAL PROVISIONS

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

13.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; (5) in response to an inquiry or subpoena issued by a state or federal government agency, or (6)

with respect to Defendant, to provide information with respect to resolution to employees/managers/board members regarding the status and facts of settlement. 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, any with third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that “the matter was resolved,” or words to that effect. This paragraph does not restrict Class Counsel’s communications with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members. The Parties and their attorneys shall not make any public announcements (including press releases, press interviews, internet postings, or social media postings) concerning the Settlement other than seeking the Court’s approval of the Settlement through a motion for preliminary approval and final approval and any related court filings, except that Class Counsel may include publicly-available information about the case in their declarations establishing their qualifications as counsel in other filings.

- 13.3. No Solicitation. The Parties separately agree that they and their respective counsel and employees have not and will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this Paragraph shall be construed to restrict Class Counsel’s ability to communicate with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.
- 13.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 13.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by 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.
- 13.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

- 13.7. No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 13.8. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 13.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 13.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 13.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 13.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 13.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 13.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to California Evidence Code section 1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than destruction, of Class Data.
- 13.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.

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

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

To Plaintiffs and the Class:

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

To Defendant:

Heather Sager
hsager@perkinscoie.com
Heather Shook
hshook@perkinscoie.com
PERKINS COIE
505 Howard St, Ste 1000
San Francisco, CA 94105-3222
Phone: 415-344-7115
Fax: 415-344-7315

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

13.19. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to California Code of

Civil Procedure section 583.330 to extend the date to bring a case to trial under California Code of Civil Procedure section 583.310 for the entire period of this settlement process from the mediation on November 21, 2024 until the earlier of the Effective Date or the date this Agreement shall no longer be of any force or effect.

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

EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: 02/27/2025


Edward Young II (Feb 27, 2025 20:03 PST)
Plaintiff Edward Young

Dated: _____

[name]
For Defendant Mainspring Energy, Inc.

Dated: 2/28/25


Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: _____

Heather Sager
Perkins Coie
Attorney for Defendant

Civil Procedure section 583.330 to extend the date to bring a case to trial under California Code of Civil Procedure section 583.310 for the entire period of this settlement process from the mediation on November 21, 2024 until the earlier of the Effective Date or the date this Agreement shall no longer be of any force or effect.

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

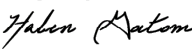
EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: _____

Plaintiff Edward Young

Dated: March 3, 2025

Signed by:

789EFA738AB741D...

Haben Gottom [name]
For Defendant Mainspring Energy, Inc.

Dated: _____

Kyle Nordrehaug
Blumenthal Nordrehaug Bhowmik De Blouw LLP
Attorney for Plaintiff

Dated: March 3, 2025



Heather Sager
Perkins Coie
Attorney for Defendant

EXHIBIT A

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

EXHIBIT “A”

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

***Young v. Mainspring Energy, Inc., Superior Court of the State of California,
County of San Mateo, Case No. 24-CIV-01894***

***The Superior Court for the State of California authorized this Notice. Read it carefully!
It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.***

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

You may be eligible to receive money from an employee class action lawsuit (“Action”) against Defendant Mainspring Energy, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by Plaintiff Edward Young (“Plaintiff”). No court or jury has made any determination regarding the merits of Plaintiff’s claims, or that the claim can be pursued as a class action. The Parties have voluntarily reached a settlement to avoid the expenses and disruption of class litigation.

The proposed Settlement has two main parts: (1) a class Settlement whereby Defendant has agreed to fund Individual Class Payments to all individuals who were employed by Defendant in California as a non-exempt employee at any time during the Class Period (March 27, 2020 through _____) who do not submit a valid and timely request to be excluded from the settlement (“Participating Class Members”), and (2) a PAGA settlement whereby Defendant has agreed to fund the PAGA Penalties to pay civil penalties to the California Labor and Workforce Development Agency (“LWDA”) and to all individuals who were employed by Defendant in California as a non-exempt employee at any time during the PAGA Period (February 9, 2023 through _____) (“Aggrieved Employees”).

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

The above estimates are based on Defendant’s records showing that **you worked <<_____>> Workweeks** during the Class Period and **you worked <<_____>> pay periods** during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date. See Section 5 of this Notice below.

The Court has already preliminarily approved the proposed settlement and approved this Notice, meaning that the Court has preliminarily determined that the settlement is fair and

reasonable. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the settlement and how much of the settlement will be paid to Plaintiff and Plaintiff's attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment reflecting the terms of the settlement, under which Defendant will make payments under the settlement and Participating Class Members and Aggrieved Employees will give up their rights to assert certain claims against Defendant.

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

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed settlement and be eligible for an Individual Class Payment, and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Released Class Claims against Defendant as described below in Section 4 below.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the class settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the settlement, you will not receive an Individual Class Payment, however you will preserve your right to personally pursue Released Class Claims against Defendant. If you are an Aggrieved Employee, you remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed settlement and you will be bound by the PAGA Release Claims.

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

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the Released Class Claims against Defendant, as described in Section 4 below.
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is ____.	If you don't want to fully participate in the proposed settlement, you can opt-out of the class settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed settlement. See Section 7 of this Notice. However, you cannot opt-out of the PAGA portion of the proposed settlement. If you are also an Aggrieved Employee and exclude yourself, you will still be paid an Individual PAGA Payment (if

	applicable) and will remain subject to the release of the Released PAGA Claims regardless of whether you submit a request for exclusion.
Participating Class Members Can Object to the Class Settlement Written Objections Must be Submitted by the Response Deadline _____	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed settlement. The Court’s decision whether to finally approve the settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the settlement and/or the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 8 of this Notice.
You Can Participate in the _____ Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____ at _____ [a.m./p.m.], at the San Mateo County Superior Court, located at 400 County Center, Redwood City, CA 94063, in Department 4 and Courtroom 4C before Judge Nancy L. Fineman. This hearing may change as explained below in Section 9. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 9 of this Notice
You Can Challenge the Calculation of Your Workweeks / Pay Periods Witten Challenges Must be Submitted by the Response Deadline _____ (_____)	The amount of your Individual Class Payment depends on how many workweeks you worked at least one day during the Class Period. The amount of your Individual PAGA Payment depends on how many pay periods you worked at least one day during the PAGA Period. The number of Class Period workweeks and number of PAGA Period pay periods you worked according to Defendant’s records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 5 of this Notice

1. What is action about?

Plaintiff was an employee of Defendant. The Action claims that Defendant violated California labor laws by failing to pay minimum wages, failing to pay overtime wages, failing to provide required meal periods and unpaid premiums, failing to provide required rest periods and unpaid premiums, failing to provide required expense reimbursement, failing to provide accurate

itemized wage statements, failing to provide wages when due, failure to pay sick wages, and engaging in unfair competition. Plaintiff also seeks civil penalties under the Private Attorneys General Act (“PAGA”). The First Amended Class and Representative Action Complaint filed on _____, 2025 is the Operative Complaint in the Action.

Defendant strongly denies violating any laws and maintains that it has paid all employees all wages and sick pay due and in a timely manner, provided all required meal and rest breaks, paid all required expense reimbursements, and furnished accurate wage statements.

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

All individuals who were employed by Defendant in California as a non-exempt employee at any time during the Class Period (March 27, 2020 through _____) (the “Class”).

2. What does it mean that the action has settled?

So far, the Court has made no determination whether Defendant or Plaintiff are correct on the merits, or that Plaintiff can bring this claim on behalf of anyone but themselves. In the meantime, Plaintiff and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a written Class Action and PAGA Settlement Agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims. Plaintiff and Class Counsel strongly believe the settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendants has agreed to pay an “all in” amount of **Four Hundred Fifty Thousand Dollars and Zero Cents (\$450,000.00)** (“**Gross Settlement Amount**”) to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, the Administration Expenses Payment, and the PAGA Penalties for civil penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Defendant. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant’s share of payroll taxes, by transmitting the funds to the Administrator no later than 15 business days after the Effective Date. The “Effective Date”

means the date the Judgment is entered, unless there are objections or an appeal, in which case it is the date the Judgment is final and no longer subject to appeal. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments to Participating Class Members.

Court Approved Deductions from Gross Settlement Amount. The proposed payments to Class Counsel, to Plaintiff, to the Administrator, and the PAGA Penalties, subject to Court approval, will be deducted from the Gross Settlement Amount before payments of Individual Class Payments are made to Participating Class Members. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:

- Administration Expenses Payment. Payment to the Administrator, estimated not to exceed \$ [REDACTED] for expenses, including expenses of notifying the Class Members of the settlement, processing opt outs, and distributing settlement checks and tax forms.
- Class Counsel's Attorneys' Fees and Costs. Payment to Class Counsel of reasonable attorneys' fees not to exceed one-third (1/3) of the Gross Settlement Amount, which presently equals \$150,000.00, and an additional amount to reimburse actual litigation costs incurred by the Plaintiff not to exceed \$20,000.00. Class Counsel has been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. The amounts stated are what Class Counsel will be requesting and the final amounts to be paid will be decided at the Final Approval Hearing.
- Class Representative Service Payment. A Class Representative Service Payment in an amount not more than \$10,000.00 to the Plaintiff as a service award, or such lesser amount as may be approved by the Court, to compensate him for services on behalf of the Class in initiating and prosecuting the Action, and for the risks he undertook. The amount stated is what Plaintiff will be requesting and the final amount to be paid will be decided at the Final Approval Hearing.
- PAGA Penalties. A payment of \$10,000.00 relating to the PAGA claims, \$7,500.00 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$2,500.00 will be distributed to the Aggrieved Employees as Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$2,500.00) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period, which is February 9, 2023 through [REDACTED].

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

Calculation of Payments to Class Members. After all of the payments of the court-approved Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, the Class Representative Service Payment, the PAGA Penalties, and the Administration Expenses Payment are deducted from the Gross Settlement Amount, the remaining portion, the “Net Settlement Amount”, shall be distributed as Individual Class Payments to the Participating Class Members. The Net Settlement Amount is estimated to be at least \$ [REDACTED]. The Administrator will pay an Individual Class Payment from the Net Settlement Amount to each Participating Class Member. The Individual Class Payment for each Participating Class Member will be calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member’s Workweeks. “Workweek” means any week during the Class Period in which a Participating Class Member worked for Defendant as a Class Member for at least one day. The number of Workweeks will be based on Defendant’s records; however, Class Members may challenge the number of Workweeks as explained below.

If the Settlement is approved by the Court and you do not exclude yourself, you will automatically be mailed a check for your Individual Class Payment and/or Individual PAGA Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Administrator to inform them of your correct address to ensure you receive your payment. If you do not inform the Administrator of an updated address, the Administrator’s mailing of your settlement check to the address on file shall be deemed sufficient proof of delivery of your settlement proceeds.

Tax Matters. Fifty Percent (50%) of each Participating Class Member’s Individual Class Payment is in settlement of wage claims (the “Wage Portion”). Accordingly, the Wage Portion is subject to wage withholdings and shall be reported on IRS Form W-2. Fifty Percent (50%) of each Participating Class Member’s Individual Class Payment is in settlement of claims for non-wages, expense reimbursement, interest and penalties allegedly due (collectively, the “Non-Wage Portion”). The Non-Wage Portion shall not be subject to wage withholdings and shall be reported on IRS Form 1099. You are responsible for paying all taxes (including penalties and interest on back taxes) on any payments received from the proposed settlement. Although Plaintiff and Defendant have agreed to these allocations, neither Class Counsel nor Defendant’s Counsel intend anything contained in this Class Notice to constitute advice regarding whether your payments are taxable or how much you might owe in taxes. The tax issues for each Participating Class Member are unique to each individual, and each Participating Class Member may wish to consult a tax advisor concerning the tax consequences of the payments received under the settlement.

Conditions of Settlement. This settlement and your receipt of the Individual Class Payment is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the settlement or decline to enter a Judgment. Plaintiff and Defendant have agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.

Need to Promptly Cash Payment Checks. The front of every check issued will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the funds represented by such checks remitted to the California Controller's Unclaimed Property Fund in the name of the individual who failed to cash their check.

Administrator. The Court has appointed a neutral company, [REDACTED] (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 8 of this Notice.

4. What Do I Release Under the Settlement?

Participating Class Members' Released Class Claims. Upon the Effective Date and full funding of the Gross Settlement Amount, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from the Released Class Claims. The "Released Class Claims" are any and all claims, rights, demands, liabilities, and causes of action, whether statutory, in tort, contract or otherwise, whether known or unknown, arising during the Class Period, that were asserted, or could have been alleged, based on the facts pleaded in the Operative Complaint and/or ascertained in the course of the Action including any and all claims for: (1) violation of California's Unfair Competition Law, California Business and Professions Code section 17200, et seq., (2) failure to pay minimum and straight time wages; (3) failure to pay overtime wages; (4) failure to provide meal periods; (5) failure to authorize and permit rest periods; (6) failure to provide accurate itemized wage statements; (7) failure to reimburse employees for reasonable business expenses; (8) failure to pay sick wages; and (9) failure to timely pay final wages at termination. Except as expressly set forth in the Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims occurring outside the Class Period.

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

Aggrieved Employees' Released PAGA Claims. Upon the Effective Date and full funding of the Gross Settlement Amount, all Aggrieved Employees (including all Non-Participating Class Members who are Aggrieved Employees) and the State of California are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released PAGA Claims. The "Released PAGA Claims" are all claims for PAGA penalties (that occurred during the PAGA Period) that were asserted or could have been asserted based on the facts pleaded in the Operative Complaint and/or the PAGA Notice and/or ascertained in the course

of the Action, including any and all PAGA claims for: (1) failure to pay minimum and straight time wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to authorize and permit rest periods; (5) failure to provide accurate itemized wage statements; (6) failure to reimburse employees for reasonable business expenses; (7) failure to pay sick wages; and (8) failure to timely pay final wages at termination,. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, and workers' compensation, and claims outside of the PAGA Period.

Released Parties. The "Released Parties" are Defendant and each of its past, present, and future parents companies, subsidiaries, affiliates, divisions, and agents, and all of their respective employees, principals, managing agents, members, attorneys, directors, officers, board members, investors, partners, legal representatives, accountants, insurers, trustees, administrators, real or alleged alter egos, real or alleged joint employers, predecessors, successors, transferees, and assigns.

5. How much will my payment be?

Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.

Defendant's records reflect that you worked << _____ >> Workweeks during the Class Period (March 27, 2020 through _____).

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

Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$2,500.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Period Pay Periods worked by each individual Aggrieved Employee.

Defendant's records reflect that you worked << _____ >> PAGA Pay Periods during the during the PAGA Period (February 9, 2023 through _____). Based on this information your estimated Individual PAGA Payment is << _____ >>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Administrator at the address provided in this Class Notice no later than the Response Deadline, which is _____ [forty-five (45) days after the mailing of the Class Notice or an additional 14 days in the case of re-mailing]. You may also fax the dispute to _____ or email the dispute to _____ by no later than the Response Deadline. Any dispute should include credible written evidence and will be resolved by the Administrator.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek challenges based on your submission and on the Parties' counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

6. How can I get a payment?

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

Your check will be sent to the same address as this Class Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 8 of this Class Notice has the Administrator's contact information.

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

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

To opt out, you must submit to the Administrator a written, signed, and dated request to opt-out postmarked no later than the Response Deadline which is _____. You may also fax your request to opt out to _____ or email the dispute to _____ by no later than the Response Deadline, or it will be invalid. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *Young v. Mainspring Energy, Inc.* lawsuit. The request to opt-out should state the Class Member's full name, address and email address or telephone number. Please include the name and number of the case, which is *Young v. Mainspring Energy, Inc.*, Case No. 24-CIV-01894. The request to opt-out must be completed and signed by you. No other person may opt-out for a living member of the Class.

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

8. How do I Object to the Settlement?

Only Participating Class Members have the right to object to the settlement. A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Class Counsel Fees, Class Counsel Litigation Expenses, and the Class Representative Service Award may wish to object to the Settlement. **The Response Deadline for sending written objections to**

the Administrator is _____ [forty-five (45) days after the date of the Notice or an additional 14 days after the Notice in the case of re-mailing]. You may also fax the dispute to _____ or email the dispute to _____ by no later than this Response Deadline. Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, *Young v. Mainspring Energy, Inc.*, Case No. 24-CIV-01894, and include your name, current address, email or telephone number, and approximate dates of employment for Defendant, and sign the objection. The Administrator's contact information is as follows:

Administrator:

Name of Company: _____

Email Address: _____

Mailing Address: _____

Telephone Number: _____

Fax Number: _____

Settlement Website: _____

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. You also have the option to appear at the hearing remotely through the Court's procedure. Instructions on how to do so are available on the Court's website at https://www.sanmateocourt.org/court_divisions/civil/. Check the Court's website for the most current information. See Section 9 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

Class Counsel and their contact information is as follows:

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

9. Can I Attend the Final Approval Hearing?

You can, but don't have to, attend the Final Approval Hearing at _____ (Pacific Standard Time) on _____, in Department 4 Courtroom 4C of the Superior Court of California, County of San Mateo, at 400 County Center, Redwood City, CA 94063, before Judge Nancy L. Fineman. At this hearing, the Court will consider whether the settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement and to fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as a service payment to Plaintiff. If there are objections, the Court will consider them. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing remotely using the Court Connect procedure at

https://www.sanmateocourt.org/court_divisions/civil/. You may also appear in person. Check the Court's website for the most current information on appearing in Court.

It's possible the Court will reschedule the Final Approval Hearing. If the hearing is continued, notice will be posted on the Internet via the Case Inquiry page for the California Superior Court for the County of San Mateo (<https://odyportal-ext.sanmateocourt.org/portal-external>) and entering the Case No. 24-CIV-01894.

10. How Can I Get More Information?

You may call the Administrator at [REDACTED] or write to *Young v. Mainspring Energy, Inc.* Administrator, c/o [REDACTED].

This Class Notice summarizes the proposed settlement. More details are in the Agreement. You may receive a copy of the Agreement, the Judgment, the motion for attorneys' fees, costs and service award, the motion for final approval or other settlement documents by reaching out to the Administrator or by going to the Administrator's website at <<_____>>., You may also examine the Court's file on the Internet via the Case Inquiry page for the California Superior Court for the County of San Mateo (<https://odyportal-ext.sanmateocourt.org/portal-external>) and entering the Case No. 24-CIV-01894. If you wish to view the Court files in person, you do so at the Clerk's Office at 400 County Center, Redwood City, CA 94063.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

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

EXHIBIT #2

Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (858) 551-1232

FIRM RESUME

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

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

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

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

Admitted: 1973, Illinois; 1976, California

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

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

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

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

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

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

Admitted: 1999, California

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

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

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

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

Aparajit Bhowmik

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

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

Admitted: 2006, California

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

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

Awards: Rising Star 2015

Nicholas J. De Blouw

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

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

Admitted: 2011, California

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

Piya Mukherjee

Associate Attorney

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

Admitted: 2010, California

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

Victoria Rivapalacio

Associate Attorney

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

Admitted: 2011, California

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

Ricardo Ehmann

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

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

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

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

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

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

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

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

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

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

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

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

Sergio Julian Puche

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2013, California

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

Trevor Moran

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, California

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

Adolfo Sanchez Contreras

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2024, California; 2014, Mexico

Educated: The Juarez University

REPORTED CASES

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

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

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

Provost v. YourMechanic, Inc., 2020 Cal. App. Lexis 955 (Oct. 15, 2020) (Court of Appeals affirmed denial of arbitration of PAGA claim, and held in a case of first impression, that there was no additional standing rules for PAGA claim brought by independent contractor);

In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles,

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Hometown Heart – San Francisco County Superior Court, Case No. CGC-20-582454; Lopez v. Hy0Lang Electric California, Inc. – San Diego County Superior Court, Case No. 37-2020-00012543-CU-OE-CTL; Heuklom v. Clara Medical Group, P.C. – San Francisco County Superior Court, Case No. CGC-20-585918; Dominguez v. Lifesafer of Northern California – Monterey County Superior Court, Case No. 20CV002586; Kiseleva v. Totalmed Staffing Inc. – U.S. District Court, California Northern District, Case No. 5:19-cv-06480; Vires v. Sweetgreen, Inc. – Santa Clara County Superior Court, Case No. 20CV365918; Kim v. Wireless Vision, LLC – San Bernardino County Superior Court, Case No. CIVDS2000074; Senoren v. Air Canada Corporation – Los Angeles County Superior Court, Case No. 20STCV13942; Clark v. Quest Diagnostics Incorporated – San Bernardino County Superior Court, Case No. CIVDS2018707; Green v. Shipt, Inc. – Los Angeles County Superior Court, Case No. 20STCV01001; Respass v. The Scion Group LLC – Sacramento County Superior County, Case No. 34-2020-00285265; Jackson v. Decathlon USA LLC – Alameda County Superior Court, Case No. RG2003024; Avacena v. FTG Aerospace Inc. – Los Angeles County Superior Court, Case No. 20STCV28767; Perez v. Butler America, LLC – Los Angeles County Superior Court, Case No. 20STCV20218; Christensen v. Carter’s Retail, Inc. – Orange County Superior Court, Case No. 30-2020-01138792-CU-OE-CXC; Astudillo v. Torrance Health Association, Inc. – Los Angeles County Superior Court, Case No. 20STCV18424; Hansen v. Holiday AI Management Sub LLC – Contra Costa County Superior Court, Case No. CIVMSC20-00779; Almahdi v. Vitamin Shoppe Industries Inc – Santa Clara County Superior Court, Case No. 20CV365150; Krisinda v. Loyal Source Government Services LLC – U.S. District Court, California Southern District, Case No. 3:20-cv-879-LAB-NLS; Ettedgui v. WB Studio Enterprises Inc – U.S. District Court, California Central District, Case No. 2:20-CV-08053-MCS (MAAx); Fernandez v. Nuvision Federal Credit Union – Orange County Superior Court, Case No. 30-2020-01161691-CU-OE-CJC; Aviles v. UPS Supply Chain Solutions, Inc. – Riverside County Superior Court, Case No. RIC2000727; Alcocer v. DSV Solutions, LLC – San Bernardino Superior Court, Case No. CIVDS2010345; Wilson v. Wholesome Harvest Baking, LLC – U.S. District Court, California Northern District, Case No. 4:20-cv-05186-YGR; Gregory v. Verio Healthcare, Inc. – Los Angeles County Superior Court, Case No. 20STCV37254; Rose v. Impact Group, LLC – Orange County Superior Court, Case No. 30-2020-01141107-CU-OE-CXC; Monasterio v. Citibank, N.A. – San Mateo County Superior Court, Case No. 20-CIV-03650; Martinez-Lopez v. Medamerica, Inc. – San Diego County Superior Court, Case No. 37-2020-00034393-CU-OE-CTL; Cox v. PRB Management, LLC – Solano County Superior Court, Case No. FCS055514; Nash v. K. Hovnanian Companies, LLC – Riverside County Superior Court, Case No. RIC2003319; Kyler v. Harbor Freight Tools USA, Inc. – San Diego County Superior Court, Case No. 37-2020-00015828-CU-OE-CTL; Roberts v. Solantic Corporation – Los Angeles County Superior Court, Case No. 20STCV41117; Price v. Mistras Group, Inc. – Los Angeles County Superior Court, Case No. 20STCV22485; Macias v. ABM Electrical & Lighting Solutions, Inc. – San Diego County Superior Court, Case No. 37-2020-00024997-CU-OE-CTL; Basu-Kesselman v. Garuda Labs, Inc. – San Francisco County Superior Court, Case No. CGC-20-585229; Armstrong v. Prometric LLC – Los Angeles County Superior Court, Case No. 20STCV29967; Ashlock v. Advantis Medical Staffing, LLC – San Diego County Superior Court, Case No. 37-2020-00022305-CU-OE-CTL; Wilson v. WXI Global Solutions, LLC – Los Angeles County Superior Court, Case No. 20STCV25007; Gandhale v. Select Rehabilitation, LLC – Monterey County Superior Court, Case No. 20CV002240; Starvoice v. G4S Secure Solutions (USA) Inc. – San Diego County Superior Court, Case No. 37-2020-00029421-CU-OE-CTL; Mbise v. Axlehire, Inc. – Alameda County Superior Court, Case No. RG20067350; Points v. C&J Services, Inc. – Kern County Superior Court, Case No. BCV-20-102483; Marshall v. PHI Air Medical, LLC – Lassen County Superior Court, Case No. 62973; Jauregui v. Cyctec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

EXHIBIT #3

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1004

February 9, 2024
CA3201

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

Mainspring Energy, Inc.
Certified Mail #9589071052701316528674
Shannon Miller
3601 Haven Avenue
Menlo Park, CA 94025

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246 *et seq.*, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), Violation of Applicable Industrial Welfare Commission Wage Order(s), and Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

“Aggrieved Employees” refers to all individuals who are or previously were employed by Mainspring Energy, Inc. in California, including any employees staffed with Mainspring Energy, Inc. by a third party, and classified as non-exempt employees during the time period of February 9, 2023 until a date as determined by the Court. Our offices represent Plaintiff Edward Young (“Plaintiff”) and other Aggrieved Employees in a lawsuit against Mainspring Energy, Inc. (“Defendant”). Plaintiff has been employed by Defendant in California since September of 2021. Plaintiff was at all times classified by Defendant as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct rate, for all of their missed meal and rest breaks at the correct regular rates, and for all of their time spent working off the clock. Moreover, when Defendant required Plaintiff and Aggrieved Employees to report for work, but “furnished less than half said employee’s usual or scheduled day’s work,” Defendant violated Cal. Code Regs., tit. 8 § 11040, subd. 5(A) by failing to pay Plaintiff and Aggrieved Employees for at least two (2) hours’ worth of work at their regular rate of pay. In addition, when Defendant required Plaintiff and Aggrieved Employees to respond to and engage in additional work, this resulted in a second reporting for work in a single workday, and Defendant failed to pay these employees reporting time pay as required by Cal. Code Regs., tit. 8, § 11040, subd. 5(B). Further, Defendant failed to advise Plaintiff and the other Aggrieved Employees of their right to take separately and hourly paid duty-free ten (10) minute rest

periods. *See Vaquero v. Stoneledge Furniture, LLC*, 9 Cal. App. 5th 98, 110 (2017). Additionally, pursuant to Labor Code § 204 *et seq.*, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages. Plaintiff further contends that Defendant failed to provide accurate wage statements to her, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the total hours worked, and the applicable pay period in which the wages were earned pursuant to California Labor Code Section 226(a). The wage statements Defendant provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to identify such information. More specifically, the wage statements failed to identify the accurate total hours worked each pay period in violation of Cal. Lab. Code Section 226(a)(2). Additionally, Plaintiff contends that Defendant failed to comply with Industrial Wage Order 7(A)(3) in that Defendant failed to keep time records showing when Plaintiff began and ended each shift and meal period. Plaintiff and other Aggrieved Employees perform tasks that reasonably permit sitting, and a seat would not interfere with their performance of any of their tasks that may require them to stand. Defendant failed to provide Plaintiff and other Aggrieved Employees with suitable seats. Said conduct, in addition to the foregoing, as well as the conduct alleged in the incorporated Complaint, violates Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), Violation of the applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable under California Labor Code section 2699.3.

A true and correct copy of the Complaint by Plaintiff against Defendant, which (i) identifies the alleged violations, (ii) details the facts and theories which support the alleged violations, (iii) details the specific work performed by Plaintiff, (iii) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to Plaintiff, and (iv) sets forth the illegal practices used by Defendant, is attached hereto. This information provides notice to the Labor and Workforce Development Agency of the facts and theories supporting the alleged violations for the agency's reference. Plaintiff therefore incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

This notice is provided to enable Plaintiff to proceed with the Complaint against Defendant as authorized by California Labor Code section 2699, *et seq.* The lawsuit consists of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Statute of 2004 on behalf of Plaintiff and all Aggrieved Employees.

Your earliest response to this notice is appreciated. If you have any questions of concerns, please do not hesitate to contact me at the above number and address.

Respectfully,

/s/ Nicholas J. De Blouw

Nicholas J. De Blouw, Esq.