



AIMAN-SMITH & MARCY
A PROFESSIONAL CORPORATION

Randall B. Aiman-Smith #124599
Reed W.L. Marcy #191531
Hallie Von Rock #233152
Lisbeth Bayona #338135
7677 Oakport St. Suite 1000
Oakland, CA 94621
T 510.519.1018
ras@asmlawyers.com
rwlm@asmlawyers.com
hvr@asmlawyers.com
lb@asmlawyers.com

Attorneys for All Plaintiffs

IN THE SUPERIOR COURT OF CALIFORNIA

IN AND FOR THE COUNTY OF ALAMEDA

SARAH RAD, individually and on)
behalf of all others similarly situated;)
and THE CALIFORNIA LABOR AND)
WORKFORCE DEVELOPMENT)
AGENCY, a California governmental)
agency, *ex rel.* SARAH RAD,)

Plaintiffs,

v.

SKINSPIRIT ESSENTIAL, LLC, a)
Washington corporation; and DOES 1-)
15, inclusive,)

Defendants.

Case No.: 24CV095295

**NOTICE OF MOTION AND MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Hearing Date: March 18, 2026

Hearing Time: 1:30 p.m.

Reservation: 721050213871

Assigned for all purposes to:

Judge Patrick McKinney

Department 18

Rene C. Davidson Courthouse

1221 Oak Street

Oakland, CA 94612

1 TO THE COURT, ALL PARTIES, AND THEIR ATTORNEYS OF RECORD:

2 PLEASE TAKE NOTICE that on March 18, 2026, at 1:30 p.m., or as soon thereafter as
3 the matter may be heard, in Department 18, located at Rene C. Davidson Courthouse, 1221
4 Oak Street, Oakland, California 94612, Plaintiff Sarah Rad (“Plaintiff”), on behalf of herself
5 and all persons similarly situated, will and hereby moves the Court pursuant to California Code
6 of Civil Procedure § 382 and California Rule of Court 3.769 for an order:

- 7 (1) Preliminarily approving the class action settlement reached between Plaintiff and
8 Defendant SkinSpirit Essential, LLC (“Defendant” together with Plaintiff, “the
9 Parties”), including granting preliminary approval of the following class: all non-
10 exempt employees of Defendant working within California at any time during the
11 period October 9, 2020 through Preliminary Approval (the “Class Period”);
12 (2) Approving the form of Notice of Class Action Settlement attached as Exhibits 2 and
13 3 to the Declaration of Hallie Von Rock; and
14 (3) Setting the final approval hearing.

15 Pursuant to Labor Code § 2699.3(b)(4), the Parties also seek approval of the proposed
16 settlement’s allocation of funds to claims made under the Labor Code Private Attorneys
17 General Act of 2004 (“PAGA”).

18 Pursuant to the Memorandum of Understanding (“MOU”), filed concurrently herewith
19 as Exhibit 1 to the Declaration of Hallie Von Rock, Defendant does not oppose the preliminary
20 approval of the class action settlement.

21 Under the terms of the Settlement, the Parties have agreed that all claims brought on
22 behalf of the Class Members shall be fully and finally resolved for the total sum of
23 \$490,000.00 (“Gross Settlement Amount”) to be paid on a non-reversionary basis. The amount
24 remaining of the Gross Settlement Amount after the following deductions have been made
25 (“Net Settlement Amount”) shall be available for distribution to Class Members who do not
26 opt out of the settlement:

- 27 • not more than Five Thousand Dollars and Zero Cents (\$5,000.00) to Plaintiff Rad
28 as the Class Representative for a Service Award Payment;

- not more than One Hundred and Forty-Seven Thousand Dollars and Zero Cents (\$147,000.00) to Class Counsel for attorneys' fees, and no more than Seventeen Thousand Dollars and Zero Cents (\$17,000.00) for litigation costs;
- up to \$7,500.00 for the Settlement Administration Costs; and,
- \$47,000 for civil penalties under the PAGA, where 75% (\$35,250) will be paid to the LWDA and 25% (\$11,750) will be included in the Net Settlement Amount and distributed to Settlement Class Members.

This Notice of Motion and Motion is based on the fact that this is a fair and reasonable settlement that benefits the class and was the product of informed, non-collusive negotiations by the parties who were represented by experienced and able counsel. *See Dunk v. Ford Motor Co.* (1996) 48 Cal. App. 4th 1794, 1802. The proposed settlement meets the legal standard for preliminary approval and is in the best interests of the class; the proposed form of notice explains the settlement terms in a clear and straightforward manner; the proposed procedures for notice provide the best practical notice to the class; and that Class Members will have an opportunity to participate in and/or object to the settlement and/or opt-out of the settlement.

This Notice of Motion and Motion is based on this Notice, the accompanying Memorandum of Points and Authorities, the Declaration of Hallie Von Rock, the pleadings, records and files in the case, and such other further oral and documentary evidence which may be submitted at or before the hearing on this Motion.

Respectfully submitted,

Dated: February 24, 2026



/s/ Hallie Von Rock

Hallie Von Rock
Attorneys for Plaintiffs