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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO

MAY 18 2026

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16 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

17 **IN AND FOR THE COUNTY OF SAN BERNARDINO**

18 KARI BRUNO and THERESA DAHL, on
behalf of themselves and all others similarly
19 situated,

Case No. CIVSB2521514

20 Plaintiffs,

21 v.

**[PROPOSED] ORDER GRANTING
MOTION FOR FINAL APPROVAL OF
CLASS AND COLLECTIVE ACTION
SETTLEMENT**

22 SPLUNK LLC,

23 Defendant.

Date: April 27, 2026

Time: 8:30 a.m.

Dept.: S22

Complaint Filed: July 31, 2025

Trial Date: None Set

1 On April 27, 2026, a hearing was held on the joint motion of plaintiffs Kari Bruno and
2 Theresa Dahl (collectively "Plaintiffs") and defendant Splunk ("Defendant" or "Splunk") for final
3 approval of their class and collective action settlement (the "Settlement").

4 The parties have submitted their Settlement, which this Court preliminarily approved by its
5 November 17, 2025 order ("Preliminary Approval Order"). In accordance with the Preliminary
6 Approval Order, Class Members have been given notice of the terms of the Settlement and California
7 Class Members have been given the opportunity to comment on or object to it and to exclude
8 themselves from its provisions.

9 Having received and considered the Settlement, the supporting papers filed by the parties, and
10 the evidence and argument received by the Court at the hearing before it entered the Preliminary
11 Approval Order and the final approval hearing on April 27, 2026, the Court grants final approval
12 of the Settlement, and HEREBY ORDERS and MAKES DETERMINATIONS as follows:

13 1. The following persons are hereby certified as class members for the purpose of
14 entering a settlement in this matter:

15 a. The California Class: All non-exempt employees of Splunk in California who
16 received restricted stock units that vested at any time from October 22, 2020 through December 16,
17 2024 and who also recorded and were paid overtime wages during such period ("California Class
18 Members").

19 b. The FLSA Collective: All non-exempt employees of Splunk who worked in
20 the United States, but outside of California, who received restricted stock units that vested at
21 any time from October 22, 2021 through December 16, 2024 and who also recorded and
22 were paid overtime wages during such period ("FLSA Collective Members").

23 2. The Court certifies the FLSA Collective as a collective action solely for purposes of
24 Settlement, pursuant to section 16(b) of the Fair Labor Standards Act, 29 U.S.C. § 216(b).

25 3. The Court designates Plaintiffs Kari Bruno and Theresa Dahl as Class
26 Representatives, and designates Benjamin Galdston of Omnum Law APC and Paolo Meireles of
27 Shavitz Law Group as Class Counsel.

28 4. Pursuant to the Preliminary Approval Order, a Notice of Proposed Class and

1 Collective Action Settlement and Final Approval Hearing was sent to each Class Member. It
2 informed Class Members of the terms of the Settlement, and their respective right to receive a
3 Settlement Share. It informed California Class Members of their right to comment on or object to
4 the Settlement, or to opt out of the Settlement and pursue their own remedies, and their right to
5 appear in person or by counsel at the final approval hearing and be heard regarding approval of the
6 Settlement. It informed FLSA Collective Members of their right to opt in to the Settlement and the
7 process for doing so. Adequate periods of time were provided by each of these procedures. No
8 California Class Member objected to the Settlement as part of this notice process or stated an intent
9 to appear at the final approval hearing. The employee identification number of the one individual
10 who timely submitted a valid request for exclusion is listed in Exhibit B to the Declaration of
11 Veronica Olivares filed on March 30, 2026.

12 5. The Court finds and determines that this notice procedure afforded adequate
13 protections to Class Members and provides the basis for the Court to make an informed decision
14 regarding approval of the Settlement based on the responses of Class Members. The Court finds and
15 determines that the notice provided in this case was the best notice practicable, which satisfied the
16 requirements of law and due process.

17 6. For the reasons stated in the Preliminary Approval Order, the Court finds and
18 determines that the proposed California Class meets all of the legal requirements for class
19 certification, and it is hereby ordered that the California Class is finally approved and certified as a
20 class for purposes of the Settlement. It is hereby ordered that the FLSA Collective is certified as a
21 collective action solely for purposes of the Settlement, pursuant to section 16(b) of the Fair Labor
22 Standards Act ("FLSA"), 29 U.S.C. § 216(b).

23 7. The Court further finds and determines that the terms of the Settlement are fair,
24 reasonable, and adequate to the Class Members, that the California Class Members who have not
25 opted out will be bound by the Settlement, except that PAGA Settlement Group Members (as
26 defined in the Settlement) will release the PAGA claims released in the Settlement, and will receive
27 a portion of the amount set aside for their share of the settlement of civil penalties, regardless of
28 whether they opt out of the Settlement. The Settlement is ordered finally approved, and that all

1 terms and provisions of the Settlement should be and hereby are ordered to be consummated.

2 8. The Court finds and determines that the Settlement Shares to be paid to the
3 Participating Class Members (California Class Members who did not timely submit an Exclusion
4 Letter, and FLSA Collective Members who timely endorse or otherwise negotiate or deposit their
5 settlement checks, thereby opting-in to the Settlement) and to PAGA Settlement Group Members,
6 as provided for by the Settlement, are fair and reasonable. The Court hereby gives final approval to
7 and orders the payment of those amounts to be made to the Participating Class Members and PAGA
8 Settlement Group Members out of the Net Settlement Amount in accordance with the Settlement.

9 9. In addition to any recovery that Plaintiffs may receive from the Net Settlement
10 Amount, and in recognition of the Plaintiffs' efforts on behalf of the Settlement Class, the Court
11 hereby approves the payment of an incentive award to each Plaintiff in the amount of \$5,000. This
12 shall be paid from the Maximum Settlement Amount.

13 10. Pursuant to the authorities and argument presented to the Court, the Court approves
14 the payment of attorneys' fees in the amount of 33 1/3% of the Maximum Settlement Amount (e.g.,
15 \$185,833.33) in attorneys' fees plus \$19,336.11 in expenses. This shall be paid from the Maximum
16 Settlement Amount.

17 11. The Court further approves payment to the LWDA of \$32,500, and to PAGA
18 Settlement Group Members of \$17,500, for their respective shares of the settlement of claims for civil
19 penalties under PAGA. This shall be paid from the Maximum Settlement Amount in accordance
20 with the Settlement Agreement.

21 12. The Court orders that any payments made to FLSA Collective Members who are not
22 also members of the California Class, which are not endorsed, deposited or otherwise negotiated
23 within 180 days of issuance shall revert back to Splunk; FLSA Collective Members who do not
24 deposit or otherwise negotiate their settlement checks by the deadline will be foreclosed from and
25 be deemed to have waived any right to participate in the Action and the Settlement, but will not
26 waive any other rights to otherwise pursue any claims.

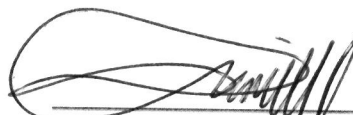
27 13. The Parties are hereby ordered to comply with the terms of the Settlement.

28 14. Without affecting the finality of this order in any way, pursuant to California Code of

1 Civil Procedure section 664.6, the Court retains jurisdiction of all matters relating to the
2 interpretation, administration, implementation, effectuation, and enforcement of this order and the
3 Settlement.

4
5 **IT IS SO ORDERED.**

6 Dated: 5/18, 2026



Hon. David E. Driscoll
Superior Court Judge