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San Francisco County Superior Court
OCT 30 2026
CLERK OF THE COURT
BY: Edward J. [illegible]
Deputy Clerk

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN FRANCISCO

DEPARTMENT 304

STEVE MCKINNEY, MICHELLE LYNN BRUNETTI, ROGER JUSTIN CAFFIER, CHLOE AGAPE, AMBER ROGOWICZ, ALEXANDER OVADAL, individually, on behalf of all others similarly situated, and on behalf of California and other aggrieved persons, Plaintiffs, v. SCALE AI, INC., a corporation; SMART ECOSYSTEM, INC., a corporation; HIREART, INC., a corporation; ALEXANDR WANG, DENNIS CINELLI, DANIEL BERRIOS, XIAOTE ZHU; and DOES 1-50, inclusive, Defendants.	Case No. CGC-24-620481 JUDGMENT

JUDGMENT

Judgment is hereby entered in accordance with the terms of this Court's Order Granting Final Approval of Class Action Settlement ("Final Approval Order"). For the purposes of this Judgment, the Court hereby incorporates the Settlement Agreement by reference.[1]

The Settlement Class is defined as: All individuals who, during the Class Period, December 10,

[1] "Settlement Agreement" or "Settlement" refers to the Class Action and PAGA Settlement Agreement attached as Exhibit 1 to the Declaration of Glenn A. Danas filed on February 6, 2026 as well as the Addendum to Class Action and PAGA Settlement Agreement attached as Exhibit A to the Second Supplemental Declaration of Glenn A. Danas filed on April 28, 2026.

2020 to February 28, 2026: (i) provided services to Defendants as a Contributor while residing in the State of California; or (ii) were placed by Hire Art to perform services similar to a Contributor with Scale AI or Smart Ecosystem while residing in the State of California.

The PAGA Workers are defined as: all individuals who, during the PAGA Period, October 29, 2023 to February 28, 2026: (i) provided services to Defendants as a Contributor while residing in the State of California; or (ii) were placed by Hire Art to perform services similar to a Contributor to Scale AI or Smart Ecosystem while residing in the State of California.

Charles Wallace (formerly Charles Atchison), Rita Kuria, and Irma Nanovska requested exclusion from the settlement, and have thus been excluded and are not bound by this Judgment except as PAGA Workers, where applicable. This Judgment binds all remaining Settlement Class Members.

No Class Members have objected to the terms of the settlement following a full and fair opportunity to participate.

The Gross Settlement Amount is $12,500,000 plus employer-side payroll taxes. In its Final Approval Order, the Court authorized the following distributions from the Gross Settlement Amount:

(1) $4,166,666.67 to Class Counsel for attorneys' fees to be divided amongst Class Counsel in accordance with the fee-splitting arrangement (see Suppl. Danas Decl. filed Oct. 30, 2026 ¶ 2);

(2) $36,898.04 to Class Counsel for litigation costs, broken down as follows: $13,606.38 to Clarkson Law Firm; $2,050 to Goodley McCarthy; $7,777.29 to Dardarian Ho Kan & Lee; and $13,464.37 to Bryan Schwartz Law, P.C.;

(3) Service awards to the Class Representatives in the following amounts: $9,000 to Plaintiff Steve McKinney; $15,000 to Plaintiff Amber Rogowicz; $9,000 to Plaintiff Michelle Lynn Brunetti; $12,500 to Plaintiff Alexander Ovadal; $7,500 to Plaintiff Roger Justin Caffier; and $5,000 to Plaintiff Chloe Agape;

(4) $325,000 to the Labor and Workforce Development Agency ("LWDA") for PAGA penalties;

(5) $175,000 to PAGA Workers for PAGA penalties; and

(6) $89,285 to Simpluris, Inc. for settlement administration expenses.

The Settlement Administrator is directed to calculate the Participating Settlement Class Members' individual settlement amounts from the net settlement amount and PAGA Workers' individual settlement

amounts for PAGA penalties and issue payments in accordance with the Settlement Agreement.

Settlement checks that remain uncashed 180 or more calendar days after issuance shall be cancelled. Should the residual funds exceed $10,000, then the Settlement Administrator shall conduct a second distribution of the residual funds to Participating Settlement Class Members and PAGA Workers who cashed their initial settlement checks in accordance with the Settlement Agreement. Should the residual funds be less than $10,000, then the Settlement Administrator shall tender the unclaimed sums to Per Scholas, the designated *cy pres* recipient, in accordance with the Settlement Agreement. Per Scholas is an appropriate *cy pres* recipient under Code of Civil Procedure section 384(b).

Upon the Effective Date, Plaintiffs, Participating Settlement Class Members, PAGA Workers, and the LWDA, by operation of this Judgment will release the Released Parties from the Released Claims as set forth in the Settlement Agreement.

Plaintiffs, Participating Settlement Class Members, and the LWDA shall take nothing from Defendants except as set forth in the Settlement Agreement and the Court's Final Approval Order.

Pursuant to California Rules of Court, rule 3.769(h), the Court retains jurisdiction over the parties, Participating Settlement Class Members, and the LWDA for the purpose of supervising the implementation, enforcement, construction, administration, and interpretation of the Settlement Agreement, Final Approval Order, and this Judgment.

This document shall constitute a judgment for the purposes of California Rules of Court, rule 3.769(h).

This Judgment shall be posted on the Settlement Administrator's website for 180 days.

Class Counsel shall submit a copy of this Judgment to the LWDA within 10 days of entry pursuant to Labor Code section 2699(s)(3).

Dated: October 30, 2026

Ethan P. Schulman
Judge of the Superior Court

CERTIFICATE OF ELECTRONIC SERVICE

(CCP 1010.6, and CRC 2.251)

I, Edward Santos, a Deputy Clerk of the Superior Court of the County of San Francisco, certify that I am not a party to the within action.

On October 30, 2026, I electronically served:

JUDGMENT

via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

Date: OCT 30 2026

Brandon E. Riley, Court Executive Officer

By: Edward J. Santos

Edward Santos, Deputy Clerk