

1 **BLUMENTHAL NORDREHAUG BHOWMIK**  
2 **DE BLOUW LLP**

3 Norman B. Blumenthal (State Bar #068687)

4 Kyle R. Nordrehaug (State Bar #205975)

5 Aparajit Bhowmik (State Bar #248066)

6 2255 Calle Clara

7 La Jolla, CA 92037

8 Telephone: (858)551-1223

9 Facsimile: (858) 551-1232

10 Email: [Kyle@bamlawca.com](mailto:Kyle@bamlawca.com)

11 Website: [www.bamlawca.com](http://www.bamlawca.com)

12 Attorneys for Plaintiff

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

14 **IN AND FOR THE COUNTY OF TULARE**

15 ROBERT BERRY, an individual, on behalf  
16 of himself and on behalf of all persons  
17 similarly situated, and on behalf of the State  
18 of California, as a private attorney general,

19 Plaintiff,

20 vs.

21 WILDFIRE DEFENSE SYSTEMS, INC., a  
22 Corporation; and DOES 1 through 50,  
23 inclusive,

24 Defendants.

CASE NO.: **VCU315054**

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

Hearing Date: February 26, 2026

Hearing Time: 8:30 a.m.

Judge: Hon. David C. Mathias

Dept.: 1

Date Action Filed: November 13, 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 Robert Berry ("Plaintiff") in this matter. As such, I am fully familiar with the  
4 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 Wildfire Defense  
8 Systems, Inc. ("Defendant"), which motion seeks entry of an order: (1) preliminarily approving the  
9 proposed settlement of this class and PAGA action with Defendant; (2) for settlement purposes  
10 only, conditionally certifying the Class, which is comprised of "all individuals who are or  
11 previously were employed by Defendant Wildfire Defense Systems, Inc. who were classified as  
12 non-exempt in the State of California at any time during the Class Period", which is November 13,  
13 2020 through August 13, 2025; (3) provisionally appointing Plaintiff as the representatives of the  
14 Class; (4) provisionally appointing Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class  
15 Counsel; (5) approving the form and method for providing class-wide notice; (6) directing that  
16 notice of the proposed settlement be given to the Class; (7) appointing Apex Class Action LLC as  
17 Administrator, and (8) scheduling a final approval hearing date, proposed for July 30, 2026, to  
18 consider Plaintiff's motion for final approval of the settlement and for approval of attorneys' fees,  
19 expenses and the representative service award. Attached hereto as Exhibit #1 is a copy of the fully  
20 executed Class Action and PAGA Settlement Agreement ("Agreement") along with exhibits thereto.  
21 The form of the Agreement is based upon the Los Angeles County Superior Court model form for a  
22 class and PAGA settlement. This Declaration incorporates by reference the definitions in the  
23 Agreement, and all terms defined therein shall have the same meaning as set forth in the Agreement.

24  
25 Fairness of Settlement

26 3. As consideration for this Settlement, the non-reversionary Gross Settlement Amount  
27 of Five Hundred Thousand Dollars (\$500,000) (the "Gross Settlement Amount") is to be paid by  
28 Defendant, as set forth in the Agreement. The Gross Settlement Amount will settle all issues

1 pending in the Action between the Parties and will be made in full and final settlement of the  
2 Released Class Claims in exchange for the payments to Participating Class Members from the Gross  
3 Settlement Amount, respectively. The Gross Settlement Amount shall also be used to pay: (a) the  
4 costs of administration of the settlement, (b) Class Counsel's attorneys' fees and costs requests (with  
5 such payment also covering and/or resolving Plaintiff's claim for attorneys' fees and costs sought via  
6 her PAGA claim), and (c) Class Representative Service Payment. (Agreement at ¶ 1.22.) The  
7 following is a table of the key Settlement terms and the proposed deductions:

8 **\$500,000** (Gross Settlement Amount)

- 9 - \$15,000 (Plaintiff's proposed service award - not to exceed amount)
- 10 - \$22,000 (Class Counsel Litigation Expenses Payment - not to exceed amount)
- 11 - \$166,666 (Class Counsel Fees Payment - not to exceed 1/3 of settlement)
- 12 - \$20,000 (PAGA Payment - 65% to LWDA / 35% to Aggrieved Employees)
- 13 - \$10,000 (Administration Expenses Payment - not to exceed amount)

14 **\$266,334** (Net Settlement Amount)

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

20 5. On May 15, 2025, the Parties participated in an all-day mediation with Louis Marlin,  
21 a respected and experienced mediator of wage and hour class and representative actions. In  
22 preparation for the mediation, Defendant provided Class Counsel with payroll, time and  
23 employment data, along with other information regarding the Class Members, various internal  
24 documents, and other compensation and employment-related materials. Class Counsel analyzed the  
25 data with the assistance of damages expert Berger Consulting and prepared and submitted a  
26 mediation brief to the mediator. The final settlement terms were negotiated and set forth in the  
27 Agreement now presented for this Court's approval. Importantly, Plaintiff and Class Counsel  
28 believe that this Settlement is fair, reasonable and adequate.

1           6.       Based upon 381 Class Members who worked an estimated 9,363 work weeks  
2 (Agreement at ¶ 4.1), the Gross Settlement Amount provides an average value of \$1,312 per Class  
3 Member and \$53 per workweek and after deductions the Net Settlement Amount provides an  
4 average recovery of \$699.03 per Class Member and a recovery of \$28.44 per workweek. The  
5 calculations to compensate for the amount due for the Class at the time of the mediation were  
6 calculated by Berger Consulting, Plaintiff's damage expert. As to the Class whose claims are at  
7 issue in this Action, Plaintiff used this expert to analyze the data and determine the potential unpaid  
8 wages for the employees. The maximum potential damages were calculated to be \$417,839 for the  
9 alleged unpaid wages for off-the-clock work at 1 hour per week, \$24,904 for the alleged underpaid  
10 overtime due to the miscalculation of the regular rate, \$6,364 for the alleged unpaid meal break  
11 premiums and sick pay due to the miscalculation of the regular rate, \$105,652 for alleged missed  
12 meal period damages based upon a 13.1% violation rate observed in the time records and after  
13 deduction of meal premiums already paid by Defendants, \$146,385 for alleged rest period damages  
14 based upon the same 13.1% violation rate observed in the meal period records, \$13,700 for alleged  
15 unreimbursed cell-phone expenses at \$5 per month. As a result, the total damage valuation was  
16 calculated such that Defendant was subject to a maximum damage claim in the amount of \$714,844.  
17 As to potential penalties, Plaintiff calculated that potential waiting time penalties were a maximum  
18 of \$1,558,724, and potential maximum wage statement penalties were \$109,700.<sup>1</sup> Defendant  
19 vigorously disputed Plaintiff's calculations and exposure theories. Consequently, the Gross  
20 Settlement Amount of \$500,000 represents more than 69% of the maximum value of the alleged  
21 damages at issue in this case at the time this Settlement was negotiated.<sup>2</sup> Importantly, the recent

---

23       <sup>1</sup> While Plaintiff alleged claims for statutory penalties pursuant to Labor Code Sections 203 and  
24 226, at mediation Plaintiff recognized that these claims were subject to additional, separate defenses  
25 asserted by Defendant, including, a good faith dispute defense as to whether any premium wages for  
26 meal or rest periods or other wages were owed given Defendant's position that Plaintiff and Class  
27 Members were properly compensated. *See Nordstrom Commission Cases*, 186 Cal. App. 4th 576,  
28 584 (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.")

<sup>2</sup> Because the PAGA claim is not a class claim and primarily is paid to the State of California,  
Plaintiff has not included the PAGA claim in her discussion of the value of the class claims. The

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

8  
9 Procedural History of the Litigation

10 7. On August 21, 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 alleged violations of Labor Code §§ 201, 202,  
13 203, 204 et seq., 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197,  
14 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B),  
15 California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), and  
16 Violation of the applicable Industrial Welfare Commission Wage Order(s). This notice is referred to  
17 as the “PAGA Notice”, and is attached hereto as Exhibit #3 for the Court’s reference.

18 8. On November 13, 2024, Plaintiff commenced this Action by filing a Complaint  
19 against Defendant in the Superior Court of the State of California, County of Tulare (“Class  
20 Action”). This Class Action Complaint asserted class claims against Defendant for: (1) unfair  
21 competition in violation of Cal. Bus & Prof. Code §§ 17200, et seq.; (2) failure to to pay minimum  
22 wages in violation of California Labor Code §§ 1194, 1197, and 1197.1; (3) failure to pay overtime  
23 wages in violation of California Labor Code §§ 510, 1194 & 1198; (4) failure to provide required  
24 meal periods in violation of Cal. Labor Code §§ 226.7 and 512; (5) failure to provide required rest  
25 periods in violation of Cal. Labor Code §§ 226.7 and 512; (6) failure to provide accurate itemized  
26 wage statements in violation of California Labor Code § 226; (7) failure to reimburse employees for  
27 \_\_\_\_\_

28 PAGA claim is addressed below at ¶33.

1 required expenses in violation of California Labor Code § 2802; and, (8) failure to pay sick pay  
2 wages in violation of California Labor Code §§ 201-204, 233, and 246. On November 13, 2024,  
3 Plaintiff filed a Representative Action Complaint alleging a single cause of action against Defendant  
4 for recovery of civil penalties for violation of Private Attorney General Act, Cal. Labor Code §§  
5 2698, et seq. (“PAGA”) in the Superior Court of the State of California, County of Tulare (“PAGA  
6 Action”).

7 9. On October 9, 2025, Plaintiff filed a First Amended Class and Representative Action  
8 Complaint seeking to add Plaintiff's PAGA claims in alleged in the PAGA Action in this Action.  
9 The First Amended Class and Representative Action Complaint in this Action is the operative  
10 complaint (the “Operative Complaint”).

11 10. Over the course of litigation, the Parties engaged in the investigation of the claims,  
12 including informal discovery and the production of documents, class data, and other information,  
13 allowing for the full and complete analysis of liabilities and defenses to the claims in the Action.  
14 The information for mediation obtained by Plaintiff included: (1) data concerning the class; (2)  
15 payroll data and time punch data for the Class covering 100 employees, 11,101 shifts and 2,476  
16 workweeks; (3) Defendant’s wage and hour policies; (4) the employment files for the Plaintiff; and,  
17 (5) samples of wage statements provided by Defendant. As such, Class Counsel received the data  
18 and information for the Class, which was sufficient for Plaintiff’s expert to prepare the valuations of  
19 the claims for the Class.

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

27 12. Plaintiff and Defendant agreed to discuss resolution of the Action through a  
28

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 May 15, 2025, the Parties  
3 participated in an all-day mediation presided over by Loui Marlin, a respected and experienced  
4 mediator of wage and hour class actions. Following the mediation, the Parties agreed to settle the  
5 Action based upon a mediator's proposal which was memorialized in the form of a Memorandum of  
6 Understanding. The Parties then negotiated the final terms of the settlement as set forth in the  
7 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 are 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 are 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 ¶ 2.8.) 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 Five Hundred Thousand Dollars (\$500,000).  
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, which is to be allocated 35% to the Aggrieved Employees and  
15 65% to the LWDA. (Agreement at ¶ 1.22.) The Gross Settlement Amount does not include  
16 Defendant's share of employer-side payroll taxes which will be paid separately and not out of the  
17 Gross Settlement Amount. (Agreement at ¶ 3.1.) The Gross Settlement Amount shall not revert to  
18 Defendant. (Agreement at ¶ 3.1.)

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

24       17.     The amount remaining in the Gross Settlement Amount after the deduction of  
25 Court-approved amounts for Individual PAGA Payments, the LWDA PAGA Payment, the Class  
26 Representative Service Payment, the Class Counsel Fees Payment, the Class Counsel Litigation  
27 Expenses Payment, and the Administration Expenses Payment (called the "Net Settlement  
28 Amount") shall be allocated to Class Members as their Individual Class Payments. (Agreement at



¶¶ 1.28 and 3.2.) From the Net Settlement Amount, 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. (Agreement at ¶ 3.2(e).) Workweeks will initially be based on Defendant's records, however, Class Members will have the right to challenge the number of Workweeks.

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

19. A Participating Class Member must cash his or her Individual Class Payment check within 180 days after it is mailed. (Agreement at ¶ 5.2.) Any settlement checks not cashed within 180 days will be voided and any funds represented by such checks sent to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b) (the "Cy Pres Recipient"). The Parties propose Legal Aid at Work to be the Cy Pres Recipient. The Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient. (Agreement at ¶ 5.4.)

20. Subject to Court approval, the Parties have agreed on Apex Class Action LLC to administer the settlement in this action ("Administrator"). (Agreement at ¶ 1.2.) The Administrator will be paid for settlement administration in an amount not to exceed \$10,000. (Agreement at ¶ 3.2(c).) Apex Class Action provided an estimate of \$8,990 for administration expenses.

1           21.     Subject to Court approval, the Agreement provides for Class Counsel to be awarded  
2 a sum not to exceed one-third of the Gross Settlement Amount, as the Class Counsel Fees Payment.  
3 (Agreement at ¶ 3.2(b).) Class Counsel will also be allowed to apply separately for an award of  
4 Class Counsel Litigation Expenses Payment in an amount not to exceed \$22,000. (Agreement at ¶  
5 3.2(b).) Subject to Court approval, the Agreement provides for a payment of no more than \$15,000  
6 to the Plaintiff as his Class Representative Service Payment. (Agreement at ¶ 3.2(a).)

7           22.     Subject to Court approval, the PAGA Penalties will be paid from the Gross  
8 Settlement Amount for PAGA penalties under the California Private Attorneys General Act, Cal.  
9 Labor Code Section 2698, *et seq.* (“PAGA”). The PAGA Penalties are \$20,000, to be allocated  
10 65% (\$13,000) to the LWDA PAGA Payment and 35% (\$7,000) to the Individual PAGA Payments.  
11 (Agreement at ¶ 3.2(d).) The Individual PAGA Payments will be calculated by (a) dividing the  
12 amount of the Aggrieved Employees' 35% share of PAGA Penalties (\$7,000) by the total number of  
13 PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b)  
14 multiplying the result by each Aggrieved Employee's PAGA Pay Periods. (Agreement at ¶ 3.2(d).)  
15 As set forth in the accompanying proof of service, the LWDA has been served with this motion and  
16 the Agreement.

17  
18 Risks of Continued Litigation and Standards for Approval

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

26           24.     A number of defenses asserted by Defendant present serious threats to the claims of  
27 the Plaintiff and the other Class Members. Defendant asserted that Defendant's practices complied  
28 with all applicable Labor laws. Defendant argued that Class Members were paid for all time worked

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

19       25. There was also a significant risk that, if the Action was not settled, Plaintiff would be  
20 unable to certify a class and maintain that certification through trial, and thereby not recover on  
21 behalf of any employees other than themselves. At the time of the mediation, Defendant forcefully  
22 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 herewith in support. At this stage, the requested service award is within the accepted  
8 range of awards for purposes of preliminary approval. *See e.g. Andrews v. Plains All Am. Pipeline*  
9 *L.P.*, 2022 U.S. Dist. LEXIS 172183, at \*11 (C.D. Cal. 2022) (finding that the requested service  
10 awards of \$15,000 each are appropriate); *Reynolds v. Direct Flow Med., Inc.*, 2019 U.S. Dist.  
11 LEXIS 149865, at \*19 (N.D. Cal. 2019) (granting request for \$12,500 service award); *Mathein v.*  
12 *Pier 1 Imps. (U.S.), Inc.*, 2018 U.S. Dist. LEXIS 71386 (E.D. Cal. 2018) (awarding \$12,500 where  
13 average 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 engaged in  
20 informal discovery to obtain necessary information. Class Counsel conducted a review and analysis  
21 of the relevant documents and data with the assistance of an expert. Class Counsel was also  
22 experienced with these claims. Accordingly, the agreement to settle did not occur until Class  
23 Counsel possessed sufficient information to make an informed judgment regarding the likelihood of  
24 success on the merits and the results that could be obtained through further litigation.

25 29. Based on the foregoing data and their own independent investigation and evaluation,  
26 Class Counsel is of the opinion that the Settlement with Defendant for the consideration and on the  
27 terms set forth in the Agreement is fair, reasonable, and adequate and is in the best interest of the  
28 Class in light of all known facts and circumstances, including the risk of significant delay, defenses

1 asserted by Defendant, and numerous potential appellate issues. There can be no doubt that Counsel  
2 for both Parties possessed sufficient information to make an informed judgment regarding the  
3 likelihood of success on the merits and the results that could be obtained through further litigation.

4  
5 Class Certification Issues

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

10 All individuals who are or previously were employed by Defendant Wildfire Defense  
11 Systems, Inc. who were classified as non-exempt in the State of California at any  
12 time during the Class Period.

13 (Agreement at ¶ 1.5.)

14 The Class Period is from November 13, 2020 through August 13, 2025. (Agreement at ¶ 1.13).

15 a. **Numerosity** - Plaintiff asserts that the 381 current and former employees that  
16 comprise the Class can be identified based on Defendant's records and are sufficiently numerous for  
17 class certification.

18 b. **Common Issues Predominate** - Plaintiff contends that common questions of  
19 law and fact are present, specifically the common questions of whether Defendant's practices were  
20 lawful, whether Defendant failed to provide meal and rest periods to Class Members, whether Class  
21 Members were lawfully compensated for all hours worked, whether Defendant miscalculated the  
22 regular rate when paying overtime, meal premiums and/or sick pay, whether Defendant failed to  
23 provide required expense reimbursement, and whether Class Members are entitled to damages and  
24 penalties as a result of these practices. Plaintiff contends that certification of this Class is  
25 appropriate because Defendant allegedly engaged in uniform practices with respect to the Class  
26 Members. As a result, these common questions of liability could be answered on a class wide basis.  
27 Defendant disputes that common questions predominate but will not oppose such a finding for  
28 purposes of this Settlement only.

1                   c.       **Typicality** - In this Action, Plaintiff contends that the typicality requirement  
2 is fully satisfied. Plaintiff, like every other member of the Class, was employed by Defendant as a  
3 non-exempt employee, and, like every other member of the Class, was subject to the same  
4 employment policies and practices. Plaintiff, like every other member of the Class, also claims  
5 owed compensation as a result of the Defendant's allegedly uniform company policies and practices.  
6 Thus, the claims of Plaintiff and the members of the Class arise from the same course of conduct by  
7 Defendant, involve the same issues, and are based on the same legal theories. Defendant disputes  
8 that the typicality requirement is satisfied but does not oppose a finding of typicality for purposes of  
9 this Settlement only.

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 is well aware of his duties as the representatives 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 and  
19 representative actions and who have no conflicts. Third, there is no antagonism between the  
20 interests of the Plaintiff and those of the Class. Both the Plaintiff and the Class Members seek  
21 monetary relief under the same set of facts and legal theories. Under such circumstances, there can  
22 be no conflicts of interest, and adequacy of representation is satisfied.

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 are or previously were employed by Defendant  
10 Wildfire Defense Systems, Inc. who were classified as non-exempt in the State of California at any  
11 time during the Class Period.” I have reviewed my firm’s cases and representation of other  
12 plaintiffs and there is no conflict or representation which would prevent my firm from representing  
13 the interests of the Class this case. My firm only represents employees, and not employers. My  
14 firm has never represented Defendant nor any affiliate of the Defendant. My firm’s only interest in  
15 the subject matter of this litigation is to ensure a recovery to the Class and to maximize that  
16 recovery. Finally, our allegiance to the Class and the claims of the Class is not inconsistent with our  
17 allegiance to pursue the claims on behalf of other employees and classes as the claims are all against  
18 different and distinct employers. I can think of no conflict that would arise in our representation of  
19 the Class and our adequate representation of the Class is evidenced by the successful prosecution of  
20 the class claims to reach an excellent recovery for the Class. Moreover, neither the Plaintiff nor  
21 Class Counsel have any affiliation with the proposed Cy Pres Recipient (Community Law Project)  
22 nor Administrator for this settlement. Thus, the adequacy requirement for my firm is satisfied for  
23 purposes of this Settlement.

24         32. The Class Notice, drafted jointly and agreed upon by the Parties through their  
25 respective counsel and to be approved by the Court, includes all relevant information. (See Exhibit  
26 “A” to the Agreement.) In accordance with the Agreement, Defendant will provide to the  
27 Administrator a confidential electronic spreadsheet containing the Class Data. (Agreement at ¶ 4.2.)  
28 Within 14 days after receiving the Class Data, the Administrator will mail the Class Notice to all

1 Class Members via first-class U.S. Mail using the most current mailing address information  
2 available. (Agreement at ¶ 8.4(b).) The Class Notice will include, among other information: (i)  
3 information regarding the Action; (ii) the impact on the rights of the Class Members if they do not  
4 opt out, including a description of the applicable release; (iii) information to the Class Members  
5 regarding how to opt out and how to object to the Settlement; (iv) the estimated Individual Class  
6 Payment for each of the Class Members; (iii) the amount of attorneys' fees and expenses to be  
7 sought; (v) the amount of the Plaintiff's service award request; and (vi) the anticipated expenses of  
8 the Administrator. The Class Notice will state that the Class Members shall have forty-five (45)  
9 days from the date that the Class Notice is mailed to them (the "Response Deadline") to request  
10 exclusion (opt-out) or to submit a written objection. (Agreement at ¶¶ 1.42, 8.5, 8.7.) Class  
11 Members shall be given the opportunity to object to the Settlement and the request for attorneys'  
12 fees and expenses, and to appear at the Final Approval Hearing. (Agreement at ¶ 8.7.) Class  
13 Members who do not submit a timely and proper request to opt-out will automatically receive a  
14 payment of their Individual Class Payment. This notice program was designed to meaningfully  
15 reach the Class Members and it advises them of all pertinent information concerning the Settlement.  
16

17 33. The PAGA Claim -

18 a. **Approval of PAGA Settlements.** The decision in *O'Connor v. Uber*, 201  
19 F.Supp.3d 1110, 1133 (N.D. Cal. 2016), and the LWDA's Response therein is illustrative. The  
20 LWDA first states that "when viewing the monetary relief allocated to PAGA claims under a  
21 settlement, the LWDA recognizes that the PAGA sum need not necessarily be viewed through the  
22 same lens as the relief obtained by absent class members on other claims (i.e., the percentage of  
23 recovery-to-exposure on the PAGA claims need not necessarily equal the percentage of recovery on  
24 the other claims)." (LWDA Response at p.3). The LWDA also indicated that the payment of  
25 money to the aggrieved employees furthers the purposes of PAGA and that the Court considers that  
26 primary consideration. "The LWDA recognizes that this Court does not review the PAGA  
27 allocation in isolation, but rather reviews the settlement as a whole, to determine whether it is  
28



1 fundamentally fair, reasonable and adequate, with primary consideration for the interests of absent  
2 class members." (LWDA Response at p.4).

3           b.       **Valuation of the PAGA Claim.** For mediation, Plaintiff calculated the  
4 value of the alleged PAGA claim as to Aggrieved Employees for civil penalties to be between  
5 \$69,950 and \$139,900 for a single violation in every one of the 1,399 pay periods at issue for the  
6 244 Aggrieved Employees in the PAGA Period, depending on whether the violation was \$50 per  
7 pay period as in the case of Labor Code § 558(a)(1) or the standard amount of \$100 per pay period  
8 for violation of Labor Code § 1198. This valuation assumed that PAGA civil penalties would be  
9 awarded at the maximum rate per pay period but without stacking.<sup>3</sup> The PAGA allocation in the  
10 Settlement is the amount of \$20,000. This allocation is justified by several important  
11 considerations. First, the PAGA claim was subject to the same risks as the underlying class claims.  
12 Second, Defendant asserted additional defenses to the PAGA claim, not only as to liability but also  
13 as to the amount of the penalties. Defendant argued that significant PAGA penalties would be  
14 unlikely and would be reduced under such particular "circumstances" under Cal. Labor Code  
15 §2699(e)(2) and/or "would result in an award that is unjust, arbitrary and oppressive, or  
16 confiscatory" under Cal. Labor Code §2699(e)(2). Defendant could also argue that no penalties  
17 prior to the PAGA notification should be awarded, and I am aware of one trial court which has so  
18 ruled. These additional defenses present a risk to the PAGA claim and the potential that some or all  
19 of the PAGA penalties sought may not be awarded. Third, in *Carrington v. Starbucks Corp.*, 30 Cal.  
20 App. 5th 504 (2018), the court affirmed a judgment which only provided for a PAGA penalty of \$5  
21 per violation. Therefore, at trial, any PAGA penalties awarded could be significantly less than  
22 Plaintiff's calculation even where Plaintiff prevailed on the PAGA claim. Even if we assume that  
23 violations for all 1,399 pay periods were established, using the valuation from *Carrington* results in  
24

---

25       <sup>3</sup> Stacking is where more than one civil penalty is imposed in a pay period for the same conduct.  
26 The valuation of between \$69,950 and \$139,900 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 2024 amendments  
to the PAGA statute cast further doubt on stacking of penalties.

1 a potential recovery of only \$6,995 under PAGA. This means that the PAGA allocation in the  
2 Agreement is a reasonable percentage of this potential PAGA recovery. Fourth, the interests of  
3 PAGA are also served by the Class recovery under the reasoning of the LWDA in *O'Connor v.*  
4 *Uber*.

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

1 settlement amount); *East v. Comprehensive Educational Services Inc.*, Fresno Superior Court Case  
2 No. 11-CECG-04226 (2015) (\$10,000 allotted as PAGA penalties or 0.13% of \$7,595,846  
3 settlement amount); *Bararsani v. Coldwell Banker Residential Brokerage Company*, Los Angeles  
4 Superior Court Case No. BC495767 (2016) (\$10,000 allotted as PAGA penalties or 0.22% of  
5 \$4,500,000 settlement amount); *Moppin v. Los Robles Medical Center*, No. 5:15CV01551 (C.D.  
6 Cal. 2017) (\$15,000 allotted as PAGA penalties or 0.40% of \$3,775,000 settlement amount);  
7 *Scott-George v. PVH Corporation*. No., 2:13CV00441 (E.D. Cal. 2017) (\$15,000 allotted as PAGA  
8 penalties or 0.46% of \$3,250,000 settlement amount); *Nehrlich v. RPM Mortgage Inc.*, Orange  
9 County Superior Court Case No. 30-2013-00666783-CU-OE-CXC (2017) (\$10,000 allotted as  
10 PAGA penalties or 0.40% of \$2,500,000 settlement amount); *Rubio v. KTI Incorporated*, San  
11 Bernardino Superior Court Case No. CIVDS-14-06132 (2015) (\$1,000 allotted as PAGA penalties  
12 or 0.18% of \$550,000 settlement amount); *Gray v. Mountain View Child Care Inc.*, San Bernardino  
13 Superior Court Case No. CIVDS-14-02285 (2016) (\$2,500 allotted as PAGA penalties or 0.37% of  
14 \$675,000 settlement amount); *Perez v. West Coast Liquidators Inc. d/b/a Big Lots*, San Bernardino  
15 Superior Court Case No. CIVDS-14-17863 (2016) (\$3,000 allotted as PAGA penalties or 0.33% of  
16 \$900,000 settlement amount); *Penaloza vs. PPG Industries Inc.*, Los Angeles Superior Court No.  
17 BC471369 (2013) (\$5,000 allotted as PAGA penalties or 0.38% of \$1,300,000 settlement amount);  
18 *Mejia v. DHL Express (USA) Inc.*, No. 2:15CV00890 (C.D. Cal. 2017) (\$5,000 allotted as PAGA  
19 penalties or 0.34% of \$1,450,000 settlement amount).

20  
21 34. Attorneys' Fees - The Class Counsel Fees Payment is capped at one-third of the  
22 Gross Settlement Amount. A fee award that is capped at one-third of the common fund is fair and  
23 reasonable, and at the time of final approval, my firm will present lodestar to further support the  
24 reasonableness of the requested fee award. My firm has been regularly awarded attorney's fees  
25 equal to one-third of the common fund in Court-approved wage and hour class settlements. Some  
26 of the class action awards obtained by Class Counsel in similar employment actions throughout the  
27 state bear out the reasonableness of a fee and costs award equivalent to one-third (1/3) of the total  
28 settlement value: On December 4, 2018, in *Panda Express Wage and Hour Cases* (Los Angeles

1 Superior Court, Case No. JCCP 4919) Judge Carolyn Kuhl awarded Class Counsel a one-third fee  
2 award in a wage and hour class settlement. On February 1, 2019, in *Solarcity Wage and Hour*  
3 *Cases* (San Mateo Superior Court, Case No. JCCP 4945) Judge Marie Weiner awarded Class  
4 Counsel a one-third fee award in a wage and hour class settlement. On July 30, 2019, in *Erickson v.*  
5 *John Muir Health*, (Contra Costa Superior Court Case No. MSC18-00307) Judge Edward Weil  
6 awarded Class Counsel a one-third fee award in a wage and hour class settlement. On December  
7 18, 2019, in *Velasco v. Lemonade Restaurant Group*, (Los Angeles Superior Court Case No.  
8 BC672235) Judge William Highberger awarded Class Counsel a one-third fee award in a wage and  
9 hour class settlement. On January 31, 2020, in *El Pollo Loco Wage and Hour Cases* (Orange  
10 County Superior Court Case No. JCCP 4957) Judge William Claster awarded Class Counsel a one-  
11 third award in a wage and hour class settlement. On December 3, 2020, in *Blackshear v. California*  
12 *Fine Wine & Spirits* (Sacramento Superior Court Case No. 34-2018-00245842) Judge Christopher  
13 Krueger awarded BNBD a one-third fee award in a wage and hour class settlement. On June 2,  
14 2021, in *Pacia v. CIM Group, L.P.* (Los Angeles Superior Court Case No. BC709666), Judge Amy  
15 D. Hogue awarded Class Counsel a one-third fee award in a wage and hour class settlement. On  
16 November 8, 2021, in *Securitas Wage and Hour Cases* (Los Angeles Superior Court Case No.  
17 JCCP4837) Judge David Cunningham awarded a one-third fee award in a wage and hour class  
18 settlement. On March 17, 2022, in *See's Candies Wage and Hour Cases* (Los Angeles Superior  
19 Court Case No. JCCP5004) Judge Maren Nelson awarded a one-third fee award in a wage and hour  
20 class action settlement. On April 12, 2022, in *O'Donnell v. Okta, Inc.*, (San Francisco Superior  
21 Court Case No. CGC-20-587665) Judge Richard Ulmer awarded a one-third fee award in a wage  
22 and hour class action settlement. On June 30, 2022, in *Armstrong, et al. v. Prometric LLC* (Los  
23 Angeles Superior Court Case No. 20STCV29967), Judge Maren E. Nelson awarded a one-third fee  
24 award in a wage and hour class action. On July 13, 2022, in *Crum v. S&D Carwash Management*  
25 *LLC*, (Sacramento Superior Court Case No. 2019-00251338), Judge Christopher E. Krueger  
26 awarded a one-third fee award in a wage and hour class action settlement. On August 10, 2022, in  
27 *Spears, et al. v. Health Net of California, Inc.*, (Sacramento Superior Court Case No. 34-2017-  
28 00210560-CU-OE-GDS), Judge Christopher E. Krueger awarded a one-third fee award in a wage

1 and hour class action settlement. On September 7, 2022, in *Lucchese, et al. v. Kone, Inc.*, (San  
2 Francisco Superior Court Case No. CGC-20-588225), Judge Richard B. Ulmer, Jr. awarded a one-  
3 third fee award in a wage and hour class action settlement. On November 4, 2022, in *Infinity Energy*  
4 *Wage and Hour Cases* (San Diego Superior Court, Case No. JCCP5139), Judge Keri Katz awarded  
5 a one-third fee award in a wage and hour class action settlement. On February 1, 2023, in *Hogan v.*  
6 *AECOM Technical Services, Inc.* (Los Angeles Superior Court Case No. 19STCV40072), Judge  
7 Stuart Rice awarded a one-third fee award in a wage and hour class settlement. On February 28,  
8 2023, in *Farthing v. Milestone Technologies* (San Francisco Superior Court Case No. CGC-21-  
9 591251), Judge Richard B. Ulmer, Jr. awarded a one-third fee award in a wage and hour class action  
10 settlement. On March 2, 2023, in *Leon v. Calaveras Materials* (Kings County Superior Court Case  
11 No. 21C-0105), Judge Melissa D’Morias awarded a one-third fee award in a wage and hour class  
12 settlement. On June 20, 2023, in *Gonzalez v. Pacific Western Bank* (San Bernardino County  
13 Superior Court Case No. CIVSB2127657) Judge David Cohn awarded a one-third fee award in a  
14 wage and hour class settlement, On June 30, 2023, in *Aguirre v. Headlands Ventures* (Sacramento  
15 County Superior Court Case No. 34-2021-00297290), Judge Jill Talley approved a one-third fee  
16 award in a wage and hour class settlement. On August 5, 2023, in *Correia v. Gallo Glass Company*  
17 (Stanislaus County Superior Court Case No. CV-21-006459) Judge Sonny Sandhu approved a one-  
18 third fee award in a wage and hour class settlement. On September 15, 2023, in *Moran v. Sharp*  
19 *Healtcare* (San Diego County Superior Court Case No. 37-2019-00050203), Judge Richard Whitney  
20 awarded a one-third fee award in a wage and hour class settlement. On October 10, 2023, in *Arango*  
21 *v. Schlumberger Technology*, (Orange County Case No. 30-2019-01056839-CU-OE-CXC), Judge  
22 William Claster approved a one-third fee award in a wage and hour class action. On October 16,  
23 2023, in *Flores v. Walmart*, (San Bernardino County Superior Court Case No. CIVDS2023061)  
24 Judge Joseph T. Ortiz awarded a one-third fee award in a wage and hour class settlement. On  
25 October 20, 2023, in *Pond v. Glen Ivy Hot Springs* (Riverside County Superior Court Case No.  
26 CVRI2104986), Judge Harold W. Hopp awarded a one-third fee award in a wage and hour class  
27 settlement. On November 17, 2023, in *Silva v. Woodward HRT* (Los Angeles County Superior  
28 Court Case No. 21STCV42692), Judge Maren Nelson awarded a one-third fee award in a wage and

1 hour class settlement. On November 20, 2023, in *Steele v. Legoland California* (San Diego County  
2 Superior Court Case No. 37-2021-00052868), Judge Carolyn M. Caietti awarded a one-third fee  
3 award in a wage and hour class settlement. On November 29, 2023, in *Ochoa-Andrade v. See's*  
4 *Candies* (San Mateo County Superior Court Case no. 22-CIV-02481), Judge Marie Weiner  
5 approved a one-third fee award in a wage and hour class settlement. On August 9, 2024, in *Cranton*  
6 *v. Grossmont Hospital* (San Diego Superior Court Case No. 37-2022-00001574), Judge Gregory  
7 Pollack approved a one-third fee award in a wage and hour class settlement. On September 12,  
8 2024, in *Murdock v. Aspen Surgery Center* (Contra Costa County Superior Court Case No.  
9 MSC21-02047), Judge Charles Treat approved a one-third fee award in a wage and hour class  
10 settlement. On October 8, 2024, in *Rattler v. Pacific Coast Container* (Alameda Superior Court  
11 Case No. 22CV015216), Judge Michael Markman approved a one-third fee award in a wage and  
12 hour class settlement. On January 14, 2025, in *Curry v. United Health Care Staffing* (San Francisco  
13 Superior Court Case No. CGC-21-597339), Judge Curtis Karnow approved a one-third fee award in  
14 a wage and hour class settlement. On January 17, 2025, in *Virgen v. Curaleaf* (Sacramento County  
15 Superior Court Case No. 34-2022-00314655), Judge Lauri Damrell approved a one-third fee award  
16 in a wage and hour class settlement. On February 7, 2025, in *Wong v. Nurse Logistics* (Santa Clara  
17 County Superior Court Case No. 22CV408939), Judge Theodore Zayner approved a one-third fee  
18 award in a wage and hour class settlement. A fee award equal to one-third of the common fund is  
19 therefore reasonable in light of the fees that have been awarded in other similar cases.  
20

21 35. Class Representative Service Payment - The reasonableness of the requested Class  
22 Representative Service Payment is also established by reference to the amounts that other California  
23 courts have found to be reasonable in wage and hour class action settlements: *Zamora v. Balboa*  
24 *Life & Casualty, LLC*, Case No. BC360036, Los Angeles County Superior Court (Mar. 7,  
25 2013)(awarding \$25,000 service award); *Aguilar v. Cingular Wireless, LLC*, Case No. CV 06-8197  
26 DDP (AJWx)(C.D. Cal. Mar. 17, 2011)(awarding \$14,767 service award); *Magee v. American*  
27 *Residential Services, LLC*, Case No. BC423798, Los Angeles County Superior Court (Apr. 21,  
28 2011)(awarding \$15,000 service award); *Mares v. BFS Retail & Commercial Operations, LLC*,

1 Case No. BC375967, Los Angeles County Superior Court (June 24, 2010)(awarding \$15,000  
2 service award); *Baker v. L.A. Fitness Int'l, LLC*, Case No. BC438654, L.A. County Superior Court  
3 (Dec. 12, 2012)(awarding \$10,000 service awards to three named plaintiffs); *Blue v. Coldwell*  
4 *banker Residential Brokerage Co.*, Case No. BC417335, Los Angeles County Superior Court (Mar.  
5 21, 2011)(awarding \$10,000 service award); *Buckmire v. Jo-Ann Stores, Inc.*, Case No. BC394795,  
6 Los Angeles County Superior Court (June, 11, 2010)(awarding \$10,000 service awards); *Coleman*  
7 *v. Estes Express Lines, Inc.*, Case No. BC429042, Los Angeles County Superior Court (Oct. 3,  
8 2013)(awarding \$10,000 service award); *Ethridge v. Universal Health Services, Inc.*, Case No.  
9 BC391958, Los Angeles County Superior Court (May 27, 2011)(awarding \$10,000 service award);  
10 *Hickson v. South Coast Auto Ins. Marketing, Inc.*, Case No. BC390395, Los Angeles County  
11 Superior Court (Mar. 27, 2012)(awarding \$10,000 service award); *Hill v. sunglass Hut Int'l, Inc.*,  
12 Case No. BC422934, Los Angeles County Superior Court (July 2, 2012)(awarding \$10,000 service  
13 award); *Kambamba v. Victoria's Secret Stores, LLC*, Case No. BC368528, Los Angeles County  
14 Superior Court, (Aug. 19, 2011)(awarding \$10,000 service award together with additional  
15 compensation for their general release); *Nevarez v. Trader Joe's Co.*, Case No. BC373910, Los  
16 Angeles County Superior Court (Jan. 29, 2010)(awarding \$10,000 service award); *Ordaz v. Rose*  
17 *Hills Mortuary, L.P.*, Case No. BC386500, Los Angeles County Superior Court, (Mar. 19,  
18 2010)(awarding \$10,000 service award); *Sheldon v. AHMC Monterey Park Hosp. LP*, Case No.  
19 BC440282, Los Angeles County Superior Court (Feb. 22, 2013)(awarding \$10,000 service award);  
20 *Silva v. Catholic Mortuary Services, Inc.*, Case No. BC408054, Los Angeles County Superior Court  
21 (Feb. 8, 2011)(awarding \$10,000 enhancement award); *Weisbarth v. Banc West Investment Services,*  
22 *Inc.*, Case No. BC422202, Los Angeles County Superior Court (May 24, 2013)(awarding \$10,000  
23 service award); *Lazar v. Kaiser Foundation Health Plan*, Case No. 14-cv-273289, Santa Clara  
24 County Superior Court (Dec. 28, 2015) (awarding \$10,000 service award); *Acheson v. Express,*  
25 *LLC*, Case No. 109CV135335, Santa Clara County Superior Court (Sept. 13, 2011)(awarding  
26 \$10,000 service award); *Bejarano v. Amerisave Mortgage Corp.*, Case No. EDCV 08-00599 SGL  
27 (Opx)(C.D. Cal. June 22, 2010)(awarding \$10,000 service award); *Carbajal v. Sally Beauty Supply*  
28 *LLC*, Case No. CIVVS 1004307, San Bernardino County Superior Court (Aug. 6, 2012)(awarding

1 \$10,000 service award); *Contreras v. Serco Inc.*, Case No. 10-cv-04526-CAS-JEMx (C.D. Cal. Sep.  
2 10, 2012)(awarding \$10,000 service award); *Guerro v. R.R. Donnelley & Sons Co.*, Case No. RIC  
3 10005196, Riverside County Superior Court (July 16, 2013)(awarding \$10,000 service award);  
4 *Kisliuk v. ADT Security Services Inc.*, Case No. CV08-03241 DSF (RZx)(C.D. Cal. Jan. 10,  
5 2011)(awarding \$10,000 service award); *Morales v. BCBG Maxazria Int'l Holdings, Inc.*, Case No.  
6 JCCP 4582, Orange County Superior Court (Jan. 24, 2013)(awarding \$10,000 service award);  
7 *Barrett v. Doyon Security Services, LLC*, Case No. BS900199, BS900517, San Bernardino County  
8 Superior Court (Apr. 23, 2010)(awarding \$10,000 service award); *Zirpolo v. UAG Stevens Creek II*,  
9 Santa Clara Superior Court Case no. 17CV313457 (July 10, 2018) (awarding \$10,000 service  
10 award); *Taylor v. TIC - The Industrial Company*, U.S.D.C. Central District of California Case No.  
11 EDCV 16-186-VAP (Aug. 1, 2018) (awarding \$10,000 service award).

12  
13 36. Potentially Related Other Actions - I am not aware of any other pending matter or  
14 action asserting claims that will be extinguished or affected by the Settlement. (Agreement at ¶ 2.9.)  
15 I have searched the LWDA database for PAGA Notices filed with respect to Defendant and there  
16 were no PAGA Notices except for the one by Plaintiff in this Action.

17  
18 37. Administration - After seeking bids from qualified administrators, the estimate from  
19 Apex Class Action was selected, as it provided for an estimate of \$8,990 to perform the settlement  
20 administration for up to 419 individuals, with any difference between the actual expenses and the  
21 budget of \$10,000 to be retained in the Net Settlement Amount for distribution to the Class. I have  
22 used Apex Class Action successfully as the administrator in more than twenty class settlements in  
23 the last couple years and know them to be competent and experienced. My firm has no relationship  
24 or connection with Apex Class Action, and thus no conflict of interest exists. Submitted in support  
25 of the motion is the Declaration of Sean Hartranft from Apex Class Action which includes the  
26 estimate for administration from Apex Class Action for this matter.



1 Service on the LWDA:

2 38. At the same time as the filing and service of this declaration, I am also serving the  
3 LWDA with the entire motion for preliminary approval which includes the Class Action and PAGA  
4 Settlement Agreement. This service is verified by the accompanying proof of service.  
5

6 I declare under penalty of perjury under the laws of the State of California that the foregoing  
7 is true and correct. Executed this 29th day of January, 2026, at La Jolla, California.

8 By: /s/ Kyle Nordrehaug  
9 Kyle R. Nordrehaug, Esq.  
10 Attorney for Plaintiff  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

**EXHIBIT #1**

## CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Robert Berry (“Plaintiff”) and defendant Wildfire Defense Systems, 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 the Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Robert Berry v. Wildfire Defense Systems, Inc.*, Case No. VCU315054, initiated on November 13, 2024 and pending in Superior Court of the State of California, County of Tulare.
- 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 are or previously were employed by Defendant Wildfire Defense Systems, Inc. who were classified as non-exempt in the State of California at any time during the PAGA Period.
- 1.5. “Class” means all individuals who are or previously were employed by Defendant Wildfire Defense Systems, Inc. who were classified as non-exempt in the State of California at any time during the Class Period.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik, Christine T. LeVu, Brooke Waldrop and Adolfo Sanchez Contreras 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, 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 with Class Members by use of available email addresses, phone numbers, social security numbers, credit reports, LinkedIn and Facebook.
- 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 with a Spanish translation, in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Notice Packet” means the Class Notice to be provided to the Class Members by the Administrator in the form set forth as Exhibit A to this Agreement (other than formatting changes to facilitate printing by the Administrator).
- 1.13. “Class Period” means the period of time from November 13, 2020 through August 13, 2025.
- 1.14. “Class Representative” means the named Plaintiff in the Operative Complaint in the Action 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 work 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 Tulare.
- 1.17. “Defendant” means Wildfire Defense Systems, Inc.

- 1.18. “Defense Counsel means Michael D. Thomas and Jordan Wysocki of Jackson Lewis P.C.
- 1.19. “Effective Date” means the date by when both of the following have occurred 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 the appellate court affirms the Judgment and issues a remittitur.
- 1.20. “Final Approval” means the Court’s order granting final approval of the Settlement substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 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 Five Hundred Thousand Dollars (\$500,000) 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. This Gross Settlement Amount is an all-in amount without any reversion to Defendant, and excludes any employer payroll taxes, if any, due on the portion of the Individual Class Payments allocated to wages which shall not be paid from the Gross Settlement and shall be the separate additional obligation of Defendant.
- 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 35% 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 substantially in the form attached hereto as Exhibit C to this Agreement and incorporated by reference into this Agreement.
- 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 65% 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 August 21, 2023 through August 13, 2025.
- 1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. “PAGA Notice” means the Plaintiff’s August 21, 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 35% to the Aggrieved Employees (\$7,000) and the 65% to LWDA (\$13,000) 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 Robert Berry, the named plaintiff in the Action.
- 1.37. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement, substantially in the form attached hereto as Exhibit B to this Agreement and incorporated by this reference herein.
- 1.38. “Released Class Claims” means all claims that were alleged, or reasonably could have been alleged, based facts stated in the Operative Complaint which occurred during the Class Period during employment in a non-exempt position in California, including failure to pay all wages in a timely manner and failure to provide all wages

at the time of termination in violation of California Labor Code § 203. Except as expressly set forth in this 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.

1.39. "Released PAGA Claims" means all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which occurred during the PAGA Period during employment in a non-exempt position. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for wrongful termination, discrimination, unemployment insurance, disability and worker's compensation, and claims outside of the PAGA Period.

1.40. "Released Parties" means: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns and subsidiaries.

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 his or her Objection to the Settlement. Class Members to whom Class Notice Packets are 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 and all related claims 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 Class Member for at least one day.

## **2. RECITALS**

2.1. On November 13, 2024, Plaintiff commenced this Action by filing a Complaint against Defendant in the Superior Court of the State of California, County of Tulare. Plaintiff's Complaint asserted claims that Defendant:

- (a) Violated California Business and Professions Code § 17200 et seq.;
- (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1;

- (c) Failed to pay overtime wages in violation of California Labor Code § 510, et seq.;
  - (d) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
  - (e) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512 and the applicable IWC Wage Order;
  - (f) Failed to provide accurate itemized wage statements in violation of California Labor Code § 226;
  - (g) Failed to reimburse employees for required expenses in violation of California Labor Code § 2802; and
  - (h) ~~Failed~~ to pay sick pay in violation of California Labor Code §§ 201-204, 233 and 246.
- 2.2. On November 13, 2024, Plaintiff filed a Representative Action Complaint alleging a single cause of action against Defendant for recovery of civil penalties for violation of Private Attorney General Act, Cal. Labor Code §§ 2698, et seq. (“PAGA”) in the Superior Court of the State of California, County of Tulare (“PAGA Action”).
- 2.3. On October 9, 2025, Plaintiff filed a First Amended Class and Representative Action Complaint seeking to add Plaintiff’s PAGA claims in alleged in the PAGA Action in this Action.
- 2.4. The First Amended Class and Representative Action Complaint is the operative complaint in the Action (the “Operative Complaint”).
- 2.5. Defendant denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in in the Operative Complaint and denies any and all liability for the causes of action alleged.
- 2.6. On May 15, 2025, the Parties participated in an all-day mediation presided over by Louis Martin, a respected mediator of wage and hour representative and class actions. Following the mediation, each side, represented by its respective counsel, were able to agree to settle the Action based upon a mediator’s proposal which was memorialized in the form of a Memorandum of Understanding. This Agreement replaces and supersedes the Memorandum of Understanding and any other agreements, understandings, or representations between the Parties.
- 2.7. Prior to mediation, Plaintiff obtained sufficient documents and information to sufficiently investigate the claims such that Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Ford Motor Co.* (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. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendant



that the claims in the Action of Plaintiff or the Class have merit or that Defendant bears any liability to Plaintiff or the Class on those claims or any other claims, or as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree to certification of the Class for purposes of this Settlement only. If for any reason the settlement does not become effective, Defendant reserves the right to contest certification of any class for any reason and reserves all available defenses to the claims in the Action.

- 2.9. 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 \$500,000 and no more as the Gross Settlement Amount. This amount is all-inclusive of all payments contemplated in this resolution, excluding any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages which shall be separately paid by Defendant to the Administrator. 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 \$15,000 (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.

- (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 \$166,666, and a Class Counsel Litigation Expenses Payment of not more than \$22,000. Defendant will not oppose requests for these payments provided that 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 these payments.
- (c) To the Administrator: An Administration Expenses Payment not to exceed \$10,000 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 \$10,000, 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 \$20,000 to be paid from the Gross Settlement Amount, with 65% (\$13,000) allocated to the LWDA PAGA Payment and 35% (\$7,000) allocated to the Individual PAGA Payments.
- i. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties (\$7,000) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's 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. 20% 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. 80% 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.
- (f) The settlement payments made to Plaintiff and Class Members under this settlement, and any other payments made pursuant to this Agreement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to, profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. The Parties' intention that this settlement will not affect any rights, contributions, or amounts to which Plaintiff and Class Members may be entitled under any benefit plans. The payment under this Agreement shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members beyond those specified in this Agreement.

#### **4. SETTLEMENT FUNDING**

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on its records, Defendant has represented that the Class consists of 381 Class Members who collectively worked a total of 9,393 Workweeks, and 244 Aggrieved Employees who worked a total of 1,399 PAGA Pay Periods.
- 4.2. Class Data. Not later than 15 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 14 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.
- 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 him or her 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 a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b), Legal Aid at Work (“Cy Pres Recipient”). The Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.
- 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 that occurred during the Class Period, 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 (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, Plaintiff’s PAGA Notice (“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, or based on occurrences outside the Class Period. 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 the Released Class Claims.
- 6.3. Release of PAGA Claims. All Aggrieved Employees and the LWDA 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.
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. Defendant’s Responsibilities. Within 14 days of the full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed Declaration disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator and the Cy Pres Recipient. In the Declaration, Defendant 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. In this Declaration, Defendant shall also aver as to the number of Class Members and the number of Workweeks for the Class during the Class Period.
- 7.2. Plaintiff’s Responsibilities. Plaintiff will prepare and deliver to Defense Counsel 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/or the proposed Cy Pres Recipient; 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 and/or the proposed Cy Pres Recipient; (v) a signed declaration from each Class Counsel firm 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)); (vi) a redlined version of the parties’ Agreement showing all modifications made to the Model Agreement ready for filing with the Court; and (vii) all facts relevant to any actual or potential conflict of

interest with Class Members, the Administrator and/or the Cy Pres Recipient. 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

- 7.3. 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.
- 7.4. 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.

## **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 Packet to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets 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 Notice Packets 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 with Spanish translation, if applicable 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, the Parties, 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 his/her 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 of the Agreement, regardless 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, faxes 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 provided figures as to the Class size as set forth in paragraph 4.1 above. In regard hereto, Defendant is providing a declaration as set forth in paragraph 7.1 above. Defendant estimates that there are 9,393 work weeks through May 15, 2025. If at the end of the Class Period that number has increased by more than 10%, then the Gross Settlement Amount will be increased proportionately. Defendant may elect to shorten the Class Period to stay within the 10% cushion. If the total number of Workweeks in the Class Period, as determined from Defendant's payroll data, is ultimately determined to exceed 9,393 Workweeks by more than 10%, (*i.e.*, 10,332 Workweeks), then the Gross Settlement Amount shall be increased by the *pro rata* percentage increase in excess of 10% over 9,393 Workweeks to include the additional Workweeks (*e.g.*, a 12% increase in workweeks (*i.e.* 10,520.16 Workweeks) would result in a 2%, or \$10,007.00, increase in the Gross Settlement Amount).
- 10. DEFENDANT'S RIGHT TO WITHDRAW.** If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 5% 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 C.C.P. 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; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, 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.

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. 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. 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 Cal. Evid. Code §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.
- 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 Plaintiff 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](mailto:norm@bamlawca.com)  
[kyle@bamlawca.com](mailto:kyle@bamlawca.com)



*To Defendant:*

Michael D. Thomas  
Jordan Wysocki  
Jackson Lewis P.C.  
200 Spectrum Center Dr., Suite 500  
Orange County, CA 92618  
Tel.: (949) 885-1360  
Fax: (949) 885-1380

E-Mail: Michael.Thomas@jacksonlewis.com  
Jordan.Wysocki@jacksonlewis.com

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 CCP section 583.330, the date to bring a case to trial under CCP section 583.310 shall be extended for a period of not less than one (1) year starting from the date of the signing of this Agreement all Parties until the entry of the Final Approval Order and Judgment or if not entered 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.

#### **14. EXECUTION BY PARTIES AND COUNSEL**

The Parties and their counsel hereby execute this Agreement.

Dated: 01/19/2026  
\_\_\_\_\_

  
\_\_\_\_\_  
Robert Berry (Jan 19, 2026 22:54:20 PST)

Plaintiff Robert Berry

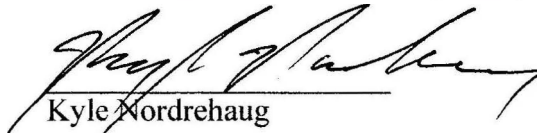
\_\_\_\_\_

Dated: 1/27/26



For Defendant Wildfire Defense Systems, Inc.

Dated: 1/29/26



Kyle Nordrehaug

Blumenthal Nordrehaug Bhowmik De Blouw LLP  
Attorney for Plaintiff

Dated: 1/28/26



Michael D. Thomas

Jordan Wysocki

Jackson Lewis P.C.

Attorney for Defendant

**EXHIBIT A**

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

**EXHIBIT “A”**

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

***Berry v. Wildfire Defense Systems, Inc., Superior Court of the State of California,  
County of Tulare, Case No. VCU315054***

***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 Wildfire Defense Systems, Inc. (“Defendant”) for alleged wage and hour violations. The Action is brought by Plaintiff Robert Berry (“Plaintiff”) and seeks payment of (1) wages and other relief for a putative class of all current and former non-exempt employees of Defendant employed in California at any time during the Class Period (November 13, 2020 through August 13, 2025) (“Class Members”), and (2) penalties under the California Private Attorney General Act (“PAGA”) for all individuals who are or previously were employed by Defendant who were classified as non-exempt in the State of California at any time during the PAGA Period (August 21, 2023 through August 13, 2025) (“Aggrieved Employees”).

The proposed Settlement includes the following: (1) a Class Settlement requiring Defendant to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring the payment of PAGA Penalties to be allocated to the California Labor and Workforce Development Agency (“LWDA”) and Individual PAGA Payments to Aggrieved Employees.

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$ \_\_\_\_\_>> (less withholding) and your share of the PAGA Penalties (“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.)

Defendant disputes Plaintiff’s claims and denies all liability. Defendant denies all of the material allegations in the Action, denies that it owes Class Members or Aggrieved Employees any remedies, and contends it complied with all applicable laws

In order to resolve the Action, the Parties have reached a proposed Settlement.

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

| <b>SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:</b>                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>You Don't Have to Do Anything to Participate in the Settlement</b>                                                                                               | <p>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 wage claims against Defendant that are covered by this Settlement (Released Class Claims).</p> <p>Additional information is set forth below.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>You Can Opt-out of the Class Settlement but not the PAGA Settlement</b><br><br><b>The Opt-out Deadline is _____, 2026</b>                                        | <p>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. <b>If you request exclusion, you will receive no money from the Settlement for an Individual Class Payment and you will not be bound by the Class Settlement.</b> 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.</p> <p>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 your Individual PAGA Payment and will remain subject to the release of the Released PAGA Claims regardless of whether you submit a Request for Exclusion.</p> |
| <b>Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement</b><br><br><b>Written Objections Must be Submitted by _____, 2026</b> | <p>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 can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable.</p> <p>See Section 8 of this Notice.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>You Can Participate in the Final Approval Hearing</b>                                                                                                            | <p>The Court's Final Approval Hearing is scheduled to take place on _____, at _____ a.m., at the Tulare County Superior Court, located at 221 S. Mooney Blvd., Visalia, CA 93291, in Department 1 before Judge David C. Mathias. This hearing may change as explained below in Section 9.</p> <p>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 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</p>                                                                                                                                                                                                                                                                                              |
| <b>You Can Challenge the Calculation of</b>                                                                                                                         | <p>The amount of your Individual Class Payment and your Individual PAGA Payment (if any) depend on how many Workweeks you</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

|                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Your Workweeks /<br/>PAGA Pay Periods</b></p> <p><b>Witten Challenges<br/>Must be Submitted by</b><br/>_____</p> | <p>worked at least one day during the Class Period and how many PAGA Pay Periods you worked during the PAGA Period, respectively. The number of Workweeks during the Class Period 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 _____, 2026. See Section 5 of this Notice</p> |
|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## 1. Why did I get this Notice?

A proposed class action settlement (the "Settlement") of the above-captioned action pending in the Superior Court of the State of California, in and for the County of Tulare (the "Court"), has been reached between Plaintiff and Defendant and has been granted preliminary approval by the Court.

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

All individuals who are or previously were employed by Defendant Wildfire Defense Systems, Inc. who were classified as non-exempt in the State of California at any time during the Class Period (November 13, 2020 through August 13, 2025).

The Court did not decide in favor of Plaintiff or Defendant. Plaintiff believes he would have prevailed on his claims at a trial. Defendant does not believe that Plaintiff would have won anything from a trial. There has been no trial. Instead, both sides agreed to a settlement, which is memorialized in the signed Class Action and PAGA Settlement Agreement ("Agreement").

## 2. What is this class action lawsuit about?

On November 13, 2024, Plaintiff filed a Complaint against Defendant in the Superior Court of the State of California, County of Tulare ("Class Action") asserting class claims for unfair competition, failure to pay minimum wages, failure to pay overtime wages, failure to provide required meal periods, failure to provide required rest periods, failure to provide accurate itemized wage statements, failure to reimburse employees for required expenses, failure to pay sick wages, and failure to pay all wages owed during employment and at the end of employment.

On October 9, 2025, Plaintiff filed a First Amended Class and Representative Action Complaint adding Plaintiff's PAGA claims in alleged in the PAGA Action in this Action. This First Amended Class and Representative Action Complaint in the Action is referred to as the "Operative Complaint".

Defendant denies that it has done anything wrong and disputes all the claims in the Action. For example, Defendant contends that Plaintiff and the Class Members were, at all times, properly compensated for wages under California law; that Plaintiff and the Class Members were provided with meal and rest periods in compliance with California law; that Defendant did not

fail to pay to Plaintiff or any Class Members any wages allegedly due during employment and at the time of their termination; that Defendant complied with California wage statement and record requirements; that Defendant did not violate California Business and Professions Code section 17200 *et seq.*; that Defendant is not liable for any of the penalties sought or that could have been sought in the Operative Complaint; and that this Action cannot be maintained as a class or representative action.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP to serve as Class Counsel.

The Court has not ruled on the merits of Plaintiff's claims. However, to avoid additional expense, inconvenience, and interference with the business operations of Defendant, the Parties concluded that it is in their best interests and the interests of the Class to settle the Action now on the terms summarized in this Notice. The Settlement was reached after mediation and arm's-length negotiations between the Parties. The Plaintiff and Class Counsel think the settlement is in the best interest of all Class Members.

Accordingly, the Settlement constitutes a compromise of disputed claims and should not be construed as an admission of liability on the part of Defendant, who expressly denies all liability.

### **3. What are the terms of the Settlement?**

**Gross Settlement Amount.** Defendant has agreed to pay an "all in" amount of Five Hundred Thousand Dollars (\$500,000) (the "Gross Settlement Amount") to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments to Participating Class Members, the Administration Expenses Payment, the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the PAGA Penalties payment 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 fund the Gross Settlement Amount and the amount necessary to pay payroll taxes within fourteen (14) days of the Effective Date. "Effective Date" means the date by when both of the following have occurred 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 the appellate court affirms the Judgment and issues a remittitur.

**Court Approved Deductions from Gross Settlement Amount.** The proposed payments, subject to Court approval, will be deducted from the Gross Settlement Amount before payments of Individual Class Payments are made to Class Members who do not request exclusion ("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 \$10,000, for expenses, including expenses of notifying the Class Members of the Settlement, processing Request for Exclusions, and distributing settlement checks and tax forms.
- 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 \$166,666, and an additional amount to reimburse actual litigation costs incurred by the Plaintiff not to exceed \$22,000. 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 \$15,000 to the named 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 \$20,000 relating to Plaintiff's claim under PAGA, 65% (\$13,000) of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining 35% (\$7,000) will be distributed to the Aggrieved Employees. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties (\$7,000) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's 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. The PAGA Period is August 21, 2023 through August 13, 2025.

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 Attorneys' Fees and Costs, 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 \$266,334. 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 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 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 worked 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 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.

Tax Matters. Twenty Percent (20%) 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. Eighty Percent (80%) of each Participating Class Member's Individual Class Payment is in settlement of claims for alleged claims for non-wages, expense reimbursement, interest and penalties due to employees (collectively the "Non-Wage Portion"). The Non-Wage Portion and any Individual PAGA Payment shall not be subject to wage withholdings and shall be reported on IRS Form 1099. The employee portion of all applicable income and payroll taxes will be the responsibility of the Participating Class Members. Neither Class Counsel nor Defendant's Counsel intend anything contained in this Class Notice to constitute advice regarding taxes or taxability. The tax issues for each Participating Class Member are unique to him/her, 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 are conditioned upon the Court entering an order granting final approval of the Settlement and entering a 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. It is also possible the Court will enter a Judgment that is reversed on appeal. 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 will be sent to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b) ("Cy Pres Recipient"). The Parties have selected Legal Aid at Work as the Cy Pres Recipient and represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.

#### **4. What Do I Release Under the Settlement?**

Released Class 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, 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 all claims that were alleged, or reasonably could have been alleged, based facts stated in the Operative Complaint which occurred during the Class Period during employment in a non-exempt position in California, including failure to pay all wages in a timely manner and failure to provide all wages at the time of termination in violation of California Labor Code § 203. 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 formally 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.

Released PAGA Claims. Effective on the date when Defendant fully funds the entire Gross Settlement Amount, all Aggrieved Employees and the LWDA 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 were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which occurred during the PAGA Period during employment in a non-exempt position. The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for wrongful termination, discrimination, unemployment insurance, disability and worker’s compensation, and claims outside of the PAGA Period.

Released Parties. Released Parties are defined as: Defendant and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns and subsidiaries.

## **5. How much will my payment be?**

**Defendant’s records reflect that you worked <<\_\_\_\_\_>> Workweeks during the Class Period (November 13, 2020 through August 13, 2025).**

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

**[Defendant’s records reflect that you worked <<\_\_\_\_\_>> PAGA Pay Periods during the during the PAGA Period (August 21, 2023 through August 13, 2025). 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.

#### **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. If your address is incorrect or has changed, you must notify the Administrator. The Administrator is: Apex Class Action, \_\_\_\_\_ (800) \_\_\_\_\_.

The Court will hold a Final Approval Hearing on \_\_\_\_\_, at \_\_\_\_\_ a.m. to decide whether to approve the Settlement and fix the amounts to be paid as attorneys' fees and costs to Class Counsel and as a service payment to Plaintiff. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed approximately a month after the hearing. If there are objections or appeals, resolving them can take time and delay the settlement, perhaps more than a year. Please be patient.

#### **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 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 Individual PAGA Payment and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion.

To opt out of the class portion of the settlement, you must submit to the Administrator a written, signed and dated request for exclusion ("opt-out") postmarked 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 your request to opt out to \_\_\_\_\_ or email to \_\_\_\_\_ by no later than the Response Deadline. The request to opt-out should state in substance that you wish to be excluded from the class settlement in the *Berry v. Wildfire Defense Systems, Inc.* lawsuit. The request to opt-out should state the Class Member's full name, address, and telephone number or email address. Please include the name and number of the case, which is *Berry v. Wildfire Defense Systems, Inc.*, Case No. VCU315054. 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. At least sixteen (16) court days before the Final Approval Hearing, scheduled for \_\_\_\_\_, Class Counsel and Plaintiff will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and a request stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff is requesting as a Class Representative Service Payment. Upon reasonable request, Class Counsel (whose contact information is below) will send you copies of these documents at no cost to you. You can also view them on the Court's website via the Case Information page for the California Superior Court for the County of Tulare (<https://online.tulare.courts.ca.gov/>) and entering the Case No. VCU315054.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval, or the attorneys' fees, litigation expenses and service payments may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. The Response Deadline for sending written objections to the Administrator 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 to \_\_\_\_\_. 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, *Berry v. Wildfire Defense Systems, Inc.*, Case No. VCU315054, and include your name, current address, telephone number, email address, and approximate dates of employment for Defendant and sign the objection. The Administrator's contact information is as follows:

Administrator:

Name of Company: Apex Class Action LLC

Email Address: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

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. If you do wish to appear at the hearing, check the Court's website for the most current information concerning appearances and procedures at the Court - <https://www.tulare.courts.ca.gov/>. For assistance in making an appearance at the Final Approval Hearing, please contact Class Counsel below. See Section 9 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

The addresses for Parties' counsel are as follows:

**CLASS COUNSEL:**

Kyle Nordrehaug

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

2255 Calle Clara

La Jolla, CA 92037

Tel.: (858) 551-1223  
Fax: (858) 551-1232  
E-Mail: [kyle@bamlawca.com](mailto:kyle@bamlawca.com)

**COUNSEL FOR DEFENDANT:**

Michael D. Thomas  
Jordan Wysocki  
Jackson Lewis P.C.  
200 Spectrum Center Dr., Suite 500  
Orange County, CA 92618  
Direct: (949) 885 5240 | Main: (949) 885 1360  
[Michael.Thomas@jacksonlewis.com](mailto:Michael.Thomas@jacksonlewis.com)  
[Jordan.Wysocki@jacksonlewis.com](mailto:Jordan.Wysocki@jacksonlewis.com)

**9. Can I Attend the Final Approval Hearing?**

The Court will hold a Final Approval Hearing at \_\_\_\_\_ a.m. (Pacific Standard Time) on \_\_\_\_\_, in Department 1 of the Superior Court of California, County of Tulare, located at 221 South Mooney Blvd, Visalia, CA 93291, before Judge David C. Mathias. 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 of 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. Check the Court's website for the most current information concerning appearances and procedures at the Court - <https://www.tulare.courts.ca.gov/online-services/request-remote-hearings>.

It's possible the Court will reschedule the Final Approval Hearing. If the hearing is continued, notice will be posted on Class Counsel's website at [www.bamlawca.com](http://www.bamlawca.com) under "Class Notices" for *Berry v. Wildfire Defense Systems*. In addition, hearing dates are posted on the Internet via the Register of Actions page for the California Superior Court for the County of Tulare (<https://online.tulare.courts.ca.gov/>) and entering the Case No. VCU315054.

**10. How Can I Get More Information?**

You may call the Administrator at \_\_\_\_\_ or write to *Berry v. Wildfire Defense Systems* Administrator, c/o \_\_\_\_\_.

This Class Notice summarizes the proposed settlement. If you need more information or have any questions, you may contact the Administrator or Class Counsel. You may receive a copy of the Agreement, the Judgment, the motion for motion for final approval or other Settlement documents by going to Class Counsel's website at [www.bamlawca.com](http://www.bamlawca.com) under "Class Notices" for *Berry v. Wildfire Defense Systems*, where these documents will be posted as they become available. You may also get more details by examining the Court's file on the Internet via the Register of Actions for the Tulare County Superior Court (<https://online.tulare.courts.ca.gov/>)

and entering the Case No. VCU315054. If you wish to view the Court files in person, you must go to the Clerk's Office at 221 South Mooney Blvd, Room 201, Visalia, CA 93291.

**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 to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b). The Parties have proposed Legal Aid at Work as the Cy Pres Recipient.
- **What if You Lose Your Check** - If your check is lost or misplaced, you should contact the Administrator immediately to request a replacement.

**EXHIBIT B**

[ORDER GRANTING PRELIMINARY APPROVAL]

**EXHIBIT "B"**

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF TULARE

ROBERT BERRY, an individual, on behalf of  
himself and on behalf of all persons similarly  
situated, and on behalf of the State of  
California, as a private attorney general,

Plaintiff,

vs.

WILDFIRE DEFENSE SYSTEMS, INC., a  
Corporation; and DOES 1 through 50,  
inclusive,

Defendants.

CASE NO.: **VCU315054**

**[PROPOSED] PRELIMINARY  
APPROVAL ORDER**

Hearing Date:  
Hearing Time:

Judge: Hon. David C. Mathias  
Dept.: 1

Date Action Filed: November 13, 2024  
Trial Date: Not set

PRELIMINARY APPROVAL ORDER



1 This matter, having come before the Honorable David C. Mathias of the Superior Court of  
2 the State of California, in and for the County Tulare, on \_\_\_\_\_[DATE], for the motion by  
3 Plaintiff Robert Berry (“Plaintiff”) for preliminary approval of the class and PAGA settlement  
4 with Defendant Wildfire Defense Systems, Inc. (“Defendant”). The Court, having considered the  
5 briefs, argument of counsel and all matters presented to the Court and good cause appearing,  
6 hereby GRANTS Plaintiff’s Motion for Preliminary Approval of Class Action AND PAGA  
7 Settlement.

8  
9 **IT IS HEREBY ORDERED:**

10 1. The Court preliminarily approves the Class Action and PAGA Settlement  
11 Agreement (“Agreement”) attached as Exhibit \_\_\_\_ to the Declaration of Kyle Nordrehaug in  
12 Support of Plaintiff’s Motion for Preliminary Approval of Class Action AND PAGA Settlement.  
13 This is based on the Court’s determination that the Settlement set forth in the Agreement is within  
14 the range of possible final approval, pursuant to the provisions of Section 382 of the California  
15 Code of Civil Procedure and California Rules of Court, rule 3.769.

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

18 3. The Gross Settlement Amount is Five Hundred Thousand Dollars (\$500,000). It  
19 appears to the Court on a preliminary basis that the settlement amount and terms are fair, adequate  
20 and reasonable as to all potential Class Members and Aggreived Employees when balanced  
21 against the probable outcome of further litigation and the significant risks relating to certification,  
22 liability and damages issues. It further appears that investigation and research have been  
23 conducted before mediation, during mediation and post mediation such that counsel for the Parties  
24 are able to reasonably evaluate their respective positions. It further appears to the Court that  
25 settlement at this time will avoid substantial additional costs by all Parties, as well as avoid the  
26 delay and risks that would be presented by the further prosecution of the Action. It further appears  
27 that the Settlement has been reached as the result of serious and non-collusive, arms-length

1 negotiations. The Court therefore preliminarily finds that the Settlement is fair, adequate, and  
2 reasonable when balanced against the probable outcome of further litigation and the significant  
3 risks relating to certification, liability, and damages issues.

4         4.         The Agreement specifies an attorneys' fees award not to exceed one-third of the  
5 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$22,000, and a  
6 proposed Class Representative Service Payment to the Plaintiff in an amount not to exceed  
7 \$15,000. The Court will not approve the amount of attorneys' fees and costs, nor the amount of  
8 any service award, until the Final Approval Hearing.

9         5.         The Court recognizes that Plaintiff and Defendant stipulate and agree to  
10 certification of a class for settlement purposes only. This stipulation will not be deemed  
11 admissible in this or any other proceeding should this Settlement not become final. For settlement  
12 purposes only, the Court conditionally certifies the following Class: "all individuals who are or  
13 previously were employed by Defendant Wildfire Defense Systems, Inc. who were classified as  
14 non-exempt in the State of California at any time during the Class Period." The Class Period is  
15 November 13, 2020 through August 13, 2025.

16         6.         The Court concludes that, for settlement purposes only, the Class meets the  
17 requirements for certification under section 382 of the California Code of Civil Procedure in that:  
18 (a) the Class is ascertainable and so numerous that joinder of all members of the Class is  
19 impracticable; (b) common questions of law and fact predominate, and there is a well-defined  
20 community of interest amongst the members of the Class with respect to the subject matter of the  
21 litigation; (c) the claims of the Plaintiff are typical of the claims of the members of the Class; (d)  
22 the Plaintiff can fairly and adequately protect the interests of the members of the Class; (e) a class  
23 action is superior to other available methods for the efficient resolution of this controversy; and (f)  
24 counsel for the Class is qualified to act as counsel for the Class and the Plaintiff is an adequate  
25 representative of the Class.

26         7.         The Court provisionally appoints Plaintiff as the representative of the Class. The  
27 Court provisionally appoints Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class Counsel  
28

1 for the Class.

2           8.       The Court hereby approves, as to form and content, the Court Approved Notice of  
3 Proposed Settlement of Class Action and Hearing Date for Final Court Approval (“Class Notice”)  
4 attached to the Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and  
5 accurately inform the Class of all material elements of the proposed Settlement, of the Class  
6 Members’ right to be excluded from the Class by submitting a written opt-out request, and of each  
7 Class Member’s right and opportunity to object to the Settlement. The Court further finds that the  
8 distribution of the Class Notice substantially in the manner and form set forth in the Agreement  
9 and this Order meets the requirements of due process, is the best notice practicable under the  
10 circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The  
11 Court orders the mailing of the Class Notice by first class mail, pursuant to the terms set forth in  
12 the Agreement.

13           9.       The Court hereby appoints Apex Class Action LLC as the Administrator. No later  
14 than fifteen (15) days after preliminary approval of the Settlement by the Court, Defendant shall  
15 provide to the Administrator an electronic spreadsheet with the Class Data. The Administrator  
16 will perform address updates and verifications as necessary prior to the mailing of the Class  
17 Notice. Using best efforts to mail it as soon as possible, and in no event later than 14 days after  
18 receiving the Class Data, the Administrator will mail the Class Notice Packets to all Class  
19 Members via first-class U.S. Mail. Before mailing Class Notices, the Administrator shall update  
20 Class Member addresses using the National Change of Address database.

21           10.     The Court hereby preliminarily approves the proposed procedure for exclusion  
22 from the Settlement. Any Class Member may individually choose to opt out of and be excluded  
23 from the Class as provided in the Class Notice by following the instructions for requesting  
24 exclusion from the Class that are set forth in the Class Notice. All Requests for Exclusion must be  
25 postmarked by no later than the Response Deadline, which is forty-five (45) calendar days after  
26 the date of the mailing of the Class Notice and be received by the Administrator. If the Class  
27 Notice Packet is re-mailed, the Response Deadline will be extended an additional 14 days. Any

1 such person who chooses to opt out of and be excluded from the Class will not be entitled to any  
2 recovery under the Settlement and will not be bound by the class portion of the Settlement or have  
3 any right to object, appeal or comment thereon. Class Members who have not requested exclusion  
4 shall be bound by all determinations of the Court, the Agreement and the Judgment. A Request  
5 for Exclusion may only opt out that particular individual, and any attempt to effect an opt out of a  
6 group, class, or subclass of individuals is not permitted and will be deemed invalid. Subject to the  
7 Court's final approval of the Settlement, all Aggrieved Employees will be paid their allocation of  
8 the PAGA Penalties and will remain bound by the release of the Released PAGA Claims.

9 11. Any Class Member who has not opted out ("Participating Class Member") may  
10 appear at the final approval hearing and may object or express their views regarding the  
11 Settlement and may present evidence and file briefs or other papers that may be proper and  
12 relevant to the issues to be heard and determined by the Court as provided in the Notice.  
13 Participating Class Members will have until the Response Deadline, which is forty-five (45)  
14 calendar days from the date of the mailing of the Class Notices, to submit their written objections  
15 to the Administrator in accordance with the instructions in the Class Notice. If the Class Notice  
16 Packet is re-mailed, the Response Deadline for written objections will be extended an additional  
17 14 days. Alternatively, Participating Class Members may appear at the Final Approval Hearing to  
18 make an oral objection.

19 12. A Final Approval Hearing shall be held before this Court on \_\_\_\_\_  
20 \_\_\_\_\_, at \_\_\_\_\_ a.m. in Department 1 at the Tulare County Superior Court to  
21 determine all necessary matters concerning the Settlement, including: whether the proposed  
22 settlement of the Action on the terms and conditions provided for in the Agreement is fair,  
23 adequate and reasonable and should be finally approved by the Court; whether the Final Approval  
24 Order and Judgment should be entered herein; whether the plan of allocation contained in the  
25 Agreement should be approved as fair, adequate and reasonable to the Class Members; and to  
26 finally approve attorneys' fees and costs, the service award, and the expenses of the Administrator.  
27 All papers in support of the motion for final approval and for attorneys' fees, costs and service  
28

1 award, to be heard at the Final Approval Hearing, shall be filed with the Court and served on all  
2 counsel no later than sixteen (16) court days before the hearing.

3       13.     Neither the Settlement nor any exhibit, document, or instrument delivered  
4 thereunder shall be construed as a concession or admission by Defendant in any way that the  
5 claims asserted have any merit or that this Action was properly brought as a class or representative  
6 action, and shall not be used as evidence of, or used against Defendant as, an admission or  
7 indication in any way, including with respect to any claim of any liability, wrongdoing, fault or  
8 omission by Defendant or with respect to the truth of any allegation asserted by any person.  
9 Defendant has denied that it has done anything wrong and disputes all the claims in this Action.  
10 Whether or not the Settlement is finally approved, neither the Settlement, nor any exhibit,  
11 document, statement, proceeding or conduct related to the Settlement, nor any reports or accounts  
12 thereof, shall in any event be construed as, offered or admitted in evidence as, received as or  
13 deemed to be evidence for any purpose adverse to the Defendant, including, but not limited to,  
14 evidence of a presumption, concession, indication or admission by Defendant of any liability,  
15 fault, wrongdoing, omission, concession or damage.

16       14.     In the event the Settlement does not become effective in accordance with the terms  
17 of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to  
18 become effective for any reason, this Order shall be rendered null and void and shall be vacated,  
19 and the Parties shall revert to their respective positions as of before entering into the Agreement,  
20 and expressly reserve their respective rights regarding the prosecution and defense of this Action,  
21 including all available defenses and affirmative defenses, and arguments that any claim in the  
22 Action could not be certified as a class action and/or managed as a representative action. In such  
23 an event, the Court's orders regarding the Settlement, including this Order, shall not be used or  
24 referred to in litigation for any purpose.

25       15.     The Court reserves the right to adjourn or continue the date of the final approval  
26 hearing and all dates provided for in the Agreement without further notice to Class Members and  
27  
28

1 retains jurisdiction to consider all further applications arising out of or connected with the  
2 proposed Settlement.

3         16.     The Action is stayed and all trial and related pre-trial dates, if any, are vacated,  
4 subject to further orders of the Court at the Final Approval Hearing.

5             **IT IS SO ORDERED.**

6

7 Dated: \_\_\_\_\_

\_\_\_\_\_  
HON. DAVID C. MATHIAS  
JUDGE, SUPERIOR COURT OF CALIFORNIA

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

PRELIMINARY APPROVAL ORDER

**EXHIBIT C**

[FINAL APPROVAL ORDER AND JUDGMENT]

**EXHIBIT "C"**

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF TULARE

ROBERT BERRY, an individual, on behalf of  
himself and on behalf of all persons similarly  
situated, and on behalf of the State of  
California, as a private attorney general,

Plaintiff,

vs.

WILDFIRE DEFENSE SYSTEMS, INC., a  
Corporation; and DOES 1 through 50,  
inclusive,

Defendants.

CASE NO.: **VCU315054**

**[PROPOSED] FINAL APPROVAL  
ORDER AND JUDGMENT**

Hearing Date:  
Hearing Time:

Judge: Hon. David C. Mathias  
Dept.: 1

Date Action Filed: November 13, 2024  
Trial Date: Not set



1 The motion of Plaintiff Robert Berry (“Plaintiff”) for an order finally approving the Class  
2 Action and PAGA Settlement Agreement (“Agreement”) with Defendant Wildfire Defense  
3 Systems, Inc. (“Defendant”) and for an award of attorneys’ fees and costs, service payment, and  
4 the expenses of the Administrator duly came on for hearing on \_\_\_\_\_ before the  
5 Honorable David C. Mathias.

6 **I.**

7 **FINDINGS**

8 Based on the oral and written argument and evidence presented in connection with the  
9 motion, the Court makes the following findings:

- 10 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 11 2. This Court has jurisdiction over the subject matter of this litigation pending before  
12 the California Superior Court for the County of Tulare, and over all Parties to this litigation,  
13 including the Class.
- 14 3. Based on a review of the papers submitted by Plaintiff and a review of the  
15 applicable law, the Court finds that the Gross Settlement Amount of Five Hundred Thousand  
16 Dollars (\$500,000) and the terms set forth in the Agreement are fair, reasonable, and adequate.
- 17 4. The Court further finds that the Settlement was the result of arm’s length  
18 negotiations conducted after Class Counsel had adequately investigated the claims and became  
19 familiar with the strengths and weaknesses of those claims. In particular, the amount of the  
20 Settlement, the significant risks relating to certification, liability, and damages issues, and the  
21 assistance of an experienced mediator in the settlement process, among other factors, support the  
22 Court’s conclusion that the Settlement is fair, reasonable, and adequate.

23 **Preliminary Approval of the Settlement**

- 24 5. On \_\_\_\_\_, the Court granted preliminary approval of the Settlement. At  
25 this same time, the Court approved conditional certification of the Class for settlement purposes  
26 only.

27 **Notice to the Class**

1           6.       In compliance with the Preliminary Approval Order, the Class Notice was mailed  
2 by first class mail to members of the Class at their last known addresses on or about  
3 \_\_\_\_\_. Mailing of the Class Notice to their last known addresses was the best notice  
4 option under the circumstances and was reasonably calculated to communicate actual notice of the  
5 litigation and the proposed settlement to the Class. The Class Notice given to the Class Members  
6 fully and accurately informed the Class Members of all material elements of the proposed  
7 Settlement and of their opportunity to object to or comment thereon or to seek exclusion from the  
8 Settlement; constituted valid, due, and sufficient notice to all Class Members; and complied fully  
9 with the laws of the State of California, the United States Constitution, due process and other  
10 applicable law. The Class Notice fairly and adequately described the Settlement and provided  
11 Class Members adequate instructions and a variety of means to obtain additional information.

12           7.       The Response Deadline for opting out of the Class or submitting written objections  
13 to the Settlement was \_\_\_\_\_, which was extended by 14 days for re-mailed Class  
14 Notices. There was an adequate interval between mailing of the Class Notice and the response  
15 deadline to permit Class Members to choose what to do and act on their decision. A full  
16 opportunity has been afforded to the Participating Class Members to participate in this hearing,  
17 and all Participating Class Members and other persons wishing to be heard have been heard. Class  
18 Members also have had a full and fair opportunity to exclude themselves from the proposed  
19 Settlement and Class. Accordingly, the Court determines that all Class Members who did not  
20 timely and properly submit a request for exclusion are bound by the Settlement and this Final  
21 Approval Order and Judgment.

22           **Fairness Of Settlement**

23           8.       The Agreement is entitled to a presumption of fairness. *Dunk v. Ford Motor Co.*,  
24 48 Cal. App. 4th 1794, 1801 (1996).

25           a.       The settlement was reached through arm's-length bargaining between the  
26 parties following an all-day mediation before Louis Marlin, a respected and experienced mediator  
27  
28

1 of wage and hour class actions, and after an additional exchange of information and research.

2 There has been no collusion between the parties in reaching the proposed settlement.

3 b. Plaintiff's investigation and discovery before, during and after mediation  
4 have been sufficient to allow the Court and counsel to act intelligently.

5 c. Counsel for both parties are experienced in similar employment class action  
6 litigation. All counsel recommended approval of the Agreement.

7 d. The percentage of objectors and requests for exclusion is small. \_\_\_\_  
8 objections were received. \_\_\_\_\_ requests for exclusion were received.

9 e. The participation rate was high. \_\_\_\_\_ Participating Class Members will  
10 be mailed a settlement payment, representing \_\_\_\_% of the overall Class.

11 9. The consideration to be given to the Class Members under the terms of the  
12 Agreement is fair, reasonable and adequate considering the strengths and weaknesses of the claims  
13 asserted in this action and is fair, reasonable and adequate compensation for the release of Class  
14 Members' claims, given the uncertainties and significant risks of the litigation and the delays  
15 which would ensue from continued prosecution of the action.

16 10. The Agreement is approved as fair, adequate and reasonable and in the best  
17 interests of the Class Members.

18 **Attorneys' Fees and Costs**

19 11. An award of \$166,666 for attorneys' fees, representing one-third of the Gross  
20 Settlement Amount, and \$ \_\_\_\_\_ for litigation costs and expenses, is reasonable, in  
21 light of the contingent nature of Class Counsel's fee, the hours worked by Class Counsel, and the  
22 results achieved by Class Counsel. The requested awards have been supported by Class Counsel's  
23 lodestar and billing statement.

24 **Class Representative Service Payment**

25 12. The Agreement provides for a Class Representative Service Payment of not more  
26 than \$15,000 to the Plaintiff, subject to the Court's approval. The Court finds that a Class  
27 Representative Service Payment in the amount of \$ \_\_\_\_\_ to the Plaintiff is reasonable in light  
28

1 of the risks and burdens undertaken by the Plaintiff in the litigation and for their time and effort in  
2 bringing and prosecuting this matter on behalf of the Class.

3 **Administration Expenses Payment**

4 13. The Administrator shall calculate and administer the payment to be made to the  
5 Participating Class Members in the manner set forth in the Agreement, transmit payment for  
6 attorneys' fees and costs to Class Counsel, transmit the Class Representative Service Payment to  
7 the Plaintiff, distribute the PAGA Penalties, issue any required tax reporting forms, calculate  
8 withholdings and perform the other remaining duties set forth in the Agreement. The  
9 Administrator has documented \$\_\_\_\_\_ in fees and expenses, and this amount is reasonable in  
10 light of the work performed by the Administrator.

11 **PAGA Penalties**

12 14. The Agreement provides for PAGA Penalties out of the Gross Settlement Amount  
13 of \$20,000, which shall be allocated with 65% (\$13,000) allocated to the LWDA PAGA Payment  
14 and 35% (\$7,000) allocated to the Individual PAGA Payments to be distributed to the Aggrieved  
15 Employees. The Administrator will calculate each Individual PAGA Payment by (a) dividing the  
16 amount of the Aggrieved Employees' 35% share of PAGA Penalties (\$7,000) by the total number  
17 of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b)  
18 multiplying the result by each Aggrieved Employee's PAGA Pay Periods. "Aggrieved  
19 Employees" are all individuals who are or previously were employed by Defendant Wildfire  
20 Defense Systems, Inc. who were classified as non-exempt in the State of California at any time  
21 during the PAGA Period (August 21, 2023 through August 13, 2025). The Court finds the PAGA  
22 Penalties to be reasonable. All Aggrieved Employees will be sent their share of the PAGA  
23 Penalties and will be subject to the release of the Released PAGA Claims as set forth below,  
24 whether or not they opt out of the Settlement.

25 **II.**

26 **ORDERS**

27 Based on the foregoing findings, and good cause appearing, IT IS HEREBY ORDERED:

1           15.     The certification of the Class for the purposes of settlement is confirmed. The  
2 Class is defined as follows:

3           All individuals who are or previously were employed by Defendant Wildfire  
4 Defense Systems, Inc. who were classified as non-exempt in the State of California  
at any time during the Class Period (November 13, 2020 through August 13, 2025).

5           16.     All persons who meet the foregoing definition are members of the Class, except for  
6 those individuals who filed a valid request for exclusion (“opt out”) from the Class. [INSERT  
7 REFERENCE TO IDENTIFY ANY OPT OUTS BY NAME].

8           17.     The Agreement is hereby finally approved as fair, reasonable, adequate, and in the  
9 best interest of the Class. Defendant shall fund the Gross Settlement Amount and the amount  
10 necessary to pay Defendant’s share of payroll taxes thereon within fourteen (14) days of the  
11 Effective Date.

12           18.     Class Counsel are awarded attorneys’ fees in the amount of \$166,666 and costs in  
13 the amount of \$\_\_\_\_\_. Class Counsel shall not seek or obtain any other compensation or  
14 reimbursement from Defendant, Plaintiff or members of the Class.

15           19.     The payment of the Class Representative Service Payment in the amount of  
16 \$\_\_\_\_\_ to the Plaintiff is approved.

17           20.     The payment of \$\_\_\_\_\_ to the Administrator for their fees and expenses  
18 is approved.

19           21.     The PAGA Penalties in the amount of \$20,000 are approved and shall be allocated  
20 in accordance with the Agreement.

21           22.     The Agreement and this Settlement are not an admission by Defendant, nor is this  
22 Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of any  
23 wrongdoing by Defendant or that this Action is appropriate for class treatment (other than for  
24 settlement purposes). Neither this Final Approval Order and Judgment, the Agreement, nor any  
25 document referred to herein, nor any action taken to carry out the Agreement is, may be construed  
26 as, or may be used as an admission by or against Defendant of any fault, wrongdoing or liability  
27 whatsoever. Defendant has denied that it has done anything wrong and disputes all the claims in  
28

1 this Action. The entering into or carrying out of the Agreement, and any negotiations or  
2 proceedings related thereto, shall not in any event be construed as, or deemed to be evidence of, an  
3 admission or concession with regard to the denials or defenses by Defendant. Notwithstanding  
4 these restrictions, Defendant may file in the Action or in any other proceeding this Final Approval  
5 Order and Judgment, the Agreement, or any other papers and records on file in the Action as  
6 evidence of the Settlement to support a defense of res judicata, collateral estoppel, release, or other  
7 theory of claim or issue preclusion or similar defense as to the Released Class Claims and/or the  
8 Released PAGA Claims.

9         23. Notice of entry of this Final Approval Order and Judgment shall be given to all  
10 Parties by Class Counsel on behalf of Plaintiff and all Class Members. The Final Approval Order  
11 and Judgment shall be posted on Class Counsel's website as set forth in the Class Notice to the  
12 Class. It shall not be necessary to send notice of entry of this Final Approval Order and Judgment  
13 to individual Class Members. Plaintiff shall serve this Final Approval Order and Judgment on the  
14 LWDA.

15         24. If the Agreement does not become final and effective in accordance with the terms  
16 of the Agreement, then this Final Approval Order and Judgment, and all orders entered in  
17 connection herewith, shall be rendered null and void and shall be vacated, and the Parties shall  
18 revert to their respective positions as of before entering into the Agreement, and expressly reserve  
19 their respective rights regarding the prosecution and defense of this Action, including all available  
20 defenses and affirmative defenses, and arguments that any claim in the Action could not be  
21 certified as a class action and/or managed as a representative action.

22 **IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:**

23         25. Except as set forth in the Agreement and this Final Approval Order and Judgment,  
24 Plaintiff, and all members of the Class, shall take nothing in the Action.

25         26. Pursuant to California Code of Civil Procedure section 664.6, the Court shall retain  
26 jurisdiction to construe, interpret, implement and enforce the Agreement, to hear and resolve any  
27  
28

1 contested challenge to a claim for settlement benefits, and to supervise and adjudicate any dispute  
2 arising from or in connection with the distribution of settlement benefits.

3       27.     The Parties are authorized to agree to and to adopt such amendments, modifications  
4 and expansions of the Agreement and all exhibits attached thereto which are consistent with this  
5 Final Approval Order and Judgment and as approved by the Court.

6       28.     Each party shall bear its own attorneys' fees and costs, except as otherwise  
7 provided in the Agreement and in this Final Approval Order and Judgment.

8       29.     Effective on the date when Defendant fully funds the entire Gross Settlement  
9 Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class  
10 Payments, all Participating Class Members, on behalf of themselves and their respective former  
11 and present representatives, agents, attorneys, heirs, administrators, successors, and assigns,  
12 release Released Parties from the Released Class Claims. The "Released Class Claims" are all  
13 claims that were alleged, or reasonably could have been alleged, based facts stated in the  
14 Operative Complaint which occurred during the Class Period during employment in a non-exempt  
15 position in California, including failure to pay all wages in a timely manner and failure to provide  
16 all wages at the time of termination in violation of California Labor Code § 203.. Except as  
17 expressly set forth in the Agreement, Participating Class Members do not release any other claims,  
18 including claims for vested benefits, wrongful termination, violation of the Fair Employment and  
19 Housing Act, unemployment insurance, disability, social security, workers' compensation, or  
20 claims occurring outside the Class Period.

21       30.     "Released Parties" are defined as: Defendant and each of its former and present  
22 directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, assigns and  
23 subsidiaries.

24       31.     Effective on the date when Defendant fully funds the entire Gross Settlement  
25 Amount, all Aggrieved Employees and the LWDA are deemed to release, on behalf of themselves  
26 and their respective former and present representatives, agents, attorneys, heirs, administrators,  
27 successors, and assigns, the Released Parties from the Released PAGA Claims. The "Released  
28

1 PAGA Claims” are all claims for PAGA penalties that were alleged, or reasonably could have  
2 been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, which  
3 occurred during the PAGA Period during employment in a non-exempt position. The Released  
4 PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for  
5 wrongful termination, discrimination, unemployment insurance, disability and worker’s  
6 compensation, and claims outside of the PAGA Period.

7 32. As of the Effective Date and upon full funding of the Gross Settlement Amount by  
8 Defendant, Plaintiff releases and discharges the Defendant and the Released Parties as to the  
9 Plaintiff’s Release, as set forth fully in paragraph 6.1 of the Agreement.

10 **LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY. IT IS SO ORDERED.**

11  
12 Dated: \_\_\_\_\_

13 \_\_\_\_\_  
14 HON. DAVID C. MATHIAS  
15 JUDGE, SUPERIOR COURT OF CALIFORNIA  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28



**EXHIBIT #2**

**Blumenthal Nordrehaug Bhowmik De Blouw LLP**

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (885) 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 Ehmman**

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

**Brooke Wilkinson Waldrop**

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2017, California;

Educated: Westminster University (B.A. 2004); University of Utah (J.D. 2008)

**REPORTED CASES**

Sakkab v. Luxottica Retail N. Am., Inc., 803 F.3d 425 (9<sup>th</sup> 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. 4<sup>th</sup> 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 (9<sup>th</sup> 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, 75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E\*Trade Mortg. Corp., 514 F.3d 1001 (9<sup>th</sup> Cir. 2008); Silvas v. E\*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 630 F. Supp. 2d 1222 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 2008 U.S. Dist. LEXIS 102380 (S.D. Cal. 2008); Louie v. Kaiser Found. Health Plan, Inc., 2008 U.S. Dist. LEXIS 78314 (S.D. Cal. 2008); Weltman v. Ortho Mattress, Inc., 2010 U.S. Dist. LEXIS 20521 (S.D. Cal. 2010); Weltman v. Ortho Mattress, Inc., 2008 U.S. Dist. LEXIS 60344 (S.D. Cal. 2008); Curry v. CTB McGraw-Hill, LLC, 2006 U.S. Dist. LEXIS 5920; 97 A.F.T.R.2d (RIA) 1888; 37 Employee Benefits Cas. (BNA) 2390 (N.D. Cal. 2006); Reynov v. ADP Claims Servs. Group, 2006 U.S. Dist. LEXIS 94332 (N.D. Cal. 2006); Kennedy v. Natural Balance Pet Foods, Inc., 2010 U.S. App. LEXIS 248 (9<sup>th</sup> Cir. 2010); Kennedy v. Natural Balance Pet Foods, Inc., 2008 U.S. Dist. LEXIS 38889 (S.D. Cal. 2008); Kennedy v. Natural Balance Pet Foods, Inc., 2007 U.S. Dist. LEXIS 57766 (S.D. Cal. 2007); Sussex v. Turnberry/MGM Grand Towers, LLC, 2009 U.S. Dist. LEXIS 29503 (D. Nev. 2009); Picus v. Wal-Mart Stores, Inc., 256 F.R.D. 651 (D. Nev. 2009); Tull v. Stewart Title of Cal., Inc., 2009 U.S. Dist. LEXIS 14171 (S.D. Cal. 2009); Keshishzadeh v. Gallagher, 2010 U.S. Dist. LEXIS 46805 (S.D. Cal. 2010); Keshishzadeh v. Arthur J. Gallagher Serv. Co., 2010 U.S. Dist. Lexis 116380 (S.D. Cal. 2010); In re Pet Food Prods. Liab. Litig., MDL Docket No. 1850 (All Cases), 2008 U.S. Dist. LEXIS 94603 (D.N.J. 2008); In re Pet Food Prods. Liab. Litig., 629 F.3d 333 (3<sup>rd</sup> Cir. 2010); Puentes v. Wells Fargo Home Mortgage, Inc., 160 Cal. App. 4th 638 (2008); Rezec v. Sony Pictures Entertainment, Inc., 116 Cal. App. 4th 135 (2004); Badillo v. Am. Tobacco Co., 202 F.R.D. 261 (D. Nev. 2001); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin., 2010 U.S. App. Lexis 23025 (9<sup>th</sup> Cir. 2010); Dirienzo v. Dunbar Armored, Inc., 2011 U.S. Dist. Lexis 36650 (S.D. Cal. 2011); Rix v. Lockheed Martin Corp., 2011 U.S. Dist Lexis 25422 (S.D. Cal. 2011); Weitzke v. Costar Realty Info., Inc., 2011 U.S. Dist Lexis 20605 (S.D. Cal. 2011); Goodman v. Platinum Condo. Dev., LLC, 2011 U.S. Dist. LEXIS 36044 (D. Nev. 2011); Sussex v. Turnberry/MGM Grand Towers, LLC, 2011 U.S. Dist. LEXIS 14502 (D. Nev. 2011); Smith v. Kaiser Foundation Hospitals, Inc., 2010 U.S. Dist. Lexis 117869 (S.D. Cal. 2010); Dobrosky v. Arthur J. Gallagher Serv. Co.,

LLC, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, Metrow v. Liberty Mut. Managed Care LLC, No. EDCV 16-1133 JGB (KKx), 2017 U.S. Dist. LEXIS 73656 (C.D. Cal. May 1, 2017); Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); Orozco v. Illinois Tool Works Inc., Class Certification Granted, 2017 U.S. Dist. LEXIS 23179 (E.D. Cal. Feb. 16, 2017); Rieve v. Coventry Health Care, Summary Judgment *Sua Sponte* Granted for Plaintiff, Rieve v. Coventry Health Care, Inc., 870 F. Supp. 2d 856 (C.D. Cal. 2012)

### **CLASS ACTION & REPRESENTATIVE CASES**

4G Wireless Wage Cases, Orange County Superior Court, JCCP No. 4736; Classic Party Rentals Wage & Hour Cases, Los Angeles Superior Court, Case No. JCCP No. 4672; Abu-Arafeh v. Norco Delivery Service, Inc., San Francisco County Superior Court, Case No. CGC-14-540601; Aburto v. Verizon, U.S. District Court, Southern District California, Case No. 11-cv-0088; Adkins v. Washington Mutual Bank, Class Certification Granted, San Diego County Superior Court, Case No. GIC819546; Agah v. CompUSA, U.S. District Court, Central District of California, Case No. SA CV05-1087 DOC (Anx); Akers v. The San Diego Union Tribune, San Diego County Superior Court, Case No 37-2010-00088571; Altman v. SolarCity Corporation, San Diego County Superior Court, Case No. 37-2014-00023450-CU-OE-CTL; Aquino v. Macy's West Stores, Orange County Superior Court, Case No. 30-2010-00395420; Baker v. Advanced Disability Management, Inc., Sacramento County Superior Court, Case No. 34-2014-00160711; Barcia v. Contain-A-Way, U.S. District Court, Southern District California, Case No. 07 cv 0938; Bates v. Verengo, Inc., Orange County Superior Court, Case No. 30-2012-00619985-CU-OE-CXC; Battle v. Charming Charlie Inc., San Diego County Superior Court, Case No. 37-2014-00005608; Behar v. Union Bank, Orange County Superior Court, Case No. 30-2009-00317275; Bell v. John Stweart Company, Alameda County Superior Court, Case No. RG14728792; Bennett v. Custom Built Personal Training Monterey County Superior Court, Case No. M127596; Bermant v. Bank of America, Investment Services, Inc., Los Angeles Superior Court, Civil Action No. BC342505; Bethley v. Raytheon Company, United States District Court, Central District of California, Case No. SACV10-01741; Betorina v. Randstad US, L.P., U.S. District Court Northern District of California, Case No. 3:15-cv-03646-MEJ; Beverage v. Edcoa Inc., Sacramento County Superior Court, Case No. 2013-00138279; Bova v. Washington Mutual Bank / JP Morgan Chase, U.S. District Court, Southern District California, Case No. 07-cv-2410; Bowden v. Sunset Parking Services, LLC & LAZ Parking California, LLC - Settled San Diego County Superior Court, Case No. 37-2012-00101751-CU-OE-CTL; Briseno v. American Savings Bank, Class Certification Granted, Orange County Superior Court, Case No. 774773; Brueske v. Welk Resorts, San Diego Superior Court, Case No 37-2010-00086460; Bueche v. Fidelity National Management Services, U.S. District Court, Eastern District of California, Case No. 13-cv-01114; Bunch v. Pinnacle Travel Services, LLC, Los Angeles County Superior Court, Case No. BC552048; Butler v. Stericycle, Inc & Appletree Answering Services of California, Inc., Sacramento County Superior Court, Case No. 34-2015-00180282; Cabral v. Creative Communication Tech., Class Certification Granted, Los Angeles Superior Court, Case No. BC402239; Cardoza v. Wal-Mart Associates, Inc., U.S. District Court Northern District of California, Case No. 4:15-cv-01634-DMR; Castro v. Vivint Solar, Inc., San Diego County Superior Court, Case No. 37-2014-00031385-CU-OE-CTL; Cavazos v. Heartland Automotive Services, Inc., Riverside County Superior Court, Case No. PSC 1401759; Cohen v. Bosch Tool, San Diego Superior Court, Case No. GIC 853562; Comstock v. Washington Mutual Bank - Class Certification Granted, San Diego County Superior Court, Case No. GIC820803; Conley v. Norwest, San Diego County Superior Court, Case No. N73741; Connell v. Sun Microsystems, Alameda Superior Court, Case No. RG06252310; Corrente

v. Luxe Valet, Inc., San Francisco County Superior Court, Case No. CGC-15-545961; Cruz v. Redfin Corporation, U.S. District Court Northern District of California, Case No. 3:14-cv-05234-THE; Culley v. Lincare Inc. & Alpha Respiratory Inc., U.S. District Court eastern District of California, Case No. 2:15-cv-00081-GEb-CMK; Cunningham v. Leslie's Poolmart, Inc., U.S. District Court, Central District of California, Case No. 13-cv-02122-CAS; Curry v. California Testing Bureau/McGraw Hill, U.S. District Court, Northern District of California, Case No. C-05-4003 JW; Daniels, et al. v. Philip Morris,(In Re Tobacco Cases II) – Class Certification Granted, San Diego Superior Court, Case No. JCCP 4042; Davis v. Genex Holdings Inc., Santa Clara County Superior Court, Case No. 1-13-cv-240830; Davis v. Clear Connection, LLC, San Diego County Superior Court, Case No. 37-2014-00035173-CU-OE-CTL; Day v. WDC Exploration, Orange County Superior Court, Case No. 30-2010-00433770; Dedrick v. Hollandia Dairy, San Diego County Superior Court, Case No. 37-2014-00004311-Cu-OE-CTL; Delmare v. Sungard Higher Education - Settled U.S. District Court, Southern District of California, Case No. 07-cv-1801; Del Rio v. Tumi Stores, Inc., San Diego County Superior Court, Case No. 37-2015-00022008-CU-OE-CTL; Dewane v. Prudential, U.S. District Court, Central District of California, Case No. SA CV 05-1031; Diesel v. Wells Fargo Bank, Orange County Superior Court, Case No. 30-2011-00441368; Dirienzo v. Dunbar Armored, U.S. District Court, Southern District of California, Case No. 09-cv-2745; Dobrosky v. Arthur J. Gallagher Service Company, LLC, Class certification Granted, No. EDCV 13-0646 JGB (Spx); Dodds v. Zaven Tootikian, Los Angeles County Superior Court, Case No. BC494402; Drumheller v. Radioshack Corporation, United States District Court, Central District of California, Case No. SACV11-355; Enger v. Kaiser Foundation Health Plan, U.S. District Court, Southern District of California, Case No. 09-cv-1670; Escobar v. Silicon Valley Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 1-14-cv272514; Fierro v. Chase Manhattan - Class Certification Granted, Settled San Diego Superior Court, Case No. GIN033490; Figueroa v. Circle K Stores, Inc., San Diego County Superior Court, Case No. 37-2012-00101193-CU-OE-CTL; Finch v. Lamps Plus, (Lamps Plus Credit Transaction Cases), San Diego Superior Court, Case No. JCCP 4532; Fletcher v. Verizon, U.S. District Court, Southern District of California, Case No. 09-cv-1736; Francisco v. Diebold, U.S. District Court, Southern District of California, Case No. 09-cv-1889; Friend v. Wellpoint, Los Angeles Superior Court, Case No. BC345147; Frudakis v. Merck Sharp & Dohme, U.S. District Court, Central District California, Case No. SACV 11-00146; Fulcher v. Olan Mills, Inc., U.S. District Court, Northern District of California, Case No. 11-cv-1821; Gabisan v. Pelican Products, U.S. District Court, Southern District California, Case No. 08 cv 1361; Galindo v. Sunrun Installation Services Inc., San Diego County Superior Court, Case No. 37-2015-00008350-CU-OE-CTL; Gallagher v. Legacy Partners Commercial, Santa Clara County Superior Court, Case No. 112-cv-221688; Ghattas v. Footlocker Retail, Inc., U.S. District Court Central District of California, Case No. CV 13-0001678 PA; Gibson v. World Savings, Orange County Superior Court, Case No. 762321; Goerzen v. Interstate Realty Management, Co., Stanislaus County Superior Court, Case No. 679545; Gomez v. Enterprise Rent-A-Car, U.S. District Court, Southern District of California, Case No. 3:10-cv-02373; Gordon v. Wells Fargo Bank, U.S. District Court, Southern District of California, Case No. 3:11-cv-00090; Grabowski v. CH Robinson, U.S. District Court, Southern District of California, Case No. 10-cv-1658; Gross v. ACS Compig Corporation, Orange County Superior Court, Case No. 30-2012-00587846-CU-OE-CXC; Gripenstraw v. Buffalo Wild Wings, U.S. District Court, Eastern District of California, Case No. 12-CV-00233; Gruender v. First American Title, Orange County Superior Court, Case No. 06 CC 00197; Guillen v. Univision Television Group, Inc. & Univision Management Co., San Francisco County Superior Court, Case No. CGC-12-526445; Gujjar v. Consultancy Services Limited, Orange County Superior Court, Case No. 30-2010-00365905; Gutierrez v. Five Guys Operations, LLC, San Diego County Superior Court, Case No. 37-2012-00086185-CU-OE-CTL; Handler v. Oppenheimer, Los Angeles Superior Court, Civil Action No. BC343542; Harley v. Tavistock Freebirds, LLC, Sacramento County Superior Court, Case No. 34-2014-00173010; Harrington v. Corinthian Colleges – Class Certification Granted, Orange Superior Court; United States Bankruptcy Court

District of Delaware; Harvey v. PQ Operations, Inc., Los Angeles County Superior Court, Case No. BC497964; Henshaw v. Home Depot U.S.A., United States District Court, Central District of California, Case No. SACV10-01392; Heithold v. United Education Institute, Orange County Superior Court, Case No. 30-2013-00623416-CU-OE-CXC; Hibler v. Coca Cola Bottling, Settled U.S. District Court, Southern District of California, Case No. 11cv0298; Hildebrandt v. TWC Administration LLC & Time Warner NY Cable, LLC, U.S. District Court, Central District of California, Case No. ED-cv-13-02276-JGB; Hopkins v. BCI Coca-Cola Bottling Company of Los Angeles, United States District Court, Central District of California; U.S. Court of Appeals 9<sup>th</sup> Circuit; Howard v. Southern California Permanente Medical Group, Los Angeles Superior Court, Case No. BC586369; Hughes v. Parexel International, Los Angeles County Superior Court, Case No. BC485950; Hurley v. Comcast of California/Colorado/Texas/Washington, Inc., Sonoma County Superior Court, Case No. SCV-253801; Irving v. Solarcity Corporation, San Mateo County Superior Court, Case No. CIV525975; Jacobs v. Nu Horizons - Settled Santa Clara County Superior Court, Case No. 111cv194797; Jefferson v. Bottling Group LLC (Pepsi) - Class Certification Granted, Orange County Superior Court, Case No. 30-2009-0018010; Jones v. E\*Trade Mortgage, U.S. District Court, Southern District California Case No. 02-CV-1123 L (JAH); Kennedy v. Natural Balance - Dismissal Reversed on Appeal, San Diego Superior Court, Case No. 37-2007-00066201; Keshishzadeh v. Arthur J. Gallagher Service Co., U.S. District Court, Southern District of California, Case No. 09-cv-0168; Kinney v. AIG Domestic Claims / Chartis, U.S. District Court, Central District of California, Case No. 8:10-cv-00399; Kizer v. Tristar Risk Management, Orange County Superior Court, Case No. 30-2014-00707394-CU-OE-CXC; Kleinberg v. Reeve Trucking Company, Inc., San Diego County Superior Court, Case No. 37-2015-00001601-CU-OE-CTL; Kove v. Old Republic Title, Alameda County Superior Court, Case No. RG09477437; Krellcom v. Medley Communications, Inc., San Diego County Superior Court, Case No. 37-2013-00050245-CU-OE-CTL; Ladd v. Extreme Recovery, LP, Contra Costa County Superior Court, Case No. MSC11-02790; Langille v. EMC, U.S. District Court, Southern District of California, Case No. 09-cv-0168; Lawson v. Marquee Staffing, Los Angeles County Superior Court, Case No. 37-2012-00103717-CU-OE-CTL; Lazar v. Kaiser Foundation Health Plan, Inc., Santa Clara County Superior Court, Case No. 1-14-cv-273289; Lemmons v. Kaiser Foundation Hospitals, Inc., Sacramento County Superior Court, Case No. 34-2012-00125488; Levine v. Groeniger, Alameda County Superior Court, Case No. RG09476193; Linder v. OCWEN (In re Ocwen Federal Bank FSB Servicing Litig.) U.S. District Court, Central District California, Case No. 07cv501, U.S. District Court, Northern Dist. Illinois, Case No. MDL 1604; Litton v. Diebold, Incorporated, San Mateo County Superior Court, Case No. CIV524776; Lohn v. Sodexo, Inc. & SDH Services West, LLC, U.S. District Court Central District of California, Case No. 2:15-CV-05409; Lopez v. K-Mart, Ventura County Superior Court, Case No. BC351983; Louie / Stringer v. Kaiser, U.S. District Court, Southern District California, Case No. 08-cv-0795; Lucero v. Sears, U.S. District Court Southern District of California, Case No. 3:14-cv-01620-AJB; Lucero v. Kaiser Foundation Hospitals, Inc., San Diego County Superior Court, Case No. 37-2013-00075933-CU-OE-CTL; Magallanes v. TSA Stores, Inc., Santa Clara County Superior Court, Case No. 1-15-cv-283586; Magana v. El Pollo Loco, Inc., Orange County Superior Court, Case No. 30-2012-00613901-CU-OE-CXC; Maitland v. Marriott, U.S. District Court, Central District California, Case No. SACV 10-00374; Mann v. NEC Electronics America, Santa Clara County Superior Court, Case No. 109CV132089; Martinez v. Hydro-Scape Products, Inc., San Diego County Superior Court, Case No. 37-2014-00029157-CU-OE-CTL; Mathies v. Union Bank - Class Certification Granted, San Francisco County Superior Court, Case No. CGC-10-498077; McDermott v. Catalina Restaurant Group Inc., Orange County Superior Court, Case No. 30-2012-00574113-CU-OE-CXC; McPhail v. First Command, United States District Court for the Southern District of California, Case No. 05CV0179 IEG (JMA); Medina v. Universal Protection Service, LP, Santa Clara County Superior Court, Case No. BC572848; Meierdiercks v. 8x8, Inc., Santa Clara County Superior Court, Case No. 110CV162413; Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, U.S. District Court Eastern District of California, Case No. 16-1133



JGB (Kkx); Meyer v. Thinktank Learning, Inc., Santa Clara County Superior Court, Case No. 1-15-cv-282698; Morales v. Wells Fargo Insurance Services USA, Inc., U.S. District Court Northern District of California, Case No. 3:13-cv-03867-EDL; Morse v. Marie Callender Pie Shop, U.S. District Court, Southern District California, Case No. 09-cv-1305; Moynihan v. Escalante Golf, Inc. & Troon Golf, LLC, San Diego County Superior Court, Case No. 37-2012-00083250-CU-OE-CTL; Muntz v. Lowe's HIW, San Diego County Superior Court, Case No. GIC880932; Najarian v. Macy's West Stores, Orange County Superior Court, Case No. 30-2010-00418401; Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF; Nguyen v. Wells Fargo Home Mortgage, Orange County Superior Court, Case No. 05 CC 00116; Ochoa v. Eisai, Inc., U.S. District Court, Northern District California, Case No. 3:11-cv-01349; Ogans v. Nationwide Credit, Inc., Sacramento County Superior Court, Case No. 34-2012-00121054; Ohayon v. Hertz, United States District Court, Northern District of California, Case No. 11-1662; Olvera v. El Pollo Loco, Inc., Orange County Superior Court, Case No. 30-2014-00707367-CU-OE-CXC; Orozco v. Illinois Tool Works Inc., Class Certification Granted, U.S. District Court, Eastern District of California, Case No. 14-cv-02113-MCE; Ortega v. Prime Healthcare Paradise Valley, LLC, San Diego County Superior Court, Case No. 37-2014-00011240-CU-OE-CTL; Patel v. Nike Retail Services, Inc., U.S. District Court Northern District of California, Case No. 3:14-cv-04781-RS; Patelski v. The Boeing Company, United States District Court, Southern District of New York; transferred to United States District Court, Eastern District of Missouri; Pearlman v. Bank of America, San Diego Superior Court; Perry v. AT&T, U.S. District Court, Northern District California, Case No. 11-cv 01488; Picus v. Wal-Mart Stores, U.S. District Court, District of Nevada, Case No. 2:07-CV-00682; Pittard v. Salus Homecare, U.S. District Court, Southern District California, Case No. 08 cv 1398; Port v. Southern California Permanente Medical Group, San Diego County Superior Court, Case No. 37-2007-00067538; Postema v. Lawyers Title Ins. Corp., Orange County Superior Court, Case No. 30-2010-00418901; Pratt v. Verizon, Orange County Superior Court, Case No. 30-2010-00430447; Proctor v. Ameriquest, Orange County Superior Court, Case No. 06CC00108; Ramirez v. Estenson Logistics, LLC, Orange County Superior Court, Case No. 30-2015-00803197-CU-OE-CXC; Ray v. Lawyers Title, Fidelity National, Commonwealth Land Title, Chicago Title, Orange County Superior Court, Case No. 30-2010-00359306; Renazco v. Unisys Technical Services, L.L.C., San Francisco County Superior Court, Case No. CGC-14-539667; Reynolds v. Marlboro/Philip Morris U.S.A., United States Court of Appeals for the Ninth Circuit, Case No. 08-55114, U.S. District Court, Southern District of California, Case No. 05 CV 1876 JAH; Rezec v. Sony, San Diego Superior Court; Rix v. Lockheed Martin Corporation, U.S. District Court, Southern District of California, Case No. 09-cv-2063; Rieve v. Coventry Health Care, Summary Judgment *Sua Sponte* Granted for Plaintiff, *Rieve v. Coventry Health Care, Inc.*, 870 F. Supp. 2d 856 (C.D. Cal. 2012); Ritchie v. Mauran Ambulance Services, Inc., Los Angeles County, Case No. BC491206; Rivers v. Veolia Transportation Services, Class Certification Granted, Sonoma County Superior Court, Case No. SCV 255350; Roeh v. JK Hill, San Diego Superior Court, Case No. 37-2011-00089046; Rodriguez v. Protransport-1, LLC, San Francisco County Superior Court, Case No. CGC-12-522733; Romero v. Central Payment Co., LLC, Marin County Superior Court, Case No. CIV 1106277; Salas v. Evolution Hospitality, LLC, San Diego County Superior Court, Case No. 37-2012-00083240-CU-OE-CTL; Salem v. Alliance Human Services, Inc., San Diego County Superior Court, Case No. CIVRS1401129; Sanchez v. Beena Beauty Holding, Inc. d/b/a Planet Beauty, Los Angeles County Superior Court, BC566065; Santone v. AT&T – Settled United States District Court, Southern District of Alabama; Santos v. Sleep Train (Sleep Train Wage and Hour Cases), Orange County Superior Court, Case No. 30-2008-00214586, San Francisco County Superior Court, Case No. JCCP 4553; Saravia v. O.C. Communciations, Sacramento County Superior Court, Case No. 34-2015-00180734; Sawyer v. Vivint, Inc., U.S. District Court, Northern District of Illinois, Case No. 1:14-cv-08959; Sayaman v. Baxter Healthcare, U.S. District Court, Central District of California, Case No. CV 10-1040; Schuler v. Ecolab, Inc., U.S. District Court, Southern District of California, Case No. 3:10-cv-02255; Schulz

v. Qualxserv, LLC / Worldwide Techservices - Class Certification Granted, U.S. District Court, Southern District of California, Case No. 09-cv-0017; Serrato v. Sociedad Textil Lonia, Corp., San Diego County Superior Court, Case No. 37-2012-00101195-CU-OE-CTL; Shrivastara v. Fry's Electronics, Santa Clara County Superior Court, Case No. 111cv192189; Sierra v. Oakley Sales Corp., Orange County Superior Court, U.S. District Court Central District of California; U.S. Court of Appeals 9<sup>th</sup> Circuit; Sirota v. Swing-N-Slide, Wisconsin District Court, County of Rock Wisconsin, Case No. 95CV726J; Small v. Kaiser Foundation Hospitals - Settled San Diego County Superior Court, Case No. 37-2011-00099011-CU-OE-CTL; Smith v. Kaiser Foundation Hospitals, U.S. District Court, Southern District of California, Case No. 08-cv-02353; Smith v. Fedex Ground Package system, Inc., Alameda County Superior Court, Case No. RG14734322; Sones v. World Savings / Wachovia; U.S. District Court, Northern District of California, Case No. 3:08-cv-04811; Spradlin v. Trump, U.S. District Court, District of Nevada, Case No. 2:08-cv-01428; Steele v. Kaiser Foundation Health Plan, U.S. District Court, Northern District of California, Case No. 07-5743; Steffan v. Fry's Electronics, Inc., Santa Clara County Superior Court, Case No. 1-13-CV-254011; Steroid Hormone Product Cases, Los Angeles Superior Court, JCCP4363; Strauss v. Bayer Corporation, United States District Court, District of Minnesota; Sustersic v. International Paper Co., Orange County Superior Court, Case No. 30-2009-00331538; Sutton v. Seasons Hospice & Palliative Care of California, Inc., Los Angeles County Superior Court, Case No. BC590870; Swartout v. First Alarm Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 112-cv-231989; Talamantez v. The Wellpoint Companies, Inc., U.S. District Court, Central District of California, Case No. 12-cv-08058; Tan v. California State Automobile Assn. - Class Certification Granted, U.S. District Court, Central District California, Case No. 07cv1011, Orange County Superior Court, Case No. 30-2008-00231219; Tauber v. Alaska Airlines, et al., Los Angeles Superior Court; Thai v. Staff Assistance, Inc., Los Angeles County Superior Court, Case No. BC567943; Thomas v. Stanford Health Care d/b/a Stanford University Medical Center, Santa Clara County Superior Court, Case No. 1-14-cv-273362; Thomas-Byass v. Michael Kors Stores (California), Inc., U.S. District Court Central District of California, Case No. 5:15-cv-00369-JGB; Trujillo v. LivHome, Orange County Superior Court, Case No. 30-2008-00100372, San Diego County Superior Court, Case No. JCCP4570; Tull v. Stewart Title, U.S. District Court, Southern District California, Case No. 08-CV-1095; Turner v. C.R. England, U.S. District Court Central District of California, Case No. 5:14-cv-02207-PSG; Turner v. Ampac Fine Chemicals, LLC, Sacramento County Superior Court, Case No. 34-2015-00176993; Valadez v. Schering-Plough, U.S. District Court, Southern District California, Case No. 10-CV-2595; Van Gorp v. Ameriquest Mortgage/Deutsche Bank, U.S. District Court, Central District of California, Case No. SACV05-907 CJC (Anx); Varela v. The Walking Company, Los Angeles County Superior Court, Case No. BC562520; Veloz v. Ross Dress For Less, Inc., Los Angeles County Superior Court, Case No. BC485949; Vogel v. Price-Simms, Inc., Santa Clara County Superior Court, Case No. 114CV261268; Vrab v. DNC Parks & Resorts at Tenaya, Inc., Mariposa County Superior Court, Case No. 0010225; Vultaggio-Kish v. Golden State Lumber, Inc., San Mateo County Superior Court, Case No. CIV 51661; Wadhwa v. Escrow Plus, Los Angeles Superior Court; Waldhart v. Mastec North Amercia, Inc., San Bernardino County Superior Court, Case No. CIVDS1419318; Walker v. Brink's Global Services USA, Inc. & Brinks Incorporated, Los Angeles County Superior Court, Case No. BC564369; Walsh v. Apple, Inc., U.S. District Court, Northern District California, Case No. 08-04918; Weinman v. Midbar Condo Development (Las Vegas One), U.S. District Court, District of Nevada, Case No. 2:08-cv-00684; Weltman v. Ortho Mattress - Class Certification Granted, U.S. District Court, Southern District California, Case No. 08-cv-0840, Orange County Superior Court, Case No. 30-2009-00327802; West v. Jerome's Furniture Warehouse, Sacramento County Superior Court, Case No. 34-2013-00147707-CU-OE-GDS; Wheat v. Jerome's Furniture Warehouse, San Diego County Superior Court, Case No. 37-2012-00094419-CU-OE-CTL; Wietzke v. Costar Realty, U.S. District Court, Southern District California, Case No. 09-cv-2743; Williams v. Lockheed Martin Corporation, U.S. District Court, Southern District California, Case No. 3:09-cv-01669; Wilson v. Wal-Mart

Associates, Inc., U.S. District Court Central District of California, Case No. 8:14-cv-1021-FMO; Winston v. Lemoire Transportation, Inc., Contra Costa County Superior Court, Case No. C-15-00897; Wise v. Cubic, U.S. District Court, Southern District California, Case No. 08-cv-2315; Witman v. Level 3 Communications, San Diego County Superior Court, Case No. 37-2012-00091649-CU-OE-CTL; Yam v. Kaiser Foundation Hospitals, U.S. District Court, Northern District California, Case No. 10-cv-05225-SBA; Zurlo v. Mission Linen, U.S. District Court, Central District, Case No. 08cv1326; Baxt v. Scor U.S., Delaware Court of Chancery; Bronson v. Blech Securities - Settled U.S. District Court, Southern District of New York; Castro & Cardwell v. B & H Education, Inc., Los Angeles Superior Court Case No. BC456198; Dibella v. Olympic Financial, U.S. District Court, District of Minnesota; Doyle v. Lorna Jane USA, Inc., Los Angeles County Superior Court, Case No. BC526837; Estrella v. B-Per Electronic, Inc. & My Wireless, Inc., San Diego County Superior Court, Case No. 37-2013-00048951-CU-OE-CTL; Ferrari v. Read-Rite, U. S. District Court, Northern District of California; Forever 21 Wage and Hour Cases - Settled San Diego County Superior Court, JCC Proceeding No. 4745; Hart v. United States Tobacco Co., Los Angeles Superior Court; In re Bank of America Wage and Hour Employment Practices Litigation, U.S. District Court, District of Kansas, Case No. MDL 2138; In re Walgreen Co. Wage and Hour Litigation, U.S. District Court, Central District of California, Case No. 11-cv-07664; Jackson v. Fresh & Easy Neighborhood Market Inc., Los Angeles County Superior Court, Case No. BC497964; U.S. Bankruptcy Court District of Delaware Case No. 13-12569 (KJC); Jordan/Ramos v. DMV -Sacramento County Superior Court; Kensington Capital v. Oakley, U. S. District Court, Southern District of California; Kensington Capital v. Vesta,U. S. District Court, Northern District of Alabama; Lopez v. Tire centers, LLC, U.S. District Court Northern District of California, Case No. 3:13-cv-05444-JCS; Miller v. Western Athletic Clubs, LLC, Santa Clara County Superior Court, Case No. 112-cv-228670; Moffett v. WIS International, San Diego County Superior Court, Case No. 37-2011-00099909-CU-OE-CTL; Perez v. Urban Outfitters, Inc., U.S. District Court Northern District of California, Case No. 13-cv-02628-JSW; Ridgewood Capital Management v. Gensia, U.S. District Court, Southern District of California, #CV-92-1500H; Sandoval v. Redfin Corporation, U.S. District Court Northern District, Case No. 3:14-cv-04444-SC; Shurman v. Scimed, State of Minnesota District Court, Fourth District, #94-17640; Sioson v. AMP Holding, Inc., Orange County Superior Court, Case No. 30-2013-00663825; Slatton v. G.E. Capital Mortgage Services, Camden County Superior Court, New Jersey, #CAML0256198; Somkin v. Molten Metal, U.S. District Court, District of Massachusetts, #9710325PBS; Sparks v AT&T, Illinois District Court - Madison County; Sullivan v. Lyon Management Group, Orange County Superior Court, Case No. 30-2013-00649432-CU-BT-CXC; Herencia v. Alexander's Steakhouse, Inc. – San Francisco County Superior Court, Case No. CGC-16-550551; Reinhardt v. Beverly Fabrics, Inc. – Sonoma County Superior Court, Case No. SCV-257217; DeBettencourt v. Interstate realty Management Company – San Joaquin County Superior Court, Case No. STK-CV-UOE-2015-0011942; Torres v. Bhandal Bros, Inc. – Santa Cruz County Superior Court, Case No. 16CV01555; Rodriguez v. El Toro Medical Investors Limited Partnership – U.S. District Court, Central District of California, Case No. 16-CV-00059-JLS-KES; Velez v. Timec Specialty Services, Inc. & Transfield Services– Los Angeles County Superior Court, Case No. BC614318; Henry v. Central Freight Lines, Inc. – U.S. District Court, Eastern District of California, Case No. 16-CV-00280-JAM-EFB; Taylor v. TIC – The Industrial Company – U.S. District Court, Central District of California, Case No. 16-CV-00186-VAP(SPX); Harvey v. Sears, Roebuck And Co. – Sacramento County Superior Court, Case No. 34-2017-00207556; Tapia v. Panda Express, LLC et al. – Los Angeles County Superior Court, JCCP No. 4919; Severson v. Lowe's HIW, Inc. – Sacramento County Superior Court, Case No. 34-2016-00189508; Bendon v. DTG Operations, Inc. - U.S. District Court, Central District of California, Case No. 16-CV-00861-FMO-AGR; Talavera v. ACS Dataline, LP – Los Angeles County Superior Court, Case No. BC617159; McHenry v. Prologix Distribution Services (West), LLC – Los Angeles County Superior Court, Case No. BC608948; Stone v. Prologistics Distribution, Inc. – Orange County Superior Court, JCCP No 4881; Easton v. Handy Technologies, Inc. – San Diego County Superior

Court, Case No. 37-2016-00004419-CU-OE-CTL; Singh v. Total Renal Care, Inc. – San Francisco County Superior Court, Case No. CGC-16-550847; Conners v. Rag Traders Melrose, LLC – Los Angeles County Superior Court, Case No. BC591413; Saporito v. Space Explorations Technologies Corporation, Los Angeles Superior Court, Case No. BC554258; Calhoun v. Celadon Trucking Services, Inc., U.S. District Court, Central District of California, Case No. 16-CV-01351-PSG-FFM; Conners v. Mission Valley Kilt, LLC - San Diego County Superior Court, Case No. 37-2015-00036888-CU-OE-CTL; Shibley v. New Prime, Inc. - U.S. District Court, Central District of California, Case No. 17-CV-00321-DOC; Lawrenz v. Blacktalon Enterprises, Inc. - Sonoma County Superior Court, Case No. SCV-258205; Jamison v. Fitness 19 CA 121, LLC - Solano County Superior Court, Case No. FCS046697; Brooks v. Archer Trucking, Inc. – Mendocino County Superior Court, Case No. SCUK-CVG-16-67106; Montgomery v. New Prime, Inc. - San Bernardino County Superior Court, Case No. CIVDS1611884; Mills v. Core-Mark International, Inc. – San Diego County Superior Court, case No. 37-2016-00009669-CU-OE-CTL; Lopez v. Networked Insurance Agents, LLC – Orange County Superior Court, Case No. 30-2016-00843587-CU-OE-CXC; Yberri v. Agent Provocateur, Inc. – Los Angeles County Superior Court, Case No. BC620413; Woodard v. BKD Twenty-One Management Company, Inc. – San Diego County Superior Court, Case No. 37-2016-00009682-CU-OE-CTL; Gallagher v. H.H. Restaurant, Inc. – San Diego County Superior Court, Case No. 37-2016-00031247-CU-OE-CTL; San Nicolas v. West Covina Corporate Fitness, Inc. – Los Angeles County Superior Court, Case No. BC16304; Summerlin v. Maplebear Inc., d/b/a Instacart – Los Angeles County Superior Court, Case No. BC 603030; Padilla v. Sutter West Bay Hospitals – San Mateo County Superior Court, Case No. CIV538977; Quagliariello v. Victory Entertainment, Inc. – Los Angeles County Superior Court, Case No. BC620273; Mohammad v. Tee It Up LLC – Contra Costa Superior Court, Case No. C16-01188; Pucilowski v. Esurance Insurance Services, Inc. – Placer County Superior Court, Case No. SCV0038790; Arias v. Alamitos Enterprises, LLC – Orange County Superior Court, Case No. 30-2016-00865183-CU-OE-CXC; Orzano v. Hazelwood Enterprises, Inc. - San Diego County Superior Court, Case No. 37-2016-00029231-CU-OE-CTL; Tejero v. Firstmed Ambulance Services, Inc. – Orange County Superior Court, Case No. 30-2016-00885355-CU-OE-CXC; Artis v. T-W Transport, Inc. – San Diego County Superior Court, Case No. 37-2016-00013010-CU-OE-CTL; Searles v. Navajo Express, Inc. – San Bernardino County Superior Court, Case No. CIVDS1613846; Lara v. Commercial Protective Service, Inc. – Los Angeles County Superior Court, Case No. BC648921; Picos v. Culinart of California, Inc. – San Diego County Superior Court, Case No. JCCP 4892; Samaniego v. A&I Transport, Inc. – Santa Cruz County Superior Court, Case No. 16CV01894; Bailey v. Romanoff Floor Covering, Inc. – U.S. District Court, Eastern District of California, Case No. 17-CV-00685-TLN-CMK; Aguirre v. Bitech, Inc. – Sacramento County Superior Court, Case No. 34-2016-002022; Phillips v. DI Overnite LLC – San Diego County Superior Court, Case No. 37-2016-00016800-CU-OE-CTL; Jacob v. Pride Transport, Inc. – Santa Cruz County Superior Court, Case No. 16CV1337; Bennett v. Heartland Express, Inc. of Iowa – San Diego County Superior Court, Case No. 37-2016-00015056-CU-OE-CTL; Stapf v. Mercer Health & Benefits Administration LLC – Los Angeles County Superior Court, Case No. BC643007; Armstrong v. Ruan Transport Corporation – San Bernardino County Superior Court, Case No. CIVDS1605897; Geiger v. Floyd's 99-California LLC – Orange County Superior Court, Case No. 30-2016-00874943-CU-OE-CXC; Mondrian v. Trius Trucking, Inc. – Fresno County Superior Court, Case No. 16CECG01501; Johnson v. Fedex Office and Print Services, Inc. – Alameda County Superior Court, Case No. RG17856291; Rios v. Pacific Western Bank - San Diego County Superior Court, Case No. 37-2016-00038083; Sanders v. Old Dominion Freight Lines, Inc. – San Diego County Superior Court, Case No. 37-2016-00030725-CU-OE-CTL; Taylor v. Gardner Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1614280; Couture v. Wal-Mart Associates, Inc. – U.S. District Court, Eastern District of California, case No. 16-CV-02202-VC; Bertuol v. AHMC Anaheim Regional Medical Center LP – Orange County Superior Court, Case No. 30-2017-00899024-CO-OE-CXC; Espinoza v. Prime Communications of California, LLC – San Mateo

County Superior Court, Case No. 16CIV01563; Archuletta v. Tidy Services, Inc.– Orange County Superior court, Case No. 30-2016-008611892-CU-OE-CXC; Puccini v. Earthbound Farm, LLC– Santa Clara County Superior Court, Case No. 17CV308643; Vikram v. First Student Management, LLC – U.S. District Court, Northern District of California, Case No. 17-CV-04656-KAW; Blair v. Ashley Distribution Services, LTD. – U.S. District Court, Central District of California, Case No. 17-CV-01427-JAK-SP; Richardson v. Service Staffing, LLC– Orange County Superior Court, Case No. 30-2017-00899039-CU-OE-CXC; Coffin v. Certified Freight Logistics, Inc. – San Diego County Superior Court, Case No. 37-2016-00036523-CU-OE-CTL; Encarnacion v. S.A.S. Services Group, Inc. – San Diego County Superior Court, Case No. 37-2017-00026726-CU-OE-CTL; Vasquez v. Golden State Overnight Delivery Service, Inc.– Alameda County Superior Court, Case No. RG17862924; Karr v. Tristar Managed Care, Inc. – Contra Costa Superior Court, case No. MSC17-00650; Gouveia v. Central Cal Transportation – San Joaquin County Superior Court, Case No. STK-CV-UOE-2017-0001765; Miranda v. Genex Services, LLC – U.S. District Court, Northern District of California, Case No. 17-CV-01438-JD; Spears v. Health Net of California, Inc. – Sacramento County Superior Court, Case No. 34-2017-00210560; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01879; McComack v. Marriott Ownership Resorts, Inc. – U.S. District Court, Southern District of California, Case No. 17CV1663 BEN WVG; Velasco v. Lemonade Restaurant Group, LLC – Los Angeles County Superior Court, Case No. BC672235; Smith v. Personnel Services, Inc.– U.S. District Court, Northern District of California, Case NO. 17-CV-03594-SK; Gabriel v. Kuni SDA, LLC – San Diego County Superior Court, Case No. 37-2017-000251191-CU-OE-CTL; Miller v. Mattress Firm, Inc. – Santa Clara County Superior Court, Case No. 17CV313148; Provost v. Yourmechanic, Inc. – San Diego County Superior Court, Case No. 37-2017-00024056-CU-OE-CTL; Zirpolo v. UAG Stevens Creek II, Inc. – Santa Clara County Superior Court, Case No. 17CV313457; Salazar v. Aids Healthcare Foundation – San Diego County Superior Court, Case No. 37-2017-00033482-CU-OE-CTL; Knipe v. Amazon.com, Inc. – San Diego County Superior Court, Case No. 37-2017-00029426-CU-OE-CTL; Erwin v. Caremeridian, LLC – Fresno County Superior Court, Case No. 17CECG03048; Davis v. Cox Communications California, LLC – U.S. District Court, Southern District of California, Case No. 16-CV-00989-BAS-BLM; Lara v. RMI International, Inc. – Los Angeles County Superior Court, Case No. BC597695; Harper v. C.R. England, Inc.– U.S. District Court, Utah Central Division, Case No. 16-CV-00906-DB; Mrazik v. C.H. Robinson Company – U.S. District Court, Central District of California, Case No. 12-CV-02067-CAS-PLA; Horn v. Rise Medical Staffing, LLC – U.S. District Court, Eastern District of California, Case No. 2:17-cv-01967-MCE-KJN; Pasallo v. GSG Protective Services CA Inc.– San Diego Superior Court, Case No. 37-2018-00037611-CU-OE-CTL; Smith v. Pacific Personnel Services, Inc. – U.S. District Court, Northern District of California, Case No. 17-cv-03594-SK; Terrado v. Accredited Debt Relief, LLC – San Diego Superior Court, Case No. 37-2018-00014181-CU-OE-CTL; Escobedo v. Pacific Western Bank – Los Angeles Superior Court, Case No. BC682686; Wade v. Automobile Club of Southern California – Orange County Superior Court, Case No. 30-2017-00960268-CU-OE-CXC; Montano v. American Automobile Association of Northern California – Contra Costa County Superior Court, Case No. CIVMSC18-01539; Perez v. Summit Interconnect, Inc. – Orange County Superior Court, Case No. 30-2018-00995403-CU-OE-CXC; Wolleson v. Gosch Imports, Inc. – Riverside County Superior Court, Case No. RIC170356; Banuelos v. Ortho Mattress, Inc. – Orange County Superior Court, Case No. 30-2020-01161304-CU-OE-CXC; Castellanos v. Miller Automotive Group, Inc. – Los Angeles County Superior Court, Case No. BC699211; Tressler v. Spoonful Management, LLC – Los Angeles County Superior Court, Case No. BC71940; Delph v. Employee Retention Services, LLC – San Diego County Superior Court, Case No. 37-2018-00007885; Romero v. May Trucking Company – U.S. District Court, Central District of California, Case No. 5:17-cv-02166-JGB-SHK; Miranda v. Genex Services, LLC – San Bernardino County Superior Court, Case No. CIVDS1700779; Moore v. Zirx Transportation Services, Inc. – Los Angeles County Superior Court, Case No. CGC-18-566655; Sottile v. Motion Recruitment Partners – Santa Clara County Superior Court, Case No.

18CV321677; Shahbazian v. Fast Auto Loans, Inc. – U.S. District Court, Central District of California, Case No. 2:18-cv-03076-ODW-KS; Salazar v. Johnson & Johnson Consumer Inc. – Los Angeles County Superior Court, Case No. BC702468; Conti v. L’Oreal USA S/D, Inc. – U.S. District Court, Eastern District of California, Fresno, Case No. 1:19-CV-00769-LJO-SKO; Mercado v. Security Industry Specialists, Inc. – Santa Clara County Superior Court, Case No. 17CV320059; Vikili v. Dignity Health – San Francisco County Superior Court, Case No. CGC-18-569456; Bagby v. Swissport SA, LLC – Los Angeles County Superior Court, Case No. BC691058; Henry v. Motion Entertainment Group, LLC – San Francisco County Superior Court, Case No. CGC18565643; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Lanuza v. AccentCare, Inc. – San Francisco County Superior Court, Case No. CGC-18-565521; Thomas v. Easy Driving School, LLC – San Diego County Superior Court, Case No. 37-2018-00047639-CU-OE-CTL; Erickson v. Erickson – Contra Costa County Superior Court, Case No. MSC18-00307; Martin v. Menzies Aviation (USA) Inc. – San Francisco County Superior Court, Case No. CGC-18-566072; Mortimer v. Healthsouth Bakersfield Rehabilitation Hospital, LLC – Kern County Superior Court, Case No. BCV-18-102761; Alcaraz v. Red Lion Hotels Corporation – San Francisco County Superior Court, Case No. CGC-18-570310; Calhoun v. Total Transportation and Distribution, Inc. – San Diego County Superior Court, Case No. 37-2018-00058681-CU-OE-CTL; Rataul v. Overton Security Services, Inc. – Alameda County Superior Court, Case No. RG18891882; Beltran v. Compass Bank – San Diego County Superior Court, Case No. 37-2019-00024475-CU-OE-CTL; Kirshner v. Touchstone Golf, LLC – San Diego County Superior Court, Case No. 37-2018-00028865-CU-OE-CTL; Pizarro v. The Home Depot, Inc. – U.S. District Court for the Northern District of Georgia-Atlanta Division; Hatanaka v. Restore Rehabilitation, LLC – San Diego County Superior Court, Case No. 37-2018-00034780-CU-OE-CTL; Faria v. Carriage Funeral Holdings, Inc. – Contra Costa County Superior Court, Case No. MSC18-00606; Ontiveros v. Baker Concrete Construction, Inc. – Santa Clara County Superior Court, Case No. 18CV328679; Morales v. Redlands Automotive Services, Inc. – San Bernardino County Superior Court, Case No. CIVDS1807525; Ramirez v. Carefusion Resources, LLC – U.S. District Court, Southern District of California; Amster v. Starbucks Corporation – San Bernardino Superior Court, Case No. CIVDS1922016; Kutzman v. Derrel’s Mini Storage, Inc. – U.S. District, Eastern District of California, Case No. 1:18-cv-00755-AWI-JLT; Marks v. Universal Propulsion Company, Inc. – Solano County Superior Court, Case No. FCS051608; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01480; Teniente v. Cirrus Asset Management, Inc. – Los Angeles County Superior Court, Case No. 20STCV16302; Blackshear v. California Fine Wine & Spirits LLC – Sacramento County Superior Court, Case No. 34-2018-00245842; Warnick v. Golden Gate America West LLC – Los Angeles County Superior Court, Case No. BC714176; Bennett v. Dnata Aviation USA, Inc. – San Francisco County Superior Court, Case No. CGC-18-566911; George v. PF Stockton Fitness LLC – Sacramento County Superior Court, Case No. 34-2019-00261113-CU-OE-GDS; Oshana v. Farmers and Merchants Bank of Central California – Stanislaus County Superior Court, Case No. CV-19-003427; Vasquez v. Packaging Corporation of America, – U.S. District Court, California Central District, Case No. 2:19-cv-01935-PSG-PLA; Palomino v. Zara USA Inc. – Orange County Superior Court, Case No. 30-2018-00992682-CU-OE-CXC; Simmons v. Joe & The Juice LA, LLC – San Francisco County Superior Court; Pacia v. CIM Group, L.P. – Los Angeles County Superior Court, Case No. BC709666; Flores v. Plastic Express – Los Angeles County Superior Court, Case No. BC71971; Madera v. William Warren Properties, Inc. – Orange County Superior Court, Case No. 30-2019-01055704-CU-OE-CXC; Hernandez v. Quality Custom Distribution – Orange County Superior Court, Case No. 30-2018-01010611-CU-OE-CXC; Arango v. Schlumberger Technology Corporation – Orange County Superior Court, Case No. 30-2019-01056839-CU-OE-CXC; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Ramirez v. J E H Enterprises, Inc. – San Francisco County Superior Court, Case No. CGC-19-574691; Sullen v. First Service Residential California, LLC – San Francisco County Superior Court, Case No. CGC-19-575131; Valentino v. East Bay Tire Co. –

Solano County Superior Court, Case No. FCS053067; Murphy v. Rockler Retail Group, Inc. – Sacramento Superior Court, Case No. 34-2019-00251220; Shahbazian v. Onewest Bank – Los Angeles County Superior Court, Case No. 19STCV23722; Bruemmer v. Tempur Retail Stores LLC – Marin County Superior Court, Case No. CIV1803646; Antonios v. Interface Rehab, Inc. – Orange County Superior, Case No. 30-2019-01067547-CU-OE-CXC; Tavallodi v. DC Auto, Inc. – San Bernardino, Case No. CIVDS1833598; Miranda v. The Lloyd Pest Control Co. – San Diego County Superior Court, Case No. 37-2018-00052510-CU-OE-CTL; Soenardi v. Magnussen Imports, Inc. – Santa Clara County Superior Court, Case No. 18CV340003; Thai v. Team Industrial Services, Inc. – Los Angeles County Superior Court, Case No. 19STCV21953; Castillo v. A.J. Kirkwood & Associates, Inc. – Los Angeles County Superior Court, Case No. 19STCV04435; Moss v. Jabil Inc. – Alameda County Superior Court, Case No. HG20050536; Billosillo, Jr. v. Crown Energy Services, Inc. – San Diego County Superior Court, Case No. 37-2018-00058254-CU-OE-CTL; Tarkington v. Freetime, Inc. – San Diego County Superior Court, Case No. 37-2019-00011473-CU-OE-CTL; McIntyre v. J.J.R. Enterprises, Inc. – Sacramento County Superior Court, Case No. 34-2019-00251220; Bucur v. Pharmaca Integrative Pharmacy, Inc. – San Diego County Superior Court, Case No. 37-2019-00009409-CU-OE-CTL; Batin v. McGee Air Services, Inc. – Santa Clara County Superior Court, Case No. 19CV347733; Terry v. McGee Air Services, Inc. – King County Superior Court of Washington, Case No. 19-2-3321-5 KNT; Weiss v. Niznik Behavioral Health Resources, Inc. – San Diego County Superior Court, Case No. 37-2019-00039441-CU-OE-CTL; Cavada v. Inter-Continental Hotels Group, Inc. – U.S. District Court, Southern District of California, Case No. 3:19-cv-01675-GPC-AHG; Lesevic v. Spectraforce Technologies, Inc. – U.S. District Court, Northern District of California, Case No. 5:19-cv-03126-LHK; Mutchler v. Circle K Stores, Inc. – San Diego County Superior Court, Case No. 37-2020-00016331-CU-OE-CTL, Azima v. CSI Medical Group, – Santa Clara County Superior Court, Case No. 19CV345450; Porras v. Baypointe Enterprises, LLC – Los Angeles County Superior Court, Case No. 19STCV31015; Mitchell v. Mack Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1928334; Watts v. T.R.L. Systems, Incorporated – Orange County Superior Court, Case No. 30-2019-01102457-CU-OE-CXC; Price v. DMSD Restaurants Inc. – San Diego County Superior Court, Case No. 37-2019-00024062-CU-OE-CTL; Jacobs v. Nortek Security & Control LLC – San Diego County Superior Court, Case No. 37-2019-0019735-CU-OE-CTL; Gonzalez v. Hub International Midwest – San Bernardino County Superior Court, Case No. CIVDS1900463; Cisneros v. Bluepearl California, Inc. – San Mateo Superior Court, Case No. 19-CIV-05707; Garcia v. Gallagher Basset Services – San Bernardino Superior Court, Case No. CIVDS2004140; Callow v. Adventist Health System/West – Placer County Superior Court, Case No. SCV0043607; Dominguez v. Kimco Facility Services, LLC – Los Angeles County Superior Court, Case No. 19STCV37592; Searles v. Robert Heath Trucking, Inc. – Los Angeles County Superior Court, Case No. 19STCV30808; Rangel v. Pioneer Hi-Bred international, Inc. – Yolo County Superior Court, Case No. CV-19-1797; Ivon v. Sinclair Television of California, Humboldt County Superior Court, Case No. DR190699; Williams v. Henkels & McCoy, Inc. – San Bernardino County Superior Court, Case No. CIVDS2003888; Cano v. Larry Green Chrysler Jeep Dodge, Inc. – Riverside County Superior Court, Case No. BLC1900184; Lopez v. Cepheid – Santa Clara County Superior Court, Case No. 19CV358827; Hernandez v. Quick Dispense, Inc. – Los Angeles County Superior Court, Case No. 19STCV29405; Lopez v. Lacoste USA, Inc. – San Bernardino County Superior Court, Case No. CIVDS1914626; Duhe v. Hospital Couriers Nevada, LLC – Contra Costa County Superior Court, Case No. MSC19-01377; Law v. Sequoia Equities, Incorporated – Contra Costa Superior Court, Case No. C19-01925; Dvorak v. Rockwell Collins, Inc. – San Diego County Superior Court, Case No. 37-2019-00064397-CU-OE-CTL; Noguera v. Metal Container Corporation – Riverside County Superior Court, Case No. RIC2003235; Leon v. Miller Event Management, Inc. – San Luis Obispo Superior Court, Case No. 19CV-0435; Leon v. Miller Event Management, Inc. – San Luis Obispo County Superior Court, Case No. 19CV-0435, Camacho-Bias v. Serve U Brands Inc. – Butte County Superior Court, Case No. 20CV00603; La Pietra v. Entertainment Partners Services, LLC – Los Angeles County Superior

Court, Case No. 19STCV39529; Celis v. Theatre Box - San Diego, LLC – San Diego County Superior Court, Case No. \_\_\_\_\_; Ignacio v. Laboratory Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-06079-AB-RAO; Kovnas v. Cahill Contractors LLC – Alameda County Superior Court, Case No. RG19037852; Hersh v. Mrs. Gooch's Natural Food – Los Angeles County Superior Court, Case No. 19STCV10444; Miller v. The Permanente Medical Group – Alameda County Superior Court, Case No. RG19045904; Vasquez v. Autoalert, LLC – Orange County Superior Court, Case No. 30-2019-01114549-CU-OE-CXC; Cavanaugh v. Morton Golf, LLC – Sacramento County Superior Court, Case No. 34-2019-00270176; Coley v. Monroe Operations, LLC – Alameda County Superior Court, Case No. RG20063188; Ramirez v. Sierra Aluminum Company – U.S. District Court, California Central District Court, Case No. 5:20-cv-00417-JGB-KK; Marrero v. Stat Med, P.C. – Alameda County Superior Court, Case No. HG19043214; Enriquez v. Solari Enterprises, Inc. – Los Angeles County Superior Court, Case No. 20STCV11129; Craig v. 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 Court, 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. Cytotec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

**EXHIBIT #3**

**BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

**2255 CALLE CLARA  
LA JOLLA, CALIFORNIA 92037**

**Web Site: [www.bamlawca.com](http://www.bamlawca.com)**

**San Diego | San Francisco | Sacramento | Los Angeles | Riverside | Santa Clara | Orange | Chicago**

**Phone: (858) 551-1223**

**Fax: (858) 551-1232**

**WRITERS E-MAIL:  
[Nick@bamlawca.com](mailto:Nick@bamlawca.com)**

**WRITERS EXT:  
1004**

**August 21, 2024  
CA3385**

**VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT**

**Labor and Workforce Development Agency  
Online Filing**

**Wildfire Defense Systems, Inc.  
Certified Mail #9589071052701737667709  
CT Corporation System  
AMANDA GARCIA  
330 N BRAND BLVD, Suite 700  
GLENDALE, CA 91203**

**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, 2100 *et seq.*, 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), and Violation of Applicable Industrial Welfare Commission Wage Order(s), brought Pursuant To California Labor Code Section 2699.5.**

**Dear Sir/Madam:**

“Aggrieved Employees” refers to all individuals who are or previously were employed by Wildfire Defense Systems, Inc. in California, including any employees staffed with Wildfire Defense Systems, Inc. by a third party, and classified as non-exempt employees during the time period of August 21, 2023 until a date as determined by the Court. Our offices represent Plaintiff Robert Berry (“Plaintiff”) and other Aggrieved Employees in a lawsuit against Wildfire Defense Systems, Inc. (“Defendant”). Plaintiff has been employed by Defendant in California since August 2021. Plaintiff is 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. 5<sup>th</sup> 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 11070(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.

**BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

Norman B. Blumenthal (State Bar #068687)

Kyle R. Nordrehaug (State Bar #205975)

Aparajit Bhowmik (State Bar #248066)

Nicholas J. De Blouw (State Bar #280922)

Victoria Rivapalacio (State Bar #275115)

[victoria@bamlawca.com](mailto:victoria@bamlawca.com)

2255 Calle Clara

La Jolla, CA 92037

Telephone: (858)551-1223

Facsimile: (858) 551-1232

Website: [www.bamlawca.com](http://www.bamlawca.com)

Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**IN AND FOR THE COUNTY OF TULARE**

ROBERT BERRY, an individual, on behalf of  
himself and on behalf of all persons similarly  
situated,

Plaintiff,

vs.

WILDFIRE DEFENSE SYSTEMS, INC., a  
Corporation; and DOES 1 through 50, inclusive,

Defendants.

Case No. \_\_\_\_\_

**CLASS ACTION COMPLAINT FOR:**

1. UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §§ 17200;
2. FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
3. FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE § 510;
4. FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
5. FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
6. FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE § 226;
7. FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
- and,
8. FAILURE TO PAY SICK PAY WAGES IN VIOLATION OF CAL. LAB CODE §§201-203, 233, 246.

**DEMAND FOR A JURY TRIAL**

1 Robert Berry ("PLAINTIFF"), an individual, on behalf of himself and all other similarly  
2 situated current and former employees alleges on information and belief, except for his own acts  
3 and knowledge which are based on personal knowledge, the following.

4  
5 **THE PARTIES**

6 1. Wildfire Defense Systems, Inc. ("DEFENDANT") is a corporation that at all  
7 relevant times mentioned herein conducted and continues to conduct substantial business in  
8 California.

9 2. DEFENDANT provides services to insurance clients at a wildfire agency-level  
10 scale,

11 3. PLAINTIFF is currently employed by DEFENDANT in California.  
12 PLAINTIFF'S employment with DEFENDANT started in August of 2021. PLAINTIFF has  
13 been at all times classified by DEFENDANT as a non-exempt employee, paid on an hourly  
14 basis, and entitled to the legally required meal and rest periods and payment of minimum and  
15 overtime wages due for all time worked.

16 4. PLAINTIFF brings this Class Action on behalf of himself and a California class,  
17 defined as all individuals who are or previously were employed by DEFENDANT in California,  
18 including any employees staffed with DEFENDANT by a third party, and classified as non-  
19 exempt employees (the "CALIFORNIA CLASS") at any time during the period beginning four  
20 (4) years prior to the filing of this Complaint and ending on the date as determined by the Court  
21 (the "CALIFORNIA CLASS PERIOD"). The amount in controversy for the aggregate claim  
22 of CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

23 5. PLAINTIFF brings this Class Action on behalf of himself and a  
24 CALIFORNIA CLASS in order to fully compensate the CALIFORNIA CLASS for their  
25 losses incurred during the CALIFORNIA CLASS PERIOD caused by DEFENDANT's  
26 policy and practice which failed to lawfully compensate these employees. DEFENDANT's  
27 policy and practice alleged herein was an unlawful, unfair and deceptive business practice  
28 whereby DEFENDANT retained and continues to retain wages due PLAINTIFF and the

1 other members of the CALIFORNIA CLASS. PLAINTIFF and the other members of the  
2 CALIFORNIA CLASS seek an injunction enjoining such conduct by DEFENDANT in the  
3 future, relief for the named PLAINTIFF and the other members of the CALIFORNIA  
4 CLASS who have been economically injured by DEFENDANT's past and current unlawful  
5 conduct, and all other appropriate legal and equitable relief.

6 6. The true names and capacities, whether individual, corporate, subsidiary,  
7 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are  
8 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious  
9 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this  
10 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when  
11 they are ascertained. PLAINTIFF is informed and believes, and based upon that information  
12 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through  
13 50, inclusive, are responsible in some manner for one or more of the events and happenings  
14 that proximately caused the injuries and damages hereinafter alleged.

15 7. The agents, servants and/or employees of the Defendants and each of them  
16 acting on behalf of the Defendants acted within the course and scope of his, her or its  
17 authority as the agent, servant and/or employee of the Defendants, and personally  
18 participated in the conduct alleged herein on behalf of the Defendants with respect to the  
19 conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to  
20 the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and  
21 the other members of the CALIFORNIA CLASS, for the loss sustained as a proximate result  
22 of the conduct of the Defendants' agents, servants and/or employees.

### 23 **THE CONDUCT**

24  
25 8. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT  
26 was required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time  
27 worked, meaning the time during which an employee is subject to the control of an  
28 employer, including all the time the employee is suffered or permitted to work.

1 DEFENDANT requires PLAINTIFF and CALIFORNIA CLASS Members to work without  
2 paying them for all the time they are under DEFENDANT's control. Among other things,  
3 DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to  
4 be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by  
5 work assignments while clocked out for what should have been PLAINTIFF's off-duty meal  
6 break. DEFENDANT, as a matter of established company policy and procedure, administers  
7 a uniform practice of rounding the actual time worked and recorded by PLAINTIFF and  
8 CALIFORNIA CLASS Members, always to the benefit of DEFENDANT, so that during the  
9 course of their employment, PLAINTIFF and CALIFORNIA CLASS Members are paid less  
10 than they would have been paid had they been paid for actual recorded time rather than  
11 "rounded" time. Additionally, DEFENDANT engages in the practice of requiring  
12 PLAINTIFF and CALIFORNIA CLASS Members to perform work off the clock in that  
13 DEFENDANT, as a condition of employment, required these employees to submit to  
14 mandatory temperature checks and symptom questionnaires for COVID-19 screening prior  
15 to clocking into DEFENDANT's timekeeping system for the workday. As a result,  
16 PLAINTIFF and other CALIFORNIA CLASS Members forfeit minimum wage, overtime  
17 wage compensation, and off-duty meal breaks by working without their time being correctly  
18 recorded and without compensation at the applicable rates. DEFENDANT's policy and  
19 practice not to pay PLAINTIFF and other CALIFORNIA CLASS Members for all time  
20 worked, is evidenced by DEFENDANT's business records.

21 9. State and federal law provides that employees must be paid overtime and meal  
22 and rest break premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF  
23 and other CALIFORNIA CLASS Members are compensated at an hourly rate plus incentive  
24 pay that is tied to specific elements of an employee's performance.

25 10. The second component of PLAINTIFF's and other CALIFORNIA CLASS  
26 Members' compensation is DEFENDANT's non-discretionary incentive program that paid  
27 PLAINTIFF and other CALIFORNIA CLASS Members incentive wages based on their  
28 performance for DEFENDANT. The non-discretionary incentive program provided all



1 employees paid on an hourly basis with incentive compensation when the employees met the  
2 various performance goals set by DEFENDANT. However, when calculating the regular  
3 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and  
4 other CALIFORNIA CLASS Members, DEFENDANT failed to include the incentive  
5 compensation as part of the employees' "regular rate of pay" for purposes of calculating  
6 overtime pay and meal and rest break premium pay. Management and supervisors described  
7 the incentive program to potential and new employees as part of the compensation package.  
8 As a matter of law, the incentive compensation received by PLAINTIFF and other  
9 CALIFORNIA CLASS Members must be included in the "regular rate of pay." The failure  
10 to do so has resulted in a underpayment of overtime compensation and meal and rest break  
11 premiums to PLAINTIFF and other CALIFORNIA CLASS Members by DEFENDANT.

12 11. As a result of their rigorous work schedules, PLAINTIFF and other  
13 CALIFORNIA CLASS Members were from time to time unable to take thirty (30) minute  
14 off duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF  
15 and other CALIFORNIA CLASS Members were required from time to time to perform  
16 work as ordered by DEFENDANT for more than five (5) hours during some shifts without  
17 receiving a meal break. Further, DEFENDANT from time to time failed to provide  
18 PLAINTIFF and CALIFORNIA CLASS Members with a second off-duty meal period for  
19 some workdays in which these employees were required by DEFENDANT to work ten (10)  
20 hours of work. DEFENDANT also engaged in the practice of rounding the meal period  
21 times to avoid paying penalties to PLAINTIFF and other CALIFORNIA CLASS Members.  
22 PLAINTIFF and other members of the CALIFORNIA CLASS therefore forfeit meal breaks  
23 without additional compensation and in accordance with DEFENDANT's corporate policy  
24 and practice.

25 12. During the CALIFORNIA CLASS PERIOD, PLAINTIFF and other  
26 CALIFORNIA CLASS Members were also required from time to time to work in excess of  
27 four (4) hours without being provided ten (10) minute rest periods. Further, these employees  
28 were denied their first rest periods of at least ten (10) minutes for some shifts worked of at

1 least two (2) to four (4) hours from time to time, a first and second rest period of at least ten  
2 (10) minutes for some shifts worked of between six (6) and eight (8) hours from time to  
3 time, and a first, second and third rest period of at least ten (10) minutes for some shifts  
4 worked of ten (10) hours or more from time to time. PLAINTIFF and other CALIFORNIA  
5 CLASS Members were also not provided with one hour wages in lieu thereof. Additionally,  
6 the applicable California Wage Order requires employers to provide employees with off-  
7 duty rest periods, which the California Supreme Court defined as time during which an  
8 employee is relieved from all work related duties and free from employer control. In so  
9 doing, the Court held that the requirement under California law that employers authorize and  
10 permit all employees to take rest period means that employers must relieve employees of all  
11 duties and relinquish control over how employees spend their time which includes control  
12 over the locations where employees may take their rest period. Employers cannot impose  
13 controls that prohibit an employee from taking a brief walk - five minutes out, five minutes  
14 back. Here, DEFENDANT's policy restricted PLAINTIFF and other CALIFORNIA  
15 CLASS Members from unconstrained walks and is unlawful based on DEFENDANT's rule  
16 which states PLAINTIFF and other CALIFORNIA CLASS Members cannot leave the work  
17 premises during their rest period.

18 13. During the CALIFORNIA CLASS PERIOD, DEFENDANT failed to  
19 accurately record and pay PLAINTIFF and other CALIFORNIA CLASS Members for the  
20 actual amount of time these employees worked. Pursuant to the Industrial Welfare  
21 Commission Wage Orders, DEFENDANT was required to pay PLAINTIFF and other  
22 CALIFORNIA CLASS Members for all time worked, meaning the time during which an  
23 employee was subject to the control of an employer, including all the time the employee was  
24 permitted or suffered to permit this work. DEFENDANT required these employees to work  
25 off the clock without paying them for all the time they were under DEFENDANT's control.  
26 As such, DEFENDANT knew or should have known that PLAINTIFF and the other  
27 members of the CALIFORNIA CLASS were under compensated for all time worked. As a  
28 result, PLAINTIFF and other CALIFORNIA CLASS Members forfeited time worked by

1 working without their time being accurately recorded and without compensation at the  
2 applicable minimum wage and overtime wage rates. To the extent that the time worked off  
3 the clock does not qualify for overtime premium payment, DEFENDANT fails to pay  
4 minimum wages for the time worked off-the-clock in violation of Cal. Lab. Code §§ 1194,  
5 1197, and 1197.1.

6 14. From time to time, DEFENDANT also failed to provide PLAINTIFF and the  
7 other members of the CALIFORNIA CLASS with complete and accurate wage statements  
8 which failed to show, among other things, the correct gross and net wages earned. Cal. Lab.  
9 Code § 226 provides that every employer shall furnish each of his or her employees with an  
10 accurate itemized wage statement in writing showing, among other things, gross wages  
11 earned and all applicable hourly rates in effect during the pay period and the corresponding  
12 amount of time worked at each hourly rate. PLAINTIFF and CALIFORNIA CLASS  
13 Members were paid on an hourly basis. As such, the wage statements should reflect all  
14 applicable hourly rates during the pay period and the total hours worked, and the applicable  
15 pay period in which the wages were earned pursuant to California Labor Code Section  
16 226(a). The wage statements DEFENDANT provided to PLAINTIFF and other  
17 CALIFORNIA CLASS Members failed to identify such information. More specifically, the  
18 wage statements failed to identify the accurate total hours worked each pay period. When  
19 the hours shown on the wage statements were added up, they did not equal the actual total  
20 hours worked during the pay period in violation of Cal. Lab. Code 226(a)(2). Aside, from  
21 the violations listed above in this paragraph, DEFENDANT failed to issue to PLAINTIFF an  
22 itemized wage statement that lists all the requirements under California Labor Code 226. As  
23 a result, DEFENDANT from time to time provided PLAINTIFF and the other members of  
24 the CALIFORNIA CLASS with wage statements which violated Cal. Lab. Code § 226.

25 15. DEFENDANT underpaid sick pay wages to PLAINTIFF and other  
26 CALIFORNIA CLASS Members by failing to pay such wages at the regular rate of pay in  
27 violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt  
28

1 employees earn non-discretionary remuneration. Rather than pay sick pay at the regular rate  
2 of pay, DEFENDANT underpaid sick pay to PLAINTIFF and other CALIFORNIA CLASS  
3 Members at their base rates of pay.

4 16. Cal. Lab. Code Section 246(1)(2) requires that paid sick time for nonexempt  
5 employees be calculated by dividing the employee's total wages, not including overtime  
6 premium pay, by the employee's total hours worked in the full pay periods of the prior 90  
7 days of employment.

8 17. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay  
9 at the regular rate of pay. PLAINTIFF and CALIFORNIA CLASS Members routinely  
10 earned non-discretionary incentive wages which increased their regular rate of pay.  
11 However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and  
12 members of the CALIFORNIA CLASS, as opposed to the correct, higher regular rate of  
13 pay, as required under Cal. Lab. Code Section 246.

14 18. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF  
15 and other members of the CALIFORNIA CLASS their correct wages and accordingly owe  
16 waiting time penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is  
17 informed and believes and based thereon alleges that such failure to pay sick pay at regular  
18 rate was willful, such that PLAINTIFF and members of the CALIFORNIA CLASS whose  
19 employment has separated are entitled to waiting time penalties pursuant to Cal. Lab. Code  
20 Sections 201-203.

21 19. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer  
22 to collect or receive from an employee any part of wages theretofore paid by said employer  
23 to said employee." DEFENDANT failed to pay all compensation due to PLAINTIFF and  
24 other CALIFORNIA LABOR SUB-CLASS Members, made unlawful deductions from  
25 compensation payable to PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members,  
26 failed to disclose all aspects of the deductions from compensation payable to PLAINTIFF  
27 and CALIFORNIA LABOR SUB-CLASS Members, and thereby failed to pay these  
28 employees all wages due at each applicable pay period and upon termination. PLAINTIFF

1 and members of the CALIFORNIA LABOR SUB-CLASS seek recovery of all illegal  
2 deductions from wages according to proof, related penalties, interest, attorney fees and costs.

3 20. DEFENDANT intentionally and knowingly failed to reimburse and indemnify  
4 PLAINTIFF and the other CALIFORNIA CLASS Members for required business expenses  
5 incurred by the PLAINTIFF and other CALIFORNIA CLASS Members in direct  
6 consequence of discharging their duties on behalf of DEFENDANT. Under California  
7 Labor Code Section 2802, employers are required to indemnify employees for all expenses  
8 incurred in the course and scope of their employment. Cal. Lab. Code § 2802 expressly  
9 states that "an employer shall indemnify his or her employee for all necessary expenditures  
10 or losses incurred by the employee in direct consequence of the discharge of his or her  
11 duties, or of his or her obedience to the directions of the employer, even though unlawful,  
12 unless the employee, at the time of obeying the directions, believed them to be unlawful."

13 21. In the course of their employment PLAINTIFF and other CALIFORNIA  
14 CLASS Members as a business expense, were required by DEFENDANT to use their own  
15 personal cellular phones as a result of and in furtherance of their job duties as employees for  
16 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost  
17 associated with the use of their personal cellular phones for DEFENDANT's benefit.  
18 Specifically, PLAINTIFF and other CALIFORNIA CLASS Members were required by  
19 DEFENDANT to use their personal cellular phones. As a result, in the course of their  
20 employment with DEFENDANT, PLAINTIFF and other members of the CALIFORNIA  
21 CLASS incurred unreimbursed business expenses which included, but were not limited to,  
22 costs related to the use of their personal cellular phones all on behalf of and for the benefit of  
23 DEFENDANT.

24 22. Specifically as to PLAINTIFF, DEFENDANT failed to provide all the legally  
25 required off-duty meal and rest breaks to PLAINTIFF as required by the applicable Wage  
26 Order and Labor Code and failed to pay PLAINTIFF all minimum and overtime wages due  
27 to PLAINTIFF. DEFENDANT did not have a policy or practice which provided timely off-  
28 duty meal and rest breaks to PLAINTIFF and also failed to compensate PLAINTIFF for

1 PLAINTIFF's missed meal and rest breaks. The nature of the work performed by the  
2 PLAINTIFF did not prevent PLAINTIFF from being relieved of all of PLAINTIFF's duties  
3 for the legally required off-duty meal periods. As a result, DEFENDANT's failure to  
4 provide PLAINTIFF with the legally required meal periods is evidenced by DEFENDANT's  
5 business records. The amount in controversy for PLAINTIFF individually does not exceed  
6 the sum or value of \$75,000.

### 7 **JURISDICTION AND VENUE**

8 23. This Court has jurisdiction over this Action pursuant to California Code of  
9 Civil Procedure, Section 410.10 and California Business & Professions Code, Section  
10 17203. This action is brought as a Class Action on behalf of PLAINTIFF and similarly  
11 situated employees of DEFENDANT pursuant to Cal. Code of Civ. Proc. § 382.

12 24. Venue is proper in this Court pursuant to California Code of Civil Procedure,  
13 Sections 395 and 395.5, because PLAINTIFF worked in this County for DEFENDANT and  
14 DEFENDANT (i) currently maintains and at all relevant times maintained offices and  
15 facilities in this County and/or conducts substantial business in this County, and (ii)  
16 committed the wrongful conduct herein alleged in this County against members of the  
17 CALIFORNIA CLASS.

### 18 **THE CALIFORNIA CLASS**

19 25. PLAINTIFF brings the First Cause of Action for Unfair, Unlawful and  
20 Deceptive Business Practices pursuant to Cal. Bus. & Prof. Code §§ 17200, (the "UCL") as  
21 a Class Action, pursuant to Cal. Code of Civ. Proc. § 382, on behalf of a California class,  
22 defined as all individuals who are or previously were employed by DEFENDANT in  
23 California, including any employees staffed with DEFENDANT by a third party, and  
24 classified as non-exempt employees (the "CALIFORNIA CLASS") at any time during the  
25 period beginning four (4) years prior to the filing of this Complaint and ending on the date  
26 as determined by the Court (the "CALIFORNIA CLASS PERIOD"). The amount in  
27  
28

1 controversy for the aggregate claim of CALIFORNIA CLASS Members is under five  
2 million dollars (\$5,000,000.00).

3 26. To the extent equitable tolling operates to toll claims by the CALIFORNIA  
4 CLASS against DEFENDANT, the CALIFORNIA CLASS PERIOD should be adjusted  
5 accordingly.

6 27. DEFENDANT, as a matter of company policy, practice and procedure, and in  
7 violation of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage  
8 Order requirements, and the applicable provisions of California law, intentionally,  
9 knowingly, and wilfully, engaged in a practice whereby DEFENDANT failed to record all  
10 meal and rest breaks missed by PLAINTIFF and other CALIFORNIA CLASS Members,  
11 even though DEFENDANT enjoyed the benefit of this work, required employees to perform  
12 this work and permits or suffers to permit this work.

13 28. DEFENDANT has the legal burden to establish that each and every  
14 CALIFORNIA CLASS Member was paid accurately for all meal and rest breaks missed as  
15 required by California laws. The DEFENDANT, however, as a matter of policy and  
16 procedure failed to have in place during the CALIFORNIA CLASS PERIOD and still fails  
17 to have in place a policy or practice to ensure that each and every CALIFORNIA CLASS  
18 Member is paid as required by law. This common business practice is applicable to each  
19 and every CALIFORNIA CLASS Member can be adjudicated on a class-wide basis as  
20 unlawful, unfair, and/or deceptive under Cal. Business & Professions Code §§ 17200, (the  
21 "UCL") as causation, damages, and reliance are not elements of this claim.

22 29. The CALIFORNIA CLASS, is so numerous that joinder of all CALIFORNIA  
23 CLASS Members is impracticable.

24 30. DEFENDANT violated the rights of the CALIFORNIA CLASS under  
25 California law by:

- 26 (a) Committing an act of unfair competition in violation of , Cal. Bus. &  
27 Prof. Code §§ 17200, (the "UCL"), by unlawfully, unfairly and/or  
28 deceptively having in place company policies, practices and procedures

1 that failed to record and pay PLAINTIFF and the other members of the  
2 CALIFORNIA CLASS for all time worked, including minimum wages  
3 owed and overtime wages owed for work performed by these  
4 employees; and,

- 5 (b) Committing an act of unfair competition in violation of the UCL, by  
6 failing to provide the PLAINTIFF and the other members of the  
7 CALIFORNIA CLASS with the legally required meal and rest periods.

8 31. This Class Action meets the statutory prerequisites for the maintenance of a  
9 Class Action as set forth in Cal. Code of Civ. Proc. § 382, in that:

- 10 (a) The persons who comprise the CALIFORNIA CLASS are so numerous  
11 that the joinder of all such persons is impracticable and the disposition  
12 of their claims as a class will benefit the parties and the Court;
- 13 (b) Nearly all factual, legal, statutory, declaratory and injunctive relief  
14 issues that are raised in this Complaint are common to the  
15 CALIFORNIA CLASS will apply to every member of the  
16 CALIFORNIA CLASS;
- 17 (c) The claims of the representative PLAINTIFF are typical of the claims  
18 of each member of the CALIFORNIA CLASS. PLAINTIFF, like all  
19 the other members of the CALIFORNIA CLASS, was classified as a  
20 non-exempt employee paid on an hourly basis who was subjected to the  
21 DEFENDANT's deceptive practice and policy which failed to provide  
22 the legally required meal and rest periods to the CALIFORNIA CLASS  
23 and thereby underpaid compensation to PLAINTIFF and  
24 CALIFORNIA CLASS. PLAINTIFF sustained economic injury as a  
25 result of DEFENDANT's employment practices. PLAINTIFF and the  
26 members of the CALIFORNIA CLASS were and are similarly or  
27 identically harmed by the same unlawful, deceptive and unfair  
28 misconduct engaged in by DEFENDANT; and,



1 (d) The representative PLAINTIFF will fairly and adequately represent and  
2 protect the interest of the CALIFORNIA CLASS, and has retained  
3 counsel who are competent and experienced in Class Action litigation.  
4 There are no material conflicts between the claims of the representative  
5 PLAINTIFF and the members of the CALIFORNIA CLASS that would  
6 make class certification inappropriate. Counsel for the CALIFORNIA  
7 CLASS will vigorously assert the claims of all CALIFORNIA CLASS  
8 Members.

9 32. In addition to meeting the statutory prerequisites to a Class Action, this action  
10 is properly maintained as a Class Action pursuant to Cal. Code of Civ. Proc. § 382, in that:

11 (a) Without class certification and determination of declaratory, injunctive,  
12 statutory and other legal questions within the class format, prosecution  
13 of separate actions by individual members of the CALIFORNIA  
14 CLASS will create the risk of:

15 1) Inconsistent or varying adjudications with respect to individual  
16 members of the CALIFORNIA CLASS which would establish  
17 incompatible standards of conduct for the parties opposing the  
18 CALIFORNIA CLASS; and/or,

19 2) Adjudication with respect to individual members of the  
20 CALIFORNIA CLASS which would as a practical matter be  
21 dispositive of interests of the other members not party to the  
22 adjudication or substantially impair or impede their ability to  
23 protect their interests.

24 (b) The parties opposing the CALIFORNIA CLASS have acted or refused  
25 to act on grounds generally applicable to the CALIFORNIA CLASS,  
26 making appropriate class-wide relief with respect to the CALIFORNIA  
27 CLASS as a whole in that DEFENDANT failed to pay all wages due to  
28 members of the CALIFORNIA CLASS as required by law;

1) With respect to the First Cause of Action, the final relief on behalf of the CALIFORNIA CLASS sought does not relate exclusively to restitution because through this claim PLAINTIFF seeks declaratory relief holding that the DEFENDANT's policy and practices constitute unfair competition, along with declaratory relief, injunctive relief, and incidental equitable relief as may be necessary to prevent and remedy the conduct declared to constitute unfair competition;

(c) Common questions of law and fact exist as to the members of the CALIFORNIA CLASS, with respect to the practices and violations of California law as listed above, and predominate over any question affecting only individual CALIFORNIA CLASS Members, and a Class Action is superior to other available methods for the fair and efficient adjudication of the controversy, including consideration of:

1) The interests of the members of the CALIFORNIA CLASS in individually controlling the prosecution or defense of separate actions in that the substantial expense of individual actions will be avoided to recover the relatively small amount of economic losses sustained by the individual CALIFORNIA CLASS Members when compared to the substantial expense and burden of individual prosecution of this litigation;

2) Class certification will obviate the need for unduly duplicative litigation that would create the risk of:

A. Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA CLASS, which would establish incompatible standards of conduct for the DEFENDANT; and/or,

1 B. Adjudications with respect to individual members of the  
2 CALIFORNIA CLASS would as a practical matter be  
3 dispositive of the interests of the other members not  
4 parties to the adjudication or substantially impair or  
5 impede their ability to protect their interests;

6 3) In the context of wage litigation because a substantial number of  
7 individual CALIFORNIA CLASS Members will avoid asserting  
8 their legal rights out of fear of retaliation by DEFENDANT,  
9 which may adversely affect an individual's job with  
10 DEFENDANT or with a subsequent employer, the Class Action  
11 is the only means to assert their claims through a representative;  
12 and,

13 4) A class action is superior to other available methods for the fair  
14 and efficient adjudication of this litigation because class  
15 treatment will obviate the need for unduly and unnecessary  
16 duplicative litigation that is likely to result in the absence of  
17 certification of this action pursuant to Cal. Code of Civ. Proc. §  
18 382.

19 33. This Court should permit this action to be maintained as a Class Action  
20 pursuant to Cal. Code of Civ. Proc. § 382 because:

21 (a) The questions of law and fact common to the CALIFORNIA CLASS  
22 predominate over any question affecting only individual CALIFORNIA  
23 CLASS Members because the DEFENDANT's employment practices  
24 are applied with respect to the CALIFORNIA CLASS;

25 (b) A Class Action is superior to any other available method for the fair  
26 and efficient adjudication of the claims of the members of the  
27 CALIFORNIA CLASS because in the context of employment litigation  
28 a substantial number of individual CALIFORNIA CLASS Members

1 will avoid asserting their rights individually out of fear of retaliation or  
2 adverse impact on their employment;

3 (c) The members of the CALIFORNIA CLASS are so numerous that it is  
4 impractical to bring all members of the CALIFORNIA CLASS before  
5 the Court;

6 (d) PLAINTIFF, and the other CALIFORNIA CLASS Members, will not  
7 be able to obtain effective and economic legal redress unless the action  
8 is maintained as a Class Action;

9 (e) There is a community of interest in obtaining appropriate legal and  
10 equitable relief for the acts of unfair competition, statutory violations  
11 and other improprieties, and in obtaining adequate compensation for the  
12 damages and injuries which DEFENDANT's actions have inflicted  
13 upon the CALIFORNIA CLASS;

14 (f) There is a community of interest in ensuring that the combined assets of  
15 DEFENDANT are sufficient to adequately compensate the members of  
16 the CALIFORNIA CLASS for the injuries sustained;

17 (g) DEFENDANT has acted or refused to act on grounds generally  
18 applicable to the CALIFORNIA CLASS, thereby making final class-  
19 wide relief appropriate with respect to the CALIFORNIA CLASS as a  
20 whole;

21 (h) The members of the CALIFORNIA CLASS are readily ascertainable  
22 from the business records of DEFENDANT; and,

23 (i) Class treatment provides manageable judicial treatment calculated to  
24 bring a efficient and rapid conclusion to all litigation of all wage and  
25 hour related claims arising out of the conduct of DEFENDANT as to  
26 the members of the CALIFORNIA CLASS.

27 34. DEFENDANT maintains records from which the Court can ascertain and  
28 identify by job title each of DEFENDANT's employees who have been intentionally

1 subjected to DEFENDANT's company policy, practices and procedures as herein alleged.  
2 PLAINTIFF will seek leave to amend the Complaint to include any additional job titles of  
3 similarly situated employees when they have been identified.

4  
5 **THE CALIFORNIA LABOR SUB-CLASS**

6 35. PLAINTIFF further brings the Second, Third, Fourth, Fifth, Sixth, Seventh,  
7 and Eighth causes Action on behalf of a California sub-class, defined as all members of the  
8 CALIFORNIA CLASS who are or previously were employed by DEFENDANT in  
9 California, including any employees staffed with DEFENDANT by a third party, and  
10 classified as non exempt employees (the "CALIFORNIA LABOR SUB-CLASS") at any  
11 time during the period three (3) years prior to the filing of the complaint and ending on the  
12 date as determined by the Court (the "CALIFORNIA LABOR SUB-CLASS PERIOD")  
13 pursuant to Cal. Code of Civ. Proc. § 382. The amount in controversy for the aggregate  
14 claim of CALIFORNIA LABOR SUB-CLASS Members is under five million dollars  
15 (\$5,000,000.00).

16 36. DEFENDANT, in violation of the applicable Labor Code, Industrial Welfare  
17 Commission ("IWC") Wage Order requirements, and the applicable provisions of California  
18 law, intentionally, knowingly, and wilfully, engaged in a practice whereby DEFENDANT  
19 failed to correctly calculate compensation for the time worked by PLAINTIFF and the other  
20 members of the CALIFORNIA LABOR SUB-CLASS and reporting time wages owed to  
21 these employees, even though DEFENDANT enjoyed the benefit of this work, required  
22 employees to perform this work and permitted or suffered to permit this work.  
23 DEFENDANT has denied these CALIFORNIA LABOR SUB-CLASS Members wages to  
24 which these employees are entitled in order to unfairly cheat the competition and unlawfully  
25 profit. To the extent equitable tolling operates to toll claims by the CALIFORNIA LABOR  
26 SUB-CLASS against DEFENDANT, the CALIFORNIA LABOR SUB-CLASS PERIOD  
27 should be adjusted accordingly.

28 37. DEFENDANT maintains records from which the Court can ascertain and

1 identify by name and job title, each of DEFENDANT's employees who have been  
2 intentionally subjected to DEFENDANT's company policy, practices and procedures as  
3 herein alleged. PLAINTIFF will seek leave to amend the complaint to include any  
4 additional job titles of similarly situated employees when they have been identified.

5 38. The CALIFORNIA LABOR SUB-CLASS is so numerous that joinder of all  
6 CALIFORNIA LABOR SUB-CLASS Members is impracticable.

7 39. Common questions of law and fact exist as to members of the CALIFORNIA  
8 LABOR SUB-CLASS, including, but not limited, to the following:

- 9 (a) Whether DEFENDANT unlawfully failed to correctly calculate and  
10 pay compensation due to members of the CALIFORNIA LABOR  
11 SUB-CLASS for missed meal and rest breaks in violation of the  
12 California Labor Code and California regulations and the applicable  
13 California Wage Order;
- 14 (b) Whether DEFENDANT failed to provide the PLAINTIFF and the other  
15 members of the CALIFORNIA LABOR SUB-CLASS with accurate  
16 itemized wage statements;
- 17 (c) Whether DEFENDANT has engaged in unfair competition by the  
18 above-listed conduct;
- 19 (d) The proper measure of damages and penalties owed to the members of  
20 the CALIFORNIA LABOR SUB-CLASS; and,
- 21 (e) Whether DEFENDANT's conduct was willful.

22 40. DEFENDANT violated the rights of the CALIFORNIA LABOR SUB-  
23 CLASS under California law by:

- 24 (a) Violating Cal. Lab. Code § 510, by failing to correctly pay the  
25 PLAINTIFF and the members of the CALIFORNIA LABOR SUB-  
26 CLASS all wages due for overtime worked, for which DEFENDANT is  
27 liable pursuant to Cal. Lab. Code § 1194;
- 28

- 1 (b) Violating Cal. Lab. Code §§ 1194, 1197 & 1197.1, by failing to  
2 accurately pay PLAINTIFF and the members of the CALIFORNIA  
3 LABOR SUB-CLASS the correct minimum wage pay for which  
4 DEFENDANT is liable pursuant to Cal. Lab. Code §§ 1194 and 1197;
- 5 (c) Violating Cal. Lab. Code § 226, by failing to provide PLAINTIFF and  
6 the members of the CALIFORNIA LABOR SUB-CLASS with an  
7 accurate itemized statement in writing showing the corresponding  
8 correct amount of wages earned by the employee;
- 9 (d) Violating Cal. Lab. Code §§ 226.7 and 512, by failing to provide  
10 PLAINTIFF and the other members of the CALIFORNIA LABOR  
11 SUB-CLASS with all legally required off-duty, uninterrupted thirty  
12 (30) minute meal breaks and the legally required off-duty rest breaks;
- 13 (e) Violating Cal. Lab. Code §§ 201, 202 and/or 203, which provides that  
14 when an employee is discharged or quits from employment, the  
15 employer must pay the employee all wages due without abatement, by  
16 failing to tender full payment and/or restitution of wages owed or in the  
17 manner required by California law to the members of the  
18 CALIFORNIA LABOR SUB-CLASS who have terminated their  
19 employment; and,
- 20 (f) Violating Cal. Lab. Code § 2802 by failing to reimburse PLAINTIFF  
21 and the CALIFORNIA LABOR SUB-CLASS members with necessary  
22 expenses incurred in the discharge of their job duties.

23 41. This Class Action meets the statutory prerequisites for the maintenance of a  
24 Class Action as set forth in Cal. Code of Civ. Proc. § 382, in that:

- 25 (a) The persons who comprise the CALIFORNIA LABOR SUB-CLASS  
26 are so numerous that the joinder of all CALIFORNIA LABOR SUB-  
27 CLASS Members is impracticable and the disposition of their claims as  
28 a class will benefit the parties and the Court;

- 1 (b) Nearly all factual, legal, statutory, declaratory and injunctive relief  
2 issues that are raised in this Complaint are common to the  
3 CALIFORNIA LABOR SUB-CLASS and will apply to every member  
4 of the CALIFORNIA LABOR SUB-CLASS;
- 5 (c) The claims of the representative PLAINTIFF are typical of the claims  
6 of each member of the CALIFORNIA LABOR SUB-CLASS.  
7 PLAINTIFF, like all the other members of the CALIFORNIA LABOR  
8 SUB-CLASS, was a non-exempt employee paid on an hourly basis who  
9 was subjected to the DEFENDANT's practice and policy which failed  
10 to pay the correct amount of wages due to the CALIFORNIA LABOR  
11 SUB-CLASS. PLAINTIFF sustained economic injury as a result of  
12 DEFENDANT's employment practices. PLAINTIFF and the members  
13 of the CALIFORNIA LABOR SUB-CLASS were and are similarly or  
14 identically harmed by the same unlawful, deceptive, and unfair  
15 misconduct engaged in by DEFENDANT; and,
- 16 (d) The representative PLAINTIFF will fairly and adequately represent and  
17 protect the interest of the CALIFORNIA LABOR SUB-CLASS, and  
18 has retained counsel who are competent and experienced in Class  
19 Action litigation. There are no material conflicts between the claims of  
20 the representative PLAINTIFF and the members of the CALIFORNIA  
21 LABOR SUB-CLASS that would make class certification  
22 inappropriate. Counsel for the CALIFORNIA LABOR SUB-CLASS  
23 will vigorously assert the claims of all CALIFORNIA LABOR SUB-  
24 CLASS Members.

25 42. In addition to meeting the statutory prerequisites to a Class Action, this action  
26 is properly maintained as a Class Action pursuant to Cal. Code of Civ. Proc. § 382, in that:

- 27 (a) Without class certification and determination of declaratory, injunctive,  
28 statutory and other legal questions within the class format, prosecution



of separate actions by individual members of the CALIFORNIA  
LABOR SUB-CLASS will create the risk of:

- 1) Inconsistent or varying adjudications with respect to individual  
members of the CALIFORNIA LABOR SUB-CLASS which  
would establish incompatible standards of conduct for the  
parties opposing the CALIFORNIA LABOR SUB-CLASS; or,
- 2) Adjudication with respect to individual members of the  
CALIFORNIA LABOR SUB-CLASS which would as a  
practical matter be dispositive of interests of the other members  
not party to the adjudication or substantially impair or impede  
their ability to protect their interests.

(b) The parties opposing the CALIFORNIA LABOR SUB-CLASS have  
acted or refused to act on grounds generally applicable to the  
CALIFORNIA LABOR SUB-CLASS, making appropriate class-wide  
relief with respect to the CALIFORNIA LABOR SUB-CLASS as a  
whole in that DEFENDANT fails to pay all wages due. Including the  
correct wages for all time worked by the members of the  
CALIFORNIA LABOR SUB-CLASS as required by law;

(c) Common questions of law and fact predominate as to the members of  
the CALIFORNIA LABOR SUB-CLASS, with respect to the practices  
and violations of California Law as listed above, and predominate over  
any question affecting only individual CALIFORNIA LABOR SUB-  
CLASS Members, and a Class Action is superior to other available  
methods for the fair and efficient adjudication of the controversy,  
including consideration of:

- 1) The interests of the members of the CALIFORNIA LABOR  
SUB-CLASS in individually controlling the prosecution or  
defense of separate actions in that the substantial expense of

1 individual actions will be avoided to recover the relatively small  
2 amount of economic losses sustained by the individual  
3 CALIFORNIA LABOR SUB-CLASS Members when compared  
4 to the substantial expense and burden of individual prosecution  
5 of this litigation;

6 2) Class certification will obviate the need for unduly duplicative  
7 litigation that would create the risk of:

8 A. Inconsistent or varying adjudications with respect to  
9 individual members of the CALIFORNIA LABOR SUB-  
10 CLASS, which would establish incompatible standards of  
11 conduct for the DEFENDANT; and/or,

12 B. Adjudications with respect to individual members of the  
13 CALIFORNIA LABOR SUB-CLASS would as a  
14 practical matter be dispositive of the interests of the other  
15 members not parties to the adjudication or substantially  
16 impair or impede their ability to protect their interests;

17 3) In the context of wage litigation because a substantial number of  
18 individual CALIFORNIA LABOR SUB-CLASS Members will  
19 avoid asserting their legal rights out of fear of retaliation by  
20 DEFENDANT, which may adversely affect an individual's job  
21 with DEFENDANT or with a subsequent employer, the Class  
22 Action is the only means to assert their claims through a  
23 representative; and,

24 4) A class action is superior to other available methods for the fair  
25 and efficient adjudication of this litigation because class  
26 treatment will obviate the need for unduly and unnecessary  
27 duplicative litigation that is likely to result in the absence of  
28

1 certification of this action pursuant to Cal. Code of Civ. Proc. §  
2 382.

3 43. This Court should permit this action to be maintained as a Class Action  
4 pursuant to Cal. Code of Civ. Proc. § 382 because:

- 5 (a) The questions of law and fact common to the CALIFORNIA LABOR  
6 SUB-CLASS predominate over any question affecting only individual  
7 CALIFORNIA LABOR SUB-CLASS Members;
- 8 (b) A Class Action is superior to any other available method for the fair  
9 and efficient adjudication of the claims of the members of the  
10 CALIFORNIA LABOR SUB-CLASS because in the context of  
11 employment litigation a substantial number of individual  
12 CALIFORNIA LABOR SUB-CLASS Members will avoid asserting  
13 their rights individually out of fear of retaliation or adverse impact on  
14 their employment;
- 15 (c) The members of the CALIFORNIA LABOR SUB-CLASS are so  
16 numerous that it is impractical to bring all members of the  
17 CALIFORNIA LABOR SUB-CLASS before the Court;
- 18 (d) PLAINTIFF, and the other CALIFORNIA LABOR SUB-CLASS  
19 Members, will not be able to obtain effective and economic legal  
20 redress unless the action is maintained as a Class Action;
- 21 (e) There is a community of interest in obtaining appropriate legal and  
22 equitable relief for the acts of unfair competition, statutory violations  
23 and other improprieties, and in obtaining adequate compensation for the  
24 damages and injuries which DEFENDANT's actions have inflicted  
25 upon the CALIFORNIA LABOR SUB-CLASS;
- 26 (f) There is a community of interest in ensuring that the combined assets of  
27 DEFENDANT are sufficient to adequately compensate the members of  
28 the CALIFORNIA LABOR SUB-CLASS for the injuries sustained;

- 1 (g) DEFENDANT has acted or refused to act on grounds generally  
2 applicable to the CALIFORNIA LABOR SUB-CLASS, thereby  
3 making final class-wide relief appropriate with respect to the  
4 CALIFORNIA LABOR SUB-CLASS as a whole;
- 5 (h) The members of the CALIFORNIA LABOR SUB-CLASS are readily  
6 ascertainable from the business records of DEFENDANT. The  
7 CALIFORNIA LABOR SUB-CLASS consists of all CALIFORNIA  
8 CLASS Members who worked for DEFENDANT in California at any  
9 time during the CALIFORNIA LABOR SUB-CLASS PERIOD; and,
- 10 (i) Class treatment provides manageable judicial treatment calculated to  
11 bring a efficient and rapid conclusion to all litigation of all wage and  
12 hour related claims arising out of the conduct of DEFENDANT as to  
13 the members of the CALIFORNIA LABOR SUB-CLASS.

14  
15 **FIRST CAUSE OF ACTION**

16 **For Unlawful Business Practices**

17 **[Cal. Bus. And Prof. Code §§ 17200]**

18 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All Defendants)**

19 44. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege  
20 and incorporate by this reference, as though fully set forth herein, the prior paragraphs of  
21 this Complaint.

22 45. DEFENDANT is a “person” as that term is defined under Cal. Bus. and Prof.  
23 Code § 17021.

24 46. California Business & Professions Code §§ 17200, (the “UCL”) defines unfair  
25 competition as any unlawful, unfair, or fraudulent business act or practice. Section 17203  
26 authorizes injunctive, declaratory, and/or other equitable relief with respect to unfair  
27 competition as follows:  
28

1 Any person who engages, has engaged, or proposes to engage in unfair  
2 competition may be enjoined in any court of competent jurisdiction. The court  
3 may make such orders or judgments, including the appointment of a receiver,  
4 as may be necessary to prevent the use or employment by any person of any  
5 practice which constitutes unfair competition, as defined in this chapter, or as  
6 may be necessary to restore to any person in interest any money or property,  
7 real or personal, which may have been acquired by means of such unfair  
8 competition.

9 Cal. Bus. & Prof. Code § 17203.

10 47. By the conduct alleged herein, DEFENDANT has engaged and continues to  
11 engage in a business practice which violates California law, including but not limited to, the  
12 applicable Industrial Wage Order(s), the California Code of Regulations and the California  
13 Labor Code including Sections 221, 226.7, 246, 510, 512, 1194, 1197, 1197.1, 1198, 2802  
14 and the Fair Labor Standards Act and federal regulations promulgated thereunder, for which  
15 this Court should issue declaratory and other equitable relief pursuant to Cal. Bus. & Prof.  
16 Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute  
17 unfair competition, including restitution of wages wrongfully withheld.

18 48. By the conduct alleged herein, DEFENDANT's practices were unlawful and  
19 unfair in that these practices violate public policy, were immoral, unethical, oppressive,  
20 unscrupulous or substantially injurious to employees, and were without valid justification or  
21 utility for which this Court should issue equitable and injunctive relief pursuant to Section  
22 17203 of the California Business & Professions Code, including restitution of wages  
23 wrongfully withheld.

24 49. By the conduct alleged herein, DEFENDANT's practices were deceptive and  
25 fraudulent in that DEFENDANT's policy and practice failed to provide the legally  
26 mandated meal and rest periods, the required amount of compensation for missed meal and  
27 rest periods and overtime and minimum wages owed, failed to timely pay wages, and failed  
28 to reimburse all necessary business expenses incurred, and failed to provide Fair Labor  
Standards Act overtime wages due for overtime worked as a result of failing to include non-  
discretionary incentive compensation into their regular rates of pay for purposes of  
computing the proper overtime pay due to a business practice that cannot be justified,

1 pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission requirements  
2 in violation of Cal. Bus. Code §§ 17200, and for which this Court should issue injunctive  
3 and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including restitution of  
4 wages wrongfully withheld.

5 50. By the conduct alleged herein, DEFENDANT's practices were also unlawful,  
6 unfair and deceptive in that DEFENDANT's employment practices caused PLAINTIFF and  
7 the other members of the CALIFORNIA CLASS to be underpaid during their employment  
8 with DEFENDANT.

9 51. By the conduct alleged herein, DEFENDANT's practices were also unlawful,  
10 unfair and deceptive in that DEFENDANT's policies, practices and procedures failed to  
11 provide all legally required meal breaks to PLAINTIFF and the other members of the  
12 CALIFORNIA CLASS as required by Cal. Lab. Code §§ 226.7 and 512.

13 52. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each  
14 CALIFORNIA CLASS Member, one (1) hour of pay for each workday in which an off-duty  
15 meal period was not timely provided for each five (5) hours of work, and/or one (1) hour of  
16 pay for each workday in which a second off-duty meal period was not timely provided for  
17 each ten (10) hours of work.

18 53. PLAINTIFF further demands on behalf of himself and each member of the  
19 CALIFORNIA LABOR SUB-CLASS, one (1) hour of pay for each workday in which an off  
20 duty paid rest period was not timely provided as required by law.

21 54. By and through the unlawful and unfair business practices described herein,  
22 DEFENDANT has obtained valuable property, money and services from PLAINTIFF and  
23 the other members of the CALIFORNIA CLASS, including earned wages for all time  
24 worked, and has deprived them of valuable rights and benefits guaranteed by law and  
25 contract, all to the detriment of these employees and to the benefit of DEFENDANT so as to  
26 allow DEFENDANT to unfairly compete against competitors who comply with the law.

27 55. All the acts described herein as violations of, among other things, the  
28 Industrial Welfare Commission Wage Orders, the California Code of Regulations, and the

1 California Labor Code, were unlawful and in violation of public policy, were immoral,  
2 unethical, oppressive and unscrupulous, were deceptive, and thereby constitute unlawful,  
3 unfair and deceptive business practices in violation of Cal. Bus. & Prof. Code §§ 17200.

4 56. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled  
5 to, and do, seek such relief as may be necessary to restore to them the money and property  
6 which DEFENDANT has acquired, or of which PLAINTIFF and the other members of the  
7 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and  
8 unfair business practices, including earned but unpaid wages for all time worked.

9 57. PLAINTIFF and the other members of the CALIFORNIA CLASS are further  
10 entitled to, and do, seek a declaration that the described business practices are unlawful,  
11 unfair and deceptive, and that injunctive relief should be issued restraining DEFENDANT  
12 from engaging in any unlawful and unfair business practices in the future.

13 58. PLAINTIFF and the other members of the CALIFORNIA CLASS have no  
14 plain, speedy and/or adequate remedy at law that will end the unlawful and unfair business  
15 practices of DEFENDANT. Further, the practices herein alleged presently continue to occur  
16 unabated. As a result of the unlawful and unfair business practices described herein,  
17 PLAINTIFF and the other members of the CALIFORNIA CLASS have suffered and will  
18 continue to suffer irreparable legal and economic harm unless DEFENDANT is restrained  
19 from continuing to engage in these unlawful and unfair business practices.

20  
21 **SECOND CAUSE OF ACTION**

22 **For Failure To Pay Minimum Wages**

23 **[Cal. Lab. Code §§ 1194, 1197 and 1197.1]**

24 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS**  
25 **and Against All Defendants)**

26 59. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-  
27 CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior  
28 paragraphs of this Complaint.

1           60.     PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
2 CLASS bring a claim for DEFENDANT's willful and intentional violations of the  
3 California Labor Code and the Industrial Welfare Commission requirements for  
4 DEFENDANT's failure to accurately calculate and pay minimum wages to PLAINTIFF and  
5 CALIFORNIA CLASS Members.

6           61.     Cal. Lab. Code § 1197 provides the minimum wage for employees fixed by  
7 the commission is the minimum wage to be paid to employees, and the payment of a less  
8 wage than the minimum so fixed is unlawful.

9           62.     Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid  
10 wages, including minimum wage compensation and interest thereon, together with the costs  
11 of suit.

12           63.     DEFENDANT maintained a wage practice of paying PLAINTIFF and the  
13 other members of the CALIFORNIA LABOR SUB-CLASS without regard to the correct  
14 amount of time they work. As set forth herein, DEFENDANT's policy and practice was to  
15 unlawfully and intentionally deny timely payment of wages due to PLAINTIFF and the  
16 other members of the CALIFORNIA LABOR SUB-CLASS.

17           64.     DEFENDANT's unlawful wage and hour practices manifested, without  
18 limitation, applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result of  
19 implementing a policy and practice that denies accurate compensation to PLAINTIFF and  
20 the other members of the CALIFORNIA LABOR SUB-CLASS in regards to minimum  
21 wage pay.

22           65.     In committing these violations of the California Labor Code, DEFENDANT  
23 inaccurately calculated the correct time worked and consequently underpaid the actual time  
24 worked by PLAINTIFF and other members of the CALIFORNIA LABOR SUB-CLASS.  
25 DEFENDANT acted in an illegal attempt to avoid the payment of all earned wages, and  
26 other benefits in violation of the California Labor Code, the Industrial Welfare Commission  
27 requirements and other applicable laws and regulations.



1           66. As a direct result of DEFENDANT's unlawful wage practices as alleged  
2 herein, PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS did  
3 not receive the correct minimum wage compensation for their time worked for  
4 DEFENDANT.

5           67. During the CALIFORNIA LABOR SUB-CLASS PERIOD, DEFENDANT  
6 required, permitted or suffered PLAINTIFF and CALIFORNIA LABOR SUB-CLASS  
7 Members to work without paying them for all the time they were under DEFENDANT's  
8 control. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and the  
9 other members of the CALIFORNIA LABOR SUB-CLASS were paid less for time worked  
10 that they were entitled to, constituting a failure to pay all earned wages.

11           68. By virtue of DEFENDANT's unlawful failure to accurately pay all earned  
12 compensation to PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
13 CLASS for the true time they worked, PLAINTIFF and the other members of the  
14 CALIFORNIA LABOR SUB-CLASS have suffered and will continue to suffer an economic  
15 injury in amounts which are presently unknown to them and which will be ascertained  
16 according to proof at trial.

17           69. DEFENDANT knew or should have known that PLAINTIFF and the other  
18 members of the CALIFORNIA LABOR SUB-CLASS were under compensated for their  
19 time worked. DEFENDANT elected, either through intentional malfeasance or gross  
20 nonfeasance, to not pay employees for their labor as a matter of company policy, practice  
21 and procedure, and DEFENDANT perpetrated this scheme by refusing to pay PLAINTIFF  
22 and the other members of the CALIFORNIA LABOR SUB-CLASS the correct minimum  
23 wages for their time worked.

24           70. In performing the acts and practices herein alleged in violation of California  
25 labor laws, and refusing to compensate the members of the CALIFORNIA LABOR SUB-  
26 CLASS for all time worked and provide them with the requisite compensation,  
27 DEFENDANT acted and continues to act intentionally, oppressively, and maliciously  
28 toward PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS

1 with a conscious and utter disregard for their legal rights, or the consequences to them, and  
2 with the despicable intent of depriving them of their property and legal rights, and otherwise  
3 causing them injury in order to increase company profits at the expense of these employees.

4 71. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
5 CLASS therefore request recovery of all unpaid wages, according to proof, interest,  
6 statutory costs, as well as the assessment of any statutory penalties against DEFENDANT,  
7 in a sum as provided by the California Labor Code and/or other applicable statutes. To the  
8 extent minimum wage compensation is determined to be owed to the CALIFORNIA  
9 LABOR SUB-CLASS Members who have terminated their employment, DEFENDANT's  
10 conduct also violates Labor Code §§ 201 and/or 202, and therefore these individuals are also  
11 be entitled to waiting time penalties under Cal. Lab. Code § 203, which penalties are sought  
12 herein on behalf of these CALIFORNIA LABOR SUB-CLASS Members. DEFENDANT's  
13 conduct as alleged herein was willful, intentional and not in good faith. Further,  
14 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members are entitled to seek  
15 and recover statutory costs.

### 16 17 **THIRD CAUSE OF ACTION**

#### 18 **For Failure To Pay Overtime Compensation**

19 **[Cal. Lab. Code § 510]**

20 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**  
21 **Defendants)**

22 72. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-  
23 CLASS, reallege and incorporate by this reference, as though full set forth herein, the prior  
24 paragraphs of this Complaint.

25 73. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
26 CLASS bring a claim for DEFENDANT's willful and intentional violations of the  
27 California Labor Code and the Industrial Welfare Commission requirements for  
28 DEFENDANT's failure to pay these employees for all overtime worked, including, work

1 performed in excess of eight (8) hours in a workday, and/or twelve (12) hours in a workday,  
2 and/or forty (40) hours in any workweek.

3 74. Cal. Lab. Code § 510 further provides that employees in California shall not  
4 be employed more than eight (8) hours per workday and more than forty (40) hours per  
5 workweek unless they receive additional compensation beyond their regular wages in  
6 amounts specified by law.

7 75. Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid  
8 wages, including minimum wage and overtime compensation and interest thereon, together  
9 with the costs of suit. Cal. Lab. Code § 1198 further states that the employment of an  
10 employee for longer hours than those fixed by the Industrial Welfare Commission is  
11 unlawful.

12 76. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and  
13 CALIFORNIA LABOR SUB-CLASS Members were required, permitted or suffered by  
14 DEFENDANT to work for DEFENDANT and were not paid for all the time they worked,  
15 including overtime work.

16 77. DEFENDANT's unlawful wage and hour practices manifested, without  
17 limitation, applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result of  
18 implementing a policy and practice that failed to accurately record overtime worked by  
19 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members and denied accurate  
20 compensation to PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
21 CLASS for overtime worked, including, the overtime work performed in excess of eight (8)  
22 hours in a workday, and/or twelve (12) hours in a workday, and/or forty (40) hours in any  
23 workweek.

24 78. In committing these violations of the California Labor Code, DEFENDANT  
25 inaccurately recorded overtime worked and consequently underpaid the overtime worked by  
26 PLAINTIFF and other CALIFORNIA LABOR-SUB CLASS Members. DEFENDANT  
27 acted in an illegal attempt to avoid the payment of all earned wages, and other benefits in  
28 violation of the California Labor Code, the Industrial Welfare Commission requirements and

1 other applicable laws and regulations. As a direct result of DEFENDANT's unlawful wage  
2 practices as alleged herein, the PLAINTIFF and the other members of the CALIFORNIA  
3 LABOR SUB-CLASS did not receive full compensation for overtime worked.

4 79. Cal. Lab. Code § 515 sets out various categories of employees who are exempt  
5 from the overtime requirements of the law. None of these exemptions are applicable to the  
6 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS. Further,  
7 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS were not  
8 subject to a valid collective bargaining agreement that would preclude the causes of action  
9 contained herein this Complaint. Rather, PLAINTIFF brings this Action on behalf of  
10 himself and the CALIFORNIA LABOR SUB-CLASS based on DEFENDANT's violations  
11 of non-negotiable, non-waiveable rights provided by the State of California.

12 80. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and  
13 the other members of the CALIFORNIA LABOR SUB-CLASS have been paid less for  
14 overtime worked that they are entitled to, constituting a failure to pay all earned wages.

15 81. DEFENDANT failed to accurately pay the PLAINTIFF and the other  
16 members of the CALIFORNIA LABOR SUB-CLASS overtime wages for the time they  
17 worked which was in excess of the maximum hours permissible by law as required by Cal.  
18 Lab. Code §§ 510, 1194 & 1198, even though PLAINTIFF and the other members of the  
19 CALIFORNIA LABOR SUB-CLASS were required to work, and did in fact work, overtime  
20 as to which DEFENDANT failed to accurately record and pay as evidenced by  
21 DEFENDANT's business records and witnessed by employees.

22 82. By virtue of DEFENDANT's unlawful failure to accurately pay all earned  
23 compensation to PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
24 CLASS for the true amount of time they worked, PLAINTIFF and the other members of the  
25 CALIFORNIA LABOR SUB-CLASS have suffered and will continue to suffer an economic  
26 injury in amounts which are presently unknown to them and which will be ascertained  
27 according to proof at trial.  
28

1           83.     DEFENDANT knew or should have known that PLAINTIFF and the other  
2 members of the CALIFORNIA LABOR SUB-CLASS were under compensated for all  
3 overtime worked. DEFENDANT elected, either through intentional malfeasance or gross  
4 nonfeasance, to not pay employees for their labor as a matter of company policy, practice  
5 and procedure, and DEFENDANT perpetrated this scheme by refusing to pay PLAINTIFF  
6 and the other members of the CALIFORNIA LABOR SUB-CLASS for overtime worked.

7           84.     In performing the acts and practices herein alleged in violation of California  
8 labor laws, and refusing to compensate the members of the CALIFORNIA LABOR SUB-  
9 CLASS for all overtime worked and provide them with the requisite overtime compensation,  
10 DEFENDANT acted and continues to act intentionally, oppressively, and maliciously  
11 toward PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS  
12 with a conscious of and utter disregard for their legal rights, or the consequences to them,  
13 and with the despicable intent of depriving them of their property and legal rights, and  
14 otherwise causing them injury in order to increase company profits at the expense of these  
15 employees.

16           85.     PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
17 CLASS therefore request recovery of all overtime wages, according to proof, interest,  
18 statutory costs, as well as the assessment of any statutory penalties against DEFENDANT,  
19 in a sum as provided by the California Labor Code and/or other applicable statutes. To the  
20 extent minimum and/or overtime compensation is determined to be owed to the  
21 CALIFORNIA LABOR SUB-CLASS Members who have terminated their employment,  
22 DEFENDANT's conduct also violates Labor Code §§ 201 and/or 202, and therefore these  
23 individuals are also be entitled to waiting time penalties under Cal. Lab. Code § 203, which  
24 penalties are sought herein on behalf of these CALIFORNIA LABOR SUB-CLASS  
25 Members. DEFENDANT's conduct as alleged herein was willful, intentional and not in  
26 good faith. Further, PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members  
27 are entitled to seek and recover statutory costs.

28     ///

1 **FOURTH CAUSE OF ACTION**

2 **For Failure to Provide Required Meal Periods**

3 **[Cal. Lab. Code §§ 226.7 & 512 ]**

4 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**  
5 **Defendants)**

6 86. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-  
7 CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior  
8 paragraphs of this Complaint.

9 87. During the CALIFORNIA CLASS PERIOD, DEFENDANT from time to time  
10 failed to provide all the legally required off-duty meal breaks to PLAINTIFF and the other  
11 CALIFORNIA LABOR SUB-CLASS Members as required by the applicable Wage Order  
12 and Labor Code. The nature of the work performed by PLAINTIFF and CALIFORNIA  
13 LABOR SUB-CLASS MEMBERS did not prevent these employees from being relieved of  
14 all of their duties for the legally required off-duty meal periods. As a result of their rigorous  
15 work schedules, PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members  
16 were from time to time not fully relieved of duty by DEFENDANT for their meal periods.  
17 Additionally, DEFENDANT's failure to provide PLAINTIFF and the CALIFORNIA  
18 LABOR SUB-CLASS Members with legally required meal breaks prior to their fifth (5th)  
19 hour of work is evidenced by DEFENDANT's business records from time to time. Further,  
20 DEFENDANT failed to provide PLAINTIFF and CALIFORNIA CLASS Members with a  
21 second off-duty meal period in some workdays in which these employees were required by  
22 DEFENDANT to work ten (10) hours of work from time to time. As a result, PLAINTIFF  
23 and other members of the CALIFORNIA LABOR SUB-CLASS therefore forfeited meal  
24 breaks without additional compensation and in accordance with DEFENDANT's strict  
25 corporate policy and practice.

26 88. DEFENDANT further violates California Labor Code §§ 226.7 and the  
27 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA  
28 LABOR SUB-CLASS Members who were not provided a meal period, in accordance with

1 the applicable Wage Order, one additional hour of compensation at each employee's regular  
2 rate of pay for each workday that a meal period was not provided.

3 89. As a proximate result of the aforementioned violations, PLAINTIFF and  
4 CALIFORNIA LABOR SUB-CLASS Members have been damaged in an amount according  
5 to proof at trial, and seek all wages earned and due, interest, penalties, expenses and costs of  
6 suit.

7 **FIFTH CAUSE OF ACTION**

8 **For Failure to Provide Required Rest Periods**

9 **[Cal. Lab. Code §§ 226.7 & 512 ]**

10 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**  
11 **Defendants)**

12 90. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-  
13 CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior  
14 paragraphs of this Complaint.

15 91. PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were  
16 from time to time required to work in excess of four (4) hours without being provided ten  
17 (10) minute rest periods. Further, these employees from time to time were denied their first  
18 rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four (4)  
19 hours, a first and second rest period of at least ten (10) minutes for some shifts worked of  
20 between six (6) and eight (8) hours, and a first, second and third rest period of at least ten  
21 (10) minutes for some shifts worked of ten (10) hours or more from time to time.

22 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were also not  
23 provided with one hour wages in lieu thereof. As a result of their rigorous work schedules,  
24 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were periodically  
25 denied their proper rest periods by DEFENDANT and DEFENDANT's managers.

26 92. DEFENDANT further violated California Labor Code §§ 226.7 and the  
27 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA  
28 LABOR SUB-CLASS Members who were not provided a rest period, in accordance with

1 the applicable Wage Order, one additional hour of compensation at each employee's regular  
2 rate of pay for each workday that rest period was not provided.

3 93. As a proximate result of the aforementioned violations, PLAINTIFF and  
4 CALIFORNIA LABOR SUB-CLASS Members have been damaged in an amount according  
5 to proof at trial, and seek all wages earned and due, interest, penalties, expenses and costs of  
6 suit.

### 7 **SIXTH CAUSE OF ACTION**

#### 8 **For Failure to Provide Accurate Itemized Statements**

9 **[Cal. Lab. Code § 226]**

10 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**  
11 **Defendants)**

12 94. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-  
13 CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior  
14 paragraphs of this Complaint.

15 95. Cal. Labor Code § 226 provides that an employer must furnish employees  
16 with  
17 an "accurate itemized" statement in writing showing:

- 18 (1) gross wages earned,
- 19 (2) total hours worked by the employee, except for any employee whose  
20 compensation is solely based on a salary and who is exempt from payment of  
overtime under subdivision (a) of Section 515 or any applicable order of the  
Industrial Welfare Commission,
- 21 (3) the number of piecerate units earned and any applicable piece rate if the employee  
is paid on a piece-rate basis,
- 22 (4) all deductions, provided that all deductions made on written orders of the  
employee may be aggregated and shown as one item,
- 23 (5) net wages earned,
- 24 (6) the inclusive dates of the period for which the employee is paid,
- 25 (7) the name of the employee and his or her social security number, except that by  
January 1, 2008, only the last four digits of his or her social security number or an  
employee identification number other than a social security number may be shown on  
the itemized statement,
- 26 (8) the name and address of the legal entity that is the employer, and
- 27 (9) all applicable hourly rates in effect during the pay period and the corresponding  
number of hours worked at each hourly rate by the employee.



1           96. From time to time, DEFENDANT also failed to provide PLAINTIFF and the  
2 other members of the CALIFORNIA LABOR SUB-CLASS with complete and accurate  
3 wage statements which failed to show, among other things, the correct gross and net wages  
4 earned. Cal. Lab. Code § 226 provides that every employer shall furnish each of his or her  
5 employees with an accurate itemized wage statement in writing showing, among other  
6 things, gross wages earned and all applicable hourly rates in effect during the pay period and  
7 the corresponding amount of time worked at each hourly rate. PLAINTIFF and  
8 CALIFORNIA LABOR SUB-CLASS Members were paid on an hourly basis. As such, the  
9 wage statements should reflect all applicable hourly rates during the pay period and the total  
10 hours worked, and the applicable pay period in which the wages were earned pursuant to  
11 California Labor Code Section 226(a). The wage statements DEFENDANT provided to  
12 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members failed to identify  
13 such information. More specifically, the wage statements failed to identify the accurate total  
14 hours worked each pay period. When the hours shown on the wage statements were added  
15 up, they did not equal the actual total hours worked during the pay period in violation of  
16 Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this paragraph,  
17 DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that lists all the  
18 requirements under California Labor Code 226. As a result, DEFENDANT from time to  
19 time provided PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-  
20 CLASS with wage statements which violated Cal. Lab. Code § 226.

21           97. DEFENDANT knowingly and intentionally failed to comply with Cal. Lab.  
22 Code § 226, causing injury and damages to PLAINTIFF and the other members of the  
23 CALIFORNIA LABOR SUB-CLASS. These damages include, but are not limited to, costs  
24 expended calculating the correct wages for all missed meal and rest breaks and the amount  
25 of employment taxes which were not properly paid to state and federal tax authorities.  
26 These damages are difficult to estimate. Therefore, PLAINTIFF and the other members of  
27 the CALIFORNIA LABOR SUB-CLASS may elect to recover liquidated damages of fifty  
28 dollars (\$50.00) for the initial pay period in which the violation occurred, and one hundred

1 dollars (\$100.00) for each violation in a subsequent pay period pursuant to Cal. Lab. Code §  
2 226, in an amount according to proof at the time of trial (but in no event more than four  
3 thousand dollars (\$4,000.00) for PLAINTIFF and each respective member of the  
4 CALIFORNIA LABOR SUB-CLASS herein).

5  
6 **SEVENTH CAUSE OF ACTION**

7 **For Failure to Reimburse Employees for Required Expenses**

8 **[Cal. Lab. Code § 2802]**

9 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**  
10 **Defendants)**

11 98. PLAINTIFF and the other CALIFORNIA LABOR SUB-CLASS members  
12 reallege and incorporate by this reference, as though fully set forth herein, the prior  
13 paragraphs of this Complaint.

14 99. Cal. Lab. Code § 2802 provides, in relevant part, that:

15 An employer shall indemnify his or her employee for all necessary  
16 expenditures or losses incurred by the employee in direct consequence of the  
17 discharge of his or her duties, or of his or her obedience to the directions of the  
18 employer, even though unlawful, unless the employee, at the time of obeying  
19 the directions, believed them to be unlawful.

20 100. At all relevant times herein, DEFENDANT violated Cal. Lab. Code § 2802,  
21 by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-  
22 CLASS members for required expenses incurred in the discharge of their job duties for  
23 DEFENDANT's benefit. DEFENDANT failed to reimburse PLAINTIFF and the  
24 CALIFORNIA LABOR SUB-CLASS members for expenses which included, but were not  
25 limited to, costs related to using their personal cellular phones on behalf of and for the  
26 benefit of DEFENDANT. Specifically, PLAINTIFF and other CALIFORNIA LABOR  
27 SUB-CLASS Members were required by DEFENDANT to use their personal cellular  
28 phones and home offices in order to perform work related job tasks. DEFENDANT's policy  
and practice was to not reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-  
CLASS members for expenses resulting from using their personal cellular phones and home

1 offices for DEFENDANT within the course and scope of their employment for  
2 DEFENDANT. These expenses were necessary to complete their principal job duties.  
3 DEFENDANT is estopped by DEFENDANT's conduct to assert any waiver of this  
4 expectation. Although these expenses were necessary expenses incurred by PLAINTIFF  
5 and the CALIFORNIA LABOR SUB-CLASS members, DEFENDANT failed to indemnify  
6 and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for  
7 these expenses as an employer is required to do under the laws and regulations of California.

8 101. PLAINTIFF therefore demands reimbursement for expenditures or losses  
9 incurred by himself and the CALIFORNIA LABOR SUB-CLASS members in the discharge  
10 of their job duties for DEFENDANT, or their obedience to the directions of DEFENDANT,  
11 with interest at the statutory rate and costs under Cal. Lab. Code § 2802.

12 **EIGHTH CAUSE OF ACTION**

13 **For Failure to Pay Sick Pay Wages**

14 **[ Cal. Lab. Code §§ 201-203, 233, 246]**

15 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS**  
16 **and Against All Defendants)**

17 102. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-  
18 CLASS, reallege and incorporate by reference, as though fully set forth herein, the prior  
19 paragraphs of this Complaint.

20 103. Cal Lab. Code § 233 provides that an employer must permit an employee to  
21 use accrued sick leave in accordance with Cal Lab. Code § 246.5 at the employee's then  
22 current rate of entitlement. Cal Lab. Code § 246 provides that an employee is entitled to  
23 sick pay wages for use of accrued sick leave pursuant to Cal Lab. Code § 246.5.  
24 Specifically, once accrued sick leave is used as paid sick time, an employee has a vested  
25 right to sick pay wages, which an employer must calculate and compensate based on one of  
26 two calculations: (i) "Paid sick time for nonexempt employees shall be calculated in the  
27 same manner as the regular rate of pay for the workweek in which the employee uses paid  
28 sick time, whether or not the employee actually works overtime in that workweek," or (ii)

1 “Paid sick time for nonexempt employees shall be calculated by dividing the employee’s  
2 total wages, not including overtime premium pay, by the employee’s total hours worked in  
3 the full pay periods of the prior 90 days of employment.” Under Cal Lab. Code §§ 218 and  
4 233, employees may sue to recover underpaid sick pay wages as damages.

5 104. As a matter of policy and practice, DEFENDANT pays sick pay wages to  
6 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS at the  
7 incorrect rate of pay. PLAINTIFF and the other members of the CALIFORNIA LABOR-  
8 SUB-CLASS regularly use accrued sick leave in the workweeks in which they also earn  
9 non-hourly remuneration. As a matter of policy and practice, DEFENDANT pays sick pay  
10 wages to PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS  
11 at the base hourly pay, as opposed to the regular rate of pay, which would consider all non-  
12 hourly remuneration in addition to base hourly wages, or the rate resulting from dividing the  
13 employee’s total wages, not including overtime premium pay, by the employee’s total hours  
14 worked in the full pay periods of the prior 90 days of employment. As a result,  
15 DEFENDANT underpaid sick pay wages to PLAINTIFF and the other members of the  
16 CALIFORNIA LABOR-SUB-CLASS.

17 105. Cal. Lab. Code § 246 specifically requires that, upon use of accrued sick  
18 leave, vested sick pay wages are due and to be paid no later than the payday for the next  
19 regular payroll period after accrued sick leave is used as paid sick time. Similarly, Cal. Lab.  
20 Code § 201 provides that if an employer discharges an employee, wages earned and unpaid  
21 at the time of discharge are due and payable immediately. Cal. Lab. Code § 202 provides  
22 that an employee is entitled to receive all unpaid wages no later than 72 hours after an  
23 employee quits his or her employment, unless the employee has given 72-hour notice of his  
24 or her intention to quit, in which case the employee is entitled to his or her wages at the time  
25 of quitting. The Labor Code penalizes untimely payments. For example, Cal. Lab. Code §  
26 203 provides that if an employer willfully fails to pay wages owed in accordance with Cal.  
27 Lab. Code §§ 201-202, then the wages of the employee shall continue as a penalty from the  
28 due date, and at the same rate until paid, but the wages shall not continue for more than

thirty (30) days. Under Cal. Lab. Code §§ 203 and 218, employees may sue to recover applicable penalties.

106. As alleged herein and as a matter of policy and practice, DEFENDANT routinely underpays sick pay wages and thus did not timely pay PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS all owing and underpaid sick pay wages. As a result, DEFENDANT violates Cal. Lab. Code §§ 201-203, 233, and 246, among other Labor Code provisions. PLAINTIFF is informed and believes that DEFENDANT was advised by skilled lawyers and knew, or should have known, of the mandates of the Labor Code as it relates to PLAINTIFF's allegations, especially since the California Supreme Court has explained that "[c]ourts have recognized that 'wages' also include those benefits to which an employee is entitled as a part of his or her compensation, including money, room, board, clothing, vacation pay, and sick pay." *Murphy v. Kenneth Cole Prods., Inc.*, 40 Cal. 4<sup>th</sup> 1094, 1103 (2007)(emphasis added). Because DEFENDANT willfully fails to timely pay PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS all sick pay wages due, DEFENDANT is subject to applicable penalties.

107. Such a pattern, practice, and uniform administration of corporate policy is unlawful and entitles PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS to underpaid sick pay wages, including interest thereon, applicable penalties, attorney's fees, and costs of suit.

#### **PRAYER FOR RELIEF**

WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and severally, as follows:

1. On behalf of the CALIFORNIA CLASS:

A) That the Court certify the First Cause of Action asserted by the CALIFORNIA CLASS as a class action pursuant to Cal. Code of Civ. Proc. § 382;

- 1 B) An order temporarily, preliminarily and permanently enjoining and restraining  
2 DEFENDANT from engaging in similar unlawful conduct as set forth herein;  
3 C) An order requiring DEFENDANT to pay all wages and all sums unlawfully  
4 withheld from compensation due to PLAINTIFF and the other members of the  
5 CALIFORNIA CLASS; and,  
6 D) Restitutionary disgorgement of DEFENDANT's ill-gotten gains into a fluid fund  
7 for restitution of the sums incidental to DEFENDANT's violations due to  
8 PLAINTIFF and to the other members of the CALIFORNIA CLASS.

9 2. On behalf of the CALIFORNIA LABOR SUB-CLASS:

- 10 A) That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh and Eighth  
11 Causes of Action asserted by the CALIFORNIA LABOR SUB-CLASS as a class  
12 action pursuant to Cal. Code of Civ. Proc. § 382;  
13 B) Compensatory damages, according to proof at trial, including compensatory  
14 damages for minimum and overtime compensation due PLAINTIFF and the other  
15 members of the CALIFORNIA LABOR SUB-CLASS, during the applicable  
16 CALIFORNIA LABOR SUB-CLASS PERIOD plus interest thereon at the  
17 statutory rate;  
18 C) The greater of all actual damages or fifty dollars (\$50) for the initial pay period  
19 in which a violation occurs and one hundred dollars (\$100) per each member of  
20 the CALIFORNIA LABOR SUB-CLASS for each violation in a subsequent pay  
21 period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and  
22 an award of costs for violation of Cal. Lab. Code § 226;  
23 D) Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and  
24 the applicable IWC Wage Order;  
25 E) For liquidated damages pursuant to California Labor Code Sections 1194.2 and  
26 1197;  
27  
28

1 F) The amount of the expenses PLAINTIFF and each member of the CALIFORNIA  
2 LABOR SUBCLASS incurred in the course of their job duties, plus interest, and  
3 costs of suit.; and,

4 G) The wages of all terminated employees in the CALIFORNIA LABOR  
5 SUB-CLASS as a penalty from the due date thereof at the same rate until paid or  
6 until an action therefore is commenced, in accordance with Cal. Lab. Code § 203.

7 3. On all claims:

8 A) An award of interest, including prejudgment interest at the legal rate;

9 B) Such other and further relief as the Court deems just and equitable; and,

10 C) An award of penalties, attorneys' fees and cost of suit, as allowable under the  
11 law, including, but not limited to, pursuant to Labor Code §221, §226, §1194,  
12 and/or §2802.

13 Dated: August 21, 2024

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

14  
15 By: \_\_\_\_\_  
16 Norman B. Blumenthal  
Nicholas J. De Blouw

17 *Attorneys for Plaintiff*  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

**DEMAND FOR A JURY TRIAL**

PLAINTIFF demands a jury trial on issues triable to a jury.

Dated: August 21, 2024                      BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

By: \_\_\_\_\_  
Norman B. Blumenthal  
Nicholas J. De Blouw

*Attorneys for Plaintiff*