BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP
Kyle R. Nordrehaug (State Bar #205975)
Aparajit Bhowmik (State Bar #248066)
2255 Calle Clara
La Jolla, CA 92037
Telephone: (858) 551-1223
Fax: (858) 551-1232
Website: www.bamlawca.com
Email: kyle@bamlawca.com

Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF ALAMEDA

MARIO MARTIN, an individual, on behalf of himself and on behalf of all persons similarly situated, Plaintiff, vs. UNITED RENTALS (NORTH AMERICA), INC., a Corporation; and DOES 1 through 50, inclusive, Defendants.	**CASE NO.: 25CV108308** **[PROPOSED] PRELIMINARY APPROVAL ORDER** Hearing Date: December 7, 2026 Hearing Time: 3:00 p.m. Judge: Hon. Joscelyn Jones Dept: 19 Date Filed: January 24, 2025 Trial Date: Not set

This matter came before the Honorable Joscelyn Jones of the Superior Court of the State of California, in and for the County of Alameda, on December 7, 2026, for hearing on the unopposed motion by Plaintiff Mario Martin ("Plaintiff") for preliminary approval of the Settlement with

Defendant United Rentals (North America), Inc. ("Defendant"). The Court, having considered the briefs, argument of counsel and all matters presented to the Court and good cause appearing, hereby GRANTS Plaintiff's Motion for Preliminary Approval of Class and PAGA Action Settlement.

IT IS HEREBY ORDERED:

1. The Court preliminarily approves the Class Action and PAGA Settlement Agreement ("Agreement") attached as Exhibit #1 to the Declaration of Kyle Nordrehaug in Support of Plaintiff's Motion for Preliminary Approval of Class and PAGA Action Settlement. This is based on the Court's determination that the Settlement set forth in the Agreement is within the range of possible final approval, pursuant to the provisions of Section 382 of the California Code of Civil Procedure and California Rules of Court, rule 3.769.

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

3. The Gross Settlement Amount that Defendant shall pay is Two Million Four Hundred Eighty-Five Thousand Dollars ($2,485,000). It appears to the Court on a preliminary basis that the settlement amount and terms are fair, adequate, and reasonable as to all potential Class Members when balanced against the probable outcome of further litigation and the significant risks relating to certification, liability, and damages issues. It further appears that investigation and research have been conducted such that counsel for the Parties are able to reasonably evaluate their respective positions. It further appears to the Court that the Settlement will avoid substantial additional costs by all Parties, as well as avoid the delay and risks that would be presented by the further prosecution of the Action. It further appears that the Settlement has been reached as the result of serious and non-collusive, arm's-length negotiations.

4. The Court preliminarily finds that the Settlement appears to be within the range of reasonableness of a settlement that could ultimately be given final approval by this Court. The Court has reviewed the monetary recovery that is being granted as part of the Settlement and

preliminarily finds that the monetary settlement made available to the Class is fair, adequate, and reasonable when balanced against the probable outcome of further litigation and the significant risks relating to certification, liability, and damages issues.

5. The Agreement provides for an attorneys' fees award not to exceed one-third of the Gross Settlement Amount, an award of litigation expenses incurred, not to exceed $40,000, and proposed Representative Enhancement Payment to the Plaintiff in an amount not to exceed $15,000. The Court will not approve the amount of attorneys' fees and costs, nor the amount of any service award, until the Final Approval Hearing. Plaintiff will be required to present evidence supporting these requests, including lodestar, prior to final approval.

6. The Court recognizes that Plaintiff and Defendant stipulate and agree to certification of the Class for settlement purposes only. This stipulation will not be deemed admissible in this or any other proceeding should this Settlement not become final. For settlement purposes only, the Court conditionally certifies the Class which consists of "all persons who are or previously were employed by Defendant, including any employees staffed with Defendant by a third party, and classified as non-exempt employees within the State of California at any time during the Class Period." The "Class Period" is December 13, 2020 through October 14, 2026.

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

8. The Court provisionally appoints Plaintiff as the representative of the Class. The

Court provisionally appoints Blumenthal Nordrehaug Bhowmik De Blouw LLP as Class Counsel for the Class.

9. The Agreement provides for a PAGA Settlement Amount out of the Gross Settlement Amount of $50,000, $32,500 of which shall be allocated to the Labor & Workforce Development Agency ("LWDA") as the LWDA's 65% share of the settlement of civil penalties paid under this Agreement pursuant to the PAGA and $17,500 to the PAGA Group Members. "PAGA Group Member(s)" are all persons who are or previously were employed by Defendant, including any employees staffed with Defendant by a third party, and classified as non-exempt employees within the State of California at any time during the PAGA Period (November 21, 2023 through October 14, 2026). Pursuant to Labor Code section 2699, the LWDA will be provided notice of the Agreement and these settlement terms. The Court finds the PAGA Settlement Amount to be reasonable.

10. The Court hereby approves, as to form and content, the Notice Packet attached to the Agreement as Exhibit A. The Court finds that the Notice Packet appears to fully and accurately inform the Class of all material elements of the proposed Settlement, of the Class Members' right to be excluded from the Class by submitting a written opt-out request, and of each member's right and opportunity to object to the Settlement. The Court further finds that the distribution of the Notice Packet substantially in the manner and form set forth in the Agreement and this Order meets the requirements of due process, is the best notice practicable under the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The Court orders the mailing of the Notice Packet by first class mail pursuant to the terms set forth in the Agreement. If a Notice Packet is returned because of an incorrect address, the Settlement Administrator will promptly search for a more current address for the Class Member and re-mail the Notice Packet to any new address for the Class Member promptly after the receipt of the undelivered Notice Packet.

11. The Court hereby appoints ILYM Group, Inc. as the Settlement Administrator. No later than thirty (30) days after this Order, Defendant will provide the Class List and Data to the

Settlement Administrator. The Settlement Administrator will perform address updates and verifications as necessary prior to the first mailing. Using best efforts to mail it as soon as possible, and in no event later than twenty (20) days after receiving the Class Data, the Settlement Administrator will mail the Notice Packet to all Class Members via first-class regular U.S. Mail to their last known address.

12. The Court hereby preliminarily approves the proposed procedure for exclusion from the Settlement. Any Class Member may individually choose to opt out of and be excluded from the Class as provided in the Notice Packet by following the instructions for requesting exclusion from the Class that are set forth in the Notice Packet. All requests for exclusion must be postmarked no later than sixty (60) calendar days after the date of the mailing of the Notice Packet ("Response Deadline"). If a Notice Packet is re-mailed, the Class Member will have an additional fifteen (15) days from the date of the remailing or until the Response Deadline, whichever is later, to request exclusion. Any such person who chooses to opt out of and be excluded from the Class will not be entitled to any recovery under the Class Settlement and will not be bound by the Class Settlement or have any right to object, appeal, or comment thereon. Class Members who have not requested exclusion shall be bound by all determinations of the Court, the Settlement Agreement, and the Judgment. A request for exclusion may only opt out that particular individual, and any attempt to effect an opt-out of a group, class, or subclass of individuals is not permitted and will be deemed invalid.

13. Any Class Member who has not opted out may appear at the final approval hearing and may object or express the Class Member's views regarding the Settlement and may present evidence and file briefs or other papers that may be proper and relevant to the issues to be heard and determined by the Court as provided in the Notice Packet. Class Members will have until the Response Deadline to submit their written objections to the Settlement Administrator. If a Notice Packet is re-mailed, the Class Member will have an additional fifteen (15) days from the date of the remailing or until the Response Deadline, whichever is later, to object. Alternatively, Class Members may appear at the Final Approval Hearing to make an oral objection.

14. If the Response Deadline falls on a Sunday or Federal holiday, the Response Deadline will be extended to the next day on which the U.S. Postal Service is open. The Response Deadline may be extended by express agreement between Class Counsel and Defendant's Counsel.

15. A final approval hearing shall be held on May 17, 2027 at 3:00 p.m. in Department 19 of the Alameda County Superior Court to hear the motion for final approval and the motion for attorneys' fees and costs, and to determine all necessary matters concerning the Settlement, including: whether the proposed settlement of the Action on the terms and conditions provided for in the Agreement is fair, adequate, and reasonable and should be finally approved by the Court; whether the Final Approval Order and Judgment should be entered herein; whether the plan of allocation contained in the Agreement should be approved as fair, adequate, and reasonable to the Class Members; and to finally approve attorneys' fees and costs, service award, and the expenses of the Settlement Administrator. All papers in support of the motions for final approval and for attorneys' fees, costs, and service award shall be filed with the Court and served on all counsel no later than sixteen (16) court days before the hearing and both motions shall be heard at this final approval hearing.

16. Neither the Settlement nor any exhibit, document, or instrument delivered thereunder shall be construed as a concession or admission by Defendant in any way that the claims asserted have any merit or that this Action was properly brought as a class or representative action, and shall not be used as evidence of, or used against Defendant as, an admission or indication in any way, including with respect to any claim of any liability, wrongdoing, fault, or omission by Defendant or with respect to the truth of any allegation asserted by any person. Whether or not the Settlement is finally approved, neither the Settlement, nor any exhibit, document, statement, proceeding or conduct related to the Settlement, nor any reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as, received as or deemed to be evidence for any purpose adverse to the Defendant, including, but not limited to,

evidence of a presumption, concession, indication or admission by Defendant of any liability, fault, wrongdoing, omission, concession, or damage.

17. In the event the Settlement does not become effective in accordance with the terms of the Agreement, or the Settlement is not finally approved, or is terminated, canceled, or fails to become effective for any reason, this Order shall be rendered null and void and shall be vacated, and the Parties shall revert to their respective positions as of the date of their July 2026 Memorandum of Agreement, and expressly reserve their respective rights regarding the prosecution and defense of this Action, including all available defenses and affirmative defenses, and arguments that any claim in the Action could not be certified as a class action and/or managed as a representative action. In such an event, the Court's orders regarding the Settlement, including this Order, shall not be used or referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of the Agreement with respect to the effect of the Agreement if it is not approved.

18. The Court reserves the right to adjourn or continue the date of the final approval hearing and all dates provided for in the Agreement without further notice to Class Members and retains jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.

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

IT IS SO ORDERED.

Dated: _____

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HON. JOSCELYN JONES
JUDGE OF THE SUPERIOR COURT OF CALIFORNIA