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**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
IN AND FOR THE COUNTY OF LOS ANGELES**

JAMES HERNANDEZ, an individual, on  
behalf of himself and on behalf of all persons  
similarly situated,

Plaintiff,

vs.

VERIZON CORPORATE SERVICES  
GROUP INC., a Corporation; VERIZON  
CORPORATE RESOURCES GROUP LLC,  
a Limited Liability Company; and Does 1  
through 50, Inclusive,

Defendants.

CASE NO.: **24STCV20608**

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

Hearing Date: June 9, 2026  
Hearing Time: 11:00 a.m.  
[Hearing set by Order dated May 4, 2026]

Judge: Hon. Elihu M. Berle  
Dept: SS-6

Action Filed: August 15, 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 James Hernandez (“Plaintiff”) in this matter. As such, I am fully familiar with  
4 the 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 supplemental declaration is being submitted in support of Plaintiff’s unopposed  
7 motion for preliminary approval of the proposed class action settlement with Defendants Verizon  
8 Corporate Services Group, Inc. and Verizon Corporate Resources Group LLC (collectively,  
9 “Defendants”) and in response to the Court’s checklist and ruling for May 4, 2026.

10  
11 REVISIONS TO THE SETTLEMENT DOCUMENTS:

12 3. The Parties have prepared and executed the Second Amended Class Action  
13 and PAGA Settlement Agreement (“Agreement”) with revised Exhibits to address the issues  
14 identified by the Court in its ruling at the May 4, 2026 hearing. The Agreement with revised  
15 Exhibits is attached hereto as Exhibit #1. A redline showing the revisions to the Class Action and  
16 PAGA Settlement Agreement and Exhibits is attached hereto as Exhibit #2.

17 4. The details of these revisions are as follows:

- 18 a. The name of the document has been revised to “Second Amended Class  
19 Action and PAGA Settlement Agreement”.
- 20 b. Paragraph 1.38 was revised to make clear the release is for class claims and  
21 that PAGA claims are not part of the Released Class Claims.
- 22 c. Paragraph 9 was removed.
- 23 d. The Class Notice, Proposed Preliminary Approval Order, and Proposed Final  
24 Approval Order (Exhibits A, B and C to the Agreement) were revised to  
25 conform to the above revisions to the Agreement.

26  
27 ESCALATOR PROVISION:  
28

5. The escalator was not triggered. Therefore, paragraph 9 has been removed. The Class Period end date is confirmed for September 25, 2025.

FINAL APPROVAL:

10. Plaintiff respectfully submits that the Final Approval Hearing can be set for a date in October, 2026.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this 18th day of May, 2026, at La Jolla, California.

By: /s/ Kyle Nordrehaug

Kyle Nordrehaug

**EXHIBIT #1**

## SECOND AMENDED CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Second Amended Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff James Hernandez (“Plaintiff”) on behalf of himself, similarly situated non-exempt employees, the State of California Labor and Workforce Development Agency (“LWDA”), and those he seeks to represent, on the one hand, and, on the other hand, Defendants Verizon Corporate Services Group, Inc. (“VCSG”) and Verizon Corporate Resources Group LLC (“VCRG”) (collectively, “Defendants”). The Agreement refers to Plaintiff and Defendants collectively as the “Parties,” or individually as “Party.”

By way of this Agreement, the Parties seek to settle the following two pending actions: *Hernandez, et al. v. Verizon Corp. Servs. Group, et al.*, Los Angeles Super. Ct. Case No. 24STCV20608 (“Class Action”) and *Hernandez, et al. v. Verizon Corp. Servs. Group, et al.*, Orange Super. Ct. Case No. 30-2024-01421352-CU-OE-CXC (“PAGA Action”). The Class Action and PAGA Action are collectively referred to as the “Actions.” The Parties expressly acknowledge that this Agreement is entered into solely for the purpose of compromising disputed legal and factual issues and that nothing in this Settlement Agreement is an admission of liability or wrongdoing by Defendants.

### 1. DEFINITIONS

In addition to other terms defined in this Agreement, the terms below have the following meaning in this Agreement:

- 1.1. “Actions” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendants captioned *Hernandez v. Verizon Corporate Services Group, Inc., et al.*, Case No. 24STCV20608, initiated on August 15, 2024 and pending in Superior Court of the State of California, County of Los Angeles (“Class Action”) and Plaintiff’s lawsuit alleging wage and hour violations against Defendants captioned *Hernandez v. Verizon Corporate Services Group, Inc., et al.*, Case No. 30-2024-01421352-CU-OE-CXC, initiated on August 27, 2024 and pending in Superior Court of the State of California, County of Orange (“PAGA Action”).
- 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 Defendants in California and classified as non-exempt employees at any time during the PAGA Period.

- 1.5. “Class” means all individuals who are or previously were employed by Defendants in California and classified as non-exempt employees at any time during the Class Period.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP and Ryan Stygar of Centurion Trial Attorneys, APC.
- 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 Actions, including their pre-filing investigation, their filing of the Actions, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Actions.
- 1.8. “Class Data” means Class Member identifying information in Defendants’ 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 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 August 15, 2020 through September 25, 2025.
- 1.14. “Class Representative” means the named Plaintiff in the Operative Complaint in the Actions seeking Court approval to serve as a Class Representative.
- 1.15. “Class Representative Service Payment” means the service payment made to the Plaintiff as the Class Representative in order to compensate him for initiating the Actions, performing work in support of the Actions, undertaking the risk of liability for Defendants’ expenses, and for the general release of all claims by the Plaintiff.
- 1.16. “Court” means the Superior Court of California, County of Los Angeles.
- 1.17. “Defendants” means Verizon Corporate Services Group, Inc. and Verizon Corporate Resources Group LLC.
- 1.18. “Defense Counsel” means Steven M. Zadavec and Courtney P. O’Connor of Jones Day.
- 1.19. “Effective Date” means the date by when all of the following material events and conditions have been satisfied: (a) execution of the Agreement by all signatories; (b) Class Counsel sends Defendants’ Counsel an executed W-9 tax form for Plaintiff; (c) the Court has conducted a Final Approval Hearing and has fully and finally approved all material terms of this Agreement; (d) the Court enters order granting Final Approval and enters an appropriate Judgment; (e) the time to file any appeal in the Actions has expired and no appeal has been filed on the Judgment. To the extent a timely appeal was filed, all such appeals have been voluntarily or involuntarily dismissed, or the appropriate appellate court or the appellate courts have entered a final judgment affirming the order granting Final Approval and the Judgment and the final judgment of such appellate court or courts is no longer subject to any further appellate challenge or procedure; (f) the PAGA Action is dismissed without prejudice, and the PAGA Action is closed; and (g) Plaintiff signs an acceptable agreement settling his Individual Discrimination and Retaliation Claims.
- 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 Nine Hundred Fifty Thousand Dollars (\$950,000) which is the total amount to be paid by Defendants 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 Defendants for at least one day during the PAGA Period.
- 1.31. “PAGA Period” means the period of time from June 23, 2023 through September 25, 2025.

- 1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. “PAGA Notice” means the Plaintiff’s June 21, 2024 letter to Defendants and the LWDA and Plaintiff’s September 25, 2025 letter to Defendants 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 James Hernandez, 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 class claims, rights, demands, liabilities, and causes of action which were raised, pled, or could have been raised or pled, based on the operative facts or theories asserted in the Operative Complaint, that arose during employment in a non-exempt position before the end of the Class Period, including claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802; California Code of Regulations Title 8; the applicable sections of the relevant Industrial Welfare Commission Wage Orders; California Business and Professions Code section 17200

*et seq.*; and any damages, penalties, restitution, disgorgement, interest, costs, or attorneys' fees as a result thereof. Released Class Claims do not include any claim for civil penalties under PAGA. 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 based on facts occurring outside the Class Period.

1.39. "Released PAGA Claims" means all claims under PAGA which were raised or pled, or could have been raised or pled, based on the operative facts or theories asserted in Plaintiff's Operative Complaint, or PAGA Notice, and that arose before the end of the PAGA Period during employment in a non-exempt position, including claims for PAGA penalties under Labor Code sections 2698-2699.5 based on claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to, sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; and claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226 *et seq.*, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802. 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: Defendants, and their former and present parent companies, subsidiaries, and affiliated corporations and entities (including, but not limited to, Cellco Partnership d/b/a Verizon Wireless, Verizon Connect, Inc., and Verizon Communications, Inc.), and each of their respective former, present, and future officers, directors, members, managers, employees, consultants, vendors, insurers, attorneys, independent contractors, partners, investors, shareholders, joint ventures, third-party agents, successors, assigns, and legal representative, and of their heirs, assigns, executors, administrators, agents, employers, and successors, past and present.

- 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 sixty (60) 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 Actions and all related claims effectuated by this Agreement and the Judgment.
- 1.44. “Workweek” means a 7-day week, beginning on Sunday and ending on Saturday, during the Class Period in which a Class Member received compensation for regular hours worked as a nonexempt employee for work actually performed in California for at least one day (i.e., the Class Member was not on a leave of absence).

## **2. RECITALS**

- 2.1. On August 15, 2024, Plaintiff filed a complaint against Defendants in the Superior Court of the State of California, County of Los Angeles (“Class Action”). Plaintiff’s complaint asserted claims that Defendants:
- (a) Violated California Business and Professions Code § 17200 et seq.;
  - (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197 and 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;
  - (h) Failed to provide wages when due in violation of California Labor Code §§ 201, 202 and 203; and,
  - (i) Failed to pay sick pay wages in violation of California Labor Code §§ 201-203, 233, 246.
  - (j) Violated the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.* (“PAGA”).

- 2.2. On August 27, 2024, Plaintiff filed a complaint against Defendants in the Superior Court of the State of California, County of Orange (“PAGA Action”). Plaintiff’s complaint asserted a single cause of action for violation of the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.* (“PAGA”).
- 2.3. On July 25, 2025, the Parties participated in an all-day mediation presided over by Monique Ngo-Bonnici, Esq., 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 Actions 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.
- 2.4. 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. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4<sup>th</sup> 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4<sup>th</sup> 116, 129-130 (“*Dunk/Kullar*”).
- 2.5. Within ten days of executing this agreement, Plaintiff will prepare and circulate a draft of a stipulation to file a First Amended Class Action Complaint in the Class Action, which will consolidate the claims in the Class Action and PAGA Action and the claims alleged in the PAGA Notices. The First Amended Class Action Complaint will be the operative complaint in the Actions (the “Operative Complaint”).
- 2.6. Defendants deny the allegations in the Operative Complaint, deny any failure to comply with the laws identified in in the Operative Complaint and deny any and all liability for the causes of action alleged.
- 2.7. 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 Defendants that the claims in the Actions of Plaintiff or the Class have merit or that Defendants bear any liability to Plaintiff or the Class on those claims or any other claims, or as an admission by Plaintiff that Defendants’ defenses in the Actions 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, Defendants reserve the right to contest certification of any class for any reason and reserves all available defenses to the claims in the Actions.
- 2.8. This Agreement shall exclude all claims previously released in the *Santillan v. Verizon Connect Inc.*, Case No. 3:21-cv-1257-H-KSC, United States District Court for the Southern District of California, and *Nieto v. Cello Partnership d/b/a Verizon Wireless* cases (*Manuel Nieto v. Cellco Partnership*, Santa Cruz Superior Court Case No. 21CV00136; *John Loera v. Cellco Partnership*, Santa Clara Superior Court Case No.

21CV386960; and *John Loera v. Cellco Partnership*, Santa Clara Superior Court Case No. 21CV386962), with the exception of the sick and vacation pay claims (along with the derivative claims associated with the sick and vacation pay claims), which are covered by this Agreement.

- 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 aside from the cases disclosed above in Paragraph 2.8 and *Christian Olande et al. v. Verizon Connect, Inc., a Delaware Corporation; Verizon Communications, Inc., an entity unknown; Verizon Corporate Resources Group, LLC, a Delaware Limited Liability Company; and DOES 1-10, inclusive*, Superior Court of California, County of San Diego Case No. 25CU033302C.

### 3. MONETARY TERMS

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Defendants promise to pay \$950,000 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 Defendants to the Administrator. Defendants have no obligation to pay the Gross Settlement Amount (or any payroll taxes) unless all conditions necessary to achieve the Effective Date have occurred and in no case, 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 Defendants.
- 3.2. Payments from the Gross Settlement Amount. Subject to the terms and conditions of this Agreement and conditioned upon all the events necessary to achieve the Effective Date occurring, 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 \$10,000 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). Defendants 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. In addition, Plaintiff is separately settling his claims for discrimination and/or harassment based on disability/medical conditions, claims for retaliation, claims for failure to provide reasonable accommodations and for failure to engage in the interactive process, and other claims relating to his employment and his claimed disability/medical condition (collectively referred to herein as “Individual Discrimination and Retaliation Claims”). The payment for the settlement of the Individual Discrimination and Retaliation Claims is not being made in consideration of the settlement and dismissal of the Class and PAGA claims in the Actions. However, the Plaintiff’s settlement of his Individual Discrimination and Retaliation Claims is a condition to entering this Agreement.

- (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 \$316,666, and a Class Counsel Litigation Expenses Payment of not more than \$30,000. Defendants will not oppose requests for these payments provided they 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. The Parties agree that regardless of any action taken by the Court or any appellate court with respect to Class Counsel Fees and Costs, the validity of the underlying Settlement shall not be affected. 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 Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these payments. The payment of Class Counsel Fees Payment shall be made as follows: 77.5% to Blumenthal Nordrehaug Bhowmik De Blouw LLP and 22.5% to Centurion Trial Attorneys, APC. Payment of the Class Counsel Litigation Expenses Payment shall be made to the firm that incurred the expenses.
- (c) To the Administrator: An Administration Expenses Payment not to exceed \$12,000 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 \$12,000, 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 of their employee taxes owed on their Individual Class Payment. Neither Defendants nor their counsel, nor Class Counsel makes any representation, and have made no representations as to the tax treatment or legal effect of the payments called for in this Settlement Agreement, and Plaintiff and Class Members are not relying on any statement, representation, or calculation by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff and Class Members understand and agree that Plaintiff and Class Members will be solely responsible for the payment of any taxes and penalties assessed on the payments described in this Settlement Agreement. Plaintiff and any Class Member who receives any payment under this Agreement should consult with their tax advisors concerning the tax consequences of the Individual Class Payments they receive under the Settlement.
  - 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.

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

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on its records, Defendants have represented that the Class consists of 511 Class Members who collectively worked a total of 71,279 Workweeks, and 325 Aggrieved Employees who worked a total of 8,640 PAGA Pay Periods through July 25, 2025. Defendants' representation that there are approximately 71,279 Workweeks from August 15, 2020 through July 25, 2025 is a material representation for Plaintiff to enter into this Agreement.
- 4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendants 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. Defendants have 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 Defendants 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. Defendants shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants' 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 Defendants fund 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 the California State Bar Greg E. Knoll Justice Gap Fund a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b) ("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 Defendants 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.

- (b) Plaintiff's Other Claim. Plaintiff represents that he has claim against Defendants other than the Class claims and PAGA claims. These other claims are for discrimination and/or harassment based on disability/medical condition, claims for retaliation, claims for failure to provide reasonable accommodations and for failure to engage in the interactive process, and other claims relating to his employment and his claimed disability/medical condition which Plaintiff is separately settling. Class Counsel will be filing a declaration with the Court affirming that the consideration given for the dismissal of the separate Individual Discrimination and Retaliation Claim is unrelated to and separate from the settlement of his Class claims and PAGA claims and is based on separate facts and claims.

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.** Plaintiff will prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”) that complies with the Court’s procedures and instructions.

7.1. Defendants’ Responsibilities. Within 14 days of the full execution of this Agreement, Defendants 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, if any. In the Declaration, Defendants shall disclose any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

7.2. Amendment to Class Action; Dismissal of PAGA Action. Upon execution of this Agreement, the Parties shall take the following actions:

(a) Within ten days of executing this Agreement, Plaintiffs will prepare and send Defendants a draft of a stipulation seeking leave from the Court in the Class Action to file a First Amended Complaint adding the PAGA claims and allegations asserted in the PAGA Action and maintaining Hernandez as the Class Representative. The Parties will make all reasonable efforts to promptly file the stipulation and address the Court’s concerns, if any.

(b) Within ten days of filing the First Amended Complaint in the Class Action, Plaintiffs will schedule a hearing in the Class Action at which to seek preliminary approval of the Settlement so that the hearing occurs within sixty (60) calendar days of the date upon which the Parties fully execute this Agreement. If it is not possible to schedule a hearing on preliminary approval of the Settlement within sixty (60) calendar days of the date of the Parties’ Stipulation, the Parties agree to schedule the hearing at the first mutually agreeable available date thereafter.

7.3. 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. (1)(1)), this Agreement (Labor Code section 2699, subd. (1)(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, if any. In their Declarations, Plaintiff and Class Counsel 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. Class Counsel shall provide Defense Counsel with a copy of the draft Motion for Preliminary Approval no later than ten (10) calendar days before it is due to be filed for Defense Counsel to provide Plaintiff suggested edits and comments.

7.4. 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.

7.5. 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 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.** Reserved.

- 10. DEFENDANTS' 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, Defendants may, but are not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendants withdraw, 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, Defendants will remain responsible for paying all Administration Expenses incurred as of the date Defendants make this election to withdraw. Defendants 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.

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 Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendants' defenses in the Actions 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, Defendants reserve the right to contest certification of any class for any reasons, and Defendants reserve all available defenses to the claims in the Actions, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendants' defenses. The Settlement, this Agreement and Parties' willingness to settle the Actions 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.

- (a) Plaintiff and Class Counsel shall keep confidential all settlement communications regarding the negotiation and drafting of this Agreement, including all communications and information shared in connection with the mediation and settlement negotiations of the Actions ("Confidential Settlement Information"), except as required to obtain Court approval of the Settlement.
- (b) Plaintiff and Class Counsel agree that they will not make any public statements including any statement to the media regarding the settlement reflected in this Agreement prior to the filing of the motion for preliminary approval of this Agreement. Plaintiffs and their counsel will not issue a press release or otherwise have contact with the media regarding the settlement at any time. Nothing in this paragraph shall restrict Plaintiff or Class Counsel from making any disclosures necessary to seek Court approval to effectuate the terms of this Agreement, as required by a court of competent jurisdiction or for purposes of enforcement of this Agreement, or as otherwise required by law. Notwithstanding this confidentiality provision, Class Counsel may disclose the terms of this agreement and/or provide a copy of this agreement to any court in support of any motion for approval. In addition, with the consent of Defendants, Class Counsel may share information about the mediation and information and/or documents received in preparation for mediation to the Court in support of any motion for approval of the Settlement. Nothing in this paragraph will prohibit Class Counsel from referring to the Settlement after the Effective Date in adequacy of counsel declarations or related court filings in other matters. Unless filed or lodged with the Superior Court as part of seeking preliminary and final settlement approval, Plaintiff and Class Counsel shall not publicize any Confidential Settlement Information on any website, marketing, other advertising material, or in any other

manner. Plaintiff and Class Counsel will not share any Confidential Settlement Information with any other individual or lawyer, nor communicate with any other counsel or any individual about any Confidential Settlement Information, nor utilize it in any way in marketing or advertising materials, including on any website.

- (c) Plaintiff and Class Counsel may disclose the terms of this Agreement to those persons to whom disclosure is necessary to obtain legal, financial, or tax preparation advice. To the extent Plaintiff makes disclosures to such persons, Plaintiff must inform such persons of this confidentiality provision and take action to ensure that such persons agree to be bound by, and do not violate, the confidentiality provisions herein.
- (d) Nothing in this section restricts Class Counsel's communications with Class Members in accordance with Class Member's obligations owed to Class Members in the event Class Members initiate contact with Class Counsel and seek Confidential Settlement Information.

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 warrant and represent that they are authorized by Plaintiff 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, Defendants 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 Actions 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 Defendants 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)

Ryan Stygar  
Centurion Trial Attorneys, APC  
8880 Rio San Diego Dr # 800,  
San Diego, CA 92108  
Tel.: (888) 225-5792

*To Defendants:*

Steven M. Zadravec  
Courtney P. O'Connor  
Jones Day  
3161 Michelson Drive, Suite 800  
Irvine, CA 92612  
Tel.: (949) 851-3939  
Fax: (949) 553-7539  
E-Mail: [szadravec@jonesday.com](mailto:szadravec@jonesday.com)  
[courtneyoconnor@jonesday.com](mailto:courtneyoconnor@jonesday.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 to extend the date to bring a case to trial under CCP section 583.310 for the entire

period of this settlement process from the mediation on July 25, 2025 until the earlier of the Effective Date or 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 Actions and have arrived at this Agreement through arms-length, non-collusive negotiations, taking into account all relevant factors, both current and potential.

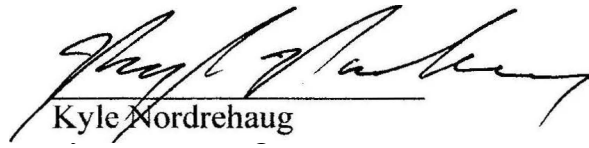
#### 14. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: 05/11/2026   
James Hernandez (May 11, 2026 16:30:18 PDT)  
Plaintiff James Hernandez

Dated: \_\_\_\_\_  
\_\_\_\_\_  
[name]  
For Defendant Verizon Corporate Services Group Inc.

Dated: \_\_\_\_\_  
\_\_\_\_\_  
[name]  
For Defendant Verizon Corporate Resources Group LLC

Dated: 5/12/26   
Kyle Nordrehaug  
Blumenthal Nordrehaug Bhowmik De Blouw LLP  
Attorney for Plaintiff

Dated: \_\_\_\_\_  
\_\_\_\_\_  
Ryan Stygar  
Centurion Trial Attorneys, APC  
Attorney for Plaintiff

period of this settlement process from the mediation on July 25, 2025 until the earlier of the Effective Date or 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 Actions and have arrived at this Agreement through arms-length, non-collusive 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: \_\_\_\_\_

Plaintiff James Hernandez

*Daniel P. Murphy*

Dated: 05/18/2026

Daniel P. Murphy [name]

For Defendant Verizon Corporate Services Group Inc.

*Daniel P. Murphy*

Dated: 05/18/2026

Daniel P. Murphy [name]

For Defendant Verizon Corporate Resources Group LLC

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

Kyle Nordrehaug  
Blumenthal Nordrehaug Bhowmik De Blouw LLP  
Attorney for Plaintiff

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

Ryan Stygar  
Centurion Trial Attorneys, APC  
Attorney for Plaintiff

Dated: 5/18/2026



Steven M. Zadravec  
Jones Day  
Attorney for Defendant

**EXHIBIT A**

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

**EXHIBIT “A”**

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

***Hernandez v. Verizon Corp. Servs. Group, Inc.,  
Superior Court of the State of California, County of Los Angeles, Case No. 24STCV20608***

***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 Defendants Verizon Corporate Services Group, Inc. and Verizon Corporate Resources Group LLC (collectively, “Defendants”) for alleged wage and hour violations. The Action was filed by Plaintiff James Hernandez (“Plaintiff”) and seeks payment of (1) wages and other relief on behalf of all individuals who are or previously were employed by Defendants in California and classified as non-exempt employees at any time during the Class Period (August 15, 2020 through September 25, 2025) (“Class Members”), and (2) penalties and other relief on behalf of all individuals who are or previously were employed by Defendants in California and classified as non-exempt employees at any time during the PAGA Period (June 23, 2023 through September 25, 2025) (“Aggrieved Employees”).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendants to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring Defendants to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”) and Individual PAGA Payments to Aggrieved Employees.

Based on Defendants’ records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$\_\_\_\_\_>> (less withholding), and your 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 Defendants’ records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendants’ records showing that **you worked <<\_\_\_\_\_>> workweeks** during the Class Period and **you worked <<\_\_\_\_\_>> pay periods** during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date. See Section 5 of this Notice below.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are

affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff's attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendants to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendants.

If you worked for Defendants during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment, and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Defendants as described below in Section 4 below.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment, however you will preserve your right to personally pursue Class Period wage claims against Defendants. If you are an Aggrieved Employee, you remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

**Defendants 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>                                                  | 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 Defendants that are covered by this Settlement (Released Class Claims).                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>You Can Opt-out of the Class Settlement but not the PAGA Settlement</b><br><br><b>The Opt-out Deadline is ____.</b> | 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. 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.<br><br>You cannot opt-out of the PAGA portion of the proposed Settlement. Defendants must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below) regardless of whether you submit a request for exclusion. |

|                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Participating Class Members Can Object to the Class Settlement</b></p> <p><b>Written Objections Must be Submitted by the Response Deadline</b><br/>_____</p> | <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 are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 8 of this Notice.</p>      |
| <p><b>You Can Participate in the _____ Final Approval Hearing</b></p>                                                                                              | <p>The Court’s Final Approval Hearing is scheduled to take place on _____ at _____ [a.m./p.m.], at the Los Angeles County Superior Court, Spring Street Courthouse, located at 312 North Spring Street, Los Angeles, CA 90012, in Department 6 before Judge Elihu M. Berle. 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, by telephone 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> |
| <p><b>You Can Challenge the Calculation of Your Workweeks / Pay Periods</b></p> <p><b>Witten Challenges Must be Submitted by the Response Deadline (_____)</b></p> | <p>The amount of your Individual Class Payment depends on how many workweeks you worked during the Class Period. The amount of your share of your Individual PAGA Payment (if any) depends on how many pay periods you worked during the PAGA Period. The number of Class Period workweeks and number of PAGA Period pay periods you worked according to Defendants’ records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 5 of this Notice</p>                                                                                                                                                  |

## 1. What is action about?

Plaintiff was an employee of Defendants. The Action accuses Defendants of violating California labor laws by failing to pay minimum wages, failing to pay overtime wages, failing to provide required meal periods and unpaid premiums, failing to provide required rest periods and unpaid premiums, failing to provide accurate itemized wage statements, failing to provide required expense reimbursement, failing to provide wages when due, failure to pay sick pay, and engaging in unfair competition. Plaintiff also seeks civil penalties in a representative claim under the Private Attorneys General Act (“PAGA”).

Defendants strongly deny that they violated any laws or failed to pay any wages and further deny any liability whatsoever to Plaintiff, the Class, or Aggrieved Employees. Defendants contend

they complied with all applicable laws.

## **2. What does it mean that the action has settled?**

The Court has made no determination whether Defendants or Plaintiff are correct on the merits. In other words, the Court has not determined whether any laws have been violated, nor has it decided in favor of Plaintiff or Defendants. In the meantime, Plaintiff and Defendants hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) with no decision or admission of who is right or wrong, rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a written Second Amended Class Action and PAGA Settlement Agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendants have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendants do not admit any violations or concede the merit of any claims. Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendants have agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

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

**Gross Settlement Amount.** Defendants have agreed to pay an “all in” amount of **Nine Hundred Fifty Thousand Dollars (\$950,000) (the “Gross Settlement Amount”)** to fund the settlement of the Action. The Gross Settlement Amount includes all payments of Individual Class Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, the Administration Expenses Payment, and the PAGA Penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Defendants. Defendants shall fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants’ share of payroll taxes, by transmitting the funds to the Administrator no later than 14 days after the Effective Date. The “Effective Date” means the date the Judgment is final and no longer subject to appeal. Within 14 days after Defendants fund the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments to Participating Class Members.

**Court Approved Deductions from Gross Settlement Amount.** 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 \$12,000, for expenses, including expenses of notifying the Class Members of the Settlement, processing opt outs, 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 \$316,666, and an additional amount to reimburse actual litigation costs incurred by the Plaintiff not to exceed \$30,000. 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 \$10,000 to the Plaintiff as a service award, or such lesser amount as may be approved by the Court, to compensate them 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, \$13,000 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$7,000 will be distributed to the Aggrieved Employees as Individual PAGA Payments. 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. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for Defendants for at least one day during the PAGA Period, which is June 23, 2023 through September 25, 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 \$561,334. 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 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. "Workweek" means a 7-day week, beginning on Sunday and ending on Saturday, during the Class Period in which a Class Member received compensation for regular hours worked as a nonexempt employee for work actually performed in California for at least one day (i.e., the Class Member was not on a leave of absence). The number of Workweeks will be based on Defendants' records; however, Class Members may challenge the number of Workweeks 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 non-wages, expense reimbursement, interest and penalties allegedly 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 Defendants' 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 is conditioned upon the Court entering an order granting final approval of the Settlement and entering 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 Defendants have agreed that, in either case, the Settlement will be void: Defendants will not pay any money and Class Members will not release any claims against Defendants.

**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 to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b) ("Cy Pres Recipient"). The Parties have proposed the California State Bar Greg E. Knoll Justice Gap Fund as the Cy Pres Recipient, and the Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.

**Administrator.** The Court has appointed a neutral company, Apex Class Action LLC (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 8 of this Notice.

#### **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 class claims, rights, demands, liabilities, and causes of action which were raised, pled, or could have been raised or pled, based on the operative facts or theories asserted in the Operative Complaint, that arose during employment in a non-exempt position before the end of the Class Period, including claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802; California Code of Regulations Title 8; the applicable sections of the relevant Industrial Welfare Commission Wage Orders; California Business and Professions Code section 17200 *et seq.*; and any damages, penalties, restitution, disgorgement, interest, costs, or attorneys’ fees as a result thereof. Released Class Claims do not include any claim for civil penalties under PAGA. 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 based on facts 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 Defendants 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 and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, 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 Class Claims” are all claims under PAGA which were raised or pled, or could have been raised or pled, based on the operative facts or theories asserted in Plaintiff’s Operative Complaint, or PAGA Notice, and that arose before the end of the PAGA Period during employment in a non-exempt position, including claims for PAGA

penalties under Labor Code sections 2698-2699.5 based on claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to, sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; and claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226 *et seq.*, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802. 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. The Released Parties are: Defendants, and their former and present parent companies, subsidiaries, and affiliated corporations and entities (including, but not limited to, Cellco Partnership d/b/a Verizon Wireless, Verizon Connect, Inc., and Verizon Communications, Inc.), and each of their respective former, present, and future officers, directors, members, managers, employees, consultants, vendors, insurers, attorneys, independent contractors, partners, investors, shareholders, joint ventures, third-party agents, successors, assigns, and legal representative, and of their heirs, assigns, executors, administrators, agents, employers, and successors, past and present.

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

Individual Class Payments. The Administrator will calculate Individual Class Payments 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.

**Defendants' records reflect that you worked <<\_\_\_\_\_>> Workweeks during the Class Period (August 15, 2020 through September 25, 2025).**

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

**Defendants' records reflect that you worked <<\_\_\_\_\_>> PAGA Pay Periods during the during the PAGA Period (June 23, 2023 through September 25, 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 \_\_\_\_\_ [sixty (60) 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.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendants' calculation of Workweeks based on Defendants' records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendants' Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

#### **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.

The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.

The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

**Your check will be sent to the same address as this Class Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 8 of this Class Notice has the Administrator's contact information.**

#### **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 Class portion of 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 Defendants for the Released Class Claims.** However, Aggrieved Employees who opt out will still be paid their allocation of the PAGA Penalties and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion. The PAGA Penalties amount is \$20,000, of which \$7,000 will be distributed to the Aggrieved Employees to be allocated based on their respective PAGA Pay Periods. Your share of the PAGA Penalties, if any, is set forth in Section 5 above.

To opt out, you must submit to the Administrator a written, signed and dated request to opt-out postmarked no later than the Response Deadline which is \_\_\_\_\_. You may also fax your request to opt out to \_\_\_\_\_ or email the request to opt out 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 *Hernandez v. Verizon Corp. Servs. Group, Inc.* lawsuit. The request to opt-out should state the Class Member's full name, address and email address or telephone number. Please include the name and number of the case, which is *Hernandez v. Verizon Corp. Servs. Group, Inc.*, Case No. 24STCV20608. 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. Before deciding whether to object, you may wish to see what Plaintiff and Defendants are asking the Court to approve. 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 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 Class Counsel's website at [www.bamlawca.com](http://www.bamlawca.com) under "Class Notices" for *Hernandez v. Verizon Corp. Servs. Group, Inc.* or on the Court's website (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 24STCV20608.

A Participating Class Member who disagrees with any aspect of the Agreement and/or the Motion for Final Approval 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 \_\_\_\_\_** [sixty (60) days after the date of the Notice or an additional 14 days after the Notice in the case of re-mailing]. You may also fax the objection to \_\_\_\_\_ or email the objection to \_\_\_\_\_ by no later than this Response Deadline. 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, *Hernandez v. Verizon Corp. Servs. Group, Inc.*, Case No. 24STCV20608, and include your name, current address, email or telephone number, and approximate dates of employment for Defendants 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: \_\_\_\_\_  
Settlement Website: \_\_\_\_\_

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. You also have the option to appear at the hearing by audio or video. Instructions on how to do so are available on the Court's website at <https://www.lacourt.org/lacc/>. Check the Court's website for the most current information. 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:**

Steven M. Zadravec  
Matthew Rodriguez  
Jones Day  
3161 Michelson Drive, Suite 800  
Irvine, CA 92612

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

You can, but don't have to, attend the Final Approval Hearing at \_\_\_\_\_ (Pacific Standard Time) on \_\_\_\_\_, in Department 6 of the Superior Court of California, County of Los Angeles, Spring Street Courthouse, 312 North Spring Street, Los Angeles, California 90012, before Judge Elihu M. Berle. 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 to 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 in remotely using the Court Connect procedure at <https://www.lacourt.org/lacc/>. You may also appear in person. Check the Court's website for the most current information on appearing in Court.

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 *Hernandez v. Verizon Corp. Servs. Group, Inc.*. In addition, hearing dates are posted on the Internet via the Case Access page for the Los Angeles County Superior Court (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 24STCV20608.

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

You may call the Administrator at \_\_\_\_\_ or write to *Hernandez v. Verizon Corp. Servs. Group, Inc.* Administrator, c/o \_\_\_\_\_.

This Class Notice summarizes the proposed settlement. More details are in the Agreement. You may receive a copy of the Agreement, the Judgment, the motion for attorneys' fees, costs and service award, the 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 *Hernandez v. Verizon Corp. Servs. Group, Inc.*, where these documents will be posted as they become available. You may get more details by examining the Court's file on the Internet via the Case Access page for the California Superior Court for the County of Los Angeles (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 24STCV20608. If you wish to view the Court files in person, you are encouraged to make an appointment with the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

**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 a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b). The Parties have proposed the California State Bar Greg E. Knoll Justice Gap Fund as the Cy Pres Recipient.
- **What if You Lose Your Check** - If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check.

**EXHIBIT B**

[ORDER GRANTING PRELIMINARY APPROVAL]

**EXHIBIT "B"**

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF LOS ANGELES

JAMES HERNANDEZ, an individual, on  
behalf of himself and on behalf of all persons  
similarly situated,

Plaintiffs,

vs.

VERIZON CORPORATE SERVICES  
GROUP INC., a Corporation; VERIZON  
CORPORATE RESOURCES GROUP LLC, a  
Limited Liability Company; and Does 1  
through 50, Inclusive,

Defendants.

CASE NO.: **24STCV20608**

**[PROPOSED] PRELIMINARY  
APPROVAL ORDER**

Hearing Date: \_\_\_\_\_  
Hearing Time: \_\_\_\_\_

Judge: Hon. Elihu M. Berle  
Dept: SS-6

Date Filed: August 15, 2024  
Trial Date: Not set

This matter came before the Honorable Elihu M. Berle of the Superior Court of the State of California, in and for the County Los Angeles, on \_\_\_\_\_[DATE], for hearing on the unopposed motion by Plaintiff James Hernandez ("Plaintiff") for preliminary approval of the Class Action and PAGA Settlement with Defendants Verizon Corporate Services Group, Inc. and Verizon Corporate Resources Group LLC (collectively, "Defendants"). The Court, having

1 considered the briefs, argument of counsel and all matters presented to the Court and good cause  
2 appearing, hereby GRANTS Plaintiff's Motion for Preliminary Approval of Class Action  
3 Settlement.  
4

5 **IT IS HEREBY ORDERED:**

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

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

14 3. The Gross Settlement Amount that Defendants shall pay is Nine Hundred Fifty  
15 Thousand Dollars (\$950,000). It appears to the Court on a preliminary basis that the settlement  
16 amount and terms are fair, adequate and reasonable as to all potential Class Members when  
17 balanced against the probable outcome of further litigation and the significant risks relating to  
18 certification, liability and damages issues. It further appears that investigation and research have  
19 been conducted such that counsel for the Parties are able to reasonably evaluate their respective  
20 positions. It further appears to the Court that the Settlement will avoid substantial additional costs  
21 by all Parties, as well as avoid the delay and risks that would be presented by the further  
22 prosecution of the Action. It further appears that the Settlement has been reached as the result of  
23 serious and non-collusive, arm's-length negotiations.

24 4. The Court preliminarily finds that the Settlement appears to be within the range of  
25 reasonableness of a settlement that could ultimately be given final approval by this Court. The  
26 Court has reviewed the monetary recovery that is being granted as part of the Settlement and  
27 preliminarily finds that the monetary settlement awards made available to the Class is fair,  
28

1 adequate, and reasonable when balanced against the probable outcome of further litigation and the  
2 significant risks relating to certification, liability, and damages issues.

3         5.       The Agreement specifies for an attorneys' fees award not to exceed one-third of the  
4 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$30,000, and a  
5 proposed Class Representative Service Payment to the Plaintiff in an amount not to exceed  
6 \$10,000. The Court will not approve the amount of attorneys' fees and costs, nor the amount of  
7 any service award, until the Final Approval Hearing. Plaintiff will be required to present evidence  
8 supporting these requests, including lodestar, prior to final approval.

9         6.       The Court recognizes that Plaintiff and Defendants stipulate and agree to  
10 representative treatment and certification of a class for settlement purposes only. This stipulation  
11 will not be deemed admissible in this, or any other proceeding should this Settlement not become  
12 final. For settlement purposes only, the Court conditionally certifies the Class which consists of  
13 "all individuals who are or previously were employed by Defendants in California and classified  
14 as non-exempt employees at any time during the Class Period." The "Class Period" is August 15,  
15 2020 through September 25, 2025.

16         7.       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 will 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 adjudication of this controversy; and  
24 (f) counsel for the Class is qualified to act as Class Counsel and the Plaintiff is an adequate  
25 representative of the Class.

26         8.       The Court provisionally appoints Plaintiff as the representatives of the Class. The  
27 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik  
28

1 of Blumenthal Nordrehaug Bhowmik De Blouw LLP and Ryan Stygar of Centurion Trial  
2 Attorneys, APC as Class Counsel for the Class.

3       9.       The Agreement provides for a PAGA Penalties out of the Gross Settlement  
4 Amount of \$20,000, which shall be allocated \$13,000 to the Labor & Workforce Development  
5 Agency (“LWDA”) as the LWDA’s 65% share of the settlement of civil penalties paid under this  
6 Agreement pursuant to the PAGA and \$7,000 to the Aggrieved Employees. “Aggrieved  
7 Employees” are all individuals who are or previously were employed by Defendants in California  
8 and classified as non-exempt employees at any time during the PAGA Period (June 23, 2023  
9 through September 25, 2025). Pursuant to Labor Code section 2699, the LWDA was provided  
10 notice of the Agreement and these settlement terms. The Court finds the PAGA Penalties to be  
11 reasonable.

12       10.       The Court hereby approves, as to form and content, the Class Notice attached to the  
13 Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and accurately  
14 inform the Class of all material elements of the proposed Settlement, of the Class Members’ right  
15 to be excluded from the Class by submitting a written opt-out request, and of each member’s right  
16 and opportunity to object to the Settlement. The Court further finds that the distribution of the  
17 Class Notice substantially in the manner and form set forth in the Agreement and this Order meets  
18 the requirements of due process, is the best notice practicable under the circumstances, and shall  
19 constitute due and sufficient notice to all persons entitled thereto. The Court orders the mailing of  
20 the Class Notice by first class mail pursuant to the terms set forth in the Agreement. If a Class  
21 Notice Packet is returned because of an incorrect address, the Administrator will promptly search  
22 for a more current address for the Class Member and re-mail the Class Notice Packet to any new  
23 address for the Class Member no later than seven (7) days after the receipt of the undelivered  
24 Class Notice.

25       11.       The Court hereby appoints Apex Class Action LLC as the Administrator. No later  
26 than fifteen (15) days after this Order, Defendants will provide the Class Data to the  
27 Administrator. The Administrator will perform address updates and verifications as necessary  
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1 prior to the first mailing. Using best efforts to mail it as soon as possible, and in no event later  
2 than fourteen (14) days after receiving the Class Data, the Administrator will mail the Class Notice  
3 Packet to all Class Members via first-class regular U.S. Mail to their last known address.

4       12.     The Court hereby preliminarily approves the proposed procedure for exclusion  
5 from the Settlement. Any Class Member may individually choose to opt out of and be excluded  
6 from the Class as provided in the Class Notice by following the instructions for requesting  
7 exclusion from the Class that are set forth in the Class Notice. All requests for exclusion must be  
8 postmarked or received no later than sixty (60) calendar days after the date of the mailing of the  
9 Class Notice (“Response Deadline”). If a Class Notice Packet is re-mailed, the Response Deadline  
10 for requests for exclusion will be extended an additional fourteen (14) days. A Request for  
11 Exclusion may also be faxed or emailed to the Administrator as indicated in the Class Notice.  
12 Any such person who chooses to opt out of and be excluded from the Class will not be entitled to  
13 any recovery under the Class Settlement and will not be bound by the Class Settlement or have  
14 any right to object, appeal or comment thereon. Class Members who have not requested exclusion  
15 shall be bound by all determinations of the Court, the Agreement and the Judgment. A request for  
16 exclusion may only opt out that particular individual, and any attempt to effect an opt-out of a  
17 group, class, or subclass of individuals is not permitted and will be deemed invalid.

18       13.     Any Class Member who has not opted out may appear at the final approval hearing  
19 and may object or express the Member’s views regarding the Settlement and may present evidence  
20 and file briefs or other papers that may be proper and relevant to the issues to be heard and  
21 determined by the Court as provided in the Class Notice. Class Members will have until the  
22 Response Deadline to submit their written objections to the Administrator. Written objections  
23 may also be faxed or emailed to the Administrator as indicated in the Class Notice. If a Class  
24 Notice Packet is re-mailed, the Response Deadline for written objections will be extended an  
25 additional fourteen (14) days. Alternatively, Class Members may appear at the Final Approval  
26 Hearing to make an oral objection.

1           14.     A final approval hearing shall be held before this Court on \_\_\_\_\_  
2                     \_\_\_\_\_ at \_\_\_\_\_ in Department 6 at the Spring Street Courthouse of the Los  
3 Angeles County Superior Court to hear the motion for final approval and for attorneys' fees and  
4 costs, and to determine all necessary matters concerning the Settlement, including: whether the  
5 proposed settlement of the Action on the terms and conditions provided for in the Agreement is  
6 fair, adequate and reasonable and should be finally approved by the Court; whether the Final  
7 Approval Order and Judgment should be entered herein; whether the plan of allocation contained  
8 in the Agreement should be approved as fair, adequate and reasonable to the Class Members; and  
9 to finally approve attorneys' fees and costs, service award, and the fees and expenses of the  
10 Administrator. All papers in support of the motion for final approval shall be filed with the Court  
11 and served on all counsel no later than sixteen (16) court days before the hearing and the motion  
12 shall be heard at this final approval hearing.

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

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

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

12 **IT IS SO ORDERED.**

13 Dated: \_\_\_\_\_

14 \_\_\_\_\_  
15 HON. ELIHU M. BERLE  
16 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA  
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**EXHIBIT C**

[FINAL APPROVAL ORDER AND JUDGMENT]

**EXHIBIT "C"**

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF LOS ANGELES

JAMES HERNANDEZ, an individual, on  
behalf of himself and on behalf of all persons  
similarly situated,

Plaintiff,

vs.

VERIZON CORPORATE SERVICES  
GROUP INC., a Corporation; VERIZON  
CORPORATE RESOURCES GROUP LLC, a  
Limited Liability Company; and Does 1  
through 50, Inclusive,

Defendants.

**CASE NO.: 24STCV20608**

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

Hearing Date: \_\_\_\_\_  
Hearing Time: \_\_\_\_\_

Judge: Hon. Elihu M. Berle  
Dept: SS-6

Date Filed: August 15, 2024  
Trial Date: Not set

1 The unopposed motion of Plaintiff James Hernandez (“Plaintiff”) for an order finally  
2 approving the Second Amended Class Action and PAGA Settlement Agreement (“Agreement”)  
3 with Defendants Verizon Corporate Services Group, Inc. and Verizon Corporate Resources Group  
4 LLC (collectively, “Defendants”), attorneys’ fees and costs, service payment, and the expenses of  
5 the Administrator duly came on for hearing on \_\_\_\_\_ before the Honorable Elihu M.  
6 Berle.

7 **I.**

8 **FINDINGS**

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

- 11 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 12 2. This Court has jurisdiction over the subject matter of this litigation pending before  
13 the Superior Court for the State of California, in and for the County of Los Angeles, and over all  
14 Parties to this litigation, including the Class.
- 15 3. Based on a review of the papers submitted by Plaintiff and a review of the  
16 applicable law, the Court finds that the Gross Settlement Amount of Nine Hundred Fifty Thousand  
17 Dollars (\$950,000) and the terms set forth in the Agreement are fair, reasonable, and adequate.
- 18 4. The Court further finds that the Settlement was the result of arm’s length  
19 negotiations conducted after Class Counsel had adequately investigated the claims and became  
20 familiar with the strengths and weaknesses of those claims. In particular, the amount of the  
21 Settlement, and the assistance of an experienced mediator in the settlement process, among other  
22 factors, support the 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 Court-approved Class  
2 Notice was mailed by first class mail to members of the Class at their last-known addresses on or  
3 about \_\_\_\_\_. This mailing of the Class Notice to their last-known addresses was the  
4 best notice practicable under the circumstances and was reasonably calculated to communicate  
5 actual notice of the litigation and the proposed settlement to the Class. The Class Notice given to  
6 the Class Members fully and accurately informed the Class Members of all material elements of  
7 the proposed Settlement and of their opportunity to object to or comment thereon or to seek  
8 exclusion from the Settlement; was valid, due, and sufficient notice to all Class Members; and  
9 complied fully with the laws of the State of California, the United States Constitution, due process  
10 and other applicable law. The Class Notice fairly and adequately described the Settlement and  
11 provided Class Members adequate instructions and a variety of means to obtain additional  
12 information.

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

22           **Fairness of the 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 during an all-day mediation before Monique Ngo-Bonnici, Esq., an experienced mediator  
27 of wage and hour class actions. There has been no collusion between the Parties in reaching the  
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1 Settlement.

2           b.       Plaintiff and Class Counsel's investigation and discovery have been  
3 sufficient to allow the Court and counsel to act intelligently.

4           c.       Counsel for all Parties are experienced in similar employment class action  
5 and PAGA litigation. Class Counsel recommended approval of the Agreement.

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

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

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

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

17           **Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment**

18         11.      An award of \$316,666 for attorneys' fees, representing one-third of the Gross  
19 Settlement Amount, and \$\_\_\_\_\_ for litigation costs and expenses, is reasonable, in light of  
20 the contingent nature of Class Counsel's fee, the hours worked by Class Counsel, and the results  
21 achieved by Class Counsel. The requested awards have been supported by Class Counsel's  
22 lodestar and billing statement.

23           **Class Representative Service Payment**

24         12.      The Agreement provides for a Class Representative Service Payment of not more  
25 than \$10,000 to the Plaintiff, subject to the Court's approval. The Court finds that the Class  
26 Representative Service Payment in the amount of \$\_\_\_\_\_ to the Plaintiff is reasonable in  
27  
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1 light of the risks and burdens undertaken by the Plaintiff in this litigation and for his time and  
2 effort in 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 Class Members, transmit payment for attorneys' fees and costs to Class Counsel, transmit the  
6 Class Representative Service Payment to the Plaintiff, issue all required tax reporting forms,  
7 calculate withholdings and perform the other remaining duties set forth in the Agreement. The  
8 Administrator has documented \$ \_\_\_\_\_ in fees and expenses, and this amount is reasonable in  
9 light of the work performed by the Administrator.

10 **PAGA Penalties**

11 14. The Agreement provides for PAGA Penalties out of the Gross Settlement Amount  
12 of \$20,000, which shall be allocated \$13,000 to the Labor & Workforce Development Agency  
13 ("LWDA") as the LWDA's 65% share of the settlement of civil penalties paid under this  
14 Agreement pursuant to the PAGA and \$7,000 to be distributed to the Aggrieved Employees and  
15 allocated by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties  
16 (\$7,000) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during  
17 the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay  
18 Periods. "Aggrieved Employees" are all individuals who are or previously were employed by  
19 Defendants in California and classified as non-exempt employees at any time during the PAGA  
20 Period (June 23, 2023 through September 25, 2025). Pursuant to Labor Code section 2699, the  
21 LWDA was provided notice of the Agreement and these settlement terms and has not indicated  
22 any objection thereto. The Court finds the PAGA Penalties to be reasonable.

23 **II.**

24 **ORDERS**

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

26 15. The Class is certified for the purposes of settlement only. The Class is defined as  
27 follows:  
28

1 All individuals who are or previously were employed by Defendants in California  
2 and classified as non-exempt employees at any time during the Class Period  
(August 15, 2020 through September 25, 2025).

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

6 17. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the  
7 best interest of the Class. Defendants shall fully fund the Gross Settlement Amount, and also fund  
8 the amounts necessary to fully pay Defendants’ share of payroll taxes, by transmitting the funds to  
9 the Administrator no later than 14 days after the Effective Date.

10 18. Class Counsel are awarded attorneys’ fees in the amount of \$154,683 and costs in  
11 the amount of \$\_\_\_\_\_. The payment of Class Counsel Fees Payment shall be made as follows:  
12 77.5% to Blumenthal Nordrehaug Bhowmik De Blouw LLP and 22.5% to Centurion Trial  
13 Attorneys, APC. Class Counsel shall not seek or obtain any other compensation or reimbursement  
14 from Defendants, 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 its fees and expenses is  
18 approved.

19 21. The PAGA Penalties amount of \$20,000 is approved and is to be distributed in  
20 accordance with the Agreement.

21 22. Pursuant to Labor Code section 2699, Class Counsel shall submit a copy of this  
22 Final Approval Order and Judgment to the LWDA within 10 days after its entry.

23 23. Neither the Agreement nor this Settlement is an admission by Defendants, nor is  
24 this Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of  
25 any wrongdoing by Defendants or that this Action is appropriate for class or representative  
26 treatment (other than for settlement purposes). Neither this Final Approval Order and Judgment,  
27 the Agreement, nor any document referred to herein, nor any action taken to carry out the  
28

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

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

15         25. 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         26. Except as set forth in the Agreement and this Final Approval Order and Judgment,  
24 Plaintiffs, and all members of the Class, shall take nothing in the Action.

25         27. All Parties shall bear their own attorneys' fees and costs, except as otherwise  
26 provided in the Agreement and in this Final Approval Order and Judgment.

1           28.     Effective on the date when Defendant fully funds the entire Gross Settlement  
2 Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class  
3 Payments, Plaintiff, Participating Class Members, Aggrieved Employees and the LWDA will  
4 release claims against all Released Parties as follows:

5                   (a)     All Participating Class Members, on behalf of themselves and their  
6 respective former and present representatives, agents, attorneys, heirs, administrators, successors,  
7 and assigns, release Released Parties from the Released Class Claims. The “Released Class  
8 Claims” are all class claims, rights, demands, liabilities, and causes of action which were raised,  
9 pled, or could have been raised or pled, based on the operative facts or theories asserted in the  
10 Operative Complaint, that arose during employment in a non-exempt position before the end of  
11 the Class Period, including claims for off-the-clock work; unpaid wages, commissions, or  
12 incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure  
13 to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all  
14 compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited  
15 to sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation  
16 pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or  
17 rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure  
18 to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or  
19 commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage  
20 statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay  
21 owed upon termination; unfair competition; reimbursement of business expenses; unlawful  
22 deductions from wages or commissions; unlawful collection of wages or commissions paid to the  
23 employee and/or assignment of wages; reporting time pay violations; failure to provide wage  
24 notices; violation of suitable seating requirements; claims under California Labor Code sections  
25 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226, 226.7, 227.3, 233, 246 *et seq.*,  
26 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802; California Code of  
27 Regulations Title 8; the applicable sections of the relevant Industrial Welfare Commission Wage  
28

1 Orders; California Business and Professions Code section 17200 *et seq.*; and any damages,  
2 penalties, restitution, disgorgement, interest, costs, or attorneys' fees as a result thereof. Released  
3 Class Claims do not include any claim for civil penalties under PAGA. Class Members do not  
4 release any other claims, including claims for vested benefits, wrongful termination, violation of  
5 the Fair Employment and Housing Act, unemployment insurance, disability, social security,  
6 workers' compensation, or claims based on facts occurring outside the Class Period.

7 (b) All Aggrieved Employees and the LWDA are deemed to release, on behalf  
8 of themselves and their respective former and present representatives, agents, attorneys, heirs,  
9 administrators, successors, and assigns, the Released Parties from the Released PAGA Claims.  
10 The "Released Class Claims" are all claims under PAGA which were raised or pled, or could have  
11 been raised or pled, based on the operative facts or theories asserted in Plaintiff's Operative  
12 Complaint, or PAGA Notice, and that arose before the end of the PAGA Period during  
13 employment in a non-exempt position, including claims for PAGA penalties under Labor Code  
14 sections 2698-2699.5 based on claims for off-the-clock work; unpaid wages, commissions, or  
15 incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure  
16 to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all  
17 compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited  
18 to, sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation  
19 pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or  
20 rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure  
21 to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or  
22 commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage  
23 statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay  
24 owed upon termination; unfair competition; reimbursement of business expenses; unlawful  
25 deductions from wages or commissions; unlawful collection of wages or commissions paid to the  
26 employee and/or assignment of wages; reporting time pay violations; failure to provide wage  
27 notices; violation of suitable seating requirements; and claims under California Labor Code

1 sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226 *et seq.*, 226.7, 227.3,  
2 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802. The  
3 Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims,  
4 claims for wrongful termination, discrimination, unemployment insurance, disability and worker's  
5 compensation, and claims outside of the PAGA Period.

6 (c) Plaintiff and his or her respective former and present spouses,  
7 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release  
8 and discharge Released Parties from the Plaintiff's Release, as fully set forth in the Agreement.

9 29. For any Class Member or Aggrieved Employee whose Individual Class Payment  
10 check or Individual PAGA Payment check is uncashed and cancelled after the void date, the  
11 Administrator shall transmit the funds represented by such checks to the California State Bar Greg  
12 E. Knoll Justice Gap Fund, a nonprofit organization or foundation which the Court approves as  
13 consistent with Code of Civil Procedure Section 384(b).

14 30. The Court hereby enters judgment in the Action as of the filing date of this Order  
15 and Judgment, pursuant to the terms set forth in the Settlement. Without affecting the finality of  
16 this Order and Judgment in any way, the Court hereby retains continuing jurisdiction over the  
17 interpretation, implementation, and enforcement of the Settlement and all orders entered in  
18 connection therewith pursuant to California Code of Civil Procedure section 664.6.

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

20  
21 Dated: \_\_\_\_\_

22 \_\_\_\_\_  
23 HON. ELIHU M. BERLE  
24 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA  
25  
26  
27  
28

**EXHIBIT #2**

## **SECOND~~FIRST~~ AMENDED CLASS ACTION AND PAGA SETTLEMENT AGREEMENT**

This ~~Second~~First Amended Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff James Hernandez (“Plaintiff”) on behalf of himself, similarly situated non-exempt employees, the State of California Labor and Workforce Development Agency (“LWDA”), and those he seeks to represent, on the one hand, and, on the other hand, Defendants Verizon Corporate Services Group, Inc. (“VCSG”) and Verizon Corporate Resources Group LLC (“VCRG”) (collectively, “Defendants”). The Agreement refers to Plaintiff and Defendants collectively as the “Parties,” or individually as “Party.”

By way of this Agreement, the Parties seek to settle the following two pending actions: *Hernandez, et al. v. Verizon Corp. Servs. Group, et al.*, Los Angeles Super. Ct. Case No. 24STCV20608 (“Class Action”) and *Hernandez, et al. v. Verizon Corp. Servs. Group, et al.*, Orange Super. Ct. Case No. 30-2024-01421352-CU-OE-CXC (“PAGA Action”). The Class Action and PAGA Action are collectively referred to as the “Actions.” The Parties expressly acknowledge that this Agreement is entered into solely for the purpose of compromising disputed legal and factual issues and that nothing in this Settlement Agreement is an admission of liability or wrongdoing by Defendants.

### **1. DEFINITIONS**

In addition to other terms defined in this Agreement, the terms below have the following meaning in this Agreement:

- 1.1. “Actions” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendants captioned *Hernandez v. Verizon Corporate Services Group, Inc., et al.*, Case No. 24STCV20608, initiated on August 15, 2024 and pending in Superior Court of the State of California, County of Los Angeles (“Class Action”) and Plaintiff’s lawsuit alleging wage and hour violations against Defendants captioned *Hernandez v. Verizon Corporate Services Group, Inc., et al.*, Case No. 30-2024-01421352-CU-OE-CXC, initiated on August 27, 2024 and pending in Superior Court of the State of California, County of Orange (“PAGA Action”).
- 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 Defendants in California and classified as non-exempt employees at any time during the PAGA Period.
- 1.5. “Class” means all individuals who are or previously were employed by Defendants in California and classified as non-exempt employees at any time during the Class Period.
- 1.6. “Class Counsel” means Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik of Blumenthal Nordrehaug Bhowmik De Blouw LLP and Ryan Stygar of Centurion Trial Attorneys, APC.
- 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 Actions, including their pre-filing investigation, their filing of the Actions, all related litigation activities, all Settlement work, all post-Settlement compliance procedures, and related litigation expenses billed in connection with the Actions.
- 1.8. “Class Data” means Class Member identifying information in Defendants’ 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 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 August 15, 2020 through September 25, 2025.
- 1.14. “Class Representative” means the named Plaintiff in the Operative Complaint in the Actions seeking Court approval to serve as a Class Representative.
- 1.15. “Class Representative Service Payment” means the service payment made to the Plaintiff as the Class Representative in order to compensate him for initiating the Actions, performing work in support of the Actions, undertaking the risk of liability for Defendants’ expenses, and for the general release of all claims by the Plaintiff.
- 1.16. “Court” means the Superior Court of California, County of Los Angeles.
- 1.17. “Defendants” means Verizon Corporate Services Group, Inc. and Verizon Corporate Resources Group LLC.
- 1.18. “Defense Counsel” means Steven M. Zadravec and Courtney P. O’Connor of Jones Day.
- 1.19. “Effective Date” means the date by when all of the following material events and conditions have been satisfied: (a) execution of the Agreement by all signatories, (b) Class Counsel sends Defendants’ Counsel an executed W-9 tax form for Plaintiff; (c) the Court has conducted a Final Approval Hearing and has fully and finally approved all material terms of this Agreement; (d) the Court enters order granting Final Approval and enters an appropriate Judgment; (e) the time to file any appeal in the Actions has expired and no appeal has been filed on the Judgment. To the extent a timely appeal was filed, all such appeals have been voluntarily or involuntarily dismissed, or the appropriate appellate court or the appellate courts have entered a final judgment affirming the order granting Final Approval and the Judgment and the final judgment of such appellate court or courts is no longer subject to any further appellate challenge or procedure; (f) the PAGA Action is dismissed without prejudice, and the PAGA Action is closed; and (g) Plaintiff signs an acceptable agreement settling his Individual Discrimination and Retaliation Claims.
- 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 Nine Hundred Fifty Thousand Dollars

(\$950,000) which is the total amount to be paid by Defendants 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 Defendants for at least one day during the PAGA Period.
- 1.31. "PAGA Period" means the period of time from June 23, 2023 through September

25, 2025.

1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).

1.33. “PAGA Notice” means the Plaintiff’s June 21, 2024 letter to Defendants and the LWDA and Plaintiff’s September 25, 2025 letter to Defendants 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 James Hernandez, 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 class claims, rights, demands, liabilities, and causes of action which were raised, pled, or could have been raised or pled, based on the operative facts or theories asserted in the Operative Complaint ~~or PAGA Notices~~, that arose during employment in a non-exempt position before the end of the Class Period, including claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802; California Code of Regulations Title 8; the applicable sections of the

relevant Industrial Welfare Commission Wage Orders; California Business and Professions Code section 17200 *et seq.*; and any damages, penalties, restitution, disgorgement, interest, costs, or attorneys' fees as a result thereof. Released Class Claims do not include any claim for civil penalties under PAGA. 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 based on facts occurring outside the Class Period.

1.39. "Released PAGA Claims" means all claims under PAGA which were raised or pled, or could have been raised or pled, based on the operative facts or theories asserted in Plaintiff's Operative Complaint, or PAGA Notice, and that arose before the end of the PAGA Period during employment in a non-exempt position, including claims for PAGA penalties under Labor Code sections 2698-2699.5 based on claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to, sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; and claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226 *et seq.*, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802. 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: Defendants, and their former and present parent companies, subsidiaries, and affiliated corporations and entities (including, but not limited to, Cellco Partnership d/b/a Verizon Wireless, Verizon Connect, Inc., and Verizon Communications, Inc.), and each of their respective former, present, and future officers, directors, members, managers, employees, consultants, vendors, insurers, attorneys, independent contractors, partners, investors, shareholders, joint ventures, third-party agents, successors, assigns, and legal representative, and of their heirs, assigns, executors, administrators, agents, employers, and successors, past and

present.

- 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 sixty (60) 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 Actions and all related claims effectuated by this Agreement and the Judgment.
- 1.44. “Workweek” means a 7-day week, beginning on Sunday and ending on Saturday, during the Class Period in which a Class Member received compensation for regular hours worked as a nonexempt employee for work actually performed in California for at least one day (i.e., the Class Member was not on a leave of absence).

## **2. RECITALS**

- 2.1. On August 15, 2024, Plaintiff filed a complaint against Defendants in the Superior Court of the State of California, County of Los Angeles (“Class Action”). Plaintiff’s complaint asserted claims that Defendants:
- (a) Violated California Business and Professions Code § 17200 et seq.;
  - (b) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197 and 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;
  - (h) Failed to provide wages when due in violation of California Labor Code §§ 201, 202 and 203; and,
  - (i) Failed to pay sick pay wages in violation of California Labor Code §§ 201-203, 233, 246.
  - (j) Violated the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.*

(“PAGA”).

- 2.2. On August 27, 2024, Plaintiff filed a complaint against Defendants in the Superior Court of the State of California, County of Orange (“PAGA Action”). Plaintiff’s complaint asserted a single cause of action for violation of the Private Attorney General Act, Cal. Labor Code §§ 2698, *et seq.* (“PAGA”).
- 2.3. On July 25, 2025, the Parties participated in an all-day mediation presided over by Monique Ngo-Bonnici, Esq., 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 Actions 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.
- 2.4. 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. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4<sup>th</sup> 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4<sup>th</sup> 116, 129-130 (“*Dunk/Kullar*”).
- 2.5. Within ten days of executing this agreement, Plaintiff will prepare and circulate a draft of a stipulation to file a First Amended Class Action Complaint in the Class Action, which will consolidate the claims in the Class Action and PAGA Action and the claims alleged in the PAGA Notices. The First Amended Class Action Complaint will be the operative complaint in the Actions (the “Operative Complaint”).
- 2.6. Defendants deny the allegations in the Operative Complaint, deny any failure to comply with the laws identified in in the Operative Complaint and deny any and all liability for the causes of action alleged.
- 2.7. 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 Defendants that the claims in the Actions of Plaintiff or the Class have merit or that Defendants bear any liability to Plaintiff or the Class on those claims or any other claims, or as an admission by Plaintiff that Defendants’ defenses in the Actions 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, Defendants reserve the right to contest certification of any class for any reason and reserves all available defenses to the claims in the Actions.
- 2.8. This Agreement shall exclude all claims previously released in the *Santillan v. Verizon Connect Inc.*, Case No. 3:21-cv-1257-H-KSC, United States District Court for the Southern District of California, and *Nieto v. Cello Partnership d/b/a Verizon Wireless*

cases (*Manuel Nieto v. Cellco Partnership*, Santa Cruz Superior Court Case No. 21CV00136; *John Loera v. Cellco Partnership*, Santa Clara Superior Court Case No. 21CV386960; and *John Loera v. Cellco Partnership*, Santa Clara Superior Court Case No. 21CV386962), with the exception of the sick and vacation pay claims (along with the derivative claims associated with the sick and vacation pay claims), which are covered by this Agreement.

- 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 aside from the cases disclosed above in Paragraph 2.8 and *Christian Olande et al. v. Verizon Connect, Inc., a Delaware Corporation; Verizon Communications, Inc., an entity unknown; Verizon Corporate Resources Group, LLC, a Delaware Limited Liability Company; and DOES 1-10, inclusive*, Superior Court of California, County of San Diego Case No. 25CU033302C.

### 3. MONETARY TERMS

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Defendants promise to pay \$950,000 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 Defendants to the Administrator. Defendants have no obligation to pay the Gross Settlement Amount (or any payroll taxes) unless all conditions necessary to achieve the Effective Date have occurred and in no case, 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 Defendants.
- 3.2. Payments from the Gross Settlement Amount. Subject to the terms and conditions of this Agreement and conditioned upon all the events necessary to achieve the Effective Date occurring, 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 \$10,000 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). Defendants 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. In addition, Plaintiff is separately settling his claims for discrimination and/or harassment based on disability/medical conditions, claims for retaliation, claims for failure to provide reasonable accommodations and for failure to engage in the interactive process, and other claims relating to his employment and his claimed disability/medical condition (collectively referred to herein as “Individual Discrimination and Retaliation Claims”). The payment for the settlement of the Individual Discrimination and Retaliation Claims is not being made in consideration of the settlement and dismissal of the Class and PAGA claims in the Actions. However, the Plaintiff’s settlement of his Individual Discrimination and Retaliation Claims is a condition to entering this Agreement.

- (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 \$316,666, and a Class Counsel Litigation Expenses Payment of not more than \$30,000. Defendants will not oppose requests for these payments provided they 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. The Parties agree that regardless of any action taken by the Court or any appellate court with respect to Class Counsel Fees and Costs, the validity of the underlying Settlement shall not be affected. 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 Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these payments. The payment of Class Counsel Fees Payment shall be made as follows: 77.5% to Blumenthal Nordrehaug Bhowmik De Blouw LLP and 22.5% to Centurion Trial Attorneys, APC. Payment of the Class Counsel Litigation Expenses Payment shall be made to the firm that incurred the expenses.
- (c) To the Administrator: An Administration Expenses Payment not to exceed \$12,000 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 \$12,000, 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 of their employee taxes owed on their Individual Class Payment. Neither Defendants nor their counsel, nor Class Counsel makes any representation, and have made no representations as to the tax treatment or legal effect of the payments called for in this Settlement Agreement, and Plaintiff and Class Members are not relying on any statement, representation, or calculation by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff and Class Members understand and agree that Plaintiff and Class Members will be solely responsible for the payment of any taxes and penalties assessed on the payments described in this Settlement Agreement. Plaintiff and any Class Member who receives any payment under this Agreement should consult with their tax advisors concerning the tax consequences of the Individual Class Payments they receive under the Settlement.
  - 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.

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

- 4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on its records, Defendants have represented that the Class consists of 511 Class Members who collectively worked a total of 71,279 Workweeks, and 325 Aggrieved Employees who worked a total of 8,640 PAGA Pay Periods through July 25, 2025. Defendants' representation that there are approximately 71,279 Workweeks from August 15, 2020 through July 25, 2025 is a material representation for Plaintiff to enter into this Agreement.
- 4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendants 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. Defendants have 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 Defendants 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. Defendants shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants' 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 Defendants fund 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 the California State Bar Greg E. Knoll Justice Gap Fund a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b) ("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 Defendants 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.

(b) Plaintiff's Other Claim. Plaintiff represents that he has claim against Defendants other than the Class claims and PAGA claims. These other claims are for discrimination and/or harassment based on disability/medical condition, claims for retaliation, claims for failure to provide reasonable accommodations and for failure to engage in the interactive process, and other claims relating to his employment and his claimed disability/medical condition which Plaintiff is separately settling. Class Counsel will be filing a declaration with the Court affirming that the consideration given for the dismissal of the separate Individual Discrimination and Retaliation Claim is unrelated to and separate from the settlement of his Class claims and PAGA claims and is based on separate facts and claims.

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.** Plaintiff will prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”) that complies with the Court’s procedures and instructions.

7.1. Defendants’ Responsibilities. Within 14 days of the full execution of this Agreement, Defendants 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, if any. In the Declaration, Defendants shall disclose any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

7.2. Amendment to Class Action; Dismissal of PAGA Action. Upon execution of this Agreement, the Parties shall take the following actions:

(a) Within ten days of executing this Agreement, Plaintiffs will prepare and send Defendants a draft of a stipulation seeking leave from the Court in the Class Action to file a First Amended Complaint adding the PAGA claims and allegations asserted in the PAGA Action and maintaining Hernandez as the Class Representative. The Parties will make all reasonable efforts to promptly file the stipulation and address the Court’s concerns, if any.

(b) Within ten days of filing the First Amended Complaint in the Class Action, Plaintiffs will schedule a hearing in the Class Action at which to seek preliminary approval of the Settlement so that the hearing occurs within sixty (60) calendar days of the date upon which the Parties fully execute this Agreement. If it is not possible to schedule a hearing on preliminary approval of the Settlement within sixty (60) calendar days of the date of the Parties’ Stipulation, the Parties agree to schedule the hearing at the first mutually agreeable available date thereafter.

7.3. 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. (1)(1)), this Agreement (Labor Code section 2699, subd. (1)(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, if any. In their Declarations, Plaintiff and Class Counsel 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. Class Counsel shall provide Defense Counsel with a copy of the draft Motion for Preliminary Approval no later than ten (10) calendar days before it is due to be filed for Defense Counsel to provide Plaintiff suggested edits and comments.

- 7.4. 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.
- 7.5. 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 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.** ~~Reserved. Based on their records, Defendants provided figures as to the Class size as set forth in paragraph 4.1 above. Should the actual number of Workweeks during the Class Period increase beyond 10% of the estimate stated in paragraph 4.1, Defendants shall have the option of (a) increasing the Gross Settlement Amount apportioned to the class and PAGA claims by a percentage increase in the number of workweeks worked by the Class Members above 10% (e.g., if the number of Workweeks increases by 11%, the Gross Settlement Amount will increase by 1%); or (b) rolling back the end of the Class Period and PAGA Period to the date in which 78,407 workweeks is met.~~

**10. DEFENDANTS' 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, Defendants may, but are not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendants withdraw, 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, Defendants will remain responsible for paying all Administration Expenses incurred as of the date Defendants make this election to withdraw. Defendants 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.
- 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 Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendants' defenses in the Actions 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, Defendants reserve the right to contest certification of any class for any reasons, and Defendants reserve all available defenses to the claims in the Actions, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendants' defenses. The Settlement, this Agreement and Parties' willingness to settle the Actions 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.

- (a) Plaintiff and Class Counsel shall keep confidential all settlement communications regarding the negotiation and drafting of this Agreement, including all communications and information shared in connection with the mediation and settlement negotiations of the Actions ("Confidential Settlement Information"), except as required to obtain Court approval of the Settlement.
- (b) Plaintiff and Class Counsel agree that they will not make any public statements including any statement to the media regarding the settlement reflected in this Agreement prior to the filing of the motion for preliminary approval of this Agreement. Plaintiffs and their counsel will not issue a press release or otherwise have contact with the media regarding the settlement at any time. Nothing in this paragraph shall restrict Plaintiff or Class Counsel from making any disclosures necessary to seek Court approval to effectuate the terms of this Agreement, as required

by a court of competent jurisdiction or for purposes of enforcement of this Agreement, or as otherwise required by law. Notwithstanding this confidentiality provision, Class Counsel may disclose the terms of this agreement and/or provide a copy of this agreement to any court in support of any motion for approval. In addition, with the consent of Defendants, Class Counsel may share information about the mediation and information and/or documents received in preparation for mediation to the Court in support of any motion for approval of the Settlement. Nothing in this paragraph will prohibit Class Counsel from referring to the Settlement after the Effective Date in adequacy of counsel declarations or related court filings in other matters. Unless filed or lodged with the Superior Court as part of seeking preliminary and final settlement approval, Plaintiff and Class Counsel shall not publicize any Confidential Settlement Information on any website, marketing, other advertising material, or in any other manner. Plaintiff and Class Counsel will not share any Confidential Settlement Information with any other individual or lawyer, nor communicate with any other counsel or any individual about any Confidential Settlement Information, nor utilize it in any way in marketing or advertising materials, including on any website.

- (c) Plaintiff and Class Counsel may disclose the terms of this Agreement to those persons to whom disclosure is necessary to obtain legal, financial, or tax preparation advice. To the extent Plaintiff makes disclosures to such persons, Plaintiff must inform such persons of this confidentiality provision and take action to ensure that such persons agree to be bound by, and do not violate, the confidentiality provisions herein.
- (d) Nothing in this section restricts Class Counsel's communications with Class Members in accordance with Class Member's obligations owed to Class Members in the event Class Members initiate contact with Class Counsel and seek Confidential Settlement Information.

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 warrant and represent that they are authorized by Plaintiff 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, Defendants 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 Actions 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 Defendants 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  
[kyle@bamlawca.com](mailto:kyle@bamlawca.com)

Ryan Stygar  
Centurion Trial Attorneys, APC  
8880 Rio San Diego Dr # 800,  
San Diego, CA 92108  
Tel.: (888) 225-5792

*To Defendants:*

Steven M. Zadravec  
Courney P. O'Connor  
Jones Day  
3161 Michelson Drive, Suite 800  
Irvine, CA 92612  
Tel.: (949) 851-3939  
Fax: (949) 553-7539

E-Mail: [szadravec@jonesday.com](mailto:szadravec@jonesday.com)  
[courtneyoconnor@jonesday.com](mailto:courtneyoconnor@jonesday.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 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process from the mediation on July 25, 2025 until the earlier of the Effective Date or 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 Actions and have arrived at this Agreement through arms-length, non-collusive 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: \_\_\_\_\_  
Plaintiff James Hernandez

Dated: \_\_\_\_\_  
[name]  
For Defendant Verizon Corporate Services Group Inc.

Dated: \_\_\_\_\_  
[name]  
For Defendant Verizon Corporate Resources Group LLC

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

\_\_\_\_\_  
Kyle Nordrehaug  
Blumenthal Nordrehaug Bhowmik De Blouw LLP  
Attorney for Plaintiff

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

\_\_\_\_\_  
Ryan Stygar  
Centurion Trial Attorneys, APC  
Attorney for Plaintiff

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

\_\_\_\_\_  
Steven M. Zadravec  
Jones Day  
Attorney for Defendant

**EXHIBIT A**

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

**EXHIBIT “A”**

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

***Hernandez v. Verizon Corp. Servs. Group, Inc.,***  
**Superior Court of the State of California, County of Los Angeles, Case No. 24STCV20608**

***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 Defendants Verizon Corporate Services Group, Inc. and Verizon Corporate Resources Group LLC (collectively, “Defendants”) for alleged wage and hour violations. The Action was filed by Plaintiff James Hernandez (“Plaintiff”) and seeks payment of (1) wages and other relief on behalf of all individuals who are or previously were employed by Defendants in California and classified as non-exempt employees at any time during the Class Period (August 15, 2020 through September 25, 2025) (“Class Members”), and (2) penalties and other relief on behalf of all individuals who are or previously were employed by Defendants in California and classified as non-exempt employees at any time during the PAGA Period (June 23, 2023 through September 25, 2025) (“Aggrieved Employees”).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendants to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring Defendants to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”) and Individual PAGA Payments to Aggrieved Employees.

Based on Defendants’ records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be <<\$\_\_\_\_\_>> (less withholding), and your 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 Defendants’ records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendants’ records showing that **you worked <<\_\_\_\_\_>> workweeks** during the Class Period and **you worked <<\_\_\_\_\_>> pay periods** during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date. See Section 5 of this Notice below.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are

affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff's attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendants to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendants.

If you worked for Defendants during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment, and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Defendants as described below in Section 4 below.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment, however you will preserve your right to personally pursue Class Period wage claims against Defendants. If you are an Aggrieved Employee, you remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

**Defendants 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>                                                  | 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 Defendants that are covered by this Settlement (Released Class Claims).                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>You Can Opt-out of the Class Settlement but not the PAGA Settlement</b><br><br><b>The Opt-out Deadline is ____.</b> | 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. 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.<br><br>You cannot opt-out of the PAGA portion of the proposed Settlement. Defendants must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below) regardless of whether you submit a request for exclusion. |

|                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Participating Class Members Can Object to the Class Settlement</b></p> <p><b>Written Objections Must be Submitted by the Response Deadline</b><br/>_____</p> | <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 are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 8 of this Notice.</p>      |
| <p><b>You Can Participate in the _____ Final Approval Hearing</b></p>                                                                                              | <p>The Court’s Final Approval Hearing is scheduled to take place on _____ at _____ [a.m./p.m.], at the Los Angeles County Superior Court, Spring Street Courthouse, located at 312 North Spring Street, Los Angeles, CA 90012, in Department 6 before Judge Elihu M. Berle. 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, by telephone 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> |
| <p><b>You Can Challenge the Calculation of Your Workweeks / Pay Periods</b></p> <p><b>Witten Challenges Must be Submitted by the Response Deadline (_____)</b></p> | <p>The amount of your Individual Class Payment depends on how many workweeks you worked during the Class Period. The amount of your share of your Individual PAGA Payment (if any) depends on how many pay periods you worked during the PAGA Period. The number of Class Period workweeks and number of PAGA Period pay periods you worked according to Defendants’ records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 5 of this Notice</p>                                                                                                                                                  |

## 1. What is action about?

Plaintiff was an employee of Defendants. The Action accuses Defendants of violating California labor laws by failing to pay minimum wages, failing to pay overtime wages, failing to provide required meal periods and unpaid premiums, failing to provide required rest periods and unpaid premiums, failing to provide accurate itemized wage statements, failing to provide required expense reimbursement, failing to provide wages when due, failure to pay sick pay, and engaging in unfair competition. Plaintiff also seeks civil penalties in a representative claim under the Private Attorneys General Act (“PAGA”).

Defendants strongly deny that they violated any laws or failed to pay any wages and further deny any liability whatsoever to Plaintiff, the Class, or Aggrieved Employees. Defendants contend

they complied with all applicable laws.

## **2. What does it mean that the action has settled?**

The Court has made no determination whether Defendants or Plaintiff are correct on the merits. In other words, the Court has not determined whether any laws have been violated, nor has it decided in favor of Plaintiff or Defendants. In the meantime, Plaintiff and Defendants hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) with no decision or admission of who is right or wrong, rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a written ~~First~~Second Amended Class Action and PAGA Settlement Agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendants have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendants do not admit any violations or concede the merit of any claims. Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendants have agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

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

Gross Settlement Amount. **Defendants have agreed to pay an “all in” amount of Nine Hundred Fifty Thousand Dollars (\$950,000) (the “Gross Settlement Amount”) to fund the settlement of the Action.** The Gross Settlement Amount includes all payments of Individual Class Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, the Administration Expenses Payment, and the PAGA Penalties under PAGA. Any employer-side payroll taxes on the portion of the Individual Class Payments allocated to wages shall be separately paid by Defendants. Defendants shall fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants’ share of payroll taxes, by transmitting the funds to the Administrator no later than 14 days after the Effective Date. The “Effective Date” means the date the Judgment is final and no longer subject to appeal. Within 14 days after Defendants fund the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments to Participating Class Members.

Court Approved Deductions from Gross Settlement Amount. 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 \$12,000, for expenses, including expenses of notifying the Class Members of the Settlement, processing opt outs, 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 \$316,666, and an additional amount to reimburse actual litigation costs incurred by the Plaintiff not to exceed \$30,000. 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 \$10,000 to the Plaintiff as a service award, or such lesser amount as may be approved by the Court, to compensate them 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, \$13,000 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA"). The remaining \$7,000 will be distributed to the Aggrieved Employees as Individual PAGA Payments. 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. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for Defendants for at least one day during the PAGA Period, which is June 23, 2023 through September 25, 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 \$561,334. 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 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. "Workweek" means a 7-day week, beginning on Sunday and ending on Saturday, during the Class Period in which a Class Member received compensation for regular hours worked as a nonexempt employee for work actually performed in California for at least one day (i.e., the Class Member was not on a leave of absence). The number of Workweeks will be based on Defendants' records; however, Class Members may challenge the number of Workweeks 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 non-wages, expense reimbursement, interest and penalties allegedly 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 Defendants' 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 is conditioned upon the Court entering an order granting final approval of the Settlement and entering 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 Defendants have agreed that, in either case, the Settlement will be void: Defendants will not pay any money and Class Members will not release any claims against Defendants.

**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 to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b) ("Cy Pres Recipient"). The Parties have proposed the California State Bar Greg E. Knoll Justice Gap Fund as the Cy Pres Recipient, and the Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.

**Administrator.** The Court has appointed a neutral company, Apex Class Action LLC (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 8 of this Notice.

#### **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 class claims, rights, demands, liabilities, and causes of action which were raised, pled, or could have been raised or pled, based on the operative facts or theories asserted in the Operative Complaint ~~or PAGA Notices~~, that arose during employment in a non-exempt position before the end of the Class Period, including claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802; California Code of Regulations Title 8; the applicable sections of the relevant Industrial Welfare Commission Wage Orders; California Business and Professions Code section 17200 *et seq.*; and any damages, penalties, restitution, disgorgement, interest, costs, or attorneys’ fees as a result thereof. Released Class Claims do not include any claim for civil penalties under PAGA. 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 based on facts 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 Defendants 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 and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, 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 Class Claims” are all claims under PAGA which were raised or pled, or could have been raised or pled, based on the operative facts or theories asserted in Plaintiff’s Operative Complaint, or PAGA Notice, and that arose before the end of the PAGA Period during employment in a non-exempt position, including claims for PAGA

penalties under Labor Code sections 2698-2699.5 based on claims for off-the-clock work; unpaid wages, commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited to, sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay owed upon termination; unfair competition; reimbursement of business expenses; unlawful deductions from wages or commissions; unlawful collection of wages or commissions paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide wage notices; violation of suitable seating requirements; and claims under California Labor Code sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226 *et seq.*, 226.7, 227.3, 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802. 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. The Released Parties are: Defendants, and their former and present parent companies, subsidiaries, and affiliated corporations and entities (including, but not limited to, Cellco Partnership d/b/a Verizon Wireless, Verizon Connect, Inc., and Verizon Communications, Inc.), and each of their respective former, present, and future officers, directors, members, managers, employees, consultants, vendors, insurers, attorneys, independent contractors, partners, investors, shareholders, joint ventures, third-party agents, successors, assigns, and legal representative, and of their heirs, assigns, executors, administrators, agents, employers, and successors, past and present.

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

Individual Class Payments. The Administrator will calculate Individual Class Payments 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.

**Defendants' records reflect that you worked <<\_\_\_\_\_>> Workweeks during the Class Period (August 15, 2020 through September 25, 2025).**

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

**Defendants' records reflect that you worked <<\_\_\_\_\_>> PAGA Pay Periods during the during the PAGA Period (June 23, 2023 through September 25, 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 \_\_\_\_\_ [sixty (60) 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.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendants' calculation of Workweeks based on Defendants' records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendants' Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

#### **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.

The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.

The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

**Your check will be sent to the same address as this Class Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 8 of this Class Notice has the Administrator's contact information.**

#### **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 Class portion of 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 Defendants for the Released Class Claims.** However, Aggrieved Employees who opt out will still be paid their allocation of the PAGA Penalties and will remain bound by the release of the Released PAGA Claims regardless of whether they submit a request for exclusion. The PAGA Penalties amount is \$20,000, of which \$7,000 will be distributed to the Aggrieved Employees to be allocated based on their respective PAGA Pay Periods. Your share of the PAGA Penalties, if any, is set forth in Section 5 above.

To opt out, you must submit to the Administrator a written, signed and dated request to opt-out postmarked no later than the Response Deadline which is \_\_\_\_\_. You may also fax your request to opt out to \_\_\_\_\_ or email the request to opt out 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 *Hernandez v. Verizon Corp. Servs. Group, Inc.* lawsuit. The request to opt-out should state the Class Member's full name, address and email address or telephone number. Please include the name and number of the case, which is *Hernandez v. Verizon Corp. Servs. Group, Inc.*, Case No. 24STCV20608. 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. Before deciding whether to object, you may wish to see what Plaintiff and Defendants are asking the Court to approve. 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 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 Class Counsel's website at [www.bamlawca.com](http://www.bamlawca.com) under "Class Notices" for *Hernandez v. Verizon Corp. Servs. Group, Inc.* or on the Court's website (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 24STCV20608.

A Participating Class Member who disagrees with any aspect of the Agreement and/or the Motion for Final Approval 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 \_\_\_\_\_** [sixty (60) days after the date of the Notice or an additional 14 days after the Notice in the case of re-mailing]. You may also fax the objection to \_\_\_\_\_ or email the objection to \_\_\_\_\_ by no later than this Response Deadline. 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, *Hernandez v. Verizon Corp. Servs. Group, Inc.*, Case No. 24STCV20608, and include your name, current address, email or telephone number, and approximate dates of employment for Defendants 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: \_\_\_\_\_  
Settlement Website: \_\_\_\_\_

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. You also have the option to appear at the hearing by audio or video. Instructions on how to do so are available on the Court's website at <https://www.lacourt.org/lacc/>. Check the Court's website for the most current information. 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:**

Steven M. Zadravec  
Matthew Rodriguez  
Jones Day  
3161 Michelson Drive, Suite 800  
Irvine, CA 92612

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

You can, but don't have to, attend the Final Approval Hearing at \_\_\_\_\_ (Pacific Standard Time) on \_\_\_\_\_, in Department 6 of the Superior Court of California, County of Los Angeles, Spring Street Courthouse, 312 North Spring Street, Los Angeles, California 90012, before Judge Elihu M. Berle. 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 to 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 in remotely using the Court Connect procedure at <https://www.lacourt.org/lacc/>. You may also appear in person. Check the Court's website for the most current information on appearing in Court.

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 *Hernandez v. Verizon Corp. Servs. Group, Inc.*. In addition, hearing dates are posted on the Internet via the Case Access page for the Los Angeles County Superior Court (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 24STCV20608.

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

You may call the Administrator at \_\_\_\_\_ or write to *Hernandez v. Verizon Corp. Servs. Group, Inc.* Administrator, c/o \_\_\_\_\_.

This Class Notice summarizes the proposed settlement. More details are in the Agreement. You may receive a copy of the Agreement, the Judgment, the motion for attorneys' fees, costs and service award, the 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 *Hernandez v. Verizon Corp. Servs. Group, Inc.*, where these documents will be posted as they become available. You may get more details by examining the Court's file on the Internet via the Case Access page for the California Superior Court for the County of Los Angeles (<http://www.lacourt.org/casesummary/ui/index.aspx?casetype=civil>) and entering the Case No. 24STCV20608. If you wish to view the Court files in person, you are encouraged to make an appointment with the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

**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 a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384(b). The Parties have proposed the California State Bar Greg E. Knoll Justice Gap Fund as the Cy Pres Recipient.
- **What if You Lose Your Check** - If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check.

**EXHIBIT B**

[ORDER GRANTING PRELIMINARY APPROVAL]

**EXHIBIT "B"**

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF LOS ANGELES

JAMES HERNANDEZ, an individual, on  
behalf of himself and on behalf of all persons  
similarly situated,

Plaintiffs,

vs.

VERIZON CORPORATE SERVICES  
GROUP INC., a Corporation; VERIZON  
CORPORATE RESOURCES GROUP LLC, a  
Limited Liability Company; and Does 1  
through 50, Inclusive,

Defendants.

CASE NO.: **24STCV20608**

**[PROPOSED] PRELIMINARY  
APPROVAL ORDER**

Hearing Date: \_\_\_\_\_  
Hearing Time: \_\_\_\_\_

Judge: Hon. Elihu M. Berle  
Dept: SS-6

Date Filed: August 15, 2024  
Trial Date: Not set

This matter came before the Honorable Elihu M. Berle of the Superior Court of the State of California, in and for the County Los Angeles, on \_\_\_\_\_[DATE], for hearing on the unopposed motion by Plaintiff James Hernandez ("Plaintiff") for preliminary approval of the Class Action and PAGA Settlement with Defendants Verizon Corporate Services Group, Inc. and Verizon Corporate Resources Group LLC (collectively, "Defendants"). The Court, having

1 considered the briefs, argument of counsel and all matters presented to the Court and good cause  
2 appearing, hereby GRANTS Plaintiff's Motion for Preliminary Approval of Class Action  
3 Settlement.  
4

5 **IT IS HEREBY ORDERED:**

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

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

14 3. The Gross Settlement Amount that Defendants shall pay is Nine Hundred Fifty  
15 Thousand Dollars (\$950,000). It appears to the Court on a preliminary basis that the settlement  
16 amount and terms are fair, adequate and reasonable as to all potential Class Members when  
17 balanced against the probable outcome of further litigation and the significant risks relating to  
18 certification, liability and damages issues. It further appears that investigation and research have  
19 been conducted such that counsel for the Parties are able to reasonably evaluate their respective  
20 positions. It further appears to the Court that the Settlement will avoid substantial additional costs  
21 by all Parties, as well as avoid the delay and risks that would be presented by the further  
22 prosecution of the Action. It further appears that the Settlement has been reached as the result of  
23 serious and non-collusive, arm's-length negotiations.

24 4. The Court preliminarily finds that the Settlement appears to be within the range of  
25 reasonableness of a settlement that could ultimately be given final approval by this Court. The  
26 Court has reviewed the monetary recovery that is being granted as part of the Settlement and  
27 preliminarily finds that the monetary settlement awards made available to the Class is fair,  
28

1 adequate, and reasonable when balanced against the probable outcome of further litigation and the  
2 significant risks relating to certification, liability, and damages issues.

3         5.       The Agreement specifies for an attorneys' fees award not to exceed one-third of the  
4 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$30,000, and a  
5 proposed Class Representative Service Payment to the Plaintiff in an amount not to exceed  
6 \$10,000. The Court will not approve the amount of attorneys' fees and costs, nor the amount of  
7 any service award, until the Final Approval Hearing. Plaintiff will be required to present evidence  
8 supporting these requests, including lodestar, prior to final approval.

9         6.       The Court recognizes that Plaintiff and Defendants stipulate and agree to  
10 representative treatment and certification of a class for settlement purposes only. This stipulation  
11 will not be deemed admissible in this, or any other proceeding should this Settlement not become  
12 final. For settlement purposes only, the Court conditionally certifies the Class which consists of  
13 "all individuals who are or previously were employed by Defendants in California and classified  
14 as non-exempt employees at any time during the Class Period." The "Class Period" is August 15,  
15 2020 through September 25, 2025.

16         7.       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 will 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 adjudication of this controversy; and  
24 (f) counsel for the Class is qualified to act as Class Counsel and the Plaintiff is an adequate  
25 representative of the Class.

26         8.       The Court provisionally appoints Plaintiff as the representatives of the Class. The  
27 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, and Aparajit Bhowmik  
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1 of Blumenthal Nordrehaug Bhowmik De Blouw LLP and Ryan Stygar of Centurion Trial  
2 Attorneys, APC as Class Counsel for the Class.

3       9.       The Agreement provides for a PAGA Penalties out of the Gross Settlement  
4 Amount of \$20,000, which shall be allocated \$13,000 to the Labor & Workforce Development  
5 Agency (“LWDA”) as the LWDA’s 65% share of the settlement of civil penalties paid under this  
6 Agreement pursuant to the PAGA and \$7,000 to the Aggrieved Employees. “Aggrieved  
7 Employees” are all individuals who are or previously were employed by Defendants in California  
8 and classified as non-exempt employees at any time during the PAGA Period (June 23, 2023  
9 through September 25, 2025). Pursuant to Labor Code section 2699, the LWDA was provided  
10 notice of the Agreement and these settlement terms. The Court finds the PAGA Penalties to be  
11 reasonable.

12       10.       The Court hereby approves, as to form and content, the Class Notice attached to the  
13 Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and accurately  
14 inform the Class of all material elements of the proposed Settlement, of the Class Members’ right  
15 to be excluded from the Class by submitting a written opt-out request, and of each member’s right  
16 and opportunity to object to the Settlement. The Court further finds that the distribution of the  
17 Class Notice substantially in the manner and form set forth in the Agreement and this Order meets  
18 the requirements of due process, is the best notice practicable under the circumstances, and shall  
19 constitute due and sufficient notice to all persons entitled thereto. The Court orders the mailing of  
20 the Class Notice by first class mail pursuant to the terms set forth in the Agreement. If a Class  
21 Notice Packet is returned because of an incorrect address, the Administrator will promptly search  
22 for a more current address for the Class Member and re-mail the Class Notice Packet to any new  
23 address for the Class Member no later than seven (7) days after the receipt of the undelivered  
24 Class Notice.

25       11.       The Court hereby appoints Apex Class Action LLC as the Administrator. No later  
26 than fifteen (15) days after this Order, Defendants will provide the Class Data to the  
27 Administrator. The Administrator will perform address updates and verifications as necessary  
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1 prior to the first mailing. Using best efforts to mail it as soon as possible, and in no event later  
2 than fourteen (14) days after receiving the Class Data, the Administrator will mail the Class Notice  
3 Packet to all Class Members via first-class regular U.S. Mail to their last known address.

4       12.     The Court hereby preliminarily approves the proposed procedure for exclusion  
5 from the Settlement. Any Class Member may individually choose to opt out of and be excluded  
6 from the Class as provided in the Class Notice by following the instructions for requesting  
7 exclusion from the Class that are set forth in the Class Notice. All requests for exclusion must be  
8 postmarked or received no later than sixty (60) calendar days after the date of the mailing of the  
9 Class Notice (“Response Deadline”). If a Class Notice Packet is re-mailed, the Response Deadline  
10 for requests for exclusion will be extended an additional fourteen (14) days. A Request for  
11 Exclusion may also be faxed or emailed to the Administrator as indicated in the Class Notice.  
12 Any such person who chooses to opt out of and be excluded from the Class will not be entitled to  
13 any recovery under the Class Settlement and will not be bound by the Class Settlement or have  
14 any right to object, appeal or comment thereon. Class Members who have not requested exclusion  
15 shall be bound by all determinations of the Court, the Agreement and the Judgment. A request for  
16 exclusion may only opt out that particular individual, and any attempt to effect an opt-out of a  
17 group, class, or subclass of individuals is not permitted and will be deemed invalid.

18       13.     Any Class Member who has not opted out may appear at the final approval hearing  
19 and may object or express the Member’s views regarding the Settlement and may present evidence  
20 and file briefs or other papers that may be proper and relevant to the issues to be heard and  
21 determined by the Court as provided in the Class Notice. Class Members will have until the  
22 Response Deadline to submit their written objections to the Administrator. Written objections  
23 may also be faxed or emailed to the Administrator as indicated in the Class Notice. If a Class  
24 Notice Packet is re-mailed, the Response Deadline for written objections will be extended an  
25 additional fourteen (14) days. Alternatively, Class Members may appear at the Final Approval  
26 Hearing to make an oral objection.

1           14.     A final approval hearing shall be held before this Court on \_\_\_\_\_  
2                     \_\_\_\_\_ at \_\_\_\_\_ in Department 6 at the Spring Street Courthouse of the Los  
3 Angeles County Superior Court to hear the motion for final approval and for attorneys' fees and  
4 costs, and to determine all necessary matters concerning the Settlement, including: whether the  
5 proposed settlement of the Action on the terms and conditions provided for in the Agreement is  
6 fair, adequate and reasonable and should be finally approved by the Court; whether the Final  
7 Approval Order and Judgment should be entered herein; whether the plan of allocation contained  
8 in the Agreement should be approved as fair, adequate and reasonable to the Class Members; and  
9 to finally approve attorneys' fees and costs, service award, and the fees and expenses of the  
10 Administrator. All papers in support of the motion for final approval shall be filed with the Court  
11 and served on all counsel no later than sixteen (16) court days before the hearing and the motion  
12 shall be heard at this final approval hearing.

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

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

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

12 **IT IS SO ORDERED.**

13 Dated: \_\_\_\_\_

14 \_\_\_\_\_  
15 HON. ELIHU M. BERLE  
16 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA  
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**EXHIBIT C**

[FINAL APPROVAL ORDER AND JUDGMENT]

**EXHIBIT "C"**

SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF LOS ANGELES

JAMES HERNANDEZ, an individual, on  
behalf of himself and on behalf of all persons  
similarly situated,

Plaintiff,

vs.

VERIZON CORPORATE SERVICES  
GROUP INC., a Corporation; VERIZON  
CORPORATE RESOURCES GROUP LLC, a  
Limited Liability Company; and Does 1  
through 50, Inclusive,

Defendants.

**CASE NO.: 24STCV20608**

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

Hearing Date: \_\_\_\_\_  
Hearing Time: \_\_\_\_\_

Judge: Hon. Elihu M. Berle  
Dept: SS-6

Date Filed: August 15, 2024  
Trial Date: Not set

1 The unopposed motion of Plaintiff James Hernandez (“Plaintiff”) for an order finally  
2 approving the ~~First~~Second Amended Class Action and PAGA Settlement Agreement  
3 (“Agreement”) with Defendants Verizon Corporate Services Group, Inc. and Verizon Corporate  
4 Resources Group LLC (collectively, “Defendants”), attorneys’ fees and costs, service payment,  
5 and the expenses of the Administrator duly came on for hearing on \_\_\_\_\_ before the  
6 Honorable Elihu M. Berle.

7 **I.**

8 **FINDINGS**

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

- 11 1. All terms used herein shall have the same meaning as defined in the Agreement.
- 12 2. This Court has jurisdiction over the subject matter of this litigation pending before  
13 the Superior Court for the State of California, in and for the County of Los Angeles, and over all  
14 Parties to this litigation, including the Class.
- 15 3. Based on a review of the papers submitted by Plaintiff and a review of the  
16 applicable law, the Court finds that the Gross Settlement Amount of Nine Hundred Fifty Thousand  
17 Dollars (\$950,000) and the terms set forth in the Agreement are fair, reasonable, and adequate.
- 18 4. The Court further finds that the Settlement was the result of arm’s length  
19 negotiations conducted after Class Counsel had adequately investigated the claims and became  
20 familiar with the strengths and weaknesses of those claims. In particular, the amount of the  
21 Settlement, and the assistance of an experienced mediator in the settlement process, among other  
22 factors, support the 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 Court-approved Class  
2 Notice was mailed by first class mail to members of the Class at their last-known addresses on or  
3 about \_\_\_\_\_. This mailing of the Class Notice to their last-known addresses was the  
4 best notice practicable under the circumstances and was reasonably calculated to communicate  
5 actual notice of the litigation and the proposed settlement to the Class. The Class Notice given to  
6 the Class Members fully and accurately informed the Class Members of all material elements of  
7 the proposed Settlement and of their opportunity to object to or comment thereon or to seek  
8 exclusion from the Settlement; was valid, due, and sufficient notice to all Class Members; and  
9 complied fully with the laws of the State of California, the United States Constitution, due process  
10 and other applicable law. The Class Notice fairly and adequately described the Settlement and  
11 provided Class Members adequate instructions and a variety of means to obtain additional  
12 information.

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

22           **Fairness of the 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 during an all-day mediation before Monique Ngo-Bonnici, Esq., an experienced mediator  
27 of wage and hour class actions. There has been no collusion between the Parties in reaching the  
28

1 Settlement.

2 b. Plaintiff and Class Counsel's investigation and discovery have been  
3 sufficient to allow the Court and counsel to act intelligently.

4 c. Counsel for all Parties are experienced in similar employment class action  
5 and PAGA litigation. Class Counsel recommended approval of the Agreement.

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

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

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

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

17 **Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment**

18 11. An award of \$316,666 for attorneys' fees, representing one-third of the Gross  
19 Settlement Amount, and \$\_\_\_\_\_ for litigation costs and expenses, is reasonable, in light of  
20 the contingent nature of Class Counsel's fee, the hours worked by Class Counsel, and the results  
21 achieved by Class Counsel. The requested awards have been supported by Class Counsel's  
22 lodestar and billing statement.

23 **Class Representative Service Payment**

24 12. The Agreement provides for a Class Representative Service Payment of not more  
25 than \$10,000 to the Plaintiff, subject to the Court's approval. The Court finds that the Class  
26 Representative Service Payment in the amount of \$\_\_\_\_\_ to the Plaintiff is reasonable in  
27  
28

1 light of the risks and burdens undertaken by the Plaintiff in this litigation and for his time and  
2 effort in 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 Class Members, transmit payment for attorneys' fees and costs to Class Counsel, transmit the  
6 Class Representative Service Payment to the Plaintiff, issue all required tax reporting forms,  
7 calculate withholdings and perform the other remaining duties set forth in the Agreement. The  
8 Administrator has documented \$ \_\_\_\_\_ in fees and expenses, and this amount is reasonable in  
9 light of the work performed by the Administrator.

10 **PAGA Penalties**

11 14. The Agreement provides for PAGA Penalties out of the Gross Settlement Amount  
12 of \$20,000, which shall be allocated \$13,000 to the Labor & Workforce Development Agency  
13 ("LWDA") as the LWDA's 65% share of the settlement of civil penalties paid under this  
14 Agreement pursuant to the PAGA and \$7,000 to be distributed to the Aggrieved Employees and  
15 allocated by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties  
16 (\$7,000) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during  
17 the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay  
18 Periods. "Aggrieved Employees" are all individuals who are or previously were employed by  
19 Defendants in California and classified as non-exempt employees at any time during the PAGA  
20 Period (June 23, 2023 through September 25, 2025). Pursuant to Labor Code section 2699, the  
21 LWDA was provided notice of the Agreement and these settlement terms and has not indicated  
22 any objection thereto. The Court finds the PAGA Penalties to be reasonable.

23 **II.**

24 **ORDERS**

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

26 15. The Class is certified for the purposes of settlement only. The Class is defined as  
27 follows:  
28

1 All individuals who are or previously were employed by Defendants in California  
2 and classified as non-exempt employees at any time during the Class Period  
(August 15, 2020 through September 25, 2025).

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

6 17. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the  
7 best interest of the Class. Defendants shall fully fund the Gross Settlement Amount, and also fund  
8 the amounts necessary to fully pay Defendants’ share of payroll taxes, by transmitting the funds to  
9 the Administrator no later than 14 days after the Effective Date.

10 18. Class Counsel are awarded attorneys’ fees in the amount of \$154,683 and costs in  
11 the amount of \$\_\_\_\_\_. The payment of Class Counsel Fees Payment shall be made as follows:  
12 77.5% to Blumenthal Nordrehaug Bhowmik De Blouw LLP and 22.5% to Centurion Trial  
13 Attorneys, APC. Class Counsel shall not seek or obtain any other compensation or reimbursement  
14 from Defendants, 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 its fees and expenses is  
18 approved.

19 21. The PAGA Penalties amount of \$20,000 is approved and is to be distributed in  
20 accordance with the Agreement.

21 22. Pursuant to Labor Code section 2699, Class Counsel shall submit a copy of this  
22 Final Approval Order and Judgment to the LWDA within 10 days after its entry.

23 23. Neither the Agreement nor this Settlement is an admission by Defendants, nor is  
24 this Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of  
25 any wrongdoing by Defendants or that this Action is appropriate for class or representative  
26 treatment (other than for settlement purposes). Neither this Final Approval Order and Judgment,  
27 the Agreement, nor any document referred to herein, nor any action taken to carry out the  
28

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

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

15         25. 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         26. Except as set forth in the Agreement and this Final Approval Order and Judgment,  
24 Plaintiffs, and all members of the Class, shall take nothing in the Action.

25         27. All Parties shall bear their own attorneys' fees and costs, except as otherwise  
26 provided in the Agreement and in this Final Approval Order and Judgment.

1           28.     Effective on the date when Defendant fully funds the entire Gross Settlement  
2 Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class  
3 Payments, Plaintiff, Participating Class Members, Aggrieved Employees and the LWDA will  
4 release claims against all Released Parties as follows:

5           (a)     All Participating Class Members, on behalf of themselves and their  
6 respective former and present representatives, agents, attorneys, heirs, administrators, successors,  
7 and assigns, release Released Parties from the Released Class Claims. The “Released Class  
8 Claims” are all class claims, rights, demands, liabilities, and causes of action which were raised,  
9 pled, or could have been raised or pled, based on the operative facts or theories asserted in the  
10 Operative Complaint ~~or PAGA Notices~~, that arose during employment in a non-exempt position  
11 before the end of the Class Period, including claims for off-the-clock work; unpaid wages,  
12 commissions, or incentive payments; unpaid overtime wages; unpaid or underpaid holiday and  
13 vacation pay; failure to pay all wages earned every pay period; failure to pay sick pay; failure to  
14 pay any or all compensation at the regular rate of pay or the correct regular rate of pay (including,  
15 but not limited to sick pay, meal or rest period premiums, reporting time pay, overtime, and  
16 holiday or vacation pay); failure to provide meal periods or rest periods; unpaid premium wages  
17 for meal periods or rest periods; untimely payment of wages, holiday pay, or vacation pay during  
18 employment; failure to pay, or correctly calculate, wages for employees compensated on a piece-  
19 rate basis or commissions (including, but not limited to, calculation of nonproductive time);  
20 inaccurate wage statements; recordkeeping violations; failure to timely pay all wages, holiday pay,  
21 or vacation pay owed upon termination; unfair competition; reimbursement of business expenses;  
22 unlawful deductions from wages or commissions; unlawful collection of wages or commissions  
23 paid to the employee and/or assignment of wages; reporting time pay violations; failure to provide  
24 wage notices; violation of suitable seating requirements; claims under California Labor Code  
25 sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226, 226.7, 227.3, 233, 246  
26 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802; California Code of  
27 Regulations Title 8; the applicable sections of the relevant Industrial Welfare Commission Wage  
28

1 Orders; California Business and Professions Code section 17200 *et seq.*; and any damages,  
2 penalties, restitution, disgorgement, interest, costs, or attorneys' fees as a result thereof. Released  
3 Class Claims do not include any claim for civil penalties under PAGA. Class Members do not  
4 release any other claims, including claims for vested benefits, wrongful termination, violation of  
5 the Fair Employment and Housing Act, unemployment insurance, disability, social security,  
6 workers' compensation, or claims based on facts occurring outside the Class Period.

7 (b) All Aggrieved Employees and the LWDA are deemed to release, on behalf  
8 of themselves and their respective former and present representatives, agents, attorneys, heirs,  
9 administrators, successors, and assigns, the Released Parties from the Released PAGA Claims.  
10 The "Released Class Claims" are all claims under PAGA which were raised or pled, or could have  
11 been raised or pled, based on the operative facts or theories asserted in Plaintiff's Operative  
12 Complaint, or PAGA Notice, and that arose before the end of the PAGA Period during  
13 employment in a non-exempt position, including claims for PAGA penalties under Labor Code  
14 sections 2698-2699.5 based on claims for off-the-clock work; unpaid wages, commissions, or  
15 incentive payments; unpaid overtime wages; unpaid or underpaid holiday and vacation pay; failure  
16 to pay all wages earned every pay period; failure to pay sick pay; failure to pay any or all  
17 compensation at the regular rate of pay or the correct regular rate of pay (including, but not limited  
18 to, sick pay, meal or rest period premiums, reporting time pay, overtime, and holiday or vacation  
19 pay); failure to provide meal periods or rest periods; unpaid premium wages for meal periods or  
20 rest periods; untimely payment of wages, holiday pay, or vacation pay during employment; failure  
21 to pay, or correctly calculate, wages for employees compensated on a piece-rate basis or  
22 commissions (including, but not limited to, calculation of nonproductive time); inaccurate wage  
23 statements; recordkeeping violations; failure to timely pay all wages, holiday pay, or vacation pay  
24 owed upon termination; unfair competition; reimbursement of business expenses; unlawful  
25 deductions from wages or commissions; unlawful collection of wages or commissions paid to the  
26 employee and/or assignment of wages; reporting time pay violations; failure to provide wage  
27 notices; violation of suitable seating requirements; and claims under California Labor Code

1 sections 200, 201, 201.5, 202, 203, 204 *et seq.*, 205.5, 210, 218, 221, 226 *et seq.*, 226.7, 227.3,  
2 233, 246 *et seq.*, 246.5, 510, 512, 515, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 2802. The  
3 Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims,  
4 claims for wrongful termination, discrimination, unemployment insurance, disability and worker's  
5 compensation, and claims outside of the PAGA Period.

6 (c) Plaintiff and his or her respective former and present spouses,  
7 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release  
8 and discharge Released Parties from the Plaintiff's Release, as fully set forth in the Agreement.

9 29. For any Class Member or Aggrieved Employee whose Individual Class Payment  
10 check or Individual PAGA Payment check is uncashed and cancelled after the void date, the  
11 Administrator shall transmit the funds represented by such checks to the California State Bar Greg  
12 E. Knoll Justice Gap Fund, a nonprofit organization or foundation which the Court approves as  
13 consistent with Code of Civil Procedure Section 384(b).

14 30. The Court hereby enters judgment in the Action as of the filing date of this Order  
15 and Judgment, pursuant to the terms set forth in the Settlement. Without affecting the finality of  
16 this Order and Judgment in any way, the Court hereby retains continuing jurisdiction over the  
17 interpretation, implementation, and enforcement of the Settlement and all orders entered in  
18 connection therewith pursuant to California Code of Civil Procedure section 664.6.

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

20  
21 Dated: \_\_\_\_\_

22 \_\_\_\_\_  
23 HON. ELIHU M. BERLE  
24 JUDGE OF THE SUPERIOR COURT OF CALIFORNIA  
25  
26  
27  
28