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Attorneys for PLAINTIFFS

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

BRITNEY CLARKE and DOMINIQUE
BOWIE, individuals, and on behalf of other
members of the general public similarly
situated;

Plaintiffs,

vs.

ST ANNES MATERNITY HOME, an
unknown business entity; ST. ANNE'S
MATERNITY HOME, an unknown business
entity; ST. ANNE'S FOUNDATION, a
California corporation; ST. ANNE'S FAMILY
SERVICES, a California corporation; and
DOES 1 through 100, inclusive,

Defendants.

Case No. 22STCV14674

**DECLARATION OF SHANI O. ZAKAY,
ESQ. IN SUPPORT OF PLAINTIFF'S
MOTION FOR FINAL APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Date: November 14, 2024

Time: 10:30 a.m.

Judge: Hon. Stuart M. Rice

Dept.: 1

1 I, SHANI O. ZAKAY, declare as follows:

2 1. I am the managing partner of Zakay Law Group, APLC, and co-counsel of record
3 for Plaintiffs BRITNEY CLARKE and DOMINIQUE BOWIE, on behalf of themselves and all
4 others similarly situated, (“Plaintiffs” or “Class Representatives”) in this matter. As such, I am fully
5 familiar with the facts, pleadings, and history of the matter.

6 2. This Declaration is being submitted in support of Plaintiffs’ Motion for Final
7 Approval of Class Action and PAGA Settlement.

8 3. Attached hereto as **Exhibit “1”** is a true and correct copy of the fully executed
9 Amended Class Action and PAGA Settlement Agreement and Class Notice.

10 4. Attached hereto as **Exhibit “2”** is a true and correct copy of the conformed February
11 20, 2024, Preliminary Approval Order.

12 5. Attached hereto as **Exhibit “3”** is a true and correct copy of the conformed July 29,
13 2024, Amended Preliminary Approval Order.

14 6. Attached hereto as **Exhibit “4”** is a true and correct copy of the January 12, 2024,
15 proof of filing the proposed Settlement with the LWDA.

16 7. Attached hereto as **Exhibit “5”** is a true and correct copy of the October 21, 2024,
17 proof of filing this motion seeking final approval of this Settlement with the LWDA.

18 **INTRODUCTION**

19 8. In an order dated February 20, 2024, this Court preliminarily approved the
20 Agreement and preliminarily certified a Class of 859 employees. In Late April 2024, Defendants
21 became aware and immediately advised that 40 class members were inadvertently excluded from
22 the class list and thus were not included in the initial production of Class Data. The original Class
23 Data contained 859 Class Members that worked a total of 65,029 workweeks. The additional 40
24 Class Members worked a total collective amount of 5,077 work weeks. Accordingly, the Class
25 increased to 899 Class Members who collectively worked 70,106 work weeks. On or about July
26 16, 2024, the Parties entered a Stipulation to Modify Preliminary Approval Order and Reschedule
27 the Final Approval Hearing date. The additional Class Members were added to the Class Data
28 bringing the total Class Members to 899 with an approximate work week count of 70,106. The

1 Escalator clause was triggered because the Class Members collectively worked 6.8433% over the
2 10% threshold, resulting in an increase in the Gross Settlement Amount from \$1,150,000 to
3 \$1,228,698 (an increase of \$78,698.34). This in turn increased the 33.33% Attorney's fees
4 authorized by the Settlement Agreement to \$409,566.11 (an increase of 26,232.78 from the original
5 \$383,333.33); However, Class Counsel has agreed to seek only an additional \$15,000 in attorneys'
6 fees to account for the additional work required, for a total of \$398,333.33 in Attorney's fees. The
7 Parties have also agreed and stipulated that the new increased GSA to be submitted by Defendants
8 to the Administrator will be **\$1,217, 465.56** (a total increase of \$67, 465.56 to the previous GSA,
9 which accounts for the discounted attorneys' fees).

10 9. The Class notice was sent to the 40 newly identified Class Members who did not
11 previously receive a Class Notice. A postcard was sent to the originally identified 859 Class
12 Members advising of the updated GSA, Class Counsel Fees Payment, and Administrator Expenses
13 Payment, and updating the Class Members of their estimated share and new Final Approval hearing
14 date.

15 10. On July 29, 2024, this Court amended the preliminary approval order to account for
16 the additional 40 employees, additional workweeks, increased Class Counsel Fees Payment,
17 increased Gross Settlement Amount, and revised timeline.

18 11. An objective evaluation of the proposed settlement of One Million Two Hundred
19 Seventeen Thousand Four Hundred Sixty-Five Dollars and Fifty-Six Cents (\$1,217,465.56)
20 confirms that the relief negotiated on behalf of the Settlement Class is fair, reasonable, and valuable.
21 The Settlement is a product of informed, adversarial, and non-collusive negotiations, between
22 experienced counsel, and presided over by Steve Serratore a highly regarded mediator. After
23 deducting any Court-approved attorneys' fees and litigation costs, class representative incentive
24 payments, settlement administration fees, and the payment to the Labor & Workforce Development
25 Agency ("LWDA"), the net settlement fund shall be distributed to the Settlement Class based on the
26 number of Workweeks they worked while employed by Defendants during the Class Period.

27 12. The deadline for submitting a written objection to the Settlement was April 29, 2024,
28 for the initial mailing, and September 23, 2024, for the second mailing. ***The Class greeted news of***

1 *the Settlement with unanimous approval as 100% of Class Members have chosen to participate*
2 *in the Settlement. There are zero opt-outs and zero objections to the Settlement.* The high approval
3 by the Settlement Class evidences the clear fairness and reasonableness of the Settlement.

4 13. This Settlement provides substantial recovery to Settlement Class Members.
5 Plaintiffs estimate that the Settlement, if approved, would result in a Net Settlement Amount of
6 approximately **\$706,582.25**. This will result in an average Individual Class Payment of **\$785.96**,
7 and a high payment of **\$2,811.98**. Apex Dec. at ¶ 17. Aggrieved Employees will receive an average
8 Individual PAGA Payment of **\$22.32** and a high payment of **\$65.85**. Apex Dec. at ¶ 18-19.

9 14. The relief offered by the Settlement is immediate and is particularly impressive when
10 viewed against the difficulties encountered by plaintiffs pursuing similar wage and hour cases (*see*
11 *infra*). Indeed, by settling now rather than proceeding to trial, the Settlement Class will not have to
12 wait (possibly years) for relief, nor will they have to bear the risks associated with prolonged and
13 uncertain litigation.

14 15. As discussed below, the proposed Settlement satisfies all criteria for final settlement
15 approval under California law and falls well within the range of reasonableness. Accordingly, the
16 Class Representative and Class Counsel respectfully request this Court grant final approval of the
17 Agreement and entry of the proposed Final Approval Order and Judgment.

18 **II. OVERVIEW OF THE LITIGATION**

19 16. Defendants provide housing support, early childhood education, mental health and
20 community-based supportive services and programs throughout Los Angeles County. Plaintiff
21 Clarke worked for Defendants as a non-exempt employee in California from April 2, 2019 to
22 September 9, 2021. Plaintiff Bowie worked for Defendants as a non-exempt employee in California
23 from June 7, 2021 to July 15, 2022. At all times during their employment, Plaintiffs earned an
24 hourly wage and were entitled to legally complaint meal and/or rest periods, minimum, regular, and
25 overtime wages. Throughout their employment, Plaintiffs were subject to Defendants' written
26 policies and procedures.

27 17. Defendants forcefully deny liability for each of Plaintiffs' claims. Further,
28 Defendants assert that they fully complied with all applicable employment laws and raised several

1 other significant defenses to Plaintiffs' claims, including but not limited to, facially compliant meal
2 and rest period policies, compliant wage statements, reimbursement for all required business
3 expenses, and payment of all wages upon separation.

4 18. On May 3, 2022, Plaintiff Clarke filed a class action complaint in this Court, asserting
5 claims for: (1) Unpaid overtime; (2) Unpaid meal period premiums; (3) Unpaid rest period
6 premiums; (4) Unpaid minimum wages; (5) Final Wages not timely paid; (6) Wages not timely paid
7 during employment; (7) Non-Compliant wage statement; (8) Failure to keep requisite records; (9)
8 Unreimbursed Business Expenses; (10) Violation of Business & Professions Code §§17200, et. seq.
9 On May 11, 2023, Plaintiff Bowie served the Labor and Workforce Development Agency
10 ("LWDA") and Defendants with a PAGA notice. On May 16, 2023, Claimant Bowie served the
11 LWDA with an amended PAGA notice. As part of the Settlement, on August 2, 2023, Plaintiff
12 filed a First Amended Complaint naming Bowie as an additional Plaintiff and adding an eleventh
13 cause of action for Violations of the Private Attorneys General Act at Labor Code Sections 2698, et
14 seq. ("PAGA").

15 19. Prior to mediation, the Parties engaged in investigation and the exchange of
16 documents and information in connection with the Action. As part of this process, Defendants
17 provided a significant sample of time records and payroll records, Plaintiffs' personnel files and
18 policies executed therein, applicable employee handbooks, as well as other documents and
19 information, to Class Counsel to review and analyze. On July 6, 2023, the Parties participated in an
20 all-day mediation presided over by Steve Serratore, Esq., a respected mediator of wage and hour
21 class actions. After the presentation and recommendation of a mediator's proposal by Mr. Serratore,
22 the Parties reached a settlement and thereafter executed a binding Memorandum of Understanding.
23 Thereafter, the Parties documented the agreement in the form of a Settlement Agreement.

24 20. In an order dated February 20, 2024, this Court preliminarily approved the
25 Agreement and preliminarily certified a Class of 859 employees. In Late April 2024, Defendants
26 became aware and immediately advised that 40 class members were inadvertently excluded from
27 the class list and thus were not included in the initial production of Class Data. The original Class
28 Data contained 859 Class Members that worked a total of 65,029 workweeks. The additional 40

1 Class Members worked a total collective amount of 5,077 work weeks. Accordingly, the Class
2 increased to 899 Class Members who collectively worked 70,106 work weeks. On or about July
3 16, 2024, the Parties entered a Stipulation to Modify Preliminary Approval Order and Reschedule
4 the Final Approval Hearing date.

5 21. The Escalator clause was triggered because the Class Members collectively worked
6 6.8433% over the 10% threshold, resulting in an increase in the Gross Settlement Amount from
7 \$1,150,000 to \$1,228,698 (an increase of \$78,698.34). This in turn increased the 33.33% Attorney's
8 fees authorized by the Settlement Agreement to \$409,566.11 (an increase of 26,232.78 from the
9 original \$383,333.33); However, Class Counsel has agreed to seek only an additional \$15,000 to
10 account for the additional work required, for a total of \$398,333.33 in Attorney's fees. The Parties
11 have also agreed and stipulated that the new increased GSA to be submitted by Defendants to the
12 Administrator will be **\$1,217, 465.56** (a total increase of \$67, 465.56 to the previous GSA, which
13 accounts for the discounted attorneys' fees).

14 22. On July 29, 2024, this Court amended the preliminary approval order to account for
15 the additional 40 employees, additional workweeks, increased Class Counsel Fees Payment,
16 increased Gross Settlement Amount, and revised timeline. The Parties agreed to having the
17 Administrator send the Class Notice and a Postcard Notice to all Class Members within 10 days of
18 the signed amended order, who then had forty-five (45) days to again object, opt-out or dispute the
19 settlement.

20 **III. THE SETTLEMENT BEFORE THE COURT**

21 23. On February 20, 2024, the Court preliminarily approved an initial Gross Settlement
22 Amount of One Million One Hundred fifty Dollars and Zero cents (\$1,150,000) based on a total of
23 an estimated 859 Class Members and 65,029 Workweeks worked by the Class during the Class
24 Period.

25 24. On July 29, 2024, this Court amended the preliminary approval order to account for
26 the additional 40 employees, additional workweeks, increased Class Counsel Fees Payment,
27 increased Gross Settlement Amount, and revised timeline.

1 25. The Gross Settlement Amount shall be used: (1) to satisfy Individual Class
2 Payments; (2) to satisfy the Class Representative Service Payments; (3) to satisfy the Class Counsel
3 Fees and Litigation Expenses Payment; (4) to satisfy the PAGA Penalties; and (5) to satisfy the
4 Administration Expenses incurred in this action.

5 26. Defendants will fund the Settlement by transferring the Gross Settlement Amount
6 into a Qualified Settlement Fund within thirty (30) days after the court's approval of the settlement
7 or exhaustion of any appeal, whichever is later. Agreement, § 4.3. The Settlement Administrator
8 shall mail the Individual Class Payments and Individual PAGA Payments to the Settlement Class
9 Members and/or Aggrieved Employees no later than fourteen (14) calendar days after Defendants
10 fund the Gross Settlement Amount. Agreement, § 4.4. The Settlement Administrator will calculate
11 Individual Class Payments by dividing the Net Settlement Amount by the total number of
12 Workweeks worked by all Settlement Class Members during the Class Period and multiplying the
13 result by each Settlement Class Member's Workweeks. Agreement, § 3.2.4. The estimated average
14 Individual Class Payment is approximately **\$776.01**.

15 27. As explained in further detail below, the Settlement is fair, adequate, and reasonable
16 to the class and should be granted final approval. This is evidenced by the unanimous approval of
17 the Settlement by the Settlement Class, the absence of any objections to the Settlement and the
18 Average Individual Class Payment of **\$785.96**.

19 **IV. THE SETTLEMENT IS FAIR, REASONABLE, AND ADEQUATE**

20 **A. Class Counsel Conducted a Thorough Investigation**

21 28. As detailed in the motion for preliminary approval, Class Counsel thoroughly
22 investigated the proposed Class Members' claims, applicable law, and potential defenses.
23 Specifically, Class Counsel assessed the value of the class claims using data and documents
24 provided by Defendants through informal discovery. Class Counsel obtained time, payroll, and
25 policy records, as well as data regarding the number of Class Members, workweeks, and average
26 rate of pay to assess damages before mediation. Class Counsel retained Berger Consulting Group
27 ("BCG") to analyze Defendants' time and payroll data to formulate damage models estimating
28 Defendants' liability exposure. Class Counsel's investigation, research, experience, and damage

1 models informed and guided the mediated negotiations. Ultimately, through the assistance Steve
2 Serratore a highly regarded and experienced mediator, and a mediator's proposal, the Parties were
3 able to reach to an agreement. Plaintiffs' Counsel fully understood the strengths and weaknesses of
4 the class claims before the parties reached a settlement.

5 **B. The Parties Settled after Mediation**

6 29. On July 6, 2023, the Parties conducted a full-day mediation with Steve Serratore,
7 Esq., a highly regarded mediator. Mr. Serratore helped to manage the Parties' expectations and
8 provided a useful, neutral analysis of the issues and risks to both sides. The Parties made substantial
9 progress with Mr. Serratore's assistance. Namely, the Parties exchanged information regarding their
10 respective claims and defenses, including their respective evaluations of the damages. After the
11 presentation and recommendation of a mediator's proposal by Mr. Serratore, the Parties reached a
12 settlement and thereafter executed a binding Memorandum of Understanding. Thereafter, the Parties
13 documented the agreement in the form of a Settlement Agreement. No action would likely have
14 been taken by Class Members individually, and no compensation would have been recovered for
15 them, but for Plaintiffs' service on behalf of the Class.

16
17 **C. Class Counsel is Experienced in Similar Litigation**

18 30. Class Counsel in this matter has extensive class action experience in multiple fields
19 and has represented tens-of-thousands of persons in class actions. Counsel has previously litigated
20 similar wage and hour class actions involving similar claims. Class Counsel has been approved as
21 class counsel in similar wage and hour class actions throughout the State of California. As such,
22 courts throughout California have deemed Class Counsel experienced and knowledgeable in this
23 area of law. Class Counsel has participated in every aspect of the settlement discussions and has
24 concluded the settlement is fair, adequate, and reasonable and in the best interests of the Class.

25 **D. The Settlement Class Responded Positively to the Settlement**

26 31. The reaction of the Settlement Class unequivocally supports approval of the
27 Settlement. Significantly, after dissemination of the Notice and Postcard to the Settlement Class,
28 which provided each class member with the terms of the Settlement, including the specific estimated

1 Individual Class Payments, none of the 899 members of the Class opted-out of the Settlement.
2 Moreover, there are zero objections. Stated differently, 100% of the Class have chosen to
3 participate in the Settlement.

4 **E. The Gross Settlement Amount is Fair and Reasonable**

5 32. Here, the Settlement is clearly within the “ballpark” of reasonableness because the
6 Settlement provides a sizeable recovery to the Settlement Class and need not necessarily obtain 100
7 percent of the damages sought to be fair, reasonable, and ultimately, meaningful. *Wershba*, 91
8 Cal.App.4th at 250. While the Gross Settlement Amount of One Million Two Hundred Seventeen
9 Thousand Four hundred Sixty-Five Dollars and Fifty-Six Cents (\$1,217,465.56) represents a
10 discount on Defendants’ potential exposure if Plaintiffs established liability on all claims and was
11 awarded the full amount of the estimated damages at trial, this compromise is reasonable because
12 (1) the formidable defenses raised by Defendants presented a risk that could award significantly less
13 in damages than Plaintiffs’ estimate and (2) any theoretical post-trial recovery may require many
14 more years of litigation, resulting in added fees and costs without any guarantee of recovery for the
15 Class.

16 33. As detailed at the time of preliminary approval and through the Parties’ Stipulation
17 to Modify Preliminary Approval Order and Reschedule the Final Approval Hearing Date that the
18 Court entered on July 29, 2024, the Gross Settlement Amount is fair and reasonable considering the
19 nature and magnitude of the claims being settled and the various potential impediments to recovery.
20 Class Counsel developed an economic damages model measuring Defendants’ liability exposure
21 while accounting for the uncertainties of continued litigation. The economic damage model was
22 informed by Class Counsel’s investigation, including the analysis of a significant sample of time
23 and payroll data. As detailed in greater depth during the preliminary approval process, Class
24 Counsel projected a range of Defendants’ liability exposure for the claims asserted on behalf of the
25 Settlement Class. The original Gross Settlement Amount represents approximately 11% of
26 Defendants’ *class-wide* liability exposure as estimated by Class Counsel at the time of mediation.

27 34. Furthermore, the escalator clause was triggered through the introduction of 40
28 additional Class Members and 5,077 Workweeks which led to an agreed upon increase in the GSA

1 of One Million Two Hundred Seventeen Thousand Four hundred Sixty-Five Dollars and Fifty-Six
2 Cents (\$1,217,465.56), which the Court approved.

3 35. Clearly the goal of this litigation to obtain redress for the class has been met by this
4 Settlement. Given the amount of the Settlement, the risks of litigation and the arm's length
5 negotiations between experienced counsel, the settlement is fair and reasonable, and is therefore
6 entitled to final approval.

7 **F. The Strength of Plaintiffs' Case and Risks of Continued Litigation**

8 36. Although Class Counsel believes strongly in Plaintiffs' claims, it would be
9 misguided to ignore the asserted defenses. If successful on any one of its defenses, Defendants
10 could defend the action or, at least, drastically undercut Plaintiffs' claims.

11 37. With respect to the most immediate challenge, i.e., class certification, the risks
12 attendant to the certification of similar wage and hour claims are demonstrated by *Magadia v. Wal-*
13 *Mart Associates, Inc.* (9th Cir. 2021) 999 F.3d 668. There, the Ninth Circuit, vacated reversed and
14 remanded a \$110 million judgement against an employer for, *inter alia*, inaccurately paying
15 overtime, and directed the trial court to enter judgement in favor of the employer. *See also*
16 *O'Conner v. Uber Technologies, Inc.* (9th Cir. 2018) 904 F.3d 1087 (decertification of wage and
17 hour misclassification action); *see also Duran v. U.S. Bank National Association* (2014) 59 Cal.4th
18 1, 31 (reversing a trial verdict in favor plaintiffs in a wage and hour class action)); *Tien v. Tenet*
19 *Healthcare Corp.* (2012) 209 Cal.App.4th 1077, 1088 ("[T]he reason, if any, that employees might
20 not take their breaks were predominantly individualized questions of fact not susceptible to class
21 treatment."); *Ali v. U.S.A. Cab Ltd.* (2009) 176 Cal.App.4th 1333, 1341 (affirming denial of
22 certification because employees' declarations attesting to having taken meal and rest breaks
23 demonstrated that individualized inquiries were required to show harm); *Campbell v. Best Buy*
24 *Stores, L.P.*, (C.D. Cal. 2013) 2013 WL 5302217 at *11-13 (following *Brinker* and denying
25 certification of proposed off-the-clock and rest and meal break classes due to lack of uniform
26 policy); *Brown v. Fed Express Corp.* (C.D. Cal. 2008) 249 F.R.D. 580, 587-88 (denying certification
27 of driver meal and rest period claims based on the predominance of individual issues). Collectively,
28 the examples cited above illustrate the uncertain nature of class litigation. Consequently, the

1 uncertainty of obtaining certification through a contested motion is a significant risk factor favoring
2 settlement.

3 38. The fast-changing landscape of wage and hour litigation can also drastically affect
4 the value of Plaintiffs' claims and, in fact, already has.

5 39. As demonstrated by the decisions in *Magadia, supra*, 999 F.3d 668, *O'Conner v.*
6 *Uber Technologies* (N.D. Cal. 2018) 82 F.Supp.3d 1133 and *Duran v. U.S. Bank National Assn.*
7 (2014) 59 Cal.4th 1, the complexities and duration of further litigation cannot be overstated. There
8 is little doubt that if Defendants faced a large adverse judgement, Defendants undoubtedly have the
9 resources to post a bond and appeal. A post-judgment appeal by Defendants would have required
10 many more years to resolve, assuming the judgment was affirmed. If the judgment was not affirmed
11 in total, then the case could have dragged on for years after the appeal. The benefits of a guaranteed
12 recovery today outweigh an uncertain result three or more years in the future.

13 40. The Class Representatives and Class Counsel recognize the expense and length of a
14 trial against Defendants through possible appeals which could take another three years. In arriving
15 at their informed belief that the present settlement is fair and adequate, Class Counsel accounted for
16 the uncertain outcome and risk inherent in complex actions such as this one. Class Counsel is also
17 mindful of and recognize the inherent problems of proof under, and alleged defenses to, the claims
18 asserted in the litigation. Moreover, post-trial motions and appeals would have been inevitable.
19 Costs would have mounted, and recovery would have been delayed if not denied, thereby reducing
20 the benefits of an ultimate victory. Class Representatives and Class Counsel believe that the
21 Settlement confers substantial monetary and non-monetary benefits upon the Class. Based upon
22 their evaluation, Class Representatives and Class Counsel have determined that the Settlement set
23 forth in the Agreement is in the best interest of the Class, is fair, reasonable, and adequate, and
24 should be granted final approval.

25 **IV. THE PENALTIES UNDER THE PRIVATE ATTORNEY GENERAL ACT OF 2004**
26 **ARE REASONABLE**

27 41. Here, Plaintiffs and Defendants negotiated a good faith PAGA Payment in the
28 amount of \$60,000.00 which is approximately 4.9% of the current Gross Settlement Amount. As

1 illustrated above, this amount falls well within the range of approved PAGA Settlements. Seventy-
2 five percent (75%) of the PAGA Payment (\$45,000.00) will be paid to the LWDA (“LWDA
3 Payment”) with the remaining twenty-five percent (25%) or \$15,000 to be distributed to the
4 Aggrieved Employees, which is within the range of PAGA Payment approved by courts and should
5 be approved.

6 42. Class Counsel gave the LWDA notice of this Settlement and proposed allocation by
7 filing a copy of the Settlement, the Motion for Preliminary Approval, and this motion seeking final
8 approval with the LWDA.

9 I declare under the penalty of perjury under the laws of the State of California that the
10 foregoing is true and correct. Executed this 21st day of October 2024, at San Diego, California.

11
12 **ZAKAY LAW GROUP, APLC**

13 By:  _____

14 Shani O. Zakay, Esq.
15 Attorney for Plaintiffs
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EXHIBIT 1

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiffs Britney Clarke and Dominique Bowie (“Plaintiffs”) and Defendants St. Anne’s Foundation and St. Anne’s Family Services f/k/a St Anne’s Maternity Home and erroneously sued as St. Annes Maternity Home (“Defendants”). The Agreement refers to Plaintiffs and Defendants collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the Plaintiffs’ lawsuit alleging wage and hour violations against Defendants captioned *Britney Clarke and Dominique Bowie v. St Annes Maternity Home, et al.*, Case Number 22STCV14674, initiated on May 3, 2022, and pending in Superior Court of the State of California, County of Los Angeles.
- 1.2. “Administrator” means Apex Class Action LLC, located at 20371 Irvine Avenue, Newport Beach, CA 92660; Tel: (800) 355-0700 or ILYM, located at 14751 Plaza Dr. Suite J, Tustin, CA 92780; Tel (888) 250-6810, 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 of the Settlement.
- 1.4. “Class” shall mean all persons who are employed or have been employed by Defendants in California as hourly-paid or non-exempt employees at any time during the Class Period.
- 1.5. “Aggrieved Employee” means all persons who are employed or have been employed by Defendants in California as hourly-paid or non-exempt employees at any time during the PAGA Period of July 18, 2022 to September 16, 2023 (“PAGA Period”).
- 1.6. “Attorneys’ Fees and Litigation Costs” means the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action, including their pre-filing investigation, their filing of the Action, all related litigation activities, all Settlement work, all post-Settlement compliance procedures in an amount not to exceed one-third (1/3) of the Gross Settlement Amount. The Attorneys’ Fees Payment shall be divided between Class Counsel as follows: 32.5% to JCL Law Firm, APC, and 32.5% to Zakay Law Group, APLC and 35% to Lawyers for Justice, PC.
- 1.7. “Class Counsel” means Jean Claude Lapuyade, Esq. of JCL Law Firm, APC, Shani Zakay of Zakay Law Group, APLC and Edwin Aiwazian, Esq. of Lawyers for Justice, PC.

- 1.8. “Class Data” means Class Member identifying information in Defendants’ possession that Defendants will provide to the Administrator. To the extent available, the Class Data shall include the Class Member’s full name, last-known mailing address, Social Security number, start and end date of employment and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” or “Settlement 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.
- 1.11. “Class Notice” means the Court-Approved Notice of Class Action Settlement in a form substantively similar to Exhibit A, to be mailed to Class Members in English, with a Spanish translation.
- 1.12. “Class Period” means the period commencing May 3, 2018 and ending on September 16, 2023.
- 1.13. “Class Representatives” means the named Plaintiffs in the operative complaint in the Action seeking Court approval to serve as Class Representatives.
- 1.14. “Class Representative Payments” means the payment to the Class Representatives for initiating the Action and providing services in support of the Action.
- 1.15. “Court” means the Superior Court of California, County of Los Angeles.
- 1.16. “Defendants” means named Defendants St. Anne’s Foundation and St. Anne’s Family Services f/k/a St Anne’s Maternity Home and erroneously sued as St. Annes Maternity Home.
- 1.17. “Defense Counsel” means Kamran Mirrafati, Esq. and Laura Heyne, Esq. of Seyfarth Shaw LLP.
- 1.18. “Effective Date” means the date by when both of the following have occurred:
- (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to or appeals the Settlement, the expiration date of time for filing or noticing any appeal of the judgment; (b) if there is an appeal of the Court’s judgment approving the Settlement, the date the judgment is affirmed on appeal, the date of dismissal of such appeal, or the expiration of the time to file a petition for writ of certiorari to the California Supreme Court; or (c) if a petition for writ of certiorari is filed, the

date of denial of the petition for writ of certiorari, or the date the judgment is affirmed pursuant to such petition.

- 1.19. “Final Approval” means the Court’s order granting final approval of the Settlement.
- 1.20. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.
- 1.21. “Final Judgment” means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.
- 1.22. “Funding Date” means the date on which Defendants shall fund the Gross Settlement Amount to the Administrator.
- 1.23. “Gross Settlement Amount/Gross Settlement Sum/Maximum Settlement Sum” means One Million One Hundred Fifty Thousand Dollars and Zero Cents (\$1,150,000.00) which is the total amount Defendants agree to pay under the Settlement except as provided in Paragraph 8 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Payments, and the Administrator’s Expenses.
- 1.24. “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. Any Class Member who submits a timely and valid request for exclusion pursuant to the procedures set forth herein, is not eligible to receive an Individual Class Payment.
- 1.25. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Payment calculated according to the number of pay periods worked during the PAGA Period.
- 1.26. “Judgment” means the judgment entered by the Court based upon the Final Approval.
- 1.27. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.28. “LWDA Payment” means the 75% of the PAGA Payment paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.29. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: the PAGA Payment, Class Representative Payments, Attorneys’ Fees and Litigation Costs, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.
- 1.30. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

- 1.31. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendants for at least one day during the PAGA Period.
- 1.32. “PAGA Period” means the period between July 18, 2022 and September 16, 2023.
- 1.33. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.34. “PAGA Notice” means Plaintiff Dominique Bowie’s May 11, 2023, letter to Defendants and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.35. “PAGA Payment” means Sixty Thousand Dollars and Zero Cents (\$60,000.00) which is the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$15,000.00) and the 75% to LWDA (\$45,000.00) in settlement of PAGA claims.
- 1.36. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.37. “Plaintiffs” mean Britney Clarke and Dominique Bowie, the named Plaintiffs in the Action.
- 1.38. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.
- 1.39. "Preliminary Approval Order" means the proposed Order Granting Preliminary Approval and Approval of Class and PAGA Settlement.
- 1.40. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.
- 1.41. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.
- 1.42. “Released Parties” shall collectively mean Defendants and all of their respective current and former partners, parents, subsidiaries, predecessors and successors, joint employers, and their affiliated entities, and each of their respective owners, officers, directors, managing agents, exempt-employees, partners, shareholders, and agents, and any other successors, heirs, assigns, or legal representatives, any attorneys, insurers, and claims representatives.
- 1.43. “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.
- 1.44. "Response Deadline" means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class

Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline has expired.

- 1.45. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.46. “Workweek” means any seven (7) consecutive days beginning on Sunday and ending on Saturday, in which a Class Member is employed and received any form of compensation from Defendants. The workweeks will be calculated by the Settlement Administrator. Partial workweeks will be rounded up.

2. RECITALS.

- 2.1. On May 3, 2022, Plaintiff Britney Clarke filed a Class Action Complaint against Defendants alleging ten (10) causes of action against Defendants for (1) Violation of California Labor Code §§510 and 1198 (Unpaid Overtime); (2) Violation of California Labor Code §§226.7 and 512(a) (Unpaid Meal Period Premiums); (3) Violation of California Labor Code §226.7 (Unpaid Rest Period Premiums); (4) Violation of California Labor Code §§1194, 1197, and 1197.1 (Unpaid Minimum Wages); (5) Violation of California Labor Code §§201 and 202 (Final Wages Not Timely Paid); (6) Violation of California Labor Code §204 (Wages Not Timely Paid During Employment); (7) Violation of California Labor Code §226(a) (Non-compliant Wage Statements); (8) Violation of California Labor Code §1174(d) (Failure to Keep Requisite Payroll Records); (9) Violation of California Labor Code §2800 and 2802 (Unreimbursed Business Expenses); (10) Violation of California Business & Professions Code §§17200, et. seq. Plaintiff Britney Clarke’s complaint named four defendants: St Annes Maternity Home, St. Anne’s Maternity Home, St. Anne’s Foundation, St. Anne’s Family Services.
- 2.2. On May 11, 2023, Plaintiff Dominique Bowie filed a Notice of Violations with the Labor and Workforce Development Agency (“LWDA”) and served the same on Defendants.
- 2.3. On August 2, 2023, Plaintiffs Britney Clarke and Dominique Bowie filed a First Amended Class Action Complaint (“Operative Complaint”) against Defendants. The First Amended Complaint added Dominique Bowie as a named Plaintiff and added an eleventh (11th) cause of action for Violation of the Private Attorneys General Act [Labor Code §§2698, et seq.]. Defendants deny the allegations in the Operative Complaint, deny any failure to comply with the laws identified in the Operative Complaint and deny any and all liability for the causes of action alleged.
- 2.4. Pursuant to Labor Code section 2699.3, subd.(a), Plaintiff Dominique Bowie gave timely written notice to Defendants and the LWDA by sending the PAGA Notice.
- 2.5. On July 6, 2023, the Parties participated in an all-day mediation presided over by Steven Serratore, Esq., a mediator of wage and hour class and representative actions, which led to this Agreement to settle the Action.

- 2.6. Prior to mediation, Plaintiffs obtained, through informal discovery, timekeeping records, and payroll records for the Class Members, Plaintiffs' W-2 records, paycode information, relevant employment policies including employee handbooks. Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").
- 2.7. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS.

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8 below, Defendants agree to pay One Million One Hundred Fifty Thousand Dollars and Zero Cents (\$1,150,000.00) and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendants have no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendants.
- 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:
- 3.2.1. To Plaintiffs: Class Representative Payments to the Class Representatives of not more than \$10,000.00 each. Defendants will not oppose Plaintiffs' request for Class Representative Payments that do not exceed this amount. As part of the motion for Attorneys' Fees and Litigation Costs, Plaintiffs will seek Court approval for any Class Representative Payments no later than sixteen (16) court days prior to the Final Approval Hearing. If the Court approves a Class Representative Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Payment using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class Representative Payment.
- 3.2.2. To Class Counsel: Attorneys' Fees of not more than one-third of the Gross Settlement Amount, which is currently estimated to be Three Hundred Eighty-Three Thousand Three Hundred and Thirty-Three Dollars and Thirty-Three Cents (\$383,333.33) and Litigation Costs of up to Thirty Thousand Dollars and Zero Cents (\$30,000.00). Defendants will not oppose requests for these payments provided that do not exceed these amounts. Plaintiffs and/or Class Counsel will file a motion for Attorneys' Fees and

Litigation Costs no later than sixteen (16) court days prior to the Final Approval Hearing. If the Court approves a payment for Attorneys' Fees and/or Litigation Costs less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Class Counsel arising from any claim to any portion any Attorneys' Fees and/or Litigation Costs. The Administrator will pay the Attorneys' Fees and Litigation Costs using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Attorneys' Fees and Litigation Costs and holds Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these Payments.

- 3.2.3. To the Administrator: The Administration Expenses Payment not to exceed Eleven Thousand Five Hundred Dollars and Zero Cents (\$11,500.00) except for a showing of good cause and as approved by the Court. Defendants will not oppose requests for these payments provided that do not exceed this amount. To the extent the Administration Expenses Payment is less or the Court approves payment less than \$11,500.00, the Administrator will retain the remainder in the Net Settlement Amount.
- 3.2.4. 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 worked during the Class Period.
 - 3.2.4.1. Tax Allocation of Individual Class Payments. Ten percent (10%) 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. Ninety percent (90%) of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest (45%) and penalties(45%) (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.
 - 3.2.4.2. 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.
- 3.2.5. To the LWDA and Aggrieved Employees: PAGA Payment in the amount of \$60,000.00 to be paid from the Gross Settlement Amount, with 75% (\$45,000.00) allocated to the LWDA Payment and 25% (\$15,000.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Payment (\$15,000.00) 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.

3.2.5.2. If the Court approves PAGA Payment 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.

4. SETTLEMENT FUNDING AND PAYMENTS.

- 4.1. Class Workweeks, Aggrieved Employee PAGA Pay Periods and Escalator Provision. Based on a review of its records, Defendants estimated at the time of settlement that there were 855 Class Members who collectively worked a total of 60,000 Workweeks during the Class Period, and 351 Aggrieved Employees who worked a total of 4,719 PAGA Pay Periods. Defendants will provide to Plaintiffs the number of applicable Class Members and workweeks they worked during the applicable Class Period. If the workweek number increases by more than 10% of the estimate stated herein (i.e. more than 66,000 workweeks), then, at its option Defendants may elect to end the Class Period on the date on which the number of workweeks reached 66,000 workweek, or increase the Gross Settlement Amount in proportion to the increased percentage—for example, if such increase in workweeks is 15% over 60,000 workweeks, the Gross Settlement Amount will increase by 5%.
- 4.2. Class Data. Not later than twenty-one (21) days after the Court grants Preliminary Approval of the Settlement, Defendants will simultaneously 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 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 thirty (30) days after the court's approval of the settlement or exhaustion of any appeal, whichever is later.

- 4.4. Payments from the Gross Settlement Amount. Within fourteen (14) days after Defendants funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA Payment, the Administration Expenses Payment, Attorneys' Fees and Litigation Costs, and the Class Representative Payment. Disbursement of the Attorneys' Fees and Litigation Costs and the Class Representative Payment shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.
- 4.4.1. 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 date (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 Settlement 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 Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.
- 4.4.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within seven (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.
- 4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed after 180 days and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to Children's Foundation of America, as the *cy pres*, Alternatively, if the Court does not approve Children's Foundation of America as the *cy pres* beneficiary, the Administrator shall transmit the uncashed funds to Children's Advocacy Institute as the *cy pres* beneficiary.
- 4.4.4. 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.

5. RELEASES OF CLAIMS. Effective on the Funding, Plaintiffs, Participating Class Members, and the Aggrieved Employees will release claims against all Released Parties as follows:

5.1 Plaintiffs' Release. Plaintiffs and their 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 Bowie's PAGA Notice ("Plaintiffs' Release"). Plaintiffs' 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, workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

5.1.1 Plaintiffs' Waiver of Rights Under California Civil Code Section 1542. For purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish 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.

5.2 Release by Participating Class Members: Upon entry of the final judgment and funding of the Gross Settlement Amount, 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 all claims that reasonably could have been raised based on the factual allegations made in the operative Complaint, and through the Class Period. This includes but is not limited to: (1) all claims for alleged failure to pay straight time, overtime, or double time wages, failure to pay wages for off-the-clock work, and failure to pay other wages of any kind during employment either under the California Labor Code, the FLSA, or common law; (2) failure to provide meal periods or pay meal period premiums; (3) failure to provide rest periods or pay rest period premiums; (4) failure to pay minimum wages; (5) failure to pay final wages due at separation; (6) failure to pay final wages due during employment; (7) failure to provide accurate and itemized wage statements; (8) failure to keep requisite payroll records; (9) failure to indemnify or reimburse for expenditures or business expenses (10) claims brought under Business & Professions Code section 17200 et seq. including but not limited to, all claims for unfair, unlawful and harmful conduct

to class members, the general public and Defendants' competitors and claims of unlawfully gaining an unfair advantage over other businesses arising from the Labor Code violations released herein; (11) penalties of any nature arising out of or related to the claims asserted in the respective Complaints filed in the Action, except for PAGA penalties, which are separately released by the Aggrieved Employees below; (12) interest; (13) attorneys' fees and costs; and (14) any other claims arising out of or related to the facts alleged in the respective Complaints filed in the Action and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and class claims outside of the Class Period .

- 5.3 Release by Aggrieved Employees: Upon entry of the final judgment and funding of the Gross Settlement Amount, all Aggrieved Employees 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 all PAGA claims alleged in the operative complaint, any amended complaint and Plaintiff and/or Dominique Bowie's PAGA notice to the LWDA which occurred during the PAGA Period, this includes but is not limited to PAGA penalties for alleged violations of Labor Code sections 201, 202, 203, 204, 226, 0226.7, 510, 512, 1194, 1197, 1197.1, and 1198.

6. MOTION FOR PRELIMINARY APPROVAL. The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's current checklist for Preliminary Approvals.

- 6.1 Defendants' Declaration in Support of Preliminary Approval. Within thirty (30) days of the full execution of this Agreement, Defendants will prepare and deliver to Class Counsel a signed Declaration from Defendants and Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator. In their Declarations, Defense Counsel and Defendants 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.

- 6.2 Plaintiffs' Responsibilities. Plaintiffs 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; and (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 the nature and extent of any financial relationship with Plaintiffs, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with

Class Members; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); (vi) a redlined version of the parties' Agreement showing all modifications made to the Model Agreement ready for filing with the Court; and (vii) all facts relevant to any actual or potential conflict of interest with Class Members, the Administrator and/or the Cy Pres Recipient. In their Declarations, Plaintiff and Class Counsel Declaration shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.3 Responsibilities of Counsel. Class Counsel is responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than sixty (60) days after the full execution of this Agreement, or as directed by the Court; 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.

6.4 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

7.1 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 Administration Expenses Payment. 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.

7.2 Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.

7.3 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.

7.4 Notice to Class Members.

- 7.4.1 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 PAGA Pay Periods in the Class Data.
- 7.4.2 Using best efforts to perform as soon as possible, and in no event later than fourteen (14) days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice, with Spanish translation, 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.
- 7.4.3 Not later than three (3) business 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.
- 7.4.4 The deadlines for Class Members’ written objections, Challenges to Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an additional fourteen (14) days beyond the forty-five (45) days otherwise 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.
- 7.4.5 If the Administrator, Defendants 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 fourteen (14) days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

7.5 Requests for Exclusion (Opt-Outs).

- 7.5.1 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 forty-five (45) days after the Administrator mails the Class Notice (plus an additional fourteen (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.
- 7.5.2 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.
- 7.5.3 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 Paragraphs 5.2 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.
- 7.5.4 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 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

Any funds allocated to Class Members who opted out will be added to the Net Settlement Amount for distribution to the Participating Class Members

- 7.6 Challenges to Calculation of Workweeks. Each Class Member shall have forty-five (45) days after the Administrator mails the Class Notice (plus an additional fourteen (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. All workweek disputes will be resolved and decided by the Settlement Administrator and the Settlement Administrator's determination of each Class Member's allocation of Workweeks and/or PAGA 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 PAGA Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination the challenges.

7.7 Objections to Settlement.

7.7.1 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 Attorneys' Fees and Litigation Costs and/or Class Representative Payment.

7.7.2 Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, 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 forty-five (45) days after the Administrator's mailing of the Class Notice (plus an additional fourteen (14) days for Class Members whose Class Notice was re-mailed).

7.7.3 Non-Participating Class Members have no right to object to any of the class action components of the Settlement.

7.8 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.

7.8.1 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 Attorneys' Fees and Litigation Costs and Class Representative 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.

7.8.2 Requests 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 five (5) 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).

- 7.8.3 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 PAGA 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.
- 7.8.4 Workweek and/or PAGA Pay Period Challenges. The workweeks will be calculated by the Settlement Administrator. Partial workweeks will be rounded up. Defendants’ workweek data will be presumed correct, unless a particular Class Member proves otherwise to the Settlement Administrator by credible written evidence. All workweek disputes will be resolved by the Settlement Administrator. 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 PAGA Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge. The amount to be paid per workweek to eligible Class Members will be calculated by the Settlement Administrator by dividing the Net Settlement Amount by the total number of workweeks for all Class Members; any person who opts out of the Settlement is not a Class Member.
- 7.8.5 Administrator’s Declaration. Not later than fourteen (14) days before the date by which Plaintiffs are 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 high, low, and average Individual Class Payments, and the high, low, and average Individual

PAGA Payments. 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.

7.8.6 Final Report by Settlement Administrator. Within ten (10) days after the Administrator disburses all funds in 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 fifteen (15) 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.

8. **CLASS SIZE ESTIMATES** Based on its records, Defendants estimated that, as of the date of the settlement reached by the parties, (1) there were 855 Class Members that worked a total of 60,000 workweeks during the Class Period and (2) there were 351 Aggrieved Employees who worked 4,719 Pay Periods during the PAGA Period. Defendants will confirm the number of applicable Class Members and workweeks they worked during the applicable Class Period. If the workweek number increases by more than 10% of the estimate stated herein (i.e. more than 66,000 workweeks), then, at its option Defendants may elect to end the Class Period on the date on which the number of workweeks reached 66,000 workweek, or increase the Gross Settlement Amount in proportion to the increased percentage-for example, if such increase in workweeks is 15% over 60,000 workweeks, the Gross Settlement Amount will increase by 5%.
9. **DEFENDANTS' RIGHT TO WITHDRAW.** If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% 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 Payment incurred to that point. Defendants must notify Class Counsel and the Court of its election to withdraw not later than seven (7) days within learning this information; late elections will have no effect.
10. **MOTION FOR FINAL APPROVAL.** Not later than sixteen (16) court days before the calendared Final Approval Hearing, Plaintiffs 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, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiffs shall provide drafts of these documents to Defense Counsel not later than seven (7) days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.
- 10.1 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 five (5) days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

- 10.2 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 the Class Representative Payment, Attorneys' Fees and Litigation Costs and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.
- 10.3 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 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.
- 10.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Attorneys' Fees and Litigation Costs reflected set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.
- 10.5 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 a 50-50 basis, any additional Administration Expenses Payment reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative 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.

- 11. 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.

12. ADDITIONAL PROVISIONS.

- 12.1 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 has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendants' defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does grant Preliminary Approval, Final Approval or enter Judgment, Defendants reserves the right to contest certification of any class for any reasons, and Defendants reserves all available defenses to the claims in the Action, and Plaintiffs reserve 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 Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).
- 12.2 Confidentiality Prior to Preliminary Approval. Plaintiffs, Class Counsel, Defendants and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Plaintiffs and Plaintiffs' counsel shall not publicize the settlement on their websites, in advertising/marketing materials or on social media. The Parties and their Counsel agree that they will not issue any press releases or initiate any contact with the media about the fact, amount, or terms of the settlement. If counsel for any Party receives an inquiry about the Settlement from the media, counsel may respond only after the motion for approval of settlement has been filed and only by confirming the accurate terms of the Settlement. Nothing in this provision shall prevent Defendants from making any required disclosure.

Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel, Defendants and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, any with third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

- 12.3 No Solicitation. The Parties separately agree that they and their respective counsel and employees 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.
- 12.4 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.
- 12.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and Defendants, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 12.6 Cooperation. The Parties will work together expeditiously to obtain preliminary and final approval of this settlement.
- 12.7 No 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.
- 12.8 No 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.
- 12.9 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.
- 12.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 12.11 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.
- 12.12 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.
- 12.13 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of

information shall survive the execution of this Agreement.

- 12.14 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, Plaintiffs shall destroy, all paper and electronic versions of Class Data received from Defendants unless, prior to the Court's discharge of the Administrator's obligation, Defendants makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.
- 12.15 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.
- 12.16 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.
- 12.17 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 Plaintiffs:

JCL LAW FIRM, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
T: 619-599-8292
jlapuyade@jcl-lawfirm.com

ZAKAY LAW GROUP, APLC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
T: 619-892-7095
F: 858-404-9203
Shani@zakaylaw.com

LAWYERS FOR JUSTICE
410 Arden Ave. #203
Glendale, CA 91203

T: 818-619-2080
F: 818-265-1021

To Defendants:

SEYFARTH SHAW LLP
2029 Century Park East Suite 3500
Los Angeles, California 90067-3021
T: 213-270-9600
F: 213-270-9601

- 12.18 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.
- 12.19 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.

[REMAINDER OF THIS PAGE IS LEFT INTENTIONALLY BLANK.]

IT IS SO AGREED TO AS TO FORM AND CONTENT BY PLAINTIFFS:

Dated: 02/13/2024, 2024

Britney Clarke
Britney Clarke (Feb 13, 2024 12:15 PST)
Plaintiff Britney Clarke

Dated: 02/13/2024, 2024

Dominique Bowie
Dominique Bowie (Feb 13, 2024 12:58 PST)
Plaintiff Dominique Bowie

Dated: Feb. 13, 2024


Shani O. Zakay
Zakay Law Group, APLC
Attorney for Plaintiffs

Dated: Feb. 13, 2024


Jean-Claude Lapuyade
The JCL Law Firm, APC
Attorney for Plaintiffs

Dated: _____, 2024

Edwin Aiwarzian
Lawyers for Justice
Attorney for Plaintiffs

IT IS SO AGREED TO AS TO FORM AND CONTENT BY DEFENDANTS:

Dated: February 9, 2024

For Defendants St. Anne's Foundation and St. Anne's
Family Services f/k/a St Anne's Maternity Home and
erroneously sued as St. Annes Maternity Home

Dated: _____, 2024

Kamran Mirrafati
Laura Heyne
Seyfarth Shaw LLP
Attorneys for Defendants

IT IS SO AGREED TO AS TO FORM AND CONTENT BY PLAINTIFFS:

Dated: _____, 2024

Plaintiff Britney Clarke

Dated: _____, 2024

Plaintiff Dominique Bowie

Dated: _____, 2024

Shani O. Zakay
Zakay Law Group, APLC
Attorney for Plaintiffs

Dated: _____, 2024

Jean-Claude Lapuyade
The JCL Law Firm, APC
Attorney for Plaintiffs

Dated: February 12, 2024



Vartan Madoyan
Lawyers for Justice
Attorney for Plaintiffs

IT IS SO AGREED TO AS TO FORM AND CONTENT BY DEFENDANTS:

Dated: February 7, 2024

For Defendants St. Anne's Foundation and St. Anne's
Family Services f/k/a St Anne's Maternity Home and
erroneously sued as St. Annes Maternity Home

Dated: _____, 2024

Kamran Mirrafati
Laura Heyne
Seyfarth Shaw LLP
Attorneys for Defendants

IT IS SO AGREED TO AS TO FORM AND CONTENT BY PLAINTIFFS:

Dated: _____, 2024

Plaintiff Britney Clarke

Dated: _____, 2024

Plaintiff Dominique Bowie

Dated: _____, 2024

Shani O. Zakay
Zakay Law Group, APLC
Attorney for Plaintiffs

Dated: _____, 2024

Jean-Claude Lapuyade
The JCL Law Firm, APC
Attorney for Plaintiffs

Dated: _____, 2024

Edwin Aiwarzian
Lawyers for Justice
Attorney for Plaintiffs

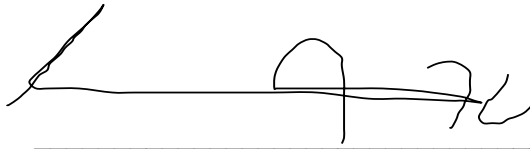
IT IS SO AGREED TO AS TO FORM AND CONTENT BY DEFENDANTS:

Dated: February 9, 2024



For Defendants St. Anne's Foundation and St. Anne's
Family Services f/k/a St Anne's Maternity Home and
erroneously sued as St. Annes Maternity Home

Dated: February 11, 2024

A handwritten signature in black ink, appearing to read 'Kamran Mirrafati', is written over a horizontal line.

Kamran Mirrafati
Laura Heyne
Seyfarth Shaw LLP
Attorneys for Defendants

Exhibit A

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

Britney Clarke, et al v. St Annes Maternity Home, et al., Case Number 22STCV14674

***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.***

You may be eligible to receive money from an employee class action lawsuit (“Action”) against DEFENDANTS ST. ANNE’S FOUNDATION AND ST. ANNE’S FAMILY SERVICES F/K/A ST ANNE’S MATERNITY HOME AND ERRONEOUSLY SUED AS ST. ANNES MATERNITY HOME (“Defendants”) for alleged wage and hour violations. The Action was filed by former employees, Britney Clarke and Dominique Bowie (“Plaintiffs”) and seek payment of (1) back wages and other relief for a class of individuals who are employed or have been employed by Defendants in California as hourly-paid or non-exempt employees (“Class Members”) at any time during the Class Period (May 3, 2018, and ending on September 16, 2023); and (2) penalties under the California Private Attorney General Act (“PAGA”) for persons who are employed or have been employed by Defendants in California as hourly-paid or non-exempt employees at any time during the PAGA Period (July 18, 2022, and ending on September 16, 2023) (“Aggrieved Employees”).

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

Based on Defendants’ records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$ XX (less withholding) and your Individual PAGA Payment is estimated to be \$ XX**. The actual amount you may receive may 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 did not work during the PAGA Period.)

The above estimates are based on Defendants’ records showing that **you worked XX workweeks** during the Class Period, and **you worked XX PAGA Pay Periods** during the PAGA Period. If you believe that you worked more workweeks during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

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 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 Plaintiffs and Plaintiffs’ 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 do not 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.
- (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. You will, however, preserve your right to personally pursue Class Period wage claims against Defendants, and, if you are an Aggrieved Employee, 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.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	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 Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is _____	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 6 of this Notice. 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 Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by	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 Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel.
You Can Participate in the Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____. You do not 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 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by	The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many workweeks you worked at least one day during the Class Period and how many PAGA Pay Periods you worked at least one day during the PAGA Period, respectively. The number Class Period Workweeks and number of PAGA 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 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiffs are former employees of Defendants. The Action alleges that Defendants violated California labor laws by failing to pay minimum wages, including straight time, overtime and double time wages; failing to provide legally compliant meal and rest periods and paying applicable premiums; failing to pay wages due during employment and upon termination; failure to maintain requisite payroll records; failure to reimburse for mandatory business expenses; failing to provide accurate itemized wage statements and claims brought under the Business & Professions Code section 17200 et seq.. Based on the same claims, Plaintiffs have also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) (“PAGA”). Plaintiffs are represented by attorneys in the Action:

The JCL Law Firm, APC, the Zakay Law Group, APLC and Lawyers for Justice, PC (“Class Counsel.”)

Defendants strongly deny violating any laws or failing to pay any wages and contend they complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendants or Plaintiffs are correct on the merits. In the meantime, Plaintiffs and Defendants hired a neutral mediator in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs 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.

Plaintiffs and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendants has 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 IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Gross Settlement Amount. Defendants Will Pay \$1,150,000.00 as the Gross Settlement Amount (“Gross Settlement Amount”). Defendants have agreed to deposit the Gross Settlement Amount into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement Amount to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Payment, Class Counsel’s attorney’s fees

and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Defendants will fund the Gross Settlement Amount not more than thirty (30) days after the Judgment entered by the Court become final. The Judgment will be final on the date the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.

2. Court Approved Deductions from Gross Settlement Amount. At the Final Approval Hearing, Plaintiffs and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - A. Up to \$383,333.33 (One-third of the Gross Settlement Amount) to Class Counsel for attorneys' fees and up to \$30,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
 - B. Up to \$10,000.00 each to the Class Representatives as a Class Representative Payment for filing the Action, working with Class Counsel and representing the Class. A Class Representative Award will be the only monies Plaintiffs will receive other than each Plaintiffs' respective Individual Class Payment and any Individual PAGA Payment.
 - C. Up to \$11,500.00 to the Administrator for services administering the Settlement.
 - D. Up to \$60,000.00 for PAGA Payment, allocated 75% to the LWDA Payment and 25% in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement Amount (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.
4. Taxes Owed on Payments to Class Members. Plaintiffs and Defendants are asking the Court to approve an allocation of 10% of each Individual Class Payment to taxable wages ("Wage Portion") 45% all unpaid penalties for which IRS Forms 1099-MISC will issue and 45% interest ("Non-Wage Portion."). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendants will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiffs and Defendants have agreed to these allocations, neither side is giving

you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you do not cash it by the void date, your check will be automatically cancelled, and the monies will be sent to the assigned Cy Pres, Children's Foundation of America or Children's Advocacy Institute.
6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than **MONTH XX, 202X**, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by **MONTH XX, 202X**, Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments but will preserve their rights to personally pursue wage and hour claims against Defendants.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Defendants based on the PAGA Period facts alleged in the Action.

7. 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 enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs 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.
8. 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 9 of this Notice.
9. Participating Class Members' Release. After the Judgment is final and Defendants have fully funded the Gross Settlement Amount, and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit

against Defendants or related entities for wages based on the Class Period facts and PAGA Payment based on PAGA Period facts, as alleged in the Action and resolved by this Settlement.

The Participating Class Members will be bound by the following release: 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 all claims that reasonably could have been raised based on the factual allegations made in the operative Complaint and through the Class Period. This includes but is not limited to: (1) all claims for alleged failure to pay straight time, overtime, or double time wages, failure to pay wages for off-the-clock work, and failure to pay other wages of any kind during employment either under the California Labor Code, the FLSA, or common law; (2) failure to provide meal periods or pay meal period premiums; (3) failure to provide rest periods or pay rest period premiums; (4) failure to pay minimum wages; (5) failure to pay final wages due at separation; (6) failure to pay final wages due during employment; (7) failure to provide accurate and itemized wage statements; (8) failure to keep requisite payroll records; (9) failure to indemnify or reimburse for expenditures or business expenses (10) claims brought under Business & Professions Code section 17200 et seq. including but not limited to, all claims for unfair, unlawful and harmful conduct to class members, the general public and Defendants' competitors and claims of unlawfully gaining an unfair advantage over other businesses arising from the Labor Code violations released herein; (11) penalties of any nature arising out of or related to the respective Complaints filed in the Action, except for PAGA penalties, which are separately released hereinbelow; (12) interest; (13) attorneys' fees and costs; and (14) any other claims arising out of or related to the respective Complaints filed in the Action and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and class claims outside of the Class Period.

10. Aggrieved Employees' PAGA Release. After the Court's judgment is final, and Defendants, has paid the Gross Settlement Amount (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against Defendants, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendants or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement. The Aggrieved Employees' Releases for Participating and Non-Participating Class Members are as follows:

All Participating and Non-Participating Class Members who are Aggrieved Employees 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 all PAGA claims alleged in the operative complaint, any amended complaint and Plaintiff Britney Clarke and/or Dominique Bowie's PAGA notice to the LWDA which occurred during the PAGA Period, this includes but is not limited to PAGA penalties for alleged violations of Labor Code sections 201, 202, 203, 204, 226, 226.7, 510, 512, 1194, 1197, 1197.1, and 1198.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. 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, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$15,000.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Pay Periods worked by each individual Aggrieved Employee.
3. Workweek/PAGA Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendants' records, are stated in the first page of this Notice. You have until **MONTH XX, 202X** to challenge the number of Workweeks and/or PAGA Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email, or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendants' calculation of Workweeks and/or PAGA Pay Periods 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 and/or PAGA Pay Period 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 cannot appeal or otherwise challenge its final decision.

5. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who does not opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.
2. Non-Participating Class Members. 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 in this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice has the Administrator's contact information.

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as *Britney Clarke and Dominique Bowie v. St Annes Maternity Home, et al.*, Case Number 22STCV1467, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must receive your request to be excluded by MONTH XX, 202X, or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

7. 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 Plaintiffs and Defendants are asking the Court to approve. At least sixteen (16) days before the MONTH XX, 202X Final Approval Hearing, Class Counsel and/or Plaintiffs will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Attorneys' Fees and Litigation Costs and Service Award stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as a Class Representative Award. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website www._____.com or the Court's website <https://www.lacourt.org/casesummary/ui/>.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Attorneys' Fees and Litigation Costs, and Service Award may wish to object. **The deadline for sending written objections to the Administrator is MONTH XX, 202X.** 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 *Britney Clarke and Dominique Bowie v. St Annes Maternity Home, et al.*, Case Number 22STCV1467 and include your name, current address, telephone number, and approximate dates of employment for Defendants and sign the objection. Section 9 of this Notice has the Administrator's contact information.

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. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on MONTH XX, 202X at XX:XX

am/pm in Department 1 of the Los Angeles Superior Court, located at 312 North Spring Street, Los Angeles, CA 90012. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement Amount will be paid to Class Counsel, Plaintiffs, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via LACourtConnect (<https://www.lacourt.org/lacc/>). Check the Court's website for the most current information.

It is possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website www._____.com beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendants and Plaintiffs have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to Apex Class Action LLC's, website at www._____.com. You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to (<https://portal.sescourt.org/search>) and entering the Case Number for the Action, Case No. 22STCV14674. You can also make an appointment to personally review court documents in the Clerk's Office at the Los Angeles Superior Court.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

JCL LAW FIRM, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
T: 619-599-8292
jlapuyade@jcl-lawfirm.com

ZAKAY LAW GROUP, APLC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
T: 619-892-7095
F: 858-404-9203
Shani@zakaylaw.com

LAWYERS FOR JUSTICE
410 Arden Ave. #203
Glendale, CA 91203
T: 818-619-2080
F: 818-265-1021

edwin@calljustice.com

Settlement Administrator:

Apex Class Action LLC
20371 Irvine Avenue, Newport Beach, CA 92660;
Tel: (800) 355-0700

10. WHAT IF I LOSE MY SETTLEMENT 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.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.

EXHIBIT 2

JCL LAW FIRM, APC

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Monnett De La Torre (State Bar #272884)

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Facsimile: (858) 404-9203

shani@zakaylaw.com

Attorneys for PLAINTIFFS

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

BRITNEY CLARKE and DOMINIQUE BOWIE, individuals, and on behalf of other members of the general public similarly situated;

Plaintiff,

vs.

ST ANNES MATERNITY HOME, an unknown business entity; ST. ANNE'S MATERNITY HOME, an unknown business entity; ST. ANNE'S FOUNDATION, a California corporation; ST. ANNE'S FAMILY SERVICES, a California corporation; and DOES 1 through 100, inclusive,

Defendants.

Case No.: 22STCV14674

**~~SUPPLEMENTAL [PROPOSED]~~ ORDER
GRANTING PRELIMINARY APPROVAL
OF CLASS ACTION AND PAGA
SETTLEMENT**

Hearing Date: February 7, 2024

Hearing Time: 10:30 a.m.

Judge: Hon. Stuart M. Rice

Department: 1

FILED

Superior Court of California
County of Los Angeles

02/20/2024

David W. Slayton, Executive Officer / Clerk of Court

By: A. He Deputy

1 **TO ALL PARTIES AND THEIR RESPECTIVE COUNSEL OF RECORD:**

2 On February 2, 2024, this Court issued a tentative ruling in advance of the Motion for
3 Preliminary Approval of Class Action and PAGA settlement that was set to be heard on February 7,
4 2024. This Court requested supplemental briefing and provided a Checklist for Preliminary Approval
5 of Class Action Settlement identifying various points that the Court requested the Parties to address.

6 The Motion for Preliminary Approval of a Class Action and PAGA Settlement initially came
7 before this Court, on February 7, 2024 in Department 1 before the Honorable Stuart M. Rice, presiding.
8 At the February 7, 2024 hearing, the court set the matter for a non-appearance review hearing of
9 February 27, 2024 and requested that the Parties submit all supplemental briefing materials by February
10 23, 2024.

11 The Court having considered all papers submitted in support of the application of the parties,
12 **HEREBY ORDERS THE FOLLOWING:**

13
14 1. The Court grants preliminary approval of the Settlement and the Settlement Class based
15 upon the terms set forth in the Amended Class Action and PAGA Settlement Agreement (“Agreement”)
16 filed herewith. All terms used herein shall have the same meaning as defined in the Agreement.

17 2. The Settlement set forth in the Agreement, for a Gross Settlement Amount of \$1,150,000,
18 appears to be fair, adequate and reasonable to the Class. The Settlement also calls for the following:
19 (the Court typically grants no more than \$7,500 at Final Approval)
20 Class Representative Payments of not more than \$10,000; Attorney’s Fees of not more than one-third
21 of the Gross Settlement Amount, which is currently estimated to be Three Hundred Eighty-Three
22 Thousand Three Hundred and Thirty-Three Dollars (\$383,333.33) and litigation costs of up to Thirty
23 Thousand Dollars (\$30,000.00); Administration payment not to exceed Eleven Thousand Five Hundred
24 Dollars and Zero Cents (\$11,500.00); and a PAGA Payment of Sixty Thousand Dollars (\$60,000.00)
25 with 75% (\$45,000.00) allocated to the LWDA and 25% (\$15,000.00) allocated to the Individual PAGA
26 Payments. The Settlement falls within the range of reasonableness and appears to be presumptively
27 valid, subject only to any objections that may be raised at the final fairness hearing and final approval
28 by this Court. It further appears that investigation and research have been conducted such that counsel

1 for the Parties are able to reasonably evaluate their respective positions. It further appears to the Court
2 that settlement at this time will avoid substantial additional costs by all Parties, as well as avoid the
3 delay and risks that would be presented by the further prosecution of the Action. It further appears that
4 the Settlement has been reached as the result of intensive, serious and non-collusive, arms-length
5 negotiations. The Parties are ordered to carry out the settlement according to the terms of the Agreement
6 and in conformity with this Order. The Court has reviewed the monetary recovery that is being granted
7 as part of the Settlement and preliminarily finds that the monetary settlement awards made available to
8 Class Members is fair, adequate, and reasonable when balanced against the probable outcome of further
9 litigation relating to certification, liability, and damages issues.

10
11 3. A final fairness hearing on the question of whether the proposed Settlement, attorneys'
12 fees to Class Counsel, costs of administration and the incentive payments to Plaintiffs should be finally
13 approved as fair, reasonable and adequate as to the members of the Class is scheduled in Department 1
14 on the date and time set forth in the implementation schedule in Paragraph 11 below.

15 4. This Court approves, as to form and content, the Notice of Class Action Settlement and
16 Hearing Date for Final Court Approval. The Court approves the procedure for Class Members to opt out
17 of, or to object to, the Settlement as set forth in the Agreement and Notice.

18 5. The Court directs the mailing of the Notice of Class Action Settlement and Hearing Date
19 for Final Court Approval by first class mail to the Class Members in accordance with the Implementation
20 Schedule set forth below. The Court finds the dates selected for the mailing and distribution of the
21 Notice, as set forth in the Implementation Schedule, meet the requirements of due process and provide
22 the best notice practicable under the circumstances and shall constitute due and sufficient notice to all
23 persons entitled thereto.

24 6. Specifically, the Notice Packet fairly, plainly, accurately, and reasonably informs Class
25 Members of: (1) the nature of the Action, the definition of the Class, the identity of Class Counsel, and
26 the essential terms of the Settlement, including the plan of allocation; (2) Plaintiffs' and Class Counsel's
27 applications for the incentive payment to Plaintiffs, and Class Counsel's request for attorneys' fees and
28

1 litigation costs; (3) a formula used to determine the Class Members' estimated Individual Class
2 Payment; (4) how to claim a share of the proceeds under the Settlement, and Class Members' right to
3 appear through counsel if they desire; (5) how to object to the Settlement or to opt-out if a Class Member
4 wishes to do so; and (6) how to obtain additional information regarding the Action and the Settlement.
5 (California Rule of Court 3.766.) The Court finds that the notice requirements of California Rule of
6 Court 3.769(e) and (f) are satisfied, and that the Notice that will be provided adequately advises Class
7 Members of their rights under the settlement. Counsel for the Parties are authorized to correct any
8 typographical errors in the Notice Packet and make clarifications, to the extent the same are found or
9 needed, so long as such corrections do not materially alter the substance of the documents. The Court
10 further finds that the distribution of the Class Notice is substantially in the manner and form set forth in
11 the Agreement and this Order meets the requirements of due process, is the best notice practicable under
12 the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The Court
13 orders the mailing of the Class Notice by first class mail, pursuant to the terms set forth in the Agreement.

14
15 7. It is ordered that the Settlement Class is preliminarily certified for settlement purposes
16 only. For Settlement purposes only, the Court conditionally certifies the Class, consisting of "all persons
17 who are employed or have been employed by Defendants in California as hourly-paid or non-exempt
18 employees at any time during the Class Period. The Class Period is the period commencing May 3, 2018
19 and ending on September 16, 2023.

20 8. The Court concludes that, for settlement purposes only, the Class meets the requirements
21 for certification under Section 382 of the California Code of Civil Procedure in that: (a) the Class is
22 ascertainable and so numerous that joinder of all Class Members is impracticable; (b) common questions
23 of law and fact predominate, and there is a well-defined community of interest amongst the Class
24 Members with respect to the subject matter of the litigation; (c) the claims of the named Plaintiffs are
25 typical of the claims of the Class Members; (d) the Class Representative will fairly and adequately
26 protect the interests of the Class Members; (e) a class action is superior to other available methods for
27
28

the efficient adjudication of this controversy; and (f) counsel for the Class is qualified to act as counsel for the Class.

9. The Court confirms Plaintiffs Britney Clarke and Dominique Bowie as Class Representatives, and Shani O. Zakay of Zakay Law Group, APLC, Jean-Claude Lapuyade of JCL Law Firm, APC and Edwin Aiwazian, Esq of Lawyers for Justice, PC as Class Counsel.

10. The Court confirms the appointment of Apex Class Action, LLC as the Settlement Administrator.

11. The Court orders the following Implementation Schedule for further proceedings:

a.	Deadline for Defendants to Submit Class Data to Settlement Administrator	21 calendar days after Order granting Preliminary Approval
b.	Deadline for Settlement Administrator to Mail Class Notice to Class Members	3 business days after receiving Class Data from Defendants
c.	Deadline for Class Members to Postmark Requests for Exclusion	45 calendar days after mailing of the Notice
d.	Deadline for Receipt by Court, Settlement Administrator, and Counsel of any Objections to Settlement	45 calendar days after mailing of the Notice
e.	Deadline for Class Counsel to file Motion for Final Approval of Settlement, including Request for Attorneys' Fees, Costs, and Incentive Payment	16 Court days before Final Approval Hearing
f.	Deadline for Settlement Administrator to file Declaration of Due Diligence and Proof of Mailing	14 calendar days before Class Counsel's deadline to file Motion for Final Approval of Settlement
g.	Final Fairness Hearing and Final Approval	August 12, 2024, at 10:30 AM
h.	Deadline for Defendants to fund Settlement	30 calendar days after Effective Date
i.	Deadline for Settlement Administrator to mail the Individual Payments and the Incentive Payment, and to wire transfer the Attorneys' Fees and Costs (if Settlement is Effective)	14 calendar days after Funding Date

j.	Deadline for Class Members to cash Individual Payment checks (if Settlement is Effective)	180 calendar days after Settlement Administrator mails the Individual Payments and the Incentive Payment
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12. The Court reserves the right to adjourn or continue the date of the final approval hearing and all dates provided for in the Agreement without further notice to Class Members, and retains jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.

13. As of the date this Order is signed, all dates and deadlines associated with the Action shall be stayed, other than those contemplated herein and in the Amended Settlement Agreement, and pertaining to the administration of the settlement of the Action.

IT IS SO ORDERED.



Stuart M. Rice

Dated: February 20, 2024

Stuart M. Rice / Judge

HON. STUART M. RICE
JUDGE OF THE SUPERIOR COURT

EXHIBIT 3

JCL LAW FIRM, APC

Jean-Claude Lapuyade (State Bar #248676)
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Attorneys for PLAINTIFFS

[Counsel for Defendants on following page]

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES - CENTRAL**

BRITNEY CLARKE, individually, and on behalf
of other members of the general public similarly
situated; ,

Plaintiff,

v.

ST ANNES MATERNITY HOME, an unknown
business entity; ST. ANNE'S MATERNITY
HOME, an unknown business entity; ST. ANNE'S
FOUNDATION, a California corporation; ST.
ANNE'S FAMILY SERVICES, a California
corporation; and DOES 1 through 100, inclusive, ,

Defendants.

Case No. 22STCV14674

**STIPULATION TO MODIFY
PRELIMINARY APPROVAL ORDER
AND RESCHEDULE THE FINAL
APPROVAL HEARING DATE;
~~PROPOSED~~ ORDER**

[Assigned to The Honorable Stuart M. Rice,
Dept. 1]

STIPULATION TO MODIFY PRELIMINARY APPROVAL ORDER AND RESCHEDULE THE FINAL APPROVAL
HEARING DATE; ~~PROPOSED~~ ORDER

FILED
Superior Court of California
County of Los Angeles
07/29/2024

David W. Slayton, Executive Officer / Clerk of Court

By: A. He Deputy

Electronically Received 07/16/2024 05:26 PM

SEYFARTH SHAW LLP

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Telephone: (310) 277-7200

Facsimile: (310) 201-5219

Attorneys for Defendants

ST. ANNE'S FOUNDATION AND ST. ANNE'S
FAMILY SERVICES F/K/A ST ANNE'S MATERNITY
HOME AND ERRONEOUSLY SUED AS ST. ANNES
MATERNITY HOME

TO THE HONORABLE COURT AND TO ALL PARTIES AND COUNSEL OF RECORD:
Plaintiffs Britney Clarke and Dominique Bowie (“Plaintiffs”) and Defendants St. Anne’s Foundation and St. Anne’s Family Services f/k/a St Anne’s Maternity Home and erroneously sued as St. Annes Maternity Home (“Defendants”) (collectively, the “Parties”), by and through their undersigned counsel of record, hereby submit this Stipulation to Modify Preliminary Approval Order and Reschedule the Final Approval Hearing Date (which is currently set for August 12, 2024 at 10:00 a.m.), as follows:

WHEREAS, on February 20, 2024, the Court granted Plaintiffs’ motion for preliminary approval of a Class and PAGA action settlement and entered the Order granting preliminary approval. Attached hereto as **Exhibit A** is a true and correct copy of the Court’s Order Granting Preliminary Approval.

WHEREAS, on March 15, 2024 the Administrator mailed the Class Notice to 859 Class Members. The deadline for Class Members to opt-out, dispute, or object was April 29, 2024.

WHEREAS, according to the Administrator’s report dated May 7, 2024, there are zero objection, zero opt-outs and zero disputes. Attached hereto as **Exhibit B** is a true and correct copy of the Administrator’s May 7, 2024 Report.

WHEREAS, in late April 2024, Defendants became aware and immediately advised that 40 class members (employees who were for a brief period of time hourly employees during the class period, but later changed position to salary employees) were inadvertently excluded from the class list, and thus were not included in the initial production of Class Data. Defendants have provided the updated Class Data to the Administrator, containing the additional 40 Class Member.

WHEREAS, pursuant to the original Class Data, the original 859 Class Members worked a total of 65,029 workweeks. The additional 40 Class Members work a total collective amount of 5,077 work weeks. Accordingly, the Class now consists of 899 Class Members, who has now collectively worked 70,106 workweeks – which includes the 5,077 workweeks from the additional 40 Class Members.

WHEREAS, the Settlement Agreement § 4.1 contains an Escalator Clause which provides that if the total workweeks worked by all Class Members during the Class Period exceeds 60,000 workweeks by more than 10%, then Defendants will increase the Gross Settlement Amount proportionately for the percentage of workweeks that exceeds 60,000 (i.e., an 15% increase in workweeks will result in a 5%

\ increase of the Gross Settlement Amount).

WHEREAS, the Escalator Clause was triggered as a result of the updated list of Class Members collectively working 16.8433% over the 60,000 workweek threshold, resulting in a 6.8433% increase to the original Gross Settlement Amount (“GSA”) from \$1,150,000 to \$1,228,698.34 (an increase of \$78,698.34).

WHEREAS, the Settlement Agreement § 1.6 provides that Class Counsel may seek a Class Counsel Fees Payment of not more than one-third of the GSA (33.333%). As a result of the triggering of the Escalator Clause, one-third of the new GSA results in a revised attorneys’ fees request of \$409,566.11 (an increase of \$26,232.78, from the original \$383,333.33 attorney’s fee amount). While Class Counsel believes that they may seek the full amount of the increased attorney’s fee pursuant to the Settlement Agreement, Class Counsel agrees to seek only an additional \$15,000 (total request of \$398,333.33) as a result of the additional Class Members, Notice, and work herein. Accordingly, the parties have agreed and stipulate that the new increased GSA submitted by Defendants to the Administrator will be \$1,217,465.56 (a total increase of \$67,465.56 to the previous GSA).

WHEREAS, in light of the above, the Parties seek to perform a new mailing of the Class Notice to the 40 newly identified Class Members who did not previously receive a Class Notice, advising of the updated GSA, requested Class Counsel Fees Payment, requested Administrator Expenses Payment, requested Service Award, and updating the Class Members of their estimated share and new final approval hearing date. A copy of the Class Notice is attached hereto as **Exhibit C**. The Parties also seek to perform a new mailing of a Postcard to the originally identified 859 Class Members advising of the updated GSA, requested Class Counsel Fees Payment, requested Administrator Expenses Payment, and updating the Class Members of their estimated share and new final approval hearing date. A copy of the Postcard is attached hereto as **Exhibit D**. Since the vast majority of the Class has already reviewed the prior notice and resoundingly supported the settlement (i.e., no opt out or objections by the deadline date), the Parties propose having the Administrator send the Class Notice and Postcard to all Class Members within 10 days of the signed Order, who will then have 45 days from the mailing to again object, opt-out or dispute the number of workweeks that he/she was credited.

WHEREAS, the Parties propose scheduling a final approval hearing date approximately 70 days after the Court enters the Order, subject to the Court's availability, which will give the Parties and Administrator approximately 30 days after the new Response Deadline to file declarations regarding the results of the new mailing.

WHEREAS, the Administrator will post all pertinent and information documents on its website (including the motion for preliminary approval, settlement agreement, order granting preliminary approval, Notice, Order modifying the preliminary approval order, motion for final approval, new final approval hearing date and this stipulation/order).

THEREFORE, IT IS HEREBY STIPULATED, by and between the Parties through their respective attorneys of record that, subject to Court approval:

1. The additional Class Members have been added to the Class Data, bringing the total workweeks worked by all 899 Class Members to approximately 70,106 total workweeks.
2. The Escalator Clause was triggered as a result of the Class Members collectively working 6.8433% over the 10% threshold, resulting in a 6.8433% increase to the Gross Settlement Amount ("GSA") from \$1,150,000 to \$1,228,698.34 (an increase of \$78,698.34). Of this amount, the increased attorney's fees authorized by the Settlement Agreement is 33.33%, which equals \$409,566.11 (an increase of \$26,232.78, from the original \$383,333.33 attorney's fee amount). While Class Counsel believes that they may seek the full amount of the increased attorney's fee pursuant to the Settlement Agreement, Class Counsel agrees to seek only an additional \$15,000 as a result of the additional Class Members, Notice, and work herein. The results in the new GSA amount contributed to the Administrator to be \$1,217,465.56.
3. The Class Notice will be sent to the 40 newly identified Class Members who did not previously receive a Class Notice who have 45 days from the mailing to object, opt-out or dispute the number of Workweeks that he/she was credited. Postcard will be sent to the originally identified 859 Class Members advising of the updated GSA, requested Class Counsel Fees Payment, requested Administrator Expenses Payment, and updating the Class Members of their estimated share and new final approval hearing date.

4. The Administrator will post all pertinent and information documents on its website (including the motion for preliminary approval, settlement agreement, order granting preliminary approval, Notice, Order modifying the preliminary approval order, motion for final approval, new final approval hearing date and this stipulation/order).

5. Defendant shall pay for all additional Administration costs resulting from the remailing of the Notice and Postcard to all Class Members in addition to the GSA.

6. Continuing the current Motion for Final Approval scheduled for August 12, 2024 in accordance with the timeline set forth below:

<i>TBD</i>	This Order modifying the preliminary approval order is signed and entered (“Order Entered”)
<i>10 days after Order Entered</i>	Deadline for Settlement Administrator to complete mailing of the Notice and Postcard to all Class Members.
<i>45 days after mailing Class Notice and Postcard</i>	Deadline for Class Members to submit Requests for Exclusion, Objections and Disputes to the Settlement (“Response Deadline”).
<i>16 court days before Final Approval Hearing</i>	Deadline for Class Counsel and the Administrator to file supplemental declarations regarding the results of the new mailing.
<i>5 court days before final approval hearing</i>	Deadline for filing of any written response to objection or opposition Motion for Final Approval of Settlement.
<i>TBD (Proposed: 80 days after Order Entered, or at Court’s convenience)</i>	Final Approval Hearing (Approximately September 28, 2024)

\ IT IS SO STIPULATED.

DATED: July 16, 2024

Respectfully submitted,

SEYFARTH SHAW LLP

By: /s/ Kamran Mirrafati

Kamran Mirrafati
Laura E. Heyne
Attorneys for Defendants
ST. ANNE'S FOUNDATION AND ST.
ANNE'S FAMILY SERVICES F/K/A ST
ANNE'S MATERNITY HOME AND
ERRONEOUSLY SUED AS ST. ANNES
MATERNITY HOME

DATED: July 16, 2024

Respectfully submitted,

JCL LAW FIRM, APC

By: /s/ Jean-Claude Lapuyade

Jean-Claude Lapuyade
Attorneys for Plaintiffs

DATED: July 16, 2024

Respectfully submitted,

ZAKAY LAW GROUP, APLC

By: /s/ Shani O. Zakay

Shani O. Zakay
Attorneys for Plaintiffs

~~**PROPOSED**~~ **ORDER**

The Court, having considered the Stipulation, and good cause appearing, modifies the Order granting Preliminary Approval is hereby modified as follows:

1. The Class Members who were inadvertently excluded from the mailing will be added to the Settlement, bringing the total to 899 Class Members and 79,106 combined Workweeks worked by all Class Members.

2. The Escalator Clause is triggered as a result of the Class Members collectively working 6.8433% over the 10% threshold, resulting in a 6.8433% increase to the Gross Settlement Amount (“GSA”) to a proposed number of \$1,228,698.34

3. The triggering of the Escalator Clause permits increased attorney’s fees authorized by the Settlement Agreement in the amount of 33.33% of the total new GSA, which equals \$409,566.11 (an increase of \$26,232.78, from the original \$383,333.33 attorney’s fee amount from the original GSA). While Class Counsel believes that they may seek the full amount of the increased attorney’s fee pursuant to the Settlement Agreement, Class Counsel agrees to seek only an additional \$15,000 (total request of \$398,333.33) as a result of the additional Class Members, Notice, and work herein.

4. This results in the new GSA amount contributed to the Administrator to be \$1,217,465.56, of which amount, Class Counsel will seek \$398,333.33 in attorney’s fees.

5. The Court approves the Class Notice and Postcard, which are attached hereto as Exhibits **C and D**, and directs the Administrator to mail the Class Notice to the 40 new Class Members and the Postcard to the 859 Class Members who previously received a Notice within 10 days of the signing of this Order. Class Members will have 45 days from the date of mailing to object, opt-out or dispute the number of Workweeks that he/she was credited.

6. The Motion for Final Approval that is scheduled for August 12, 2024 is continued in accordance with the timeline set forth below:

///

TBD July 29, 2024	This Order modifying the preliminary approval order is signed and entered (“Order Entered”)
10 days after Order Entered	Deadline for Settlement Administrator to complete mailing of the Notice and Postcard to all Class Members.
45 days after mailing Class Notice and Postcard	Deadline for Class Members to submit Requests for Exclusion, Objections and Disputes to the Settlement (“Response Deadline”).
16 court days before Final Approval Hearing	Deadline for Class Counsel and the Administrator to file supplemental declarations regarding the results of the new mailing.
5 court days before final approval hearing	Deadline for filing of any written response to objection or opposition Motion for Final Approval of Settlement.
TBD November 14, 2024 (Proposed: 80 days after Order Entered, or at Court’s convenience - (Approximately September 28, 2024))	Final Approval Hearing

7. The Administrator shall post all pertinent and information documents on its website (including the motion for preliminary approval, settlement agreement, order granting preliminary approval, Notice, Order modifying the preliminary approval order, motion for final approval, new final approval hearing date and this stipulation/order).

8. The Court vacates the previously set August 12, 2024 Final Approval Hearing.

IT IS SO ORDERED.

Date: July 29, 2024



Stuart M. Rice

Stuart M. Rice / Judge

Stuart M. Rice

EXHIBIT D

Britney Clarke and Dominique Bowie v. St Annes Maternity Home, et al.,
Superior Court of the State of California for the County of Los Angeles
Case Number 22STCV14674

In a notice that was mailed to you in March/April 2024 the Notice of Settlement estimated that your share of the Settlement was the following:

Parts	Pay Periods Worked	Your Estimated Share
Class Action Settlement	INSERT (During Class Period)	\$INSERT (Individual Class Payment)
PAGA Settlement	INSERT (During PAGA Period)	\$INSERT (Individual PAGA Payment)

Additional Class Members have been identified. As a result of these additional individuals who should be included in the Settlement, the Gross Settlement Amount will increase from \$1,150,000 to \$1,217,465.56. Moreover, up to \$398,333.33 (less than one-third of the Gross Settlement) will go to Class Counsel for attorneys' fees and up to \$30,000 for their litigation costs.

After taking into account the additional class members, you are eligible to receive the following share of the Settlement:

Parts	Pay Periods Worked	Your Estimated Share
Class Action Settlement	INSERT (During Class Period)	\$INSERT (Individual Class Payment)
PAGA Settlement	INSERT (During PAGA Period)	\$INSERT (Individual PAGA Payment)

If you want to receive your settlement, then no further action is required on your part. You will automatically receive your settlement payment from the Settlement Administrator if the Settlement receives final approval by the Court.

If you wish to object to or opt out of the settlement based on the revised settlement payment shown on this postcard, you have until **INSERT**, 2024, to do so. Please see the Notice previously mailed to you for instructions on how to submit an objection or opt out request. **If you need another copy of the Notice, please contact the Settlement Administrator, Apex Class Action LLC, at (800) 355-0700.**

At the Final Approval Hearing on **INSERT**, 2024, the Court will decide whether to finally approve the Settlement. 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.

If you wish to obtain additional information, the easiest way to read the Settlement Agreement, the Judgment or any other Settlement documents is to go to the Administrator's website at **INSERT URL**.

Britney Clarke, et al v. St Annes Maternity Home, et al.
c/o Apex Class Action LLC P.O. Box 54668,
Irvine, CA 92619

<<Name>>
<<Street Address>>
<<City, State Zip Code>>

EXHIBIT 4

Donia Saadi

From: DIR PAGA Unit <lwdadonotreply@dir.ca.gov>
Sent: Friday, January 12, 2024 1:18 PM
To: Donia Saadi
Subject: Thank you for your Proposed Settlement Submission

01/12/2024 01:17:17 PM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Proposed Settlement

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website:

https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Flabor.ca.gov%2FPrivate_Attorneys_General_Act.htm&data=05%7C02%7Cdonia%40zakaylaw.com%7Cc1656e99a7bc4c3bd95008dc13b3edcc%7C6fe78029d8e947ec972ca1e1fda36e60%7C0%7C0%7C638406910720611548%7CUnknown%7CTWFpbGZsb3d8eyJWlloiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=yO%2FNsXHKaXtJaewx%2FfmQ%2Fe5MPiG3QZHSFjPyMjF2248%3D&reserved=0

EXHIBIT 5