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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SANTA CRUZ

CRISTAL RODRIGUEZ, on behalf of herself
and on behalf of all persons similarly situated,

Plaintiffs,

vs.

EAH INC. a California Corporation;
and DOES 1-50, Inclusive.

Defendants.

Case No. 21CV00884

**DECLARATION OF NICOLE BENCH
OF ILYM GROUP, INC. REGARDING
NOTICE AND SETTLEMENT
ADMINISTRATION**

HEARING INFO

Date: July 13, 2023
Time: 8:30 a.m.

Judge: Hon. Paul Burdick
Dept.: 10

1 I, Nicole Bench declare as follows:

2 1. I am a resident of the United States of America and am over the age of 18. I am a
3 Case Manager for ILYM Group, Inc., (herein after referred to as “ILYM Group”), the professional
4 settlement services provider who has been retained by the Parties’ Counsel and subsequently
5 appointed by the Court to serve as the Settlement Administrator for the above captioned, *Rodriguez*
6 *v. EAH, Inc., et al.* matter. I am authorized to make this declaration on behalf of ILYM Group and
7 myself. I have personal knowledge of the facts herein, and, if called upon to testify, I could and
8 would testify competently to such facts.

9 2. ILYM Group has extensive experience in administering Class Action Settlements,
10 including direct mail services, database management, claims processing and settlement fund
11 distribution services for Class Actions ranging in size from 26 to 4.5 million Settlement Class
12 Members.

13 3. ILYM Group was engaged by the Parties’ Counsel and subsequently approved and
14 appointed by the Court to provide notification services and settlement administration, pursuant to
15 the terms of the Settlement, in the above referenced Action. Duties performed to-date and to be
16 performed after Final Approval of the Settlement is granted, include: (a) printing and mailing the
17 *Court Approved Notice of Class Action Settlement*, (referred to as “Notice Packet”); (b) receiving
18 and processing requests for exclusion and objections to the Settlement, if applicable; (c) resolving
19 Settlement Class Members’ disputes over the number of Work Weeks Defendant has record of
20 them working during the Class Period, which was pre-printed on their individualized Class Notice;
21 (d) establishing a QSF account and calculating individual settlement award amounts; (e) processing
22 and mailing settlement award checks; (f) handling tax withholdings as required by the Settlement
23 and the law; (g) preparing, issuing and filing tax returns and other applicable tax forms; (h) handling
24 the distribution of any unclaimed funds pursuant to the terms of the Settlement; and (i) performing
25 other tasks as the Parties mutually agree to and/or the Court orders ILYM Group to perform.

26 4. On March 30, 2023, ILYM Group received the Court approved text for the Notice
27 Packet from Class Counsel. ILYM Group prepared a draft of the formatted Notice Packet, which
28 was approved by the Parties’ Counsel prior to mailing.

1 5. On March 31, 2023, ILYM Group received the class data file from Counsel for
2 Defendant, which contained the name, social security number, last known mailing address, the
3 dates of employment worked for each Settlement Class Member and PAGA Employee and the
4 number of Work Weeks worked for each Settlement Class Member during the Class Period. The
5 data file was uploaded to our database and checked for duplicates and other possible discrepancies.
6 The Class List contained approximately 951 individuals.

7 6. On April 4, 2023, ILYM Group provided Defense Counsel with a list of questions
8 and discrepancies regarding the class data in order for ILYM to proceed with the preliminary
9 calculations for the initial mailing.

10 7. On April 18, 2023, Defendant produced additional data files to ILYM Group
11 containing payroll and timesheet reports that would clear up the issues with verification of the
12 qualifying work weeks for each Settlement Class Member. ILYM Group has resolved the
13 outstanding discrepancies and the total class size is 951.

14 8. As part of the preparation for mailing, all 951 names and addresses contained in the
15 Class List were then processed against the National Change of Address (“NCOA”) database,
16 maintained by the United States Postal Service (“USPS”), for purposes of updating and confirming
17 the mailing addresses of the Settlement Class Members before mailing of the Notice Packet. The
18 NCOA contains requested change of addresses filed with the USPS. To the extent that an updated
19 address was found in the NCOA database, the updated address was used for the mailing of the
20 Notice Packet. To the extent that no updated address was found in the NCOA database, the original
21 address provided by Counsel for Defendants was used for the mailing of the Notice Packet.

22 9. April 21, 2023, a link to ILYM Group’s website was set up for Class Members to
23 access relevant court documents. The website link is www.EAHclassactionsettlement.com/. Also,
24 the following telephone number, (888) 250-6810, was included in the Notice Packet for Class
25 Members to call should they have questions or want additional information.

26 10. On April 21, 2023, the Notice Packet was mailed, via U.S First Class Mail, to all
27 951 individuals contained in the Class List. Attached hereto, as **Exhibit A**, is a true and correct
28 copy of the mailed Notice Packet.

1 11. As of the date of this declaration, 41 Notice Packets have been returned to our office
2 as undeliverable. Of the 41 returned Notice Packets, 1 included a forwarding address and the Notice
3 Packet was promptly re-mailed to the Settlement Class Member to the forwarding address provided.
4 ILYM Group performed a computerized skip trace on the 40 returned Notice Packets that did not
5 have a forwarding address, in an effort to obtain an updated address for the purpose of re-mailing
6 the Notice Packet. As a result of this skip trace, 24 updated addresses were obtained and the Notice
7 Packets were promptly re-mailed to those Settlement Class Members, via U.S. First Class Mail.

8 12. As of the date of this declaration, a total of 25 Notice Packets have been re-mailed
9 Specifically, 1 Notice Packet was remailed as a result of a forwarding address provided by the
10 USPS and 24 have been re-mailed as a result of ILYM Group's skip tracing efforts.

11 13. As of the date of this declaration, a total of 16 Notice Packets have been deemed
12 undeliverable as no updated addresses were found notwithstanding the skip tracing.

13 14. As of the date of this declaration, ILYM Group has received 4 requests for exclusion
14 from the following individuals: Alejandro Nava, Frederick Schroeter, Mauricio Villa Arroyo and
15 Lillie Wong. The deadline to request exclusion from the Settlement was June 5, 2023.

16 15. As of the date of this declaration, ILYM Group has not received any objections to
17 the Settlement. The deadline to file an objection to the Settlement was June 5, 2023.

18 16. As of the date of this declaration, ILYM Group will report a total of 947
19 Participating Class Members, representing 99.58% of the 951 Settlement Class Members. The total
20 number of Work Weeks worked by the Participating Class Members during the class period is
21 80,372.

22 17. Participating Class Members will receive a proportional share of the Net Settlement
23 Fund through individual settlement payments, based on the number of Work Weeks worked by
24 Class Members during the Class Period. The Net Settlement Fund is the amount remaining after
25 deduction of the Court-approved payments from the Gross Settlement Amount for Class Counsel
26 Fees and Litigation Costs, the Class Representative Enhancement Award, Claims Administration
27 Fees to ILYM Group, and the PAGA allocation, e.g.,
28

1	Gross Settlement Amount	\$1,450,000.00
2	Attorney's Fees	\$483,333.33
3	Attorney's Costs	\$30,000.00
4	Enhancement Payment	\$10,000.00
5	ILYM Group Fees	\$14,500.00
6	LWDA	\$60,000.00
7	PAGA Allocation to Aggrieved Employees	\$20,000.00
8	Net Settlement Amount	\$852,166.67

9 To determine a Participating Class Member's individual settlement award payment, the
10 distribution shall be divided among all Class Members on a pro rata basis, based on the ratio of the
11 Applicable Work Weeks worked by each Class Member during the Class Period, to the total number
12 of Applicable Work Weeks worked by all Class Members during the Class Period. Based on these
13 calculations, the Participating Class Members will receive an estimated average gross payment of
14 \$878.74, with the estimated highest gross payment being \$2,878.39 and the estimated lowest
15 payment being \$10.35. The PAGA allocation to the PAGA Employees will be calculated based on
16 the Aggrieved Employee's number of Pay Periods worked during the PAGA Period. The
17 distribution will be divided among all Aggrieved Employees on a pro rata basis, based on the ratio
18 of the Applicable PAGA Pay Periods worked by each Aggrieved Employee during the PAGA
19 Period, to the total number of Applicable PAGA Pay Periods worked by all Aggrieved Employees
20 during the PAGA Period. Based on these calculations, the PAGA Employee's, will receive an
21 estimated average payment of \$27.25, with the estimated highest payment being \$51.28.

22 18. ILYM Group's total fees and costs for services in connection with the administration
23 of this Settlement, which includes fees and costs incurred to date, as well as anticipated fees and
24 costs for completion of the settlement administration, are \$14,500.00. ILYM Group's work in
25 connection with this matter will continue with the calculation of the settlement award payments,
26 issuance and mailing of the settlement award checks, the necessary tax filing and reporting on such
27 payments, and any other tasks that the Parties mutually agree to and/or the Court orders ILYM
28 Group to perform.

1 I declare under penalty of perjury under the laws of the State of California and the United
2 States that the foregoing is true and correct to the best of my knowledge and that this Declaration
3 was executed this 12th day of June 2023, at Tustin, California.

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5 Nicole Bench
6 NICOLE BENCH
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EXHIBIT “A”

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

Cristal Rodriguez v. EAH, Inc., et al., Case No. 21CV00884

***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 EAH, Inc. (“EAH” is used herein as a placeholder) for alleged wage and hour violations. The Action was filed by a former EAH employee Cristal Rodriguez (“Plaintiff”) and seeks payment of unpaid overtime, unpaid minimum wages, failure to provide meal and rest breaks, failure to reimburse for business expenses, failure to provide accurate wage statements and failure to pay all wages owed when due and upon termination for a class of current and former non-exempt hourly employees who worked for EAH (“Class Members”) during the Class Period (April 5, 2017 to November 18, 2022; and (2) penalties under the California Private Attorney General Act (“PAGA”) for all current and former hourly nonexempt employees who worked for EAH during the PAGA Period (April 5, 2020 to November 18, 2022) (“Aggrieved Employees”).

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

Based on EAH’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$«Estimated Settlement Amount Based on Def» (less withholding) and your Individual PAGA Payment is estimated to be \$«PAGA Estimated Settlement Amount».** The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to EAH’s records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on EAH’s records showing that **you worked «Defendants Stats Workweek Count» workweeks** during the Class Period and **you worked «PAGA Pay Periods» 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 Plaintiff and Plaintiff’s attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires EAH to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against EAH.

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

- (1) Do Nothing.** You don’t have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against EAH.
- (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 EAH, 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.

EAH 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 EAH that are covered by this Settlement (Released Claims).
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You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is <u>June 5, 2023</u>	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. EAH 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 <u>June 5, 2023</u>	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice.
You Can Participate in the <u>July 13, 2023</u>, Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on July 13, 2023. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by <u>June 5, 2023</u>	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 Pay Periods you worked at least one day during the PAGA Period, respectively. The number Class Period Workweeks and number of PAGA Period Pay Periods you worked according to EAH's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by June 5, 2023. See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former EAH employee. The Action accuses EAH of violating California labor laws by failing to pay overtime wages, minimum wages, wages due during employment and upon termination and reimbursable expenses and failing to provide meal periods, rest breaks and accurate itemized wage statements. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) ("PAGA"). Plaintiff is represented by attorneys in the Action: Jean Claude Lapuyade of JCL Law Firm, APC and Shani Zakay of Zakay Law Group, APLC ("Class Counsel.")

EAH strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

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

So far, the Court has made no determination whether EAH or Plaintiff is correct on the merits. In the meantime, Plaintiff and EAH hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an end to 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, Plaintiff and EAH 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, EAH does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) EAH 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. EAH will pay \$1,450,000.00 as the Gross Settlement Amount (Gross Settlement). EAH has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service 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, EAH will fund the Gross Settlement within sixty-five (65) days of the final approval order by the Court. 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. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:

- A. Up to \$ \$483,333.33 (33.33% of the Gross Settlement] 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 as a Class Representative Award for filing the Action, working with Class Counsel, and representing the Class. A Class Representative Award will be the only monies Plaintiff will receive other than Plaintiff's Individual Class Payment and any Individual PAGA Payment.
- C. Up to \$8,000.00 to the Administrator for services administering the Settlement.
- D. Up to \$80,000.00 for PAGA Penalties, allocated 75% or \$60,000.00 to the LWDA PAGA Payment and 25% or \$20,000.00 in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Period 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 (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. Plaintiff and EAH are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages ("Wage Portion") and 80% to penalties and interest ("Non-Wage Portion."). The Wage Portion is subject to withholding and will be reported on IRS W-2 Forms. EAH 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 Plaintiff and EAH 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 don't cash it by the void date, your check will be automatically cancelled, and the monies will irrevocably be lost to you because they will be paid to a non-profit organization or foundation ("Cy Pres").

If the monies represented by your check are sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

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 forty-five calendar days after the Administrator mails the Class Notice to the Class Members and Aggrieved Employees, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by **June 5, 2023**. 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 EAH.

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 EAH 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 EAH have agreed that, in either case, the Settlement will be void: EAH will not pay any money and Class Members will not release any claims against EAH.

8. Administrator. The Court has appointed a neutral company, ILYM Group, Inc. (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 EAH has fully funded the Gross Settlement 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 EAH or related entities for wages based on the Class Period facts and PAGA penalties 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 all class claims alleged in the operative complaint which occurred during the Class Period, 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. Except as set forth in Section EE of the Settlement Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

10. Aggrieved Employees’ PAGA Release. After the Court’s judgment is final, and EAH has paid the Gross Settlement and separately paid the employer-side payroll taxes, all Aggrieved Employees will be barred from asserting PAGA claims against EAH, 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 EAH 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 claims for civil penalties arising under Plaintiff’s PAGA claims alleged in the operative complaint and Plaintiff’s April 5, 2021 Notice to the LWDA which occurred during the PAGA Period, and excluding all other claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers compensation and PAGA Claims outside the PAGA Period.

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 \$20,000.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Period Pay Periods worked by each individual Aggrieved Employee.

3. Workweek/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 EAH’s records, are stated in the first page of this Notice. You have 45 days after the Administrator mails the Class Notice to challenge the number of Workweeks and/or 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 EAH's calculation of Workweeks and/or Pay Periods based on EAH's 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 Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and EAH's Counsel. The Administrator's decision is final. You can't 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 doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.

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 *Cristal Rodriguez v. EAH, Inc., et al.*, Case No. 21CV00884, 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 be sent your request to be excluded by no later than 45 days after the Administrator mails the Class Notice, 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 Plaintiff and EAH are asking the Court to approve. At least 16 days before the July 13, 2023 Final Approval Hearing, Class Counsel and/or Plaintiff 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 Fees, Litigation Expenses and Service Award stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff is requesting as a Class Representative Service 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.EAHclassactionsettlement.com/ or the Court's website: <https://www.santacruz.courts.ca.gov>.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The deadline for sending written objections to the Administrator is June 5, 2023.** 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 *Cristal Rodriguez v. EAH, Inc., et al.*, Case No. 21CV00884, and include your name, current address, telephone number, and approximate dates of employment for EAH 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 July 13, 2023, at 8:30 a.m., in Department 10 of the Santa Cruz Superior Court, located at 701 Ocean Street, Room 110 Santa Cruz, CA 95060. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiff, and the Administrator.

The Court will invite comments from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend). It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website www.EAHclassactionsettlement.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 EAH and Plaintiff 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 ILYM Group's website at www.EAHclassactionsettlement.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://www.santacruz.courts.ca.gov>) and entering the Case Number for the Action, Case No. 21CV00884.

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

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ILYM Group, Inc.

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Tustin, CA 92781
T: 888.250.6810
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E: claims@ilymgroup.com
Website: www.EAHclassactionsettlement.com/

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. If your check is already void, you will have no way to recover the money.

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.

Rodriguez v. EAH, Inc., et al.

c/o ILYM Group, Inc.

P.O. Box 2031

Tustin, CA 92781

Postage Will
Be Placed Here
Prior To
Mailing

ILYM ID: <<ILYM ID>>

<<Name>>

<<Address>>

<< City>>, <<State>> <<Zip Code>>

IMPORTANT LEGAL DOCUMENT- YOU MAY BE ENTITLED TO
PARTICIPATE IN A CLASS ACTION SETTLEMENT: A PROMPT REPLY
TO CORRECT YOUR ADDRESS IS REQUIRED AS EXPLAINED IN THE
ENCLOSED NOTICE.