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**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF SAN BERNARDINO**

FREDERICK SIMMONDS, individually and  
on behalf of all others similarly situated,

Plaintiff,

vs.

TRIAGE PARTNERS CA, LLC; and DOES 1  
through 20, inclusive,

Defendants.

Case No. CIVSB2212599

Assigned for all purposes to  
Hon. David Cohn  
Dept. S-26

**[PROPOSED] ORDER GRANTING  
PRELIMINARY APPROVAL OF CLASS  
ACTION SETTLEMENT**

Date: August 8, 2023  
Time: 9:00 a.m.  
Dept: S26

1 WHEREAS, the above-entitled action is pending before this Court as a putative class  
2 action (the “Action”);

3 WHEREAS, Plaintiff Frederick Simmonds (“Plaintiff”), individually and on behalf of all  
4 others similarly situated and on behalf of the general public have applied to this Court for an order  
5 preliminarily approving the settlement of the Action in accordance with the Joint Stipulation for  
6 Settlement (the “Settlement” or “Agreement”) entered into by Plaintiff and Defendant Triage  
7 Partners CA, LLC (“Triage Partners” or “Defendant”) which sets forth the terms and conditions  
8 for a proposed settlement upon the terms and conditions set forth therein (Plaintiff and Defendant  
9 shall be collectively referred to herein as the “Parties”); and

10 WHEREAS, the Court has read and considered Plaintiff’s Motion for Preliminary  
11 Approval of Class Action Settlement.

12 NOW, THEREFORE, IT IS HEREBY ORDERED, ADJUDGED, AND DECREED  
13 THAT:

14 1. This Order incorporates by reference the definitions in the Settlement attached as  
15 Exhibit 1 to the Declaration of Namrata Kaur in Support of Plaintiff’s Motion for Preliminary  
16 Approval of Class Action Settlement and all terms defined therein shall have the same meaning in  
17 this Order.

18 2. It appears to the Court on a preliminary basis that (a) the Settlement is fair,  
19 adequate and reasonable; (b) the Gross Settlement Amount and Net Settlement Amount are fair,  
20 adequate and reasonable when balanced against the probable outcome of further litigation relating  
21 to liability and damages issues; (c) sufficient investigation and research have been conducted such  
22 that counsel for the Parties at this time are able to reasonably evaluate their respective positions;  
23 (d) settlement at this time will avoid additional costs by all Parties, as well as avoid the delay and  
24 risks that would be presented by the further prosecution of the Action; and (e) the Settlement has  
25 been reached as the result of non-collusive, arms-length negotiations.

26 3. With respect to the Class and for purposes of proceeding pursuant to California  
27 Code of Civil Procedure § 382 for approval of the settlement only, the Court finds on a  
28 preliminary basis that (a) Class Members are ascertainable and so numerous that joinder of all

1 Class Members is impracticable; (b) there are questions of law and fact common to the Class that  
2 predominate over any questions affecting only individual Class Members; (c) Plaintiff's claims  
3 are typical of the Class' claims; (d) class certification is a superior method for implementing the  
4 Settlement and adjudicating this Action in a fair and efficient manner; (e) the Class  
5 Representatives can fairly and adequately protect the Class' interests; and (f) Class Counsel are  
6 qualified to serve as counsel for the Class.

7 4. Accordingly, solely for purposes of effectuating this Settlement, this Court hereby  
8 conditionally certifies the class for settlement purposes only. The Class is defined as all current and  
9 former non-exempt employees who are or were employed by Defendant in California at any time  
10 from June 16, 2018 until January 17, 2023.

11 5. Plaintiff Frederick Simmonds is hereby preliminarily appointed and designated, for  
12 all purposes, as the Class Representative and the attorneys of Aegis Law Firm, PC are hereby  
13 preliminarily appointed and designated as counsel for the Class ("Class Counsel"). Class Counsel  
14 is authorized to act on behalf of the Class Members with respect to all acts or consents required by,  
15 or which may be given pursuant to, the Settlement, and such other acts reasonably necessary to  
16 consummate the Settlement. Any Class Member may enter an appearance either personally or  
17 through counsel of such individual's own choosing and at such individual's own expense. Any  
18 Class Member who does not enter an appearance or appear on his or her own will be represented  
19 by Class Counsel.

20 6. Should, for whatever reason, the Settlement not become final, the fact that the  
21 Parties were willing to stipulate to certification of the Class as part of the Settlement shall have no  
22 bearing on, nor be admissible in connection with, the issue of whether a class should be certified in  
23 a non-settlement context.

24 7. The Court hereby preliminarily approves the definition and disposition of the Gross  
25 Settlement Amount and Net Settlement Amount and related matters provided for in the Settlement,  
26 subject to modification at final approval.

27 8. The Court hereby preliminarily approves Class Counsel attorneys' fees of  
28 \$83,333.33, Class Counsel litigation expenses not to exceed \$15,000.00, an Incentive Award up to

1 \$10,000.00 to Plaintiff, payment to the LWDA in the amount of \$20,000.00, and costs of  
2 administration not to exceed \$7,000.00, subject to final approval.

3 9. The Court hereby approves, as to form and content, the Class Notice, to be  
4 distributed to Class Members. The Court finds that distribution of the Class Notice, substantially in  
5 the manner and form set forth in the Settlement and this Order, meets the requirements of due  
6 process, is the best notice practicable under the circumstances, and shall constitute due and  
7 sufficient notice to all persons entitled thereto.

8 10. The Court hereby appoints Phoenix Settlement Administrators, Inc., as Settlement  
9 Administrator and hereby directs the Settlement Administrator to mail or cause to be mailed to  
10 Class Members the Class Notice using the procedures set forth in the Settlement Agreement. Class  
11 Members who wish to participate in the settlement provided for by the Settlement Agreement do  
12 not need to respond to the Class Notice.

13 11. All costs of mailing of the Class Notice, whether foreseen or not, shall be paid  
14 from the Gross Settlement Amount, including the cost of searching for Class Members' addresses  
15 as provided in the Settlement, and all other reasonable costs of the Settlement Administrator up  
16 to \$7,000.00 as provided in the Settlement.

17 12. Any Class Member may choose to opt-out of and be excluded from the Class as  
18 provided in the Class Notice. Any such person who chooses to opt-out of and be excluded from the  
19 Class will not be entitled to any recovery under the Settlement and will not be bound by the  
20 Settlement or have any right to object, appeal or comment thereon. Class Members who have not  
21 requested exclusion/opted-out shall be Participating Class Members and bound by all  
22 determinations of the Court, the Settlement, and the Final Judgment.

23 13. A Final Fairness and Approval Hearing shall be held before this Court on \_\_\_\_\_  
24 at \_\_\_\_\_ in Department S-26 of the Superior Court for the State of California, County of San  
25 Bernardino, located at 247 W. Third Street, San Bernardino, CA 92415. All papers in support of  
26 final approval and related awards for fees, costs, and Plaintiff's incentive award must be filed and  
27 served at least 16 court days before the final approval hearing.

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1           14.       Any Participating Class Member must object to the Settlement by following the  
2 instructions for submitting written objections that are set forth in the Settlement Agreement and  
3 Class Notice, and may appear at the Final Fairness and Approval Hearing. The Court shall retain  
4 final authority with respect to the consideration and admissibility of any objections. Any  
5 Participating Class Member who objects to the Settlement shall be bound by the order of the Court.

6           15.       The Settlement is not a concession or admission, and shall not be used against the  
7 Released Parties, as an admission or indication with respect to any claim of any fault or omission  
8 by the Released Parties. Whether or not the Settlement is finally approved, neither the Settlement,  
9 nor any document, statement, proceeding or conduct related to the Settlement, nor any reports or  
10 accounts thereof, shall in any event be construed as, offered or admitted in evidence as, received as  
11 or deemed to be evidence of a presumption, concession, indication or admission by Defendant of  
12 any liability, fault, wrongdoing, omission, concession or damage in the Action, or in any other  
13 action or proceeding, except for purposes of enforcing the Settlement once it receives final approval.

14           16.       Pending the Final Approval and Fairness Hearing, all proceedings in this Action,  
15 other than proceedings necessary to carry out or enforce the terms of the Settlement and this Order,  
16 are hereby stayed.

17           17.       Jurisdiction is hereby retained over this Action, the Parties to the Action, and each  
18 of the Class Members for all matters relating to this Action, and this Settlement, including  
19 (without limitation) all matters relating to the administration, interpretation, effectuation, and/or  
20 enforcement of this Settlement and this Order.

21           18.       The Court reserves the right to adjourn or continue the date of any hearing and all  
22 dates provided for in the Settlement without further notice to Class Members, and retains  
23 jurisdiction to consider all further applications arising out of or connected with the proposed  
24 Settlement.

25  
26 DATED: \_\_\_\_\_

\_\_\_\_\_  
Honorable David Cohn  
JUDGE OF THE SUPERIOR COURT