

NOTICE OF CLASS ACTION SETTLEMENT

Ruby Danielsson v. Blood Centers of the Pacific, et al.
United States District Court for the Northern District of California,
Case No. 3:19-cv-04592-JCS

You have received this Notice because records of Vitalant f/k/a Blood Systems, Inc. formerly d/b/a Blood Centers of the Pacific (“Defendant”) indicate that you were a non-exempt employee of Vitalant working for Blood Centers of the Pacific, BloodSource, Inc. and/or Vitalant at any time during the time period between March 29, 2015 to and including October 15, 2020, who worked for Vitalant’s operations in the State of California at operations and sites formerly known as Blood Centers of the Pacific.

You do not need to take any action to receive an Individual Settlement Payment and Individual PAGA Payment and, unless you submit a timely and valid Request for Exclusion, your legal rights may be affected.

This Notice is designed to advise you of your rights and options, and how you can request to be excluded from the settlement, if you so choose.

PLEASE READ THIS NOTICE CAREFULLY. This Notice relates to a proposed settlement of a class action lawsuit. It contains important information about your right to object to or not be included in the settlement.

The United States District Court for the Northern District of California (the “Court”), in the case of *Ruby Danielsson v. Blood Centers of the Pacific, et al.*, United States District Court for the Northern District of California, Case No. 3:19-cv-04592-JCS (the “Action”) preliminarily approved a proposed class action settlement on April 8, 2022. A hearing shall be held on August 19, 2022 (“Final Approval Hearing”) to determine whether final approval of the class action settlement should be granted.

YOU ARE NOTIFIED THAT: A proposed class action settlement has been reached between Plaintiff Ruby Danielsson (“Plaintiff”) and Vitalant f/k/a Blood Systems, Inc. formerly d/b/a Blood Centers of the Pacific (erroneously sued as Blood Centers of the Pacific and Blood Systems) (“Defendant”) (Plaintiff and Defendant are collectively referred to as the “Parties”) in the Action, which may affect your legal rights.

I. DEFINITIONS

“Class” means all current and former non-exempt employees of Vitalant working for Blood Centers of the Pacific, BloodSource, Inc. and/or Vitalant at any time during the Class Period, who worked for Vitalant’s operations in the State of California at operations and sites formerly known as Blood Centers of the Pacific.

“Class Member” means an individual who falls within the definition of the Class.

“Class Period” means the period from March 29, 2015 to and including October 15, 2020.

II. BACKGROUND OF THE LAWSUIT

The Action was commenced on March 29, 2019, in the Superior Court of the State of California, County of San Francisco. Defendant removed the case to federal court, where it is currently pending. The First Amended Class Action Complaint for Damages and Enforcement Under the Private Attorneys General Act, Cal. Labor Code § 2698, Et Seq. (“FAC” or Operative Complaint”) was filed on June 4, 2021. Plaintiff alleges that Defendant failed to properly pay minimum and overtime wages, failed to provide compliant meal breaks and rest breaks and associated premiums, failed to timely pay wages and associated waiting-time penalties, failed to provide accurate wage statements, failed to maintain payroll records, failed to reimburse business expenses, and thereby, engaged in unfair business practices and conduct giving rise to penalties under the California Labor Code Private Attorneys General Act (“PAGA”). Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, restitution, penalties, interest, attorneys’ fees and costs and any damages recoverable under federal, state or local law for such alleged conduct.

Defendant denies all of the allegations in the Action. Defendant denies that it violated any law and Defendant contends that at all times it has complied with federal, state, and local laws.

The Parties participated in a full-day mediation with a respected class action mediator, and as a result of the mediation, the

Parties reached a settlement. The Parties have since entered into the First Amended Stipulation of Settlement of Class Action and Release of Claims (“Settlement” or “Settlement Agreement”), which was preliminarily approved by the Court on April 8, 2022. The Court has preliminarily appointed Plaintiff Ruby Danielsson as the representative of the Class (“Class Representative”), and has preliminarily appointed the following Plaintiff’s counsel as counsel for the Class (“Class Counsel”)

Lawyers for Justice, PC
Edwin Aiwazian, Esq.
Arby Aiwazian, Esq.
Joanna Ghosh, Esq.
410 West Arden Avenue, Suite 203
Glendale, California 91203
Telephone: (818) 265-1020 / Fax: (818) 265-1021

If you are a Class Member, you need not take any action to receive a settlement payment, but you have the opportunity to request exclusion from or object to the settlement, if you so choose, as explained more fully in Section IV below.

The Settlement represents a compromise and settlement of highly disputed claims, and it is not an expression by the Court of an opinion concerning the merits of any claim or defense or the truth of any of the allegations in the Action. Nothing in the Settlement is intended or will be construed as an admission by the Defendant that the claims in the Action have merit or that the Defendant has any liability to Plaintiff or to Class Members. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of Class Members.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The maximum settlement consideration is Two Million Three Hundred Thousand Dollars (\$2,300,000) (the “Gross Settlement Amount”). The portion of the Gross Settlement Amount that is available for payment to Class Members who do not submit a timely and valid Request for Exclusion (“Settlement Class Members”) is referred to as the “Net Settlement Amount.”

The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) Attorneys’ Fees and Costs in an amount not to exceed 35% of the Gross Settlement Amount (i.e., \$805,000 of \$2,300,000) for attorneys’ fees and an amount not to exceed Fifty Thousand Dollars (\$50,000) for reimbursement of reasonable litigation costs and expenses to Class Counsel; (2) Class Representative Enhancement Payment in the amount of Eight Thousand Five Hundred Dollars (\$8,500) to Plaintiff for her services in the Action; (3) the amount of Two Hundred Fifty Thousand Dollars (\$250,000) that is allocated to penalties under PAGA (“PAGA Penalties”); and (4) Settlement Administration Fees and Costs (which are currently estimated not to exceed \$15,000). The PAGA Penalties will be distributed 75% (\$187,500) to the Labor and Workforce Development Agency (“LWDA Payment”) and the remaining 25% (i.e., \$62,500) will be distributed to Class Members on a *pro rata* basis based on their Workweeks (“Employee PAGA Amount”).

Settlement Class Members will be entitled to receive payment under the Settlement of their share of the Net Settlement Amount (“Individual Settlement Payment”) based on the number of weeks that he or she worked for Defendant as a non-exempt employee in California during the Class Period (“Workweeks”). The Settlement Administrator has divided the Net Settlement Amount by the total number of Workweeks worked by all Class Members to yield the “Workweeks Value,” and multiplied each Class Member’s individual number of Workweeks by the Workweeks Value to yield his or her Individual Settlement Payment.

Each Individual Settlement Payment shall be allocated as twenty percent (20%) as wages (“wages portion”), and eighty percent (80%) as penalties, interest, and non-wage damages (collectively, the “non-wage portion”). Settlement Class Members will be issued payment of their Individual Settlement Payment after reduction for required employee-side taxes, contributions, and withholdings with respect to the wages portion of the Individual Settlement Payment. The wages portion will be reported by way of IRS Form W-2 and the non-wage portion will be reported by way of IRS Form 1099.

All Class Members, regardless of whether they submit a Request for Exclusion, are also eligible to receive payment under the Settlement of their *pro rata* share of the Employee PAGA Amount (“Individual PAGA Payment”).

The Settlement Administrator has divided the Employee PAGA Amount by the total number of Workweeks worked by all Class Members to yield the “PAGA Workweeks Value,” and multiplied each Class Member’s individual number of Workweeks by the PAGA Workweeks Value to yield his or her Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, which will be reported on an IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to each Settlement Class Member and Individual PAGA Payments will be mailed to each Class Member at his or her address that is on file with the Settlement Administrator. **If the address to which this Notice was mailed is not correct, or if you move after you receive this Notice, you must make sure to provide your correct mailing address to the Settlement Administrator in a timely fashion, to ensure receipt of payment that you may be entitled to.**

B. Your Workweeks Based on Defendant’s Records

According to Defendant’s records:

Between March 29, 2015 to and including October 15, 2020, you worked for Defendant (i.e., Blood Centers of the Pacific, BloodSource, Inc. and/or Vitalant) as a non-exempt employee for <<WW>> Workweeks.

If you wish to dispute the number of Workweeks credited to you, you must mail a written dispute (“Workweeks Dispute”) to the Settlement Administrator, postmarked **no later than June 27, 2022**, at the address listed in Section IV.B below.

The Workweeks Dispute must include: (a) your full name, address, telephone number, and last four digits of your Social Security Number; (b) the case name and number of the Action (*Ruby Danielsson v. Blood Centers of the Pacific, et al.*, Case No. 3:19-cv-04592-JCS); (c) be signed by you; (d) a statement indicating that you seek to dispute number of Workweeks credited to you and the number of Workweeks that you contend should be credited to you; and (e) documentation and/or other facts supporting your position.

C. Your Estimated Individual Settlement Payment and Individual PAGA Payment

As explained above, your estimated Individual Settlement Payment and Individual PAGA Payment is based on your number of Workweeks.

Under the terms of the Settlement, your Individual Settlement Payment is estimated to be \$<<Estimated ISP>>.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$<<Estimated IPP>>.

Your Individual Settlement Payment and Individual PAGA Payment reflected on this Notice is only an estimate. Your actual Individual Settlement Payment and Individual PAGA Payment may be higher or lower than estimated. Your Individual Settlement Payment is subject to reduction for required employee-side payroll taxes, contributions, and withholdings with respect to the wages portion of the Individual Settlement Payment. Payments will be distributed only after the Court approves the Settlement, and after the Settlement goes into effect.

D. Released Claims

As of the Effective Date, Plaintiff and every member of the Settlement Class will release and discharge Defendant Vitalant f/k/a Blood Systems, Inc. formerly d/b/a Blood Centers of the Pacific, including its past and present parents, subsidiaries and affiliates, and any of their respective past or present predecessors, assigns, representatives, officers, trustees, directors, members, shareholders, employees, agents, principals, representatives, accountants, auditors, attorneys, consultants, and each of their respective successors and predecessors in interest (collectively the “Released Parties”) from all causes of action

and factual or legal theories that were alleged in the Operative Complaint or reasonably could have been alleged in the Operative Complaint based on the facts and legal theories contained in the Operative Complaint, including all of the following claims for relief: (1) overtime pay; (2) meal period violation premium pay; (3) rest period violation premium pay; (4) minimum wage pay; (5) waiting time penalties for failure to pay all wages owed at termination; (6) statutory penalties for failure to timely pay wages during employment, (7) statutory penalties for non-compliant wage statements; (8) failure to keep payroll records; (9) unreimbursed business expenses; (10) violations of California's unfair business practices law; (11) civil penalties under the Labor Code Private Attorneys General Act ("PAGA") based on the afore-referenced claims; (12) any other claims or penalties under the wage and hour laws pleaded in the Action based on the afore-referenced claims and as alleged in the Operative Complaint; and (13) all damages, penalties, interest and other amounts recoverable under said causes of action under California and federal law, to the extent permissible, including but not limited to the California Labor Code as to the facts alleged in the Action, the applicable Wage Orders as to the facts alleged in the Operative Complaint, and the California Unfair Competition Law (collectively, the "Released Claims"). The period of the release shall extend to the limits of the Class Period.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to receive money from the Settlement, you do not have to do anything. You will automatically receive your Individual Settlement Payment as indicated above in this Notice, if the Court grants final approval of the Settlement, unless you decide to exclude yourself from the Settlement. Unless you elect to exclude yourself from the Settlement, you will be bound by the terms of the Settlement and any judgment that may be entered by the Court based thereon, and you will be deemed to have released the claims described above in Section III.D of this Notice. As a member of the Class, you will not be separately responsible for the payment of attorney's fees or reimbursement of litigation expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney's fees and expenses. All Class Members will receive their Individual PAGA Payment, regardless of whether they submit a Request for Exclusion.

B. Request Exclusion from the Settlement

If you do not wish to participate in the Settlement, you may seek exclusion from the Settlement by mailing a written request for exclusion ("Request for Exclusion") to the Settlement Administrator, postmarked **on or before June 27, 2022**, at the following address:

Danielsson v. Blood Centers of the Pacific, et al.
PO BOX 7208
Orange CA 92863

A Request for Exclusion must include: (a) your full name, address, telephone number, and last four digits of your Social Security number; (b) your signature; (c) the case name and number of the Action (*Ruby Danielsson v. Blood Centers of the Pacific, et al.*, Case No. 3:19-cv-04592-JCS); and (d) clearly state that you wish to be excluded from the Settlement.

If the Court grants final approval of the Settlement, any Class Member who timely and properly elects to opt out of the Settlement will not be entitled to receive an Individual Settlement Payment, will not be bound by the Settlement Agreement (and the release of claims stated in Section III.D above), and will not have any right to object to, appeal, or comment on the Settlement. However, all Class Members will receive their Individual PAGA Payment, regardless of whether they submit a Request for Exclusion

Any Class Member who does not timely and properly elect to opt out from the Settlement by submitting a Request for Exclusion will be bound by all terms of the Settlement, including those pertaining to the release of claims stated in Section III.D above, as well as any judgment that may be entered by the Court based thereon.

C. Object to the Settlement

You can object to the terms of the Settlement by submitting a written objection to the Court ("Notice of Objection"). Pursuant to the Court's procedures, the Notice of Objection will be scanned and processed as a filing which Class Counsel and Defendant's Counsel will be given electronic notice of by the Court's electronic case filing and case management system. To be complete, any Notice of Objection must be submitted to the Court either by mailing it to the Class Action Clerk, United States District Court for the Northern District of California, 450 Golden Gate Avenue, San Francisco, California

94102 or by filing it in person at any location of the United States District Court for the Northern District of California, postmarked or filed-stamped **on or before the June 27, 2022**. You can only submit a Notice of Objection as long as you have not submitted a Request for Exclusion. You cannot ask the Court to order a different settlement; the Court can only approve or reject the Settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. If that is what you want to happen, you must object. However, if the Court rejects your objection, you will still be bound by the terms of the Settlement.

A Notice of Objection must include: (a) your full name, address, telephone number, and last four digits of your Social Security number; (b) your signature; (c) the case name and number of the Action (*Ruby Danielsson v. Blood Centers of the Pacific, et al.*, Case No. 3:19-cv-04592-JCS); and (d) a written statement of the basis for the objection.

If you choose to submit a Notice of Objection, you may (but are not required to) enter an appearance *in propria persona* (meaning you choose to represent yourself) or through your own attorney. If you choose to have your own attorney, you will be solely responsible for the fees and costs of your own attorney. You do not need to appear to have your Notice of Objection considered by the Court. You may also present your objection orally at the Final Approval Hearing regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a hearing on August 19, 2022, at 9:30 a.m., to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to rule on the request for payment of Attorneys' Fees and Costs, Enhancement Payment, and Settlement Administration Fees and Costs. Class Members may appear at the Final Approval Hearing via Zoom. Instructions are provided by the Court at <https://www.cand.uscourts.gov/judges/sperojoseph-c-jcs/>.

The hearing may be continued without further notice to the Class Members. Please check the Court's PACER site at <https://ecf.cand.uscourts.gov> to confirm that the date has not been changed. It is not necessary for you to appear at the Final Approval Hearing.

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers which are on file with the Court. You may review the Settlement Agreement, the Motion for Attorneys' Fees and Costs, and other court records by using Public Access to Court Electronic Records System ("PACER") (for a fee) through the Court's PACER system at <https://ecf.cand.uscourts.gov> or by visiting the office of the Clerk of the Court for the United States District Court for the Northern District of California, 450 Golden Gate Avenue, San Francisco, California 94102, between 9:00 a.m. and 4:00 p.m., Monday through Friday, excluding Court holidays, contacting the Settlement Administrator or Class Counsel, or by accessing them at www.phoenixclassaction.com. This website will be updated periodically to update the Class on any developments in the case.

PLEASE DO NOT TELEPHONE THE COURT OR OFFICE OF THE CLERK OF THE COURT FOR INFORMATION REGARDING THE SETTLEMENT.

YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER IF YOU HAVE QUESTIONS: (800) 523-5773

YOU MAY ALSO CONTACT CLASS COUNSEL IF YOU HAVE ANY QUESTIONS.