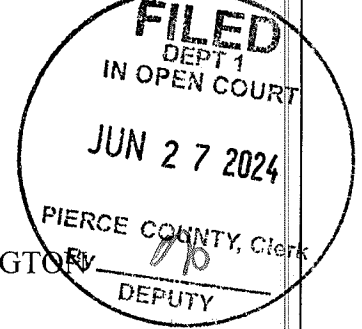


The Honorable TaTeasha Monique Davis



IN THE SUPERIOR COURT OF THE STATE OF WASHINGTON
IN AND FOR THE COUNTY OF PIERCE

BRIAN MARTIN, individually and on behalf of
all those similarly situated,

Plaintiff,

vs.

GUARDIAN SECURITY SYSTEMS, INC., a
Washington corporation

Defendant.

No. 23-2-08131-1

ORDER
CONDITIONALLY CERTIFYING
SETTLEMENT CLASS, GRANTING
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT,
AUTHORIZING NOTICE, AND
SETTING FINAL FAIRNESS HEARING

(CLERK’S ACTION REQUIRED)

This matter came before the Court on Plaintiff’s Motion for Conditional Settlement Class Certification and Preliminary Approval of Class Action Settlement (“Plaintiff’s Motion”). In conjunction with Plaintiff’s Motion, Plaintiff has filed a copy of the Parties’ signed Class Action Settlement Agreement and Release of Claims (the “Settlement Agreement”), attached as Exhibit 1 to the Declaration of James B. Pizl in support of Plaintiff’s Motion.

WHEREAS, the Court has considered Plaintiff’s Motion, the Parties’ signed Settlement Agreement, and all of the other pleadings, papers, and filings herein;

WHEREAS, as used herein, all terms defined in the Parties’ Settlement Agreement shall have the same meaning here; and

WHEREAS, good cause appearing that the Parties’ Settlement Agreement is within the range of reasonableness and is presumptively valid,

1 1. NOW, THEREFORE, IT IS HEREBY ORDERED as follows:

2 Pursuant to Washington Superior Court Civil Rule 23(a) and (b)(3), and in conjunction
3 with the Settlement Agreement, the Court hereby certifies this case as a class action, solely for
4 purposes of implementing the Parties' Settlement Agreement, on behalf of the following Proposed
5 Settlement Class:

6 All individuals who were employed by Guardian Security Systems Inc. as hourly-
7 paid technicians in Washington state at any time from July 13, 2020, through June
8 12, 2024 and who were assigned a Guardian-owned vehicle.

9 The Settlement Class shall exclude any persons who opt out of the Settlement Class in accordance
10 with the terms of the Settlement Agreement and Paragraph 14 of this Order.

11 2. The Court finds that the prerequisites of CR 23(a) and (b)(3) have been satisfied for
12 the Settlement Class. Specifically, the Court finds as follows:

13 a. The Settlement Class, which consists of approximately 99 individuals, is so
14 numerous that joinder of all members is impracticable. In reaching this conclusion, the
15 Court has considered not just the number of Class members, but the interests of judicial
16 efficiency, the relatively small value of many Settlement Class Member claims, and other
17 factors relevant to the interest and ability of employees to individually join or bring claims
18 against a current or former employer.

19 b. There are questions of law and fact common to the Settlement Class,
20 including, but not limited to: whether Defendant was required to pay wages for time spent
21 by Plaintiff and members of the Settlement Class driving company vehicles from
22 Settlement Class Members' homes to the first customer job of the day and returning home
23 from the last customer job of the day; whether Defendant violated WAC 296-126-092 by
24 failing to provide adequate rest breaks and meal periods to Plaintiff and members of the
25 Settlement Class; and whether Defendant was required to and failed to compensate Plaintiff
26 and members of the Settlement Class with additional wages when rest breaks and meal
periods were not provided in compliance with Washington law.

1 c. The claims of the Named Plaintiff are typical of the claims of the Settlement
2 Class, and the Named Plaintiff and Class Counsel will fairly and adequately protect the
3 interests of the Settlement Class.

4 d. Certification of a Settlement Class under CR 23(b)(3) is appropriate because
5 questions of law and fact common to all Settlement Class Members predominate over any
6 questions affecting only individual members, and a class action is superior to other
7 available means for the fair and efficient resolution of this controversy. Such common
8 questions of law and fact include, but are not limited to those identified in subparagraph
9 (b) above.

10 3. Pursuant to CR 23, Brian Martin is hereby appointed and designated, for all
11 purposes, as the Class Representatives of the Settlement Class, and James B. Pizl and Entente Law
12 PLLC are hereby appointed and designated as Class Counsel for the Settlement Class.

13 4. Class Counsel is authorized to act on behalf of the Settlement Class with respect to
14 all acts or consents required by or which may be required pursuant to the Settlement Agreement.

15 5. The Court approves the proposed form and content of the Notice of Proposed
16 Settlement of Class Action (“Class Notice”) that is attached as Exhibit A of Exhibit 1 to the
17 Declaration of James B. Pizl.

18 6. The Court hereby appoints CPT Group Class Action Administrators as Settlement
19 Administrator responsible for establishing a Qualified Settlement Fund (“QSF”) pursuant to IRC
20 § 468B(g), mailing and/or emailing Class Notices and settlement awards to Settlement Class
21 Members, processing and filing all appropriate tax forms and documents including but not limited
22 to W2s, 1099s, 1120-SF, etc.

23 7. Consistent with the terms of the Settlement Agreement, the Settlement
24 Administrator is hereby directed to email (if possible) and mail, or cause to be mailed, by first-
25 class mail, a copy of the Class Notice to each Settlement Class Member no later than fifty (50)
26 calendar days following the date of this Order.

1 8. Pursuant to CR 23, the Court hereby finds and concludes that the form and manner
2 of giving notice by mailing a Class Notice to each individual Settlement Class Member, as required
3 by the Settlement Agreement and by this Order, is the best notice practicable under the
4 circumstances. Said notice procedures fully satisfy the requirements of CR 23(c)(2) and CR 23(e)
5 and the requirements of due process.

6 9. The Court conditionally approves Class Counsel's request for an attorneys' fees
7 award of \$225,000 or 30% of the gross Settlement Fund, plus actual and projected litigation costs
8 of \$7,500. This approval is preliminary and is subject to modification at the time of final settlement
9 approval upon a showing of appropriate cause.

10 10. The Court preliminarily approves up to \$10,000 to be paid from the settlement fund
11 to compensate CPT Group Class Action Administrators for its services provided in the
12 administration of the settlement. This approval is preliminary and is subject to modification at the
13 time of final settlement approval upon a showing of appropriate cause.

14 11. The Court preliminarily approves an award of an incentive payment of \$7,500 to
15 Brian Martin in recognition of his role in this case and service to the Settlement Class. This
16 approval is preliminary and is subject to modification at the time of final settlement approval.

17 12. On December 6, 2024, at 9:00 a.m., a Final Settlement Approval Hearing shall be
18 held before the Honorable TaTeasha Monique Davis at Pierce County Superior Court in Tacoma,
19 Washington, to determine whether the Court should approve the fairness, adequacy, and
20 reasonableness of the terms and conditions of the Settlement Agreement and whether the Court
21 should enter the Parties' proposed Final Order and Judgment.

22 13. Pursuant to Pierce County Local Court Rules, Plaintiff shall file memoranda or
23 other papers they may wish to submit in support of the proposed Settlement Agreement no later
24 than seven (7) court days before the Final Settlement Approval Hearing. The memoranda shall
25 confirm that the mailing of the Class Notice was completed in accordance with the requirements
26

1 of this Order and provide information concerning the individuals that have opted out of the
2 settlement and any objections received.

3 14. Any person who is eligible to exclude him or herself from the Settlement Class
4 under the terms of the Settlement Agreement must do so by following the instructions for
5 requesting exclusion as set forth in the Class Notice. All requests for exclusion from the Settlement
6 Class must be postmarked, hand-delivered, or emailed to the Settlement Administrator no later
7 than 45 days after the date of mailing of the Class Notice, in accordance with the instructions in
8 the Class Notice and the terms and requirements of the Settlement Agreement, or they shall be
9 deemed void and ineffective.

10 15. Any Settlement Class Member may enter an appearance through counsel of such
11 Settlement Class Member's own choosing and at such Settlement Class Member's own expense.
12 Any Settlement Class Member who does not personally appear or otherwise enter an appearance
13 at the Final Settlement Approval Hearing shall be deemed to be represented by Class Counsel in
14 this litigation as provided above.

15 16. Any Settlement Class Member who has not validly requested exclusion may submit
16 written objections to the Settlement Agreement by mailing to the Settlement Administrator, at the
17 addresses provided in the Settlement Notice, a written statement containing the Settlement Class
18 Member's name, current address, and the substance of his or her objection (including any briefs
19 and supporting papers) no later than 45 days after the date of mailing of the Class Notice. Any
20 Settlement Class Member who presents written objections in the manner prescribed above may
21 also appear personally or through counsel at the Final Settlement Approval Hearing to express the
22 Settlement Class Member's views regarding the Settlement Agreement. Only Settlement Class
23 Members who object to the Settlement Agreement in writing, in person, or by appearance through
24 counsel, in accordance with the procedures set forth in this Order, shall be permitted to appeal or
25 otherwise seek review of this Court's decision approving or rejecting the Settlement Agreement.
26

1 Failure to follow the procedures for objecting set forth herein shall constitute a waiver of a
2 Settlement Class Member's right to object to the Settlement Agreement.

3 17. Pending this Court's ruling on final approval of the Settlement Agreement, the
4 Named Plaintiff and all Settlement Class Members are enjoined from filing or prosecuting any
5 claims, suits or administrative proceedings regarding claims released in the Settlement Agreement,
6 unless and until the Court's final settlement approval hearing.

7 18. The Final Settlement Approval Hearing, and all dates provided for herein, may,
8 without further notice to the Settlement Class, be continued or adjourned by order of this Court.

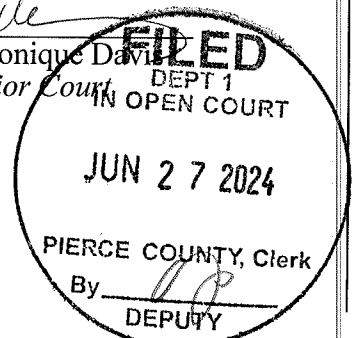
9 19. Consistent with the Settlement Agreement, neither this Order, nor the fact or
10 substance of the Settlement Agreement, shall be considered a concession or admission, nor shall
11 they be used as evidence in any proceeding for the purpose of establishing Defendant's liability or
12 wrongdoing.

13 20. In the event the Settlement does not become effective in accordance with the terms
14 of the Settlement Agreement, or the Settlement is not finally approved, or the Settlement
15 Agreement is terminated, canceled, or fails to become effective for any reason, this Order shall be
16 vacated and rendered null and void, the Settlement Class shall be decertified, and all claims and
17 defenses previously asserted by the Parties shall be reinstated and the Court shall enter further
18 appropriate orders governing the proceedings and establishing a revised case schedule in this
19 matter.

20 IT IS SO ORDERED this 27th day of June, 2024

21
22 *TaTeasha Davis*
23 The Honorable TaTeasha Monique Davis
24 Judge, Pierce County Superior Court

25 TaTeasha Davis



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Presented by:

ENTENTE LAW PLLC

James B. Pizl, WSBA #28969
Attorney for Plaintiff

Copy Received; Approved as to Form;
Notice of Presentation Waived:

SUMMIT LAW GROUP, PLLC

M. Quinn Oppenheim, WSBA #45094
Jesse Lee Taylor, WSBA #51603
Molly Joanne Gibbons, WSBA #58537
Attorneys for Defendant