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**UNITED STATES DISTRICT COURT  
CENTRAL DISTRICT OF CALIFORNIA**

BARBARA GRADY, on behalf of themselves  
and all others similarly situated,

Plaintiffs,

v.

RCM TECHNOLOGIES, INC.,

Defendant.

Case No. 35:22-cv-00842-JLS-SHK

**DECLARATION OF ALEXANDER  
WILLIAMS REGARDING PROPOSED  
NOTICE PLAN OF CLASS ACTION**

**Date:** August 23, 2024

**Time:** 10:30 a.m.

**Location:**

First Street U.S. Courthouse  
350 W. 1st Street, Courtroom 8A, 8th  
Floor, Los Angeles, CA 90012

Complaint Filed: February 7, 2022

**DECLARATION OF ALEXANDER WILLIAMS**

1. I am a Vice President of Operations at JND Legal Administration (“JND”). JND is a legal administration services provider with its headquarters located in Seattle, Washington. JND has extensive experience with all aspects of legal administration and has administered notice plans and settlements in hundreds of class action cases.

2. I submit this Declaration at the request of Counsel in the above-referenced litigation to describe the proposed Notice Plan for Settlement Class Members and address why this

1 comprehensive proposed Notice Plan is consistent with other best practicable court-approved  
2 notice programs and the requirements of Rule of the Federal Rules of Civil Procedure.

3 3. This Declaration is based on my personal knowledge and information provided to  
4 me by experienced JND employees and, if called on to do so, I could and would testify  
5 competently thereto.

6 **RELEVANT EXPERIENCE**

7 4. JND is one of the leading legal administration firms in the country. JND's class  
8 action and lien resolution divisions provide all services necessary for the effective implementation  
9 of class action settlements, including: (1) all facets of legal notice, such as outbound mailing,  
10 email notification, and the design and implementation of media programs, including through  
11 digital and social media platforms; (2) website design and deployment, including online claim  
12 filing capabilities; (3) call center and other contact support; (4) secure class member data  
13 management; (5) paper and electronic claims processing; (6) lien verification, negotiation, and  
14 resolution; (7) calculation design and programming; (8) payment disbursements through check,  
15 wire, PayPal, merchandise credits, and other means; (9) qualified settlement fund tax reporting;  
16 and (10) all other functions related to the secure and accurate administration of class action  
17 settlements. JND is an approved vendor for the United States Securities and Exchange  
18 Commission ("SEC") as well as for the Federal Trade Commission ("FTC"). We also have Master  
19 Services Agreements with various law firms, corporations, banks, and other government agencies,  
20 which were only awarded after JND underwent rigorous reviews of our systems, privacy policies,  
21 and procedures. JND has also been certified as SOC 2 compliant by noted accounting firm Moss  
22 Adams. Finally, JND has been recognized by various publications, including the National Law  
23 Journal, the Legal Times, and, most recently, the New York Law Journal, for excellence in class  
24 action administration.

25 5. The principals of JND collectively have over 75 years of experience in class action  
26 legal and administrative fields. They have personally overseen some of the most complex  
27 administration programs, including: \$20 billion Gulf Coast Claims Facility, \$10 billion Deepwater  
28 Horizon BP Settlement, \$6.15 billion WorldCom Securities Settlement, \$3.4 billion Cobell Indian

1 Trust Settlement (the largest U.S. government class action ever), and the \$3.05 billion  
2 VisaCheck/MasterMoney Antitrust Settlement.

3 6. JND's Legal Notice Team researches, designs, develops, and implements a wide  
4 array of legal notice programs to meet the requirements of Rule 23 of the Federal Rules of Civil  
5 Procedure and relevant state court rules. Our notice campaigns, which are regularly approved by  
6 courts throughout the United States, use a variety of media, including newspapers, press releases,  
7 magazines, trade journals, radio, television, social media, and the internet, depending on the  
8 circumstances and allegations of the case, the demographics of the class, and habits of its  
9 members, as reported by various research and analytics tools.

#### 10 **NOTICE PLAN SUMMARY**

11 7. This section summarizes all elements of the Notice Program that will be part of  
12 this Settlement. The proposed Notice Plan is designed to inform Settlement Class Members of the  
13 proposed class action Settlement between Plaintiffs and Defendant RCM Technologies, Inc. In the  
14 Agreement, the Settlement Class is defined as "If you are or were employed by RCM as a non-  
15 exempt nurse assigned to COVID-19 testing and/or vaccination sites for San Bernardino County  
16 (including Arrowhead Regional Medical Center), or at K-12 schools for Los Angeles Unified  
17 School District (LAUSD), or Ginkgo Concentric (Ginkgo) in California at any time between  
18 March 1, 2020 and March 7, 2023, you are eligible to receive compensation from a class action  
19 settlement."

20 8. The Notice Plan described and detailed below has been designed to reach the  
21 Settlement Class primarily through direct mail. The proposed Notice Plan includes the  
22 following components: CAFA Notice, Direct Mail Notice, Settlement Website, and a Toll-free  
23 Information Line.

#### 24 **NOTICE PLAN DETAILS**

25 9. **CAFA Notice:** JND will provide notice of the proposed Settlement under the Class  
26 Action Fairness Act ("CAFA"), 28 U.S.C. §1715(b) no later than 10 days after the proposed  
27 Agreement is filed with the Court. JND will provide such notice to the appropriate state and  
28 federal government officials.

1           10.     **Direct Mail Notice:** An adequate notice program must satisfy "due process" when  
2 reaching a class. The United States Supreme Court, in the seminal case of *Eisen v. Carlisle &*  
3 *Jacqueline*, 417 U.S. 156 (1974), clearly stated that direct notice (when possible) is the preferred  
4 method for reaching a class. In addition, Rule 23(c)(2) of the Federal Rules of Civil Procedure  
5 requires that "the court must direct to class members the best notice that is practicable under the  
6 circumstances, including individual notice to all members who can be identified through  
7 reasonable effort. The notice may be by one or more of the following: United States mail,  
8 electronic means, or other appropriate means."

9           11.     For this Settlement, JND estimates that the direct notice component will include  
10 mail notice to 1,097 potential Settlement Class Members, using the contact information to be  
11 provided by RCM Technologies, Inc.

12           12.     Upon receipt of the Settlement Class contact information, JND will promptly load  
13 the information into a unique database for the Settlement. A unique identification number will be  
14 assigned to each Settlement Class Member to identify them throughout the administration process.  
15 To increase deliverability, JND will review the data provided to identify any undeliverable  
16 addresses and duplicate records based on name and address.

17           13.     Prior to mailing Class Notices and benefit awards, JND will update all addresses  
18 using the United States Postal Service's National Change of Address ("NCOA") database.<sup>1</sup> JND  
19 will then mail to all unique Settlement Class Members a Class Notice. The proposed Class Notice  
20 and other case related documents will be available for download on the Settlement Website, and  
21 Settlement Class Members may also request that a copy be mailed to them by calling the Class  
22 Action Administrator.

23           14.     JND will promptly re-mail any Class Notices returned as undeliverable with a  
24 forwarding address provided by the USPS. For any undeliverable Class Notice without a  
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27 <sup>1</sup> The NCOA database is the official United States Postal Service ("USPS") technology product which makes change  
28 of address information available to mailers to help reduce undeliverable mail pieces before mail enters the stream.  
This product is an effective tool to update address changes when a person has completed a change of address form  
with the USPS. The address information is maintained on the database for 48 months.

1 forwarding address, JND will perform an advanced address research using TransUnion's skip-  
2 trace database and will re-mail the Class Notice where an updated address is identified.

3 15. Further, JND will send the Class Notice via email to Class Members whose email  
4 addresses are provided.

5 16. **Settlement Website:** JND will develop and deploy an informational and  
6 interactive, case-specific Settlement Website. The website will host the Settlement Agreement and  
7 other case documents, answers to frequently asked questions, and include contact information for  
8 the Class Action Administrator.

9 17. **Toll-free Information Line:** JND will establish and maintain a 24-hour, toll-free  
10 telephone line that Settlement Class Members may call to obtain information about the Settlement.

11 **BENEFIT DISTRIBUTION MAILING**

12 18. Once the Court grants final approval of the Settlement, JND will issue a Notice and  
13 settlement check benefit to all eligible Settlement Class Members. Class Notice and checks will be  
14 mailed to Settlement Class Members via USPS first class mail. JND will re-mail any checks  
15 returned as undeliverable with a forwarding address provided by the USPS. For any undeliverable  
16 checks without a forwarding address, JND will perform an advanced address research using  
17 TransUnion's skip-trace database and will re-mail checks where an updated address is identified.

18 **CONCLUSION**

19 19. In JND's opinion, the Notice Plan as described herein provides the best notice  
20 practicable under the circumstances, is consistent with the requirements of Rule 23 of the Federal  
21 Rules of Civil Procedure and all applicable court rules, and is consistent with, and exceeds,  
22 other similar court-approved best notice practicable notice programs. The Notice Plan is designed  
23 to reach as many Settlement Class Members as possible and provide them with the  
24 opportunity to review a plain language notice with the ability to easily take the next steps to  
25 learn more about the Settlement. JND further estimates that the fees and expenses for this  
26 program will total \$39,220.

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Executed this 26<sup>th</sup> day of July 2024, in Milton, Washington.



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ALEXANDER WILLIAMS