

1 *Sperling* (1989) 493 U.S. 165. As requested by the parties, IT IS HEREBY ORDERED THAT:

2 1. This is a collective action conditionally certified as affecting a group of similarly
3 situated individuals consisting of any and all current or former employees of the County of
4 Modoc who have worked overtime and received cash payments in lieu of health care benefits
5 within the same pay period at any time since June 30, 2013.

6 2. Plaintiff Julie Winkle is appointed collective action representative.

7 3. Plaintiff's counsel, Mastagni Holstedt, APC is appointed counsel for this
8 collective action, subject to the right of members who opt-in to use other counsel.

9 4. The proposed notice to potential collective action members provided by the
10 parties is approved as fair and accurate, subject to further review upon a request for final
11 approval.

12 5. Within thirty-five (35) days of this Order, Defendant shall distribute the notice,
13 attached hereto, to all current employees who have worked overtime and received cash payments
14 in lieu of health care benefits within the same pay period at any time since June 30, 2013, via the
15 employees' work-issued email addresses. To simplify this process, Defendant may choose to
16 send notice to all employees' work-issued email, rather than just those who worked overtime and
17 received cash payments in lieu of health care benefits within the same pay period at any time
18 since June 30, 2013, at its discretion.

19 6. Within thirty-five (35) days of this Order, Defendant shall distribute the notice to
20 all former employees who have worked overtime and received cash payments in lieu of health
21 care benefits within the same pay period, and where employed by Defendant since June 30,
22 2013, by first class mail to the former employees' last known mailing address. To simplify this
23 process, Defendant may choose to send notice to all former employees employed since June 30,
24 2013 by first class mail to their last known mailing address, rather than just those who worked
25 overtime and received cash payments in lieu of health care benefits within the same pay period at
26 any time since June 10, 2013, at its discretion.

27 7. Within fifty (50) days of this Order, Defendant shall provide Plaintiffs' counsel
28 with proof of distribution of the notice as set forth above.

