

THE HONORABLE JAMAL N. WHITEHEAD

UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF WASHINGTON

VICTORIA HALTER, individually, on behalf of  
the Providence Health & Services 401(k)  
Savings Plan and on Behalf of all similarly  
situated participants and beneficiaries of the  
Plan,

Plaintiff,

v.

PROVIDENCE HEALTH & SERVICES;  
PROVIDENCE HEALTH & SERVICES TOTAL  
REWARDS MANAGEMENT COMMITTEE; John  
and Jane Does 1-30 in their capacities as  
members of the Administrative Committee,

Defendants.

NO. 2:25-cv-00210-JNW

**SUPPLEMENTAL DECLARATION OF  
JENNIFER RUST MURRAY IN SUPPORT  
OF (1) PLAINTIFF'S MOTION FOR FINAL  
APPROVAL AND (2) CLASS COUNSEL'S  
MOTION FOR AN AWARD OF FEES,  
COSTS, AND A SERVICE AWARD**

I, Jennifer Rust Murray, declare as follows:

**A. Background and Experience.**

1. I am a member of the law firm of Terrell Marshall Law Group PLLC and co-counsel of record for Plaintiff in this matter. I am admitted to practice before this Court and am a member in good standing of the bars of the states of Washington and Oregon. I respectfully submit this declaration in support of Plaintiff's Motion for Final Approval of Settlement. Except as otherwise noted, I have personal knowledge of the facts set forth in this declaration and could testify competently to them if called upon to do so.

SUPPLEMENTAL DECLARATION OF JENNIFER RUST MURRAY  
IN SUPPORT OF (1) PLAINTIFF'S MOTION FOR FINAL  
APPROVAL AND (2) CLASS COUNSEL'S MOTION FOR AN  
AWARD OF FEES, COSTS, AND A SERVICE AWARD - 1  
Case No. 2:25-cv-00210-JNW

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2. Terrell Marshall is a law firm in Seattle, Washington, that focuses on complex civil and commercial litigation with an emphasis on employment, consumer protection, product defect, civil rights, and wage and hour cases. Terrell Marshall has been appointed lead or co-lead counsel representing multi-state and nationwide classes in state and federal court in Washington and throughout the United States. Since its founding in 2008, the attorneys at Terrell Marshall have represented scores of classes, tried class actions in state and federal court, and obtained hundreds of millions of dollars in monetary relief to workers, consumers, and other individuals.

3. I am a founding member of Terrell Marshall who practices complex litigation, including the prosecution of class and collective actions and arbitrations on behalf of consumers and workers. I have been an active member of the Washington State Bar Association since my admission to the bar in 2005. I was admitted to the Oregon State Bar in 2010. I currently am vice-president of the board of Washington's Unemployment Law Project and am a Washington State Association for Justice Eagle member. I regularly present at legal conferences on complex litigation issues, including class actions, use of large data sets in litigation, and settlement notice and administration issues. In 2005, I received my J.D. from the University of Washington School of Law where I was a member of the Washington Law Review. My law review article entitled "Proving Cause in Fact under Washington's Consumer Protection Act: The Case for a Rebuttable Presumption of Reliance" won the Carkeek prize for best submission by a student author. Before law school, I earned a Ph.D. in Philosophy from Emory University.

**B. Qualifications of other Terrell Marshall attorneys and staff.**

4. **Beth E. Terrell** is a founding member of Terrell Marshall. With over thirty years of experience, Ms. Terrell concentrates her practice in complex litigation, including the prosecution of multi-plaintiff, collective, mass and class litigation and arbitration on behalf of consumers and workers. Ms. Terrell has served as co-lead counsel on multi-state and nationwide class actions, resulting in hundreds of millions of dollars in settlements for

1 consumers and workers. Ms. Terrell also represents individual employees with discrimination,  
 2 sexual harassment, trade secret and restrictive covenant claims. Ms. Terrell co-chairs PLL's  
 3 Consumer Financial Services Institute, is a past President of the Public Justice Foundation Board  
 4 of Directors, serves as Chair of both the Northwest Consumer Law Center and the Washington  
 5 Employment Lawyers Association, and is a fellow of the American College of Consumer  
 6 Financial Services Lawyers. In 2023, Ms. Terrell was awarded the National Consumer Law  
 7 Center's Vern Countryman Award, recognizing special contributions to consumer law. A  
 8 member of the State Bar of California and the Washington State Bar Association, Ms. Terrell  
 9 frequently presents on a wide variety of topics, including class actions, consumer protection,  
 10 legal ethics, gender equity, and electronic discovery.

11 5. **Amanda M. Steiner** became a member of Terrell Marshall in 2015. She practices  
 12 complex litigation, including the prosecution of consumer, defective product, wage and hour,  
 13 and civil rights class actions. Ms. Steiner received her J.D. from the UC Berkeley School of Law in  
 14 1997. Admitted in Washington, California, New York and Hawaii, she has authored briefs that  
 15 have resulted in numerous favorable decisions for plaintiffs in high-profile and complex  
 16 securities, antitrust, consumer and civil rights class action in federal and state courts  
 17 throughout the United States. Ms. Steiner was selected for inclusion in the annual Northern  
 18 California "Super Lawyers" list and was named to the Top 50 Women Lawyers of Northern  
 19 California. She is a Fellow of the American Bar Foundation.

20 6. **Julia Bladin** is an associate at Terrell Marshall. Ms. Bladin joined Terrell Marshall  
 21 Law Group as an associate in 2025. Ms. Bladin concentrates her practice in civil rights,  
 22 employment discrimination, wrongful termination, and complex litigation. Ms. Bladin received  
 23 her J.D. from the University of Washington School of Law in 2023. During law school Ms. Bladin  
 24 served as the Chair of Diversity and Inclusion for the Washington Law Review, served as a  
 25 student attorney in the law school's Civil Rights and Justice Clinic, and interned with local legal  
 26 aid and nonprofit organizations including Disability Rights Washington and the Washington  
 27

Appellate Project. Before joining Terrell Marshall, Ms. Bladin worked as an attorney in a two-year civil rights litigation fellowship at another local firm in Seattle, WA.

7. **Jodi Nuss** has been a Senior Paralegal at Terrell Marshall since 2018. She has a B.A. from the University of Massachusetts and an AAS in Paralegal Studies from Baton Rouge Community College. Ms. Nuss has worked in the legal field since 2010 and has served as paralegal on five trials. Ms. Nuss also has extensive experience with sophisticated data analysis using software and programming languages including Alteryx, Excel, and Python.

**C. Other cases litigated by Terrell Marshall.**

8. Examples of class and collective actions that Terrell Marshall is litigating or has litigated to successful completion on behalf of workers include:

- a. *Barnett, et al. v. Wal-Mart Stores, Inc.*- Filed in 2001 on behalf of Washington employees who alleged wage and hour violations by the country's largest private employer. Terrell Marshall obtained certification on behalf of the class of 90,000 current and former employees and was preparing for trial when the case settled. The King County Superior Court granted final approval of the \$35 million settlement on July 20, 2009.
- b. *Burnett v. Pagliacci Pizza, Inc.*- Filed in 2017 on behalf of pizza delivery drivers who alleged violations of state wage and hour laws. The Washington Supreme Court ruled that the drivers' claims were not subject to mandatory arbitration. *Burnett v. Pagliacci Pizza, Inc.*, 196 Wash.2d 38, 470 P.3d 486 (2020). The King County Superior Court granted final approval of a \$3.785 million settlement on July 16, 2021.
- c. *Valencia v. HomeDeliveryLink Inc.* – Filed in 2018 on behalf of delivery drivers who alleged violations of state and wage and hour laws. The United States District Court for the Eastern District of Washington granted final approval of the parties \$1.45 million settlement on February 19, 2021.
- d. *Spencer v. FedEx Ground Package Sys., Inc.*- Filed in 2014 on behalf of delivery drivers who alleged violations of state wage and hour laws. The Superior Court of King County granted final approval of the \$10.5 million settlement on December 2, 2016.
- e. *Mendis v. Schneider Nat'l Carriers, Inc.*- Filed in 2014 on behalf of more than 1,200 truck drivers who alleged wage and hour violations, including failure to pay for rest breaks and overtime, and unlawful deductions from wages. The Western District of Washington granted final approval of the

\$5.75 million settlement on November 13, 2018.

- f. *Lowry v. Ralph's Concrete Pumping, Inc.*- Filed in 2012 on behalf of 200 employees who alleged violations of Washington rest and meal break, minimum wage, and prevailing wage laws. The King County Superior Court granted final approval of the \$2.55 million settlement on December 10, 2018.
- g. *Rhode v. T-Mobile USA, Inc.*- Filed in 2015 on behalf of retail sales associates who alleged T-Mobile failed to properly and timely pay them all their earned commissions in violation of Washington law. The King County Superior Court granted final approval of the \$1.27 million settlement on May 24, 2019.
- h. *Helde v. Knight Transp., Inc.*- Filed in 2012 on behalf of truck drivers who alleged violations of wage and hour laws in Washington, including failure to pay for rest breaks and unlawful deductions from wages. The Western District of Washington granted final approval of the \$1.45 million settlement and separately awarded \$1.2 million in attorneys' fees and costs in October 2017.
- i. *Tolliver, et al. v. Avvo, Inc.*- Filed in 2016 on behalf of sales employees who alleged they were misclassified as overtime exempt. The King County Superior Court granted final approval of the \$1.75 million settlement on September 15, 2017.
- j. *Garrett v. The CJS Solutions Grp., LLC*- Filed in 2017 on behalf of employees who alleged they had been misclassified as independent contractors and who were therefore not paid overtime compensation in violation of state and federal law. The Southern District of New York granted final approval of the \$3.24 million settlement on June 26, 2018.
- k. *Kariuki v. Pacific Bells, LLC*- Filed in 2017 on behalf of employees of several Taco Bell franchises who alleged they were not provided with proper rest and meal breaks, among other violations. The King County Superior Court granted final approval of the \$750,000 settlement on July 11, 2019.
- l. *Carranza v. Dovex Fruit Co.*- Filed in 2016 on behalf of migrant and seasonal farm workers who alleged their employer failed to pay for all hours worked. Terrell Marshall successfully litigated the claims, which resulted in an opinion by the Washington Supreme Court in *Carranza v. Dovex Fruit Company*, 190 Wn.2d 612 (2018). Following the Washington Supreme Court decision, the Eastern District of Washington granted final approval of the \$1.22 million settlement on August 22, 2019.
- m. *Martinez v. Auvil Fruit Co.*- Filed in 2016 on behalf of more than 4,000 migrant and seasonal farm workers who alleged their employer failed to

pay for all hours worked, including rest breaks, in violation of Washington law. The Eastern District of Washington granted final approval of the \$2.5 million settlement on October 10, 2018.

- n. *Paz v. Sakuma Brothers Farms, Inc.*- Filed in 2013 on behalf of almost 1,000 migrant and seasonal berry pickers who alleged violations of state wage and hour law and the federal Agricultural Worker Protection Act. The Western District of Washington approved two settlements totaling more than \$935,000 with a separate payment of attorneys' fees and costs of more than \$239,000. The primary claims in the case settled for \$850,000 plus an agreement on injunctive relief, which the court approved in November 2014. Terrell Marshall successfully litigated additional claims not covered by the 2014 settlement, which resulted in a unanimous opinion by the Washington Supreme Court in *Lopez Demetrio v. Sakuma Brothers Farms, Inc.*, 183 Wn.2d 649 (2015). Following the Washington Supreme Court decision, the court approved a final settlement of all claims and ordered payment of plaintiffs' attorneys' fees and costs on July 8, 2016.
- o. *Witschel v. IMCO General Construction, Inc.*- Filed in 2013 on behalf of construction employees who alleged wage and hour violations. The Superior Court of Skagit County granted final approval of the \$1.1 million settlement on June 16, 2016.
- p. *McCracken v. Pacific Cargo Services, LLC, et al.*- Filed 2011 on behalf of truck drivers in Washington and Oregon who alleged wage and hour violations. The Superior Court of King County granted final approval of the \$475,000 settlement on August 25, 2017.
- q. *Hill v. Xerox Business Services, LLC, et al.*- Filed in 2012 on behalf of current or former call center workers who allege violations of state wage and hour laws. The employees prevailed on an appeal that went to the Ninth Circuit and Washington Supreme Court. The Western District of Washington granted final approval of a \$9.1 million settlement in March 2026.
- r. *Ramirez, et al. v. Precision Drywall, Inc.*- Filed in 2008 on behalf of drywall workers who alleged wage and hour violations including rest and meal break and overtime violations. Terrell Marshall represented the class through a five-week jury trial and obtained a judgment for the workers in excess of \$4 million.
- s. *Hudson v. Oatridge Security Grp., Inc., et al.*- Filed in 2018 on behalf of private security officers who alleged wage and hour violations including rest and meal break and overtime violations. The King County Superior Court granted final approval of the \$1.75 million settlement on April 9, 2021.

- t. *Tschosik, et al. v. Diamond Freight Systems, Inc., et al.*- Filed in 2016 on behalf of Washington employees who alleged wage and hour violations including rest and meal break, overtime, and off-the-clock violations. The Spokane County Superior Court granted final approval of the \$385,000 settlement on August 30, 2019.
- u. *Ortiz, et al. v. Amazon.com, Inc., et al.*-Filed in 2017 on behalf of nearly 3,000 Amazon delivery drivers who alleged violations of state wage and hour law including rest and meal break, overtime, and off-the-clock violations. The King County Superior Court granted final approval of the \$8.2 million settlement on May 7, 2021.
- v. *Chandler v. International Marine and Industrial Applicators, LLC*.-Filed in 2022 on behalf of welders who alleged overtime violations. In June 2023, the Western District of Washington granted final approval of a settlement of \$2.5 million.
- w. *Freitas v. Heartland Express*-Filed in November 2019 on behalf of truck drivers who alleged they were not paid for sleeper berth time and failed to receive proper rest and meal breaks. In July 2023, the San Bernardino County Superior Court granted final approval of a settlement of \$10.25 million.
- x. *Keller v. Yakima Valley Memorial Hospital Association, d/b/a Virginia Mason Medical Center*-Filed in 2020 on behalf of hospital employees who alleged they were not paid for time spent donning and doffing surgical attire. In August 2022, the Yakima County Superior Court granted final approval of a settlement of \$500,000.
- y. *Kurtz v. RCCH Trios Health*-Filed in April 2019 on behalf of healthcare workers who alleged they were not provided with rest and meal breaks. In August 2024, the Eastern District of Washington granted final approval of a settlement of \$4.4 million.
- z. *Randall v. Integrated Communication Service, Inc.*-Filed in July 2020 on behalf of cable installation technicians who alleged they were not paid for all hours worked or reimbursed for work-related expenses. In March 2024, the Western District of Washington granted final approval of a settlement of \$2.2 million.
- aa. *Sampson v. Knight Transportation*-Filed in October 2016 on behalf of current and former drivers at Knight Transportation who alleged wage and hour violations, including not receiving pay for all hours work, unlawful deductions, and not receiving all earned rest and meal breaks. In April 2023, the Western District of Washington granted final approval of a settlement of \$450,000.

9. Additional information about class action litigated by Terrell Marshall is available on our website [www.terrellmarshall.com](http://www.terrellmarshall.com).

**D. Terrell Marshall's Lodestar Crosscheck.**

10. I reviewed the firm's contemporaneous billing records and reduced estimated time where appropriate. I eliminated time that was administrative in nature, or that appeared to be redundant or inefficient. The remaining time was reasonably necessary to litigate this case and secure a settlement on behalf of Plaintiff and the Class. A spreadsheet that compiles the contemporaneously maintained billing records of Terrell Marshall attorneys and staff is attached as **Exhibit 1**.

11. The work performed by our experienced paralegals and legal assistants was work that I (or another attorney on our team) would have had to perform absent their assistance. Their work required an understanding of the case and was important to developing the facts and claims at issue in the case. These paralegals are qualified to perform substantive work based on their training and past experience working for attorneys. The legal assistants were charged with exceedingly important tasks—fielding calls and responding to email communications from Settlement Class members who had questions about the Settlement.

12. The following table identifies the attorneys and staff members from Terrell Marshall who worked on this case and for whom the recovery of fees is sought. For each of the timekeepers below I have stated the current hourly rate, the number of hours worked through August 28, 2026, and the total amount of fees. These time summaries are taken from contemporaneous reports prepared and maintained by Terrell Marshall in the regular course of business.

| NAME AND POSITION                                                                                    | DESCRIPTION OF WORK PERFORMED                                                                                                                                                              | RATE    | HOURS BILLED | TOTAL     |
|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--------------|-----------|
| <b>ATTORNEYS</b>                                                                                     |                                                                                                                                                                                            |         |              |           |
| Beth E. Terrell<br>Founding Member<br>J.D. from Univ. of<br>California, Davis School<br>of Law, 1995 | Strategized about overall case management; reviewed and commented on draft pleadings and mediation submission; assisted with settlement strategy.                                          | \$1,150 | 41           | \$47,150  |
| Jennifer Rust Murray<br>Founding Member<br>J.D. from Univ. of<br>Washington School of<br>Law, 2005   | Responsible for case management and overall case strategy; worked on complaint; prepared for and attended mediation; worked on preliminary approval motion and motion for attorneys' fees. | \$950   | 233.7        | \$222,015 |
| Amanda M. Steiner<br>Member<br>J.D. from UC Berkeley<br>School of Law, 1997                          | Strategized regarding rates; worked on motion for attorneys' fees.                                                                                                                         | \$950   | 1.7          | \$1,615   |
| Julia Bladin<br>Associate<br>J.D. from Univ. of<br>Washington School of<br>Law, 2023                 | Worked on preliminary approval motion and motion for attorneys' fees.                                                                                                                      | \$500   | 66.1         | \$33,050  |

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| NAME AND POSITION                                                  | DESCRIPTION OF WORK PERFORMED                                                                                              | RATE  | HOURS BILLED | TOTAL            |
|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------|--------------|------------------|
| <b>PARALEGALS/LEGAL ASSISTANTS</b>                                 |                                                                                                                            |       |              |                  |
| Jodi Nuss<br>Senior Paralegal<br>16 years legal experience         | Managed and analyzed data productions; worked on class notice; worked with settlement administrator regarding data issues. | \$350 | 21.1         | \$7,385          |
| Krystal Brown<br>Legal Assistant<br>15 years of legal experience   | Prepared pleadings.                                                                                                        | \$250 | 20.1         | \$5,025          |
| Emilie Simmons<br>Legal Assistant<br>2 years of legal experience   | Responded to class member inquiries.                                                                                       | \$150 | 2.1          | \$315            |
| Adela Machackova<br>Legal Assistant<br>3 years of legal experience | Responded to class member inquiries.                                                                                       | \$150 | 0.3          | \$45             |
| <b>TOTAL:</b>                                                      |                                                                                                                            |       | <b>386.1</b> | <b>\$316,600</b> |

13. Terrell Marshall will incur additional fees in relation to the approval and settlement administration process, including time spent responding to class member inquiries and any objections, attending the final approval hearing, and supervising the settlement administration process and distribution of the Settlement Fund.

14. Terrell Marshall sets rates for attorney and staff members based on a variety of factors, including among others: the experience, skill and sophistication required for the types

of legal services typically performed; the rates customarily charged in the markets where legal services are typically performed; and the experience, reputation and ability of the attorneys and staff members.

15. In *Bottoms v. Block*, No. 2:23-cv-01969-JHC (W.D. Wash. Dec. 2, 2025), I submitted a declaration in support of a request for 25% of the fund that included Terrell Marshall's usual hourly rates of \$950 for my time, \$1,150 for Ms. Terrell's time, and \$950 for Ms. Steiner's time.

16. These rates are consistent with rates approved as reasonable in other class action cases. *See, e.g., Washburn v. Porsche Cars North America*, No. 22-cv-01233-TL, ECF 50, 59 (W.D. Wash.) (finding rates of \$1,000 and \$1,125 an hour for attorneys with 25 years or more of experience "fair, reasonable, and justified").

**E. Contingent Nature of Terrell Marshall's Work.**

17. Terrell Marshall is litigating this case on a contingent basis, with no guarantee that we will ever be paid for our work or reimbursed for our costs. We assumed this risk even though recovery was far from certain given the litigation risks, including the risk that we would not certify a class or prevail on the merits. To effectively manage this case, Terrell Marshall turned down other opportunities.

**F. Terrell Marshall's and Class Counsel's Litigation Costs.**

18. Terrell Marshall has incurred out-of-pocket litigation expenses totaling \$5,329.43, primarily to cover expenses related to filing fees, mediation fees, and legal research fees. These and the other costs incurred by Class Counsel were reasonable and necessary to this litigation and the type of costs normally charged to a paying client. The following chart summarizes Terrell Marshall's litigation costs:

| Category of Expense | Total             |
|---------------------|-------------------|
| Filing Fees         | \$249.00          |
| Mediation Fees      | \$5,075.00        |
| Westlaw Charges     | \$5.43            |
| <b>TOTAL</b>        | <b>\$5,329.43</b> |

**G. Summary of total lodestar and costs for all Class Counsel.**

19. In total, Class Counsel have dedicated 1,076.52 hours to this matter for a total lodestar of \$865,397.50. Our co-counsel Paul Sharman and Michael J. Geist have submitted separate declarations describing the work they performed in this case.

20. In total, Class Counsel has incurred out-of-pocket expenses totaling \$24,461. These and other costs incurred were reasonable and necessary to this litigation. Mr. Sharman and Mr. Geist have submitted declarations detailing the costs they incurred during the case.

**H. Objections to the settlement.**

21. The deadline for Class Members to object to the settlement is October 6, 2026. See Dkt. 62 (Preliminary Approval Order) ¶ 11 (14 days before the October 20, 2026 final fairness hearing). The deadline for the parties to respond to any objections is October 13, 2026. See *id.* ¶ 12 (deadline to respond to objection is seven calendar days before the Fairness Hearing). Class Counsel will respond to any objections and submit any additional information in support of the settlement by that deadline.

22. My co-counsel and I are not aware of any objections that have been submitted to date.

I declare under penalty of perjury under the laws of the State of Washington and the United States of America that the foregoing is true and correct.

EXECUTED at Seattle, Washington and DATED this 31st day of August, 2026.

By: /s/ Jennifer Rust Murray

Jennifer Rust Murray, WSBA No. 36983