

FILED
2026 AUG 14 11:03 AM
KING COUNTY
SUPERIOR COURT CLERK
E-FILED
CASE #: 25-2-21706-0 SEA

The Honorable Jennifer Petersen
Noted for: August 14, 2026
Without Oral Argument

**IN THE SUPERIOR COURT OF THE STATE OF WASHINGTON
IN AND FOR THE COUNTY OF KING**

JOHN MILITO, individually and on behalf of
all others similarly situated,

Plaintiff,

v.

SCRIBD, INC., a foreign profit corporation;
and DOES 1-20, as yet unknown Washington
entities,

Defendant.

No. 25-2-21706-0 SEA

**ORDER GRANTING UNOPPOSED
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**

[Clerk's Action Required]

THIS MATTER came before the Court on Plaintiff's Unopposed Motion for Preliminary Approval of Class Action Settlement ("Unopposed Motion"). The Court considered the Unopposed Motion, the supporting Declaration of Timothy W. Emery, and the files and records herein.

The Policy Limits Class Settlement Agreement ("Settlement Agreement") attached to the Declaration of Timothy W. Emery in Support of the Unopposed Motion as Exhibit 1 provides that the Parties agree to settle on a class-wide basis.

The Court, having considered the papers and arguments submitted in support of the motion, HEREBY ORDERS THE FOLLOWING:

1. The Court grants preliminary approval of the settlement based upon the terms set

1 forth in the Settlement Agreement.

2 2. The Parties' settlement is granted preliminary approval as it meets the criteria for
3 preliminary settlement approval, appears to be the product of arm's-length and informed
4 negotiations, and appears to be fair, adequate, and reasonable to the Class.

5 3. The Court approves, as to form, content, and method of delivery of, the Notice of
6 Class Action Settlement ("Notice") attached to the Settlement Agreement as Exhibit B.

7 4. The Court provisionally certifies the Settlement Class as:

8 Plaintiff and all individuals who, from January 1, 2023, through the
9 date of preliminary approval, applied for a job opening in the State
10 of Washington with Scribd, Inc., where the job posting did not
11 disclose the wage scale or salary range and/or a general description
of benefits or other compensation to be offered to a hired applicant.

12 5. The Court approves the policy limits common fund settlement amount of
13 \$3,000,000.00 ("Fund").

14 6. The Court appoints Plaintiff John Milito as Class Representative. The Court finds
15 that the service award requested is fair and reasonable under the circumstances of this case.
16 Plaintiff is awarded a service award in the amount of \$25,000.00, to be paid from the Fund.

17 7. The Court appoints Timothy W. Emery, Patrick B. Reddy, and Paul Cipriani of
18 Emery Reddy, PC as Class Counsel. The Court finds that the requested attorneys' fees of
19 \$1,000,000.00 (one-third of the Fund), plus costs and expenses of up to \$5,000.00, were
20 reasonably incurred in pursuit of this action on behalf of Plaintiff and the Class. Class Counsel is
21 awarded \$1,000,000.00 in attorneys' fees and up to \$5,000.00 in costs and expenses, to be paid
22 from the Fund.

23 8. The Court appoints Simpluris, Inc. as the Settlement Administrator. The costs of
24 settlement administration will be paid from the Fund in an amount up to \$40,000.00.

9. The Court orders the following schedule of dates for further proceedings:

EVENT	DATE
Defendant's Counsel to provide Settlement Administrator and Plaintiff's Counsel with Class List	14 days after Preliminary Approval Order
Settlement Administrator to provide estimated payment amounts to Plaintiff's Counsel and Defendant's Counsel and resolve any Class List data issues with Defendant	7 days after Defendant's Counsel provides the Class List to the Settlement Administrator and Plaintiff's Counsel
Distribution of Notice; start of Notice Period	14 days after Defendant's Counsel provides the Class List to the Settlement Administrator and Plaintiff's Counsel
End of Notice Period; Deadline for Settlement Class Members to request exclusion or object to the settlement	30 days after the start of the Notice Period
Settlement Administrator to provide to Plaintiff's Counsel and Defendant's Counsel: (1) report identifying Settlement Class Members, exclusions, and objections; and (2) draft declaration regarding Notice	5 days after end of Notice Period
Plaintiff's Counsel to provide Defendant's Counsel with draft of Motion for Final Approval	7 days prior to the deadline to file the Motion for Final Approval
Plaintiff's Counsel to file Motion for Final Approval	9 Court days prior to the Final Approval Hearing
Final Approval Hearing	No sooner than 120 days after the Preliminary Approval Order
Final Approval Order	TBD
Effective Date	31 days after the Final Approval Order (assuming no appeal)
Funding Date	30 days after the Effective Date
Disbursement of settlement payments, payment of attorneys' fees and costs, service award, and settlement administration costs	14 days after the Funding Date

Cashing Deadline	180 days after disbursement of settlement payments
Unclaimed Funds to be sent by the Settlement Administrator to the State of Washington with the associated name of the Settlement Class Member pursuant to Washington's Revised Uniform Unclaimed Property Act; Residual Funds to be disbursed to Legal Foundation of Washington	Within 10 days of Cashing deadline

10. All other proceedings in this action are stayed until further order of the Court, except as may be necessary to implement the settlement or to comply with the terms of the Settlement Agreement. Further, pending the Court's final determination of whether the proposed settlement will be approved, each and every Settlement Class member is barred and enjoined from instituting, commencing, or continuing to prosecute, directly or indirectly, as an individual or collectively, representatively, derivatively on behalf of them, or in any other capacity of any kind whatsoever, asserting any claims that would be released and discharged upon final approval of the settlement.

11. If the Settlement Agreement and the settlement are not approved in all material respects by the Court and all appellate courts to which any appeal or other form of review of such approval may be taken, the Parties may withdraw the motion for preliminary approval of settlement from the Court. In such event, this Order will be vacated and the Settlement Agreement and the settlement shall become null and void and neither the Settlement Agreement, its provisions, the exhibits thereto, nor any of the negotiations, statements, representations, or other information provided by Plaintiff or Defendant in the course of negotiating the Settlement Agreement or any proceedings relating thereto: (i) shall be offered, received in evidence, or otherwise used in this action or in any other action or proceeding for any purpose whatsoever; or (ii) shall prejudice the rights of any of the parties hereto, who shall be restored to their respective positions immediately prior to the date of execution of the Settlement Agreement. Further, in such event, this action shall revert to its status immediately prior to the date of execution of the

1 Settlement Agreement and shall proceed as if the Settlement Agreement and all related orders and
2 papers had not been executed or otherwise agreed to.

3 12. Neither the settlement nor the Settlement Agreement should be interpreted as an
4 admission of any liability or wrongdoing by Defendant, or as an admission of the strength or
5 weakness of the claims against Defendant. Neither Defendant's agreement to the Settlement
6 Agreement, nor Defendant's stipulations or other actions, nor any failure to act, shall be used by
7 any Settlement Class Member in any other proceeding to argue that any class action should be
8 certified against Defendant.

9
10 THE COURT HEREBY SETS THE FINAL APPROVAL HEARING AT THE
11 FOLLOWING DATE AND TIME: _____.

12
13 DATED this _____ day of _____ 2026.

14
15 _____
16 KING COUNTY SUPERIOR COURT JUDGE

17 Presented by:

18 EMERY REDDY, PC

19 By: s/ Timothy W. Emery
20 Timothy W. Emery, WSBA No. 34078
21 Patrick B. Reddy, WSBA No. 34092
22 Paul Cipriani, WSBA No. 59991
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**King County Superior Court
Judicial Electronic Signature Page**

Case Number: 25-2-21706-0 SEA
Case Title: MILITO VS SCRIBD INC
Document Title: Order Granting Motion / Petition
Date Signed: 08/14/2026

A handwritten signature in black ink, appearing to read "Jennifer Petersen", is positioned above a horizontal line.

Judge: Jennifer Petersen

Key/ID Number: *403294918*
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