

UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF WASHINGTON
AT SEATTLE

ANGELA HAMILTON, DANA MCDERMOTT, MELANIE CREEL, SHAMILA HASHIMI, QUINTARA HICKS, KIANA HOWELL, LISA LAZZARA, ALICIA MILLER, SUSIE SCOTT, TERRI SEASTROM, TAYLOR SMITH, AND SARA WOOD, individually and on behalf of all others similarly situated,

Plaintiffs,

V.

NUWEST GROUP HOLDINGS, LLC,

Defendant.

Case No. 2:22-cv-01117 RSM

**ORDER GRANTING PLAINTIFFS'
UNOPPOSED MOTIONS FOR
FINAL APPROVAL OF CLASS AND
COLLECTIVE ACTION
SETTLEMENT AND FOR
ATTORNEYS' FEES, EXPENSES
REIMBURSEMENT, AND SERVICE
AWARDS**

ORDER GRANTING PLAINTIFFS' UNOPPOSED MOTIONS FOR FINAL APPROVAL OF CLASS AND COLLECTIVE ACTION SETTLEMENT AND FOR ATTORNEYS' FEES, EXPENSES REIMBURSEMENT, AND SERVICE AWARDS. 1

AND SERVICE AWARDS -
Case No. 2:22-cv-01117 RSM

1 This matter is before the Court on Plaintiffs' Unopposed Motion for Final Approval of
2 Class and Collective Action Settlement (ECF No. 132) and Plaintiffs' Unopposed Motion for
3 Attorneys' Fees, Expense Reimbursement, and Service Awards (ECF No. 130). The Court heard
4 oral argument on the motions on July 11, 2025 and October 14, 2025. Having reviewed the
5 Motions, the parties' submissions, and having heard argument, the Court hereby finds and orders
6 as follows:

8 1. Unless otherwise defined herein, all terms used in this Order will have the same
9 meaning as defined in the Settlement Agreement.

10 2. The Court grants final approval of the Settlement Agreement. The Court finds that
11 the Settlement Agreement is fair, reasonable, adequate, falls within the range of reasonableness,
12 and therefore meets the requirements for approval as required by Federal Rule of Civil Procedure
13 23 and applicable law. Specifically, the Court finds that: (1) the Settlement is the product of arm's
14 length, non-collusive negotiations between experienced counsel after two mediation sessions; (2)
15 the Settlement provides substantial and adequate relief in the form of a non-reversionary
16 \$4,400,000 common fund without the risks, burdens, costs, or delay associated with continued
17 litigation and potential appeal; (3) Plaintiffs and their counsel have adequately represented the
18 class and collective members; (4) the methodology of distributing relief to the class and
19 processing of claims is fair and reasonable; and (5) the Settlement treats all class and collective
20 members equitably. The Court further notes that no class members have objected and only one
21 has requested exclusion from the Settlement, which weighs in favor of final settlement approval.
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24 ORDER GRANTING PLAINTIFFS' UNOPPOSED
25 MOTIONS FOR FINAL APPROVAL OF CLASS AND
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1 The Court further finds that Defendant has complied with the notice requirements under the Class
2 Action Fairness Act of 2005 ("CAFA"), 28 U.S.C. § 1715.

3. For purposes of settlement only: (1) Alexander T. Ricke and J. Austin Moore of
4 the law firm Stueve Siegel Hanson LLP and Kaleigh Boyd of Tousley Brian Stephens PLLC are
5 appointed as Class Counsel for the Rate Reduction Class and as Counsel for the FLSA Collective
6 Members; and (2) Plaintiffs Angela Hamilton, Dana McDermott, Melanie Creel, Shamila
7 Hashimi, Quintara Hicks, Kiana Howell, Lisa Lazarra, Alicia Miller, Susie Scott, Terri Seastrom,
8 Taylor Smith, and Sara Wood are appointed as the Class Representatives and as Collective
9 Representatives.

10. For purposes of settlement only, the Court confirms class certification of the Mid-
11 Contract Rate Reduction Class, defined as "all persons who are, or have been, employed by
12 NuWest at any point during the Mid-Contract Rate Reduction Class Period as travel nurses and
13 who worked all or part of an assignment for NuWest as a travel nurse." The Class Period is
14 defined in the Settlement Agreement as January 1, 2020 through January 3, 2025 (the date of
15 execution of the Settlement Agreement). Only one class member, Isabel Martinez, has timely
16 requested exclusion from the Mid-Contract Rate Reduction Class. As a result, Isabel Martinez is
17 excluded from the Mid-Contract Rate Reduction Class.

18. The Court confirms its appointment of Analytics Consulting LLC to be the
19 Settlement Administrator and directs it to carry out the settlement administration responsibilities
20 set forth in the Settlement Agreement.

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24 ORDER GRANTING PLAINTIFFS' UNOPPOSED
25 MOTIONS FOR FINAL APPROVAL OF CLASS AND
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AND SERVICE AWARDS - 3

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1 6. For settlement purposes only, the Court further certifies the following FLSA
2 Collective pursuant to 29 U.S.C. § 216(b): “the 2,321 individuals who opted into the Litigation
3 by filing in the Litigation a Consent to Join Form.”

4 7. For the same reasons that the Court finds the Settlement Agreement is fair,
5 reasonable, and adequate under Fed. R. Civ. P. 23(e)(2), the Court likewise finds that the
6 resolution of the Fair Labor Standards Act claims represents a fair and reasonable resolution of
7 a *bona fide* dispute.

8 8. The Court awards Class Counsel attorneys’ fees and expenses as requested in the
9 Motion (ECF No. 130). Specifically, Class Counsel is awarded one-third of the fund as attorneys’
10 fees (\$1,466,667), and expenses of \$82,809.62. The award of attorneys’ fees is justified under
11 the percentage-of-the-fund method for the reasons set forth in the Motion. *See id.* at 2-12; *see*
12 *e.g.*, *Davis v. Symetra Life Ins. Co.*, No. 2:21-CV-00533-KKE, 2025 WL 1434727, at *4 (W.D.
13 Wash. May 19, 2025) (awarding Stueve Siegel Hanson and Tousley Brain Stephens one-third of
14 a common fund in a complex class action settlement litigated in this District). Similarly, the
15 requested expenses are reasonable and were necessary to achieve the settlement. ECF No. 130 at
16 12-13.

17 9. The request for service awards of \$5,000 for each named Plaintiff is approved for
18 the reasons stated in the Motion. *Id.* at 13-14.

20 10. Consistent with the Settlement Agreement and this Order, the above-captioned
21 action is dismissed with prejudice. Except as otherwise provided in the Settlement Agreement
22 and this Order, the Parties shall bear their own costs and attorneys’ fees. Without affecting the
23 ORDER GRANTING PLAINTIFFS’ UNOPPOSED
24 MOTIONS FOR FINAL APPROVAL OF CLASS AND
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1 finality of the Judgment hereby entered, the Court reserves jurisdiction over the implementation
2 of the Settlement, including enforcement and administration of the Settlement Agreement.

3 11. Plaintiffs' Unopposed Motion for Final Approval of Class and Collective Action
4 Settlement (ECF No. 132) is granted. Plaintiffs' Unopposed Motion for Attorneys' Fees, Expense
5 Reimbursement, and Service Awards (ECF No. 130) is granted.

6 12. The Clerk is directed to enter final judgment consistent with this Order.
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8 **IT IS SO ORDERED.**
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10 DATED this 14th day of October, 2025.
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14 RICARDO S. MARTINEZ
15 UNITED STATES DISTRICT JUDGE
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