

**ELISAMUEL BAEZ, individually and on
behalf of all others similarly situated,**

Claimant,

v.

**WDS LOGISTICS, LLC d/b/a NEED IT
NOW DELIVERS, AMAZON.COM, INC.,
and AMAZON LOGISTICS, INC., .**

Respondents.

**In Arbitration Before
Thomas Gibbons, Esq., Arbitrator**

**ORDER APPROVING
CLAIMANT’S UNOPPOSED MOTION FOR
PRELIMINARY APPROVAL OF THE SETTLEMENT AGREEMENT**

Pending before this Arbitrator is Claimant’s Unopposed Motion for Preliminary Approval of the Settlement Agreement. Having considered the Motion, and finding that that the Parties’ settlement is fair, reasonable, and adequate, the Arbitrator determines that the Motion should be GRANTED in all respects.¹ Therefore, the Arbitrator ORDERS that:

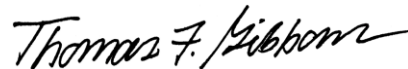
1. The Parties’ Settlement Agreement is preliminarily approved as a fair and reasonable;
2. The Parties’ Settlement Agreement is approved as a fair and reasonable resolution of a *bona fide* dispute, and this action is certified as a collective action under the Fair Labor Standards Act (“FLSA”), 29 U.S.C. §§ 201, *et seq.* for settlement purposes only;
3. Claimant Elisamuel Baez is appointed as the Settlement Class representative;
4. Claimant’s Counsel, Lichten & Liss-Riordan, PC, Willig Williams & Davidson, and Berger Montague PC, is appointed as Class Counsel;
5. Analytics Consulting LLC is appointed as Settlement Administrator;
6. The Settlement Class is provisionally certified under CPLR § 901, *et seq.* for settlement purposes only;

¹ Capitalized terms used but not defined herein shall have the meanings given to them in the Settlement Agreement between the Parties.

7. The Notice program is approved;
8. Notice be sent to the Settlement Class and Collective Members in the form and manner proposed as set forth in the Settlement Agreement;
9. Claimant shall file a Motion for Final Approval of the Settlement Agreement by 10 days prior to Final Approval Hearing;
10. A Final Approval Hearing is to take place virtually by Zoom at <https://northwestern.zoom.us/j/94655672825> approximately 130 Days following the Preliminary Approval Order; and,
11. Settlement Class Members must object to or exclude themselves from the Settlement within Sixty (60) Days of Notice Mailing.

IT IS SO ORDERED.

Signed on this 2nd day of December 2024.



Thomas Gibbons, Esq., NAA
Arbitrator