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HONORABLE KAREN MATSON DONOHUE
Hearing Date: November 10, 2025
Without Oral Argument

SUPERIOR COURT OF THE STATE OF WASHINGTON
FOR KING COUNTY

ANDRIAN MELNICHUK, an individual, on
behalf of himself and others similarly situated,

Plaintiff,

v.

PUBLIC HOSPITAL DISTRICT NO. 1 d/b/a
VALLEY MEDICAL CENTER,

Defendant.

CLASS ACTION

NO. 24-2-21676-6 SEA

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

This matter comes before the court on Plaintiff Andrian Melnichuk's Unopposed Motion for Preliminary Approval of Class Action Settlement. The Court, having fully reviewed the pleadings and papers on file, and the following documents:

1. Plaintiff's Unopposed Motion for Preliminary Approval of Class Action Settlement;
2. Declaration of Joseph W. Wright in Support of Plaintiff's Unopposed Motion for Preliminary Approval of Class Action Settlement and exhibits attached thereto;
3. ~~Oral argument, if heard;~~ and
4. The files and records herein.

Having fully considered the matter, it is hereby ORDERED that Plaintiff's Unopposed Motion for Preliminary Approval of Class Action Settlement is GRANTED. It is further ORDERED that:

1. The parties' settlement is granted preliminary approval as it meets the criteria for preliminary settlement approval, appears to be the product of arm's length and informed negotiations, and appears to be fair, adequate, and reasonable to the Class.
2. The Court approves, as to form, content, and method of delivery of, the Notice of Class Action Settlement, attached as Exhibit A to the Settlement Agreement ("Class Notice").
3. The Court appoints Apex Class Action, LLC as the Settlement Administrator.
4. The Court provisionally certifies the following settlement class:
 - a. All VMC employees who signed a Nurse Residency Participation Agreement with a noncompetition covenant whose annual earnings from VMC were below the following levels during the listed year:
 - 2020: \$100,000.00
 - 2021: \$100,000.00
 - 2022: \$107,301.04
 - 2023: \$116,593.18
 - 2024: \$120,559.99
5. Class members will be bound by the terms of the Settlement Agreement unless they submit a timely Request for Exclusion (opt out) within 30 days after the mailing of the Class Notice by the Settlement Administrator.
6. The Court orders the following schedule of dates for further proceedings:

EVENT	SCHEDULED DATE
VMC to provide Settlement Administrator with Settlement Class Members' names, last known addresses, phone numbers and Social Security numbers ("Class Member Contact Information")	10 days after entry of preliminary approval order

1 2	Settlement Administrator to Mail Class Notice and Share Form to Settlement Class Members	7 days after receiving above information from Defendant
3	Class Members to opt out or object (Notice Deadline)	30 days after mailing of Notice
4 5	Final Fairness Hearing	No sooner than 45 days after Initial Mailing Date (HEARING DATE TO BE SET BY THE COURT)
6 7 8 9 10 11 12 13 14 15	Date of Final Judgment	The latest of the following dates: (i) if no Class Member files an objection to the Settlement, or if a Class Member files an objection to the Settlement which is subsequently withdrawn by the Class member, then the date the Court enters the Final Approval Order; (ii) if a Class Member files an objection to the Settlement, then after the applicable date for seeking appellate review of the Court's Final Approval Order has passed, assuming no appeal or request for review is filed and (iii) if an appeal is filed, the final resolution of that appeal (including any requests for rehearing and/or petitions of review) resulting in the final judicial approval of the Settlement Agreement.
16 17	VMC to fund settlement	Within 30 days after the Date of Final Judgment or VMC's receipt of wiring instructions from the Settlement Administrator.
18 19 20 21 22 23	Settlement Administrator to Mail Individual Settlement Payments to Participating Settlement Class Members, pay the appropriate taxes to the appropriate taxing authorities, pay approved attorney fees and costs to Class Counsel, pay approved Class Representative Service Award to Plaintiff Taylor, and pay approved administration fees to Settlement Administrator	Within 14 days after VMC funds the Settlement
24 25 26	Participating Settlement Class Members to cash or deposit Individual Settlement Payment checks	180 days from the mailing of individual settlement payments to Participating Settlement Class Members

1 THE COURT HEREBY SETS THE FINAL APPROVAL HEARING AT THE
2 FOLLOWING DATE AND TIME:

3 February 13, 2026 at 9:00 AM
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6 DATED this 10th day of November, 2025.
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8 JUDGE KAREN MATSON DONOHUE
9 KING COUNTY SUPERIOR COURT
10

11 Presented by:

12 Jason A. Rittereiser, WSBA No. 43628
13 Donald W. Heyrich, WSBA No. 23091
14 Rachel M. Emens, WSBA No. 49047
15 Henry Brudney, WSBA No. 52602
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**King County Superior Court
Judicial Electronic Signature Page**

Case Number: 24-2-21676-6 SEA
Case Title: MELNICHUK VS UW MEDICINE ET ANO
Document Title: Order
Date Signed: 11/10/2025



Judge: Karen Matson Donohue

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