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UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA  
OAKLAND DIVISION

IN RE PLANTRONICS, INC. SECURITIES  
LITIGATION

No. 4:19-cv-07481-JST

~~PROPOSED~~ ORDER  
APPROVING DISTRIBUTION  
PLAN AS MODIFIED

Judge: Hon. Jon S. Tigar  
Courtroom: 6

1 Lead Plaintiffs moved this Court for an order approving a Distribution Plan for the Net  
2 Settlement Fund in the above-captioned securities class action (“Action”). Having reviewed and  
3 considered all the materials and arguments submitted in support of the motion, including the  
4 Memorandum of Law in Support of Lead Plaintiffs’ Unopposed Motion for Approval of  
5 Distribution Plan and the Declaration of Luiggy Segura in Support of Lead Plaintiffs’ Unopposed  
6 Motion for Approval of Distribution Plan (“Segura Declaration”);

7 NOW, THEREFORE, IT IS HEREBY ORDERED THAT:

8 1. This Order incorporates by reference the definitions in the Stipulation and  
9 Agreement of Settlement dated July 18, 2024 (ECF No. 230-1) (the “Stipulation”), and the Segura  
10 Declaration (ECF No. 261), and all capitalized terms not otherwise defined herein shall have the  
11 same meanings as set forth in the Stipulation and the Segura Declaration.

12 2. The Court has jurisdiction over the subject matter of the Action and over all parties  
13 to the Action, including all Settlement Class Members.

14 3. Lead Plaintiffs’ plan for distribution of the Net Settlement Fund to Authorized  
15 Claimants is **APPROVED**. Accordingly:

16 (a) The administrative determinations of the Court-approved Claims  
17 Administrator, JND Legal Administration (“JND”), to accept the Timely Eligible Claims  
18 set forth in Exhibit D to the Segura Declaration and the Late But Otherwise Eligible Claims  
19 set forth in Exhibit E to the Segura Declaration are adopted.

20 (b) The Claims Administrator’s administrative determinations to reject the  
21 Rejected Claims, as set forth in Exhibit F to the Segura Declaration, are adopted.

22 (c) JND is directed to conduct an Initial Distribution of the Net Settlement Fund  
23 after deducting all payments previously allowed, and the payments approved by this Order,  
24 and after deducting the payment of any estimated taxes, the costs of preparing appropriate  
25 tax returns, and any escrow fees, while maintaining a 5% reserve from the Net Settlement  
26 Fund to address any tax liability or claims administration-related contingencies that may  
27 arise. Specifically, as set forth in paragraph 45(a) of the Segura Declaration:  
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- 1 (1) JND will calculate award amounts for all Authorized Claimants as if the  
2 entire Net Settlement Fund were to be distributed now. In accordance with  
3 the Court-approved Plan of Allocation, JND will calculate each Authorized  
4 Claimant's *pro rata* share of the Net Settlement Fund based on the amount  
5 of the Authorized Claimant's Recognized Claim in comparison to the total  
6 Recognized Claims of all Authorized Claimants.
- 7 (2) JND will then eliminate from the Initial Distribution any Authorized  
8 Claimant whose total *pro rata* share of the Net Settlement Fund is less than  
9 \$10.00. These Claimants will not receive any payment from the Net  
10 Settlement Fund and will be so notified by JND.
- 11 (3) After eliminating Claimants who would have received less than \$10.00,  
12 JND will recalculate the *pro rata* shares of the Net Settlement Fund for  
13 Authorized Claimants who would have received \$10.00 or more. This *pro*  
14 *rata* share is the Authorized Claimant's "Distribution Amount."
- 15 (4) Authorized Claimants whose Distribution Amount calculates to less than  
16 \$200.00 will be paid their full Distribution Amount in the Initial  
17 Distribution ("Claims Paid in Full"). These Authorized Claimants will  
18 receive no additional funds in subsequent distributions.
- 19 (5) Of the remaining balance of the Net Settlement Fund, 95% will be  
20 distributed *pro rata* to Authorized Claimants whose Distribution Amount  
21 calculates to \$200.00 or more. The remaining 5% of the Net Settlement  
22 Fund will be held in reserve (the "Reserve") to address any tax liability or  
23 claims administration-related contingencies that may arise following the  
24 Initial Distribution. To the extent the Reserve is not depleted, the remainder  
25 will be distributed in the Second Distribution described in subparagraph (f)  
26 below.

1 (d) To encourage Authorized Claimants to cash their checks promptly, all  
2 distribution checks will bear the following notation: “CASH PROMPTLY. VOID AND  
3 SUBJECT TO REDISTRIBUTION IF NOT CASHED BY [DATE 90 DAYS AFTER  
4 ISSUE DATE].” Lead Counsel and JND are authorized to take appropriate action to locate  
5 and contact Authorized Claimants who have not cashed their checks within said time as  
6 detailed in paragraph 45(b) of the Segura Declaration.

7 (e) Authorized Claimants who do not cash their Initial Distribution checks  
8 within the time allotted or on the conditions stated in paragraph 45(b) of the Segura  
9 Declaration will irrevocably forfeit all recovery from the Settlement, and the funds  
10 allocated to these stale-dated checks will be available to be distributed to other Authorized  
11 Claimants in the Second Distribution. Similarly, Authorized Claimants who do not cash  
12 their distribution checks in the Second Distribution or subsequent distributions, should  
13 such distributions occur, within the time allotted or on the conditions stated in paragraph  
14 45(b) of the Segura Declaration will irrevocably forfeit any further recovery from the Net  
15 Settlement Fund.

16 (f) After JND has made reasonable and diligent efforts to have Authorized  
17 Claimants cash their Initial Distribution checks (as provided in paragraph 45(b) of the  
18 Segura Declaration), but not earlier than seven months after the Initial Distribution, JND  
19 will, after consulting with Lead Counsel, conduct a second distribution (the “Second  
20 Distribution”), in which any amount remaining in the Net Settlement Fund after the Initial  
21 Distribution, including from the Reserve and the funds for all void stale-dated checks, after  
22 deducting JND’s fees and expenses incurred in administering the Settlement for which it  
23 has not yet been paid, including JND’s estimated costs of the Second Distribution, and after  
24 deducting the payment of any estimated taxes, the costs of preparing appropriate tax  
25 returns, any escrow fees, and any appropriate reserves, will be distributed to all Authorized  
26 Claimants in the Initial Distribution (other than Claims Paid in Full) who cashed their  
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1 Initial Distribution check and are entitled to receive at least \$10.00 from the Second  
2 Distribution based on their *pro rata* share of the remaining funds.

3 (g) After the conclusion of the Initial Distribution and thereafter, funds  
4 available in the Reserve or as a result of uncashed checks or returned payments may be  
5 used to address any claims administration-related contingencies, including those that may  
6 require a modification of a Claim's status after consultation with the Claims Administrator  
7 and Lead Counsel, without necessitating further involvement of the Court. However, any  
8 settlement funds devoted to administration-related contingencies must be accounted for in  
9 the post-distribution accounting that Lead Counsel are required to file within 21 days after  
10 all funds have been paid under the Settlement and any checks that were issued have become  
11 stale.

12 (h) If any funds remain in the Net Settlement Fund after the Second  
13 Distribution, additional distributions, after deduction of costs and expenses as described  
14 above and subject to the same conditions, may occur thereafter in intervals of  
15 approximately five months until Lead Counsel, in consultation with JND, determine that  
16 further distribution is not cost-effective.

17 (i) When Lead Counsel, in consultation with JND, determine that further  
18 distribution of the funds remaining in the Net Settlement Fund is not cost-effective, if  
19 sufficient funds remain to warrant the processing of Claims received after December 12,  
20 2025, those Claims will be processed, and any otherwise valid Claims received after  
21 December 12, 2025, as well as any earlier-received Claims for which an upward adjustment  
22 was received after December 12, 2025, will be paid in accordance with subparagraph (j)  
23 below. If any funds remain in the Net Settlement Fund after payment of these Claims and  
24 unpaid fees or expenses, the remaining funds will be contributed to the Bluhm Legal Clinic  
25 Complex Civil Litigation and Investor Protection Center at the Northwestern Pritzker  
26 School of Law. This organization has a sufficient nexus to the objectives of the securities  
27 laws at issue in this action and the interests of class members because it (1) provides law  
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1 students with opportunities to represent limited-income clients in securities matters; and  
2 (2) provides services to regulators, including the Securities and Exchange Commission.  
3 *See* ECF No. 260 at 9.

4 (j) No new Claims may be accepted after December 12, 2025, and no further  
5 adjustments to Claims received on or before December 12, 2025, that would result in an  
6 increased Recognized Claim amount may be made after December 12, 2025, subject to the  
7 following exception. If Claims are received or modified after December 12, 2025, that  
8 would have been eligible for payment or additional payment pursuant to the Plan of  
9 Allocation if timely received, then, at the time that Lead Counsel, in consultation with JND,  
10 determine a distribution is not cost-effective as provided in subparagraph (i) above, and  
11 after payment of any unpaid fees or expenses incurred in connection with administering  
12 the Net Settlement Fund and after deducting the payment of any estimated taxes, the costs  
13 of preparing appropriate tax returns, any escrow fees, and any appropriate reserves, these  
14 Claimants, at the discretion of Lead Counsel and to the extent possible, may be paid their  
15 distribution amounts or additional distribution amounts on a *pro rata* basis that would bring  
16 them into parity with other Authorized Claimants who have cashed all their prior  
17 distribution checks.

18 4. The Court finds that the administration of the Settlement and the proposed  
19 distribution of the Net Settlement Fund comply with the terms of the Stipulation and Plan of  
20 Allocation approved by this Court and that all persons involved in the review, verification,  
21 calculation, tabulation, or any other aspect of the processing of the Claims submitted, or who are  
22 otherwise involved in the administration or taxation of the Settlement Fund or the Net Settlement  
23 Fund, are hereby released and discharged from any and all claims arising out of that involvement,  
24 and all Settlement Class Members and other Claimants, whether or not they receive payment from  
25 the Net Settlement Fund, are hereby barred from making any further claims against the Net  
26 Settlement Fund, Lead Plaintiffs, Lead Counsel, the Claims Administrator, the Escrow Agent or  
27 any other agent retained by Lead Plaintiffs or Lead Counsel in connection with the administration  
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1 or taxation of the Settlement Fund or the Net Settlement Fund, or any other person released under  
2 the Settlement beyond the amounts allocated to Authorized Claimants.

3 5. All of JND's fees and expenses incurred in the administration of the Settlement and  
4 estimated to be incurred in connection with the Initial Distribution of the Net Settlement Fund as  
5 stated in the invoices attached as Exhibit G to the Segura Declaration are approved, and Lead  
6 Counsel is directed to pay the outstanding balance of \$326,667.44 out of the Settlement Fund to  
7 JND.

8 6. Unless otherwise ordered by the Court, JND may destroy the paper copies of the  
9 Claims and all supporting documentation one year after the Initial Distribution, and one year after  
10 all funds have been distributed may destroy electronic copies of the same.

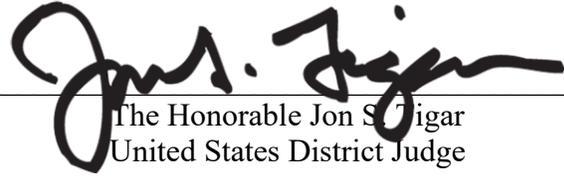
11 7. This Court retains jurisdiction to consider any further applications concerning the  
12 administration of the Settlement, and any other and further relief that this Court deems appropriate.

13 8. Lead Counsel shall file a post-distribution accounting within 21 days after all funds  
14 have been paid under the Settlement and any checks that were issued have become stale. In  
15 addition to the information contained in the Northern District of California's Procedural Guidance  
16 for Class Action Settlements, available at [https://cand.uscourts.gov/forms/procedural-guidance-](https://cand.uscourts.gov/forms/procedural-guidance-for-class-action-settlements/)  
17 [for-class-action-settlements/](https://cand.uscourts.gov/forms/procedural-guidance-for-class-action-settlements/), the post-distribution accounting shall discuss any significant or  
18 recurring concerns communicated by Settlement Class Members to the Claims Administrator or  
19 Lead Counsel since final approval, any other issues in settlement administration since final  
20 approval, and how any concerns or issues were resolved. As noted in the Court's orders approving  
21 the Settlement and awarding attorneys' fees and litigation expenses, 10% of the attorneys' fees  
22 awarded will be withheld until the post-distribution accounting has been filed. *See* ECF No. 253  
23 at 9; ECF No. 255 at 3. Lead Counsel shall file a proposed order releasing the remainder of the  
24 fees when they file their post-distribution accounting.

25 9. The case management conference set for March 17, 2026, is VACATED. This  
26 matter is SET for a further case management conference on May 18, 2027, at 2:00 p.m., with a  
27 case management statement due on May 11, 2027. The parties may request that the case  
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1 management conference be continued if additional time is needed to complete the distributions  
2 contemplated in this order. The conference will be vacated if the post-distribution accounting has  
3 been filed and the Court has released the remaining attorneys' fees.

4 SO ORDERED this 10th day of March, 2026.

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7 The Honorable Jon S. Figar  
8 United States District Judge  
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