

Clerk's Stamp:

COURT FILE NUMBER 2201-02402

COURT COURT OF QUEEN'S BENCH OF ALBERTA

JUDICIAL CENTRE CALGARY

PLAINTIFFS CHRISTA STEELE and MINDY SMITH

DEFENDANT THE CITY OF LEDUC

DOCUMENT **CERTIFICATION AND SETTLEMENT APPROVAL ORDER**

ADDRESS FOR SERVICE AND CONTACT INFORMATION OF PARTY FILING THIS DOCUMENT

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File No. 59309.105

**DATE ON WHICH ORDER WAS PRONOUNCED: JULY 4, 2023**

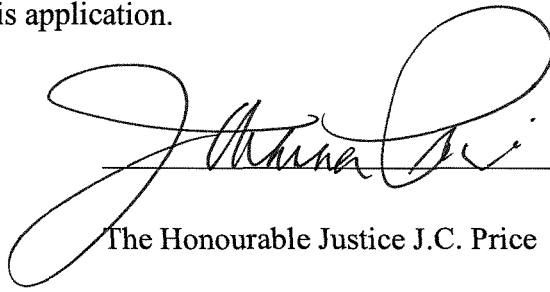
**LOCATION WHERE ORDER WAS PRONOUNCED: EDMONTON, ALBERTA**

**NAME OF JUSTICE WHO MADE THIS ORDER: JUSTICE J.C. PRICE**

**ON THE APPLICATION** of Christa Steele and Mindy Smith (the **Applicants**); **AND ON NOTING** the consent of the Respondent, the City of Leduc; IT IS HEREBY ORDERED THAT:

1. This action is certified as a class proceeding pursuant to section 5(1) of the *Class Proceedings Act*, SA 2003, c C-16.5;
2. The class is defined as all female current and former employees who worked for The City of Leduc (Leduc) between 2002 and the date of certification who allege that they were subject to discrimination, sexual misconduct, or sexual assault as Leduc employees from January 1, 2002 to present (the **Class Period**) (the **Class**);
3. Christa Steele and Mindy Smith are appointed as representative plaintiffs;
4. The settlement of this action as set out in the Settlement Agreement, attached to this Order as Schedule A is approved;
5. The Settlement and this Order are binding on the Parties and on every Class Member, unless they opt out on or before the expiry of the Opt Out Period, being September 4, 2023;
6. The Parties to the Settlement Agreement may make non-substantive amendments to the Settlement Agreement, provided that each Party to the Settlement Agreement agrees in writing to any such amendments.
7. The Notice to Class Members of certification and the approval of the settlement of this action shall be distributed in accordance with the Notice Program set out at paragraphs 4.1 and 4.2 of the Settlement Agreement;
8. The Defendant, the City of Leduc, shall pay the amounts required under the Settlement Agreement;
9. Leduc shall release to the Administrator and Assessor information and documents required by them or as otherwise required by the Settlement Agreement;
10. The Representative Plaintiffs, Christa Steele and Mindy Smith, are each awarded an honorarium of \$10,000;
11. This Court shall retain continuing jurisdiction over the Settlement and its implementation, interpretation and enforcement

12. There shall be no costs for this application.



The Honourable Justice J.C. Price