

**IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF COLORADO**

Civil Case No. 1:22-cv-02188-CNS-STV

ELIJAH CARIMBOCAS,  
LINDA DLHOPOLSKY, and  
MORGAN GRANT, on behalf of themselves and others similarly situated,

Plaintiffs,

v.

TTEC SERVICES CORPORATION,  
TTEC SERVICES CORPORATION EMPLOYEE BENEFITS COMMITTEE,  
EDWARD BALDWIN,  
K. TODD BAXTER,  
PAUL MILLER,  
REGINA PAOLILLO,  
EMILY PASTORIUS, and  
JOHN AND JANE DOES 1-20,

Defendants.

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**ORDER**

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This matter is before the Court on Plaintiffs' Unopposed Motion for an Award of Attorneys' Fees, Reimbursement of Expenses, and Case Contribution Awards for Settlement Class Representatives, ECF No. 104 (the Fee Motion). The Court has reviewed the Fee Motion, the supporting declarations and exhibits, the entire record in this action, and the Court's Final Approval Order and Judgment entered on January 22, 2026. ECF No. 109.

Having considered the submissions of the parties and being fully advised in the premises, the Court hereby FINDS and ORDERS as follows:

1. *Attorneys' Fees.* The Court finds that the requested award of attorneys' fees in the amount of \$250,000.00, representing one-third of the \$750,000.00 common settlement fund, is fair and reasonable. In reaching this conclusion, the Court has considered the results achieved for the Settlement Class, the contingent nature of the representation, the complexity and risks of the litigation, the skill and experience of Settlement Class Counsel, the time and labor expended, the applicable *Johnson* factors, and fee awards in similar ERISA class action settlements. The Court further finds that the fee award is well within the range of reasonableness and represents a negative multiplier when compared to counsel's lodestar.

2. *Reimbursement of Expenses.* The Court finds that Settlement Class Counsel's request for reimbursement of litigation expenses in the amount of **\$29,867.63** is reasonable and reflects costs that were necessarily and reasonably incurred in the prosecution and resolution of this action for the benefit of the Settlement Class.

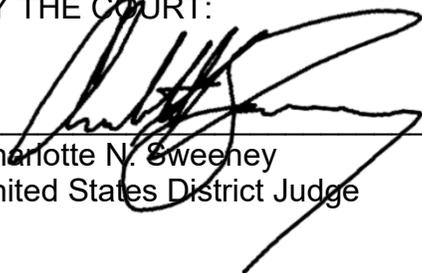
3. *Case Contribution Awards.* The Court finds that Case Contribution Awards in the amount of \$5,000.00 each to Plaintiffs Elijah Carimbocas, Linda Dlhopsky, and Morgan Grant are fair and reasonable in light of the time, effort, and risks undertaken by the Settlement Class Representatives on behalf of the Settlement Class, and that such awards are consistent with awards approved in similar class action settlements.

4. *Payment.* The Court authorizes and directs that the attorneys' fees, reimbursed expenses, and Case Contribution Awards approved herein shall be paid from the Gross Settlement Amount in accordance with the terms of the Settlement Agreement and the Final Approval Order and Judgment.

5. *Retention of Jurisdiction.* The Court retains jurisdiction to resolve any issues that may arise in connection with the implementation, administration, or enforcement of this Order.

DATED this 29th day of January 2026.

BY THE COURT:



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Charlotte N. Sweeney  
United States District Judge