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21 Attorneys for Plaintiff

22 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
23 **FOR THE COUNTY OF BUTTE**

24 JAMAL SHABAZZ and JOSEPH
25 CASTANEDA, individuals, on behalf of
26 themselves, and on behalf of all persons similarly
27 situated,

28 Plaintiff,

v.

MANN & COMPANY, INC., a California
Corporation; and DOES 1 through 50, Inclusive,

Defendants.

Case No. 22CV02669

~~PROPOSED~~ ^{Am} **ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
AND PAGA ACTION SETTLEMENT**

Date: September 25, 2024

Time: 9:00 AM

Judge: Hon. Tamara Mosbarger

Dept.: 1

F I L E D Superior Court of California
County of Butte
SEP 25 2024
Sharif Elmallah, Clerk
By *[Signature]* Deputy

Electronically Filed

[PROPOSED] ORDER

1 **TO ALL PARTIES AND THEIR RESPECTIVE COUNSEL OF RECORD:**

2 This matter having come before the Honorable Tamara Mosbarger of the Superior Court of the
3 State of California, in and for the County of Butte on September 25, 2024 at 9:00 a.m., with the attorneys
4 from the JCL Law Firm, APC and Zakay Law Group, APLC as counsel for Plaintiffs JAMAL
5 SHABAZZ and JOSEPH CASTANEDA (“Plaintiffs”), counsel from Hansra Cardenas LLP appearing
6 for Defendant MANN & COMPANY, INC. (“Defendant”). The Court, having carefully considered the
7 briefs, argument of counsel and all the matters presented to the Court, and good cause appearing, hereby
8 GRANTS Plaintiffs’ Motion for Preliminary Approval of the Class and PAGA Action Settlement.

9 **IT IS HEREBY ORDERED:**

10 1. The Court preliminarily approves the Stipulation of Settlement of the Class and PAGA
11 Action Claims and Release of Claims (“Settlement Agreement” or “Agreement”) a true and correct copy
12 of which is attached hereto as **Exhibit “1”**. This is based on the Court’s determination that the
13 Settlement Agreement is within the range of possible final approval, pursuant to the provisions of
14 Section 382 of the California Code of Civil Procedure and California Rules of Court, rule 3.769.

15 2. This Order incorporates by reference the definitions in the Agreement, and all terms
16 defined therein shall have the same meaning in this Order as set forth in the Agreement.

17 3. Subject to the terms of the Settlement Agreement, the Gross Settlement Amount that
18 Defendant shall pay is Seven Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00). It appears
19 to the Court on a preliminary basis that the settlement amount and terms are fair, adequate, and
20 reasonable as to all potential Class Members when balanced against the probable outcome of further
21 litigation relating to certification, liability, and damages issues. It further appears that investigation and
22 research have been conducted such that counsel for the Parties are able to reasonably evaluate their
23 respective positions. It further appears to the Court that settlement at this time will avoid substantial
24 additional costs by all Parties, as well as avoid the delay and risks that would be presented by the further
25 prosecution of the litigation. It further appears that the Settlement has been reached as the result of
26 intensive, serious, and non-collusive arms-length negotiations.

27 4. The Court preliminarily finds that the Settlement appears to be within the range of
28 reasonableness of a settlement that could ultimately be given final approval by this Court. The Court has

1 reviewed the monetary recovery that is being granted as part of the Settlement and preliminarily finds
2 that the monetary settlement awards made available to the Class Members are fair, adequate, and
3 reasonable when balanced against the probable outcome of further litigation relating to certification,
4 liability, and damages issues.

5 5. The Agreement specifies for Attorneys' Fees awarded to Class Counsel in the amount of
6 up-to one-third of the Gross Settlement Amount for attorneys' fees, currently estimated to be Two
7 Hundred Fifty Thousand Dollars and Zero Cents (\$250,000.00) *and* an award of Attorneys' Expenses
8 not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00), and proposed Service
9 Awards to the Class Representatives, Jamal Shabazz and Joseph Castaneda, in an amount not to exceed
10 Ten Thousand Dollars and Zero Cents (\$10,000.00) each. While these awards appear to be within the
11 range of reasonableness, the Court will not approve the Attorneys' Fees, Attorneys' Expenses, or the
12 Service Award, until the Final Approval Hearing. Class Counsel and the Class Representatives will be
13 required to present evidence supporting these requests, including lodestar, prior to final approval.

14 6. The Court recognizes that Plaintiffs and Defendant stipulate and agree to certification of
15 a class for settlement purposes only. This stipulation will not be deemed admissible in this or any other
16 proceeding should this Settlement not become final. For settlement purposes only, the Court
17 conditionally certifies the following Class:

18 All persons who are or previously were employed by Man & Company Inc.
19 in California and classified as non-exempt employees at any time during the
20 period beginning November 14, 2018 to February 15, 2024.

21 7. The Court concludes that, for settlement purposes only, the Class meets the requirements
22 for certification under section 382 of the California Code of Civil Procedure in that: (a) the Class
23 Members are ascertainable and so numerous that joinder of all members of the Class Members is
24 impracticable; (b) common questions of law and fact predominate, and there is a well-defined
25 community of interest amongst the Class Members with respect to the subject matter of the litigation;
26 (c) the claims of the Class Representatives are typical of the claims of the Class Members; (d) the Class
27 Representatives will fairly and adequately protect the interests of the Class Members; (e) a class action
28 is superior to other available methods for the efficient adjudication of this controversy; and (f) Class

1 Counsel are qualified to act as counsel for the Class Representatives in their individual capacities and
2 as the representative of the Class Members.

3 8. The Court provisionally appoints plaintiffs Jamal Shabazz and Joseph Castaneda as the
4 representatives of the Class Members.

5 9. The Court provisionally appoints the attorneys of the JCL LAW FIRM, APC, and of
6 ZAKAY LAW GROUP, APLC, as Class Counsel for the Class Members.

7 10. The Court hereby approves, as to form and content, the proposed Notice Packet attached
8 to the Agreement as **Exhibit "A"**. The Court finds that the Notice Packet appears to fully, and accurately
9 inform the Class Members of all material elements of the proposed Settlement, including Class
10 Members' right to be excluded from the Class by submitting a written request for exclusion, and of each
11 Class Member's right and opportunity to object to the Settlement. The Court further finds that the
12 distribution of the Notice Packet substantially in the manner and form set forth in the Agreement and
13 this Order meets the requirements of due process, is the most reasonable notice under the circumstances,
14 and shall constitute due and sufficient notice to all persons entitled thereto. The Court orders the mailing
15 of the Notice Packet by first class mail, pursuant to the terms set forth in the Agreement.

16 11. The Court hereby appoints Apex Class Action LLC as Settlement Administrator. Within
17 ten (10) calendar days of this order, Defendant shall provide, to the Settlement Administrator the Class
18 Data, including information regarding Class Members that Defendant will in good faith compile from
19 their records, including each Settlement Class Member's full name; last known address; Social Security
20 Number; start dates and end dates of employment. No later than twenty-one (21) calendar days after the
21 entry of this order, the Settlement Administrator shall mail the Notice Packet to all identified, potential
22 Class Members via first class U.S. Mail using the most current mailing address information available.

23 12. The Court hereby preliminarily approves the proposed procedure for exclusion from the
24 Settlement of the Released Claims. Any Class Member may individually choose to opt out of and be
25 excluded from the Settlement of the Released Claims as provided in the Notice Packet by following the
26 instructions for requesting exclusion from the Settlement of the Released Claims that are set forth in the
27 Notice. All requests for exclusion must be postmarked or received by the Response Deadline which is
28 forty-five (45) calendar days after the date the Notice Packet is mailed to the Class Members or, in the

1 case of a re-mailed Notice, not more than fifteen (15) calendar days after the original Response Deadline.
2 Any such person who chooses to opt out of and be excluded from the Settlement of the Released Claims
3 will not be entitled to an Individual Settlement Payment under the Settlement and will not be bound by
4 the Settlement, or have any right to object, appeal or comment thereon. Class Members who have not
5 requested exclusion shall be bound by all determinations of the Court, the Agreement and Judgment. A
6 request for exclusion may only opt out that particular individual, and any attempt to affect an opt-out of
7 a group, class, or subclass of individuals is not permitted and will be deemed invalid.

8 13. Any Class Member who has not opted out may appear at the final approval hearing and
9 may object or express the Class Member's views regarding the Settlement and may present evidence and
10 file briefs or other papers that may be proper and relevant to the issues to be heard and determined by
11 the Court as provided in the Notice. Class Members will have forty-five (45) days from the date the
12 Settlement Administrator mails the Notice Packets to postmark their written objections to the Settlement
13 Administrator.

14 14. A final approval hearing shall be held before this Court on January 29, 2025 at
15 9:00 AM in Department 1 of the Butte County Superior Court to determine all necessary matters
16 concerning the Settlement, including: whether the proposed settlement of the Action on the terms and
17 conditions provided for in the Agreement is fair, adequate and reasonable and should be finally approved
18 by the Court; whether an Order Granting Final Approval should be entered herein; whether the plan of
19 allocation contained in the Agreement should be approved as fair, adequate and reasonable to the Class
20 Members; and to finally approve the Attorneys' Fees, Attorneys' Expenses, Service Award, the PAGA
21 Payment, and the Claims Administration Expenses.

22 15. Neither the Settlement nor any exhibit, document, or instrument delivered thereunder shall
23 be construed as a concession or admission by Defendant in any way, and shall not be used as evidence
24 of, or used against Defendant as, an admission or indication in any way, including with respect to any
25 claim of any liability, wrongdoing, fault or omission by Defendant or with respect to the truth of any
26 allegation asserted by any person. Whether or not the Settlement is finally approved, neither the
27 Settlement, nor any exhibit, document, statement, proceeding or conduct related to the Settlement, nor
28 any reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as,

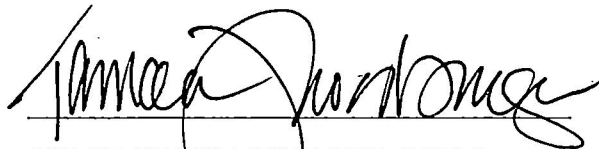
1 received as or deemed to be evidence for any purpose adverse to the Defendant, including, but not
2 limited to, evidence of a presumption, concession, indication or admission by Defendant of any liability,
3 fault, wrongdoing, omission, concession or damage.

4 16. In the event the Settlement does not become effective in accordance with the terms of the
5 Agreement, or the Settlement is not finally approved, or is terminated, canceled, or fails to become
6 effective for any reason, this Order shall be rendered null and void and shall be vacated, and the Parties
7 shall revert to their respective positions as of before entering into the Agreement. In such an event, the
8 Court's orders regarding the Settlement, including this Preliminary Approval Order, shall not be used,
9 or referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of the
10 Settlement Agreement with respect to the effect of the Settlement Agreement if it is not approved.

11 17. The Court reserves the right to adjourn or continue the date of the final approval hearing
12 and all dates provided for in the Agreement without further notice to Class Members and retains
13 jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.
14

15 IT IS SO ORDERED.

16
17 Dated: 9/25/2025



JUDGE OF THE SUPERIOR COURT

TAMARA L. MOSBARGER

EXHIBIT 1

1 **ZAKAY LAW GROUP, APLC**
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 3 Jackland K. Hom (State Bar #327243)
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 15 jlapuyade@jcl-lawfirm.com

14 Attorneys for Plaintiff JAMAL SHABAZZ

15 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

16 **IN AND FOR THE COUNTY OF BUTTE**

17 JAMAL SHABAZZ and JOSEPH
 18 CASTANEDA, individuals, on behalf of
 19 themselves, and on behalf of all persons
 20 similarly situated,

20 Plaintiffs,

21 v.

22 MANN & COMPANY, INC., a California
 23 corporation; and DOES 1-50, Inclusive,

24 Defendants.

Case No. 22CV02669

[Complaint Filed: November 14, 2022]

STIPULATION OF SETTLEMENT OF CLASS AND PAGA ACTION CLAIMS AND RELEASE OF CLAIMS

1 This Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims is
2 entered into by and between Plaintiffs Jamal Shabazz and Joseph Castaneda (hereinafter collectively
3 referred to as "Plaintiffs"), individuals, on behalf of themselves, and on behalf of all persons similarly
4 situated, and in their representative capacity on behalf of the State of California and the Aggrieved
5 Employees, and Defendant Mann & Company, Inc., a California corporation ("Defendant" and/or
6 "Defendants"):

7 **I. DEFINITIONS**

- 8 A. "Action" shall mean the putative class and representative action lawsuit designated
9 *Jamal Shabazz v. Mann & Company, Inc.*, Butte County Superior Court, Case No.
10 22CV02669, filed November 14, 2022.
- 11 B. "Agreement" or "Settlement Agreement" means this Stipulation of Settlement of
12 Class and PAGA Action Claims and Release of Claims.
- 13 C. "Aggrieved Employees" means all current and former non-exempt California
14 employees employed by Defendant during the PAGA Period.
- 15 D. "Aggrieved Employee Payment" shall mean the twenty-five percent (25%) of the
16 PAGA Payment (\$7,500.00) that will be distributed to the Aggrieved Employees as
17 described in this Agreement.
- 18 E. "Class" or the "Class Members" means all persons who are or previously were
19 employed by Defendant in California and classified as non-exempt employees at any
20 time during the Class Period.
- 21 F. "Class Counsel" shall mean Jean-Claude Lapuyade, Esq. of JCL Law Firm, APC, and
22 Shani O. Zakay, Esq. of Zakay Law Group, APLC.
- 23 G. "Class Counsel Award" means the award of fees and expenses that the Court
24 authorizes to be paid to Class Counsel for the services they have rendered to
25 Plaintiffs, the Class Members and the Aggrieved Employees in the Action, consisting
26 of attorneys' fees currently not to exceed one-third of the Gross Settlement Amount
27 currently estimated to be \$250,000.00 out of \$750,000.00 plus costs of up to
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\$25,000.00. Attorneys' fees will be divided between Class Counsel in the following percentages (50% to JCL Law Firm, APC, and 50% to Zakay Law Group, APLC).

H. "Class Data" means information regarding Class Members that Defendant will in good faith compile from its records and provide to the Settlement Administrator. It shall be formatted as a Microsoft Excel spreadsheet and shall include: each Class Member's full name; last known address; Social Security Number; start dates and end dates of employment.

I. "Class Period" means the period beginning November 14, 2018 through February 15, 2024.

J. "Class Representatives" shall mean plaintiffs Jamal Shabazz, aka Symba Rose, and Joseph Castaneda.

K. "Court" means the Superior Court for the State of California, County of Butte currently presiding over the Action.

L. "Defendant" shall mean Mann & Company, Inc.

M. "Effective Date" means the first date upon which all of the following events have occurred:

1. this Agreement has been executed by all Parties and by Class Counsel and Defense Counsel;
2. the Court has preliminarily approved the Settlement;
3. notice has been properly given to Class Members, providing them an opportunity to opt out of the Class and Settlement as described in this Agreement;
4. the Court has held a Final Fairness and Approval Hearing and entered the Final Order and Judgment approving the Settlement; and,
5. the later of: (a) the date sixty (60) days after the entry of the Final Order and Judgment, if no motions for reconsideration and no appeals or other efforts to obtain review have been filed; or (b) in the event that a motion for reconsideration, an appeal or other effort to obtain review of the Final Order

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and Judgment, the date sixty (60) days after such reconsideration, appeal or review has been finally concluded. In this regard, it is the intention of the Parties that the Effective Date of Settlement shall not be a date before the Court’s order approving the Settlement has become completely final, and there is no timely recourse by any person who seeks to object to or otherwise contest the Settlement.

N. “Funding Dates” shall mean the dates by which Defendant has paid the Gross Settlement Amount to the Settlement Administrator in accord with the terms of this Agreement. Defendant will pay the Gross Settlement Amount in three (3) separate installations. First, Defendant will pay 60% of the Gross Settlement Amount (\$450,000.00), in addition to employer side payroll taxes, to the Settlement Administrator within sixty (60) calendar days following the Court’s Final Approval Order. Second, Defendant will pay 20% of the Gross Settlement Amount (\$150,000.00) to the Settlement Administrator within two hundred forty-three (243) calendar days (8 months) following the Court’s Final Approval Order. Third, Defendant will pay the remaining 20% of the Gross Settlement Amount (\$150,000.00) to the Settlement Administrator within four hundred twenty-five (425) calendar days (14 months) following the Court’s Final Approval Order.

O. “Gross Settlement Amount” means Seven Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00) that Defendant must pay into the QSF in connection with this Settlement. The Gross Settlement Amount consists of the following elements: the sum of Settlement Administration Costs, Class Counsel Award, Service Award, the PAGA Payment, and Net Settlement Amount. The Gross Settlement Amount is all-in with no reversion and *exclusive* of the employer’s share of payroll tax, if any, triggered by any payment under this Settlement.

P. “Individual Settlement Payments” means the amount payable from the Net Settlement Amount to each Settlement Class Member and excludes any amounts distributed to Aggrieved Employees pursuant to PAGA.

- 1 Q. "LWDA" shall mean the Labor and Workforce Development Agency.
- 2 R. "LWDA Payment" shall mean the seventy-five percent (75%) of the PAGA Payment
3 (\$22,500.00) payable to the to the LWDA.
- 4 S. "Net Settlement Amount" or "NSA" means the Gross Settlement Amount, less Class
5 Counsel Award, Service Award, PAGA Payment, and Settlement Administration
6 Costs.
- 7 T. "Notice Packet" means the Class Notice to be provided to the Class Members by the
8 Settlement Administrator in the form set forth as **Exhibit A** to this Agreement (other
9 than formatting changes to facilitate printing by the Settlement Administrator).
- 10 U. "Operative Complaint" shall mean the First Amended Complaint filed by Plaintiff
11 Jamal Shabazz in the Butte Superior Court.
- 12 V. "PAGA" means the California Labor Code Private Attorneys General Act of 2004,
13 Labor Code § 2698 *et seq.*
- 14 W. "PAGA Payment Ratio" means the respective Pay Periods during the PAGA Period
15 for each Aggrieved Employee divided by the total Pay Periods for all Aggrieved
16 Employees during the PAGA Period.
- 17 X. "PAGA Pay Periods," for purposes of calculating the distribution of the Aggrieved
18 Employee Payment, as defined herein, means the number of pay periods of
19 employment during the PAGA Period that each Aggrieved Employee worked in
20 California.
- 21 Y. "PAGA Period" means the period beginning September 6, 2021 through February 15,
22 2024.
- 23 Z. "PAGA Payment" shall mean Thirty Dollars and Zero Cents (\$30,000.00) to be
24 allocated from the Gross Settlement Amount for settlement of PAGA Claims asserted
25 in the Action.
- 26 AA. "Parties" means Plaintiffs and Defendant, collectively, and "Party" shall mean either
27 Plaintiffs or Defendant, individually.
- 28

- 1 BB. "Payment Ratio" means the respective Pay Periods for each Class Member divided
2 by the total Pay Periods for all Class Members.
- 3 CC. "Pay Period" means a period of time during which a Class Member was issued a pay
4 check during the Class Period by Defendant.
- 5 DD. "Plaintiffs" shall mean Jamal Shabazz and Joseph Castaneda.
- 6 EE. "QSF" means the Qualified Settlement Fund established, designated, and maintained
7 by the Settlement Administrator to fund the Gross Settlement Amount.
- 8 FF. "Released Class Claims" shall mean all class claims alleged, or reasonably could have
9 been alleged based on the facts alleged, in the Operative Complaint in the *Jamal*
10 *Shabazz v. Mann & Company, Inc.* action, which occurred during the Class Period,
11 including but not limited to the failure to pay minimum wages, the failure to pay
12 overtime wages, the failure to provide meal periods, the failure to pay meal period
13 premium pay, the failure to provide rest periods, the failure to pay rest period premium
14 pay, the failure to pay waiting-time penalties, the failure to maintain records, the
15 failure to provide accurate itemized wage statements, the failure to reimburse, and
16 other claims whatsoever that were alleged in this case or which arise out of such facts
17 actually pled in the complaint, including without limitation all related claims for
18 restitution and other equitable relief under Business and Professions Code section
19 17200 et seq., conversion, liquidated damages, punitive damages, penalties, statutory
20 penalties, and expressly excluding all other claims, including claims for vested
21 benefits, wrongful termination, unemployment insurance, disability, social security,
22 workers' compensation, and class claims outside of the Class Period.
- 23 GG. "Released PAGA Claims" shall mean the release from the Aggrieved Employees of
24 all PAGA claims alleged in the Operative Complaint in the *Jamal Shabazz v. Mann*
25 *& Company, Inc.* action and Plaintiff Jamal Shabazz's PAGA notice to the LWDA
26 which occurred during the PAGA Period, including but not limited to civil penalties
27 under the Labor Code Private Attorneys General Act of 2004 for violations of Labor
28 Code 201, 201.3, 202, 203, 204, 210, 218.5, 218.6, 221, 226, 226.2, 226.3, 226.7,

- 1 246, 510, 512, 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5,
2 1199, 2802, 2804, and expressly excluding all other claims, including claims for
3 vested benefits, wrongful termination, unemployment insurance, disability, social
4 security, workers' compensation, and PAGA claims outside of the PAGA Period
- 5 HH. "Released Parties" shall mean Defendant and their attorneys, insurers, brands,
6 concepts, parents, affiliates, subsidiaries, successors, assigns, current and former
7 employees, agents, representatives, administrators, employee benefits plans, assigns
8 of said entities, and any individual or entity that could be jointly liable with
9 Defendant.
- 10 II. "Response Deadline" means the date forty-five (45) calendar days after the Settlement
11 Administrator mails Notice Packets to Class Members and the last date on which
12 Class Members may submit requests for exclusion or objections to the Settlement.
13 Neither side shall encourage any Class Member to opt out.
- 14 JJ. "Service Award" means an award in the amount of \$10,000.00 or in an amount that
15 the Court authorizes to be paid to each Class Representative, in addition to their
16 Individual Settlement Payment and their individual Aggrieved Employee Payment,
17 in recognition of their efforts and risks in assisting with the prosecution of the Action.
- 18 KK. "Settlement" means the disposition of the Action pursuant to this Agreement.
- 19 LL. "Settlement Administration Costs" shall mean the amount paid to the Settlement
20 Administrator from the Gross Settlement Amount for administering the Settlement
21 pursuant to this Agreement currently estimated not to exceed \$14,500.00.
- 22 MM. "Settlement Administrator" means Apex Class Action LLC, located at 18 Technology
23 Drive, Suite 164, Irvine, CA 92618; Tel: (800) 355-0700. The Settlement
24 Administrator establishes, designates, and maintains, as a QSF under Internal
25 Revenue Code section 468B and Treasury Regulation section 1.468B-1, into which
26 the amount of the Gross Settlement Amount is deposited for the purpose of resolving
27 the claims of Settlement Class Members. The Settlement Administrator shall maintain
28 the funds until distribution in an account(s) segregated from the assets of Defendant

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and any person related to Defendant. *All accrued interest shall be paid and distributed to the Settlement Class Members as part of their respective Individual Settlement Payment.*

NN. "Settlement Class Members" or "Settlement Class" means all Class Members who have not submitted a timely and valid request for exclusion as provided in this Agreement.

II. RECITALS

A. On November 14, 2022, Plaintiff Jamal Shabazz filed a Class Action complaint in the Butte County Superior Court, Case No. 22CV02669 ("Class Action"), alleging claims for:

1. Unfair Competition In Violation Of Cal. Bus. & Prof. Code §17200 *et seq*;
2. Failure To Pay Minimum Wages In Violation Of Cal. Lab. Code §§ 1194, 1197 & 1197.1;
3. Failure To Pay Overtime Wages In Violation Of Cal. Lab. Code §§ 510, *et seq*;
4. Failure To Provide Required Meal Periods In Violation Of Cal. Lab. Code §§ 226.7 & 512 and the Applicable IWC Wage Order;
5. Failure To Provide Required Rest Periods In Violation Of Cal. Lab. Code §§ 226.7 & 512 and the Applicable IWC Wage Order;
6. Failure To Provide Accurate Itemized Statements In Violation Of Cal. Lab. Code § 226;
7. Failure To Provide Wages When Due In Violation Of Cal. Lab. Code §§ 201, 202 And 203;
8. Violation of the Private Attorneys General Act (Lab. Code §§ 2698 *et seq*).

B. On September 6, 2022, Plaintiff Jamal Shabazz filed a Notice of Violations with the Labor and Workforce Development Agency (LWDA) and served the same on Defendant.

- 1 C. Prior to the filing of the Preliminary Approval Motion, Plaintiff Jamal Shabazz filed
2 a First Amended Complaint, adding Plaintiff Joseph Castaneda to the Class Action
3 for purposes of effectuating the Settlement.
- 4 D. The Class Representatives believe they have claims based on alleged violations of the
5 California Labor Code, and the Industrial Welfare Commission Wage Orders, and
6 that class certification is appropriate because the prerequisites for class certification
7 can be satisfied in the Action, and this action is manageable as a PAGA representative
8 action.
- 9 E. Defendant denies any liability or wrongdoing of any kind associated with the claims
10 alleged in the Action, disputes any wages, damages and penalties claimed by the Class
11 Representatives, alleged in the Operative Complaint, and/or alleged in the Class
12 Representative's PAGA notices to the LWDA are owed, and further contend that, for
13 any purpose other than settlement, the Action is not appropriate for class or
14 representative action treatment. Defendant contends, among other things, that at all
15 times they complied with the California Labor Code and the Industrial Welfare
16 Commission Wage Orders. Defendant expressly reserves all rights to challenge all
17 such claims and allegations upon all procedural and factual grounds including the
18 assertion of any and all defenses if the Final Order and Judgement does not become
19 final for any reason or in the event that the Effective Date does not occur.
- 20 F. The Class Representatives are represented by Class Counsel. Class Counsel
21 investigated the facts relevant to the Action, including conducting an independent
22 investigation as to the allegations, reviewing documents and information exchanged
23 through informal discovery, and reviewing documents and information provided by
24 Defendant pursuant to informal requests for information to prepare for mediation.
25 Defendant produced for the purpose of settlement negotiations certain employment
26 data concerning the Class, which Class Counsel reviewed and analyzed with the
27 assistance of an expert. Based on their own independent investigation and evaluation,
28 Class Counsel are of the opinion that the Settlement with Defendant is fair,

1 reasonable, and adequate, and is in the best interest of the Class considering all known
2 facts and circumstances, including the risks of significant delay, defenses asserted by
3 Defendant, uncertainties regarding class certification, and numerous potential
4 appellate issues. Although it denies any liability, Defendant agrees to this Settlement
5 solely to avoid the inconveniences and cost of further litigation. The Parties and their
6 counsel have agreed to settle the claims on the terms set forth in this Agreement.

7 G. On February 15, 2024, the Parties participated in mediation presided over by the Hon.
8 Brian C. Walsh (Ret.), an experienced jurist and mediator of wage and hour class and
9 PAGA actions. At the conclusion of the mediation, the Parties reached a settlement
10 based on Judge Walsh's recommendation, which was subsequently memorialized in
11 the form of a Memorandum of Understanding.

12 H. This Agreement replaces and supersedes the Memorandum of Understanding and any
13 other agreements, understandings, or representations between the Parties. This
14 Agreement represents a compromise and settlement of highly disputed claims.
15 Nothing in this Agreement is intended or will be construed as an admission by
16 Defendant that the claims in the Action of Plaintiffs or the Class Members have merit
17 or that Defendant bear any liability to Plaintiffs or the Class on those claims or any
18 other claims, or as an admission by Plaintiffs that Defendant's defenses in the Action
19 have merit.

20 I. The Parties believe that the Settlement is fair, reasonable, and adequate. The
21 Settlement was arrived at through arm's-length negotiations, considering all relevant
22 factors. The Parties recognize the uncertainty, risk, expense, and delay attendant to
23 continuing the Action through trial and any appeal. Accordingly, the Parties desire to
24 settle, compromise and discharge all disputes and claims arising from or relating to
25 the Action fully, finally, and forever.

26 J. The Parties agree to certification of the Class for purposes of this Settlement only. If
27 for any reason the settlement does not become effective, Defendant reserves the right
28 to contest certification of any class for any reason and reserve all available defenses

1 to the claims in the Action. The Settlement, this Agreement, and the Parties'
2 willingness to settle the Action will have no bearing on and will not be admissible in
3 connection with any litigation.

4 Based on these Recitals that are a part of this Agreement, the Parties agree as follows:

5 **III. TERMS OF AGREEMENT**

6 A. Settlement Consideration and Settlement Payments by Defendant.

7 1. Settlement Consideration. In full and complete settlement of the Action, and
8 in exchange for the releases set forth below, Defendant will pay the sum of
9 the Individual Settlement Payments, the Service Award, the Class Counsel
10 Award, PAGA Payment, and the Settlement Administration Costs, as
11 specified in this Agreement, equal to the Gross Settlement Amount of Seven
12 Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00). The Parties
13 agree that this is a non-reversionary Settlement and that no portion of the
14 Gross Settlement Amount shall revert to Defendant. Other than the
15 Defendant's share of employer payroll taxes and as provided in Section III.A.2
16 below, Defendant shall not be required to pay more than the Gross Settlement
17 Amount.

18 2. Class Size. Defendant represents that the Class was comprised of
19 approximately 1,070 individuals who collectively worked approximately
20 9,500 Pay Periods during the Class Period. In regard hereto, the Settlement
21 Administrator will provide a declaration under penalty of perjury confirming
22 the number of Class Members and Pay Periods worked by the Class Members
23 within three (3) business days prior to filing of the Motion for Preliminary
24 Approval. No later than thirty (30) days after execution of this Settlement
25 Agreement, Defendant will provide the Settlement Administrator with the
26 Class Data in order to ensure the Settlement Administrator has sufficient time
27 to prepare the foregoing declaration prior to the filing of the motion for
28 Preliminary Approval. Should the number of Pay periods increase beyond

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10% of the of the estimated 9,500 Pay Periods, then the Gross Settlement Amount will increase proportionally according to the number of additional Pay Periods. For example, if the number of Pay Periods during the Class Period increases by 11%, then the Gross Settlement Amount shall be increased by 11%.

3. Settlement Payment. Defendant shall deposit the Gross Settlement Amount into the QSF, through the Settlement Administrator on or before the Funding Dates, as described in the terms of this Settlement Agreement. Any interest accrued will be added to the NSA and distributed to the Settlement Class Members except that if final approval is reversed on appeal, then Defendant is entitled to prompt return of the principal and all interest accrued.

4. Defendant's Share of Payroll Taxes. Defendant's share of employer side payroll taxes shall be paid together with the first installment of the Gross Settlement Amount in accordance with the terms of the Settlement.

B. Release by Settlement Class Members. As of the last installment and full payment of the Gross Settlement Amount by Defendant, in exchange for the consideration set forth in this Agreement, Plaintiffs and the Settlement Class Members release the Released Parties from the Released Class Claims for the Class Period.

C. Release by the Aggrieved Employees. As of the last installment and full payment of the Gross Settlement Amount by Defendant, in exchange for the consideration set forth in this Agreement, the Plaintiffs, the LWDA and the State of California release the Released Parties from the Released PAGA Claims for the PAGA Period. As a result of this release, the Aggrieved Employees shall be precluded from bringing claims against Defendant for the Released PAGA Claims.

D. General Release by Plaintiff Joseph Castaneda. As of the last installment and full payment of the Gross Settlement Amount by Defendant, for the consideration set forth in this Agreement, Plaintiff Joseph Castaneda only, and not Plaintiff Jamal Shabazz, waives, releases, acquits and forever discharges the Released Parties from any and all

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claims, whether known or unknown, which exist or may exist on either Plaintiff Joseph Castaneda's behalf as of the date of this Agreement, including but not limited to any and all claims relating to Plaintiff's employment with Defendant, losses, debts, expenses of whatever kind and character, known or unknown, suspected or unsuspected, including any claims for attorneys' fees and costs, any and all tort claims, contract claims, wage claims, wrongful termination claims, disability claims, benefit claims, public policy claims, retaliation claims, statutory claims, personal injury claims, emotional distress claims, invasion of privacy claims, defamation claims, fraud claims, quantum meruit claims, and any and all claims arising under any federal, state or other governmental statute, law, regulation or ordinance, including, but not limited to claims for violation of the Fair Labor Standards Act, the California Labor Code, the Wage Orders of California's Industrial Welfare Commission, other state wage and hour laws, the Americans with Disabilities Act, the Age Discrimination in Employment Act (ADEA), the Employee Retirement Income Security Act, Title VII of the Civil Rights Act of 1964, the California Fair Employment and Housing Act, the California Family Rights Act, the Family Medical Leave Act, California's Whistleblower Protection Act, California Business & Professions Code Section 17200 et seq., and any and all claims arising under any federal, state or other governmental statute, law, regulation or ordinance. Plaintiff Joseph Castaneda also waives and relinquishes any and all claims, rights or benefits that he or she may have under California Civil Code § 1542, which provides as follows:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

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Thus, notwithstanding the provisions of section 1542, and to implement a full and complete release and discharge of the Released Parties, Plaintiff Joseph Castaneda (hereinafter referred to as "Plaintiff" in this Section III(D)) expressly acknowledges this Settlement Agreement is intended to include in its effect, without limitation, all claims Plaintiff does not know or suspect to exist in Plaintiff's favor at the time of signing this Settlement Agreement, and that this Settlement Agreement contemplates the extinguishment of any such claims. Plaintiff warrants that Plaintiff has read this Settlement Agreement, including this waiver of California Civil Code section 1542, and that Plaintiff has consulted with or had the opportunity to consult with counsel of Plaintiff's choosing about this Settlement Agreement and specifically about the waiver of section 1542, and that Plaintiff understands this Settlement Agreement and the section 1542 waiver, and so Plaintiff freely and knowingly enters into this Settlement Agreement. Plaintiff further acknowledges that Plaintiff later may discover facts different from or in addition to those Plaintiff now knows or believes to be true regarding the matters released or described in this Settlement Agreement, and even so Plaintiff agrees that the releases and agreements contained in this Settlement Agreement shall remain effective in all respects notwithstanding any later discovery of any different or additional facts. Plaintiff expressly assumes any and all risk of any mistake in connection with the true facts involved in the matters, disputes, or controversies released or described in this Settlement Agreement or with regard to any facts now unknown to Plaintiff relating thereto.

- E. Conditions Precedent: This Settlement will become final and effective only upon the occurrence of all of the following events:
- 1. The Court enters an order granting preliminary approval of the Settlement;
 - 2. The Court enters an order granting final approval of the Settlement and a Final Judgment;

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3. If an objector appears at the final approval hearing, the time for appeal of the Final Judgment and Order Granting Final Approval of Class Action Settlement expires; or, if an appeal is timely filed, there is a final resolution of any appeal from the Judgment and Order Granting Final Approval of Class Action Settlement; and

4. Defendant fully funds the Gross Settlement Amount.

F. Nullification of Settlement Agreement. If the Court does not preliminarily or finally approve this Settlement Agreement, fails to become effective, or is reversed, withdrawn, or modified by the Court, or in any way prevents or prohibits Defendant from obtaining a complete resolution of the Released Class Claims and Released PAGA Claims, or if Defendant fails to fully fund the Gross Settlement Amount:

1. This Settlement Agreement shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative, or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural;

2. The conditional class certification (obtained for any purpose) shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative, or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural; and

3. None of the Parties to this Settlement will be deemed to have waived any claims, objections, defenses, or arguments in the Action, including with respect to the issue of class certification.

G. In the event that Defendant fails to fund the Gross Settlement Amount, Defendant shall bear the sole responsibility for any cost to issue or reissue any curative notice to the Settlement Class Members and all Settlement Administration Costs incurred to the date of nullification.

H. Certification of the Class. The Parties stipulate to conditional class certification of the Class for the Class Period for purposes of settlement only. In the event that this

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Settlement is not approved by the Court, fails to become effective, or is reversed, withdrawn or modified by the Court, or in any way prevents or prohibits Defendant from obtaining a complete resolution of the Released Class Claims and Released PAGA Claims, the conditional class certification (obtained for any purpose) shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural.

I. Tax Liability. The Parties make no representations as to the tax treatment or legal effect of the payments called for, and Class Members and/or Aggrieved Employees are not relying on any statement or representation by the Parties in this regard. Class Members and/or Aggrieved Employees understand and agree that they will be responsible for the payment of any taxes and penalties assessed on the Individual Settlement Payments and/or Aggrieved Employees' individual shares of the Aggrieved Employee Payment described and will be solely responsible for any penalties or other obligations resulting from their personal tax reporting of Individual Settlement Payments and/or Aggrieved Employees' individual shares of the Aggrieved Employee Payment.

J. Circular 230 Disclaimer. Each Party to this Agreement (for purposes of this section, the "acknowledging party" and each Party to this Agreement other than the acknowledging party, an "other party") acknowledges and agrees that: (1) no provision of this Agreement, and no written communication or disclosure between or among the Parties or their attorneys and other advisers, is or was intended to be, nor shall any such communication or disclosure constitute or be construed or be relied upon as, tax advice within the meaning of United States Treasury Department circular 230 (31 CFR part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his, her or its own, independent legal and tax counsel for advice (including tax advice) in connection with this Agreement, (b) has not entered into this Agreement based upon the recommendation of any other Party or any attorney or advisor to any other Party,

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and (c) is not entitled to rely upon any communication or disclosure by any attorney or adviser to any other party to avoid any tax penalty that may be imposed on the acknowledging party, and (3) no attorney or adviser to any other Party has imposed any limitation that protects the confidentiality of any such attorney's or adviser's tax strategies (regardless of whether such limitation is legally binding) upon disclosure by the acknowledging party of the tax treatment or tax structure of any transaction, including any transaction contemplated by this Agreement.

K. Preliminary Approval Motion. As soon thereafter as practicable after the execution of this Agreement, Plaintiffs shall file with the Court a Motion for Order Granting Preliminary Approval and supporting papers, which shall include this Settlement Agreement. Plaintiffs will provide Defendant with a draft of the Motion at least three (3) business days prior to the filing of the Motion to give Defendant an opportunity to review and comment upon the Motion.

L. Settlement Administrator. The Settlement Administrator shall be responsible for: establishing and administering the QSF; calculating, processing and mailing payments to the Class Representative, Class Counsel, LWDA and Class Members; printing and mailing the Notice Packets to the Class Members as directed by the Court; receiving and reporting the objections and requests for exclusion; calculating, deducting and remitting all legally required taxes from Individual Settlement Payments and distributing tax forms for the Wage Portion, the Penalties Portion and the Interest Portion of the Individual Settlement Payments and/or Aggrieved Employees' individual shares of the Aggrieved Employee Payment; processing and mailing tax payments to the appropriate state and federal taxing authorities; reporting of all required information to the appropriate taxing authorities regarding all payments made pursuant to this Agreement; providing declaration(s) as necessary in support of preliminary and/or final approval of this Settlement; and other tasks as the Parties mutually agree or the Court orders the Settlement Administrator to perform. The Settlement Administrator shall keep the Parties timely apprised of the performance of

1 all Settlement Administrator responsibilities by among other things, sending a weekly
2 status report to the Parties' counsel stating the date of the mailing, the of number of
3 opt outs from the Settlement it receives (including the numbers of valid and deficient),
4 and number of objections received.

5 M. Notice Procedure.

6 1. Class Data. No later than thirty (30) days after execution of this Settlement
7 Agreement, Defendant shall provide the Settlement Administrator with the
8 Class Data for purposes of preparing and mailing Notice Packets to the Class
9 Members.

10 2. Notice Packets.

11 a) The Notice Packet shall contain the Notice of Class Action Settlement
12 in a form substantially similar to the form attached as **Exhibit A**. The
13 Notice of Class Action Settlement shall inform Class Members and
14 Aggrieved Employees that they need not do anything in order to
15 receive an Individual Settlement Payment and/or Aggrieved
16 Employees' individual shares of the Aggrieved Employee Payment
17 and to keep the Settlement Administrator apprised of their current
18 mailing address, to which the Individual Settlement Payments and/or
19 Aggrieved Employees' individual shares of the Aggrieved Employee
20 Payment will be mailed following the Funding Date. The Notice of
21 Class Action Settlement shall set forth the release to be given by all
22 members of the Class who do not request to be excluded from the
23 Settlement Class and/or Aggrieved Employees in exchange for an
24 Individual Settlement Payment and/or Aggrieved Employees'
25 individual shares of the Aggrieved Employee Payment, the number of
26 Pay Periods worked by each Class Member during the Class Period,
27 and number of PAGA Periods worked by each Aggrieved Employee
28 during the PAGA Period, if any, and the estimated amount of their

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Individual Settlement Payment if they do not request to be excluded from the Settlement and each Aggrieved Employees' share of the Aggrieved Employee Payment, if any. The Settlement Administrator shall use the Class Data to determine Class Members' Pay Periods and PAGA Pay Periods. The Notice will also advise the Aggrieved Employees that they will release the Released PAGA Claims and will receive their share of the Aggrieved Employee Payment regardless of whether they request to be excluded from the Settlement.

b) The Notice Packet's mailing envelope shall include the following language: "IMPORTANT LEGAL DOCUMENT- YOU MAY BE ENTITLED TO PARTICIPATE IN A CLASS ACTION SETTLEMENT; A PROMPT REPLY TO CORRECT YOUR ADDRESS IS REQUIRED AS EXPLAINED IN THE ENCLOSED NOTICE."

3. Notice by First Class U.S. Mail. Upon receipt of the Class Data, the Settlement Administrator will perform a search based on the National Change of Address Database to update and correct any known or identifiable address changes. No later than twenty-one (21) calendar days after preliminary approval of the Settlement, the Settlement Administrator shall mail copies of the Notice Packet to all Class Members via regular First-Class U.S. Mail. The Settlement Administrator shall exercise its best judgment to determine the current mailing address for each Class Member. The address identified by the Settlement Administrator as the current mailing address shall be presumed to be the best mailing address for each Class Member.

4. Undeliverable Notices. Any Notice Packets returned to the Settlement Administrator as non-delivered on or before the Response Deadline shall be re-mailed to any forwarding address provided within seven (7) days of receiving the returned notice. If no forwarding address is provided, the

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Settlement Administrator shall promptly attempt to determine a correct address by lawful use of skip-tracing, or other search using the name, address and/or Social Security number of the Class Member involved, and shall then perform a re-mailing, if another mailing address is identified by the Settlement Administrator. In addition, if any Class Member who is currently employed by Defendant, is returned to the Settlement Administrator, as non-delivered and no forwarding address is provided, the Settlement Administrator shall notify Defendant. Defendant will request that the currently employed Class Member provide a corrected address and transmit to the Settlement Administrator any corrected address provided by the Class Member. Class Members who received a re-mailed Notice Packet shall have their Response Deadline extended fifteen (15) days from the original Response Deadline.

5. Disputes Regarding Individual Settlement Payments. Class Members will have the opportunity, should they disagree with Defendant's records regarding the start and end dates of employment, to provide documentation and/or an explanation to show contrary dates. If there is a dispute, the Settlement Administrator will consult with the Parties to determine whether an adjustment is warranted. The Settlement Administrator shall determine the eligibility for, and the amounts of, any Individual Settlement Payments under the terms of this Agreement. The Settlement Administrator's determination of the eligibility for and amount of any Individual Settlement Payment shall be binding upon the Class Member and the Parties.

6. Disputes Regarding Administration of Settlement. Any disputes not resolved by the Settlement Administrator concerning the administration of the Settlement will be resolved by the Court under the laws of the State of California. Before any such involvement of the Court, counsel for the Parties will confer in good faith to resolve the disputes without the necessity of involving the Court.

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7. Exclusions. The Notice of Class Action Settlement contained in the Notice Packet shall state that Class Members who wish to exclude themselves from the Settlement must submit a signed written request for exclusion to the Settlement Administrator by the Response Deadline. The written request for exclusion must state that the Class Member wishes to exclude himself or herself from the Settlement and (1) must contain the name, address, and the last four digits of the Social Security number of the person requesting exclusion; (2) must be signed by the Class Member; (3) must be postmarked or fax stamped by the Response Deadline and returned to the Settlement Administrator at the specified address or fax telephone number; and (4) contain a typewritten or handwritten notice stating in substance that the Class Member has read the Class Notice and that he or she wishes to be excluded from the settlement of the class action lawsuit entitled *Jamal Shabazz v. Mann & Company, Inc.*, currently pending in Superior Court of Butte, Case No. 22CV02669. The request for exclusion will not be valid if it is not timely submitted, if it is not signed by the Class Member, or if it does not contain the name and address and last four digits of the Social Security number of the Class Member. The date of the postmark on the mailing envelope or fax stamp on the request for exclusion shall be the exclusive means used to determine whether the request for exclusion was timely submitted. Any Class Member who submits a timely request for exclusion shall be excluded from the Settlement Class will not be entitled to an Individual Settlement Payment and will not be otherwise bound by the terms of the Settlement or have any right to object, appeal, or comment thereon. However, any Class Member that submits a timely request for exclusion that is also an Aggrieved Employee will still receive his/her pro rata share of the Aggrieved Employee Payment, as specified below, and in consideration, will be bound by the Release by the PAGA Class as set forth herein. Class Members who fail to submit a valid

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and timely request for exclusion on or before the Response Deadline shall be bound by all terms of the Settlement and any final judgment entered in this Action if the Court approves the Settlement. No later than seven (7) calendar days after the Response Deadline, the Settlement Administrator shall provide counsel for the Parties with a final list of the Class Members who have timely submitted timely requests for exclusion. At no time shall any of the Parties or their counsel seek to solicit or otherwise encourage members of the Class to submit requests for exclusion from the Settlement.

8. Objections. The Notice of Class Action Settlement contained in the Notice Packet shall state that Class Members who wish to object to the Settlement may submit to the Settlement Administrator a written statement of objection (“Notice of Objection”) by the Response Deadline. The postmark date of mailing shall be deemed the exclusive means for determining that a Notice of Objection was served timely. The Notice of Objection, if in writing, must be signed by the Settlement Class Member and state: (1) the case name and number; (2) the name of the Settlement Class Member; (3) the address of the Settlement Class Member; (4) the last four digits of the Settlement Class Member’s Social Security number; (5) the basis for the objection; and (6) if the Settlement Class Member intends to appear at the Final Approval/Settlement Fairness Hearing. Settlement Class Members who fail to make objections in writing in the manner specified above may still make their objections orally at the Final Approval/Settlement Fairness Hearing with the Court’s permission. Settlement Class Members will have a right to appear at the Final Approval/Settlement Fairness Hearing to have their objections heard by the Court regardless of whether they submitted a written objection. At no time shall any of the Parties or their counsel seek to solicit or otherwise encourage Class Members to file or serve written objections to the Settlement or appeal from the Order and Final Judgment. Class Members who submit a

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written request for exclusion may not object to the Settlement. Class Members may not object to the PAGA Payment.

N. Allocation of the Gross Settlement Amount.

1. Calculation of Individual Settlement Payments. Individual Settlement Payments shall be paid from the Net Settlement Amount and shall be paid pursuant to the formula set forth herein. Using the Class Data, the Settlement Administrator shall add up the total number of Pay Periods for all Class Members. The respective Pay Periods for each Class Member will be divided by the total Pay Periods for all Class Members, resulting in the Payment Ratio for each Class Member. Each Class Member’s Payment Ratio will then be multiplied by the Net Settlement Amount to calculate each Class Member’s estimated Individual Settlement Payments. Each Individual Settlement Payment will be reduced by any legally mandated employee tax withholdings (e.g., employee payroll taxes, etc.). Individual Settlement Payments for Class Members who submit valid and timely requests for exclusion will be redistributed to Settlement Class Members who do not submit valid and timely requests for exclusion on a pro rata basis based on their respective Payment Ratios.

2. Calculation of Individual Payments to the Aggrieved Employees. Using the Class Data, the Settlement Administrator shall add up the total number of PAGA Pay Periods for all Aggrieved Employees during the PAGA Period. The respective PAGA Pay Periods for each Aggrieved Employee will be divided by the total PAGA Pay Periods for all Aggrieved Employees, resulting in the “PAGA Payment Ratio” for each Aggrieved Employee. Each Aggrieved Employee’s PAGA Payment Ratio will then be multiplied by the Aggrieved Employee Payment to calculate each Aggrieved Employee’s estimated share of the Aggrieved Employee Payment.

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3. Allocation of Individual Settlement Payments. For tax purposes, Individual Settlement Payments shall be allocated and treated as 10% wages (“Wage Portion”) and 90% penalties and pre-judgment interest (“Penalties and Interest Portion”). The Wage Portion of the Individual Settlement Payments shall be reported on IRS Form W-2 and the Penalty and Interest Portion of the Individual Settlement Payments shall be reported on IRS Form 1099 issued by the Settlement Agreement. The Settlement Administrator shall report all required information to the appropriate taxing authorities regarding all payments made pursuant to this Agreement.

4. Allocation of Aggrieved Employee Payments. For tax purposes, Aggrieved Employee Settlement Payments shall be allocated and treated as 100% penalties and shall be reported on IRS Form 1099.

5. No Credit Toward Benefit Plans. The Individual Settlement Payments and individual shares of the PAGA Payment made to Settlement Class Members and/or Aggrieved Employees under this Settlement Agreement, as well as any other payments made pursuant to this Settlement Agreement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties’ intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

6. All monies received by Settlement Class Members under the Settlement which are attributable to wages shall constitute income to such Settlement Class Members solely in the year in which such monies are received by the Settlement Class Members. It is the intent of the Parties that Individual Settlement Payments and individual shares of the PAGA Payment provided for in this

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Settlement agreement are the sole payments to be made by Defendant to Settlement Class Members and/or Aggrieved Employees in connection with this Settlement Agreement, with the exception of Plaintiffs, and that the Settlement Class Members and/or Aggrieved Employees are not entitled to any new or additional compensation or benefits as a result of having received the Individual Settlement Payments and/or their shares of the Aggrieved Employee Payment.

7. Mailing. Individual Settlement Payments and Aggrieved Employee Payments shall be mailed by regular First-Class U.S. Mail to Settlement Class Members' and/or Aggrieved Employees' last known mailing address no later than fifteen (15) days after the payment by Defendant of the first installment of the Gross Settlement Amount.

8. Expiration. Any checks issued to Settlement Class Members and Aggrieved Employees shall remain valid and negotiable for one hundred and eighty (180) days from the date of their issuance. If a Settlement Class Member and/or Aggrieved Employees does not cash his or her settlement check within ninety (90) days, the Settlement Administrator will send a letter to such persons, advising that the check will expire after the 180th day, and invite that Settlement Class Member and/or Aggrieved Employees to request reissuance in the event the check was destroyed, lost, or misplaced. In the event an Individual Settlement Payment and/or Aggrieved Employees' individual share of the PAGA Payment check has not been cashed within one hundred and eighty (180) days, all funds represented by such uncashed checks, plus any interest accrued thereon, shall be transmitted to the State Controller's Unclaimed Property Fund in the name of the Class Member who did not claim the funds.

9. Service Award. In addition to the Individual Settlement Payment as a Settlement Class Member and their individual share of the Aggrieved Employee Payment, Plaintiffs will apply to the Court for an award of not more

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than \$10,000.00 each, as the Service Award. Defendant will not oppose a Service Award of not more than \$10,000.00 for each named Plaintiff. The Settlement Administrator shall pay the Service Award, either in the amount stated herein if approved by the Court or some other amount as approved by the Court, to Plaintiffs from the Gross Settlement Amount after the Individual Settlement Payments and the Aggrieved Employees Payments have been fully funded. Any portion of the requested Service Award that is not awarded to the Class Representatives shall be part of the Net Settlement Amount and shall be distributed to Settlement Class Members as provided in this Agreement. The Settlement Administrator shall issue an IRS Form 1099 — MISC to Plaintiffs for their Service Award. Plaintiffs shall be solely and legally responsible to pay any and all applicable taxes on their Service Award and shall hold harmless the Released Parties from any claim or liability for taxes, penalties, or interest arising as a result of the Service Award. Approval of this Settlement shall not be conditioned on Court approval of the requested amount of the Service Award. If the Court reduces or does not approve the requested Service Award, Plaintiffs shall not have the right to revoke the Settlement, and it will remain binding. The Service Awards shall be paid to Plaintiffs no later than fifteen (15) calendar days after the payment by Defendant of the 2nd Installment of the Gross Settlement Amount.

10. Class Counsel Award. Defendant understands, and will not oppose, a motion for Attorneys' Fees not to exceed one-third of the Gross Settlement Amount currently estimated to be Two Hundred Fifty Thousand Dollars and Zero Cents (\$250,000.00) **and** Attorneys' Expenses supported by declaration not to exceed Twenty Five Thousand Dollars and Zero Cents (\$25,000.00). Any awarded Class Counsel Award shall be paid from the Gross Settlement Amount. Any portion of the requested Attorneys' Fees and/or Attorneys' Expenses that are not awarded to Class Counsel shall be part of the Net

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Settlement Amount and shall be distributed to Settlement Class Members as provided in this Agreement. The Settlement Administrator shall allocate and pay the Attorneys' Fees to Class Counsel from the Gross Settlement Amount after the Individual Settlement Payments and the Aggrieved Employees Payments have been fully funded. Class Counsel shall be solely and legally responsible to pay all applicable taxes on the payment made pursuant to this paragraph. The Settlement Administrator shall issue an IRS Form 1099 — MISC to Class Counsel for the payments made pursuant to this paragraph. If the Court reduces or does not approve the requested Attorneys' Fees, Plaintiffs and Class Counsel shall not have the right to revoke the Settlement, or to appeal such order, and the Settlement will remain binding. The Class Counsel Award shall be paid to Class Counsel no later than fifteen (15) calendar days after the Gross Settlement Amount is funded in full.

11. PAGA Payment. Thirty Thousand Dollars and Zero Cents (\$30,000.00) shall be allocated from the Gross Settlement Amount for settlement of claims for civil penalties under the Private Attorneys General Act of 2004 ("PAGA Payment"). The Settlement Administrator shall pay seventy-five percent (75%) of the PAGA Payment (\$22,500.00) to the California Labor and Workforce Development Agency no later than fifteen (15) calendar days after the Effective Date (hereinafter "LWDA Payment"). Twenty-five percent (25%) of the PAGA Payment (\$7,500.00) will be distributed to the Aggrieved Employees as described in this Agreement (hereinafter "Aggrieved Employee Payment"). For purposes of distributing the PAGA Payment to the Aggrieved Employees, each Aggrieved Employee shall receive their pro-rata share of the Aggrieved Employee Payment using the PAGA Payment Ratio as defined above. The LWDA payment shall be paid the LWDA no later than fifteen (15) calendar days after the Gross Settlement Amount is funded in full

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12. Settlement Administration Costs. The Settlement Administrator shall be paid for the costs of administration of the Settlement from the Gross Settlement Amount. The estimate of the Settlement Administration Costs is \$14,500.00. The Settlement Administrator shall be paid the Settlement Administration Costs no later than fifteen (15) calendar days after the Gross Settlement Amount is funded in full.

O. Final Approval Motion. Class Counsel and Plaintiffs shall use best efforts to file with the Court a Motion for Order Granting Final Approval and Entering Judgment, within twenty-eight (28) days following the expiration of the Response Deadline, which motion shall request final approval of the Settlement and a determination of the amounts payable for the Service Award, the Class Counsel Award, the PAGA Payment, and the Settlement Administration Costs. Plaintiffs will provide Defendant with a draft of the Motion at least three (3) business days prior to the filing of the Motion to give Defendant an opportunity to propose changes or additions to the Motion.

1. Declaration by Settlement Administrator. No later than seven (7) days after the Response Deadline, the Settlement Administrator shall submit a declaration in support of Plaintiffs' motion for final approval of this Settlement detailing the number of Notice Packets mailed and re-mailed to Class Members, the number of undeliverable Notice Packets, the number of timely requests for exclusion, the full names of any Class Members who opt out of the Settlement, the number of objections received, the amount of the average, lowest, and highest Individual Settlement Payments, the amount of the average, lowest, and highest Aggrieved Employee Payments, the Settlement Administration Costs, and any other information as the Parties mutually agree or the Court orders the Settlement Administrator to provide.

2. Final Approval Order and Judgment. Class Counsel shall present an Order Granting Final Approval of Class Action Settlement to the Court for its

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approval, and Judgment thereon, at the time Class Counsel files the Motion for Final Approval.

N. Review of Motions for Preliminary and Final Approval. Class Counsel will provide an opportunity for Counsel for Defendant to review the Motions for Preliminary and Final Approval, including the Order Granting Final Approval of Class Action Settlement, and Judgment at least five (5) business days in advance of filing with the Court. The Parties and their counsel will cooperate with each other and use their best efforts to affect the Court’s approval of the Motions for Preliminary and Final Approval of the Settlement, and entry of Judgment.

O. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts to implement the Settlement.

P. Interim Stay of Proceedings. The Parties agree to stay all proceedings in the Action, except such proceedings necessary to implement and complete the Settlement, pending the Final Approval/Settlement Fairness Hearing to be conducted by the Court.

Q. Amendment or Modification. This Agreement may be amended or modified only by a written instrument signed by counsel for all Parties or their successors-in-interest.

R. Plaintiff Jamal Shabazz’s Individual Claims. In addition to this Agreement and the claims he is releasing hereby, Plaintiff Jamal Shabazz is entering into a separate individual settlement agreement, which shall provide for a separate individual payment, and which shall provide for an additional broad release, including a waiver of Civil Code Section 1542. That release, waiver and discharge of all claims shall include, but will not be limited to, any and all claims arising out of the Action, as well as additional claims described in the individual settlement agreement, which are separate and different from the claims alleged in the Action. The Parties acknowledge such approval of this Agreement may require disclosure of the Individual Settlement, and consent to same for that limited purpose.

S. Entire Agreement. Except with respect to Plaintiff Jamal Shabazz’s individual settlement agreement, described in paragraph “R” immediately above, this Agreement

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and any attached Exhibit constitute the entire Agreement among these Parties, and no oral or written representations, warranties or inducements have been made to any Party concerning this Agreement or its Exhibit other than the representations, warranties and covenants contained and memorialized in this Agreement and its Exhibit.

T. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and represent they are expressly authorized by the Parties whom they represent to negotiate this Agreement and to take all appropriate Action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents required to effectuate the terms of this Agreement. The persons signing this Agreement on behalf of Defendant represents and warrants that he/she is authorized to sign this Agreement on behalf of Defendant. Plaintiffs represent and warrant that they are authorized to sign this Agreement and that they have not assigned any claim, or part of a claim, covered by this Settlement to a third-party.

U. No Public Comment: The Parties and their counsel agree that they will not issue any press releases, initiate any contact with the press, respond to any press inquiry, or have any communication with the press about the fact, amount, or terms of the Settlement Agreement. Class Counsel further agrees not to use the Settlement Agreement or any of its terms for any marketing or promotional purposes. Nothing herein will restrict Class Counsel from including publicly available information regarding this settlement in future judicial submissions regarding Class Counsel’s qualifications and experience. Further, Class Counsel will not include, reference, or use the Settlement Agreement for any marketing or promotional purposes, either before or after the Motion for Preliminary Approval is filed.

V. Binding on Successors and Assigns. This Agreement shall be binding upon, and inure to the benefit of, the successors or assigns of the Parties, as previously defined.

W. California Law Governs. All terms of this Agreement and the Exhibit and any disputes shall be governed by and interpreted according to the laws of the State of California.

- 1 X. Counterparts. This Agreement may be executed in one or more counterparts. All
2 executed counterparts and each of them shall be deemed to be one and the same
3 instrument provided that counsel for the Parties to this Agreement shall exchange
4 among themselves copies or originals of the signed counterparts.
- 5 Y. This Settlement Is Fair, Adequate, and Reasonable. The Parties believe this Settlement
6 is a fair, adequate, and reasonable settlement of this Action and have arrived at this
7 Settlement after extensive arms-length negotiations, taking into account all relevant
8 factors, present and potential.
- 9 Z. Jurisdiction of the Court. The Parties agree that the Court shall retain jurisdiction with
10 respect to the interpretation, implementation, and enforcement of the terms of this
11 Agreement and all orders and judgments entered in connection therewith, and the
12 Parties and their counsel submit to the jurisdiction of the Court for purposes of
13 interpreting, implementing and enforcing the settlement and all orders and judgments
14 entered in connection with this Agreement.
- 15 AA. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,
16 the Court shall first attempt to construe the provisions valid to the fullest extent
17 possible consistent with applicable precedents so as to define all provisions of this
18 Agreement valid and enforceable.
- 19 BB. No Unalleged Claims. Except with respect to individual claims alleged by Plaintiff
20 Jamal Shabazz and settled separately by an individual settlement agreement between
21 Plaintiff Jamal Shabazz and Defendant, as described in paragraph “R” above, Plaintiffs
22 and Class Counsel represent that they do not currently intend to pursue any claims
23 against the Released Parties, including, but not limited to, any and all claims relating
24 to or arising from Plaintiffs’ employment with Defendant, regardless of whether Class
25 Counsel is currently aware of any facts or legal theories upon which any claims or
26 causes of action could be brought against Released Parties, including those facts or
27 legal theories alleged in the operative complaint in this Action. The Parties further
28 acknowledge, understand, and agree that this representation is essential to the

1 Agreement and that this Agreement would not have been entered into were it not for
2 this representation.

3 CC. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class
4 certification for purposes of this settlement only.

5 DD. No Admissions by the Parties. Plaintiffs have claimed and continue to claim that the
6 Released Class Claims and Released PAGA Claims have merit and give rise to liability
7 on the part of Defendant. Defendant denies that it or any of its parents, subsidiaries,
8 affiliates, or successors or any other releasee has engaged in any unlawful activity, has
9 failed to comply with the law in any respect, or has any liability to anyone under the
10 claims asserted in the litigation. This Agreement is entered into for the purpose of
11 compromising highly disputed claims. Nothing contained in this Agreement and no
12 documents referred to and no action taken to carry out this Agreement may be
13 construed or used as an admission by or against the Defendant or Plaintiffs or Class
14 Counsel as to the merits or lack thereof of the claims asserted or that Defendant has
15 any liability for any claims asserted. Other than as may be specifically set forth herein,
16 each Party shall be responsible for and shall bear its/his own attorney's fees and costs.

17 EE. Defendant's Right to Withdraw. If the number of valid requests for exclusion identified
18 in the exclusion list exceeds 10% of the total of all Class Members, Defendant may,
19 but is not obligated to, elect to withdraw from the Settlement. The Parties agree that,
20 if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect
21 whatsoever, and that neither Party will have any further obligation to perform under
22 this Agreement. Defendant will notify Class Counsel and the Court of its election to
23 withdraw 21 days after the Administrator sends the final exclusion list to Defendant's
24 counsel.

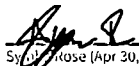
25 FF. Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal.
26 Evid. Code §1152, and all copies and summaries of the Class Data provided to Class
27 Counsel by Defendant in connection with the mediation, other settlement negotiations,
28 or in connection with the Settlement, may be used only with respect to this Settlement,

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and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiffs shall destroy, all paper and electronic versions of Class Data received from Defendants unless, prior to the Court's discharge of the Administrator's obligation, Defendants make a written request to Class Counsel for the return, rather than the destructions, of Class Data.

IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFFS:

DATED: 04/30/2024


Symba Rose (Apr 30, 2024 18:31 PDT)

Jamal Shabazz (aka Symba Rose)

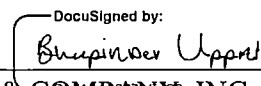
DATED: 04/30/2024


Joseph Castaneda (Apr 30, 2024 11:14 PDT)

Joseph Castaneda

IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

DATED: 5/3/2024

DocuSigned by:

MANN & COMPANY, INC.

Bhupinder Uppal

Printed Name

President

Title

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1 IT IS SO AGREED AS TO FORM BY COUNSEL:

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DATED: May 1, 2024

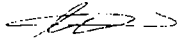
JCL LAW FIRM, A.P.C.

By:  _____

Attorneys for Plaintiffs and the Settlement Class Members

DATED: May 1, 2024

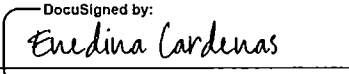
ZAKAY LAW GROUP, APLC

By:  _____

Attorneys for Plaintiffs and the Settlement Class Members

DATED: 5/7/2024

HANSRA CARDENAS LLP

By:  _____

Jagdeep Hansra, Esq.
Enedina Cardenas, Esq.
Attorneys for Defendant

EXHIBIT A

**NOTICE OF PENDENCY OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT
AND FINAL HEARING DATE**

(Jamal Shabazz v. Mann & Company, Inc., Butte County Superior Court Case No. 22CV02669)

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT. PLEASE
READ THIS NOTICE CAREFULLY.**

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Individual Settlement Payment is: \$<<__>>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive no money from the Settlement. Instructions are set forth below.
Object	You may write to the Court about why you believe the settlement should not be approved. Directions are provided below.

1. Why did I get this Notice?

A proposed class action settlement (the "Settlement") of this lawsuit pending in the Superior Court for the State of California, County of Butte (the "Court") has been reached between Plaintiffs Jamal Shabazz and Joseph Castaneda ("Plaintiffs") and Defendant Mann & Company, Inc. ("Defendant"). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class, which is defined as:

All persons who are or previously were employed by Mann & Company, Inc. in California and classified as non-exempt employees at any time during the period beginning November 14, 2018, to February 15, 2024 ("Class Period").

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On September 6, 2022, Plaintiff Jamal Shabazz filed a Notice of Violations with the Labor and Workforce Development Agency (LWDA) and served the same on Defendant. On November 14, 2022, Plaintiff Jamal Shabazz filed a Complaint (the "Class Complaint") against Defendant in the Superior Court of the State of California, County of Butte. Plaintiff Jamal Shabazz asserted the following claims against Defendant: (1) Unfair Competition In Violation Of Cal. Bus. & Prof. Code §17200 *et seq*; (2) Failure To Pay Minimum Wages In Violation Of Cal. Lab. Code §§ 1194, 1197 & 1197.1; (3) Failure To Pay Overtime Wages In Violation Of Cal.

Lab. Code §§ 510, *et seq*; (4) Failure To Provide Required Meal Periods In Violation Of Cal. Lab. Code §§ 226.7 & 512 and the applicable IWC Wage Order; (5) Failure To Provide Required Rest Periods In Violation Of Cal. Lab. Code §§ 226.7 & 512 and the applicable IWC Wage Order; (6) Failure To Provide Accurate Itemized Statements In Violation Of Cal. Lab. Code § 226; (7) Failure To Provide Wages When Due In Violation Of Cal. Lab. Code §§ 201, 202 And 203; and (8) Violation of the Private Attorneys General Act [Labor Code §§ 2698 *et seq*]. On _____, 2024, Plaintiff Jamal Shabazz filed a First Amended Complaint adding Plaintiff Joseph Castaneda to the Class Complaint (the “Action”).

Defendant expressly denies any liability or wrongdoing of any kind associated with the claims alleged in the Action, dispute any wages, damages and penalties claimed by the Class Representatives are owed, and further contend that, for any purpose other than settlement, the Action is not appropriate for class or representative action treatment.

Defendant maintains it has fully complied with the law at all times. The settlement is not an admission that Defendant did anything wrong or an indication that any law was violated, and the Court has not ruled on whether Defendant has violated the law.

On February 15, 2024, the Parties participated in an all-day mediation with the Hon. Brian C. Walsh (Ret.), an experienced jurist and mediator of wage and hour class and PAGA actions. The Parties accepted a Mediator’s settlement proposal and reached an agreement for settlement.

The Court did not decide in favor of Plaintiffs or Defendant. Instead, both sides agreed to a settlement of the Action. That way, they avoid the cost of a trial, and members of the Class get compensation from the settlement.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiffs to serve as the Class Representatives, and the law firms of JCL Law Firm, APC and Zakay Law Group, APLC to serve as Class Counsel. Plaintiffs who were appointed the Class Representatives by the Court and Class Counsel believe the settlement is best for all Class Members.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Seven Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00) (the “Gross Settlement Amount”) to fund the settlement. The Gross Settlement Amount includes the payment of all Individual Settlement Payments, Settlement Administration Costs, Class Counsel Award, Service Award, and the PAGA Payment.

Defendant will pay the Gross Settlement Amount in three (3) separate installations. First, Defendant will pay 60% of the Gross Settlement Amount (\$450,000.00), in addition to employer side payroll taxes, to the Settlement Administrator within sixty (60) calendar days following the Court’s Final Approval Order. Second, Defendant will pay 20% of the Gross Settlement Amount (\$150,000.00) to the Settlement Administrator within two hundred forty-three (243) calendar days following the Court’s Final Approval Order. Third, Defendant will pay the remaining 20% of the Gross Settlement Amount (\$150,000.00) to the Settlement Administrator within four hundred twenty-five (425) calendar days following the Court’s Final Approval Order.

Amounts to be Paid from the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:

- Settlement Administration Costs. Payment to the Settlement Administrator, estimated not to exceed \$14,500.00 for expenses, including expenses of sending this Notice, processing opt outs, and distributing settlement payments.

- Class Counsel Award. Payment to Class Counsel of an award of attorneys' fees of no more than 1/3 of the Gross Settlement Amount (currently \$250,000.00) and actually incurred litigation expenses of not more than \$15,000 for all expenses incurred as documented in Class Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Action on behalf of Plaintiffs and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.
- Service Award. A Service Award of up to Ten Thousand Dollars and Zero Cents (\$10,000.00) to each Plaintiff, or such lesser amount as may be approved by the Court, to compensate them for services on behalf of the Class in initiating and prosecuting the Action, and for the risks they undertook.
- PAGA Payment. A payment of \$30,000.00 relating to Plaintiffs' claim under the Private Attorneys General Act ("PAGA"), \$22,500.00 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA") and the remaining \$7,500.00 will be distributed to Aggrieved Employees as part of the PAGA Payment.
- Calculation of Payments to Settlement Class Members. After all the above payments of the court-approved Class Counsel Award, the Service Award, the PAGA Payment, and the Settlement Administration Costs are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). The Individual Settlement Payment for each Settlement Class Member will be calculated by dividing the Net Settlement Amount by the total number of Pay Periods for all Settlement Class Members that occurred during the Class Period and multiplying the result by each individual Settlement Class Member's Pay Periods that occurred during the Class Period. A "Pay Period" is defined as a period of time during which a Class Member was issued a pay check during the Class Period by Defendant.
- Calculation of Aggrieved Employees Payments to Aggrieved Employees. The PAGA Payment shall be distributed to Aggrieved Employees irrespective of whether they exclude themselves or opt-out. The PAGA Payment will be divided by the total number of pay periods worked by all Aggrieved Employees during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective Aggrieved Employee during the PAGA Period. "Aggrieved Employee" means all current and former non-exempt California employees employed by Defendant during the period from September 6, 2021 to February 15, 2024 ("PAGA Period").

If the Settlement is approved by the Court, you will automatically be mailed a check for your Individual Settlement Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to ensure you receive your payment.

Tax Matters. Ten percent (10%) of each Individual Settlement Payment is allocated to wages. Taxes are withheld from this amount, and each Settlement Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Ninety percent (90%) of each Individual Settlement Payment is allocated to penalties and pre-

judgment interest (“Penalty and Interest Portion”). Each Settlement Class Member will be issued an Internal Revenue Service Form 1099 for Penalty Portion and Interest Portion of the Individual Settlement Payments. In addition, no taxes will be withheld from the PAGA Payment paid to Aggrieved Employees, and each Aggrieved Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant’s counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

No Credit Toward Benefit Plans. The Individual Settlement Payments and Aggrieved Employee Payments made to Settlement Class Members and/or Aggrieved Employees under this Settlement Agreement, as well as any other payments made pursuant to this Settlement Agreement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties’ intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. As of the last installment and full payment of the Gross Settlement Amount by Defendant, Plaintiffs and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims means all class claims alleged, or reasonably could have been alleged based on the facts alleged, in the Operative Complaint in the *Jamal Shabazz v. Mann & Company, Inc.* action, which occurred during the Class Period, including but not limited to the failure to pay minimum wages, the failure to pay overtime wages, the failure to provide meal periods, the failure to pay meal period premium pay, the failure to provide rest periods, the failure to pay rest period premium pay, the failure to pay waiting-time penalties, the failure to maintain records, the failure to provide accurate itemized wage statements, the failure to reimburse, and other claims whatsoever that were alleged in this case or which arise out of such facts actually pled in the complaint, including without limitation all related claims for restitution and other equitable relief under Business and Professions Code section 17200 et seq., conversion, liquidated damages, punitive damages, penalties, statutory penalties, civil penalties under the Labor Code Private Attorneys General Act of 2004 for violations of Labor Code 201, 202, 203, 204, 226, 226.2, 226.7, 510, 512, 1174, 1194, 1197, and 2802, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers’ compensation, and class claims outside of the Class Period. As of the last installment and full payment of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall release all Released PAGA Claims, irrespective of whether they opted-out of the class settlement and will be bound by this PAGA Release (the “PAGA Release”). “Released PAGA Claims” means all PAGA claims alleged in the Operative Complaint in the *Jamal Shabazz v. Mann & Company, Inc.* action and Plaintiff Jamal Shabazz’s PAGA notice to the LWDA which occurred during the PAGA Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers’ compensation, and PAGA claims outside of the PAGA Period.

This means that, if you do not timely and formally exclude yourself from the settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant about the legal issues resolved by this Settlement. It also means that all of the Court’s orders in this Action will apply to you and legally bind you.

5. How much will my payment be?

Defendant's records reflect that you have <<_____>> Pay Periods worked during the Class Period (November 14, 2018 through February 15, 2024).

Based on this information, your estimated Individual Settlement Payment is <<_____>>. The actual amount you receive may be or less than the estimated amount shown, depending on a number of factors including whether other Class Members request exclusion from the Settlement and how much the Court approves in attorneys' fees, litigation expenses, and other costs of suit.

Defendant's records reflect that you have <<_____>> Pay Periods worked during the PAGA Period (September 16, 2021 through February 15, 2024).

Based on this information, your estimated Aggrieved Employee Payment is <<_____>>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than _____ [forty-five (45) days after the Notice or fifteen (15) days after the re-mailed Notice].

6. How can I get a payment?

To get money from the settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: Apex Class Action LLC.

The Court will hold a hearing on _____ to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at <https://apexclassaction.com/>

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or "opt out." **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or "opt out," you will be bound by the PAGA Release, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the PAGA Payment.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than _____. The address for the Settlement Administrator is 18 Technology Drive, Suite 164, Irvine, CA 92618; Tel: (800) 355-0700. The request for exclusion must state in substance that the Class Member has read the Class Notice and that he or she wishes to be excluded from the settlement of the class action lawsuit entitled *Jamal Shabazz v. Mann & Company, Inc.*, currently pending in Superior Court of Butte, Case No. 22CV02669. The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class.

Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member's name, current address, telephone number, and describe why you believe the Settlement is unfair and whether you intend to appear at the final approval hearing. All written objections or other correspondence must also state the name and number of the case, which is ***Jamal Shabazz v. Mann & Company, Inc., Butte County Superior Court, Case No. 22CV02669***. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

Written objections must be delivered or mailed to the Settlement Administrator no later than _____. The address for the Settlement Administrator 18 Technology Drive, Suite 164, Irvine, CA 92618; Tel: (800) 355-0700.

The addresses for the Parties' counsel are as follows:

Class Counsel:

Jean-Claude Lapuyade, Esq.
JCL Law Firm, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel.: (619) 599-8292
Fax: (619) 599-2891
E-Mail: jlapuyade@jcl-lawfirm.com

Class Counsel:

Shani O. Zakay, Esq.
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9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at 00:00 AM/PM on _____, at the Butte County Superior Court, Department 1, located at 1775 Concord Ave, Chico, CA 95928, before Judge Tamara L. Mosbarger. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at 1-800-355-0700 or write to ***Jamal Shabazz v. Mann & Company, Inc., Butte County Superior Court, Case No. 22CV02669***, Settlement Administrator, 18 Technology Drive, Suite 164, Irvine, CA 92618 c/o Apex Class Action LLC.

This notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Final Judgment or other Settlement documents by writing to JCL Law Firm, APC, 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121 or by visiting the administrator's

website at <https://apexclassaction.com/>.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your settlement payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks to the State Controller's Unclaimed Property Fund. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

Certificate Of Completion

Envelope Id: F33AD9A5F46348969E6FD77ECA8C33C2
 Subject: Please DocuSign this document: Final Class & PAGA SAR.pdf
 Source Envelope:
 Document Pages: 42
 Certificate Pages: 5
 AutoNav: Enabled
 Envelope Stamping: Enabled
 Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Status: Completed

Envelope Originator:
 Jagdeep Hansra
 19063 Cox Ave
 Saratoga, CA 95070
 jh@ej-law.com
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Status: Original
 5/2/2024 10:25:12 AM

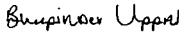
Holder: Jagdeep Hansra
 jh@ej-law.com

Location: DocuSign

Signer Events

Bhupinder Uppal
 uppal.bob@gmail.com
 President
 Mann & Co Inc
 Security Level: Email, Account Authentication
 (None)

Signature

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Signature Adoption: Pre-selected Style
 Using IP Address: 73.202.23.41

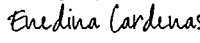
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Electronic Record and Signature Disclosure:

Accepted: 5/3/2024 11:05:02 AM
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Enedina Cardenas
 ec@ej-law.com
 Security Level: Email, Account Authentication
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 Signed: 5/7/2024 12:31:39 PM

Electronic Record and Signature Disclosure:

Accepted: 11/11/2021 11:00:52 AM
 ID: 4d458f4b-f18e-43d3-a9c3-60281afa1bf8

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	5/2/2024 10:30:13 AM
Certified Delivered	Security Checked	5/7/2024 12:31:18 PM

Envelope Summary Events**Status****Timestamps**

Signing Complete
Completed

Security Checked
Security Checked

5/7/2024 12:31:39 PM
5/7/2024 12:31:39 PM

Payment Events**Status****Timestamps****Electronic Record and Signature Disclosure**

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: jh@ej-law.com

To advise Hansra Cardenas LLP of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at jh@ej-law.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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