

1 Section 17200, *et seq.* based on the aforementioned California Labor Code violations, and for civil
2 penalties under PAGA based on the aforementioned California Labor Code violations.

3 2. Defendant denies all materials allegations set forth in the Action and has asserted
4 numerous affirmative defenses. Notwithstanding, in the interest of avoiding further litigation,
5 Defendant desires to fully and finally settle the Action, Released Class Claims (as defined herein), and
6 Released PAGA Claims (as defined herein).

7 3. Class Counsel diligently investigated the class and PAGA claims against Defendant,
8 including any and all applicable defenses and the applicable law. The investigation included, *inter*
9 *alia*, the exchange of information, data, and documents, and review of corporate policies and practices.
10 The Parties have engaged in sufficient formal and informal discovery and investigation to assess the
11 relative merits of the claims and contentions of the Parties.

12 4. On September 18, 2024, the Parties participated in mediation with Tagore
13 Subramaniam, Esq. (the “Mediator”), a respected mediator of complex wage and hour actions, which
14 did not result in a settlement at that time. After continued negotiations, and with the assistance of the
15 Mediator’s evaluations, the Parties reached the settlement that is memorialized herein. The Parties’
16 settlement discussions were conducted at arms’ length, and the Settlement is the result of an informed
17 and detailed analysis of Defendant’s potential liability and exposure in relation to the costs and risks
18 associated with continued litigation. Based on Class Counsel’s investigation and evaluation, Class
19 Counsel believes that the settlement with Defendant for the consideration and on the terms set forth in
20 this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Class
21 Members, State of California, and PAGA Employees in light of all known facts and circumstances,
22 including the risk of significant delay and uncertainty associated with litigation and various defenses
23 asserted by Defendant.

24 5. The Parties expressly acknowledge that this Settlement Agreement is entered into
25 solely for the purpose of compromising significantly disputed claims and that nothing herein is an
26 admission of liability or wrongdoing by Defendant. If for any reason this Settlement Agreement is
27 not approved, it will be of no force or effect, and the Parties shall be returned to their original respective
28 positions.

DEFINITIONS

6. The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective.

a. "Attorneys' Fees and Costs" means attorneys' fees approved by the Court for Class Counsel's litigation and resolution of the Action and all actual costs and expenses incurred and to be incurred by Class Counsel in connection with the Action, as set forth in Paragraph 9.

b. "Class" or "Class Member(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period.

c. "Class Counsel" means Jonathan M. Genish, Miriam L. Schimmel, Joana Fang, Alexandra Rose, and Jared C. Osborne of Blackstone Law, APC, who will seek to be appointed counsel for the Class.

d. "Class List" means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following information for each Class Member: (1) full name; (2) last known mailing address; (3) Social Security number; (4) dates worked for Defendant during the period September 15, 2019 through Preliminary Approval; and (8) such other information as is necessary for the Settlement Administrator to calculate Workweeks and PAGA Workweeks.

e. "Class Notice" means the Notice of Class Action Settlement, substantially in the form attached hereto as "**Exhibit A**."

f. "Class Period" means the period from September 15, 2019 through the date on which the total number of workweeks reaches 21,250.

g. "Class Settlement" means the settlement and resolution of all Released Class Claims.

h. "Court" means the Superior Court of the State of California for the County of San Bernardino.

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1 i. “Defendant’s Counsel” means Michael J. Murtaugh of Murtaugh Treglia Stern
2 & Deily LLP.

3 j. “Effective Date” means the date by when both of the following have occurred:
4 (a) the Court enters the Final Approval Order and Judgment; and (b) the Final Approval Order and
5 Judgment is final. The Final Approval Order and Judgment is final as of the latest of the following
6 occurrences: (a) if no Settlement Class Member objects to the Class Settlement, the day the Court
7 enters the Final Approval Order and Judgment; or (b) if one or more Settlement Class Members objects
8 to the Class Settlement, the date after the deadline for filing a notice of appeal from the Final Approval
9 Order and Judgment; or if a timely appeal from the Final Approval Order and Judgment is filed, the
10 day after the appellate court affirms the Final Approval Order and Judgment and issues a remittitur.

11 k. “Employer Taxes” means the employer’s share of taxes and contributions in
12 connection with the wages portion of Individual Settlement Shares, which shall be paid by Defendant
13 in addition to the Gross Settlement Amount.

14 l. “Enhancement Payment” means the amount to be paid to Plaintiff, in
15 recognition of her effort and work in prosecuting the Action on behalf of Class Members and PAGA
16 Employees, and general release of claims, as set forth in Paragraph 10.

17 m. “Final Approval” means the determination by the Court that the Settlement is
18 fair, reasonable, and adequate, and entry of the Final Approval Order and Judgment based thereon.

19 n. “Final Approval Hearing” means the hearing at which the Court will consider
20 and determine whether the Settlement should be granted Final Approval.

21 o. “Final Approval Order and Judgment” means the order granting final approval
22 of the Settlement and entering judgment thereon, in a form and content mutually agreed to by the
23 Parties, and subject to approval by the Court.

24 p. “Gross Settlement Amount” means the amount of Eight Hundred Fifty
25 Thousand Dollars and Zero Cents (\$850,000.00) to be paid by Defendant in full satisfaction of the
26 Action, Released Class Claims, and Released PAGA Claims, which includes all Attorneys’ Fees and
27 Costs, Enhancement Payment, PAGA Amount, Settlement Administration Costs, and Net Settlement
28 Amount to be paid to the Settlement Class Members. Defendant shall pay the Employer Taxes

1 separately and in addition to the Gross Settlement Amount. The Gross Settlement Amount is non-
2 reversionary; no portion of the Gross Settlement Payment will return to Defendant.

3 q. "Individual PAGA Payment" means the *pro rata* share of the PAGA Employee
4 Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement, to be
5 calculated in accordance with Paragraph 14.

6 r. "Individual Settlement Payment" means the net payment of each Settlement
7 Class Member's Individual Settlement Share, after reduction for the employee's share of taxes and
8 withholdings with respect to the wages portion of the Individual Settlement Share, as provided in
9 Paragraph 15.

10 s. "Individual Settlement Share" means the *pro rata* share of the Net Settlement
11 Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated
12 in accordance with Paragraph 13.

13 t. "LWDA Payment" means the amount of Thirty Thousand Dollars and Zero
14 Cents (\$30,000.00), i.e., 75% of the PAGA Amount, that the Parties have agreed to pay to the LWDA
15 under the PAGA Settlement, as set forth in Paragraph 11.

16 u. "Net Settlement Amount" means the portion of the Gross Settlement Amount
17 that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount
18 less the Court-approved Attorneys' Fees and Costs, Enhancement Payment, PAGA Amount, and
19 Settlement Administration Costs.

20 v. "Notice of Objection" means a Settlement Class Member's written objection to
21 the Class Settlement, which must: (a) contain the case name and number of the Action; (b) contain the
22 objector's full name, signature, address, telephone number, and the last four (4) digits of the objector's
23 Social Security number; (c) contain a written statement of all grounds for the objection accompanied
24 by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents
25 upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the
26 specified address, postmarked on or before the Response Deadline.

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1 w. “PAGA Amount” means the allocation of Forty Thousand Dollars and Zero
2 Cents (\$40,000.00) from the Gross Settlement Amount for the PAGA Settlement. Seventy-five
3 percent (75%) of the PAGA Amount, or \$30,000.00, will be paid to the LWDA (i.e., the LWDA
4 Payment) and the remaining twenty-five percent (25%), or \$10,000.00, will be distributed to the
5 PAGA Employees (i.e., the PAGA Employee Amount).

6 x. “PAGA Employee(s)” means all current and former hourly-paid and/or non-
7 exempt employees who worked for Defendant in the State of California at any time during the PAGA
8 Period.

9 y. “PAGA Employee Amount” means the amount of Ten Thousand Dollars and
10 Zero Cents (\$10,000.00), i.e., 25% of the PAGA Amount, to be distributed to PAGA Employees on a
11 *pro rata* basis based on their PAGA Workweeks.

12 z. “PAGA Period” means the period from September 8, 2022 through the date on
13 which the total number of workweeks reaches 21,250.

14 aa. “PAGA Settlement” means the settlement and resolution of all Released PAGA
15 Claims.

16 bb. “PAGA Workweeks” means the number of weeks each PAGA Employee
17 worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA
18 Period. PAGA Workweeks will be calculated by the Settlement Administrator by counting each week
19 during the PAGA Period during which the PAGA Employee worked for Defendant as an hourly-paid
20 and/or non-exempt employee in California and worked at least one shift.

21 cc. “Preliminary Approval” means the date on which the Court enters the
22 Preliminary Approval Order.

23 dd. “Preliminary Approval Order” means the order granting preliminary approval
24 of the Settlement, in a form and content mutually agreed to by the Parties, and subject to approval by
25 the Court.

26 ee. “Released Class Claims” means any and all claims, demands, rights, liabilities,
27 and/or causes of action of any nature and description whatsoever, known or unknown, in law or equity,
28 which were alleged or which reasonably could have been alleged based on the factual allegations,

1 claims, and/or theories in the Operative Complaint, arising during the Class Period, including claims
2 for Defendant’s alleged failure to pay minimum and overtime wages, provide compliant meal and rest
3 periods and associated premium payments, timely pay wages during employment and upon
4 termination, provide accurate wage statements, and reimburse necessary business-related expenses in
5 violation of California Labor Code Sections 201, 202, 203, 204, 210, 218.5, 226, 226.3, 226.7, 510,
6 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, the applicable Industrial
7 Welfare Commission Wage Order, and California Business and Professions Code sections 17200, *et*
8 *seq.* The Released Class Claims do not include claims for vested benefits, wrongful termination,
9 violation of the Fair and Employment and Housing Act, unemployment insurance, disability, social
10 security, workers’ compensation, or claims based on facts occurring outside the Class Period.

11 ff. “Released PAGA Claims” means any and all claims, demands, rights,
12 liabilities, and/or causes of action of any nature and description whatsoever, known or unknown, in
13 law or equity, arising from any of the factual allegations, claims, and/or theories in the PAGA Letter,
14 arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004,
15 California Labor Code Sections 2698 *et seq.*, for Defendant’s alleged failure to pay minimum and
16 overtime wages, provide compliant meal and rest periods and associated premium payments, timely
17 pay wages during employment and upon termination, provide accurate wage statements, maintain
18 complete and accurate payroll records, and reimburse necessary business-related expenses in violation
19 of California Labor Code Sections 201, 202, 203, 204, 210, 218.5, 226, 226.3, 226.7, 510, 512, 558,
20 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare
21 Commission Wage Order.

22 gg. “Released Parties” means Defendant, and each of its former and present direct
23 and/or indirect owners, dba’s, affiliates, parents, subsidiaries, co-employers, brother and sister
24 corporations, divisions, related companies, successors and predecessors, assigns, employees who are
25 not Class Members, officers, directors, shareholders, members, trustees, attorneys, accountants,
26 consultants, fiduciaries, beneficiaries, subrogees, executors, partners, privies, agents, stockholders,
27 insurers, co-insurers, representatives, administrators, employee benefit plans, and assigns of said
28 entities.

1 hh. “Request for Exclusion” means a letter submitted by a Class Member indicating
2 a request to be excluded from the Class Settlement, which must: (a) contain the case name and number
3 of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and
4 last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class
5 Member does not wish to be included in the Class Settlement; and (d) be returned by mail to the
6 Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

7 ii. “Response Deadline” means the deadline by which Class Members must submit
8 a Request for Exclusion, Notice of Objection, and/or Workweeks Dispute, which shall be the date that
9 is forty-five (45) calendar days from the initial mailing of the Class Notice by the Settlement
10 Administrator to Class Members, unless the 45th day falls on a Sunday or Federal holiday, in which
11 case the Response Deadline will be extended to the next day on which the United States Postal service
12 is open. The Response Deadline may also be extended by express agreement between Class Counsel
13 and Defendant’s Counsel. Under no circumstances, however, will the Settlement Administrator have
14 the authority to extend the Response Deadline. In the event that a Class Notice is re-mailed to a Class
15 Member, the Response Deadline for that Class Member shall be extended fifteen (15) calendar days
16 from the original Response Deadline.

17 jj. “Settlement Administrator” means Apex Class Action LLC, or any other third-
18 party class action settlement administrator agreed to by the Parties and approved by the Court for
19 purposes of administering the Settlement. The Parties and their counsel each represent that they do
20 not have any financial interest in the Settlement Administrator or otherwise have a relationship with
21 the Settlement Administrator that could create a conflict of interest.

22 kk. “Settlement Administration Costs” means the costs payable from the Gross
23 Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in
24 Paragraph 12.

25 ll. “Settlement Class” or “Settlement Class Member(s)” means all Class Members
26 who do not submit a timely and valid Request for Exclusion.

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1 mm. "Workweeks" means the number of weeks each Class Member worked for
2 Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period.
3 Workweeks will be calculated by the Settlement Administrator counting each week during the Class
4 Period during which the PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt
5 employee in California and worked at least one shift.

6 nn. "Workweeks Dispute" means a letter submitted by a Class Member disputing
7 the number of Workweeks and/or PAGA Workweeks to which they have been credited, which must:
8 (a) contain the case name and number of the Action; (b) contain the Class Member's full name,
9 signature, address, telephone number, and the last four (4) digits of the Class Member's Social Security
10 number; (c) clearly state that the Class Member disputes the number of Workweeks and/or PAGA
11 Workweeks credited to the Class Member and what the Class Member contends is the correct number;
12 and (d) be returned by mail to the Settlement Administrator at the specified address, postmarked on or
13 before the Response Deadline.

14 **CLASS CERTIFICATION**

15 7. For the purposes of this Settlement only, the Parties stipulate to the certification of the
16 Class.

17 8. The Parties agree that certification for the purpose of settlement is not an admission
18 that certification is proper under Section 382 of the California Code of Civil Procedure. Should, for
19 whatever reason, the Court not grant Final Approval, the Parties' stipulation to class certification as
20 part of the Settlement shall become null and void ab initio and shall have no bearing on, and shall not
21 be admissible in connection with, the issue of whether or not certification would be inappropriate in a
22 non-settlement context.

23 **TERMS OF THE AGREEMENT**

24 NOW, THEREFORE, in consideration of the mutual covenants, promises, and agreements set
25 forth herein, the Parties agree, subject to the Court's approval, as follows:

26 9. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application
27 or motion by Class Counsel for attorneys' fees in the amount up to thirty-five percent (35%) of the
28 Gross Settlement Amount (i.e., \$297,500.00) and reimbursement of actual costs and expenses

1 associated with Class Counsel's litigation and settlement of the Action, in an amount not to exceed
2 Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00), both of which will be paid from the
3 Gross Settlement Amount. These amounts will cover any and all work performed and any and all
4 costs incurred by Class Counsel in connection with the litigation of the Action, including without
5 limitation all work performed and costs incurred to date, and all work to be performed and all costs to
6 be incurred in connection with obtaining the Court's approval of this Settlement Agreement, including
7 any objections raised and any appeals necessitated by those objections. Class Counsel shall be solely
8 and legally responsible for correctly characterizing this compensation for tax purposes and for paying
9 any taxes on the amounts received. The Settlement Administrator shall issue an IRS Form 1099 to
10 Class Counsel for the Attorneys' Fees and Costs. Any portion of the requested Attorneys' Fees and
11 Costs that is not awarded by the Court to Class Counsel shall be reallocated to the Net Settlement
12 Amount for the benefit of the Settlement Class Members.

13 10. Enhancement Payment. Defendant agrees not to oppose or impede any application or
14 motion by Plaintiff for an Enhancement Payment in the amount up to Ten Thousand Dollars and Zero
15 Cents (\$10,000.00). The Enhancement Payment, which will be paid from the Gross Settlement
16 Amount, subject to Court approval, will be in addition to her Individual Settlement Payment as a
17 Settlement Class Member and Individual PAGA Payment as a PAGA Employee. Plaintiff shall be
18 solely and legally responsible for correctly characterizing this compensation for tax purposes and for
19 paying any taxes on the amounts received. The Settlement Administrator shall issue an IRS Form
20 1099 to Plaintiff for the Enhancement Payment. Any portion of the requested Enhancement Payment
21 that is not awarded by the Court to Plaintiff shall be reallocated to the Net Settlement Amount for the
22 benefit of the Settlement Class Members.

23 11. PAGA Amount. Subject to approval by the Court, the Parties agree that the amount of
24 Forty Thousand Dollars and Zero Cents (\$40,000.00) shall be allocated from the Gross Settlement
25 Amount toward penalties under the Private Attorneys General Act, California Labor Code Section
26 2698, *et seq.* (i.e., the PAGA Amount), of which seventy-five percent (75%), or \$30,000.00, will be
27 paid to the LWDA (i.e., the LWDA Payment) and twenty-five percent (25%), or \$10,000.00, will be
28 distributed to PAGA Employees (i.e., the PAGA Employee Amount) on a *pro rata* basis, based on the

1 total number of PAGA Workweeks worked by each PAGA Employee during the PAGA Period (i.e.,
2 the Individual PAGA Payments).

3 12. Settlement Administration Costs. The Settlement Administrator will be paid for the
4 reasonable costs of administration of the Settlement and distribution of payments under the Settlement,
5 which is currently not to exceed Eight Thousand Dollars and Zero Cents (\$8,000.00). These costs,
6 which will be paid from the Gross Settlement Amount, subject to Court approval, will include, *inter*
7 *alia*, printing, distributing, and tracking Class Notices and other documents for the Settlement,
8 calculating and distributing payments due under the Settlement, issuing of 1099 and W-2 IRS Forms
9 and all required tax reporting, filings, withholdings, and remittances, providing necessary reports and
10 declarations, and other duties and responsibilities set forth herein to process the Settlement, and as
11 requested by the Parties. To the extent the actual Settlement Administrator's costs are greater than the
12 estimated amount stated herein, such excess amount will be deducted from the Gross Settlement
13 Amount, subject to approval by the Court. Any portion of the estimated, designated, and/or awarded
14 Settlement Administration Costs which are not in fact required to fulfill payment to the Settlement
15 Administrator to undertake the required settlement administration duties shall be reallocated to the Net
16 Settlement Amount for the benefit of the Settlement Class Members.

17 13. Individual Settlement Share Calculations. Individual Settlement Shares will be
18 calculated and apportioned from the Net Settlement Amount based on the Class Members' number of
19 Workweeks, as follows:

20 a. After Preliminary Approval, the Settlement Administrator will divide the Net
21 Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek
22 Value," and multiply each Class Member's individual Workweeks by the Estimated Workweek Value
23 to yield each Class Member's estimated Individual Settlement Share that each Class Member may be
24 entitled to receive under the Class Settlement.

25 b. After Final Approval, the Settlement Administrator will divide the final Net
26 Settlement Amount by the Workweeks of all Settlement Class Members to yield the "Final Workweek
27 Value," and multiply each Settlement Class Member's individual Workweeks by the Final Workweek
28 Value to each Settlement Class Member's final Individual Settlement Share.

1 14. Individual PAGA Payment Calculations. Individual PAGA Payments will be
2 calculated and apportioned from the PAGA Employee Amount based on the PAGA Employees'
3 number of PAGA Workweeks, as follows: The Settlement Administrator will divide the PAGA
4 Employee Amount, i.e., 25% of the PAGA Amount, by the PAGA Workweeks of all PAGA
5 Employees to yield the "PAGA Workweek Value," and multiply each PAGA Employee's individual
6 PAGA Workweeks by the PAGA Workweek Value to yield each PAGA Employee's Individual
7 PAGA Payment.

8 15. Tax Treatment of Individual Settlement Shares and Individual PAGA Payments. Each
9 Individual Settlement Share will be allocated as follows: twenty percent (20%) wages and eighty
10 percent (80%) penalties, interest, and non-wage damages. The portion allocated to wages will be
11 reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages
12 will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement
13 Administrator will withhold the employee's share of taxes and withholdings with respect to the wages
14 portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their
15 Individual Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes
16 and withholdings). The Employer Taxes will be paid separately and in addition to the Gross
17 Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%)
18 penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

19 16. Administration of Taxes by the Settlement Administrator. The Settlement
20 Administrator will be responsible for issuing to Plaintiff, Settlement Class Members, PAGA
21 Employees, and Class Counsel any tax forms (i.e., IRS Forms W-2, IRS Forms 1099, etc.) as may be
22 required by law for all amounts paid pursuant to this Settlement Agreement. The Settlement
23 Administrator will also be responsible for calculating the Employer Taxes and forwarding all payroll
24 taxes and other legally required withholdings to the appropriate government authorities.

25 17. Tax Liability. Plaintiff, Class Counsel, Defendant, and Defendant's Counsel do not
26 intend anything contained in this Settlement Agreement to constitute advice regarding taxes or
27 taxability, nor shall anything in this Settlement Agreement be relied on as such. Plaintiff, Settlement
28 Class Members, and PAGA Employees are not relying on any statement, representation, or calculation

1 by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff, Settlement
2 Class Members, and PAGA Employees understand and agree that Plaintiff, Settlement Class
3 Members, and PAGA Employees will be solely responsible for the payment of any taxes and penalties
4 assessed on the payments described in this Settlement Agreement. Plaintiff, Settlement Class
5 Members, and PAGA Employees should consult with their tax advisors concerning the tax
6 consequences of any payment they receive under the Settlement.

7 18. Circular 230 Disclaimer. EACH PARTY TO THIS SETTLEMENT AGREEMENT
8 (FOR PURPOSES OF THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY
9 TO THIS SETTLEMENT AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN
10 “OTHER PARTY”) ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS
11 SETTLEMENT AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE
12 BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISERS, IS
13 OR WAS INTENDED TO BE, NOR WILL ANY SUCH COMMUNICATION OR DISCLOSURE
14 CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE
15 MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART
16 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY
17 UPON HIS, HER, OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE
18 (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS SETTLEMENT AGREEMENT, (B)
19 HAS NOT ENTERED INTO THIS SETTLEMENT AGREEMENT BASED UPON THE
20 RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY
21 OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR
22 DISCLOSURE BY ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY TO AVOID ANY
23 TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO
24 ATTORNEY OR ADVISOR TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT
25 PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY’S OR ADVISOR’S TAX
26 STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING)
27 UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR
28 TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION

1 CONTEMPLATED BY THIS SETTLEMENT AGREEMENT.

2 19. Settlement Awards Do Not Trigger Additional Benefits. All payments made under the
3 Settlement shall be deemed to be paid to the payee solely in the year in which such payments actually
4 are issued to the payee. It is expressly understood and agreed that payments made under this
5 Settlement shall not in any way entitle Plaintiff, Settlement Class Members, or any PAGA Employee
6 to additional compensation or benefits under any new or additional compensation or benefits, or any
7 bonus, contest, or other compensation or benefit plan or agreement in place during the Class Period,
8 nor will it entitle Plaintiff, Settlement Class Members, or any PAGA Employee to any increased
9 retirement, 401K benefits or matching benefits, or deferred compensation benefits (notwithstanding
10 any contrary language or agreement in any benefit or compensation plan document that might have
11 been in effect during the Class Period).

12 20. Duties of the Parties with Respect to Obtaining Preliminary Approval of the Settlement.
13 Upon execution of this Settlement Agreement, Plaintiff will obtain a hearing date from the Court for
14 Plaintiff's motion for preliminary approval of the Settlement, which Plaintiff and Class Counsel will
15 be responsible for drafting, and submit this Settlement Agreement to the Court in support of said
16 motion. Class Counsel will provide Defendant's Counsel a draft of the preliminary approval motion
17 before filing it with the Court. Defendant agrees not to oppose the motion for preliminary approval
18 of the Settlement consistent with this Settlement Agreement. By way of said motion, Plaintiff will
19 apply for the entry of the Preliminary Approval Order seeking the following:

- 20 a. Conditionally certifying the Class for settlement purposes only;
- 21 b. Granting Preliminary Approval of the Settlement;
- 22 c. Preliminarily appointing Plaintiff as the representative of the Class;
- 23 d. Preliminarily appointing Class Counsel as counsel for the Class;
- 24 e. Approving as to form and content, the mutually-agreed upon and proposed
25 Class Notice and directing its mailing by First Class U.S. Mail;
- 26 f. Approving the manner and method for Class Members to request exclusion
27 from or object to the Class Settlement as contained herein and within the Class Notice;

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1 g. Scheduling a Final Approval Hearing at which the Court will determine whether
2 Final Approval of the Settlement should be granted.

3 21. Notice of Settlement to the LWDA. Pursuant to California Labor Code § 2699(1)(2),
4 Class Counsel shall notify the LWDA of the Settlement.

5 22. Delivery of Class List. Within fourteen (14) calendar days of Preliminary Approval,
6 Defendant will provide the Class List to the Settlement Administrator.

7 23. Notice by First-Class U.S. Mail.

8 a. Within seven (7) calendar days after receiving the Class List from Defendant,
9 the Settlement Administrator will perform a search based on the National Change of Address Database
10 or any other similar services available, such as provided by Experian, for information to update and
11 correct for any known or identifiable address changes, and will mail a Class Notice (in the form
12 attached as **Exhibit A** to this Settlement Agreement) to all Class Members via First-Class U.S. Mail,
13 using the most current, known mailing addresses identified by the Settlement Administrator.

14 b. Any Class Notice returned to the Settlement Administrator as undeliverable on
15 or before the Response Deadline will be sent promptly via First-Class U.S. Mail to the forwarding
16 address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on
17 the Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly
18 attempt to determine the correct address using a skip-trace or other search, using the name, address,
19 and/or Social Security number of the Class Member, and perform a single re-mailing within five (5)
20 calendar days.

21 c. Compliance with the procedures described herein above shall constitute due and
22 sufficient notice to Class Members of the Settlement and shall satisfy the requirements of due process.
23 Nothing else shall be required of or done by the Parties, Class Counsel, or Defendant's Counsel to
24 provide notice of the Settlement.

25 24. Disputes Regarding Workweeks and/or PAGA Workweeks. Class Members will have
26 an opportunity to dispute the number of Workweeks and/or PAGA Workweeks to which they have
27 been credited, as reflected in their respective Class Notices, by submitting a timely and valid
28 Workweeks Dispute to the Settlement Administrator, by mail, postmarked on or before the Response

1 Deadline. The date of the postmark on the return mailing envelope will be the exclusive means to
2 determine whether a Workweeks Dispute has been timely submitted. Absent evidence rebutting the
3 accuracy of Defendant's records and data as they pertain to the number of Workweeks and/or PAGA
4 Workweeks to be credited to a disputing Class Member, Defendant's records will be presumed to be
5 correct and determinative of the dispute. However, if a Class Member produces information and/or
6 documents to the contrary, the Settlement Administrator will evaluate the materials submitted by the
7 Class Member and the Settlement Administrator will resolve and determine the number of eligible
8 Workweeks and/or PAGA Workweeks that the disputing Class Member should be credited with under
9 the Settlement. The Settlement Administrator's decision on such disputes will be final and non-
10 appealable.

11 25. Requesting Exclusion from the Class Settlement. Any Class Member wishing to be
12 excluded from the Class Settlement must submit a timely and valid Request for Exclusion to the
13 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
14 postmark on the return mailing envelope will be the exclusive means to determine whether a Request
15 for Exclusion has been timely submitted. The Settlement Administrator will certify jointly to Class
16 Counsel and Defendant's Counsel the number of timely and valid Requests for Exclusion that are
17 submitted, and also identify the individuals who have submitted a timely and valid Request for
18 Exclusion in a declaration that is to be filed with the Court in advance of the Final Approval Hearing.
19 At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members
20 to request exclusion from the Class Settlement. Any Class Member who submits a Request for
21 Exclusion is prohibited from making any objection to the Class Settlement. Any Class Member who
22 submits a timely and valid Request for Exclusion will not be bound by the Class Settlement and will
23 not be issued an Individual Settlement Payment. Any Class Member who does not affirmatively
24 request exclusion from the Class Settlement by submitting a timely and valid Request for Exclusion
25 will be bound by all of the terms of the Class Settlement, including and not limited to those pertaining
26 to the Released Class Claims, as well as any judgment that may be entered by the Court if it grants
27 Final Approval to the Settlement. Notwithstanding the above, all PAGA Employees will be bound to
28 the PAGA Settlement and will be issued their Individual PAGA Payment, irrespective of whether they

1 submit a Request for Exclusion.

2 26. Objecting to the Class Settlement. To object to the Class Settlement, Settlement Class
3 Members must submit a timely and complete Notice of Objection to the Settlement Administrator, by
4 mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing
5 envelope will be the exclusive means to determine whether a Notice of Objection has been timely
6 submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's
7 Counsel the number of Notices of Objection that are submitted (specifying which ones were timely
8 and complete and which were not), and also attach them to a declaration that is to be filed with the
9 Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel
10 seek to solicit or otherwise encourage Settlement Class Members to object to the Class Settlement or
11 appeal from the Final Approval Order and Judgment. Settlement Class Members, individually or
12 through counsel, may also present their objection orally at the Final Approval Hearing, regardless of
13 whether they have submitted a Notice of Objection.

14 27. Reports by the Settlement Administrator. The Settlement Administrator shall provide
15 weekly reports to counsel for the Parties providing: (a) the number of undeliverable and re-mailed
16 Class Notices; (ii) the number of Class Members who have submitted Workweeks Disputes; (iii) the
17 number of Class Members who have submitted Requests for Exclusion; and (iv) the number of
18 Settlement Class Members who have submitted Notices of Objection. Additionally, the Settlement
19 Administrator will provide to counsel for the Parties any updated reports regarding the administration
20 of the Settlement Agreement as needed or requested, and immediately notify the Parties when it
21 receives a request from an individual or any other entity regarding inclusion in the Class and/or
22 Settlement or regarding a Workweeks Dispute.

23 28. Defendant's Right to Rescind. If more than ten percent (10%) of the Class Members
24 submit timely and valid Requests for Exclusion, Defendant may elect to rescind the Settlement
25 Agreement. Defendant must exercise this right of rescission in writing that is provided to Class
26 Counsel within fourteen (14) calendar days of the Settlement Administrator notifying the Parties of
27 the number of Class Members who have submitted timely and valid Requests for Exclusion following
28 the Response Deadline. If Defendant exercises this option, Defendant shall pay any costs of settlement

1 administration owed to the Settlement Administrator incurred up to that date.

2 29. Certification of Completion. Upon completion of administration of the Settlement, the
3 Settlement Administrator will provide a written declaration under oath to certify such completion to
4 the Court and counsel for all Parties.

5 30. Duties of the Parties with Respect to Obtaining Final Approval of the Settlement. After
6 the Response Deadline, a Final Approval Hearing will be conducted to determine whether Final
7 Approval of the Settlement should be granted, along with the amounts properly payable for: (a)
8 Individual Settlement Shares; (b) Individual PAGA Payments; (c) LWDA Payment; (d) Attorneys'
9 Fees and Costs; (e) Enhancement Payment; and (f) Settlement Administration Costs. The Final
10 Approval Hearing will not be held earlier than thirty (30) calendar days after the Response Deadline.
11 Plaintiff and Class Counsel will be responsible for drafting the motion seeking Final Approval of the
12 Settlement. Class Counsel will provide Defendant's Counsel a draft of the final approval motion
13 before filing it with the Court. By way of said motion, Plaintiff will apply for the entry of the Final
14 Approval Order and Judgment, which will provide for, in substantial part, the following:

- 15 a. Approval of the Settlement as fair, reasonable, and adequate, and directing
16 consummation of its terms and provisions;
- 17 b. Certification of the Settlement Class;
- 18 c. Approval of the application for Attorneys' Fees and Costs to Class Counsel;
- 19 d. Approval of the application for Enhancement Payment to Plaintiff;
- 20 e. Directing Defendant to fund all amounts due under the Settlement Agreement
21 and ordered by the Court; and
- 22 f. Entering judgment in the Action, while maintaining continuing jurisdiction, in
23 conformity with California Rules of Court 3.769 and the Settlement Agreement.

24 31. Funding of the Gross Settlement Amount. No later than ten (10) business days after
25 the Effective Date, Defendant will deposit the Gross Settlement Amount into a Qualified Settlement
26 Fund ("QSF") within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be established
27 by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement
28 Administrator to calculate necessary payroll taxes including its official name, 8-digit state
unemployment insurance tax ID number, and other information requested by the Settlement

1 Administrator, no later than ten (10) business days after the Effective Date.

2 32. Distribution of the Gross Settlement Amount. Within five (5) business days of the
3 funding of the Gross Settlement Amount, the Settlement Administrator will issue the Individual
4 Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees,
5 LWDA Payment to the LWDA, Enhancement Payment to Plaintiff, Attorneys' Fees and Costs to Class
6 Counsel, and Settlement Administration Costs to itself. The Settlement Administrator shall also set
7 aside the Employer Taxes and all employee-side payroll taxes, contributions, and withholding, and
8 timely forward these to the appropriate government authorities.

9 33. Settlement Checks. The Settlement Administrator will be responsible for undertaking
10 appropriate deductions, required tax reporting, and issuing the Individual Settlement Payments by way
11 of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the
12 PAGA Employees in accordance with this Settlement Agreement. When issuing payments, the
13 Settlement Administrator may combine the Individual Settlement Payment and Individual PAGA
14 Payment into one check if the intended recipient for both payments is one individual. Settlement Class
15 Members and PAGA Employees are not required to submit a claim to be issued an Individual
16 Settlement Payment and/or Individual PAGA Payment. Each Individual Settlement Payment and
17 Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180)
18 calendar days from the date the checks are issued, and thereafter, shall be canceled. Any funds
19 associated with such canceled checks shall be distributed by the Settlement Administrator to the State
20 of California's Unclaimed Property Fund in the name of the Settlement Class Member and/or PAGA
21 Employee. The Parties agree that this disposition results in no "unpaid residue" under California Civil
22 Procedure Code § 384, as the entire Net Settlement Amount will be paid out to Settlement Class
23 Members, whether or not they cash their settlement checks. Therefore, Defendant will not be required
24 to pay any interest on such amounts. The Settlement Administrator shall undertake amended and/or
25 supplemental tax filings and reporting required under applicable local, state, and federal tax laws that
26 are necessitated due to the cancelation of any Individual Settlement Payment and/or Individual PAGA
27 Payment checks. Settlement Class Members whose Individual Settlement Payment checks are
28 canceled shall, nevertheless, be bound by the Class Settlement, and PAGA Employees whose
Individual PAGA Payment checks are canceled shall, nevertheless, be bound by the PAGA Settlement.

1 34. Class Settlement Release. Upon the Effective Date and full funding of the Gross
2 Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally,
3 and forever released the Released Parties of all Released Class Claims.

4 35. PAGA Settlement Release. Upon the Effective Date and full funding of the Gross
5 Settlement Amount, Plaintiff, the State of California with respect to all PAGA Employees, and all
6 PAGA Employees will be deemed to have fully, finally, and forever released the Released Parties of
7 all Released PAGA Claims.

8 36. Plaintiff's General Release. Upon the Effective Date and full funding of the Gross
9 Settlement Amount, Plaintiff, individually and on her own behalf, will be deemed to have fully, finally,
10 and forever released the Released Parties from any and all claims, charges, complaints, liens, debts,
11 liabilities, demands, obligations, agreements, contracts, covenants, guarantees, actions, suits,
12 penalties, wages, costs, judgments, order, expenses, attorneys' fees, damages, causes of action, or
13 liabilities of any kind or nature whatsoever, in law or equity, known or unknown, suspected or
14 unsuspected, asserted or unasserted, which Plaintiff, at any time of execution of this Settlement
15 Agreement, had or claimed to have or may have, including but not limited to any and all claims arising
16 out of, relating to, or resulting from her employment and/or separation of employment with the
17 Released Parties. It is agreed that this is a general release and is to be broadly construed as a release
18 of all claims, provided that, notwithstanding the foregoing, this Paragraph expressly does not include
19 a release of any claims that cannot be released hereunder by law. Plaintiff understands and expressly
20 agrees that this Settlement Agreement extends to claims that she has against Defendant, of whatever
21 nature and kind, known or unknown, suspected or unsuspected, vested or contingent, past, present, or
22 future, arising from or attributable to an incident or event, occurring in whole or in part, on or before
23 the execution of this Settlement Agreement. This general release includes, but is not limited to, claims
24 arising from or dependent on the California Labor Code; the Wage Orders of the California Industrial
25 Welfare Commission; California Business and Professions Code section 17200 et seq.; the California
26 Fair Employment and Housing Act, Cal. Gov't Code § 12900 et seq.; the California Healthy
27 Workplaces, Healthy Families Act, Cal. Labor Code § 245 et seq., the California common law of
28 contract and tort; Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act, 42

1 U.S.C. § 12101 et seq.; the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et
2 seq.; the Fair Labor Standards Act, 29 U.S.C. § 201 et seq., the Portal to Portal Act, 29 U.S.C. § 251
3 et seq., and the Families First Coronavirus Response Act. Any and all rights granted under any state
4 or federal law or regulation limiting the effect of this Settlement Agreement, including the provisions
5 of Section 1542 of the California Civil Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542
6 of the California Civil Code reads as follows:

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

12 37. Final Approval Order and Judgment. The Parties shall provide the Settlement
13 Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court,
14 and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for
15 sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the
16 Class will be required.

17 38. Continued Jurisdiction. After entry of the judgment pursuant to the Settlement, the
18 Court will have continuing jurisdiction pursuant to Rule 3.769 of the California Rules of Court and
19 Section 664.6 of the California Code of Civil Procedure, for purposes of addressing: (a) the
20 interpretation and enforcement of the terms of the Settlement, (b) settlement administration matters,
21 and (c) such post-judgment matters as may be appropriate under court rules or as set forth in this
22 Settlement Agreement.

23 39. Effects of Termination or Rescission of Settlement. Termination or rescission of the
24 Settlement Agreement shall have the following effects:

25 a. The Settlement Agreement shall be void and shall have no force or effect, and
26 no Party shall be bound by any of its terms;

27 ///

28 ///

1 b. In the event the Settlement Agreement is terminated, Defendant shall have no
2 obligation to make any payments to any Party, Class Member, or attorney, except that the terminating
3 Party shall pay the Settlement Administrator for services rendered up to the date the Settlement
4 Administrator is notified that the Settlement has been terminated;

5 c. The Preliminary Approval Order, Final Approval Order and Judgment,
6 including any order certifying the Class, shall be vacated;

7 d. The Settlement Agreement and all negotiations, statements, and proceedings
8 relating thereto shall be without prejudice to the rights of any of the Parties, all of whom shall be
9 restored to their respective positions in the Action prior to the execution of the Settlement Agreement;

10 e. Neither this Settlement Agreement, nor any ancillary documents, actions,
11 statements, or filings in furtherance of the Settlement (including all matters associated with the
12 mediation) shall be admissible or offered into evidence in the Action or any other action for any
13 purpose whatsoever; and

14 f. Any documents generated to bring the Settlement into effect, will be null and
15 void, and any order or judgment entered by the Court in furtherance of this Settlement Agreement will
16 likewise be treated as void from the beginning.

17 40. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant
18 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
19 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause
20 of action or right herein released and discharged.

21 41. Exhibits Incorporated by Reference. The terms of this Settlement include the terms set
22 forth in any attached exhibits, which are incorporated by this reference as though fully set forth herein.
23 Any exhibits to this Settlement Agreement are an integral part of the Settlement.

24 42. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the
25 entirety of the Parties' agreement relating to the settlement and transaction completed thereby, and all
26 prior or contemporaneous agreements, understandings, representations, and statements, whether oral
27 or written and whether by a Party or such Party's legal counsel, are merged herein. No other prior or
28 contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties
expressly recognize California Civil Code § 1625 and California Code of Civil Procedure § 1856(a),

1 which provide that a written agreement is to be construed according to its terms and may not be varied
2 or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic oral or written
3 representations or terms will modify, vary, or contradict the terms of this Settlement Agreement.

4 43. Interim Stay of Proceedings. The Parties agree to hold in abeyance all proceedings in
5 the Action (including with respect to California Code of Civil Procedure § 583.310), except such
6 proceedings necessary to implement and complete this Settlement Agreement, pending the Final
7 Approval Hearing to be conducted by the Court.

8 44. Amendment or Modification. Prior to the filing of the motion for preliminary approval
9 of the Settlement, the Parties may not amend or modify any provision of this Settlement Agreement
10 except by written agreement signed by counsel for all Parties. After the filing of the motion for
11 preliminary approval of the Settlement, the Parties may not amend or modify any provision of this
12 Settlement Agreement except by written agreement signed by counsel for all the Parties and subject
13 to Court approval. A waiver or amendment of any provision of this Settlement Agreement will not
14 constitute a waiver of any other provision.

15 45. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
16 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
17 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
18 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
19 effectuate the terms of this Settlement Agreement. The Parties warrant that they understand and have
20 full authority to enter into this Settlement Agreement, and further intend that this Settlement
21 Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible
22 and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation
23 confidentiality provisions that otherwise might apply under state or federal law.

24 46. Signatories. It is agreed that because the members of the Class are so numerous, it is
25 impossible or impractical to have each Settlement Class Member or PAGA Employee execute this
26 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
27 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
28 as to the PAGA Employees, and the releases provided for by this Settlement Agreement shall have
the same force and effect as if this Settlement Agreement were executed by each Settlement Class
Member and PAGA Employee.

1 47. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
2 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

3 48. California Law Governs. All terms of this Settlement Agreement and attached exhibits
4 hereto will be governed by and interpreted according to the laws of the State of California.

5 49. Execution and Counterparts. This Settlement Agreement is subject only to the
6 execution of all Parties. However, this Settlement Agreement may be executed in one or more
7 counterparts. All executed counterparts and each of them, including facsimile, electronic, and scanned
8 copies of the signature page, will be deemed to be one and the same instrument.

9 50. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
10 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
11 this Settlement after arm's length negotiations and in the context of adversarial litigation, taking into
12 account all relevant factors, present and potential. The Parties further acknowledge that they are each
13 represented by competent counsel and that they have had an opportunity to consult with their counsel
14 regarding the fairness and reasonableness of this Settlement Agreement. In addition, if necessary to
15 obtain approval of the Settlement, the Mediator may execute a declaration supporting the Settlement
16 and the reasonableness of the Settlement and the Court may, in its discretion, contact the Mediator to
17 discuss the Settlement and whether or not the Settlement is objectively fair and reasonable.

18 51. Invalidity of Any Provision. Before declaring any provision of this Settlement
19 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
20 possible consistent with applicable precedents so as to define all provisions of this Settlement
21 Agreement valid and enforceable.

22 52. Plaintiff's Cooperation. Plaintiff agrees to sign this Settlement Agreement and, by
23 signing this Settlement Agreement, is hereby bound by the terms herein and agrees to fully cooperate
24 to implement the Settlement.

25 53. Non-Admission of Liability. The Parties enter into this Settlement Agreement to
26 resolve the dispute that has arisen between them and to avoid the burden, expense, and risk of
27 continued litigation. In entering into this Settlement Agreement, Defendant does not admit, and
28 specifically denies, it has violated any federal, state, or local law; violated any regulations or guidelines

1 promulgated pursuant to any statute or any other applicable laws, regulations, or legal requirements;
2 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception;
3 or engaged in any other unlawful conduct with respect to its employees. Neither this Settlement
4 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be
5 construed as an admission or concession by Defendant of any such violations or failures to comply
6 with any applicable law. Except as necessary in a proceeding to enforce the terms of this Settlement
7 Agreement, this Settlement Agreement and its terms and provisions shall not be offered or received
8 as evidence in any action or proceeding to establish any liability or admission on the part of Defendant
9 or to establish the existence of any condition constituting a violation of, or a non-compliance with,
10 federal, state, local or other applicable law.

11 54. Captions. The captions and paragraph numbers in this Settlement Agreement are
12 inserted for the reader's convenience, and in no way define, limit, construe, or describe the scope or
13 intent of the provisions of this Settlement Agreement.

14 55. Mutual Preparation. The Parties have had a full opportunity to negotiate the terms and
15 conditions of this Settlement Agreement. Accordingly, this Settlement Agreement will not be
16 construed more strictly against one Party than another merely by virtue of the fact that it may have
17 been prepared by counsel for one of the Parties, it being recognized that, because of the arms-length
18 negotiations between the Parties, all Parties have contributed equally to the preparation of this
19 Settlement Agreement.

20 56. Representation By Counsel. The Parties acknowledge that they have been represented
21 by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and
22 that this Settlement Agreement has been executed with the consent and advice of counsel, and
23 reviewed in full.

24 57. All Terms Subject to Final Court Approval. All amounts and procedures described in
25 this Settlement Agreement herein will be subject to final Court approval.

26 58. Notices. All notices, demands, and other communications to be provided concerning
27 the Settlement Agreement shall be in writing and deemed to have been duly given as of the third
28 business day after mailing by First Class U.S. Mail, or the day sent by email or messenger, addressed

1 as follows:

2 To Plaintiff and Class Counsel:

3 Jonathan M. Genish

4 jgenish@blackstonepc.com

5 Miriam L. Schimmel

6 mschimmel@blackstonepc.com

7 Joana Fang

8 jfang@blackstonepc.com

9 Alexandra Rose

10 arose@blackstonepc.com

11 Jared C. Osborne

12 josborne@blackstonepc.com

13 **BLACKSTONE LAW, APC**

14 8383 Wilshire Boulevard, Suite 745

15 Beverly Hills, California 90211

16 Tel: (310) 622-4278 / Fax: (855) 786-6356

17 To Defendant:

18 Michael J. Murtaugh

19 mmurtaugh@murtaughlaw.com

20 **MURTAUGH TREGLIA STERN & DEILY LLP**

21 2603 Main Street, Penthouse

22 Irvine, California 92614

23 Tel: (949) 794-4000 / (949) 794-4099

24 59. Cooperation and Execution of Necessary Documents. All Parties and their counsel will
25 cooperate with each other in good faith and use their best efforts to implement the Settlement,
26 including and not limited to, executing all documents to the extent reasonably necessary to effectuate
27 the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or
28 content of any document needed to implement the Settlement Agreement, or on any supplemental
provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties
may seek the assistance of the Mediator and then the Court to resolve such disagreement.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint
Stipulation of Class Action and PAGA Settlement between Plaintiff and Defendant:

IT IS SO AGREED.

PLAINTIFF EMMA ROMERO

Dated: 03/06/2025



Plaintiff Emma Romero

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DEFENDANT CHARLES ABBOTT ASSOCIATES, INC.

Dated: March 26, 2025



Full Name: Diana Snodgrass

Title: Vice President/CFO

On behalf of Charles Abbott Associates, Inc.

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated: March 6, 2025



Jonathan M. Genish
*Attorneys for Plaintiff Emma Romero
and Proposed Class Counsel*

MURTAUGH TREGLIA STERN & DEILY LLP

Dated: March 26, 2025



Michael J. Murtaugh
*Attorneys for Defendant Charles Abbott
Associates, Inc.*

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Emma Romero v. Charles Abbott Associates, Inc.
San Bernardino County Superior Court Case No. CIVSB2322374

PLEASE READ THIS CLASS NOTICE CAREFULLY.

You have received this Class Notice because Defendant’s records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Class Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks and/or PAGA Workweeks that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Emma Romero (“Plaintiff”) and Defendant Charles Abbott Associates, Inc. (“Defendant”) (Plaintiff and Defendant are collectively referred to as the “Parties”) in the case entitled *Emma Romero v. Charles Abbott Associates, Inc.*, San Bernardino County Superior Court Case No. CIVSB2322374 (“Action”), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] (“Final Approval Hearing”) to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

“**Class**” or “**Class Member(s)**” means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period.

“**Class Period**” means the period from September 15, 2019 through [the date on which the total number of workweeks reaches 21,250].

“**Class Settlement**” means the settlement and resolution of all Released Class Claims.

“**PAGA Employee(s)**” means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period.

“**PAGA Period**” means the period from September 8, 2022 [through the date on which the total number of workweeks reaches 21,250].

“**PAGA Settlement**” means the settlement and resolution of all Released PAGA Claims.

II. BACKGROUND OF THE ACTION

On September 8, 2023, Plaintiff provided written notice to the California Labor and Workforce Development Agency (“LWDA”) and Defendant of the specific provisions of the California Labor Code that Plaintiff contends were violated (“PAGA Letter”). On September 15, 2023, Plaintiff commenced a putative class action lawsuit by filing a Class Action Complaint in the Action. On November 14, 2023, Plaintiff filed a First Amended Class Action Complaint for Damages and Enforcement Action Under the Private Attorneys General Act, California Labor Code §§ 2698 Et Seq. (“Operative Complaint”), adding a cause of action under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq.* (“PAGA”).

Plaintiff contends that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during and upon termination of employment and associated waiting-time penalties, provide accurate wage statements, and reimburse business expenses, and thereby engaged in unfair business practices in violation of the California Business and Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under PAGA. Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys’ fees and costs.

Defendant denies all of the allegations in the Action or that it violated any law.

The Parties participated in mediation with a respected class action mediator, and as a result, the Parties reached a settlement. The Parties have since entered into a Joint Stipulation of Class Action and PAGA Settlement (“Settlement” or “Settlement Agreement”).

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed Apex Class Action LLC as the administrator of the Settlement (“Settlement Administrator”), Plaintiff Emma Romero as the representative of the Class (“Class Representative”), and the following Plaintiff’s attorneys as counsel for the Class (“Class Counsel”):

Jonathan M. Genish
Miriam L. Schimmel
Joana Fang
Alexandra Rose
Jared C. Osborne
Blackstone Law, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks and/or PAGA Workweeks credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Employee, you do not need to take any action to receive an Individual PAGA Payment; you will not have the opportunity to object or seek exclusion from the PAGA Settlement; and all PAGA Employees will be bound to the PAGA Settlement if the Court grants final approval of the Settlement.

The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Action have merit or that Defendant has any liability to Plaintiff, Class Members, or PAGA Employees. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, the State of California, and PAGA Employees.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The total gross settlement amount is Eight Hundred Fifty Thousand Dollars and Zero Cents (\$850,000.00) (the “Gross Settlement Amount”). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the “Net Settlement Amount.” The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys’ fees, in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$297,500.00), and reimbursement of litigation costs and expenses, in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) to Class Counsel; (2) Enhancement Payment in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) to Plaintiff for her services in the Action; (3) the amount of Forty Thousand Dollars and Zero Cents (\$40,000.00) allocated toward civil penalties under the Private Attorneys General Act (“PAGA Amount”), of which the LWDA will be paid 75% (\$30,000.00) (“LWDA Payment”) and the remaining 25% (\$10,000.00) will be distributed to PAGA Employees (“PAGA Employee Amount”); and (4) Settlement Administration Costs in an amount not to exceed Eight Thousand Dollars and Zero Cents (\$8,000.00) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount (“Individual Settlement Share”) based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period (“Workweeks”). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the “Estimated

Workweek Value,” and multiplied each Class Member’s individual Workweeks by the Estimated Workweek Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion (“Settlement Class Members”) will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as twenty percent (20%) as wages, which will be reported on an IRS Form W-2, and eighty percent (80%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee’s share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member (“Individual Settlement Payment”). The employer’s share of taxes and contributions in connection with the wages portion of Individual Settlement Shares (“Employer Taxes”) will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Employees are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the PAGA Employee Amount (“Individual PAGA Payment”) based on the number of weeks each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period (“PAGA Workweeks”). The Settlement Administrator had divided the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the PAGA Workweeks of all PAGA Employees to yield the “PAGA Workweek Value,” and multiplied each PAGA Employee’s individual PAGA Workweeks by the PAGA Workweek Value to yield each PAGA Employee’s Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, will not be subject to taxes or withholdings, and will be reported on IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class Members and Individual PAGA Payments will be mailed to PAGA Employees at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure you receive any payment that you may be entitled to under the Settlement.**

B. Your Workweeks and PAGA Workweeks (if applicable) Based on Defendant’s Records

According to Defendant’s records:

- From September 15, 2019 through [the date on which the total number of workweeks reaches 21,250] (i.e., the Class Period), you are credited as having worked [] Workweeks.
- From September 8, 2022 [through the date on which the total number of workweeks reaches 21,250] (i.e., the PAGA Period), you are credited as having worked [] PAGA Workweeks.

If you wish to dispute the Workweeks and/or PAGA Workweeks credited to you, you must submit your dispute in writing to the Settlement Administrator (“Workweeks Dispute”). The Workweeks Dispute must: (a) contain the case name and number of the Action (*Emma Romero v. Charles Abbott Associates, Inc.*, Case No. CIVSB2322374); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks and/or PAGA Workweeks credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before [Response Deadline]**.

C. Your Estimated Individual Settlement Share and Individual PAGA Payment (if applicable)

As explained above, your estimated Individual Settlement Share and Individual PAGA Payment (if applicable) is based on the number of Workweeks and PAGA Workweeks (if applicable) credited to you.

Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$ []. The Individual Settlement Share is subject to reduction for the employee’s share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$ [] and

will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

The settlement approval process may take multiple months. Your Individual Settlement Share and Individual PAGA Payment (if applicable) reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and Individual PAGA Payment (if applicable) may be higher or lower.

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released the Released Parties of all Released Class Claims.

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released the Released Parties of all Released PAGA Claims.

“Released Class Claims” means any and all claims, demands, rights, liabilities, and/or causes of action of any nature and description whatsoever, known or unknown, in law or equity, which were alleged or which reasonably could have been alleged based on the factual allegations, claims, and/or theories in the Operative Complaint, arising during the Class Period, including claims for Defendant’s alleged failure to pay minimum and overtime wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide accurate wage statements, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 218.5, 226, 226.3, 226.7, 510, 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, and California Business and Professions Code sections 17200, *et seq.* The Released Class Claims do not include claims for vested benefits, wrongful termination, violation of the Fair and Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

“Released PAGA Claims” means any and all claims, demands, rights, liabilities, and/or causes of action of any nature and description whatsoever, known or unknown, in law or equity, arising from any of the factual allegations, claims, and/or theories in the PAGA Letter, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, for Defendant’s alleged failure to pay minimum and overtime wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide accurate wage statements, maintain complete and accurate payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 218.5, 226, 226.3, 226.7, 510, 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order.

“Released Parties” means Defendant, and each of its former and present direct and/or indirect owners, dba’s, affiliates, parents, subsidiaries, co-employers, brother and sister corporations, divisions, related companies, successors and predecessors, assigns, employees who are not Class Members, officers, directors, shareholders, members, trustees, attorneys, accountants, consultants, fiduciaries, beneficiaries, subrogees, executors, partners, privies, agents, stockholders, insurers, co-insurers, representatives, administrators, employee benefit plans, and assigns of said entities.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$297,500.00) and reimbursement of litigation costs and expenses in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. The Attorneys’ Fees and Costs granted by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of Plaintiff, Class Members, and PAGA Employees on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

F. Enhancement Payment to Plaintiff

Plaintiff will seek the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00) (“Enhancement Payment), in recognition of her services in connection with the Action. The Enhancement Payment will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, it will be paid to Plaintiff in addition to her Individual Settlement Payment and Individual PAGA Payment that she is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Eight Thousand Dollars and Zero Cents (\$8,000.00) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and Workweeks Disputes, calculating Individual Settlement Shares, Individual Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement and if the Court grants final approval of the Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released Class Claims against the Released Parties as described in Section III.D above.

If you are a PAGA Employee and the Court grants final approval of the Settlement, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims against the Released Parties as described in Section III.D above.

As a Class Member and PAGA Employee (if applicable), you will not be separately responsible for the payment of attorney’s fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney’s fees and expenses.

B. Request Exclusion from the Class Settlement

Class Members may request to be excluded from the Class Settlement by submitting a letter (“Request for Exclusion”) to the Settlement Administrator, at the following address:

[Settlement Administrator]
[Mailing Address]

A Request for Exclusion must: (a) contain the case name and number of the Action (*Emma Romero v. Charles Abbott Associates, Inc.*, Case No. CIVSB2322374); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) clearly state that you do not wish to be included in the Class Settlement; and (d) be returned by mail to the Settlement Administrator at the specified address above, postmarked **on or before [Response Deadline]**.

If the Court grants final approval of the Settlement, any Class Member who submits a timely and valid Request for Exclusion will not be issued an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid Request for Exclusion will be deemed Settlement Class Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. PAGA Employees will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

C. Object to the Class Settlement

You can object to the Class Settlement as long as you have not submitted a Request for Exclusion by submitting a written objection (“Notice of Objection”) to the Settlement Administrator.

The Notice of Objection must: (a) contain the case name and number of the Action (*Emma Romero v. Charles Abbott Associates, Inc.*, Case No. CIVSB2322374); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B above, postmarked **on or before [Response Deadline]**.

You may also appear at the Final Approval Hearing and present your objection orally, regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department S30 of the San Bernardino County Superior Court, located at 247 West 3rd Street, San Bernardino, California 92415, on **[date]**, at **[time]**, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys’ Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, and Settlement Administration Costs to the Settlement Administrator.

The Final Approval Hearing may be continued without further notice to the Class Members and PAGA Employees. It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You may view the Settlement Agreement and other documents filed in the Action by for a fee by visiting the civil clerk’s office, located at 247 West Third Street, San Bernardino, California 92415, during business hours, or by online by visiting the following website: <https://cap.sb-court.org/>, clicking “Search” at the top of the screen, clicking “CASE INFORMATION” from the drop down, and typing in the Case Number (CIVSB2322374).

You may also visit the Settlement Administrator’s website at **[redacted]** for key documents in the Action.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: [INSERT], OR YOU MAY ALSO CONTACT CLASS COUNSEL.