

EXHIBIT 1

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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

ANTHONE REINKE and JARRETT CHOW,
individually, and on behalf of all others
similarly situated,

Plaintiff,

v.

MGE UNDERGROUND, INC., a California
Corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 22CV403855

*[Assigned for all purposes to Hon. Theodore
C. Zayner, Dept.19]*

**CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT**

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MGE UNDERGROUND, INC.

1 This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and
2 between Plaintiffs Jarrett Chow and Daniel Enriquez Ulloa (“Plaintiffs”) and Defendant MGE
3 Underground, Inc. (“Defendant”). The Agreement refers to Plaintiffs and Defendant collectively
4 as “Parties,” or individually as “Party.”

5 1. **DEFINITIONS.**

6 1.1 “Actions” means Plaintiffs’ lawsuits alleging class action wage and hour violations
7 against Defendant captioned *Reinke, et al. v. MGE Underground, Inc.*, Santa Clara County
8 Superior Court, Case No. 22CV403855, filed on July 24, 2023; *Ulloa v. MGE Underground, Inc.*,
9 Santa Clara County Superior Court, Case No. 23CV416209, filed on May 9, 2023.

10 1.2 “Administrator” means Apex Class Action Administration (“Apex”), the neutral entity
11 the Parties have agreed to appoint to administer the Settlement.

12 1.3 “Administration Costs” means the amount the Administrator will be paid from the Gross
13 Settlement Amount to reimburse its reasonable fees and expenses in accordance with the
14 Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary
15 Approval of the Settlement.

16 1.4 “Aggrieved Employee” means all current and former non-exempt, hourly individuals
17 that worked for Defendant MGE Underground, Inc. in the State of California during the PAGA
18 Period.

19 1.5 “Class” means all current and former non-exempt, hourly individuals that worked for
20 Defendant MGE Underground, Inc. in the State of California during the Class Period.

21 1.6 “Class Counsel” means John G. Yslas, Samanta A. Smith, Jeffrey C. Bills, Aram
22 Boyadjian and Andrew Sandoval of Wilshire Law Firm, PLC and Natalie Haritounian of D.Law,
23 Inc., David Yeremian of David Yeremian & Associates, Inc., and Walter Haines from United
24 Employees Law Group, P.C.

25 1.7 “Class Counsel Fees Payment” means an award of attorneys’ fees granted to Class
26 Counsel and paid from the Gross Settlement Amount. The Parties have agreed Plaintiffs will
27 request approval from the Court of up thirty-five percent of the GSA (currently \$700,000.00).

28 1.8 “Class Counsel Litigation Expenses Payment” means the amount allocated to Class

Counsel for reimbursement of reasonable expenses and costs incurred to prosecute the Action and paid from the Gross Settlement Amount.

1.9 “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Workweeks and PAGA Pay Periods. The Class Data shall be based on Defendant’s payroll, personnel, and other business records.

1.10 “Class Member” or “Settlement Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).

1.11 “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods, and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.

1.12 “Class Notice” means the Court approved Notice of Settlement and hearing date for Final Approval, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.13 “Class Period” or “Class Settlement Period” means the period from April 4, 2018 through January 22, 2025 (“Settlement Class Period”).

1.14 “Class Representative(s)” means the named Plaintiffs Jarrett Chow and Daniel Enriquez Ulloa in the Actions.

1.15 “Class Representative Service Payment(s)” or “Enhancement Award(s)” means the payment to the Class Representatives for initiating the Actions and providing services in support of the Actions.

1.16 “Court” means the Superior Court of California, County of Santa Clara.

1.17 “Defendant” means named Defendant MGE Underground, Inc.

1.18 “Defense Counsel” means Nicholas A. Deming of Gordon Rees Scully Mansukhani.

1.19 “Effective Date” means the date by which both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the

Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.20 “Final Approval” means the Court’s order granting final approval of the Settlement.

1.21 “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

1.22 “Final Judgment” means the Judgment entered by the Court upon granting Final Approval of the Settlement.

1.23 “Gross Settlement Amount” or “GSA” means \$2,000,000.00, which is the total amount Defendant agrees to pay under the Settlement, except as provided in Paragraph 9 below.

1.24 “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.25 “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

1.26 “Judgment” means the judgment entered by the Court based upon the Final Approval.

1.27 “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).

1.28 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

1.29 “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: PAGA Penalties payment, Class Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Costs Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.30 “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.31 “Operative Class Complaint” means the operative class action complaints filed in the Actions.

1.32 “Operative PAGA Complaint” means the operative PAGA complaints filed in the Actions.

1.33 “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.

1.34 “PAGA Period” means the period from May 9, 2022 through January 22, 2025.

1.35 “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).

1.36 “PAGA Notices” means Plaintiff and Jarrett Chow’s May 15, 2023 letter (LWDA-CM-954990-23) and Plaintiff Daniel Enriquez Ulloa’s May 9, 2023 letter (LWDA-CM-953903-23) to the LWDA and Defendant providing notice pursuant to Labor Code section 2699.3, subd.(a).

1.37 “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount (\$100,000.00), allocated 25% to the Aggrieved Employees (\$25,000.00) and 75% to LWDA (\$75,000.00) in settlement of PAGA claims.

1.38 “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.39 “Plaintiffs” means Jarrett Chow and Daniel Enriquez Ulloa, the named plaintiffs in the Actions.

1.40 “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

1.41 “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.

1.42 “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

1.43 “Released Parties” means Defendant and all of Defendant’s respective agents, officers, employees, directors, owners, subsidiaries, DBA’s, affiliates and predecessor, successor, and

parent companies.

1.44 “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.45 “Response Deadline” means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice packets are resent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline has expired.

1.46 “Settlement” means the disposition of the Actions effected by this Agreement and the Judgment.

1.47 “Workweek” means any week during which a Class Member worked for Defendant for at least one day, during the Class Period.

2. **RECITALS.**

2.1 On September 29, 2022, Cody Lee Cramer filed a class action complaint alleging Defendant (1) failed to pay minimum and straight time wages; (2) failed to pay overtime wages; (3) failed to provide meal periods; (4) failed to authorize and permit rest periods; (5) failed to timely pay final wages at termination; (6) failed to provide accurate itemized wage statements; (7) failed to indemnify employees for expenditures; and (8) for Unfair Business Practices and violated California’s Unfair Competition Law, California Business and Professions Code section 17200, *et seq.* On May 15, 2023, pursuant to Labor Code §2699.3, subd.(a), Anthone Reinke and Jarrett Chow gave notice to the LWDA and Defendant that they intended to proceed with a representative action under PAGA (LWDA-CM-954990-23). On July 24, 2023, Plaintiff Cody Lee Cramer filed a First Amended Complaint removing himself as a plaintiff and adding Anthone Reinke and Jarrett Chow as named plaintiffs. On December 18, 2024, Anthone Reinke was dismissed as a named plaintiff, leaving Plaintiff Jarrett Chow as the named plaintiff (the “Chow Action”).

2.2 On May 9, 2023, Plaintiff Daniel Enriquez Ulloa filed a class action complaint alleging

1 Defendant (1) failed to pay minimum wages; (2) failed to pay overtime wages; (3) failed to pay
2 accrued vacation wages; (4) failed to provide rest periods and pay miss rest period premiums; (5)
3 Violation of Labor Code§ 226(a); (6) Violation of Labor Code§ 203; (7) Violation of Labor
4 Code§ 204; (8) failed to keep required payroll records under Labor Code §§ 1174 and 1174.5;
5 and; (9) violations under California’s Unfair Competition Law, California Business and
6 Professions Code section 17200, *et seq.* On May 9, 2023, pursuant to Labor Code §2699.3,
7 subd.(a), Plaintiff Daniel Enriquez Ulloa gave notice to the LWDA and Defendant that Plaintiff
8 intended to proceed with a representative action under PAGA (LWDA-CM-953903-23). On July
9 20, 2023, after the 65-day statutory period passed, Plaintiff Ulloa amended his complaint adding
10 a claim for PAGA penalties pursuant to Labor Code § 2698, *et seq.* (the *Ulloa Action*”).

11 2.3 On September 23, 2024, the Parties participated in an all-day mediation presided over
12 by mediator Jason Marsili. Although the Parties did not settle at mediation, with the help of Mr.
13 Marsili, the Parties were able to reach an agreement on general settlement terms following
14 mediation and executed a Memorandum of Understanding.

15 2.4 In advance of mediation, Class Counsel conducted a thorough investigation into the facts
16 of, and applicable law to, the Actions. Prior to mediation, Plaintiffs obtained and analyzed a
17 representative sampling of time and payroll data for Class Members and the necessary policy
18 documents through informal discovery to properly evaluate the strengths and weakness of the
19 claims and engage in meaningful settlement discussions. Plaintiffs’ investigation was sufficient
20 to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.*, 48
21 Cal.App.4th 1794, 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal.App.4th 116, 129-
22 130 (2008) (“*Dunk/Kullar*”).

23 2.5 Defendant’s Reasons for Settlement. Defendant recognizes that the defense of this
24 litigation will be protracted and expensive. Substantial amounts of time, energy, and resources of
25 Defendant has been and, unless this Settlement is made, will continue to be devoted to the defense
26 of the claims asserted by Plaintiffs. Defendant, therefore, has agreed to settle in the manner and
27 upon the terms set forth in this Agreement to put to rest the Released Claims.

28 2.6 Defendant’s Denial of Wrongdoing. Defendant and the Released Parties deny that they

1 have engaged in any unlawful activity, have failed to comply with the law in any respect, have
2 any liability to anyone under the claims asserted in the Action, or that but for the Settlement a
3 class should be certified in the Action. This Agreement is entered into solely for the purpose of
4 compromising highly disputed claims. Nothing in this Agreement is intended or will be construed
5 as an admission of liability or wrongdoing by Defendant or the Released Parties. This Settlement
6 and the fact that Plaintiffs and Defendant were willing to settle the Action will have no bearing
7 on, and will not be admissible in connection with, any litigation (other than solely in connection
8 with effectuating the Settlement pursuant to this Agreement). Nothing in this Agreement shall be
9 constructed as an admission by Defendant of any liability or wrongdoing as to Plaintiffs, Class
10 Members, or any other person, and Defendant specifically disclaims any such liability or
11 wrongdoing. Moreover, it is not, and it should not be construed as, any admission of fact or law
12 in this matter or any other matter that a class action is appropriate. The Parties have entered into
13 this Settlement with the intention of avoiding further disputes and litigation with the attendant
14 inconvenience, expenses and risks. Defendant agrees to certification of this class solely for
15 purposes of this settlement. It is not an admission that class certification is proper. Should any
16 part of this settlement not be approved or be terminated, the settlement class (if certified) will be
17 decertified and the conditional agreement to class certification will be inadmissible and have no
18 effect on any future actions related to this litigation.

19 2.7 The Court has not granted class certification because the Parties engaged in mediation
20 before any class certification.

21 2.8 The Parties, Class Counsel and Defense Counsel represent that they are not aware of any
22 other pending matter or action asserting claims that will be extinguished or affected by the
23 Settlement.

24 3. **MONETARY TERMS.**

25 3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below,
26 Defendant will pay \$2,000,000.00 to fully settle, resolve, and extinguish all claims asserted in the
27 Actions, including without limitation all claims asserted in the PAGA Notice. The Gross
28 Settlement Amount is non-reversionary and does not include employer payroll taxes owed on the

wage portions of the Individual Class Payments, which Defendant will pay separately.

3.2 Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:

3.2.1 To Plaintiffs: A payment for the Class Representative Service Payments to Plaintiffs of not more than \$10,000.00 each in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representatives are entitled to receive as Participating Class Members. Defendant will not oppose Plaintiffs' request for Class Representative Service Payments that do not exceed this amount. As part of the motion for the Class Counsel Fees and Litigation Expenses Payments, Plaintiffs will seek Court approval for any Class Representative Service Payment no later than 16 (sixteen) court days prior to the Final Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class Representative Service Payments.

3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than thirty-five percent of the GSA, which is currently estimated to be \$700,000.00 and a Class Counsel Litigation Expenses Payment for actual costs not to exceed \$40,000.00. Defendant will not oppose requests for these payments. Plaintiffs and/or Class Counsel will file a motion for Class Counsel Fees and Litigation Expenses Payment no later than 16 (sixteen) court days prior to the Final Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount for distribution to Participating Class Members. Released Parties shall have no liability to Class Counsel or any other Plaintiffs' counsel arising from any claim to any portion of Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class

Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.3 To the Administrator: An Administrator Costs Payment for actual costs, not to exceed \$14,790.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Costs are less or the Court approves payment of less than requested, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

3.2.4 To Each Participating Class Member: An Individual Class Payment is calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period, and (b) multiplying the result by each individual Participating Class Member's Workweeks.

3.2.4.1 Tax Allocation of Individual Class Payments. Twenty percent (20%) of each Participating Class Member's Individual Class Payment will be allocated to the Settlement of wage claims (the "Wage Portion"). The Wage Portion is subject to tax withholding and will be reported on an IRS W-2 Form. The remaining eighty percent (80%) of each Participating Class Member's Individual Class Payment will be allocated to the settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

3.2.4.2 Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro-rata basis.

3.2.5 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$100,000.00 (one-hundred thousand dollars) to be paid from the Gross Settlement Amount, with 75% (\$75,000.00) allocated to the LWDA PAGA Payment and 25% (\$25,000.00) allocated to the

Individual PAGA Payments.

3.2.5.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$25,000.00) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period, and (b) multiplying the result by each individual Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2 If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount to be distributed to Participating Class Members. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. **SETTLEMENT FUNDING AND PAYMENTS.**

4.1 Class Workweeks. Based on a review of its records, Defendant represents there are 1,580 Class Members who collectively worked a total of 76,850 workweeks during the Class Period.

4.2 Class Data. Not later than fifteen (15) days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount and the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting

the funds to the Administrator no later than 14 (fourteen) days after the Effective Date.

4.4 Payments from the Gross Settlement Amount. Within seven (7) days after Defendant fully funds the GSA, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Costs Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payments. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payments shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.4.1 The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail. The face of each check shall prominently state the date (180 days after the date of mailing) when the check will be voided ("Void Date"). The Administrator will cancel all checks not cashed by the Void Date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom the Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2 The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within seven (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

4.4.3 For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and canceled after the void date, the Administrator shall transmit the funds represented by such checks to the Legal Aid At Work as a "Cy Pres Recipient in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).

4.4.4 The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. **RELEASES OF CLAIMS**. Effective on the date when Defendant fully funds the Gross Settlement Amount and all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs, Class Members, and Class Counsel will release claims against all Released Parties as follows:

5.1 **Plaintiffs' Release**. Plaintiffs, in consideration of the Enhancement Awards, release the Released Parties from all claims, demands, rights, liabilities and causes of action of every nature and description whatsoever, known or unknown, asserted or that might have been asserted, whether in tort, contract, or for violation of any state or federal statute, rule or regulation arising out of, relating to, or in connection with any act or omission by or on the part of any of the Released Party committed or omitted prior to the execution hereof.

5.1.1 **Plaintiffs' Waiver of Rights Under California Civil Code Section 1542**. For purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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.

5.2 **Released Class Claims**: Upon the effective date of the Settlement, all Participating Class Members who do not opt out of the Settlement release Defendant, its respective agents, officers, employees, directors, owners, subsidiaries, DBA's, affiliates and predecessor, successor, and

parent companies, (“Released Parties”) of all claims that were asserted in the Actions, or that arise from or could have been asserted based on any of the facts, circumstances, transactions, events, occurrences, acts, disclosures, statements, omissions or failures to act alleged in Plaintiffs’ Complaints, regardless of whether such claims arise under federal, state and/or local law, statute, ordinance, regulation, common law, or other source of law (the “Released Class Claims”). The Released Claims specifically include, but are not limited to Labor Code §§ 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 558, 558.1, 1174, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, and 2802, and the related IWC Wage Order No. 16-2001 and Business & Professions Code §§ 17200, et seq., and include claims based on alleged violations of these Labor Code and Wage Order provisions, and all other claims, such as those under the California Labor Code, Wage Orders, regulations, and/or other provisions of law, that could have been pleaded based on the facts asserted in the Actions, including: (1) failure to timely pay employees upon separation or discharge; (2) failure to pay all wages due and owing for time worked; (3) failure to pay overtime wages, (4) failure to provide meal or rest periods of compensation in lieu thereof, (5) failure to reimburse for reasonable expenses, (6) failure to provide accurate itemized wage statements, (7) all related violations of the applicable Wage Orders; (8) all related violations of California’s unfair competition law; and (9) interest, fees, and costs. The enumeration of these specific statutes shall neither enlarge nor narrow the scope of res judicata based on the claims that were asserted in the Actions or could have been asserted in the Actions based on the facts and circumstances alleged in any Complaint on file in the Actions. The Released Class Claims are those that accrued during the Settlement Class Period.

5.3 Released PAGA Claims: Plaintiffs, or such other designee who has properly exhausted administrative requirements, and is acting in the capacity of a representative of the State of California, and on behalf of the group of Aggrieved Employees, shall agree to release any and all claims for PAGA civil penalties that are alleged or reasonably could have been alleged based on the facts alleged against Defendant in the operative Complaint in the Actions and Plaintiffs’ PAGA Letters, including Labor Code sections §§ 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 558, 558.1, 1174, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, and 2802 and the related IWC

1 Wage Order No. 16-2001 (the “Released PAGA Claims”). The Released PAGA Claims are those
2 that accrued during the PAGA Period.

3 6. **MOTION FOR PRELIMINARY APPROVAL**. Plaintiffs will prepare and file a motion
4 for preliminary approval (“Motion for Preliminary Approval”).

5 6.1 **Plaintiffs’ Responsibilities**. Plaintiffs will prepare all documents necessary for obtaining
6 Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the
7 Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar*
8 and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2));
9 (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement;
10 (iii) a draft proposed Class Notice; (iv) a signed declaration from Plaintiffs confirming willingness
11 and competency to serve and disclosing all facts relevant to any actual or potential conflicts of
12 interest with Class Members, and/or the Administrator; (v) a signed declaration from Class
13 Counsel firm attesting to its competency to represent the Class Members; its timely transmission
14 to the LWDA of this Agreement (Labor Code section 2699, subd. (l)(2)); and (vi) all facts relevant
15 to any actual or potential conflict of interest with Class Members, and/or the Administrator. In
16 their Declarations, Plaintiffs and Class Counsel shall aver that they are not aware of any other
17 pending matter or action asserting claims that will be extinguished or adversely affected by the
18 Settlement.

19 6.2 **Responsibilities of Counsel**. Class Counsel and Defense Counsel are jointly responsible
20 for expeditiously finalizing the Motion for Preliminary Approval. Class Counsel will obtain a
21 prompt hearing date for the Motion for Preliminary Approval, file the Motion for Preliminary
22 Approval no later than 16 (sixteen) court days before the hearing, unless otherwise ordered by the
23 Court, and deliver the Court’s Preliminary Approval Order to the Administrator.

24 6.3 **Duty to Cooperate**. If the Parties disagree on any aspect of the proposed Motion for
25 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and
26 Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person
27 or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant
28 Preliminary Approval or conditions Preliminary Approval on any material change to this

1 Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of
2 the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and
3 otherwise satisfy the Court's concerns.

4 6.4 Dismissal of the *Ulloa* Action: As part of this Settlement, Plaintiff Ulloa agrees to secure
5 the Court's entry of the Order dismissing without prejudice the *Ulloa* Action [*Ulloa v. MGE*
6 *Underground, Inc.*, Santa Clara County Superior Court (Case No. 23CV416209)]. The Parties
7 shall cooperate in moving the Court to enter an order dismissing without prejudice the *Ulloa*
8 Action after the entry of Final Judgment in the *Chow* Action [*Reinke, et al. v. MGE Underground,*
9 *Inc.*, Santa Clara County Superior Court (Case No. 22CV403855)].

10 6.5 Effect of Denial of Preliminary Approval. Should the Court decline to conditionally
11 certify the Class or to Preliminarily Approve all material aspects of the Settlement, and if the
12 Parties are unable to fix the perceived defects in the Settlement preventing preliminary approval
13 after good faith efforts to do so, the Settlement Agreement will be null and void, and the Parties
14 will have no further obligations under it. Provided, however, that the amounts of the Class
15 Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation
16 Expenses Payment, and the Administration Costs Payment shall be determined by the Court, and
17 the Court's determination on these amounts shall be final and binding, and that the Court's
18 approval or denial of any amount requested for these items are not conditions of this Settlement
19 Agreement, and are to be considered separate and apart from the fairness, reasonableness, and
20 adequacy of the Settlement Agreement. Any order or proceeding relating to an application for the
21 Class Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation
22 Expenses Payment, and the Administration Costs Payment shall not operate to terminate or cancel
23 this Settlement Agreement. Nothing in this Agreement shall limit Plaintiffs' or Class Counsel's
24 ability to appeal any decision by the Court to award less than the requested Class Representative
25 Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment,
26 and the Administration Costs Payment.

1 **7. SETTLEMENT ADMINISTRATION.**

2 7.1 Selection of Administrator. The Parties have jointly selected Apex to serve as the
3 Administrator and verified that, as a condition of appointment, the Administrator agrees to be
4 bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in
5 exchange for payment of Administration Costs. The Parties and their Counsel represent that they
6 have no interest or relationship, financial or otherwise, with the Administrator other than a
7 professional relationship arising out of prior experiences administering settlements.

8 7.2 Employer Identification Number. The Administrator shall have and use its own
9 Employer Identification Number for purposes of calculating payroll tax withholdings and
10 providing reports to state and federal tax authorities.

11 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that
12 meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation
13 section 468B-1 for the funding of the GSA. Any interest that accrues on the GSA sums paid into
14 the QSF prior to distribution by the Administrator will become part of the NSA for distribution
15 to Participating Class Members.

16 7.4 Notice to Class Members.

17 7.4.1 No later than five (5) calendar days after receipt of the Class Data, the Administrator
18 shall notify Class Counsel that the list has been received and state the number of Class Members,
19 Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

20 7.4.2 Using best efforts to perform as soon as possible, and in no event later than 14
21 (fourteen) days after receiving the Class Data, the Administrator will send to all Class Members
22 identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class
23 Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the
24 Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment
25 and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks
26 and PAGA Pay Periods used to calculate these amounts. Before mailing Class Notices, the
27 Administrator shall update Class Member addresses using the National Change of Address
28 database.

1 7.4.3 Not later than five (5) calendar days after the Administrator's receipt of any Class
2 Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice
3 using any forwarding address provided by the USPS. If the USPS does not provide a forwarding
4 address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class
5 Notice to the most current address obtained. The Administrator has no obligation to make further
6 attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the
7 USPS a second time.

8 7.4.4 The deadlines for Class Members' written objections, challenges to Workweeks
9 and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen days (14)
10 days beyond the forty-five (45) days otherwise provided in the Class Notice for all Class Members
11 whose notice is re-mailed. The Administrator will inform the Class Member of the extended
12 deadline with the re-mailed Class Notice.

13 7.4.5 If the Administrator, Defendant, or Class Counsel is contacted by or otherwise
14 discovers any persons who believe they should have been included in the Class Data and should
15 have received Class Notice, the Parties will expeditiously meet and confer in person or by
16 telephone, and in good faith in an effort to agree on whether to include them as Class Members.
17 If the Parties agree, such persons will be Class Members entitled to the same rights as other Class
18 Members, and the Administrator will send, via email or overnight delivery, a Class Notice
19 requiring them to exercise options under this Agreement not later than 14 (fourteen) days after
20 receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

21 7.5 Requests for Exclusion (Opt-Outs).

22 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement
23 must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not
24 later than 45 (forty-five) days after the Administrator mails the Class Notice (plus an additional
25 14 (fourteen) days for Class Members whose Class Notice is re-mailed). A Request for Exclusion
26 is a letter from a Class Member or his/her representative that reasonably communicates the Class
27 Member's election to be excluded from the Settlement and includes the Class Member's name,
28 address and email address or telephone number. To be valid, a Request for Exclusion must be

timely faxed, emailed, or postmarked by the Response Deadline.

7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under paragraphs 5.2 and 5.3 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the Released PAGA Claims identified in Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

7.6 Challenges to Calculation of Workweeks. Each Class Member shall have 45 (forty-five) days after the Administrator mails the Class Notice (plus an additional 14 (fourteen) days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to

1 presume that the Workweeks contained in the Class Notice are correct so long as they are
2 consistent with the Class Data. The Administrator's determination of each Class Member's
3 allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise
4 susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the
5 calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the
6 Administrator's determination of the challenges.

7 **7.7 Objections to Settlement.**

8 7.7.1 Only Participating Class Members may object to the class action components of the
9 Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or
10 amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses
11 Payment and/or Class Representative Service Payments.

12 7.7.2 Participating Class Members may send written objections to the Administrator, by
13 fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire
14 an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A
15 Participating Class Member who elects to send a written objection to the Administrator must do
16 so not later than 45 (forty-five) days after the Administrator's mailing of the Class Notice (plus
17 an additional 14 (fourteen) days for Class Members whose Class Notice was re-mailed).

18 7.7.3 Non-Participating Class Members have no right to object to any of the class action
19 components of the Settlement.

20 **7.8 Administrator Duties.** The Administrator has a duty to perform or observe all tasks to be
21 performed or observed by the Administrator contained in this Agreement or otherwise.

22 7.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish,
23 maintain and use an internet website to post information of interest to Class Members including
24 the date, time and location for the Final Approval Hearing and copies of the Settlement
25 Agreement; Motion for Preliminary Approval; Preliminary Approval Order; Class Notice;
26 Motion for Final Approval; Motion for Class Counsel Fees Payment, Class Counsel Litigation
27 Expenses Payment and Class Representative Service Payments; the Final Approval Order; and
28 the Judgment. The Administrator will also maintain and monitor an email address and a toll-free

1 telephone number to receive Class Member calls, faxes and emails.

2 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
3 promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later
4 than five (5) days after the expiration of the deadline for submitting Requests for Exclusion, the
5 Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names
6 and other identifying information of Class Members who have timely submitted valid Requests
7 for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class
8 Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for
9 Exclusion from Settlement submitted (whether valid or invalid).

10 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports
11 to Class Counsel and Defense Counsel that, among other things, tally the number of: Class
12 Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether
13 valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods
14 received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA
15 Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment
16 of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and
17 objections received.

18 7.8.4 Workweek and/or Pay Period Challenges. The Administrator has the authority to
19 address and make final decisions consistent with the terms of this Agreement on all Class Member
20 challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision
21 shall be final and not appealable or otherwise susceptible to challenge.

22 7.8.5 Administrator’s Declaration. Not later than 14 (fourteen) days before the date by
23 which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the
24 Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable
25 for filing in Court attesting to its due diligence and compliance with all of its obligations under
26 this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices
27 returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the
28 total number of Requests for Exclusion from Settlement it received (both valid or invalid), the

number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

7.8.6 Final Report by Settlement Administrator. Within 10 (ten) days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 (fifteen) days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. **CLASS SIZE ESTIMATES and ESCALATOR CLAUSE**. Based on its records, Defendant represents there are 1,580 Class Members who collectively worked a total of 76,850 Workweeks during the Class Period. If the total number of Workweeks increases by more than 10% (i.e. exceeds 84,535 workweeks) during the Class Period, then the GSA will be increased proportionally by the number of workweeks worked in excess of 10%. For example, if the actual number of Workweeks is determined to be 2% higher than 84,535, the Gross Settlement Amount would be increased by \$48,000. If this provision is triggered, the Parties agree that the portion of the GSA allocated to attorneys' fees will increase proportionally such that the total amount of attorneys' fees remains thirty-five percent of the GSA after the upward adjustment required by this provision is implemented. At its option, Defendant can avoid increasing the Gross Settlement Amount by electing to shorten the Class Period end date and accordingly limit the Workweek count so that the Workweek count does not exceed the 10% threshold. In order to avoid any uncertainty as to the Class Period end date, the Parties and/or the Administrator must verify the workweek total and confirm the Class Period end date prior to the filing the Motion for Preliminary Approval.

1 9. **MOTION FOR FINAL APPROVAL.** Not later than 16 (sixteen) court days before the
2 calendared Final Approval Hearing, unless otherwise scheduled by the Court, Plaintiffs will file
3 in Court, a Motion for Final Approval of the Settlement that includes a request for approval of
4 the PAGA settlement under Labor Code section 2699, subd. (l); a Proposed Final Approval Order;
5 and a proposed Judgment (collectively “Motion for Final Approval”).

6 9.1 **Response to Objections.** Each Party retains the right to respond to any objection raised
7 by a Participating Class Member, including the right to file responsive documents in Court no
8 later than five (5) court days prior to the Final Approval Hearing, or as otherwise ordered or
9 accepted by the Court.

10 9.2 **Denial or Appeal of Final Approval.** If the Court does not grant Final Approval of the
11 Settlement, or if the Court’s Final Approval of the Settlement is reversed or materially modified
12 on appellate review, and if the Parties are unable to fix the perceived defects in the Settlement
13 preventing final approval after good faith efforts to do so, then this Settlement will become null
14 and void. If that occurs, the Parties will have no further obligations under the Settlement,
15 including any obligation by Defendant to pay the Gross Settlement Amount or any amounts that
16 otherwise would have been owed under this Agreement. Further, should this occur, the Parties
17 agree they shall be equally responsible for the Administrator Costs Payment through that date.

18 9.3 **Duty to Cooperate.** If the Court does not grant Final Approval or conditions Final
19 Approval on any material change to the Settlement (including, but not limited to, the scope of
20 release to be granted by Class Members), the Parties will expeditiously work together in good
21 faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final
22 Approval. The Court’s decision to award less than the amounts requested for the Class
23 Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation
24 Expenses Payment, and/or Administrator Costs Payment shall not constitute a material
25 modification to the Agreement within the meaning of this paragraph.

26 9.4 **Continuing Jurisdiction of the Court.** The Parties agree that, after entry of Judgment, the
27 Court will retain jurisdiction over the Parties, the Actions, and the Settlement solely for purposes
28 of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration

1 matters, and (iii) addressing such post-Judgment matters as are permitted by law.

2 9.5 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
3 conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class
4 Counsel Litigation Expenses Payment as set forth in this Settlement, the Parties, their respective
5 counsel, and all Participating Class Members who did not object to the Settlement as provided in
6 this Agreement, waive all rights to appeal from the Judgment, including all rights to post-
7 judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new
8 trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the
9 right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties'
10 obligations to perform under this Agreement will be suspended until such time as the appeal is
11 finally resolved and the Judgment becomes final, except as to matters that do not affect the amount
12 of the Net Settlement Amount.

13 9.6 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
14 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material
15 modification of this Agreement (including, but not limited to, the scope of release to be granted
16 by Class Members), this Agreement shall be null and void. The Parties shall nevertheless
17 expeditiously work together in good faith to address the appellate court's concerns and to obtain
18 Final Approval and Entry of Judgment, sharing, on a 50-50 basis, any additional Administration
19 Costs reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the
20 Court's award of the Class Representative Service Payments or any payments to Class Counsel
21 shall not constitute a material modification of the Judgment within the meaning of this paragraph,
22 as long as the Gross Settlement Amount remains unchanged.

23 10. **AMENDED JUDGMENT.** If any amended judgment is required under Code of Civil
24 Procedure §384, the Parties will work together in good faith to jointly submit a proposed amended
25 judgment.

26 11. **ADDITIONAL PROVISIONS.**

27 11.1 No Admission of Liability, Class Certification or Representative Manageability for
28 Other Purposes. This Agreement represents a compromise and settlement of highly disputed

claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint has merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendant's defenses in the Actions have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason, the Court does grant Preliminary Approval, Final Approval, or enter Judgment, Defendant reserves the right to contest certification of any class for any reason, Defendant reserves all available defenses to the claims in the Actions, and Plaintiffs reserve the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

11.2 Confidentiality Prior to Preliminary Approval. Plaintiffs, Class Counsel, Defendant, and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify the other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel, Defendant, and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations

owed to Class Members.

11.3 No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability to communicate with Class Members in accordance with Defense Counsel's and Class Counsel's ethical obligations and Class Counsel's fiduciary duties owed to Class Members.

11.4 Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.

11.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and Defendant, respectively, 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 reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

11.6 Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

11.7 No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.

11.8 No Tax Advice. Neither Plaintiffs, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied

upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

11.9 Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.

11.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.

11.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.

11.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.

11.13 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.

11.14 Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.

11.15 Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

11.16 Notice. All notices, demands, or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiffs:

John G. Yslas
john.yslas@wilshirelawfirm.com
Samantha A. Smith
Samantha.smith@wilshirelawfirm.com
Jeffrey C. Bills (SBN 301629)
jrbills@wilshirelawfirm.com
Aram Boyadjian (SBN 334009)
aboyadjian@wilshirelawfirm.com
Andrew Sandoval (SBN 346996)
andrew.sandoval@wilshirelawfirm.com

WILSHIRE LAW FIRM

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Facsimile: (562) 256-1006

Attorneys for Daniel Enriquez Ulloa

To Defendant:

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ndeming@grsm.com
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275 Battery Street, Suite 2000
San Francisco, CA 94111
Telephone: (415) 875-4131
Facsimile: (415) 986-8054

Attorneys for MGE Underground, Inc.

11.17 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or by email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and

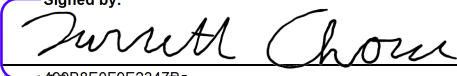
contents of this Agreement.

11.18 Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

IT IS SO AGREED.

By the Parties:

DATED: 5/6/2025

Signed by:

499B8E0F59E2347B
Plaintiff Jarrett Chow

DATED: _____

Plaintiff Daniel Enriquez Ulloa

DATED: _____

Defendant MGE Underground, Inc.
By: Michaeljoe M. Goldstein
Position: CEO

Approved by counsel as to form:

DATED: 5/6/2025

WILSHIRE LAW FIRM

BY: 
John G. Yslas
Counsel for Plaintiff Jarrett Chow

DATED: _____

D.LAW, INC.

BY: _____
Natalie Haritoonian
Counsel for Plaintiff Daniel Enriquez Ulloa

contents of this Agreement.

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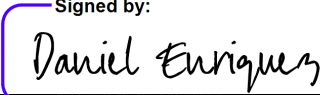
IT IS SO AGREED.

By the Parties:

DATED: _____

Plaintiff Jarrett Chow

DATED: 5/7/2025

Signed by:

69244E84B43F42F...
Plaintiff Daniel Enriquez Ulloa

DATED: _____

Defendant MGE Underground, Inc.
By: Michaeljoe M. Goldstein
Position: CEO

Approved by counsel as to form:

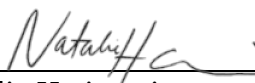
DATED: _____

WILSHIRE LAW FIRM

BY: _____
John G. Yslas
Counsel for Plaintiff Jarrett Chow

DATED: May 7, 2025

D.LAW, INC.

BY: 
Natalie Haritoonian
Counsel for Plaintiff Daniel Enriquez Ulloa

contents of this Agreement.

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IT IS SO AGREED.

By the Parties:

DATED: _____

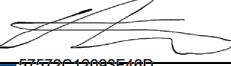
Plaintiff Jarrett Chow

DATED: _____

Plaintiff Daniel Enriquez Ulloa

June 26, 2025 | 2:54 PM PDT

DATED: _____

DocuSigned by:


Defendant MGE Underground, Inc.

By: Michael Joe M. Goldstein

Position: CEO

Approved by counsel as to form:

DATED: _____

WILSHIRE LAW FIRM

BY: _____
John G. Yslas
Counsel for Plaintiff Jarrett Chow

DATED: _____

D.LAW, INC.

BY: _____
Natalie Haritoonian
Counsel for Plaintiff Daniel Enriquez Ulloa

1 DATED: June 26, 2025

GORDON REES SCULLY MANSUKHANI, LLP

2 

3 BY: _____

4 Nicholas A. Deming
5 Counsel for Defendant MGE Underground, Inc.

EXHIBIT A

**COURT APPROVED NOTICE OF CLASS ACTION AND PAGA SETTLEMENT AND
HEARING DATE FOR FINAL COURT APPROVAL**

Reinke, et al. v. MGE Underground, Inc.
Santa Clara County Superior Court, Case No. 22CV403855
Ulloa v. MGE Underground, Inc.
Santa Clara County Superior Court, Case No. 23CV416209

***The Santa Clara County Superior Court authorized this notice.
It is not junk mail, spam, an advertisement, or solicitation by a lawyer.
Please read it carefully! You are not being sued.***

You may be eligible to receive money from employee class and representative action lawsuits (“Actions”) against MGE Underground, Inc., (“Defendant”) for alleged wage and hour violations. The Actions were filed by former employees, Jarrett Chow and Daniel Enriquez Ulloa, and seek payment of unpaid wages and other relief for a class of non-exempt, hourly-paid employees (“Class Members”) who worked for Defendant during the Class Period (April 4, 2018 to January 22, 2025); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all Class Members who worked for Defendant during the PAGA Period (May 9, 2022 to January 22, 2025) (“Aggrieved Employees”).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendant to fund Individual Class Payments, and (2) a PAGA Settlement requiring Defendant to fund Individual PAGA Payments and pay PAGA Penalties to the California Labor and Workforce Development Agency (“LWDA”).

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$_____ (less withholding) and your Individual PAGA Payment is estimated to be \$_____.** The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant’s records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendant’s records showing that **you worked _____ Workweeks during the Class Period and you worked _____ Pay Periods during the PAGA Period.** If you believe that you worked more during either period, you can submit a challenge by the deadline date.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval of the Settlement. Your legal rights are affected whether you act or not act. **READ THIS NOTICE CAREFULLY.** You will be deemed to have read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs’ attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	Receive money. Give up rights to sue Defendant for claims released in the Settlement.
EXCLUDE YOURSELF	Receive no money from the Class Settlement. You will retain the right to pursue your own legal claims against Defendant. However, even if you exclude yourself from the Class settlement, you will still receive a portion of the PAGA settlement and be bound by it if you worked during the PAGA Period.
OBJECT	Write to the Court about why you object to the Settlement. If the Settlement receives Final Approval, you will receive money and give up rights to sue Defendant for claims released in the Settlement.
CHALLENGE YOUR NUMBER OF WORKWEEKS AND/OR PAY PERIODS	Challenge your number of Workweeks or Pay Periods listed in this Notice and provide supporting evidence. If you challenge your workweeks or pay periods, you will still be part of the Settlement and will give up rights to sue Defendant for claims released in the Settlement.

BASIC INFORMATION

1. WHY AM I RECEIVING THIS NOTICE?

Defendant's records indicate that you worked for Defendant MGE Underground, Inc. at some point(s) between April 4, 2018 through January 22, 2025, and are therefore a member of the Class for purposes of this Settlement.

You received this Notice because you have a right to know about a proposed Settlement of the Actions, and about all of your options, before the Court decides whether to finally approve the Settlement. The Settlement will resolve all Class Members' claims, which are described below, during the Class Period. The Settlement will also resolve claims for civil penalties brought under the California Private Attorneys' General Act ("PAGA"). If you are a Class Member, you are also an "Aggrieved Employee" if you worked for Defendant during the "PAGA Period," which is May 9, 2022 to January 22, 2025.

If the Court grants Final Approval to the Settlement, a settlement Administrator appointed by the Court will issue the payments provided for by the Settlement to Class Members. You are encouraged to always keep your address up to date with the Administrator (the Administrator's contact information can be found in Section 12, below).

This Notice package explains the allegations and background regarding the lawsuit, the Settlement, your legal rights, what benefits are available, who is eligible for them, and how to receive those benefits.

The Court in charge of the Actions are the Santa Clara County Superior Court. The cases are titled *Reinke, et al. v. MGE Underground, Inc.* (Case No. 22CV403855) and *Ulloa v. MGE Underground, Inc.* (23CV416209), both filed in Santa Clara County Superior Court. The persons who sued, Jarrett Chow and Daniel Enriquez Ulloa, are the Plaintiffs, and the company sued, MGE Underground, Inc., is the Defendant.

QUESTIONS? CALL **1-800-XXX-XXXX** TOLL FREE

2. WHAT IS THE LAWSUIT ABOUT?

The Plaintiffs in the lawsuits allege wage and hour violations against Defendant for (1) failure to timely pay employees upon separation or discharge; (2) failure to pay all wages due and owing for time worked; (3) failure to pay overtime wages, (4) failure to provide meal or rest periods of compensation in lieu thereof, (5) failure to reimburse for reasonable expenses, (6) failure to provide accurate itemized wage statements, (7) all related violations of the applicable Wage Orders; (8) all related violations of California's unfair competition law; and (9) interest, fees, and costs. In addition, Plaintiffs are seeking to recover civil penalties pursuant to PAGA ("PAGA Penalties") based on the alleged violations of the California Labor Code listed above. Defendant denies Plaintiffs' claims and denies any wrongdoing.

Defendant has denied and continues to deny the factual and legal allegations in the case and believes that they have valid defenses to Plaintiffs' claims. By agreeing to settle, Defendant is not admitting guilt, wrongdoing, or liability on any of the factual allegations or claims in the case or that the case can or should proceed as a class action. Defendant has agreed to settle the case as part of a compromise with Plaintiffs.

3. WHY IS THIS A CLASS ACTION?

In an employment class action, one or more people called "Class Representatives" (in this case, the Plaintiffs) sue on behalf of all workers who they contend have similar claims. All of these workers are a Class or Class Members. Bringing one lawsuit, as opposed to many small ones, saves money, time and court resources. The court resolves the issues for all Class Members, except for those who exclude themselves from the Class.

4. WHY IS THERE A SETTLEMENT?

So far, the Court has made no determination whether Defendant or Plaintiffs are correct on the merits. In the meantime, Plaintiffs and Defendant hired an experienced, neutral mediator in an effort to resolve the Actions by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement") and agreeing to jointly ask the Court to enter a judgment ending the Actions and enforcing the Agreement, Plaintiffs and Defendant have negotiated a proposed Settlement that is subject to the Court's Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims. Plaintiffs and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

WHO IS INCLUDED IN THE SETTLEMENT?

5. WHO IS INCLUDED IN THE SETTLEMENT?

If you received this Notice, you are a Class Member for settlement purposes. The Class includes: All current and former non-exempt, hourly individuals that worked for Defendant in California during the Settlement Class Period.

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

6. ARE THERE EXCEPTIONS TO BEING INCLUDED?

You are not a Class Member if you already have resolved the claims asserted in this lawsuit, whether by settlement or a separate legal proceeding (i.e., another lawsuit).

THE SETTLEMENT BENEFITS—WHAT YOU GET

7. WHAT DOES THE SETTLEMENT PROVIDE?

Defendant has agreed to pay a Gross Settlement Amount (“GSA”) of \$2,000,000.00 to settle the lawsuit. From the GSA, Class Counsel will apply to the Court for attorneys’ fees of thirty-five percent of the GSA or \$700,000.00 and reimbursement for reasonable costs and expenses incurred not to exceed \$40,000.00; Class Representative Service Payments of \$10,000.00 to each Plaintiff (for Plaintiffs’ work and efforts prosecuting this case); a PAGA Penalties payment of \$100,000.00 to resolve the PAGA claims; and Settlement Administration Costs to Apex Class Action Administration, not to exceed \$14,790.00. The exact amount of the Class Counsel’s Fees and Litigation Expenses, Class Representative Service Payments, and Administration Costs will be determined by the Court at the Final Approval hearing. The remaining portion of the Settlement amount, the “Net Settlement Amount” or the “NSA,” is currently estimated to be approximately \$1,145,210.00. The NSA will be apportioned and paid out as Individual Class Payments to the Settlement Class Members, who are the Class Members that do not request to be excluded (“opt out”) of the Settlement.

PAGA Penalties payment: As part of the PAGA portion of the Settlement, the Parties will ask the Court to approve a \$100,000.00 PAGA Penalties payment in settlement of claims for civil penalties under PAGA. As required under PAGA, 75% of the PAGA Penalties payment, or \$75,000.00, will be paid to the California Labor and Workforce Development Agency. The remaining 25% of the PAGA Penalties payment, or \$25,000.00 will be distributed to the Aggrieved Employees as Individual PAGA Payments.

8. HOW MUCH WILL MY PAYMENT BE?

An approximation of your Individual Class Payment appears on the first page of this Notice. If you are also an Aggrieved Employee, an approximation of your Individual PAGA Payment will also appear on the first page of this Notice.

Individual Class Payment: Your Individual Class Payment is based on the number Workweeks you worked, as represented in Defendant’s records, in comparison to the total number of Workweeks worked by all Class Members during the Class Period (April 4, 2018 through January 22, 2025). Eighty percent (80%) of each Class Member’s Individual Class Payment will be treated as a payment in settlement of the alleged claims for penalties and interest and will be reported on a Form 1099 by the Settlement Administrator, and twenty percent (20%) of each Class Member’s Individual Class Payment will be treated as a payment in settlement of alleged claims for unpaid wages. The 20% allocated as unpaid wages will be reduced by applicable payroll tax withholdings and deductions and reported on a Form W-2.

Individual PAGA Payment: If you worked for Defendant from May 9, 2022 to January 22, 2025 (“PAGA Period”), you are also an “Aggrieved Employee” and will receive an Individual PAGA Payment in addition to your Individual Class Payment. The Individual PAGA Payments are based on the number of PAGA Pay Periods worked by each Aggrieved Employee in comparison to the total amount of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period. One hundred percent (100%)

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

of each Aggrieved Employees' Individual PAGA Payment will be characterized as penalties and will not be reduced by payroll tax withholdings and deductions. The Individual PAGA Payment will be reported on a Form 1099 by the Settlement Administrator. An approximation of your anticipated Individual PAGA Payment appears on the first page of this Notice.

For the Class Members who are also Aggrieved Employees, their Individual Class Payment will be combined with their Individual PAGA Payment, and they will receive a single check for the combined payments. If a Class Member chooses to opt-out of the Settlement, they will still receive an Individual PAGA Payment, as Aggrieved Employees cannot opt-out of the PAGA portion of the Settlement. See, e.g., *Robinson v So. County Oil*, 53 Cal. App. 476 (2020).

HOW YOU GET A PAYMENT

9. HOW DO I RECEIVE A PAYMENT?

You do not need to do anything to receive a payment. However, if you believe that the number of Workweeks or PAGA Pay Periods you worked is incorrect, please correct it and provide any supporting evidence to the settlement Administrator, whose contact information is listed in Section 12 below.

10. WHEN WOULD I GET MY PAYMENT?

The Court will hold a Final Fairness Hearing on _____, to decide whether to approve the Settlement. If the Judge approves the Settlement, and anyone objects, there may be appeals. It is always uncertain when these objections and appeals can be resolved and resolving them can take time. If there is no objection, the Effective Date of the Settlement will be the date of entry of the Court's Order granting final approval.

Following the Effective Date, Individual Class Payments and Individual PAGA Payments will be mailed to Participating Class Members and Aggrieved Employees 30 days after the Court's approval of the Settlement becomes final so long as there are no appeals.

Settlement checks should be cashed promptly upon receipt. Proceeds of checks which remain uncashed after 180 days from the date of issuance will be forwarded to the Legal Aid at Work as a "Cy Pres" Recipient. If your settlement check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

For an update on the status of payments, please contact the Settlement Administrator (see Section 12).

11. WHAT AM I GIVING UP TO GET A PAYMENT?

If the Court approves this Settlement and unless you exclude yourself, you will become a Participating Class Member, and that means that you cannot sue, continue to sue, or be part of any other lawsuit against Defendant concerning the legal claims being resolved in this Settlement. Specifically, you will be giving up or "releasing" the Released Class Claims described below against Defendant and all of Defendant's parents, successors and affiliates ("Released Parties"). The releases become effective once the GSA is fully funded by Defendant.

Released Class Claims: Upon the effective date of the Settlement, all Participating Class Members who do not opt out of the Settlement release Defendant, its respective agents, officers, employees, directors,

owners, subsidiaries, DBA's, affiliates and predecessor, successor, and parent companies, ("Released Parties") of all claims that were asserted in the Actions, or that arise from or could have been asserted based on any of the facts, circumstances, transactions, events, occurrences, acts, disclosures, statements, omissions or failures to act alleged in Plaintiffs' Complaints, regardless of whether such claims arise under federal, state and/or local law, statute, ordinance, regulation, common law, or other source of law (the "Released Class Claims"). The Released Claims specifically include, but are not limited to Labor Code §§ 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 558, 558.1, 1174, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, and 2802, and the related IWC Wage Order No. 16-2001 and Business & Professions Code §§ 17200, et seq., and include claims based on alleged violations of these Labor Code and Wage Order provisions, and all other claims, such as those under the California Labor Code, Wage Orders, regulations, and/or other provisions of law, that could have been pleaded based on the facts asserted in the Actions, including: (1) failure to timely pay employees upon separation or discharge; (2) failure to pay all wages due and owing for time worked; (3) failure to pay overtime wages, (4) failure to provide meal or rest periods of compensation in lieu thereof, (5) failure to reimburse for reasonable expenses, (6) failure to provide accurate itemized wage statements, (7) all related violations of the applicable Wage Orders; (8) all related violations of California's unfair competition law; and (9) interest, fees, and costs. The enumeration of these specific statutes shall neither enlarge nor narrow the scope of res judicata based on the claims that were asserted in the Actions or could have been asserted in the Actions based on the facts and circumstances alleged in any Complaint on file in the Actions. The Released Class Claims are those that accrued during the Settlement Class Period.

Released PAGA Claims: Plaintiffs, or such other designee who has properly exhausted administrative requirements, and is acting in the capacity of a representative of the State of California, and on behalf of the group of Aggrieved Employees, shall agree to release any and all claims for PAGA civil penalties that are alleged or reasonably could have been alleged based on the facts alleged against Defendant in the operative Complaint in the Actions and Plaintiffs' PAGA Letters, including Labor Code sections §§ 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 558, 558.1, 1174, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, and 2802 and the related IWC Wage Order No. 16-2001 (the "Released PAGA Claims"). The Released PAGA Claims are those that accrued during the PAGA Period.

EXCLUDING YOURSELF FROM THE SETTLEMENT

12. HOW DO I EXCLUDE MYSELF FROM THE SETTLEMENT?

To exclude yourself from the Settlement, you must send the Settlement Administrator a written and signed request for exclusion which must be postmarked no later than [45 days after Class Notice is Mailed]. Be sure to include your name, address, and telephone number, and any other information you think would be helpful to the settlement Administrator to identify you. You can send your request for exclusion to the settlement Administrator at:

APEX

MGE Underground, Inc. Settlement

XXXXX

City, State, XXXXX

Email:

Fax:

If you ask to be excluded from the Settlement, you will not be legally bound by anything that happens in the Actions, except as it relates to settlement of the PAGA claim. If you ask to be excluded from the Settlement you will not be able to object to the Settlement and you will not receive an Individual Class

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

Payment, but you will still receive an Individual PAGA Payment if you worked for Defendant during the PAGA Period (May 9, 2022 through January 22, 2025). If you ask to be excluded, you may be able to sue (or continue to sue) Defendant in the future.

13. IF I DON'T EXCLUDE MYSELF, CAN I SUE DEFENDANT FOR THE SAME THING LATER?

No. Unless you exclude yourself, you give up any right to sue Defendant for the claims that this Settlement resolves. If you have a pending lawsuit, speak to your lawyer in that case immediately. You must exclude yourself from this Class to continue your own lawsuit. Remember, the exclusion deadline is [45 days after Class Notice is Mailed].

14. IF I EXCLUDE MYSELF, CAN I GET MONEY FROM THIS SETTLEMENT?

No. If you exclude yourself, you will not receive any money from this Settlement. However, if you timely exclude yourself from the Settlement, you will retain the right to pursue your own legal action against Defendant, if you desire.

THE LAWYERS REPRESENTING YOU IN THIS LAWSUIT

15. DO I HAVE A LAWYER IN THIS CASE?

The Court has determined that Wilshire Law Firm, PLC, D. Law, Inc., David Yeremian & Associates, Inc., and United Employees Law Group, P.C. are qualified to represent you and the Class Members in the lawsuit. These lawyers are called Class Counsel and their contact information is listed below. If you want to be represented by your own lawyer, you may hire one at your own expense.

16. HOW WILL THE LAWYERS BE PAID?

Class Counsel will ask the Court to approve \$700,000.00 (or 35% of the GSA) for attorneys' fees incurred in investigating the facts, litigating the case, and negotiating the Settlement. Class Counsel will also seek Court-approval of litigation expenses not to exceed \$40,000.00 incurred in this matter. The Court may award Class Counsel less than what they request. Class Counsel will also ask the Court to approve payment to Plaintiffs Jarrett Chow and Daniel Enriquez Ulloa in the amount of \$10,000.00 each in addition to Plaintiffs' Individual Class Payment and Individual PAGA Payment for the initiative, risk, and time and energy Plaintiffs have spent in service to the Class as the Class Representatives. The Court may award a Class Representative less than what is requested.

OBJECTING TO THE SETTLEMENT

You can and have the right to tell the Court you do not agree with the Settlement or some part of it.

17. HOW DO I TELL THE COURT THAT I OBJECT TO THE SETTLEMENT?

If you don't think the Settlement is fair, you can object to some or all of the Settlement. You can either object to the Settlement in person at the Final Approval Hearing or you can submit a written objection. Written objections and notices of intent to appear at the Final Approval Hearing must be mailed to the Settlement Administrator and postmarked on or before _____, 2025, at the following address:

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

APEX
MGE Underground, Inc. Settlement
XXXXX
City, State, XXXXX
Email:
Fax

The written objection should state your name and address and describe all legal and factual reasons that you object to the terms of the Settlement. You should also include or attach any documents upon which your objection is based. If the Court overrules the objection at the Final Approval hearing, the Settlement Agreement will be approved, and you will receive your payment. If you do not submit a written objection, you may still appear at the Final Approval hearing to voice your objection or to otherwise observe the proceedings.

18. WHAT'S THE DIFFERENCE BETWEEN OBJECTING AND REQUESTING EXCLUSION?

Objecting is simply telling the Court that you do not agree with something about the Settlement. You can object only if you stay in the Class.

Requesting exclusion is telling the Court that you do not want to be part of the Class. If you exclude yourself, you have no basis to object because the case no longer affects you, and you do not get any money from this Settlement. If you submit both an objection and a request to be excluded from the settlement, the request to be excluded will control and you will not get any money from this settlement.

THE COURT'S FAIRNESS HEARING

The Court will hold a Final Approval Hearing to decide whether to approve the Settlement. You may attend and you may ask to speak, but you don't have to.

19. WHEN AND WHERE WILL THE COURT DECIDE WHETHER TO APPROVE THE SETTLEMENT?

The Court will hold a Final Approval Hearing at _____ on _____ in Department 19 of the Santa Clara County Superior Court located at 161 North First Street, San Jose, California 95113, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. If there are objections, the Court will consider them at that time. The Court will also be asked to approve the requests for the Class Representative Service Payments and the Class Counsel Fees and Litigation Expenses Payments.

20. DO I HAVE TO COME TO THE HEARING?

No. Class Counsel will answer questions the Court may have. However, you are welcome to attend. If you send an objection, you do not have to come to the Court to talk about it. As long as you mailed your written objection to the settlement administrator on time, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

IF YOU DO NOTHING

21. WHAT IF I DO NOTHING AT ALL?

If you do nothing, you will receive a Settlement payment, and you will be bound by the terms of Settlement, which means that you will not be able to start a lawsuit, continue a lawsuit, or be a part of any other lawsuit against the Defendant about the legal issues in the Actions.

GETTING MORE INFORMATION

22. HOW DO I GET MORE INFORMATION?

You may contact Class Counsel at the contact information listed above in Section 15 if you have any questions about the Settlement. You may also contact the Court-appointed Settlement Administrator, Apex Class Action Administration, by calling toll free 1-800_____, or you can write to the Administrator at the following address:

APEX
MGE Underground, Inc. Settlement
XXXXX
City, State, XXXXX
Email:
Fax

PLEASE DO NOT TELEPHONE THE COURT OR MGE UNDERGROUND, INC.'S COUNSEL FOR INFORMATION REGARDING THIS SETTLEMENT OR THE CLAIM PROCESS. YOU MAY, HOWEVER, CALL CLASS COUNSEL OR THE SETTLEMENT ADMINISTRATOR, LISTED ABOVE.