

FILED

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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF VENTURA

DARRIN CRAWFORD, individually, and on behalf of all others similarly situated,

Plaintiff,

vs.

DOUBLE J ENTERPRISES, INC., a California Corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 2024CUOE022910

[Assigned for All Purposes to the Hon. Charmaine H. Buehner, Dept. 44]

~~FURTHER REVISED [PROPOSED]~~
ORDER GRANTING PLAINTIFF'S
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT

Preliminary Approval Hearing:

Date: March 4, 2026

Time: 1:30 p.m.

Dept.: 44

Action Filed: March 28, 2024

~~PROPOSED~~ ORDER

Having reviewed Plaintiff Darrin Crawford’s (“Plaintiff”) Motion for Preliminary Approval of Class Action Settlement (“Motion”), the Declaration of John G. Yslas, the Declaration of Plaintiff Darrin Crawford, the Declaration of Courtney M. Miller, and the Class Action and PAGA Settlement Agreement and Amendment to Class Action and PAGA Settlement Agreement (collectively, “Settlement Agreement”), and good cause appearing, the Court finds and orders as follows:

1. The Court finds on a preliminary basis that the Settlement Agreement appears to be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval. The Court grants preliminary approval of the Settlement and the Settlement Class based on the terms set forth in the Class Action and PAGA Settlement Agreement between Plaintiff and Defendant Double J Enterprises, Inc. (“Defendant”) (Plaintiff and Defendant collectively, the “Parties”), attached hereto as **Exhibit 1** and the Parties’ Amendment to Class Action and PAGA Settlement Agreement attached hereto as **Exhibit 2**.

2. The Settlement falls within the range of reasonableness of a settlement which could ultimately be given final approval by this Court, and appears to be presumptively valid, subject only to any objections that may be raised at the Final Approval Hearing and final approval by this Court. The Court notes that Defendant has agreed to create a common fund of \$225,015.00 to cover (a) settlement payments to Class Members who do not validly opt out; (b) a \$20,000.00 allocation toward civil penalties under the Private Attorneys General Act, 75% of which (\$15,000.00) to be paid to the California Labor & Workforce Development Agency (“LWDA”) and 25% of which (\$5,000.00) to be paid to Aggrieved Employees; (c) Class Representative Service Payment of up to \$10,000.00 to Plaintiff; (d) Class Counsel’s attorneys’ fees, not to exceed one third (1/3) of the Gross Settlement Amount (currently \$75,005.00), and up to \$20,000.00 in costs for actual litigation expenses incurred by Class Counsel; and (e) Settlement Administration Costs of up to \$3,300.00.

3. The Court preliminarily finds that the terms of the Settlement appear to be within the range of possible approval, pursuant to California Code of Civil Procedure § 382 and

1 applicable law. The Court finds on a preliminary basis that: (1) the Settlement amount is fair
2 and reasonable to the Class Members when balanced against the probable outcome of further
3 litigation relating to class certification, liability and damages issues, and potential appeals; (2)
4 significant informal discovery, investigation, research, and litigation have been conducted
5 such that counsel for the Parties at this time are able to reasonably evaluate their respective
6 positions; (3) settlement at this time will avoid substantial costs, delay, and risks that would
7 be presented by the further prosecution of the litigation; and (4) the proposed Settlement has
8 been reached as the result of intensive, serious, and non-collusive negotiations between the
9 Parties with the assistance of a well-respected class action mediator. Accordingly, the Court
10 preliminarily finds that the Settlement Agreement was entered into in good faith.

11 4. A final approval hearing on the question of whether the proposed Settlement,
12 attorneys' fees and costs to Class Counsel, the PAGA Penalties to the LWDA and the
13 Aggrieved Employees, and the Class Representative Service Payment should be finally
14 approved as fair, reasonable and adequate as to the members of the Class is hereby set in
15 accordance with the Implementation Schedule set forth below.

16 5. The Court provisionally certifies for settlement purposes only the following
17 class (the "Class"): "all persons who worked for Defendant in California as an hourly-paid or
18 non-exempt employee at any time during the Class Period."

19 6. "Class Period" means the period from October 2, 2019, through the date of
20 preliminary approval, or August 31, 2025, whichever date occurs first.

21 7. The Court finds, for settlement purposes only, that the Settlement Class meets
22 the requirements for certification under California Code of Civil Procedure § 382 in that: (1)
23 the Settlement Class Members are so numerous that joinder is impractical; (2) there are
24 questions of law and fact that are common, or of general interest, to all Settlement Class
25 Members, which predominate over individual issues; (3) Plaintiff's claims are typical of the
26 claims of the Settlement Class Members; (4) Plaintiff and Class Counsel will fairly and
27 adequately protect the interests of the Settlement Class Members; and (5) a class action is
28 superior to other available methods for the fair and efficient adjudication of the controversy.

1 8. The Court appoints as Class Representative, for settlement purposes only,
2 Plaintiff Darrin Crawford. The Court further preliminarily approves Plaintiff’s ability to
3 request a service payment up to \$5,000.00.

4 9. The Court appoints, for settlement purposes only, John G. Yslas, Diego Aviles,
5 Harry Erganyan, Miriam Nazaretyan, Emily K. Borman, and Courtney M. Miller of Wilshire
6 Law Firm, PLC, as Class Counsel. The Court further preliminarily approves Class Counsel’s
7 ability to request attorneys’ fees of up to one third (1/3) of the Gross Settlement Amount
8 (currently \$75,005.00), and costs not to exceed \$20,000.00.

9 10. The Court appoints Apex Class Action Administration as the Settlement
10 Administrator with reasonable administration costs estimated not to exceed \$3,300.00.

11 11. The Court approves, as to form and content the revised Class Notice, attached
12 hereto as **Exhibit 3**. The Court finds on a preliminary basis that plan for distribution of the
13 Class Notice to Settlement Class Members satisfies due process, provides the best notice
14 practicable under the circumstances, and shall constitute due and sufficient notice to all persons
15 entitled thereto.

16 12. The Parties are ordered to carry out the Settlement according to the terms of the
17 Settlement Agreement.

18 13. Any Class Member who does not timely and validly request exclusion from the
19 Settlement may object to the Settlement Agreement.

20 14. The Court orders the following Implementation Schedule:

21

Event	Timing
Class Data: Last day for Defendant to provide Class Data to the Administrator	10 days after the Court grants Preliminary Approval of the Settlement
Class Notice: Last day for Administrator to mail the Class Notice to Class Members	14 days after receipt of the Class Data

22
23
24
25
26
27
28

EXHIBIT 1

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 3 Diego Aviles (SBN 315533)
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Attorneys for Defendant
Double J Enterprises, Inc.

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF VENTURA

DARRIN CRAWFORD, an individual, on behalf of herself and others similarly situated,

Plaintiff,

vs.

DOUBLE J ENTERPRISES, INC., a California corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No. 2024CUOE022910

*Assigned for All Purposes To:
Hon. Benjamin F. Coats, Dept. 43*

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

1 This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and
2 between Plaintiff Darrin Crawford (“Plaintiff”) and Defendant Double J Enterprises, Inc.
3 (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or
4 individually as “Party.”

5 1. **DEFINITIONS.**

6 1.1 “Action” means Plaintiff’s lawsuit alleging class and representative action wage and
7 hour violations against Defendant captioned *Darrin Crawford v. Double J Enterprises, Inc.*, Case
8 No. 2024CUOE022910, filed on March 28, 2024 in Ventura County Superior Court.

9 1.2 “Administrator” means Apex Class Action Administration, the neutral entity the
10 Parties have agreed to appoint to administer the Settlement.

11 1.3 “Administration Costs” means the amount the Administrator will be paid from the
12 Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the
13 Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary
14 Approval of the Settlement.

15 1.4 “Aggrieved Employee” means all persons who worked for Defendant in California
16 as an hourly-paid or non-exempt employee at any time during the PAGA Period.

17 1.5 “Class” means all persons who worked for Defendant in California as an hourly-
18 paid or non-exempt employee at any time during the Class Period.

19 1.6 “Class Counsel” means John G. Yslas, Diego Aviles, Harry Erganyan, and Mariam
20 Nazaretyan of Wilshire Law Firm, PLC.

21 1.7 “Class Counsel Fees Payment” means an award of attorneys’ fees granted to Class
22 Counsel and paid from the Gross Settlement Amount. The Parties have agreed Plaintiff will
23 request approval from the Court of up to one-third (1/3) of the GSA (currently seventy-five
24 thousand and five dollars and zero cents [\$75,005.00]).

25 1.8 “Class Counsel Litigation Expenses Payment” means the amount allocated to Class
26 Counsel for reimbursement of reasonable expenses and costs incurred to prosecute the Action,
27 not to exceed \$20,000.00 (twenty thousand and zero cents) and paid from the Gross Settlement
28 Amount.

1 1.9 “Class Data” means Class Member identifying information in Defendant’s
2 possession including the Class Member’s name, last-known mailing address, Social Security
3 number, and number of Workweeks and PAGA Pay Periods.

4 1.10 “Class Member” or “Settlement Class Member” means a member of the Class, as
5 either a Participating Class Member or Non-Participating Class Member (including a Non-
6 Participating Class Member who qualifies as an Aggrieved Employee).

7 1.11 “Class Member Address Search” means the Administrator’s investigation and
8 search for current Class Member mailing addresses using all reasonably available sources,
9 methods, and means including, but not limited to, the National Change of Address database, skip
10 traces, and direct contact by the Administrator with Class Members.

11 1.12 “Class Notice” means the Court approved Notice of Settlement and hearing date for
12 Final Approval, to be mailed to Class Members in English in the form, without material variation,
13 attached as Exhibit A and incorporated by reference into this Agreement.

14 1.13 “Class Period” or “Class Settlement Period” means the period from October 2, 2019
15 through the date of preliminary approval, or August 31, 2025, whichever date occurs first
16 (“Settlement Class Period”).

17 1.14 “Class Representative” means the named Plaintiff Darrin Crawford in the Action.

18 1.15 “Class Representative Service Payment” or “Enhancement Award” means the
19 payment to the Class Representative for initiating the Action and providing services in support of
20 the Action.

21 1.16 “Court” means the Superior Court of California, County of Ventura.

22 1.17 “Defendant” means named Defendant Double J Enterprises, Inc.

23 1.18 “Defense Counsel” means Nicole K. Ricotta of Anticouni & Ricotta, PC.

24 1.19 “Effective Date” means the date by which both of the following have occurred: (a)
25 the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the
26 Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no
27 Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if
28 one or more Participating Class Members objects to the Settlement, the day after the deadline for

1 filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed,
2 the day after the appellate court affirms the Judgment and issues a remittitur.

3 1.20 “Final Approval” means the Court’s order granting final approval of the Settlement.

4 1.21 “Final Approval Hearing” means the Court’s hearing on the Motion for Final
5 Approval of the Settlement.

6 1.22 “Final Judgment” means the Judgment entered by the Court upon granting Final
7 Approval of the Settlement.

8 1.23 “Gross Settlement Amount” or “GSA” means two hundred twenty-five thousand
9 and fifteen dollars and zero cents (\$225,015.00), which is the total amount Defendant agrees to
10 pay under the Settlement, except as provided in Paragraph 8 below.

11 1.24 “Individual Class Payment” means the Participating Class Member’s pro rata share
12 of the Net Settlement Amount calculated according to the number of Workweeks worked during
13 the Class Period.

14 1.25 “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of
15 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked
16 during the PAGA Period.

17 1.26 “Judgment” means the judgment entered by the Court based upon the Final
18 Approval.

19 1.27 “LWDA” means the California Labor and Workforce Development Agency, the
20 agency entitled, under Labor Code section 2699, subd. (i).

21 1.28 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the
22 LWDA under Labor Code section 2699, subd. (i).

23 1.29 “Net Settlement Amount” means the Gross Settlement Amount, less the following
24 payments in the amounts approved by the Court: PAGA Penalties payment, Class Representative
25 Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and
26 the Administration Costs Payment. The remainder is to be paid to Participating Class Members
27 as Individual Class Payments.
28

1 1.30 “Non-Participating Class Member” means any Class Member who opts out of the
2 Settlement by sending the Administrator a valid and timely Request for Exclusion.

3 1.31 “Operative Complaint” means the operative First Amended Class Action Complaint
4 filed on August 19, 2024 in the Action.

5 1.32 “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee
6 worked for Defendant for at least one day during the PAGA Period.

7 1.33 “PAGA Period” means the period from June 12, 2023 through the date of
8 preliminary approval, or August 31, 2025, whichever date occurs first.

9 1.34 “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).

10 1.35 “PAGA Notice” means Plaintiff’s June 12, 2024 letter to the LWDA and Defendant
11 providing notice pursuant to Labor Code section 2699.3, subd.(a).

12 1.36 “PAGA Penalties” means the total amount of \$20,000.00 in PAGA civil penalties
13 to be paid from the Gross Settlement Amount, allocated 25% (\$5,000.00) to the Aggrieved
14 Employees and 75% (\$15,000.00) to the LWDA in settlement of PAGA claims.

15 1.37 “Participating Class Member” means a Class Member who does not submit a valid
16 and timely Request for Exclusion from the Settlement.

17 1.38 “Plaintiff” means Darrin Crawford, the named plaintiff in the Action.

18 1.39 “Preliminary Approval” means the Court’s Order Granting Preliminary Approval
19 of the Settlement.

20 1.40 “Released Class Claims” means the claims being released as described in Paragraph
21 5.2 below.

22 1.41 “Released PAGA Claims” means the claims being released as described in
23 Paragraph 5.3 below.

24 1.42 “Released Parties” means Defendant and Jeff Holzer.

25 1.43 “Request for Exclusion” means a Class Member’s submission of a written request
26 to be excluded from the Class Settlement signed by the Class Member.

27 1.44 “Response Deadline” means sixty (60) days after the Administrator mails Notice to
28 Class Members and Aggrieved Employees and shall be the last date on which Class Members

1 may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail
2 his or her Objection to the Settlement. Class Members to whom Notice packets are resent after
3 having been returned undeliverable to the Administrator shall have an additional fourteen (14)
4 calendar days beyond the Response Deadline has expired.

5 1.45 “Settlement” means the disposition of the Action effected by this Agreement and the
6 Judgment.

7 1.46 “Workweek” means any week during which a Class Member worked for Defendant for
8 at least one day, during the Class Period.

9 **2. RECITALS.**

10 2.1 On March 28, 2024, Plaintiff filed a Class Action Complaint alleging causes of
11 action against Defendant for (1) Failure to Pay Minimum and Straight Time Wages; (2) Failure
12 to Pay Overtime Wages; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit
13 Rest Periods; (5) Failure to Timely Pay Final Wages at Termination; (6) Failure to Provide
14 Accurate Itemized Wage Statements; (7) Failure to Indemnify Employees for Expenditures; (8)
15 Failure to Produce Requested Employment Records; and (9) Unfair Business Practices.

16 2.2 On June 12, 2024, pursuant to Labor Code §2699.3, subd.(a), Plaintiff gave notice
17 to the LWDA and Defendant that Plaintiff intended to proceed with a representative action under
18 PAGA (LWDA-CM-1033435-24). On August 19, 2024, after the 65-day statutory period passed,
19 Plaintiff filed the Operative Complaint, adding an additional claim for penalties pursuant to Labor
20 Code § 2699, *et seq.* On April 17, 2025, Plaintiff requested dismissal of Bob Holzer Automotive,
21 Inc. without prejudice.

22 2.3 Defendant denies the allegations in the Action, denies any failure to comply with
23 the laws identified in the Action, and denies any and all liability for the causes of action alleged
24 in the Action.

25 2.4 On July 1, 2025, the Parties participated in an all-day mediation presided over by
26 mediator Katherine Edwards. The Parties accepted a mediator’s proposal the following day and
27 agreed on general settlement terms.
28

1 2.5 In advance of mediation, Class Counsel conducted a thorough investigation into the
2 facts of, and applicable law to, the Action. Prior to mediation, Plaintiff obtained and analyzed a
3 representative sampling of time and payroll data for Class Members and the necessary policy
4 documents through informal discovery to properly evaluate the strengths and weakness of the
5 claims and engage in meaningful settlement discussions. Plaintiff's investigation was sufficient
6 to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.*, 48
7 Cal.App.4th 1794, 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal.App.4th 116, 129-
8 130 (2008) ("*Dunk/Kullar*").

9 2.6 The Court has not granted class certification because the Parties engaged in
10 mediation before any class certification.

11 2.7 The Parties, Class Counsel and Defense Counsel represent that they are not aware
12 of any other pending matters or actions asserting claims that will be extinguished or affected by
13 the Settlement.

14 3. **MONETARY TERMS.**

15 3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below,
16 Defendant will pay two hundred twenty-five thousand and fifteen dollars and zero cents
17 (\$225,015.00) to fully settle, resolve, and extinguish all claims asserted in the Action, including
18 without limitation all claims asserted in the PAGA Notice. The Gross Settlement Amount is non-
19 reversionary and does not include employer payroll taxes owed on the wage portions of the
20 Individual Class Payments, which Defendant will pay separately.

21 3.2 Payments from the Gross Settlement Amount. The Administrator will make and
22 deduct the following payments from the Gross Settlement Amount, in the amounts specified by
23 the Court in the Final Approval:

24 3.2.1 To Plaintiff: A payment for the Class Representative Service Payment to Plaintiff
25 of not more than ten thousand dollars and zero cents (\$10,000.00) in addition to any Individual
26 Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive
27 as a Participating Class Member. Defendant will not oppose Plaintiff's request for a Class
28 Representative Service Payment that does not exceed this amount. As part of the motion for the

1 Class Counsel Fees and Litigation Expenses Payments, Plaintiff will seek Court approval for any
2 Class Representative Service Payment no later than sixteen (16) court days prior to the Final
3 Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
4 Representative Service Payment less than the amount requested, the Administrator will retain the
5 remainder in the Net Settlement Amount to be distributed to Participating Class Members. The
6 Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff
7 assumes full responsibility and liability for employee taxes owed on the Class Representative
8 Service Payment.

9 3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third of the
10 Gross Settlement Amount, which is currently estimated to be seventy-five thousand and five
11 dollars and zero cents (\$75,005.00) and a Class Counsel Litigation Expenses Payment for actual
12 costs, not to exceed twenty thousand dollars and zero cents (\$20,000.00). Defendant will not
13 oppose requests for these payments. Plaintiff and/or Class Counsel will file a motion for Class
14 Counsel Fees and Litigation Expenses Payment no later than sixteen (16) court days prior to the
15 Final Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
16 Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts
17 requested, the Administrator will allocate the remainder to the Net Settlement Amount for
18 distribution to Participating Class Members. Released Parties shall have no liability to Class
19 Counsel or any other Plaintiff's counsel arising from any claim to any portion of Class Counsel
20 Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the
21 Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099
22 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class
23 Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant
24 harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or
25 sharing of any of these Payments.

26 3.2.3 To the Administrator: An Administrator Costs Payment not to exceed Four
27 Thousand Two Hundred and Forty Dollars (\$4,240.00) except for a showing of good cause and
28 as approved by the Court. To the extent the Administration Costs are less or the Court approves

1 payment of less than \$4,240.00, the Administrator will retain the remainder in the Net Settlement
2 Amount to be distributed to Participating Class Members.

3 3.2.4 To Each Participating Class Member: An Individual Class Payment is calculated by
4 (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all
5 Participating Class Members during the Class Period, and (b) multiplying the result by each
6 individual Participating Class Member's Workweeks.

7 3.2.4.1 Tax Allocation of Individual Class Payments. Twenty percent (20%) of
8 each Participating Class Member's Individual Class Payment will be allocated to the Settlement
9 of wage claims (the "Wage Portion"). The Wage Portion is subject to tax withholding and will be
10 reported on an IRS W-2 Form. The remaining eighty percent (80%) of each Participating Class
11 Member's Individual Class Payment will be allocated to the settlement of claims for interest,
12 reimbursement, and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject
13 to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members
14 assume full responsibility and liability for any employee taxes owed on their Individual Class
15 Payment.

16 3.2.4.2 Effect of Non-Participating Class Members on Calculation of Individual
17 Class Payments. Non-Participating Class Members will not receive any Individual Class
18 Payments. The Administrator will retain amounts equal to their Individual Class Payments in the
19 Net Settlement Amount for distribution to Participating Class Members on a pro-rata basis.

20 3.2.5 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of twenty-
21 two thousand dollars and zero cents (\$20,000.00) to be paid from the Gross Settlement Amount,
22 with 75% (\$15,000.00) allocated to the LWDA PAGA Payment and 25% (\$5,000.00) allocated
23 to the Individual PAGA Payments.

24 3.2.5.1 The Administrator will calculate each Individual PAGA Payment by (a)
25 dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties of \$5,000.00 by
26 the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the
27 PAGA Period, and (b) multiplying the result by each individual Aggrieved Employee's PAGA
28

1 Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on
2 their Individual PAGA Payment.

3 3.2.5.2 If the Court approves PAGA Penalties of less than the amount requested,
4 the Administrator will allocate the remainder to the Net Settlement Amount to be distributed to
5 Participating Class Members. The Administrator will report the Individual PAGA Payments on
6 IRS 1099 Forms.

7 **4. SETTLEMENT FUNDING AND PAYMENTS.**

8 4.1 Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its
9 records, Defendant represents there are 83 Class Members who collectively worked a total of
10 6,429 workweeks during the Class Period, and 46 Aggrieved Employees who worked a total of
11 2,975 PAGA Pay Periods during the PAGA Period.

12 4.2 Class Data. Not later than ten (10) days after the Court grants Preliminary Approval
13 of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a
14 Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must
15 maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement
16 and for no other purpose, and restrict access to the Class Data to Administrator employees who
17 need access to the Class Data to effect and perform under this Agreement. Defendant has a
18 continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted
19 class member identifying information and to provide corrected or updated Class Data as soon as
20 reasonably feasible. Without any extension of the deadline by which Defendant must send the
21 Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts,
22 in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class
23 Data.

24 4.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross
25 Settlement Amount and the amounts necessary to fully pay Defendant's share of payroll taxes by
26 transmitting the funds to the Administrator no later than fourteen (14) days after the Effective
27 Date.
28

1 4.4 Payments from the Gross Settlement Amount. Within ten (10) days after Defendant
2 fully funds the Gross Settlement Amount, the Administrator will mail checks for all Individual
3 Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration
4 Costs Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment,
5 and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment,
6 the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment
7 shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

8 4.4.1 The Administrator will issue checks for the Individual Class Payments and/or
9 Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail. The
10 face of each check shall prominently state the date (180 days after the date of mailing) when the
11 check will be voided (“Void Date”). The Administrator will cancel all checks not cashed by the
12 Void Date. The Administrator will send checks for Individual Settlement Payments to all
13 Participating Class Members (including those for whom the Class Notice was returned
14 undelivered). The Administrator will send checks for Individual PAGA Payments to all
15 Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved
16 Employees (including those for whom Class Notice was returned undelivered). The Administrator
17 may send Participating Class Members a single check combining the Individual Class Payment
18 and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator
19 must update the recipients’ mailing addresses using the National Change of Address Database.

20 4.4.2 The Administrator must conduct a Class Member Address Search for all other Class
21 Members whose checks are returned undelivered without USPS forwarding address. Within seven
22 (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS
23 forwarding address provided or to an address ascertained through the Class Member Address
24 Search. The Administrator need not take further steps to deliver checks to Class Members whose
25 re-mailed checks are returned as undelivered. The Administrator shall promptly send a
26 replacement check to any Class Member whose original check was lost or misplaced, requested
27 by the Class Member prior to the void date.
28

1 4.4.3 For any Class Member whose Individual Class Payment check or Individual PAGA
2 Payment check is uncashed and canceled after the void date, the Administrator shall transmit the
3 funds represented by such checks to the California Controller’s Unclaimed Property Fund in the
4 name of the Class member thereby leaving no “unpaid residue”, subject to the requirements of
5 California Code of Civil Procedure Section 384, subd. (b).

6 4.4.4 The payment of Individual Class Payments and Individual PAGA Payments shall
7 not obligate Defendant to confer any additional benefits or make any additional payments to Class
8 Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

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

13 5.1 **Plaintiff’s Release.** Plaintiff discharges Released Parties from all wage and hour
14 claims, transactions, or occurrences, that occurred during the Class Period, including all claims
15 that were, or reasonably could have been, alleged, based on the facts contained in the Operative
16 Complaint (“Plaintiff’s Release”). The Parties expressly agree to exclude from this general release
17 any and all claims, transactions, or occurrences that are unrelated to the wage-and-hour claims
18 pled. Plaintiff’s Release also does not extend to any claims or actions to enforce this Agreement,
19 or to any claims for vested benefits, unemployment benefits, disability benefits, social security
20 benefits, workers’ compensation benefits that arose at any time, or based on occurrences outside
21 the Class Period. Plaintiff acknowledges that Plaintiff may discover facts or law different from,
22 or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees,
23 nonetheless, that Plaintiff’s Release shall be and remain effective in all respects, notwithstanding
24 such different or additional facts or Plaintiff’s discovery of them.

25 5.1.1 **Plaintiff’s Waiver of Rights Under California Civil Code Section 1542.** For
26 purposes of Plaintiff’s Release, Plaintiff expressly waives and relinquishes the provisions, rights,
27 and benefits, if any, of section 1542 of the California Civil Code, which reads:
28

1 A general release does not extend to claims that the creditor or releasing party does
2 not know or suspect to exist in his or her favor at the time of executing the release,
3 and that if known by him or her would have materially affected his or her settlement
4 with the debtor or Released Party.

5 5.2 Released Class Claims: All Participating Class Members will release all claims,
6 rights, demands, liabilities, and causes of action, alleged or which could have reasonably been
7 alleged based on the facts alleged in the operative Complaint, including but not limited to: (1)
8 failure to pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 1194,
9 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§ 510,
10 1194, and 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 226.7 and
11 512); (4) failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 226.7); (5)
12 failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201-203); (6)
13 failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226); (7)
14 failure to indemnify employees for expenditures (pursuant to Cal. Labor Code §§ 2802); (8)
15 failure to produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and
16 1198.5); and (9) unfair business practices (pursuant to Cal. Bus. & Prof. Code §§ 17200, *et seq.*).
17 The enumeration of these specific claims shall neither enlarge nor narrow the scope of *res judicata*
18 based on the claims that were asserted in the Action or could have been asserted in the Action
19 based on the facts and circumstances alleged in the Complaint. The Released Class Claims are
20 those that accrued during the Class Period.

21 5.3 Released PAGA Claims: All Aggrieved Employees will release all claims for
22 PAGA civil penalties that are alleged or reasonably could have been alleged based on the facts
23 alleged in the operative Complaint and in Plaintiff's June 12, 2024 PAGA Notice, including but
24 not limited to: (1) failure to pay minimum, straight time, and overtime wages (pursuant to Cal.
25 Labor Code §§ 204, 510, 1194, 1197 and 1198); (2) failure to provide meal periods (pursuant to
26 Cal. Labor Code § 226.7); (3) failure to authorize and permit rest periods (pursuant to Cal. Labor
27 Code § 226.7); (4) failure to pay all earned wages twice per month periods (pursuant to Cal. Labor
28 Code § 204); (5) failure to maintain accurate records of hours worked and meal periods taken or

1 missed (pursuant to Cal. Labor Code § 1174.5); (6) failure to timely pay final wages at termination
2 (pursuant to Cal. Labor Code §§ 201 – 203); (7) failure to provide accurate itemized wage
3 statements (pursuant to Cal. Labor Code § 226); (8) failure to indemnify employees for
4 expenditures (pursuant to Cal. Labor Code § 2802); (9) failure to produce requested employment
5 records (pursuant to Cal. Labor Code §§ 226, 432, and 1198.5); (10) failure to keep accurate and
6 complete payroll records (pursuant to Cal. Labor Code § 1174); (11) failure to provide proper
7 sick leave and supplemental paid sick leave (pursuant to Cal. Labor Code §§ 245 – 248.5); (12)
8 refusal to pay wages due and payable and/or denial of the validity of any claim to wages due
9 (pursuant to Cal. Labor Code § 216); (13) secretly paying wages lower than required by statute
10 while purporting to pay legal wages (pursuant to Cal. Labor Code § 223); (14) failure to pay
11 vested vacation and/or paid time off (pursuant to Cal. Labor Code § 117.3); (15) unlawful
12 agreements (pursuant to Cal. Labor Code § 432.5); (16) failure to timely provide temporary
13 workers with wages (pursuant to Cal. Labor Code § 201.3); (17) preventing employees from using
14 or disclosing the skills, knowledge and experience they obtained at Defendant, and whistleblower
15 violations (pursuant to Cal. Labor Code §§ 98.6, 232, 232.5, 1102.5, and 1197.5); and (18)
16 unlawful inquiries at times into criminal histories (pursuant to Cal. Labor Code § 432.7). The
17 Released PAGA Claims are those that accrued during the PAGA Period.

18 6. **MOTION FOR PRELIMINARY APPROVAL**. Plaintiff will prepare and file a motion for
19 preliminary approval (“Motion for Preliminary Approval”).

20 6.1 **Plaintiff’s Responsibilities**. Plaintiff will prepare all documents necessary for
21 obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support,
22 of the Motion for Preliminary Approval that includes an analysis of the Settlement under
23 *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699,
24 subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA
25 Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from Plaintiff confirming
26 willingness and competency to serve and disclosing all facts relevant to any actual or potential
27 conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from
28 Class Counsel firm attesting to its competency to represent the Class Members; its timely

1 transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor
2 Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (1)(1)),
3 this Agreement (Labor Code section 2699, subd. (1)(2)); and (vi) all facts relevant to any actual
4 or potential conflict of interest with Class Members, and/or the Administrator. In their
5 Declarations, Plaintiff and Class Counsel shall aver that they are not aware of any other pending
6 matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

7 6.2 Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly
8 responsible for expeditiously finalizing the Motion for Preliminary Approval. Class Counsel will
9 obtain a prompt hearing date for the Motion for Preliminary Approval, file the Motion for
10 Preliminary Approval no later than sixteen (16) court days before the hearing, unless otherwise
11 ordered by the Court, and deliver the Court's Preliminary Approval Order to the Administrator.

12 6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
13 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and
14 Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person
15 or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant
16 Preliminary Approval or conditions Preliminary Approval on any material change to this
17 Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of
18 the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and
19 otherwise satisfy the Court's concerns.

20 7. **SETTLEMENT ADMINISTRATION.**

21 7.1 Selection of Administrator. The Parties have jointly selected Apex Class Action
22 Administration to serve as the Administrator and verified that, as a condition of appointment, the
23 Administrator agrees to be bound by this Agreement and to perform, as a fiduciary, all duties
24 specified in this Agreement in exchange for payment of Administration Costs. The Parties and
25 their Counsel represent that they have no interest or relationship, financial or otherwise, with the
26 Administrator other than a professional relationship arising out of prior experiences administering
27 settlements.
28

1 7.2 Employer Identification Number. The Administrator shall have and use its own
2 Employer Identification Number for purposes of calculating payroll tax withholdings and
3 providing reports to state and federal tax authorities.

4 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that
5 meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation
6 section 468B-1 for the funding of the GSA. Any interest that accrues on the GSA sums paid into
7 the QSF prior to distribution by the Administrator will become part of the NSA for distribution
8 to Participating Class Members.

9 7.4 Notice to Class Members.

10 7.4.1 No later than five (5) calendar days after receipt of the Class Data, the Administrator
11 shall notify Class Counsel that the list has been received and state the number of Class Members,
12 Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

13 7.4.2 Using best efforts to perform as soon as possible, and in no event later than 14
14 (fourteen) days after receiving the Class Data, the Administrator will send to all Class Members
15 identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class
16 Notice in the form attached to this Agreement as Exhibit A. The first page of the Class Notice
17 shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual
18 PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay
19 Periods used to calculate these amounts. Before mailing Class Notices, the Administrator shall
20 update Class Member addresses using the National Change of Address database.

21 7.4.3 Not later than five (5) calendar days after the Administrator’s receipt of any Class
22 Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice
23 using any forwarding address provided by the USPS. If the USPS does not provide a forwarding
24 address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class
25 Notice to the most current address obtained. The Administrator has no obligation to make further
26 attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the
27 USPS a second time.

1 7.4.4 The deadlines for Class Members' written objections, challenges to Workweeks
2 and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen days (14)
3 days beyond the sixty (60) days otherwise provided in the Class Notice for all Class Members
4 whose notice is re-mailed. The Administrator will inform the Class Member of the extended
5 deadline with the re-mailed Class Notice.

6 7.4.5 If the Administrator, Defendant, or Class Counsel is contacted by or otherwise
7 discovers any persons who believe they should have been included in the Class Data and should
8 have received Class Notice, the Parties will expeditiously meet and confer in person or by
9 telephone, and in good faith in an effort to agree on whether to include them as Class Members.
10 If the Parties agree, such persons will be Class Members entitled to the same rights as other Class
11 Members, and the Administrator will send, via email or overnight delivery, a Class Notice
12 requiring them to exercise options under this Agreement not later than fourteen (14) days after
13 receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

14 7.5 Requests for Exclusion (Opt-Outs).

15 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement
16 must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not
17 later than sixty (60) days after the Administrator mails the Class Notice (plus an additional
18 fourteen (14) days for Class Members whose Class Notice is re-mailed). A Request for Exclusion
19 is a letter from a Class Member or his/her representative that reasonably communicates the Class
20 Member's election to be excluded from the Settlement and includes the Class Member's name,
21 address and email address or telephone number. To be valid, a Request for Exclusion must be
22 timely faxed, emailed, or postmarked by the Response Deadline.

23 7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails
24 to contain all the information specified in the Class Notice. The Administrator shall accept any
25 Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the
26 person as a Class Member and the Class Member's desire to be excluded. The Administrator's
27 determination shall be final and not appealable or otherwise susceptible to challenge. If the
28 Administrator has reason to question the authenticity of a Request for Exclusion, the

1 Administrator may demand additional proof of the Class Member's identity. The Administrator's
2 determination of authenticity shall be final and not appealable or otherwise susceptible to
3 challenge.

4 7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion
5 is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and
6 bound by all terms and conditions of the Settlement, including the Participating Class Members'
7 Releases under paragraphs 5.2 and 5.3 of this Agreement, regardless of whether the Participating
8 Class Member actually receives the Class Notice or objects to the Settlement.

9 7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a
10 Non-Participating Class Member and shall not receive an Individual Class Payment or have the
11 right to object to the class action components of the Settlement. Because future PAGA claims are
12 subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who
13 are Aggrieved Employees are deemed to release the Released PAGA Claims identified in
14 Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

15 7.6 Challenges to Calculation of Workweeks. Each Class Member shall have sixty (60)
16 days after the Administrator mails the Class Notice (plus an additional fourteen (14) days for
17 Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks
18 and PAGA Pay Periods allocated to the Class Member in the Class Notice. The Class Member
19 may challenge the allocation by communicating with the Administrator via fax, email or mail.
20 The Administrator must encourage the challenging Class Member to submit supporting
21 documentation. In the absence of any contrary documentation, the Administrator is entitled to
22 presume that the Workweeks contained in the Class Notice are correct so long as they are
23 consistent with the Class Data. The Administrator's determination of each Class Member's
24 allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise
25 susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the
26 calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the
27 Administrator's determination of the challenges.
28

1 7.7 Objections to Settlement.

2 7.7.1 Only Participating Class Members may object to the class action components of the
3 Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or
4 amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses
5 Payment and/or Class Representative Service Payment.

6 7.7.2 Participating Class Members may send written objections to the Administrator, by
7 fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire
8 an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A
9 Participating Class Member who elects to send a written objection to the Administrator must do
10 so not later than sixty (60) days after the Administrator's mailing of the Class Notice (plus an
11 additional fourteen (14) days for Class Members whose Class Notice was re-mailed).

12 7.7.3 Non-Participating Class Members have no right to object to any of the class action
13 components of the Settlement.

14 7.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks
15 to be performed or observed by the Administrator contained in this Agreement or otherwise.

16 7.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish,
17 maintain and use an internet website to post information of interest to Class Members including
18 the date, time and location for the Final Approval Hearing and copies of the Settlement
19 Agreement; Motion for Preliminary Approval; Preliminary Approval Order; Class Notice;
20 Motion for Final Approval; Motion for Class Counsel Fees Payment, Class Counsel Litigation
21 Expenses Payment and Class Representative Service Payment; the Final Approval Order; and the
22 Judgment. The Administrator will also maintain and monitor an email address and a toll-free
23 telephone number to receive Class Member calls, faxes and emails.

24 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
25 promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later
26 than five (5) days after the expiration of the deadline for submitting Requests for Exclusion, the
27 Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names
28 and other identifying information of Class Members who have timely submitted valid Requests

1 for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class
2 Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for
3 Exclusion from Settlement submitted (whether valid or invalid).

4 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written
5 reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class
6 Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether
7 valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods
8 received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA
9 Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment
10 of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and
11 objections received.

12 7.8.4 Workweek and/or Pay Period Challenges. The Administrator has the authority to
13 address and make final decisions consistent with the terms of this Agreement on all Class Member
14 challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision
15 shall be final and not appealable or otherwise susceptible to challenge.

16 7.8.5 Administrator’s Declaration. Not later than fourteen (14) days before the date by
17 which Plaintiff is required to file the Motion for Final Approval of the Settlement, the
18 Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable
19 for filing in Court attesting to its due diligence and compliance with all of its obligations under
20 this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices
21 returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the
22 total number of Requests for Exclusion from Settlement it received (both valid or invalid), the
23 number of written objections and attach the Exclusion List. The Administrator will supplement
24 its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible
25 for filing the Administrator’s declaration(s) in Court.

26 7.8.6 Final Report by Settlement Administrator. Within ten (10) days after the
27 Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide
28 Class Counsel and Defense Counsel with a final report detailing its disbursements by employee

1 identification number only of all payments made under this Agreement. At least fifteen (15) days
2 before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel
3 and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement
4 of all payments required under this Agreement. Class Counsel is responsible for filing the
5 Administrator's declaration in Court.

6 8. **CLASS SIZE ESTIMATES and ESCALATOR CLAUSE.** Based on its records,
7 Defendant represents there are 83 Class Members who collectively worked a total of 6,429
8 Workweeks during the Class Period, and 46 Aggrieved Employees who worked a total of 2,975
9 PAGA Pay during the PAGA Period. If, on final calculation, the total number of Workweeks is
10 greater than 10% higher than 6,429 Workweeks (i.e. greater than 7,071 Workweeks), then
11 Defendant may elect to either (a) increase the Gross Settlement Amount proportionally by the
12 Workweeks worked in excess of 7,071 by multiplying the excess Workweeks by the per
13 Workweek value or (2) roll back the Class Period end date to the date on which 6,429 Workweeks
14 were worked by Class Members. If this provision is triggered so as to increase the Gross
15 Settlement Amount, the Parties agree that the portion of the Gross Settlement Amount allocated
16 to attorneys' fees will increase proportionally such that the total amount of attorneys' fees remains
17 one-third of the Gross Settlement Amount after the upward adjustment required by this provision
18 is implemented.

19 9. **MOTION FOR FINAL APPROVAL.** Not later than sixteen (16) court days before the
20 calendared Final Approval Hearing, unless otherwise scheduled by the Court, Plaintiff will file in
21 Court, a Motion for Final Approval of the Settlement that includes a request for approval of the
22 PAGA settlement under Labor Code section 2699, subd. (1); a Proposed Final Approval Order;
23 and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiff shall provide drafts
24 of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class
25 Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and
26 in good faith, to resolve any disagreements concerning the Motion for Final Approval.

27 9.1 **Response to Objections.** Each Party retains the right to respond to any objection
28 raised by a Participating Class Member, including the right to file responsive documents in Court

1 no later than five (5) court days prior to the Final Approval Hearing, or as otherwise ordered or
2 accepted by the Court.

3 9.2 Duty to Cooperate. If the Court does not grant Final Approval or conditions Final
4 Approval on any material change to the Settlement (including, but not limited to, the scope of
5 release to be granted by Class Members), the Parties will expeditiously work together in good
6 faith to address the Court's concerns by revising the Agreement as necessary to obtain Final
7 Approval. The Court's decision to award less than the amounts requested for the Class
8 Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation
9 Expenses Payment, and/or Administrator Costs Payment shall not constitute a material
10 modification to the Agreement within the meaning of this paragraph.

11 9.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment,
12 the Court will retain jurisdiction over the Parties, the Action, and the Settlement solely for
13 purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement
14 administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

15 9.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
16 conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class
17 Counsel Litigation Expenses Payment as set forth in this Settlement, the Parties, their respective
18 counsel, and all Participating Class Members who did not object to the Settlement as provided in
19 this Agreement, waive all rights to appeal from the Judgment, including all rights to post-
20 judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new
21 trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the
22 right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties'
23 obligations to perform under this Agreement will be suspended until such time as the appeal is
24 finally resolved and the Judgment becomes final, except as to matters that do not affect the amount
25 of the Net Settlement Amount.

26 9.5 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
27 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material
28 modification of this Agreement (including, but not limited to, the scope of release to be granted

1 by Class Members), this Agreement shall be null and void. The Parties shall nevertheless
2 expeditiously work together in good faith to address the appellate court's concerns and to obtain
3 Final Approval and Entry of Judgment, sharing, on a 50-50 basis, any additional Administration
4 Costs reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the
5 Court's award of the Class Representative Service Payment or any payments to Class Counsel
6 shall not constitute a material modification of the Judgment within the meaning of this paragraph,
7 as long as the Gross Settlement Amount remains unchanged.

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

11 11. **ADDITIONAL PROVISIONS.**

12 11.1 No Admission of Liability, Class Certification or Representative Manageability for
13 Other Purposes. This Agreement represents a compromise and settlement of highly disputed
14 claims. Nothing in this Agreement is intended or should be construed as an admission by
15 Defendant that any of the allegations in the Operative Complaint has merit or that Defendant has
16 any liability for any claims asserted; nor should it be intended or construed as an admission by
17 Plaintiff that Defendant's defenses in the Action has merit. The Parties agree that class
18 certification and representative treatment is for purposes of this Settlement only. If, for any
19 reason, the Court does grant Preliminary Approval, Final Approval, or enter Judgment, Defendant
20 reserves the right to contest certification of any class for any reason, Defendant reserves all
21 available defenses to the claims in the Action, and Plaintiff reserves the right to move for class
22 certification on any grounds available and to contest Defendant's defenses. The Settlement, this
23 Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be
24 admissible in connection with, any litigation (except for proceedings to enforce or effectuate the
25 Settlement and this Agreement).

26 11.2 Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant,
27 and Defense Counsel separately agree that, until the Motion for Preliminary Approval of
28 Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause

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

15 11.3 No Solicitation. The Parties separately agree that they and their respective counsel
16 and employees will not solicit any Class Member to opt out of or object to the Settlement, or
17 appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's
18 ability to communicate with Class Members in accordance with Defense Counsel's and Class
19 Counsel's ethical obligations and Class Counsel's fiduciary duties owed to Class Members.

20 11.4 Integrated Agreement. Upon execution by all Parties and their counsel, this
21 Agreement together with its attached exhibits shall constitute the entire agreement between the
22 Parties relating to the Settlement, superseding any and all oral representations, warranties,
23 covenants, or inducements made to or by any Party.

24 11.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
25 represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate
26 action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate
27 its terms, and to execute any other documents reasonably required to effectuate the terms of this
28 Agreement including any amendments to this Agreement.

1 11.6 Cooperation. The Parties and their counsel will cooperate with each other and use
2 their best efforts, in good faith, to implement the Settlement by, among other things, modifying
3 the Settlement Agreement, submitting supplemental evidence and supplementing points and
4 authorities as requested by the Court. In the event the Parties are unable to agree upon the form
5 or content of any document necessary to implement the Settlement, or on any modification of the
6 Agreement that may become necessary to implement the Settlement, the Parties will seek the
7 assistance of a mediator and/or the Court for resolution.

8 11.7 No Prior Assignments. The Parties separately represent and warrant that they have
9 not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
10 encumber to any person or entity and portion of any liability, claim, demand, action, cause of
11 action, or right released and discharged by the Party in this Settlement.

12 11.8 No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel
13 are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be
14 relied upon as such within the meaning of United States Treasury Department Circular 230 (31
15 CFR Part 10, as amended) or otherwise.

16 11.9 Modification of Agreement. This Agreement, and all parts of it, may be amended,
17 modified, changed, or waived only by an express written instrument signed by all Parties or their
18 representatives, and approved by the Court.

19 11.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure
20 to the benefit of, the successors of each of the Parties.

21 11.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be
22 governed by and interpreted according to the internal laws of the state of California, without
23 regard to conflict of law principles.

24 11.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation
25 of this Agreement. This Agreement will not be construed against any Party on the basis that the
26 Party was the drafter or participated in the drafting.

1 11.13 Confidentiality. To the extent permitted by law, all agreements made, and orders
2 entered during Action and in this Agreement relating to the confidentiality of information shall
3 survive the execution of this Agreement.

4 11.14 Headings. The descriptive heading of any section or paragraph of this Agreement is
5 inserted for convenience of reference only and does not constitute a part of this Agreement.

6 11.15 Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement
7 shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a
8 weekend or federal legal holiday, such date or deadline shall be on the first business day
9 thereafter.

10 11.16 Notice. All notices, demands, or other communications between the Parties in
11 connection with this Agreement will be in writing and deemed to have been duly given as of the
12 third business day after mailing by United States mail, or the day sent by email or messenger,
13 addressed as follows:

14 To Plaintiff:

15 John G. Yslas
16 john.yslas@wilshirelawfirm.com
17 Diego Aviles
18 diego.aviles@wilshirelawfirm.com
19 Harry Erganyan
20 harry.erganya@wilshirelawfirm.com
21 Mariam Nazaretyan
22 mariam.nazaretyan@wilshirelawfirm.com
23 **WILSHIRE LAW FIRM**
24 660 S. Figueroa St., Sky Lobby
25 Los Angeles, California 90017
26 Telephone: (213) 381-9988
27 Facsimile: (213) 381-9989

28 To Defendant:

ANTICOUNI & RICOTTA, PC
Nicole K. Ricotta (State Bar No.: 283370)
nicole@anticounilaw.com
201 N. Calle Cesar Chavez, Suite 105
Santa Barbara, CA 93103
Telephone: (805) 845-0864
Facsimile: (805) 845-0965

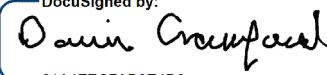
1 11.17 Execution in Counterparts. This Agreement may be executed in one or more
2 counterparts by facsimile, electronically (i.e. DocuSign), or by email which for purposes of this
3 Agreement shall be accepted as an original. All executed counterparts and each of them will be
4 deemed to be one and the same instrument if counsel for the Parties will exchange between
5 themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove
6 the existence and contents of this Agreement.

7 11.18 Stay of Litigation. The Parties agree that upon the execution of this Agreement the
8 litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further
9 agree that upon the signing of this Agreement pursuant to CCP section 583.330 to extend the date
10 to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

11 IT IS SO AGREED.

12 By the Parties:

13 DATED: 1/20/2026


DocuSigned by:

61A1FEC7AB6E4D8...
Plaintiff Darrin Crawford

16 DATED: _____

Defendant Double J Enterprises, Inc.
By: _____
Position: _____

19 Approved by counsel:

20 DATED: 1/20/2026

WILSHIRE LAW FIRM
BY: 
John G. Yslas
Diego Aviles
Counsel for Plaintiff Darrin Crawford

26 DATED: _____

ANTICOUNI & RICOTTA, PC
BY: _____
Nicole K. Ricotta
Counsel for Defendant Double J Enterprises, Inc.

1 11.17 Execution in Counterparts. This Agreement may be executed in one or more
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10 to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

11 IT IS SO AGREED.

12 By the Parties:

13 DATED: _____
14 _____
15 Plaintiff Darrin Crawford

16 DATED: 1/22/2026 _____
17 _____
18 Defendant Double J Enterprises, Inc.
19 By: Jeff Holzer
20 Position: President

21 Approved by counsel:

22 DATED: _____
23 _____
24 WILSHIRE LAW FIRM
25 BY: _____
26 John G. Yslas
27 Diego Aviles
28 Counsel for Plaintiff Darrin Crawford

29 DATED: 1/22/26 _____
30 _____
31 ANTICOUNI & RICOTTA, PC
32 BY: _____
33 _____
34 Nicole K. Ricotta
35 Counsel for Defendant Double J Enterprises, Inc.

EXHIBIT 2

AMENDMENT TO CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

Subject to court approval, this amendment is made to the Class Action and PAGA Settlement Agreement (“Agreement” or “Settlement” or “Settlement Agreement”) entered into by and between Plaintiff Darrin Crawford (“Plaintiff”) and Defendant Double J Enterprises, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties” or individually as a “Party.”

The Parties agree to replace Section 3.2.3 of the Settlement Agreement as follows:

3.2.3 To the Administrator. An Administration Costs Payment not to exceed \$3,300.00 except for a showing of good cause and as approved by the Court. To the extent the administration expenses are less than or the Court approves payment of less than \$3,300.00, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

The Parties agree to replace Section 4.4.3 of the Settlement Agreement as follows:

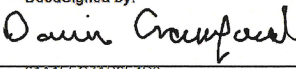
4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and canceled after the void date, the Administrator shall transmit the funds represented by such a check to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure section 384, subdivision (b) (“Cy Pres Recipient”). The Parties agree to Legal Aid at Work as the Cy Pres Recipient. The Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.

SIGNATURES

I have read this Amendment to the Agreement and agree to its terms.


Plaintiff Darrin Crawford

Date: 4/21/2026

DocuSigned by:

61A1FEC7AB6E4B8...
Darrin Crawford

Defendant Double J Enterprises, Inc.

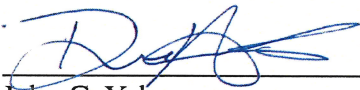
Date: 04 / 22 / 2026


Name: Jeff Holzer
Title: President

Approved by Counsel:

WILSHIRE LAW FIRM, PLC

Date: 04/21/2026


John G. Yslas
Diego Aviles
Counsel for Plaintiff

ANTICOUNT & RICOTTA, PC

Date: 4/22/2026

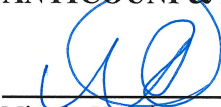

Nicole K. Ricotta
Counsel for Defendant

EXHIBIT 3

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

Darrin Crawford v. Double J Enterprises, Inc.
Case No. 2024CUOE022910 (Ventura County Superior Court)

***The Ventura 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 an employee class and a representative action lawsuit (“Action”) against Double J Enterprises, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by former employee, Darin Crawford, and seeks payment of back wages and other relief for a class of all persons currently or formerly employed by Defendant as hourly-paid, non-exempt employees in the State of California (“Class Members”) who worked for Defendant during the Class Period (October 2, 2019 through August 31, 2025); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all Class Members who worked for Defendant during the PAGA Period (June 12, 2023 through August 31, 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 \$ [REDACTED] (less withholding) and your Individual PAGA Payment is estimated to be \$ [REDACTED]**. 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 [REDACTED] Workweeks during the Class Period and you worked [REDACTED] 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 Plaintiff and Plaintiff’s 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 at some point(s) between October 2, 2019 and August 31, 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 Action, 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 June 12, 2023 through August 31, 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 Action is the Ventura County Superior Court, and the case is titled, *Darrin Crawford v. Double J Enterprises, Inc.*, Case No. 2024CUOE022910. The person who sued, Darrin Crawford, is the Plaintiff, and the company sued, Double J Enterprises, Inc. is the Defendant.

2. WHAT IS THE LAWSUIT ABOUT?

The Plaintiff in the lawsuit alleges wage and hour violations against Defendant for: (1) Failure to Pay Minimum and Straight Time Wages; (2) Failure to Pay Overtime Wages; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Periods; (5) Failure to Timely Pay Final Wages at Termination; (6) Failure to Provide Accurate Itemized Wage Statements; (7) Failure to Indemnify Employees for Expenditures; (8) failure to produce requested employment records; and (9) Unfair Business Practices. In addition, Plaintiff is seeking to recover civil penalties pursuant to PAGA (“PAGA Penalties”) based on the alleged violations of the California Labor Code listed above. Defendant denies Plaintiff’s claims and denies any wrongdoing.

3. WHY IS THIS A CLASS ACTION?

In an employment class action, one or more people called “Class Representatives” (in this case, the Plaintiff) 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?

The Court has not decided in favor of the Plaintiff or Defendant on the merits of the claims alleged in the lawsuit. Plaintiff believes Plaintiff would win at trial. Defendant thinks that Plaintiff’s lawsuit would not proceed to a trial and/or that Plaintiff would not win at trial. However, there has been no trial. Instead, in acknowledgement of the risk that both Parties face should the case proceed, the Parties have agreed to a negotiated settlement. This way, all Parties avoid the cost of preparing for and conducting a trial, the risk of losing the right to a trial, and the workers affected by the alleged violations receive compensation. The Settlement represents a compromise and settlement of highly disputed claims. The Plaintiff, as well as Plaintiff’s lawyers (called “Class Counsel”), believes the Settlement is fair and reasonable and in the best interests of all Class Members.

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 employees of Defendant who were classified as non-exempt and worked within the State of California at any time from October 2, 2019 through August 31, 2025.

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 two hundred twenty-five thousand and fifteen dollars and zero cents (\$225,015.00) to settle the lawsuit. From the GSA, Class Counsel will apply to the Court for attorneys’ fees of up to one-third of the GSA, currently \$75,005.00 and up to \$20,000.00 in costs; a Class Representative Service Payment of \$5,000.00 to Plaintiff (for Plaintiff’s work and efforts prosecuting this case); a PAGA Penalties payment of \$20,000.00 to resolve the PAGA claims; and Settlement Administration Costs to Apex Class Action Administration, not to exceed \$3,300.00. The exact amount of the Class Counsel’s Fees and Litigation Expenses, Class Representative Service Payment, 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 **\$101,710.00**. 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 \$20,000.00 PAGA Penalties payment in settlement of claims for civil penalties under PAGA. As required under PAGA, 75% of the PAGA Penalties payment, or \$15,000.00, will be paid to the California Labor and Workforce Development Agency. The remaining 25% of the PAGA Penalties payment, or \$5,000.00, 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 (October 2, 2019 through August 31, 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 June 12, 2023 to August 31, 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%) 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.

QUESTIONS? CALL [1-800-XXX-XXXX](tel:1-800-XXX-XXXX) TOLL FREE

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 under California law.

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 [REDACTED], 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 approximately 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 a non-profit, Access Reproductive Justice. 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 subsidiaries, affiliates, shareholders, members, agents, predecessors, successors, owners, and assigns ("Released Parties"). The releases become effective once the GSA is fully funded by Defendant.

Released Class Claims: The "Released Class Claims" are all claims, rights, demands, liabilities, and causes of action, in law or in equity, arising at any time during the Class Period for the claims brought by Plaintiff in the Operative Class Complaint, or that could have been brought by Plaintiff against Defendant in the Operative Class Complaint based on the facts alleged therein.

Released PAGA Claims: If you an Aggrieved Employee (i.e. if you worked for Defendant during the PAGA Period), you will also release all claims for civil penalties that were alleged or could have been alleged in the Operative PAGA Complaint and the PAGA Notice based on the facts alleged therein 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 [60 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 Class Action Administration
Crawford v. Double J Enterprises, Inc. Settlement
XXXXX
City, State, XXXXX
Email:

If you ask to be excluded from the Settlement, you will not be legally bound by anything that happens in the Action, 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 Payment, but you will still receive an Individual PAGA Payment if you worked for Defendant during the PAGA Period (June 12, 2023 through August 31, 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 [60 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 is 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.

John G. Yslas
john.yslas@wilshirelawfirm.com
Diego Aviles
diego.aviles@wilshirelawfirm.com
Harry Erganyan
harry.erganya@wilshirelawfirm.com
Mariam Nazaretyan
mariam.nazaretyan@wilshirelawfirm.com
WILSHIRE LAW FIRM
660 S. Figueroa St., Sky Lobby
Los Angeles, California 90017
Telephone: (213) 381-9988
Facsimile: (213) 381-9989

16. HOW WILL THE LAWYERS BE PAID?

Class Counsel will ask the Court to approve up to 1/3rd of the GSA (currently \$75,005.00) for attorneys' fees incurred in investigating the facts, litigating the case, and negotiating the Settlement. Class Counsel will also seek Court-approval of up to \$20,000.00 in litigation expenses 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 Plaintiff Darrin Crawford in the amount of \$10,000 in addition to Plaintiff's Individual Class Payment and Individual PAGA Payment for the initiative, risk, and time and energy Plaintiff has spent in service to the Class as the Class Representative. The Court may award the 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 [REDACTED], at the following address:

Apex Class Action Administration
Crawford v. Double J Enterprises, Inc. Settlement

[REDACTED]

[REDACTED]
City, State, [REDACTED]

Email: [REDACTED]

QUESTIONS? CALL [REDACTED] TOLL FREE

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 [redacted] on [redacted] in Department 43 of the Ventura County Superior Court located at 800 South Victoria Avenue, Ventura, CA 93009 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 Payment 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 Action.

QUESTIONS? CALL [1-800-XXX-XXXX](tel:1-800-XXX-XXXX) TOLL FREE

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, Phoenix Settlement Administrators, Inc., by calling toll free 1-800-XXXX-XXXX, or you can write to the Administrator at the following address:

Apex Class Action Administration
Crawford v. Double J Enterprises, Inc. Settlement

XXXXX

City, State, XXXXX

Email:

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

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

PROOF OF SERVICE

Darrin Crawford v. Double J Enterprises, Inc.
Ventura County Superior Court Case No.: 2024CUOE022910

I am over 18 years of age and not a party to this action. I am employed in the county where the mailing took place. My electronic service address is evette.padilla@wilshirelawfirm.com.

On May 7, 2026, I served the following documents: **FURTHER REVISED [PROPOSED] ORDER GRANTING PLAINTIFF’S MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT** on all interested parties as follows:

Nicole K. Ricotta (State Bar No.: 283370)
ANTICOUNI & RICOTTA, PC
201 N. Calle Cesar Chavez, Suite 205
Santa Barbara, CA 93103
nicole@anticounilaw.com

- VIA ELECTRONIC SERVICE:** Based on a court order or an agreement of the parties to accept service by electronic transmission, I caused the documents to be sent to the person at the email addresses listed above using One Legal.
- VIA UPLOAD:** I hereby certify that the documents were uploaded by my office to the State of California Labor & Workforce Development Agency Online Filing Site.

I declare under the penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on May 7, 2026, at Los Angeles, California.



Evette Padilla