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ONE THE CHEESE STEAK SHOP, LLC

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF ALAMEDA**

MILES JOURDAN, an individual, on behalf  
of herself and others similarly situated,

*Plaintiff,*

vs.

ONE THE CHEESE STEAK SHOP, LLC, a  
California limited liability company; and  
DOES 1 through 10, inclusive,

*Defendants.*

Case No. 23CV048329

*Assigned for All Purposes to Hon. Patrick  
McKinney, Dept. 18*

**AMENDED CLASS ACTION AND PAGA  
SETTLEMENT AGREEMENT**

1 This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between  
2 Plaintiff Miles Jourdan (“Plaintiff”) and Defendant ONE The Cheese Steak Shop, LLC  
3 (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or  
4 individually as “Party.”

5 1. **DEFINITIONS.**

6 1.1 “Actions” mean Plaintiff’s lawsuit alleging class action wage and hour violations against  
7 Defendant captioned *Miles Jourdan v. ONE The Cheese Steak Shop, LLC*, filed on October 18,  
8 2023 in Alameda County Superior Court, Case No. 23CV048329, and Plaintiff’s representative  
9 PAGA action captioned *Miles Jourdan v. ONE The Cheese Steak Shop, LLC*, filed on May 16,  
10 2024 in Alameda County Superior Court, Case No. 24CV075887.

11 1.2 “Administrator” means Apex Class Action LLC, the neutral entity the Parties have  
12 agreed to appoint to administer the Settlement.

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

17 1.4 “Aggrieved Employee” means all persons who worked for Defendant in California as an  
18 hourly-paid or non-exempt employee at any time during the PAGA Period.

19 1.5 “Class” means all persons who worked for Defendant in California as an hourly-paid or  
20 non-exempt employee at any time during the Class Period.

21 1.6 “Class Counsel” means John G. Yslas, Jeffrey C. Bils, Aram Boyadjian, and Andrew  
22 Sandoval of Wilshire Law Firm, PLC.

23 1.7 “Class Counsel Fees Payment” means an award of attorneys’ fees granted to Class  
24 Counsel and paid from the Gross Settlement Amount. The Parties have agreed Plaintiff will  
25 request approval from the Court of up to one-third (1/3) of the Gross Settlement Amount.

26 1.8 “Class Counsel Litigation Expenses Payment” means the amount allocated to Class  
27 Counsel for reimbursement of reasonable expenses and costs incurred to prosecute the Action,  
28

not to exceed \$27,700.00 (Twenty-Seven Thousand, Seven-Hundred Dollars and Zero Cents) and paid from the Gross Settlement Amount.

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

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

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

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

1.13 “Class Period” or “Class Settlement Period” means the period from April 23, 2019 through May 13, 2025 (“Settlement Class Period”).

1.14 “Class Representative” means the named Plaintiff Miles Jourdan in the Action.

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

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

1.17 “Defendant” means named Defendant ONE The Cheese Steak Shop, LLC.

1.18 “Defense Counsel” means Janelle J. Sahouria, Kevin P. Lee, and Angela Johnson of Jackson Lewis P.C.

1.19 “Effective Date” means the date by which both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no

1 Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if  
2 one or more Participating Class Members objects to the Settlement, the day after the deadline for  
3 filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed,  
4 the day after the appellate court affirms the Judgment and issues a remittitur.

5 1.20 “Final Approval” means the Court’s order granting final approval of the Settlement.

6 1.21 “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval  
7 of the Settlement.

8 1.22 “Final Judgment” means the Judgment entered by the Court upon granting Final  
9 Approval of the Settlement.

10 1.23 “Gross Settlement Amount” or “GSA” means \$391,160.00 (Three Hundred Ninety-One,  
11 One Hundred Sixty Dollars and Zero Cents) which is the total amount Defendant agrees to pay  
12 under the Settlement, except as provided in Paragraph 8 below.

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

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

19 1.26 “Judgment” means the judgment entered by the Court based upon the Final Approval.

20 1.27 “LWDA” means the California Labor and Workforce Development Agency, the agency  
21 entitled, under Labor Code section 2699, subd. (i) (2016).

22 1.28 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA  
23 under Labor Code section 2699, subd. (i) (2016).

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

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

1.31 “Operative Class Complaint” means the operative Class Action Complaint filed on October 18, 2023.

1.32 “Operative PAGA Complaint” means the PAGA Representative Action, filed on May 15, 2024.

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

1.34 “PAGA Period” means the period from March 12, 2023 through May 13, 2025.

1.35 “PAGA” means the Labor Code Private Attorneys General Act of 2004 (Labor Code §§ 2698, *et seq.*).

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

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

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

1.39 “Plaintiff” means Miles Jourdan, the named plaintiff in the Action.

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

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

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

1.43 “Released Parties” means Defendant.

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

1.45 "Response Deadline" means sixty (60) days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice packets are resent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline has expired.

1.46 "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.

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

## 2. **RECITALS.**

2.1 On October 18, 2023, Plaintiff filed a Class Action Complaint alleging causes of action 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.

2.2 On March 12, 2024, pursuant to Labor Code §2699.3, subd.(a), Plaintiff gave notice to the LWDA and Defendant that Plaintiff intended to proceed with a representative action under PAGA (LWDA-CM-1016186-24). On May 15, 2024, after the 65-day statutory period passed, Plaintiff filed the Operative PAGA Representative Action Complaint, alleging a single cause of action for civil penalties under PAGA pursuant to Labor Code § 2699, *et seq.*, Case No. 24CV075887.

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

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1 2.4 On March 14, 2025, the Parties participated in an all-day mediation presided over by  
2 mediator Todd Smith, Esq.. The Parties accepted a mediator's proposal that day and agreed on  
3 general settlement terms.

4 2.5 In advance of mediation, Class Counsel conducted a thorough investigation into the facts  
5 of, and applicable law to, the Actions. Prior to mediation, Plaintiff obtained and analyzed a  
6 representative sampling of time and payroll data for Class Members and the necessary policy  
7 documents through informal discovery to properly evaluate the strengths and weakness of the  
8 claims and engage in meaningful settlement discussions. Plaintiff's investigation was sufficient  
9 to satisfy the criteria for court approval set forth in *Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th  
10 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130  
11 ("*Dunk/Kullar*").

12 2.6 The Court has not granted class certification because the Parties engaged in mediation  
13 before any class certification.

14 2.7 As part of this Settlement Agreement, the parties agree to dismiss the PAGA Action  
15 without prejudice and stipulate to the filing of an amended (Consolidated) Class Action and  
16 PAGA Representative Action Complaint that consolidates the Class Action in state court with the  
17 PAGA Action. The First Amended (Consolidated) Class Action and PAGA Representative  
18 Action Complaint shall be the operative complaint in the Action (the "Operative Complaint").  
19 The Parties further agree that Plaintiff's individual PAGA and representative claims asserted in  
20 the FAC will relate back to the filing of the complaint in the PAGA action, that is, May 15, 2024.

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

24 3. **MONETARY TERMS.**

25 3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below,  
26 Defendant will pay \$391,160.00 (Three Hundred Ninety-One, One Hundred Sixty Dollars and  
27 Zero Cents) to fully settle, resolve, and extinguish all claims asserted in the Action, including  
28 without limitation all claims asserted in the PAGA Notice. The Gross Settlement Amount is non-

1 reversionary and does not include employer payroll taxes owed on the wage portions of the  
2 Individual Class Payments, which Defendant will pay separately.

3 3.2 Payments from the Gross Settlement Amount. The Administrator will make and deduct  
4 the following payments from the Gross Settlement Amount, in the amounts specified by the Court  
5 in the Final Approval:

6 3.2.1 To Plaintiff: A payment for the Class Representative Service Payment to Plaintiff  
7 of not more than \$7,500.00 (Seven Thousand Five-Hundred Dollars) in addition to any Individual  
8 Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive  
9 as a Participating Class Member. Defendant will not oppose Plaintiff's request for a Class  
10 Representative Service Payment that does not exceed this amount provided the terms of this  
11 Agreement are otherwise fulfilled. As part of the motion for the Class Counsel Fees and Litigation  
12 Expenses Payments, Plaintiff will seek Court approval for any Class Representative Service  
13 Payment no later than sixteen (16) court days prior to the Final Approval Hearing, or as otherwise  
14 ordered by the Court. If the Court approves a Class Representative Service Payment less than the  
15 amount requested, the Administrator will retain the remainder in the Net Settlement Amount to  
16 be distributed to Participating Class Members. The Administrator will pay the Class  
17 Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and  
18 liability for employee taxes owed on the Class Representative Service Payment.

19 3.3 To Class Counsel: A Class Counsel Fees Payment of not more than one-third of the  
20 Gross Settlement Amount, which is currently estimated to be \$130,386.67 (One Hundred Thirty  
21 Thousand, Three Hundred Eighty-Six Dollars and Sixty-Seven Cents and a Class Counsel  
22 Litigation Expenses Payment for actual costs, not to exceed \$27,700.00 (Twenty-Seven  
23 Thousand, Seven-Hundred Dollars and Zero Cents).

24 3.3.1 Defendant will not oppose requests for these payments. Plaintiff and/or Class  
25 Counsel will file a motion for Class Counsel Fees and Litigation Expenses Payment no later than  
26 sixteen (16) court days prior to the Final Approval Hearing, or as otherwise ordered by the Court.  
27 If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses  
28 Payment less than the amounts requested, the Administrator will allocate the remainder to the Net

Settlement Amount for distribution to Participating Class Members. Released Parties shall have no liability to Class Counsel or any other Plaintiff's counsel arising from any claim to any portion of Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.3.2 To the Administrator: An Administrator Costs Payment not to exceed \$10,250.00 (Eleven Thousand Dollars and Zero Cents) except for a showing of good cause and as approved by the Court. To the extent the Administration Costs are less or the Court approves payment of less than \$10,250.00, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

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

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

3.3.3.2 Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class

1 Payments. The Administrator will retain amounts equal to their Individual Class Payments in the  
2 Net Settlement Amount for distribution to Participating Class Members on a pro-rata basis.

3 3.3.4 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of  
4 \$20,000.00 (Twenty Thousand Dollars and Zero Cents) to be paid from the Gross Settlement  
5 Amount, with 75% (\$15,000.00) allocated to the LWDA PAGA Payment and 25% (\$5,000.00)  
6 allocated to the Individual PAGA Payments.

7 3.3.4.1 The Administrator will calculate each Individual PAGA Payment by (a)  
8 dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties of \$5,000.00 by  
9 the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the  
10 PAGA Period, and (b) multiplying the result by each individual Aggrieved Employee's PAGA  
11 Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on  
12 their Individual PAGA Payment.

13 3.3.4.2 If the Court approves PAGA Penalties of less than the amount requested,  
14 the Administrator will allocate the remainder to the Net Settlement Amount to be distributed to  
15 Participating Class Members. The Administrator will report the Individual PAGA Payments on  
16 IRS 1099 Forms.

17 4. **SETTLEMENT FUNDING AND PAYMENTS.**

18 4.1 Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its  
19 records, Defendant represents there are 646 Class Members who collectively worked a total of  
20 17,780 workweeks during the Class Period, and 291 Aggrieved Employees who worked a total  
21 of 3,847 PAGA Pay Periods during the PAGA Period.

22 4.2 Class Data. Not later than thirty (30) days after the Court grants Preliminary Approval  
23 of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a  
24 Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must  
25 maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement  
26 and for no other purpose, and restrict access to the Class Data to Administrator employees who  
27 need access to the Class Data to effect and perform under this Agreement. Defendant has a  
28 continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted

1 class member identifying information and to provide corrected or updated Class Data as soon as  
2 reasonably feasible. Without any extension of the deadline by which Defendant must send the  
3 Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts,  
4 in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class  
5 Data.

6 4.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement  
7 Amount and the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting  
8 the funds to the Administrator no later than sixty (60) days after the Effective Date.

9 4.4 Payments from the Gross Settlement Amount. Within ten (10) days after Defendant fully  
10 funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class  
11 Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Costs  
12 Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and  
13 the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the  
14 Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment shall  
15 not precede disbursement of Individual Class Payments and Individual PAGA Payments.

16 4.4.1 The Administrator will issue checks for the Individual Class Payments and/or  
17 Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail. The  
18 face of each check shall prominently state the date (180 days after the date of mailing) when the  
19 check will be voided ("Void Date"). The Administrator will cancel all checks not cashed by the  
20 Void Date. The Administrator will send checks for Individual Settlement Payments to all  
21 Participating Class Members (including those for whom the Class Notice was returned  
22 undelivered). The Administrator will send checks for Individual PAGA Payments to all  
23 Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved  
24 Employees (including those for whom Class Notice was returned undelivered). The Administrator  
25 may send Participating Class Members a single check combining the Individual Class Payment  
26 and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator  
27 must update the recipients' mailing addresses using the National Change of Address Database.  
28

1           4.4.2 The Administrator must conduct a Class Member Address Search for all other Class  
2 Members whose checks are returned undelivered without USPS forwarding address. Within seven  
3 (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS  
4 forwarding address provided or to an address ascertained through the Class Member Address  
5 Search. The Administrator need not take further steps to deliver checks to Class Members whose  
6 re-mailed checks are returned as undelivered. The Administrator shall promptly send a  
7 replacement check to any Class Member whose original check was lost or misplaced, requested  
8 by the Class Member prior to the Void Date.

9           4.4.3 Uncashed Settlement Checks. Any checks issued by the Settlement Administrator  
10 to Participating Class Members and Aggrieved Employees will be negotiable for 180 days. The  
11 Individual Class Payment checks provided to Participating Class Members and Individual PAGA  
12 Payment checks provided to Aggrieved Employees shall prominently state the expiration date or  
13 a statement that the Settlement Check will expire in 180 days, or alternatively, such a statement  
14 may be made in a letter accompanying the Individual Class Payment and/or Individual PAGA  
15 Payment. Expired checks for Individual Class Payments and Individual PAGA Payments will not  
16 be reissued, except for good cause and as mutually agreed by the Parties in writing. If a  
17 Participating Class Member or Aggrieved Employee does not cash his or her Individual Class  
18 Payment check or Individual PAGA Payment check within 180 days, the uncashed fund and  
19 accrued interest, if any, subject to Court approval, shall be distributed to the University of  
20 California School of Law San Francisco Workers' Rights Clinic ("Cy Pres Recipient"). Following  
21 the disbursement of the Gross Settlement Amount and expiration of time period for Participating  
22 Class Members and Individual PAGA Members to cash their Individual Class Payment and/or  
23 Individual PAGA Payment checks, the Parties shall jointly request that the Court amend the Final  
24 Approval Order and Judgment to direct Defendant to pay the sum of any unclaimed funds, plus  
25 any interest accrued thereon, to the Cy Pres Recipient, consistent with Code of Civil Procedure §  
26 384. Class Counsel and Defendant's counsel shall provide the Court with a declaration under oath  
27 certifying that they do not have any connection or relationship to the Cy Pres Recipient that could  
28 reasonably create the appearance of any impropriety or potential conflict of interests of the Class.

1 4.4.4 The payment of Individual Class Payments and Individual PAGA Payments shall  
2 not obligate Defendant to confer any additional benefits or make any additional payments to Class  
3 Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

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

8 5.1 Plaintiff's Release. Plaintiff discharges Released Parties from all claims,  
9 transactions, or occurrences, that occurred during the Class Period, including all claims that were,  
10 or reasonably could have been, alleged, based on the facts contained in the Operative Complaint;  
11 and claims under the Fair Employment and Housing Act, Americans with Disabilities Act, Title  
12 VII of the Civil Rights Act of 1964, the California Labor Code, and all equivalent claims under  
13 federal law ("Plaintiff's Release"). Plaintiff's Release does not extend to any claims or actions to  
14 enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability  
15 benefits, social security benefits, workers' compensation benefits that arose at any time, or based  
16 on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts  
17 or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be  
18 true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects,  
19 notwithstanding such different or additional facts or Plaintiff's discovery of them.

20 5.1.1 Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For  
21 purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights,  
22 and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

27 5.2 Released Class Claims: All Participating Class Members will release all claims, rights,  
28 demands, liabilities, and causes of action, alleged or which could have reasonably been alleged

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

15       5.3 Release by Named Plaintiff as Proxy or Agent of LWDA: Upon the Effective Date, the  
16 LWDA, by and through Plaintiff as an agent and proxy of the LWDA, will release all claims for  
17 PAGA civil penalties that are alleged in Plaintiff's March 12, 2024 PAGA Notice, including but  
18 not limited to: (1) failure to pay minimum and straight time wages (pursuant to Cal. Labor Code  
19 §§ 204, 210, 510, 1194, 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages (pursuant to  
20 Cal. Labor Code §§ 510, 1194 and 1198); (3) failure to provide meal periods (pursuant to Cal.  
21 Labor Code §§ 210, 226.7 and 512); (4) failure to authorize and permit rest periods (pursuant to  
22 Cal. Labor Code §§ 210 and 226.7); (5) failure to timely pay final wages at termination (pursuant  
23 to Cal. Labor Code §§ 201 – 203 and 213(d)); (6) failure to provide accurate itemized wage  
24 statements (pursuant to Cal. Labor Code §§ 226 and 226.3); (7) failure to indemnify employees  
25 for expenditures (pursuant to Cal. Labor Code § 2802); (8) failure to produce requested  
26 employment records (pursuant to Cal. Labor Code §§ 226, 432, and 1198.5); (9) failure to pay all  
27 earned wages twice per month and unlawfully withholding accrued wages (pursuant to Cal. Labor  
28 Code §§ 204, 210 and 216); (10) failure to maintain accurate records of hours worked and meal

periods (pursuant to Cal. Labor Code §§ 1174, and 1174.5); (11) recordkeeping requirement violations (pursuant to Cal. Labor Code §§ 226.6, 558.1, 1174, 1174.5, 1198 and 1199); (12) willful misclassification (pursuant to Cal. Labor Code § 226.8); (13) retaliation (pursuant to Cal. Labor Code § 1102.5); and (14) civil penalties for wage and hour violations (pursuant to Cal. Labor Code § 558). The Released PAGA Claims are those that accrued during the PAGA Period.

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

6.1 **Plaintiff’s Responsibilities**. Plaintiff will prepare all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)) (2016); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1) (2016)), this Agreement (Labor Code section 2699, subd. (l)(2) (2016)); and (vi) all facts relevant to any actual or potential conflict of interest with Class Members, and/or the Administrator. In their Declarations, Plaintiff and Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

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

1       6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for  
2 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and  
3 Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person  
4 or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant  
5 Preliminary Approval or conditions Preliminary Approval on any material change to this  
6 Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of  
7 the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and  
8 otherwise satisfy the Court's concerns.

9       7. **SETTLEMENT ADMINISTRATION.**

10       7.1 Selection of Administrator. The Parties have jointly selected Apex Class Action LLC to  
11 serve as the Administrator and verified that, as a condition of appointment, the Administrator  
12 agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this  
13 Agreement in exchange for payment of Administration Costs. The Parties and their Counsel  
14 represent that they have no interest or relationship, financial or otherwise, with the Administrator  
15 other than a professional relationship arising out of prior experiences administering settlements.

16       7.2 Delivery of the Class List. Within thirty (30) calendar days of Preliminary Approval,  
17 barring any events outside the control of Defendant's counsel, Defendant will provide the Class  
18 List to the Settlement Administrator. This is a material term of the Agreement, and if Defendant  
19 fail to comply, Plaintiff shall have the right to void the Agreement. Prior to mailing the Notice,  
20 the Settlement Administrator shall provide Class Counsel with an anonymized version of the  
21 Class List that shall only disclose an identification number attributed to each Class Member and  
22 their respective Workweeks during the Class Period and PAGA Period.

23       7.3 Employer Identification Number. The Administrator shall have and use its own  
24 Employer Identification Number for purposes of calculating payroll tax withholdings and  
25 providing reports to state and federal tax authorities.

26       7.4 Qualified Settlement Fund. The Administrator shall establish a settlement fund that  
27 meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation  
28 section 468B-1 for the funding of the GSA. Any interest that accrues on the GSA sums paid into

the QSF prior to distribution by the Administrator will become part of the NSA for distribution to Participating Class Members.

7.5 Notice to Class Members.

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

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

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

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

1 7.5.5 If the Administrator, Defendant, or Class Counsel is contacted by or otherwise  
2 discovers any persons who believe they should have been included in the Class Data and should  
3 have received Class Notice, the Parties will expeditiously meet and confer in person or by  
4 telephone, and in good faith in an effort to agree on whether to include them as Class Members.  
5 If the Parties agree, such persons will be Class Members entitled to the same rights as other Class  
6 Members, and the Administrator will send, via email or overnight delivery, a Class Notice  
7 requiring them to exercise options under this Agreement not later than fourteen (14) days after  
8 receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

9 7.6 Requests for Exclusion (Opt-Outs).

10 7.6.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement  
11 must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not  
12 later than forty-five (45) days after the Administrator mails the Class Notice (plus an additional  
13 fourteen (14) days for Class Members whose Class Notice is re-mailed). A Request for Exclusion  
14 is a letter from a Class Member or his/her representative that reasonably communicates the Class  
15 Member's election to be excluded from the Settlement and includes the Class Member's name,  
16 address and email address or telephone number. To be valid, a Request for Exclusion must be  
17 timely faxed, emailed, or postmarked by the Response Deadline.

18 7.6.2 The Administrator may not reject a Request for Exclusion as invalid because it fails  
19 to contain all the information specified in the Class Notice. The Administrator shall accept any  
20 Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the  
21 person as a Class Member and the Class Member's desire to be excluded. The Administrator's  
22 determination shall be final and not appealable or otherwise susceptible to challenge. If the  
23 Administrator has reason to question the authenticity of a Request for Exclusion, the  
24 Administrator may demand additional proof of the Class Member's identity. The Administrator's  
25 determination of authenticity shall be final and not appealable or otherwise susceptible to  
26 challenge.

27 7.6.3 Every Class Member who does not submit a timely and valid Request for Exclusion  
28 is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and

bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under paragraphs 5.2 and 5.3 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

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

7.7 Defective Submissions. If a Class Member's Request for Exclusion is defective as to the requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The Settlement Administrator will mail the Class Member a cure letter within three (3) business days of receiving the defective submission to advise the Class Member that his or her submission is defective and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have until the later of (a) the Response Deadline or (b) fourteen (14) calendar days from the date the cure letter is mailed, whichever date is later, to email, fax, or postmark a revised Request for Exclusion. If a Class Member responds to a cure letter by filing a defective claim, then the Settlement Administrator will have no further obligation to give notice of a need to cure. If the revised Request for Exclusion is not emailed, faxed, or postmarked within that period, it will be deemed untimely. In the event there is a dispute as to the timeliness or validity of a Request for Exclusion, the Court will be the arbiter of such dispute. In no event may the Claims Administrator make any representations to Class Members regarding the validity of their Requests for Exclusion.

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

1 The Administrator must encourage the challenging Class Member to submit supporting  
2 documentation. In the absence of any contrary documentation, the Administrator is entitled to  
3 presume that the Workweeks contained in the Class Notice are correct so long as they are  
4 consistent with the Class Data. The Administrator's determination of each Class Member's  
5 allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise  
6 susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the  
7 calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the  
8 Administrator's determination of the challenges.

9 **7.9 Objections to Settlement.**

10 7.9.1 Only Participating Class Members may object to the class action components of the  
11 Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or  
12 amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses  
13 Payment and/or Class Representative Service Payment.

14 7.9.2 Participating Class Members may send written objections to the Administrator, by  
15 fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire  
16 an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A  
17 Participating Class Member who elects to send a written objection to the Administrator must do  
18 so not later than forty-five (45) days after the Administrator's mailing of the Class Notice (plus  
19 an additional fourteen (14) days for Class Members whose Class Notice was re-mailed).

20 7.9.3 Non-Participating Class Members have no right to object to any of the class action  
21 components of the Settlement.

22 **7.10 Administrator Duties.** The Administrator has a duty to perform or observe all tasks to be  
23 performed or observed by the Administrator contained in this Agreement or otherwise.

24 7.10.1 Website, Email Address and Toll-Free Number. The Administrator will  
25 establish, maintain and use an internet website to post information of interest to Class Members  
26 including the date, time and location for the Final Approval Hearing and copies of the Settlement  
27 Agreement; Motion for Preliminary Approval; Preliminary Approval Order; Class Notice;  
28 Motion for Final Approval; Motion for Class Counsel Fees Payment, Class Counsel Litigation

Expenses Payment and Class Representative Service Payment; the Final Approval Order; and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.

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

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

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

7.10.5 Administrator’s Declaration. Not later than fourteen (14) days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices

1 returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the  
2 total number of Requests for Exclusion from Settlement it received (both valid or invalid), the  
3 number of written objections and attach the Exclusion List. The Administrator will supplement  
4 its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible  
5 for filing the Administrator's declaration(s) in Court.

6 7.10.6 Final Report by Settlement Administrator. Within ten (10) days after the  
7 Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide  
8 Class Counsel and Defense Counsel with a final report detailing its disbursements by employee  
9 identification number only of all payments made under this Agreement. At least fifteen (15) days  
10 before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel  
11 and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement  
12 of all payments required under this Agreement. Class Counsel is responsible for filing the  
13 Administrator's declaration in Court.

14 8. CLASS SIZE ESTIMATES and ESCALATOR CLAUSE. Based on its records,  
15 Defendant represents there are 646 Class Members who collectively worked a total of 17,780  
16 Workweeks during the Class Period, and 291 Aggrieved Employees who worked a total of 3,847  
17 PAGA Pay Periods during the PAGA Period. If, on final calculation, the total number of  
18 Workweeks is greater than 10% higher than 17,780 Workweeks (i.e. greater than 19,558  
19 Workweeks), then the Gross Settlement Amount will be proportionally increased by the  
20 Workweeks worked in excess of 19,558 by multiplying the excess Workweeks by the per  
21 Workweek value. If this provision is triggered so as to increase the Gross Settlement Amount,  
22 the Parties agree that the portion of the Gross Settlement Amount allocated to attorneys' fees will  
23 increase proportionally such that the total amount of attorneys' fees remains one-third (1/3) of the  
24 Gross Settlement Amount after the upward adjustment required by this provision is implemented.

25 9. MOTION FOR FINAL APPROVAL. Not later than sixteen (16) court days before the  
26 calendared Final Approval Hearing, unless otherwise scheduled by the Court, Plaintiff will file in  
27 Court, a Motion for Final Approval of the Settlement that includes a request for approval of the  
28 PAGA settlement under Labor Code section 2699, subd. (l) (2016); a Proposed Final Approval

Order; and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiff shall provide drafts of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

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

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

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

9.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment as set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the

1 right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties'  
2 obligations to perform under this Agreement will be suspended until such time as the appeal is  
3 finally resolved and the Judgment becomes final, except as to matters that do not affect the amount  
4 of the Net Settlement Amount.

5 9.5 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the  
6 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material  
7 modification of this Agreement (including, but not limited to, the scope of release to be granted  
8 by Class Members), this Agreement shall be null and void. The Parties shall nevertheless  
9 expeditiously work together in good faith to address the appellate court's concerns and to obtain  
10 Final Approval and Entry of Judgment, sharing, on a 50-50 basis, any additional Administration  
11 Costs reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the  
12 Court's award of the Class Representative Service Payment or any payments to Class Counsel  
13 shall not constitute a material modification of the Judgment within the meaning of this paragraph,  
14 as long as the Gross Settlement Amount remains unchanged.

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

18 11. **ADDITIONAL PROVISIONS.**

19 11.1 No Admission of Liability, Class Certification or Representative Manageability for  
20 Other Purposes. This Agreement represents a compromise and settlement of highly disputed  
21 claims. Nothing in this Agreement is intended or should be construed as an admission by  
22 Defendant that any of the allegations in the Operative Complaint has merit or that Defendant has  
23 any liability for any claims asserted; nor should it be intended or construed as an admission by  
24 Plaintiff that Defendant's defenses in the Actions have merit. The Parties agree that class  
25 certification and representative treatment is for purposes of this Settlement only. If, for any  
26 reason, the Court does grant Preliminary Approval, Final Approval, or enter Judgment, Defendant  
27 reserves the right to contest certification of any class for any reason, Defendant reserves all  
28 available defenses to the claims in the Actions, and Plaintiff reserves the right to move for class

1 certification on any grounds available and to contest Defendant's defenses. The Settlement, this  
2 Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be  
3 admissible in connection with, any litigation (except for proceedings to enforce or effectuate the  
4 Settlement and this Agreement).

5 11.2 Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant, and  
6 Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement  
7 is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit  
8 another person to disclose, disseminate or publicize, any of the terms of the Agreement directly  
9 or indirectly, specifically or generally, to any person, corporation, association, government  
10 agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom  
11 will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the  
12 extent necessary to report income to appropriate taxing authorities; (4) in response to a court order  
13 or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government  
14 agency. Each Party agrees to immediately notify the other Party of any judicial or agency order,  
15 inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant, and  
16 Defendant's Counsel agree that they will not issue any press releases, initiate any contact with  
17 the press, respond to any press inquiry or have any communication with the press about the fact,  
18 amount or terms of the Settlement Agreement. Class Counsel further agree not to refer to the  
19 Action by name on their website or other promotional material. Plaintiff, Class Counsel,  
20 Defendant, and Defense Counsel separately agree not to, directly or indirectly, initiate any  
21 conversation or other communication, before the filing of the Motion for Preliminary Approval,  
22 with any third party regarding this Agreement or the matters giving rise to this Agreement except  
23 to respond only that "the matter was resolved," or words to that effect. This paragraph does not  
24 restrict Class Counsel's communications with Class Members in accordance with Class Counsel's  
25 ethical obligations owed to Class Members.

26 11.3 No Solicitation. The Parties separately agree that they and their respective counsel and  
27 employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal  
28 from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability

1 to communicate with Class Members in accordance with Defense Counsel's and Class Counsel's  
2 ethical obligations and Class Counsel's fiduciary duties owed to Class Members.

3 11.4 Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement  
4 together with its attached exhibits shall constitute the entire agreement between the Parties  
5 relating to the Settlement, superseding any and all oral representations, warranties, covenants, or  
6 inducements made to or by any Party.

7 11.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and  
8 represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate  
9 action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate  
10 its terms, and to execute any other documents reasonably required to effectuate the terms of this  
11 Agreement including any amendments to this Agreement.

12 11.6 Cooperation. The Parties and their counsel will cooperate with each other and use their  
13 best efforts, in good faith, to implement the Settlement by, among other things, modifying the  
14 Settlement Agreement, submitting supplemental evidence and supplementing points and  
15 authorities as requested by the Court. In the event the Parties are unable to agree upon the form  
16 or content of any document necessary to implement the Settlement, or on any modification of the  
17 Agreement that may become necessary to implement the Settlement, the Parties will seek the  
18 assistance of a mediator and/or the Court for resolution.

19 11.7 No Prior Assignments. The Parties separately represent and warrant that they have not  
20 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or  
21 encumber to any person or entity and portion of any liability, claim, demand, action, cause of  
22 action, or right released and discharged by the Party in this Settlement.

23 11.8 No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are  
24 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied  
25 upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR  
26 Part 10, as amended) or otherwise.

1 11.9 Modification of Agreement. This Agreement, and all parts of it, may be amended,  
2 modified, changed, or waived only by an express written instrument signed by all Parties or their  
3 representatives, and approved by the Court.

4 11.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure  
5 to the benefit of, the successors of each of the Parties.

6 11.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be  
7 governed by and interpreted according to the internal laws of the state of California, without  
8 regard to conflict of law principles.

9 11.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation  
10 of this Agreement. This Agreement will not be construed against any Party on the basis that the  
11 Party was the drafter or participated in the drafting.

12 11.13 Confidentiality. To the extent permitted by law, all agreements made, and orders  
13 entered during Action and in this Agreement relating to the confidentiality of information shall  
14 survive the execution of this Agreement.

15 11.14 Headings. The descriptive heading of any section or paragraph of this Agreement is  
16 inserted for convenience of reference only and does not constitute a part of this Agreement.

17 11.15 Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement  
18 shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a  
19 weekend or federal legal holiday, such date or deadline shall be on the first business day  
20 thereafter.

21 11.16 Notice. All notices, demands, or other communications between the Parties in  
22 connection with this Agreement will be in writing and deemed to have been duly given as of the  
23 third business day after mailing by United States mail, or the day sent by email or messenger,  
24 addressed as follows:

25 ///

26 ///

27  
28 To Plaintiff:

John G. Yslas (SBN 187324)  
[john.yslas@wilshirelawfirm.com](mailto:john.yslas@wilshirelawfirm.com)  
Jeffrey C. Bills (SBN 301629)  
[jeffrey.bills@wilshirelawfirm.com](mailto:jeffrey.bills@wilshirelawfirm.com)  
Aram Boyadjian (SBN 334009)  
[aram.boyadjian@wilshirelawfirm.com](mailto:aram.boyadjian@wilshirelawfirm.com)  
Andrew Sandoval (SBN 346996)  
[andrew.sandoval@wilshirelawfirm.com](mailto:andrew.sandoval@wilshirelawfirm.com)  
**WILSHIRE LAW FIRM**  
660 S. Figueroa St., Sky Lobby  
Los Angeles, California 90017  
Telephone: (213) 381-9988  
Facsimile: (213) 381-9989

To Defendant:

Janelle J. Sahouria (SBN 253699)  
[Janelle.sahouria@jacksonlewis.com](mailto:Janelle.sahouria@jacksonlewis.com)  
Kevin P. Lee (SBN 296343)  
[Kevin.lee@jacksonlewis.com](mailto:Kevin.lee@jacksonlewis.com)  
**JACKSON LEWIS P.C.**  
50 California Street, 9<sup>th</sup> Floor  
San Francisco, CA 94111  
Telephone: (415) 394-9400  
Facsimile: (415) 394-9401

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

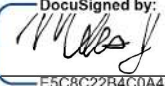
11.18 Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement pursuant to CCP section 583.330 to extend the date to bring a case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

IT IS SO AGREED.

///

By the Parties:

1 DATED: 6/12/2026

DocuSigned by:  
  
E5C8C22B4C0A457...

2 Plaintiff Miles Jourdan

3  
4  
5 DATED: 06/15/2026

*Tony B. Bendana*

Tony B. Bendana (Jun 15, 2026 13:41:04 PDT)

6 Defendant ONE The Cheese Steak Shop, LLC

7 By: **Tony B. Bendana**

8 Position: **President-Member**

9  
10 Approved by counsel:

11 DATED: 6/12/2026

12 WILSHIRE LAW FIRM

13  
14 BY:   
15 John G. Yslas  
16 Jeffrey C. Bills  
17 Aram Boyadjian  
18 Andrew Sandoval  
19 Counsel for Plaintiff Miles Jourdan

20 DATED: 6/15/2026

JACKSON LEWIS P.C.

21 BY:   
22 Janelle J. Sahouria  
23 Kevin P. Lee  
24 Angela Johnson  
25 Counsel for Defendant ONE The Cheese Steak Shop,  
26 LLC