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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO

JOSE SANTIAGO, individually and on behalf of
others similarly situated,

Plaintiff,

vs.

RURAL/METRO FIRE DEPT., INC., an
Arizona corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: 37-2024-00005548-CU-OE-CTL

*Assigned for all purposes to the Honorable
Marcella O. McLaughlin, Dept. C-72*

**JOINT STIPULATION OF CLASS
ACTION AND PAGA SETTLEMENT**

Complaint Filed: February 6, 2024
Trial Date: Not set

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JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT

This Joint Stipulation of Class Action and PAGA Settlement is entered into by and between Plaintiff Jose Santiago, individually and on behalf of the Class, and Defendant Rural/Metro Fire Dept., Inc.

DEFINITIONS

1. “Agreement” or “Settlement Agreement” means this Joint Stipulation of Class Action and PAGA Settlement.
2. “Action” refers to the court action entitled *Jose Santiago v. Rural/Metro Fire Dept., Inc.*, San Diego County Superior Court Case No. 37-2024-00005548-CU-OE-CTL.
3. “Class Counsel” means S. Emi Minne and Jill J. Parker of Parker & Minne, LLP and Benjamin Smith of Smith Law, who will seek to be appointed as counsel for the Class.
4. “Class Counsel’s Fees and Costs” means attorneys’ fees for Class Counsel’s litigation and resolution of the Action and their expenses and costs incurred in connection with the Action, which shall be paid from the Gross Settlement Amount. Class Counsel will request attorneys’ fees not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$262,500.00), and the reimbursement of costs and expenses associated with the litigation and settlement of the Action, not to exceed \$25,000.00, subject to the Court’s approval. Defendant has agreed not to oppose Class Counsel’s request for fees and reimbursement of costs and expenses in the amounts set forth above.
5. “Class List” means a complete list of all Class Members and PAGA Members that Defendant will diligently and in good faith compile from their records and provide to the Settlement Administrator within twenty-one (21) calendar days after Preliminary Approval of this Settlement. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet and will include all Class Members’ and PAGA Members’: (1) full name; (2) last known home address; (3) last known telephone number; (4) social security number; (5) total Workweeks during the Class Period; (6) total Workweeks during the PAGA Period; and (7) any other information reasonably required by the Settlement Administrator in order to effectuate the terms of the Settlement.

6. “Class” or “Class Members” means all current and former non-exempt employees of Defendant who were employed by Defendant in the State of California at any time during the Class Period.

7. “Class Period” means the period commencing on February 22, 2021, and ending on April 1, 2025.

8. “Class Representative Enhancement Payment” means the amount that the Court authorizes to be paid to Plaintiff, in addition to his Individual Class Payment, in recognition of the efforts and risks he has taken in assisting with the prosecution of the Action and in exchange for the General Release of his claims as provided herein.

9. “Court” means the Superior Court of the State of California for the County of San Diego.

10. “Defendant” refers to Rural/Metro Fire Dept., Inc.

11. “Defendant’s Counsel” means Michael S. Kun and Kevin D. Sullivan of Thompson Coburn LLP.

12. “Effective Date” means the date on which the Court’s Final Approval Order and Judgment become final, which shall mean the latest of the following as applicable: (i) if there is no appeal or motion to intervene for purposes of vacating or setting aside the Judgment, the date that is 61 days after notice of entry of the Judgment is submitted to the LWDA in accordance with Labor Code section 2699, subdivision (s)(3); (ii) if there is an appeal from the Court’s Judgment or motion to intervene for purposes of vacating or setting aside the Judgment and an appeal from any denial of such a motion to intervene, the date the Final Approval Order and Judgment are affirmed on appeal, the date of dismissal of such appeal, or the expiration of the time to file a petition for writ of certiorari to the California Supreme Court; or (iii) if a petition for writ of certiorari is filed, the date of denial of the petition for writ of certiorari, or the date the Final Approval Order and Judgment are affirmed pursuant to such petition.

13. “Final Approval” means the date the Court enters an order granting final approval of the Settlement Agreement.

14. “Final Approval Order and Judgment” mean the judgment and order entered by the Court upon Final Approval of the Settlement Agreement, which will be a judgment for purposes of California Rule of Court, Rule 3.771(a) and constitute approval pursuant to California Rule of Court, Rule 3.769(a).

15. “First Amended Complaint” shall refer to the First Amended Complaint filed with the Court on April 2, 2026, pursuant to the stipulation of the Parties.

16. “Gross Settlement Amount” means the non-reversionary sum of Seven Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00) to be paid by Defendant in full satisfaction of all of Defendant’s liabilities in the Action, including Class Counsel’s Fees and Costs, Class Representative Enhancement Payment, Payments to Class Members, PAGA Penalties, and Settlement Administration Costs. The Gross Settlement Amount does not include any employer-side taxes and withholdings, which will be calculated by the Settlement Administrator and separately paid for by Defendant.

17. “Individual Class Payment” means a Participating Class Members’ pro-rata share of the Net Settlement Amount.

18. “Individual PAGA Payment” means a PAGA Member’s pro-rata share of the 25% portion of PAGA Penalties to be paid to PAGA Members.

19. “Net Settlement Amount” means the funds available for payments to Class Members, which shall be the amount remaining after the following amounts are deducted from the Gross Settlement Amount: (1) Class Counsel’s fees, (2) Class Counsel’s costs, (3) Settlement Administration Costs, (4) Class Representative Enhancement Payment to Plaintiff; and (5) the PAGA Penalties to the LWDA and PAGA Members.

20. “Notice” means the Notice of Class Action and PAGA Settlement in a form substantially similar to the form attached hereto as Exhibit A, that will be mailed to Class Members’ and PAGA Members’ last known addresses and which will provide Class Members and PAGA Members with information regarding the Action and information regarding the settlement of the Action.

21. “Objection” means a Participating Class Member’s valid and timely written objection to the Settlement Agreement. For an Objection to be valid, it must include: (a) the objector’s full name,

address, telephone number, last four digits of the employee's social security number or employee ID number and (b) a written statement of all grounds for the objection accompanied by legal support, if any, for such objection.

22. "PAGA" means the California Labor Code Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698, *et seq.*

23. "PAGA Penalties" means the amount that the Parties have agreed to allocate in order to settle claims arising under the Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*) ("PAGA"). The Parties have agreed that Fifty Thousand Dollars and Zero Cents (\$50,000.00) of the Gross Settlement Amount will be allocated to the resolution of Plaintiff's PAGA Claims. Seventy-Five Percent (75%) of this amount (\$37,500.00) will be paid to the California Labor and Workforce Development Agency in accordance with Labor Code §§ 2698 *et seq.* Twenty Five Percent (25%) of this amount (\$12,500.00), will be distributed to PAGA Members. PAGA Members will receive payment from the employee portion of the PAGA Penalties regardless of their decision to participate in the class action if the PAGA Penalties are approved by the Court.

24. "PAGA Members" means all current and former non-exempt employees of Defendant who were employed by Defendant in the state of California at any time during the PAGA Period.

25. "PAGA Notices" refers collectively to the notice letter submitted to the LWDA by Plaintiff on January 16, 2024, the amended notice letter submitted to the LWDA by Plaintiff on March 11, 2025, and the second amended notice letter submitted to the LWDA by Plaintiff on January 13, 2026.

26. "PAGA Period" means the period commencing on January 8, 2023, and ending on April 1, 2025.

27. "Parties" means Plaintiff and Defendant, collectively, and "Party" shall mean either Plaintiff or Defendant, individually.

28. "Participating Class Members" means all Class Members who do not submit valid and timely Requests for Exclusion.

29. "Plaintiff" means Plaintiff Jose Santiago, who will seek to be appointed as the representative for the Class.

1 30. “Preliminary Approval” means the date the Court enters an order granting preliminary
2 approval of the Settlement Agreement.

3 31. “Released Class Claims” means all claims, rights, demands, liabilities and causes of
4 action that are alleged, or reasonably could have been alleged based on the factual allegations and
5 claims asserted in the First Amended Complaint in the Action arising during the Class Period,
6 including the following claims: (1) violation of California Labor Code §§ 510 and 1198 (unpaid
7 overtime); (2) violation of California Labor Code §§ 226.7 and 512(a) (unpaid meal period premiums);
8 (3) violation of California Labor Code § 226.7 (unpaid rest period premiums); (4) violation of
9 California Labor Code §§ 1194, 1197, and 1197.1. (unpaid minimum wages); (5) violation of Cal
10 Labor Code §§ 218, 1194, 1194.2, 1197, and 1198 and Cal. Code Regs., tit. 8, § 11050, subd. 5(A)
11 (unpaid reporting time wages); (6) violation of Cal Labor Code §§ 218, 1194, 1194.2, 1197, and 1198
12 and Cal. Code Regs., tit. 8, § 11050, subd. 5(C) (unpaid split shift premiums); (7) violation of
13 California Labor Code §§ 201, 202 and 203 (final wages not timely paid); (8) violation of California
14 Labor Code §§ 204 and 210 (wages not timely paid during employment); (9) violation of California
15 Labor Code § 226(a) (failure to provide accurate wage statements); (10) violation of California Labor
16 Code § 246 (failure to pay sick time at the proper rate and provide notice of paid sick time accrual);
17 (11) violation of California Labor Code §§ 2800 and 2802 (unreimbursed business expenses); (12)
18 violation of California Labor Code § 227.3 (failure to provide accrued/unused vacation/paid time off
19 wages at the end of employment); and (13) claims for unfair or unlawful business practices under
20 California Business & Professions Code sections 17200, *et seq.* which are predicated on violations of
21 Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 227.3, 246, 510, 512(a), 1174(d), 1194, 1197,
22 1197.1, 1198, 2800, and 2802.

23 32. “Released PAGA Claims” means any and all claims for the recovery for civil penalties,
24 attorneys’ fees and costs permissible under PAGA which Plaintiff, the LWDA, the State of California,
25 and/or the PAGA Members had, or may claim to have, against Released Parties, based on the
26 violations alleged in the First Amended in the Action and/or the PAGA Notices and arising during the
27 PAGA Period, including failure to pay overtime compensation; failure to pay minimum wages; failure
28 to provide compliant meal and rest breaks; failure to pay meal and rest period premiums; failure to

1 pay all wages owed at discharge or resignation; failure to timely pay wages during employment; failure
2 to provide complete and accurate wage statements; failure to keep complete and accurate payroll
3 records; failure to reimburse necessary business-related expenses; failure to pay reporting time pay;
4 failure to pay split shift wages; failure to pay sick time at the proper rate and provide notice of paid
5 sick time accrual; failure to provide employment records; failure to provide accrued/unused
6 vacation/paid time off wages at the end of employment; violations of Labor Code sections 201, 202,
7 203, 204, 226(a)-(c), 218, 226.3, 226.7, 227.3, 246, 432, 510, 512(a), 1174(d), 1174.5, 1182.12, 1194,
8 1197, 1197.1, 1198, 1198.5, 2698, *et seq.*, 2800, and 2802; and the Industrial Welfare Commission
9 Orders, including violations of Code Regs. tit. 8, § 11050, subd. 4(C) and 5(A).

10 33. “Released Parties” means Defendant Rural/Metro Fire Dept., Inc. and its past, present
11 and/or future, direct and/or indirect, officers, directors, members, managers, employees, agents,
12 representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent
13 companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers,
14 including but not limited to Global Medical Response, Inc., Brindlee Fire Services, LLC, Brindlee
15 Fire Intermediate, LLC, Brindlee Fire Acquisition Sub, LLC, and their respective past, present and/or
16 future, direct and/or indirect, officers, directors, members, managers, employees, agents,
17 representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent
18 companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

19 34. “Request for Exclusion” means a valid and timely written statement submitted by a
20 Class Member requesting to be excluded from the Class Action.

21 35. “Response Deadline” means the date forty-five (45) calendar days after the Settlement
22 Administrator mails Notice to Class Members, which shall be the last date on which Class Members
23 may submit Requests for Exclusion, written objections to the Settlement, or Workweek Disputes to
24 the Settlement Administrator via mail, facsimile, or e-mail. In the event the 45th day falls on a Sunday
25 or Federal holiday, the Response Deadline will be extended to the next day on which the U.S. Postal
26 Service is open. The Response Deadline for Requests for Exclusion, Objections, and disputes will be
27 extended fifteen (15) calendar days for any Class Member who is re-mailed a Notice by the Settlement
28 Administrator, unless the 15th day falls after the remailing falls on a Sunday or Federal holiday, in

1 which case the Response Deadline will be extended to the next day on which the U.S. Postal Service
2 is open. The Response Deadline may also be extended by express agreement between Class Counsel
3 and Defendant's Counsel. Under no circumstances, however, will the Settlement Administrator have
4 the authority to unilaterally extend the deadline for Class Members to submit a Request for Exclusion
5 or objection to the Settlement.

6 36. "Settlement" means the disposition of the Action pursuant to this Agreement.

7 37. "Settlement Administrator" means Apex Class Action, LLC. The Parties each represent
8 that they do not have any financial interest in the Settlement Administrator or otherwise have a
9 relationship with the Settlement Administrator that could create a conflict of interest.

10 38. "Settlement Administration Costs" mean the costs payable from the Gross Settlement
11 Amount to the Settlement Administrator for administering this Settlement, including, but not limited
12 to, translating, printing, distributing, and tracking documents for this Settlement,
13 calculating/confirming the class member Workweeks from the information contained in the Class List,
14 calculating each Participating Class Member's Individual Class Payment, calculating each PAGA
15 Member's Individual PAGA Payment, tax reporting, distributing the Gross Settlement Amount,
16 providing necessary reports and declarations, and other duties and responsibilities set forth herein to
17 process this Settlement. It is currently estimated that Settlement Administration Costs shall not exceed
18 \$7,000.00

19 39. "Workweek" shall mean any calendar week (i.e. a week beginning on Sunday and
20 ending on Saturday) in which a Class Member or PAGA Member worked at least 1 day for Defendant.

21 **RECITALS**

22 40. On January 8, 2024, Plaintiff, through his former counsel, provided written notice to
23 the California Labor & Workforce Development Agency ("LWDA") and Defendant of his intent to
24 seek civil penalties pursuant to PAGA for Defendant's alleged violations of California Labor Code §§
25 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and
26 2802. On January 16, 2024, Class Counsel provided a second written notice on Plaintiff's behalf to
27 the LWDA and Defendant of his intent to seek civil penalties pursuant to PAGA for Defendant's
28 alleged violations of California Labor Code §§ 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 558,

1 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802. On March 11, 2025, Class Counsel submitted an
 2 amended written notice on Plaintiff's behalf to the LWDA and Defendant to provide notice of
 3 additional violations allegedly committed by Defendant, including alleged violations of California
 4 Labor Code §§ 246, 432, 226(b)-(c), 1182.12 and 1198.5 and Cal. Code Regs. tit. 8, § 11050, subd.
 5 4(C) and 5(A). On January 13, 2026, Class Counsel submitted a second amended written notice on
 6 Plaintiff's behalf to the LWDA and Defendant to provide notice of Defendant's alleged violations of
 7 California Labor Code § 227.3.

8 41. On February 6, 2024, Plaintiff filed a putative wage and hour class action complaint
 9 against Defendant in the Superior Court for the State of California, County of San Diego entitled *Jose*
 10 *Santiago v. Rural/Metro Fire Dept., Inc.*, Case No. 37-2024-00005548-CU-OE-CTL.

11 42. On April 6, 2024, Plaintiff filed a representative action against Defendant in the
 12 Superior Court for the State of California, County of Santa Clara entitled *Jose Santiago v. Rural/Metro*
 13 *Fire Dept., Inc.*, Case No. 24CV434566 (hereinafter "Santa Clara Action"), which alleged a single
 14 cause of action seeking civil penalties pursuant to PAGA.

15 43. Following the initiation of litigation, the Parties met and conferred with respect to
 16 potential global resolution of the Action and the Santa Clara Action, and agreed to engage in private
 17 mediation. Prior to mediation, Class Counsel diligently investigated the claims against Defendant,
 18 including any and all applicable defenses and the applicable law. This investigation included, *inter*
 19 *alia* the exchange of extensive informal discovery, review of numerous corporate policies and
 20 practices, and analysis of a representative sampling of the time and payroll records for the putative
 21 class. Class Counsel's investigation was sufficient to satisfy the criteria for court approval set forth in
 22 *Dunk v. Foot Locker Retail, Inc.*, 48 Cal.App.4th 1794, 1801 (1998) and *Kullar v. Foot Locker Retail,*
 23 *Inc.*, 168 Cal.App.4th 116, 129-130 (2008).

24 44. On January 31, 2025, the Parties participated in a private mediation with Kevin T.
 25 Barnes, Esq., a respected mediator with extensive experience in complex wage and hour litigation.
 26 Mr. Barnes' supervision of the mediation and negotiations was critical in managing the expectations
 27 of the Parties, and in providing a useful and neutral analysis of the case to both Parties. The Parties
 28 engaged in a full day of negotiations during the mediation, but were unable to reach an agreement to

1 resolve the Action at the mediation. Following mediation, Mr. Barnes continued to facilitate ongoing
 2 negotiations between the Parties, which ultimately resulted in the acceptance of a mediator's proposal
 3 on February 5, 2025. On or about March 10, 2025, the Parties executed a Memorandum of
 4 Understanding, the material terms of which are now fully memorialized in this Agreement.

5 45. In order to facilitate global resolution of the Action and the Santa Clara Action, the
 6 Parties have stipulated to allow Plaintiff to file a First Amended Complaint in the Action to add the
 7 PAGA claims alleged in the Santa Clara Action and the amended written notice sent to the LWDA,
 8 and other claims discovered during the course of litigation. The First Amended Complaint was deemed
 9 filed on April 2, 2026. The First Amended Complaint in the Action alleges the following fourteen
 10 (14) causes of action: (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime
 11 Wages); (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
 12 (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (4) Violation of
 13 California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages); (5) Violation of
 14 California Labor Code §§ 218, 1194, 1194.2, 1197, and 1198 and Cal Code Regs., tit. 8, § 11050,
 15 subd. 5(A) (Unpaid Reporting Time Wages); (6) Violation of California Labor Code §§ 218, 1194,
 16 1194.2, 1197, and 1198 and Cal Code Regs., tit. 8, § 11050, subd. 4(C) (Unpaid Split Shift Premiums);
 17 (7) Violation of California Labor Code §§ 201, 202 and 203 (Final Wages Not Timely Paid); (8)
 18 Violation of California Labor Code §§ 204 and 210); (9) Violation of California Labor Code § 226(a)
 19 (Failure to Provide Accurate Wage Statements); (10) Violation of California Labor Code § 246
 20 (Failure to Pay Sick Time at the Proper Rate and Provide Notice of Paid Sick Time Accrual); (11)
 21 Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); (12)
 22 Violation of California Labor Code § 227.3 (Failure to Provide Accrued/Unused Vacation/Paid Time
 23 Off Wage at the End of Employment); (13) Violation of California Business and Professions Code §§
 24 17200, et seq.; and (14) Violation of Cal. Labor Code § 2698, et seq. (Private Attorneys General Act).

25 46. Based on data produced pursuant to formal and informal discovery, as well as Class
 26 Counsel's own independent investigation and evaluation, Plaintiff and Class Counsel believe that the
 27 Settlement for the consideration and terms set forth in this Agreement is fair, reasonable and adequate,
 28 and is in the best interests of the Class in light of all known facts and circumstances.

47. This Agreement is made and entered into by and between Plaintiff individually and on behalf of the Settlement Class, and Defendant, and is subject to the terms and conditions hereof, and to the Court's approval. The Parties expressly acknowledge that this Agreement is entered solely for the purpose of compromising significantly disputed claims and that nothing herein is an admission of liability or wrongdoing by Defendant. If for any reason this Agreement is not approved, it will be of no force or effect, and the Parties shall be returned to their original respective positions.

TERMS OF AGREEMENT

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

48. Class Certification for Settlement Purposes Only: Solely for purposes of Settlement of the Action, the Parties stipulate and agree that the requirements for establishing class certification with respect to the Class have been satisfied, and stipulate and agree to certification of the Class. The Parties further agree to the designation of Parker & Minne, LLP and Smith Law as counsel for the Class. Should the Settlement not be approved or is terminated, the fact that the Parties were willing to stipulate to class certification as part of the Settlement shall have no bearing on, and shall not be admissible in connection with, the issue of whether a class should be certified in a non-settlement context in this Action.

49. Settlement Consideration: Defendant shall fund the Gross Settlement Amount and all applicable employer-side payroll taxes following Final Approval by the Court and the occurrence of the Effective Date. The following will be paid out of the Gross Settlement Amount: the sum of the Individual Class Payments, the Class Representative Enhancement Payment, Class Counsel's Fees and Costs, the PAGA Penalties, and the Settlement Administration Costs, as specified in this Agreement. Except for any employer-side taxes due on the Individual Class Payments, or as a result of an increase in the number of Workweeks as set forth in Paragraph 50 below, Defendant shall not be required to pay more than the Gross Settlement Amount. The Gross Settlement Amount is non-reversionary, meaning no portion of the Gross Settlement Amount will revert to Defendant.

50. Potential Increase to the Gross Settlement Amount: The Gross Settlement Amount is based on Defendant's representation that Class Members worked a total of 19,500 Workweeks during

the period of February 22, 2021 to January 31, 2025 (“Workweek Period”). Should the actual number of Workweeks for Class Members during the Workweek Period exceed 19,500 by more than ten percent (10%) (i.e., final total Workweeks increased by more than 21,450 Workweeks), then Defendant shall either: (i) increase the Gross Settlement Amount on a pro-rata basis equal to the percentage increase in the number of Workweeks worked by Class Members during the Workweek Period above the 10% threshold (e.g., if the total number of Workweeks worked by Class Members increases by 11% to 21,645 Workweeks, the Gross Settlement Amount shall increase by 1% to \$757,500.00); or (ii) shorten the Class Period to end on the last date before the total Workweeks worked by Class Members exceeds no more than 110% of 19,500 (e.g., the last date there are no more than 21,450 Workweeks).

51. Funding of the Gross Settlement Amount: Within twenty-one (21) calendar days of the Effective Date of the Settlement, Defendant will deposit the Gross Settlement Amount (and all applicable employer-side payroll taxes into a Qualified Settlement Fund (“QSF”) to be established by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement Administrator to calculate necessary payroll taxes including its official name, 8-digit state unemployment insurance tax ID number, and other information requested by the Settlement Administrator, no later than seven (7) calendar days of the Effective Date.

52. Distribution of the Gross Settlement Amount: Within fourteen (14) calendar days of the funding of the Gross Settlement Amount, the Settlement Administrator will issue payments for: (a) Individual Class Payments; (b) Individual PAGA Payments; (c) the PAGA Penalties to the Labor and Workforce Development Agency; (d) the Class Representative Enhancement Payment; (e) Class Counsel’s Fees and Costs; and (f) Settlement Administration Costs.

53. Class Counsel’s Fees and Costs: Defendant agrees not to oppose any application or motion by Class Counsel for attorneys’ fees of not more than thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$262,500.00), plus the reimbursement of costs and expenses associated with the litigation and settlement of the Action, in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00), both of which will be paid from the Gross Settlement Amount. Any portion of the requested fees or costs that are not awarded to the Class Counsel shall be reallocated to

the Net Settlement Amount and distributed to Participating Class Members as provided in this Agreement.

54. Class Representative Enhancement Payment: Defendant agrees not to oppose or object to any application or motion by Plaintiff for a Class Representative Enhancement Payment in the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00). The Class Representative Enhancement Payment is intended to recognize the Plaintiff's time, effort and risk in bringing and prosecuting the Action, as well as the General Release of Plaintiff's individual claims against Defendant. Any portion of the requested Class Representative Enhancement Payment that is not awarded to Plaintiff shall be reallocated to the Net Settlement Amount and distributed to Participating Class Members as provided in this Agreement.

55. Settlement Administration Costs: The Settlement Administrator will be paid for the reasonable costs of administration of the Settlement and distribution of payments from the Gross Settlement Amount as further set forth in this Agreement. Settlement Administration Costs are currently estimated not to exceed \$7,000.00. The Parties acknowledge that Settlement Administration Costs may increase above the current estimate of \$7,000.00 and that any such additional Settlement Administration Costs will be taken out of the Gross Settlement Amount. Any portion of the requested Settlement Administration Costs that are not awarded to the Settlement Administrator or which are not ultimately required to complete administration of the Settlement shall be reallocated to the Net Settlement Amount and distributed to Participating Class Members as provided in this Agreement.

56. PAGA Penalties: Fifty Dollars and Zero Cents (\$50,000.00) shall be allocated from the Gross Settlement Amount for settlement of claims for civil penalties under the PAGA. The Settlement Administrator shall pay seventy-five percent (75%) of the PAGA Penalties, or Thirty-Seven Five Hundred Dollars and Zero Cents (\$37,500.00), to the California Labor and Workforce Development Agency ("LWDA"). The remaining twenty-five percent (25%) of the PAGA penalties, or Twelve Thousand Five Hundred Dollars and Zero Cents (\$12,500.00) will be distributed to PAGA Members on a *pro rata* basis based on the total number of Workweeks worked by each PAGA Member during the PAGA Period. PAGA Members shall receive their portion of the PAGA Penalties even if they request to be excluded from the class settlement.

57. Net Settlement Amount for Payment of Class Claims: The Net Settlement Amount will be used to satisfy the class portion of Participating Class Members' Individual Class Payments in accordance with the terms of this Agreement. The estimated Net Settlement Amount is as follows:

Gross Settlement Amount	\$	750,000.00
Enhancement Payment:	\$	10,000.00
Class Counsel's Fees:	\$	262,500.00
Class Counsel's Costs:	\$	25,000.00
PAGA Penalties	\$	50,000.00
Settlement Administration Costs:	\$	7,000.00
<i>Estimated Net Settlement Amount</i>	\$	395,500.00

58. Individual Class Payment Calculations: Individual Class Payments will be paid from the Net Settlement Amount on a pro-rata basis based on the total Workweeks worked by Participating Class Members during the Class Period. Specifically, the Settlement Administrator will calculate the total Workweeks for all Participating Class Members by adding the number of Workweeks worked by each Participating Class Member during the Class Period. The respective Workweeks for each Participating Class Member will be divided by the total Workweeks for all Participating Class Members, resulting in the payment ratio for each Participating Class Member. Each Participating Class Member's payment ratio will then be multiplied by the Net Settlement Amount to calculate each Participating Class Member's estimated Individual Class Payment.

59. Tax Allocation of Individual Class Payments: Individual Class Payments will be allocated as follows: twenty percent (20%) of each Individual Class Payment will be allocated as wages, forty percent (40%) shall be allocated as interest, and forty percent (40%) shall be allocated as penalties. The portion of the Individual Class Payment allocated to wages will be reported by the Settlement Administrator on an IRS Form W-2. The remaining non-wage payments will be reported on an IRS Form-1099 by the Settlement Administrator

60. Individual PAGA Payment Calculations: Individual PAGA Payments will be paid on a pro-rata basis based on the total Workweeks worked by PAGA Members during the PAGA Period. Specifically, the Settlement Administrator will calculate the total Workweeks for all PAGA Members

by adding the number of Workweeks worked by each PAGA Member during the PAGA Period. The respective Workweeks for each PAGA Member will be divided by the total Workweeks for all PAGA Members, resulting in the payment ratio for each PAGA Member. Each PAGA Member's payment ratio will then be multiplied by the 25% employee portion of the PAGA Penalties to calculate each PAGA Member's estimated Individual PAGA Payment. PAGA Members shall receive an Individual PAGA Payment regardless of whether they submit a Request for Exclusion.

61. Tax Allocation of Individual PAGA Payments: Individual PAGA Payments are not subject to withholdings and will be reported on an IRS Form 1099 by the Settlement Administrator.

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

63. Settlement Administration Process: The Parties agree to cooperate in the administration of the Settlement and to make all reasonable efforts to control and minimize the costs and expenses incurred in administration of the Settlement. The Settlement Administrator will provide the following services:

- a) Establish and maintain a Qualified Settlement Fund.
- b) Calculate the Individual Class Payment each Participating Class Member is eligible to receive.
- c) Calculate the Individual PAGA Payment each PAGA Member shall receive.
- d) Print and mail the Notice in both Spanish and English.
- e) Conduct additional address searches for mailed Notices that are returned as undeliverable.
- f) Process Objections and Requests for Exclusion.
- g) Field inquiries from Class Members.

- h) Print and issue and issue Settlement payment checks.
- i) Prepare IRS W2 and 1099 Tax Forms and any other filings required by any governmental taxing authority.
- j) Provide declarations and/or other information to this Court as requested by the Parties and/or the Court.
- k) Provide weekly status reports to counsel for the Parties.
- l) Post copies of the operative Complaint, Settlement Agreement, Notice, Preliminary Approval Order, and Final Approval Order and Judgment online at Settlement Administrator's website.

64. Delivery of the Class List: Within twenty-one (21) calendar days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator. Prior to mailing the Notice, the Settlement Administrator shall provide Class Counsel with an anonymized version of the Class List that shall only disclose an identification number attributed to each Class Member and their respective Workweeks during the Class Period and PAGA Period.

65. Notice by First-Class U.S. Mail: Within fourteen (14) calendar days after receiving the Class List from Defendant, the Settlement Administrator will mail the Notice to all Class Members via regular First-Class U.S. Mail, using the most current, known mailing addresses identified in the Class List.

66. Confirmation of Contact Information in the Class List: Prior to mailing, the Settlement Administrator will perform a search based on the National Change of Address Database for information to update and correct for any known or identifiable address changes. Any Notice returned to the Settlement Administrator as non-deliverable on or before the Response Deadline will be sent promptly via regular First-Class U.S. Mail to the forwarding address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on the Notice. If no forwarding address is provided, the Settlement Administrator will promptly attempt to determine the correct address using a skip-trace, or other search using the name, address and/or Social Security number of the Class Member involved, and will then perform a single re-mailing. If any Notice sent to a Class Member by the Settlement Administrator is returned as undeliverable to a current employee, then Defendant shall

1 make all reasonable efforts to obtain the current address from the Class Member and provide the same
2 within seven (7) calendar days of notice from the Settlement Administrator. The Response Deadline
3 will be extended fifteen (15) calendar days for any Class Member who is re-mailed a Notice by the
4 Settlement Administrator, unless the 15th day falls on a Sunday or Federal holiday, in which case the
5 Response Deadline will be extended to the next day on which the U.S. Postal Service is open.

6 67. Notice: All Class Members will be mailed a Notice in English and Spanish,
7 substantially in the form attached hereto as Exhibit A. Each Notice will provide: (a) information
8 regarding the nature of the Action; (b) a summary of the Settlement's principal terms; (c) the Class
9 definition; (d) the total number of Workweeks each respective Class Member worked for Defendant
10 during the Class Period; (e) the total number of Workweeks each respective PAGA Member worked
11 for Defendant during the PAGA Period; (f) each Class Member's estimated Individual Class Payment
12 and the formula for calculating Individual Class Payments; (g) each PAGA Members' estimated
13 Individual PAGA Payment and the formula for calculating Individual PAGA Payments; (h) the dates
14 which comprise the Class Period; (i) the deadlines by which the Class Member must email, fax, or
15 postmark Requests for Exclusion, Objections to the Settlement, or Workweek Disputes; (j) the claims
16 to be released, as set forth herein; and (k) the date for the Final Approval hearing.

17 68. Disputed Information on Notice: Class Members will have an opportunity to dispute
18 the information provided in their Notice. Any Class Member wishing to dispute the Workweeks
19 reported in their Notice must provide a written dispute to the Settlement Administrator by the
20 Response Deadline via email, facsimile or mail. The written dispute must include (a) the Class
21 Member's name, address, telephone number, and the last four digits of the Class Member's Social
22 Security number and/or the Employee ID number; (b) a statement explaining why they believe the
23 number of Workweeks in their Notice is inaccurate; and (c) any evidence showing that the number of
24 Workweeks credited to them in their Notice is inaccurate. Absent evidence rebutting Defendant's
25 records, Defendant's records will be presumed determinative. However, if a Class Member produces
26 evidence to the contrary by the Response Deadline, the Parties will evaluate the evidence submitted
27 by the Class Member and the Parties will make the final decision as to the number of eligible
28 Workweeks that should be applied and/or the Individual Class Payments to which the Class Member

1 may be entitled. If the Parties are unable to resolve the dispute, the Settlement Administrator will be
2 the final arbiter of the Workweeks for each Class Member during the Class Period, based on the
3 information provided to it. The Court retains authority to review the Settlement Administrator's
4 decisions on any such disputes.

5 69. Request for Exclusion Procedures: Any Class Member wishing to opt-out from the
6 Action must sign and return a written Request for Exclusion to the Settlement Administrator by the
7 Response Deadline via email, facsimile or mail. The Request for Exclusion must include (a) the Class
8 Member's name, address, telephone number, and the last four digits of the Class Member's Social
9 Security number and/or the Employee ID number and (b) a clear statement requesting to be excluded
10 from the settlement of the class claims similar to the following: "I wish to exclude myself from the
11 class settlement reached in the matter of *Santiago v. Rural/Metro Fire Dept.* I understand that by
12 excluding myself, I will not receive money from the settlement of my individual claims." The date of
13 the email, fax, or postmark will be the exclusive means to determine whether a Request for Exclusion
14 has been timely submitted. All Requests for Exclusion will be submitted to the Settlement
15 Administrator, who will certify jointly to Class Counsel and Defendant's Counsel the Requests for
16 Exclusion that were timely submitted. All Class Members who do not request exclusion from the
17 Action will be bound by all terms of the Settlement Agreement if the Settlement is granted final
18 approval by the Court. The Court retains authority to determine the validity and authenticity of all
19 Requests for Exclusion submitted by Class Members. The Request for Exclusion shall not be effective
20 as to the release of claims arising under the Private Attorneys General Act.

21 70. Defective Submissions: If a Class Member's Request for Exclusion is defective as to
22 the requirements listed herein, that Class Member will be given an opportunity to cure the defect(s).
23 The Settlement Administrator will mail the Class Member a cure letter within three (3) business days
24 of receiving the defective submission to advise the Class Member that his or her submission is
25 defective and that the defect must be cured to render the Request for Exclusion valid. The Class
26 Member will have until the later of (a) the Response Deadline or (b) fourteen (14) calendar days from
27 the date the cure letter is mailed, whichever date is later, to email, fax, or postmark a revised Request
28 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.

71. Defendant's Right to Rescind: If more than five percent (5%) of Class Members (rounded to the next whole number) elect not to participate in the Settlement, Defendant may, at its election, rescind the Settlement Agreement and all actions taken in furtherance of it will be thereby null and void. Defendant must meet and confer with Class Counsel prior to exercising this right, and must make clear its intent to rescind the Agreement within fourteen (14) calendar days of the Settlement Administrator notifying the Parties of the final number of opt-outs. If Defendant exercises its right to rescind the Agreement, Defendant shall be responsible for all Settlement Administration Costs incurred to the date of rescission.

72. Settlement Terms Bind All Class Members Who Do Not Opt-Out: Any Class Member who does not affirmatively opt-out of the Settlement by submitting a timely and valid Request for Exclusion will be bound by all of its terms, including those pertaining to the Released Class Claims, as well as any Final Approval Order and Judgment that may be entered by the Court if it grants final approval of the Settlement. Class Members who opt-out of the Settlement shall not be bound by such Final Approval Order and Judgment or release. The names of Class Members who have opted-out of the Settlement shall be disclosed to both Class Counsel and Defendant's Counsel and noted in the proposed Final Approval Order and Judgment submitted to the Court.

73. Objection Procedures: To object to the Settlement, a Participating Class Member must email, fax, or postmark a valid Objection to the Settlement Administrator on or before the Response Deadline. The Objection must be signed by the Participating Class Member and contain all information required by this Settlement Agreement including the employees full name, address, telephone number, the last four digits of their social security number and/or Employee ID number, and the specific reason including any legal grounds for the Participating Class Member's objection. The email, facsimile, or postmark date will be deemed the exclusive means for determining that the Notice of Objection is timely. Participating Class Members who fail to object in the manner specified above will be foreclosed from making a written objection, but shall still have a right to appear at the Final Approval

Hearing in order to have their objections heard by the Court. The Court shall retain final authority as to the consideration and admissibility of any and all objections to the Settlement. At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Participating Class Members to submit written objections to the Settlement or appeal from the Final Approval Order and Judgment. Class Counsel will not represent any Class Members with respect to any objections to this Settlement.

74. Weekly Reports Regarding Settlement Administration: The Settlement Administrator will provide Defendant's Counsel and Class Counsel a weekly report which certifies: (a) the number of Class Members who have submitted valid Requests for Exclusion; (b) the number of Notices returned and re-mailed; and (c) whether any Class Members have submitted any Objections, Requests for Exclusions, or any challenges to any information contained in the Notice. Additionally, the Settlement Administrator will provide to counsel for both Parties any updated reports regarding the administration of the Settlement Agreement as needed or requested.

75. Compliance Declaration by Settlement Administrator: Within one (1) week of the Response Deadline, the Settlement Administrator will provide a signed declaration to Class Counsel and Defendant's counsel attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, the mailing of Notice, the Notices returned as undelivered, the re-mailing of Notices, attempts to locate Class Members, the names of the individuals who submitted timely and valid Requests for Exclusion from Settlement, and the number of written objections to the Settlement. The Administrator shall also provide to Class Counsel and Defendant's Counsel authenticated copies of every written objection and Request for Exclusion that it received. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court.

76. Payment Schedule for All Court Approved Settlement Payments: Within three (3) business days of the Court granting Final Approval of the Settlement, the Settlement Administrator will calculate all payments due, and shall provide Defendant's Counsel and Class Counsel with a report on all disbursements to be made under the Settlement.

77. Uncashed Settlement Checks: Any checks issued by the Settlement Administrator to Participating Class Members and PAGA Members will be negotiable for at least one hundred eighty

(180) calendar days. The Individual Class Payment checks provided to Participating Class Members and Individual PAGA Payment checks provided to PAGA Members shall prominently state the expiration date or a statement that the Settlement Check will expire in one hundred eighty (180) days, or alternatively, such a statement may be made in a letter accompanying the Individual Class Payment and/or Individual PAGA Payment. Expired checks for Individual Class Payments and Individual PAGA Payments will not be reissued, except for good cause and as mutually agreed by the Parties in writing. If a Participating Class Member or PAGA Member does not cash his or her Individual Class Payment check or Individual PAGA Payment check within 180 days, the uncashed funds, subject to Court approval, shall be distributed to the Controller of the State of California to be held pursuant to the Unclaimed Property Law, California Civil Code §1500, *et. seq.* for the benefit of those Participating Class Members and PAGA Members who did not cash their checks until such time that they claim their property. The Parties agree that this disposition results in no “unpaid residue” under California Civil Procedure Code § 384, as the entire Net Settlement Amount will be paid out to Participating Class Members and PAGA Members, whether or not they all cash their Individual Class Payment checks or Individual PAGA Payment checks. Therefore, Defendant will not be required to pay any interest on such amounts.

78. Administration of Taxes by the Settlement Administrator: The Settlement Administrator will be responsible for issuing to Plaintiff, Participating Class Members, and Class Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid pursuant to this Settlement. The Settlement Administrator will also be responsible for forwarding all payroll taxes and penalties to the appropriate government authorities.

79. Final Distribution Report and Declaration by Settlement Administrator: Within 10 calendar days after the Settlement Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defendant’s Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 14 calendar days before any deadline set by the Court, the Settlement Administrator will prepare, and submit to Class Counsel and Defendant’s Counsel, a signed declaration under oath suitable for filing in Court attesting to its disbursement of all payments required under this Agreement.

1 Class Counsel is responsible for filing the Settlement Administrator's Declaration with the Court.

2 80. Tax Liability: Defendant makes no representation as to the tax treatment or legal effect
3 of the payments called for hereunder, and Plaintiff and Participating Class Members are not relying
4 on any statement, representation, or calculation by Defendant or by the Settlement Administrator in
5 this regard. Plaintiff and Participating Class Members understand and agree that they will be solely
6 responsible for the payment of any taxes and penalties assessed on the payments described herein.
7 Defendant's share of any employer payroll taxes and other required employer withholdings due on the
8 Individual Class Payments, including, but not limited to, Defendant's FICA and FUTA contributions,
9 shall be paid separate and apart from the Gross Settlement Amount.

10 81. Circular 230 Disclaimer: Each Party to this Agreement (for purposes of this section,
11 the "acknowledging party" and each Party to this Agreement other than the acknowledging party, an
12 "other party") acknowledges and agrees that: (1) no provision of this Agreement, and no written
13 communication or disclosure between or among the Parties or their attorneys and other advisers, is or
14 was intended to be, nor shall any such communication or disclosure constitute or be construed or be
15 relied upon as, tax advice within the meaning of United States Treasury Department circular 230 (31
16 CFR part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his, her or its
17 own, independent legal and tax counsel for advice (including tax advice) in connection with this
18 Agreement, (b) has not entered into this Agreement based upon the recommendation of any other Party
19 or any attorney or advisor to any other Party, and (c) is not entitled to rely upon any communication
20 or disclosure by any attorney or advisor to any other party to avoid any tax penalty that may be imposed
21 on the acknowledging party, and (3) no attorney or advisor to any other Party has imposed any
22 limitation that protects the confidentiality of any such attorney's or adviser's tax strategies (regardless
23 of whether such limitation is legally binding) upon disclosure by the acknowledging party of the tax
24 treatment or tax structure of any transaction, including any transaction contemplated by this
25 Agreement.

26 82. No Prior Assignments: The Parties and their counsel represent, covenant, and warrant
27 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
28 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause

of action or right herein released and discharged.

83. Release by Participating Class Members: Upon the complete funding of the Gross Settlement Amount and all applicable employer-side payroll taxes by Defendant, Participating Class Members shall fully release and discharge the Released Parties from any and all Released Class Claims for the Class Period. This release shall be binding on all Participating Class Members.

84. Release by PAGA Members, the LWDA and the State of California: Upon the complete funding of the Gross Settlement Amount, all PAGA Members, the LWDA, and State of California shall fully release and discharge the Released Parties from any and all Released PAGA Claims for the PAGA Period. In light of the binding nature of a PAGA judgment on non-party employees pursuant to *Arias v. Superior Ct. (Dairy)*, 46 Cal. 4th 969 (2009), all PAGA Members shall release claims arising under PAGA regardless of their decision to participate in the class settlement. PAGA Members who exclude themselves from the settlement of class claims, shall still receive an Individual PAGA Payment and release all claims for penalties pursuant to the PAGA during the PAGA Period.

85. Release of Additional Claims & Rights by Plaintiff: Upon the funding of the Gross Settlement Amount, Plaintiff agrees—on behalf of himself only—to the additional following General Release: In consideration of Defendant’s promises and agreements as set forth herein, Plaintiff hereby fully release the Released Parties from any and all Released Class Claims and Released PAGA Claims, and also generally releases and discharges the Released Parties from any and all claims, demands, obligations, causes of action, rights, or liabilities of any kind which have been or could have been asserted against the Released Parties arising out of or relating to his employment by Defendant or termination thereof, including but not limited to claims for wages, restitution, penalties, retaliation, defamation, discrimination, harassment or wrongful termination of employment. This release specifically includes any and all claims, demands, obligations and/or causes of action for damages, restitution, penalties, interest, and attorneys’ fees and costs (except provided by the Settlement Agreement) relating to or in any way connected with the matters referred to herein, whether or not known or suspected to exist, and whether or not specifically or particularly described herein. Specifically, Plaintiff waives all rights and benefits afforded by California Civil Code Section 1542, which provides:

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

6 Notwithstanding the foregoing, this release specifically excludes any claims Plaintiff has or
 7 may have that are not waivable by law, including claims for unemployment insurance, disability, social
 8 security, workers compensation, and the right to receive benefits under any retirement plan.

9 86. Neutral Employment Reference: Plaintiff shall direct prospective employees to contact
 10 Defendant's human resources department, which will only provide neutral employment information,
 11 including Plaintiff's job title and dates of employment. Defendant shall not refer to the Action, the
 12 Santa Clara Action, or this Settlement, and no characterization of Plaintiff's employment with
 13 Defendant or termination of employment with Defendant will be provided.

14 87. Preliminary Approval Hearing: Promptly upon execution of this Settlement
 15 Agreement, Plaintiff shall file a Motion for Preliminary Approval requesting the entry of an order as
 16 follows;

- 17 a. Granting preliminary approval of the Settlement Agreement
- 18 b. Certifying the Class for the purposes of Settlement;
- 19 c. Approving, as to form and content, the proposed Notice;
- 20 d. Approving the manner and method for Class Members to request exclusion from the
- 21 Stipulation of Settlement as contained herein and within the Notice;
- 22 e. Directing the mailing of the Notice to the Class Members, in accordance with the
- 23 Agreement; and
- 24 f. Setting a date for a Final Approval/Settlement Fairness Hearing.

25 In conjunction with the Preliminary Approval hearing, Plaintiff will submit this Agreement, which
 26 sets forth the terms of the Settlement, and will include the proposed Notice attached as Exhibit A.
 27 Defendant agrees that it will not oppose Plaintiff's motion for preliminary approval or delay the
 28 hearing thereon. This is a material term of the Agreement and any delay or opposition by Defendant

will be grounds for Plaintiff to withdraw from the Agreement.

88. Final Settlement Approval Hearing and Entry of Judgment: Upon expiration of the deadlines to email, fax, or postmark Requests for Exclusion or objections to the Settlement Agreement, and with the Court's permission, a Final Approval Hearing will be conducted to determine the Final Approval of the Settlement Agreement along with the amounts properly payable for: (a) Individual Class Payments; (b) PAGA Penalties; (c) Class Counsel's Fees and Costs; (d) the Class Representative Enhancement Payment; and (e) the Settlement Administration Costs. Class Counsel will be responsible for drafting all documents necessary to obtain Final Approval. Class Counsel will also be responsible for drafting the attorneys' fees and costs application to be heard at the final approval hearing and shall submit to the Court a Proposed Final Approval Order as follows:

- a. Approving the Agreement, adjudging the terms thereof to be fair, reasonable and adequate, and directing consummation of its terms and provisions;
- b. Approving Class Counsel's application for an award of attorneys' fees and costs;
- c. Approving the Class Representative Enhancement Payment to Plaintiff;
- d. Setting a date when the parties shall report to the Court the total amount that was actually paid to the Class Members; and
- e. Entering Final Approval Order and Judgment in this Action consistent with this Agreement.

Defendant agrees that it will not oppose Plaintiff's Motion for Final Approval and Attorneys' Fees and Costs.

89. Dismissal of the Santa Clara Action Without Prejudice: Upon entry of the Final Approval Order and Judgment, Plaintiff shall request to dismiss the Santa Clara Action without prejudice

90. Judgment and Continued Jurisdiction: Upon Final Approval of the Settlement by the Court or after the Final Approval Hearing, Plaintiff will present the Final Approval Order and Judgment to the Court for its approval. After entry of the Final Approval Order and Judgment, the Court will have continuing jurisdiction pursuant to California Rules of Court, Rule 3.769 and Code of Civil Procedure section 664.6 for purposes of addressing: (a) the interpretation and enforcement of the

terms of the Settlement, (b) Settlement administration matters, and (c) such post-judgment matters as may be appropriate under court rules or as set forth in this Settlement.

91. Nullification of Settlement Agreement: The Parties, Class Counsel and Defendant's Counsel pledge their good faith and fair dealing in supporting the approval of the Settlement by the Court. In the event that: (a) the Court does not grant preliminary or final approval of the Settlement as provided herein; (b) the Court strikes or does not approve any material term of this Settlement Agreement; or (c) the Settlement does not become final as written and agreed to by the Parties for any other reason, then this Settlement Agreement, and any documents generated to bring it into effect, will be null and void, all amounts deposited into the QSF will be returned to Defendant, and the Parties shall be returned to their original respective positions prior to the Settlement and shall proceed in all respects as if this Settlement Agreement had not been executed. Any order or judgment entered by the Court in furtherance of this Settlement Agreement will likewise be treated as void from the beginning. Notwithstanding this provision, the Parties agree that they shall make a good faith effort to resolve any issues raised by the Court prior to invoking their right to nullify the Settlement under this provision. The Parties further agree that they will return to and attend mediation with Kevin T. Barnes, Esq. in an effort to reach a settlement that may be approved by the Court.

92. Exhibits Incorporated by Reference: The terms of this Settlement include the terms set forth in any attached Exhibits, which are incorporated by this reference as though fully set forth herein. Any Exhibits to this Settlement are an integral part of the Settlement.

93. Entire Agreement: This Settlement Agreement and any attached Exhibits constitute the entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements may be deemed binding on the Parties.

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

95. Authorization to Enter Into Settlement Agreement: Counsel for all Parties warrant and represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant to this Settlement Agreement to effectuate its terms and to execute any other documents required to

1 effectuate the terms of this Settlement Agreement. The Parties and their counsel will cooperate with
2 each other and use their best efforts to affect the implementation of the Settlement. If the Parties are
3 unable to reach agreement on the form or content of any document needed to implement the
4 Settlement, or on any supplemental provisions that may become necessary to effectuate the terms of
5 this Settlement, the Parties may seek the assistance of the Court to resolve such disagreement.

6 96. Binding on Successors and Assigns: This Settlement Agreement will be binding upon,
7 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

8 97. California Law Governs: All terms of this Settlement Agreement and Exhibits hereto
9 will be governed by and interpreted according to the laws of the State of California.

10 98. Execution and Counterparts: This Settlement Agreement is subject only to the
11 execution of all Parties. However, the Settlement Agreement may be executed in one or more
12 counterparts. All executed counterparts and each of them, including facsimile and scanned copies of
13 the signature page, will be deemed to be one and the same instrument provided that counsel for the
14 Parties will exchange among themselves original signed counterparts.

15 99. Acknowledgement that the Settlement is Fair and Reasonable: The Parties believe this
16 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
17 this Settlement after arm's-length negotiations and in the context of adversarial litigation, taking into
18 account all relevant factors, present and potential. The Parties further acknowledge that they are each
19 represented by competent counsel and that they have had an opportunity to consult with their counsel
20 regarding the fairness and reasonableness of this Settlement.

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

24 101. Waiver of Certain Appeals: The Parties agree to waive appeals and to stipulate to class
25 certification for purposes of this Settlement only; except, however, that either party may appeal any
26 court order that materially alters the Settlement Agreement's terms.

27 102. Class Action Certification for Settlement Purposes Only: The Parties agree to stipulate
28 to class action certification only for purposes of the Settlement. If, for any reason, the Settlement is

not approved, the stipulation to certification will be void. The Parties further agree that certification for purposes of the Settlement is not an admission that class action certification is proper under the standards applied to contested certification motions and that this Agreement will not be admissible in this or any other proceeding as evidence that either: (a) a class action should be certified or (b) Defendant is liable to Plaintiff or any Class Member, other than according to the Settlement's terms.

103. Non-Admission of Liability: The Parties enter into this Agreement to resolve the dispute that has arisen between them and to avoid the burden, expense and risk of continued litigation. In entering into this Agreement, Defendant does not admit, and specifically denies, that it has violated any federal, state, or local law; violated any regulations or guidelines promulgated pursuant to any statute or any other applicable laws, regulations or legal requirements; breached any contract; violated or breached any duty; engaged in any misrepresentation or deception; or engaged in any other unlawful conduct with respect to its employees. Neither this Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be construed as an admission or concession by Defendant of any such violations or failure to comply with any applicable law. Except as necessary in a proceeding to enforce the terms of this Agreement, this Agreement and its terms and provisions shall not be offered or received as evidence in any action or proceeding to establish any liability or admission on the part of Defendant or to establish the existence of any condition constituting a violation of, or a non-compliance with, federal, state, local or other applicable law.

104. Captions: The captions and section numbers in this Agreement are inserted for the reader's convenience, and in no way define, limit, construe or describe the scope or intent of the provisions of this Agreement.

105. Waiver: No waiver of any condition or covenant contained in this Settlement Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

106. Enforcement Action: In the event that one or more of the Parties institutes any legal action or other proceeding against any other Party or Parties to enforce the provisions of this Settlement or to declare rights and/or obligations under this Settlement, the successful Party or Parties will be

1 entitled to recover from the unsuccessful Party or Parties reasonable attorneys' fees and costs,
2 including expert witness fees incurred in connection with any enforcement actions.

3 107. Mutual Preparation: The Parties have had a full opportunity to negotiate the terms and
4 conditions of this Agreement. Accordingly, this Agreement will not be construed more strictly against
5 one Party than another merely by virtue of the fact that it may have been prepared by counsel for one
6 of the Parties, it being recognized that, because of the arms-length negotiations between the Parties,
7 all Parties have contributed to the preparation of this Settlement Agreement.

8 108. Representation By Counsel: The Parties acknowledge that they have been represented
9 by counsel throughout all negotiations that preceded the execution of this Agreement, and that this
10 Agreement has been executed with the consent and advice of counsel and reviewed in full. Further,
11 Plaintiff and Class Counsel warrant and represent that there are no liens on the Agreement.

12 109. All Terms Subject to Final Court Approval: All amounts and procedures described in
13 this Settlement Agreement herein will be subject to final Court approval.

14 110. Cooperation and Execution of Necessary Documents: The Parties agree to cooperate to
15 promote participation in the Settlement Agreement, and in seeking court approval of the Settlement
16 Agreement, including working cooperatively to address any questions raised by the Court and making
17 any amendments to the Settlement Agreement required by the Court. The Parties and their counsel
18 agree not to take any action to encourage any Class Members to opt out of and/or object to the
19 Settlement Agreement. Defendant agrees not to obtain any settlement agreement waivers or release
20 agreements from any Class Member prior to the funding of the Gross Settlement Amount concerning
21 claims released via this Settlement Agreement. The Parties will work in good faith to reach an
22 agreement approved by the Court. Defendant further agrees that it will provide Class Counsel with
23 any declarations or other evidence required by the Court in order to obtain preliminary and final
24 approval of the Settlement Agreement.

25 111. Confidentiality: The Parties and their counsel agree to keep the terms of the Settlement
26 confidential until the filing of Plaintiff's Motion for Preliminary Approval. Plaintiff, Class Counsel,
27 Defendant, and Defendant's Counsel agree that they will not issue any press releases, initiate any
28 contact with the press, respond to any press inquiry or have any communication with the press about

the fact, amount or terms of the Settlement Agreement. Nothing in this Settlement Agreement shall limit Defendant's ability to fulfill disclosure obligations reasonably required by law or in furtherance of business purposes, including the fulfillment of obligations stated in this Settlement Agreement or limit Class Counsel's communications with the Class Members in furtherance of approval of this Settlement. Furthermore, nothing in this provision shall be construed as preventing Class Counsel from referring to the Settlement or the Action in support of their adequacy as counsel for a putative class or to justify an award of attorneys' fees.

112. Binding Agreement: The Parties warrant that they understand and have full authority to enter into this Settlement, and further intend that this Settlement Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible and subject to disclosure in any proceeding to enforce its terms, notwithstanding any settlement confidentiality provisions that otherwise might apply under federal or state law.

113. Stay of Proceedings Pending Approval of Settlement: The Parties stipulate and agree that all proceedings and deadlines in the Action, other than proceedings necessary to carry out and/or enforce the terms of the Settlement and to obtain preliminary approval and final approval of the Settlement Agreement, shall be stayed pending completion of the preliminary and final approval of the Settlement. The stay on the Action shall include, without limitation, a stay on the five-year limitations period to bring the Action to trial under Code of Civil Procedure section 583.310, as well as any and all class certification, discovery, and motion deadlines.

APPROVED AS TO FORM AND CONTENT:

Dated: **05/31/2026**

By: Jose Santiago, jr (May 31, 2026 20:26:16 PDT)
Plaintiff Jose Santiago

Dated: June 3, 2026

Signed by:
Lee Barkley
Name: Lee Barkley
Title: Authorized signatory for
Defendant Rural/Metro Fire Dept., Inc.

1 **APPROVED AS TO FORM ONLY:**

2
3 Dated: **06/01/2026**

PARKER & MINNE, LLP

4
5 By:



S. Emi Minne
Attorneys for Plaintiff
JOSE SANTIAGO

6
7
8 Dated: June 3, 2026

THOMPSON COBURN LLP

9
10
11 By:



Kevin D. Sullivan
Attorneys for Defendant
RURAL/METRO FIRE DEPT., INC.

EXHIBIT A

NOTICE OF PROPOSED CLASS ACTION AND PAGA SETTLEMENT

Santiago v. Rural/Metro Fire Dept., Inc.

San Diego County Superior Court, Case No. 37-2024-00005548-CU-OE-CTL

**THIS IS A COURT-AUTHORIZED NOTICE. IT IS NOT A SOLICITATION.
PLEASE READ THIS NOTICE CAREFULLY.
YOUR LEGAL RIGHTS ARE AFFECTED BY WHETHER YOU ACT OR DO NOT ACT.**

To: All current and former non-exempt or hourly-paid employees who are or were employed by Rural/Metro Fire Dept. Inc. in the State of California at any time from February 22, 2021, through April 1, 2025
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BASIC INFORMATION

1. What is this settlement about?

A lawsuit was commenced by a former employee of Rural/Metro Fire Dept. Inc. ("Defendant") on February 6, 2024 in the San Diego County Superior Court, Case No. 37-2024-00005548-CU-OE-CTL ("Lawsuit"). The Lawsuit claims that Defendant violated sections of the California Labor Code and California Business and Professions Code. Specifically, the Lawsuit alleges that Defendant failed to pay overtime compensation, minimum wages, reporting time wages and split shift premiums, failed to provide meal and rest periods and associated premium pay, did not timely pay employees all wages owed during and upon termination of their employment, did not provide accurate wage statements, fail to pay sick time and provide notice of paid sick time accrual, failed to maintain required payroll records, failed to reimburse employees for necessary business expenses, failed to produce personnel files, failure to pay accrued vacation time/paid time off, and engaged in unfair business practices. The Lawsuit claims that Defendant violated the California Labor Code and the California Business and Professions Code, entitling Class Members to damages, statutory penalties, and restitution. The Lawsuit also seeks to recover civil penalties pursuant to the California Private Attorneys General Act of 2004 ("PAGA"). Defendant denies all alleged violations and denies that it owes Class Members any remedies. The Court has not made a ruling on the merits of the case.

2. Why is this a class action?

In a class action, one or more people called the Class Representative (in this case, Jose Santiago, also known as "Plaintiff"), sue on behalf of people who appear to have similar claims (in this case all current and former non-exempt or hourly-paid employees who are or were employed by Defendant in the State of California at any time from February 22, 2021 through April 1, 2025). All these people are referred to in this Notice as Class Members. In a class action one court resolves the issues for all Class Members in one Lawsuit, except for those who exclude themselves from the Class. The San Diego County Superior Court is in charge of this class action.

3. Why is there a settlement?

The Court has not decided in favor of the Plaintiff or Defendant. Instead, both sides agreed to a settlement which is memorialized in the Joint Stipulation of Class Action and PAGA Settlement ("Agreement" or "Settlement"). On [Date of Preliminary Approval] the Court granted preliminary approval of the Settlement, appointed Plaintiff Jose Santiago as the Class Representative, and appointed his attorneys at Parker & Minne, LLP and Smith Law as counsel for the Class ("Class Counsel"). The Class Representative and Class Counsel think the Settlement is best for the Class.

WHO IS PART OF THE SETTLEMENT?

4. How do I know if I am part of the settlement?

You are part of the Settlement, and a Class Member, if you were employed by Defendant as a non-exempt or hourly-paid employee in the state of California at any time between February 22, 2021 through April 1, 2025.

WHAT DO I GET FROM THE SETTLEMENT?

5. What does the settlement provide?

The Settlement provides that Defendant will pay a maximum of Seven Hundred Fifty Thousand Dollars (\$750,000.00) (“Gross Settlement Amount”). This includes all costs and attorneys’ fees for Class Counsel.

The “Net Settlement Amount” is the portion of the Class Settlement Amount that will be available for distribution to Class Members who do not submit timely and valid requests for exclusion in exchange for the release of their class claims. The Net Settlement Amount is the Class Settlement Amount less the following amounts (which are subject to Court approval):

- A. **Attorneys’ Fees to Class Counsel** not to exceed 35% of the Class Settlement Amount or Two Hundred Sixty-Two Thousand Five Hundred Dollars (\$262,500.00);
- B. **Litigation Costs/Expenses to Class Counsel** not to exceed Twenty-Five Thousand Dollars (\$25,000.00);
- C. **Class Representative Enhancement Payment** in an amount not to exceed Ten Thousand Dollars (\$10,000.00) to Plaintiff;
- D. **Settlement Administration Costs** which are currently estimated not to exceed Seven Thousand Dollars (\$7,000.00); and
- E. **PAGA Penalties** in the amount of Fifty Thousand Dollars (\$50,000.00) for the settlement of claims arising under the Private Attorney’s General Act of 2004 (PAGA). Seventy-Five percent (75%) of this amount, (\$37,500.00) shall be paid to the LWDA. The remaining twenty-five percent (25%) (\$12,500.00) will be distributed to hourly-paid, non-exempt employees of Defendants in the state of California at any time from January 8, 2023, to April 1, 2025 (“PAGA Members”) for the release of their claims arising under PAGA.

Class Members are entitled to receive an Individual Class Payment from the Net Settlement Amount, which is determined on a *pro rata* basis based on the number of weeks each Class Member worked for Defendant as an hourly-paid, non-exempt employee of Defendants from February 22, 2021 through April 1, 2025 (“Workweeks”). Your Individual Class Payment will be apportioned as twenty percent (20%) wages, forty percent (40%) interest and forty percent (40%) penalties. The wage portion of the Individual Class Payment will be subject to withholding for the employee taxes and will be reported on a W-2 Form. Employer-side payroll taxes shall be paid separately from and in addition to the Gross Settlement Amount. The penalties and interest portions of each class member’s settlement payment will not be subject to any withholdings and will be reported on an IRS Form 1099.

PAGA Members are eligible to receive an Individual PAGA Settlement from the 25% portion of the PAGA Penalties allocated towards payment of employees, which is determined on a *pro rata* basis based on the number of weeks each PAGA Member worked for Defendant as an hourly-paid, non-exempt employee of Defendants from January 8, 2023, through April 1, 2025. Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, which will be reported on an IRS Form 1099 (if applicable). PAGA Members will receive an Individual PAGA Settlement even if they submit a Request for Exclusion.

6. How much will I receive from the settlement?

According to Defendant’s records, you worked:

workweeks during the Class Period (February 22, 2021 to April 1, 2025); and
 workweeks during the PAGA Period (January 8, 2023 to April 1, 2025).

Based on the number of Workweeks credited to you, your Individual Class Payment is estimated to be \$ _____, and your Individual PAGA Payment (if applicable) is estimated to be \$ _____.

The settlement approval process may take multiple months. Your Individual Class Payment and/or Individual PAGA Payment (if applicable) reflected in this Notice is only an estimate. Your actual Individual Class Payment and/or Individual PAGA Payment (if applicable) may be higher or lower. Payments will be distributed only after the Court grants final approval of the Settlement, and after the Settlement goes into effect.

Your Individual Class Payment and/or Individual PAGA Payment was determined based on Defendant's record of your employment and are presumed correct. If you dispute the accuracy of Defendant's records as to the number of weeks worked during the Class Period, you must contact the Settlement Administrator and provide any documentation you have supporting such dispute by **[INSERT RESPONSE DEADLINE]**. All disputes regarding your workweeks will be resolved and decided by the Parties or if the Parties cannot agree, the Settlement Administrator, after you submit evidence to the Settlement Administrator.

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

The Settlement Administrator's contact information is listed below:

Apex Class Action, LLC

[Address]

[Telephone No.]

[Fax No.]

[E-mail address]

7. How can I get a payment?

You do not have to do anything to receive payment of your portion of the Settlement.

8. What am I giving up if I do not request to be excluded from the settlement?

Upon the funding of the Gross Settlement Amount, in exchange for the consideration set forth by the Settlement, Plaintiff and all Class Members who do not submit a timely request for exclusion shall release the "Released Parties" from the "Released Class Claims" for the Class Period.

The "Released Parties" include Defendant Rural/Metro Fire Dept., Inc. and its past, present and/or future, direct and/or indirect, officers, directors, members, managers, employees, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers, including but not limited to Global Medical Response, Inc., Brindlee Fire Services, LLC, Brindlee Fire Intermediate, LLC, Brindlee Fire Acquisition Sub, LLC, and their respective past, present and/or future, direct and/or indirect, officers, directors, members, managers, employees, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

The "Released Class Claims" means all claims, rights, demands, liabilities and causes of action that are alleged, or reasonably could have been alleged based on the factual allegations and claims asserted in the First Amended Complaint in the Action arising during the Class Period, including the following claims: (1) violation of California Labor Code §§ 510 and 1198 (unpaid overtime); (2) violation of California Labor Code §§ 226.7 and 512(a) (unpaid meal period premiums); (3) violation of California Labor Code § 226.7 (unpaid rest period premiums); (4) violation of California Labor Code §§ 1194, 1197, and 1197.1. (unpaid minimum wages); (5) violation of Cal Labor Code §§ 218, 1194, 1194.2, 1197, and 1198 and Cal. Code Regs., tit. 8, § 11050, subd. 5(A) (unpaid reporting time wages); (6) violation of Cal Labor Code §§ 218, 1194, 1194.2, 1197, and 1198 and Cal. Code Regs., tit. 8, § 11050, subd. 5(C) (unpaid split shift premiums); (7) violation of California Labor Code §§ 201, 202 and 203 (final wages not timely paid); (8) violation of California Labor Code §§ 204 and 210 (wages not timely paid during employment); (9) violation of California Labor Code § 226(a) (failure to provide accurate wage statements); (10) violation of California Labor Code § 246 (failure to pay sick time at the proper rate and provide notice of paid sick time accrual); (11) violation of California Labor Code §§ 2800 and 2802 (unreimbursed business expenses); (12) violation of California Labor Code § 227.3 (failure to provide accrued/unused vacation/paid time off wages at the end of employment); and (13) claims for unfair or unlawful business practices under California Business & Professions

Code sections 17200, *et seq.* which are predicated on violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 227.3, 246, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802. The Released Class Claims pertain to the period of February 22, 2021, to April 1, 2025.

In addition, all PAGA Members will be deemed to have fully, finally and forever released, settled, compromised, relinquished, and discharged all claims, rights, demands, liabilities and causes of actions for civil penalties under the California Labor Code Private Attorneys General Act of 2004, Cal. Labor Code §§ 2698, *et seq.* which Plaintiff, the California Labor & Workforce Development Agency, and/or the PAGA Members had, or may claim to have, against the Released Parties, based on the violations alleged in the First Amended Complaint in the Action and/or the PAGA Notices, including failure to pay overtime compensation; failure to pay minimum wages; failure to provide compliant meal and rest breaks; failure to pay meal and rest period premiums; failure to pay all wages owed at discharge or resignation; failure to timely pay wages during employment; failure to provide complete and accurate wage statements; failure to keep complete and accurate payroll records; failure to reimburse necessary business-related expenses; failure to pay reporting time pay; failure to pay split shift wages; failure to pay sick time at the proper rate and provide notice of paid sick time accrual; failure to provide employment records; failure to provide accrued/unused vacation/paid time off wages at the end of employment; violations of Labor Code sections 201, 202, 203, 204, 226(a)-(c), 218, 226.3, 226.7, 227.3, 246, 432, 510, 512(a), 1174(d), 1174.5, 1182.12, 1194, 1197, 1197.1, 1198, 1198.5, 2698, *et seq.*, 2800, and 2802; and the Industrial Welfare Commission Orders, including violations of Code Regs. tit. 8, § 11050, subd. 4(C) and 5(A) (“Released PAGA Claims.”) The Released PAGA Claims pertain to the period of January 8, 2023, to April 1, 2025. All PAGA Members will have been deemed to have released the Released PAGA Claims against the Released Parties irrespective of whether they submit a request for exclusion from the Class settlement.

EXCLUDING YOURSELF FROM THE RELEASE OF NON-PAGA CLAIMS

If you want to keep the right to sue or continue to sue Defendant with respect to the Released Class Claims, then you must submit a request for exclusion in conformity with the requirements set forth herein. If you exclude yourself, you will not receive payment from the Net Settlement Amount. However, if eligible, you will still receive a payment in an amount equal to your estimated *pro rata* share of the PAGA Penalties because the Request for Exclusion does not apply to the PAGA claim.

9. How can I not participate in the settlement?

To exclude yourself from the release of Released Class Claims you must submit a written request for exclusion. You must include your name, address, telephone number and the last four digits of your social security number and/or Employee ID number. Your request for exclusion must also include a statement that you do not wish to be included in this action similar to the following: I wish to exclude myself from the class action settlement reached in the matter of *Santiago v. Rural/Metro Fire Dept., Inc.* I understand that by excluding myself I will not receive money from the class portion of the settlement.”

The written request for exclusion must be mailed, emailed, or faxed to the Settlement Administrator at the address listed below, by U.S. mail, facsimile, or e-mail by **[Insert Response Deadline]**. You cannot exclude yourself by phone.

Apex Class Action, LLC

[Address]

[Telephone No.].

[Fax No.]

[E-mail address]

If you ask to be excluded, you will not receive payment of any portion of the Net Settlement Amount and you cannot object to the Settlement. You will not be legally bound by the release of Released Class Claims. You may be able to sue Defendant and/or the Released Parties or continue any suit you have pending against Defendants and/or the Released Parties, regarding the Released Class Claims.

10. If I don’t exclude myself, can I sue Defendant for the same thing later?

No. Unless you submit a request for exclusion, you give up the right to sue Defendant and the Released Parties for the Released Class Claims. If you have a pending lawsuit involving the Released Class Claims, speak to your lawyer in that lawsuit immediately.

11. If I exclude myself, can I get money from the settlement?

No (except if you worked between January 8, 2023, and April 1, 2025, in which case you will still receive your Individual PAGA Payment for Released PAGA Claims). But if you submit a timely and valid request for exclusion, you retain any right that you may have to sue, continue to sue, or be part of a different lawsuit against and/or the Released Parties for Released Class Claims.

THE LAWYERS REPRESENTING YOU

12. Do I have a lawyer in this case?

The Court has approved PARKER & MINNE, LLP and SMITH LAW as counsel for the Class for Settlement purposes. The firms' contact information is:

PARKER & MINNE, LLP
S. Emi Minne
700 South Flower Street, Suite 1000
Los Angeles, California 90017
Telephone: (310) 882-6833
Facsimile: (310) 889-0822

SMITH LAW
Benjamin Smith
8605 Santa Monica Boulevard, PMB 97638
West Hollywood, California 90069
Telephone: (818) 839-9700
Facsimile: (818) 824-4975

Class Counsel will ask the Court for attorneys' fees of up to \$262,500.00 and reimbursement of litigation costs and expenses of up to \$25,000.00. These amounts are subject to Court approval and the Court may award less than these amounts.

OBJECTING TO THE SETTLEMENT

13. How do I tell the Court if I don't like the settlement?

If you are a Class Member, you can object to the Settlement and you can give reasons for why you think the Court should not approve it. The Court will consider your views. To object, you must mail, email, or fax your objection to the Settlement Administrator no later than **[Insert Response Deadline]**. Your objection must include your full name, address, telephone number, the last four digits of your social security number or employee ID number, and the specific reason for your objection. You may also come to the Final Approval Hearing on **[Insert Response Deadline]** and make an objection at that time, regardless of whether you submitted a written objection.

14. What is the difference between objecting and requesting to be excluded?

Objecting is simply telling the Court that you do not like something about the Settlement. You can object only if you stay in the Class. Excluding yourself is telling the Court that you do not want to be part of the Settlement. If you exclude yourself, you have no basis to object because the case no longer affects you.

THE COURT'S FAIRNESS HEARING

The Court will hold a hearing to decide whether to grant final approval of the Settlement ("Final Approval Hearing"). You may attend, but you do not have to attend.

15. When and where will the Court decide whether to approve the settlement?

The Court will hold the Final Approval Hearing at **[Insert Final Approval Hearing Time]** a.m./p.m. on **[Insert Final Approval Hearing Date]**, in Department C-72 of the San Diego County Superior Court, located at 330 W. Broadway, San Diego,

California 92101. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate, and determine whether to grant final approval of the Settlement. If there are objections, the Court will consider them.

16. Do I have to come to the hearing?

No. If you agree to the Settlement you do not have to come to Court to talk about it. However, you may attend. You may also retain your own lawyer at your expense to attend on your behalf. A copy of the Court's tentative ruling on the Motion for Final Approval may be posted online on the Register of Actions for the case, which can be accessed by searching for case No. 37-2024-00005548-CU-OE-CTL at <https://odyroa.sdcourt.ca.gov/Cases>. Tentative rulings are typically posted by 4:00 p.m. on the court day before the hearing.

17. How will I learn if the settlement was approved?

A notice of final judgment will be posted on the Settlement Administrator website located at www.odyroa.com.

IF YOU DO NOTHING

18. What happens if I do nothing at all?

If you do nothing, you will receive your share of the Settlement, and you will release the Released Class Claims. You will not be able to start a lawsuit, continue with a lawsuit, or be part of any other lawsuit against Defendant and/or the Released Parties about the Released Claims, ever again. Your Individual Class Payment and Individual PAGA Payment (if applicable) will be mailed to you and remain valid and negotiable for 180 days. If you do not cash the check for your Individual Class Payment and Individual PAGA Payment (if applicable) within 180 days, these funds will be transferred to the Controller of the State of California's Unclaimed Property Fund. You may then claim these funds from there.

GETTING MORE INFORMATION

19. How do I get more information?

This notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can get a copy of the Settlement Agreement by viewing the settlement located on the Settlement Administrator's website at www.odyroa.com, or by contacting the Settlement Administrator or Class Counsel by phone or email. You may also obtain copies of the Settlement Agreement through the Court's public online portal at <https://odyroa.sdcourt.ca.gov/Cases>, and searching for Case No. 37-2024-00005548-CU-OE-CTL. If you obtain copies through the Court's public online portal, the Settlement Agreement is attached as Exhibit 1 to the Declaration of S. Emi Minne in Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement.

WHAT IF MY INFORMATION CHANGES?

20. What if my contact information changes?

It is your responsibility to inform the Settlement Administrator of your updated information to ensure receipt of settlement payments or communications regarding this matter. You can change or update your contact information by contacting the Settlement Administrator.

DO NOT ADDRESS ANY QUESTIONS ABOUT THE SETTLEMENT OR THE LAWSUIT TO THE CLERK OF THE COURT OR THE JUDGE