

Bardia A. Akhavan (Bar No. 316493)
Bardia@baalaw.com
AKHAVAN & ASSOCIATES
15760 Ventura Boulevard, Suite 1720
Encino, California 91436
tel: (855) 463-4733
Attorneys for Plaintiff, HUGO SANCHEZ,
and on behalf of all others similarly situated

JACKSON LEWIS P.C.
MAIA MDINARADZE (State Bar No. 291478)
Maia.mdinaradze@jacksonlewis.com
SAWYER C. STEPHENS (State Bar No. 341369)
Sawyer.stephens@jacksonlewis.com
725 South Figueroa Street, Suite 2800
Los Angeles, California 90017-5408
Tel: (213) 689-0404
Fax: (213) 689-0430
Attorneys for Defendant,
ECOLA SERVICES, INC., a California corporation

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

HUGO SANCHEZ, individually and on
behalf of all similarly situated individuals,

Plaintiff,

v.

ECOLA SERVICES, INC., a California
corporation; and DOES 1-100;

Defendants.

Case No. 25STCV21236

*[Assigned for all purposes to the
Hon William F. Highberger, Dept. 10]*

**CLASS AND PAGA SETTLEMENT
AGREEMENT**

Action Filed: July 18, 2025
Trial Date: None Set

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and
between plaintiff Hugo Sanchez (“Plaintiff”) and defendants Ecola Services, Inc. (“Defendant”
or “Ecola Services, Inc.”). The Agreement refers to Plaintiff and Defendant collectively as
“Parties,” or individually as “Party.”

1 **1. DEFINITIONS**

2 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against
3 Defendants, captioned *Hugo Sanchez v. Ecola Services, Inc.*, Case No. 25STCV21236, initiated
4 on July 18, 2025, and pending in Superior Court of the State of California, County of Los
5 Angeles.

6 1.2. “Administrator” means APEX Class Action Administration, the neutral entity the Parties
7 have agreed to appoint to administer the Settlement.

8 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid
9 from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance
10 with the Administrator’s “not to exceed” bid submitted to the Court in connection with
11 Preliminary Approval of the Settlement.

12 1.4. “Settlement Class” means all individuals employed by Defendant as non-exempt, hourly-
13 paid employees in the State of California at any time between July 18, 2021 through March 5,
14 2026.

15 1.5. “Aggrieved Employees” means all persons employed by Defendants in California and
16 classified as a non-exempt, hourly-paid employee who worked for Defendants during the PAGA
17 Period (i.e. May 23, 2024 through January 30, 2026).

18 1.6. “Class Counsel” means Akhavan & Associates.

19 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean
20 the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and
21 expenses, respectively, incurred to prosecute the Action.

22 1.8. “Class Data” means Class Member identifying information in Defendant’s custody,
23 possession, or control, including the Class Member’s (1) name; (2) last known address(es); (3)
24 last known telephone number(s); (4) last known Social Security Number(s); and (5) the dates of
25 employment (i.e., hire dates, and, if applicable, re-hire date(s) and/or separation date(s)).

26 1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either
27 a Participating Class Member or Non-Participating Class Member (including a Non- Participating
28 Class Member who qualifies as an Aggrieved Employee).

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

1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English and Spanish in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.12. “Class Period” means the period from July 18, 2021 through March 5, 2026.

1.13. “Class Representative” means the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as a Class Representative.

1.14. “Class Representative Service Payment” means the payment to the Class Representative for initiating the Action and providing services in support of the Action.

1.15. “Court” means the Superior Court of California, County of Los Angeles.

1.16. “Defendant” means named defendants Ecola Services, Inc.

1.17. “Defense Counsel” means Maia Mdinaradze and Sawyer Stephens of Jackson Lewis P.C..

1.18. “Effective Date” means the later of: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

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

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

1.21. “Final Judgment” means the Judgment entered by the Court based upon the Final

Approval.

1.22. “Gross Settlement Amount” means \$313,000.00 (Three Hundred and Thirteen Thousand, Dollars and Zero Cents) which is the total amount Defendant agrees to pay under the Settlement, except as provided in Paragraph 8.1 below. The Gross Settlement Amount will be used to pay payment of Claims Administration Expenses, Class Counsel Fees and Cost Award, Class and PAGA Representatives Service Awards, and the PAGA Payment to the State of California and the Aggrieved Employees.

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

1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 35% of the PAGA Penalties calculated according to the number of Workweeks worked during the PAGA Period.

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

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

1.27. “LWDA PAGA Payment” means the 65% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

1.28. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Payment of Claims Administration Expenses, Class Counsel Fees and Cost Award, Class and PAGA Representatives Service Awards, and the PAGA Payment to the State of California and the Aggrieved Employees. The remainder is to be paid to Participating Class Members as Individual Class Payments.

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

1.30. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

1.31. "PAGA Period" means the period from May 23, 2024 through March 5, 2026.

1.32. "PAGA" means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).

1.33. "PAGA Notice" means Plaintiff's May 23, 2025 letter to Defendants and the LWDA, providing notice pursuant to Labor Code section 2699.3 subd. (a).

1.34. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 35% to the Aggrieved Employees (\$10,500.00) and the 65% to the LWDA (\$19,500.00) in settlement of PAGA claims.

1.35. "Participating Class Member" means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.36. "Plaintiff" means Hugo Sanchez the named plaintiff in the Action.

1.37. "Preliminary Approval" means the Court's Order Granting Preliminary Approval of the Settlement.

1.38. "Preliminary Approval Order" means the proposed Order granting Preliminary Approval and Approval of PAGA Settlement.

1.39. "Released Class Claims" means the claims being released as described in Paragraph 5.2 below.

1.40. "Released PAGA Claims" means the claims being released as described in Paragraph 5.4 below.

1.41. "Released Parties" means: Defendants, and each of their former, present and future owners, parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

1.42. "Request for Exclusion" means a Class Member's submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.43. "Response Deadline" means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) mail Requests for Exclusion from the Settlement, or (b) mail his or her Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned

undeliverable to the Administrator shall have an additional 15 days beyond the Response Deadline has expired.

1.44. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.

1.45. “Workweek” means any week during which a Class Member worked for Defendants, for at least one day during the Class Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

2. RECITALS

2.1. On May 23, 2025, Plaintiff filed with the LWDA and served on Defendant a notice under Labor Code section 2699.3, stating Plaintiff intended to serve as a proxy of the LWDA to recover civil penalties on behalf of Aggrieved Employees for alleged Labor Code violations.

2.2. On July 18, 2025, Plaintiff commenced this Class Action by filing a complaint against Defendants for: failure to pay overtime and minimum wages; failure to provide meal breaks, rest breaks, or compensation in lieu thereof; waiting time penalties; wage statement violations; failure to indemnify; violation of Labor Code §227.3; and unfair competition (“Class Action”).

2.3. On August 7, 2025, Plaintiff filed a First Amended Complaint adding a cause of action for Violation of California Labor Code §§ 2698, 2699; Private Attorneys General Act (“PAGA”).

2.4. Thereafter, the Parties agreed to exchange informal discovery and attend mediation.

2.5. Prior to mediation Plaintiff obtained, through informal discovery: (a) time and payroll records of all Class Members through mediation; (b) a class list of hire dates, termination dates, and rates of pay for all Class Members; (c) wage and hour policy documents; and (d) all documents pertaining to Plaintiff available to Defendant.

2.6. Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).

2.7. On January 5, 2026, the Parties participated in an all-day mediation presided over by Michael D. Young. The mediation was successful, and the Parties agreed to globally resolve all class and PAGA claims in the Action.

2.8. The Court has not granted class certification.

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

3. MONETARY TERMS

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8.1 below, Defendant promises to pay \$313,000.00 as the Gross Settlement Amount, inclusive of employee side employment taxes, unless increased pursuant to Paragraph 8.1 of this Agreement. Defendant has no obligation to pay the Gross Settlement Amount prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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

3.2.1. To Plaintiff: Class Representative Service Payment to Plaintiff of not more than \$8,000.00 in addition to any Individual Class Payment and any Individual PAGA Payment Plaintiff is entitled to receive as a Participating Class Member. Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment.

3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 33.33% of

the Gross Settlement Amount, which, unless escalated pursuant to Paragraph 8.1 of this Agreement, is currently estimated to be \$104,333.33 and a Class Counsel Litigation Expenses Payment of not more than \$25,000.00. Defendant will not oppose requests for this payment provided it does not exceed these amounts. Plaintiff and/or Class Counsel will endeavor to file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assume full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these Payments. There will be no additional charge of any kind to either the Settlement Class Members or request for additional consideration from Defendants for such work unless, Defendants materially breach this Agreement, including any term regarding funding, and further efforts are necessary from Class Counsel to remedy said breach, including, without limitation, moving the Court to enforce the Agreement. Should the Court approve attorneys' fees and/or litigation costs and expenses in amounts that are less than the amounts provided for herein, then the unapproved portion(s) shall be a part of the Net Settlement Amount.

3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed \$7,000.00, currently quoted at \$4,990.00, except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$7,000.00, the Administrator will retain the remainder in

the Net Settlement Amount.

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

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

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

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$30,000.00 to be paid from the Gross Settlement Amount, with 65% (\$19,500.00) allocated to the LWDA PAGA Payment and 35% (\$10,500.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties (\$10,500.00) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay

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

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

4. SETTLEMENT FUNDING AND PAYMENTS

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant estimates there are 142 Class Members who collectively worked a total of 13,039 Workweeks, and 78 of Aggrieved Employees who worked a total of 2,777 PAGA Pay Periods.

4.2. Class Data. Not later than 7 days after the Court grants Preliminary Approval of the Settlement, Defendant will simultaneously deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount no later than 7 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 7 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses

1 Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and
2 the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment,
3 the Class Counsel Litigation Expenses Payment and the Class Representative Service Payment
4 shall not precede disbursement of Individual Class Payments, and the Individual PAGA
5 Payments.

6 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or
7 Individual PAGA Payments and send them to the Class Members via First Class U.S.
8 Mail, postage prepaid. The face of each check shall prominently state the date (not less
9 than 180 days after the date of mailing) when the check will be voided. The
10 Administrator will cancel all checks not cashed by the void date. The Administrator
11 will send checks for Individual Settlement Payments to all Participating Class Members
12 (including those for whom Class Notice was returned undelivered). The Administrator
13 will send checks for Individual PAGA Payments to all Aggrieved Employees including
14 Non-Participating Class Members who qualify as Aggrieved Employees (including
15 those for whom Class Notice was returned undelivered). The Administrator may send
16 Participating Class Members a single check combining the Individual Class Payment
17 and the Individual PAGA Payment. Before mailing any checks, the Settlement
18 Administrator must update the recipients' mailing addresses using the National Change
19 of Address Database.

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

1 4.4.3. For any Class Member whose Individual Class Payment check or Individual
2 PAGA Payment check is uncashed and cancelled after the void date, the Administrator
3 shall transmit the funds represented by such checks to the California Controller's Office,
4 Unclaimed Property Fund.

5 4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall
6 not obligate Defendants to confer any additional benefits or make any additional
7 payments to Class Members (such as 401(k) contributions or bonuses) beyond those
8 specified in this Agreement.

9 **5. RELEASE OF CLAIMS**

10 Effective upon entry of Judgment, the Order granting Final Approval of this Settlement,
11 and on the date when Defendant fully funds the entire Gross Settlement Amount, Plaintiff, Class
12 Members, and Class Counsel will release claims against all Released Parties as follows:

13 5.1. Plaintiff's Release. Plaintiff and his respective former and present spouses,
14 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release
15 and discharge Released Parties from all claims, transactions, or occurrences, including, but not
16 limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts
17 contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could
18 have been, alleged based on facts contained in the Operative Complaint and Plaintiff's PAGA
19 Notice. ("Plaintiff's Release.") Plaintiff's Release does not extend to any claims or actions to
20 enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability
21 benefits, social security benefits, workers' compensation benefits that arose at any time, or based
22 on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts
23 or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to
24 be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all
25 respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

26 5.1.1. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For
27 purposes of Plaintiff's Release only, Plaintiff expressly waives and relinquish the
28 provisions, rights, and benefits, if any, of section 1542 of the California Civil Code,

which reads:

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

5.2. Release by Participating Class Members: For the duration of the Class Period, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint including: (1) failure to pay minimum wages; (2) failure to pay overtime wages; (3) failure to provide meal periods, or compensation in lieu thereof; (4) failure to provide compliant rest periods, or compensation in lieu thereof; (5) failure to reimburse necessary business expenses; (6) failure to provide and maintain accurate records; (7) failure to pay wages when due during employment and at separation; (8) violations of California's unfair competition law; and (9) PAGA arising out of the Labor Code violations referenced in the Operative Complaint.

5.3. Except as set forth in Section 5.2 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

5.4. Release by Aggrieved Employees: For the duration of the PAGA Period, all Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice.

6. MOTION FOR PRELIMINARY APPROVAL

1 Class Counsel shall prepare and file a motion for preliminary approval (“Motion for
2 Preliminary Approval”) that complies with the Court’s current checklist for Preliminary
3 Approvals.

4 6.1. Plaintiff’s Responsibilities. Plaintiff will prepare and to deliver to Defense Counsel all
5 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and
6 memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the
7 Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor
8 Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and
9 Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from
10 the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting
11 to its willingness to serve; competency; operative procedures for protecting the security of Class
12 Data; amounts of insurance coverage for any data breach, defalcation of funds or other
13 misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members;
14 and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense
15 Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve
16 and disclosing all facts relevant to any actual or potential conflicts of interest with Class
17 Members; (v) a signed declaration from each Class Counsel firm attesting to its competency to
18 represent the Class Members; its timely transmission to the LWDA of all necessary PAGA
19 documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative
20 Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699,
21 subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class
22 Members and the Administrator.

23 6.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible
24 for expeditiously finalizing and filing the Motion for Preliminary Approval after the full
25 execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary
26 Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary
27 Approval. Class Counsel is responsible for delivering the Court’s Preliminary Approval to the
28 Administrator.

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

9 7. SETTLEMENT ADMINISTRATION

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

17 7.2. Employer Identification Number. The Administrator shall have and use its own Employer
18 Identification Number for purposes of calculating payroll tax withholdings and providing reports
19 state and federal tax authorities.

20 7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets
21 the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section
22 468B-1.

23 7.4. Notice to Class Members

24 7.4.1. No later than three (3) business days after receipt of the Class Data, the
25 Administrator shall notify Class Counsel that the list has been received and state the
26 number of Class Members, Aggrieved Employees, Workweeks, and Pay Periods in the
27 Class Data.

28 7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14

1 days after receiving the Class Data, the Administrator will send to all Class Members
2 identified in the Class Data, via first-class United States Postal Service (“USPS”) mail,
3 the Class Notice with Spanish translation, substantially in the form attached to this
4 Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the
5 dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable
6 to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable)
7 used to calculate these amounts. Before mailing Class Notices, the Administrator shall
8 update Class Member addresses using the National Change of Address database.

9 7.4.3. Not later than 3 business days after the Administrator’s receipt of any Class Notice
10 returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice
11 using any forwarding address provided by the USPS. If the USPS does not provide a
12 forwarding address, the Administrator shall conduct a Class Member Address Search,
13 and re-mail the Class Notice to the most current address obtained. The Administrator
14 has no obligation to make further attempts to locate or send Class Notice to Class
15 Members whose Class Notice is returned by the USPS a second time.

16 7.4.4. The deadlines for Class Members’ written objections, Challenges to Workweeks
17 and/or Pay Periods, and Requests for Exclusion will be extended an additional 15 days
18 beyond the 45 days otherwise provided in the Class Notice for all Class Members whose
19 notice is re-mailed. The Administrator will inform the Class Member of the extended
20 deadline with the re-mailed Class Notice.

21 7.4.5. If the Administrator, Defendant or Class Counsel is contacted by or otherwise
22 discovers any persons who believe they should have been included in the Class Data
23 and should have received Class Notice, the Parties will expeditiously meet and confer,
24 and in good faith, in an effort to agree on whether to include them as Class Members.
25 If the Parties agree, such persons will be Class Members entitled to the same rights as
26 other Class Members, and the Administrator will send, via email or overnight delivery,
27 a Class Notice requiring them to exercise options under this Agreement not later than
28 15 days after receipt of Class Notice, or the deadline dates in the Class Notice, which

ever are later.

7.5. Requests for Exclusion (Opt-Outs).

7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by mail, a signed written Request for Exclusion not later than 45 days after the Administrator mails the Class Notice (plus an additional 15 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely postmarked by the Response Deadline. Settlement Class Members who submit a timely request to opt-out within 45 days of the mailing will not participate in the class portion of this settlement, will not be bound by the Class Release, will not be bound by the terms the final judgment of class claims, and will not receive any portion of the Class Settlement Allocation. However, Settlement Class members that opt-out of the Settlement will be bound by the PAGA Release and will be entitled to receive their pro rata share of the PAGA Payment.

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

7.5.3. Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the

1 Participating Class Members' Releases under Paragraphs 5.2 and 5.3 of this Agreement,
2 regardless whether the Participating Class Member actually receives the Class Notice
3 or objects to the Settlement.

4 7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a
5 Non-Participating Class Member and shall not receive an Individual Class Payment or
6 have the right to object to the class action components of the Settlement. Because future
7 PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-
8 Participating Class Members who are Aggrieved Employees are deemed to release the
9 claims identified in Paragraph 5.4 of this Agreement and are eligible for an Individual
10 PAGA Payment.

11 7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after
12 the Administrator mails the Class Notice (plus an additional 15 days for Class Members whose
13 Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods
14 (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge
15 the allocation by communicating with the Administrator via mail. The Administrator must
16 encourage the challenging Class Member to submit supporting documentation. In the absence
17 of any contrary documentation, the Administrator is entitled to presume that the Workweeks
18 contained in the Class Notice are correct so long as they are consistent with the Class Data. The
19 Administrator's determination of each Class Member's allocation of Workweeks and/or Pay
20 Periods shall be final and not appealable or otherwise susceptible to challenge. The
21 Administrator shall promptly provide copies of all challenges to calculation of Workweeks
22 and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination
23 the challenges.

24 7.7. Objections to Settlement

25 7.7.1. Only Participating Class Members may object to the class action components of
26 the Settlement and/or this Agreement, including contesting the fairness of the
27 Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class
28 Counsel Litigation Expenses Payment and/or Class Representative Service Payment.

1 7.7.2. Participating Class Members may send written objections to the Administrator, by
2 mail. In the alternative, Participating Class Members may appear in Court (or hire an
3 attorney to appear in Court) to present verbal objections at the Final Approval Hearing.
4 A Participating Class Member who elects to send a written objection to the
5 Administrator must do so not later than 45 days after the Administrator's mailing of the
6 Class Notice (plus an additional 15 days for Class Members whose Class Notice was re-
7 mailed).

8 7.7.3. Non-Participating Class Members have no right to object to any of the class action
9 components of the Settlement.

10 7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be
11 performed or observed by the Administrator contained in this Agreement or otherwise.

12 7.8.1. Website, Email Address and Toll-Free Number. The Administrator will maintain
13 and use an internet website to post information of interest to Class Members including
14 the date, time and location for the Final Approval Hearing and copies of the Settlement
15 Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class
16 Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment,
17 Class Counsel Litigation Expenses Payment and Class Representative Service Payment,
18 the Final Approval and the Judgment. The Administrator will also maintain and monitor
19 an email address and a toll-free telephone number to receive Class Member calls and
20 emails.

21 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
22 promptly review on a rolling basis Requests for Exclusion to ascertain their validity.
23 Not later than 5 days after the expiration of the deadline for submitting Requests for
24 Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel
25 containing (a) the names and other identifying information of Class Members who have
26 timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and
27 other identifying information of Class Members who have submitted invalid Requests
28 for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted

(whether valid or invalid).

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

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

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

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

employee identification number only of all payments made under this Agreement. At least 7 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. CLASS SIZE ESTIMATES AND ESCALATOR CLAUSE

Based on its records, Defendant estimates that, as of the date of this Settlement Agreement, (1) there are 142 Class Members and 13,039 Total Workweeks during the Class Period and (2) there are 78 Aggrieved Employees who worked 2,777 Pay Periods during the PAGA Period.

8.1. Increase in Workweeks. Defendant represents that there are no more than 13,039 Workweeks worked during the Class Period. In the event the number of Workweeks during the Class Period increases by more than 10%, or totals over 14,343 Workweeks, then the Gross Settlement Amount shall be increased proportionally by the Workweeks in excess of 14,343 Workweeks multiplied by the Workweek Value. The Workweek Value shall be calculated by dividing the originally agreed-upon Gross Settlement Amount of \$313,000 by 13,039, which amounts to a Workweek Value of \$24.00. Thus, for example, should there be 15,000 Workweeks in the Class Period, then the Gross Settlement Amount shall be increased by \$15,768.00 (15,000 Workweeks – 14,343 Workweeks) x \$24.00 per Workweek.

9. MOTION FOR FINAL APPROVAL

Prior to the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Class Counsel and Defense Counsel will expeditiously meet and confer, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

9.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no

1 later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted
2 by the Court.

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

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

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

27 9.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
28 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material

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

10. AMENDED JUDGMENT

If any amended judgment is required under Code of Civil Procedure section 384, the Parties will work together in good faith to jointly submit and a proposed amended judgment.

11. ADDITIONAL PROVISIONS

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

11.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendants and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement

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

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

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

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

1 Agreement including any amendments to this Agreement.

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

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

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

17 11.9. Modification of Agreement. This Agreement, and all parts of it, may be amended,
18 modified, changed, or waived only by an express written instrument signed or agreed to by all
19 Parties or their representatives, and approved by the Court. Plaintiff and Defendant expressly
20 agree that should the Parties agree to amend, modify, change, or waive this Agreement, or any
21 part of it, Class Counsel and Defense Counsel are authorized to submit to the Court any
22 amendments of this Agreement, amended Agreements, or amendments to the Agreement, on
23 behalf of the Parties once fully executed, which includes, but is not limited to, authorization of
24 the use of signatures previously provided by the Parties.

25 11.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to
26 the benefit of, the successors of each of the Parties.

27 11.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be
28 governed by and interpreted according to the internal laws of the state of California, without

1 regard to conflict of law principles.

2 11.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of
3 this Agreement. This Agreement will not be construed against any Party on the basis that the
4 Party was the drafter or participated in the drafting.

5 11.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered
6 during Action and in this Agreement relating to the confidentiality of information shall survive
7 the execution of this Agreement.

8 11.14. Use of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code
9 §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendants
10 in connection with the mediation, other settlement negotiations, or in connection with the
11 Settlement, may be used only with respect to this Settlement, and no other purpose, and may not
12 be used in any way that violates any existing contractual agreement, statute, or rule of court.

13 11.15. Headings. The descriptive heading of any section or paragraph of this Agreement is
14 inserted for convenience of reference only and does not constitute a part of this Agreement.

15 11.16. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall
16 be to calendar days. In the event any date or deadline set forth in this Agreement falls on a
17 weekend or federal legal holiday, such date or deadline shall be on the first business day
18 thereafter.

19 11.17. Execution in Counterparts. This Agreement may be executed in one or more counterparts
20 by facsimile, electronically (i.e., DocuSign), or email which for purposes of this Agreement shall
21 be accepted as an original. All executed counterparts and each of them will be deemed to be one
22 and the same instrument if counsel for the Parties will exchange between themselves signed
23 counterparts. Any executed counterpart will be admissible in evidence to prove the existence
24 and contents of this Agreement.

25 11.18. Stay of Litigation. The Parties agree that upon the execution of this Agreement the
26 litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further
27 agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend
28 the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement

process.

11.19. Severability. In the event that one or more of the provisions contained in this Agreement shall for any reason be held invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall in no way effect any other provision if Defendants' Counsel and Class Counsel, on behalf of the Parties and the Settlement Class, mutually elect in writing to proceed as if such invalid, illegal, or unenforceable provision had never been included in this Agreement.

IT IS SO AGREED:

_____	_____
Plaintiff, Hugo Sanchez	For Defendant, Ecola Services, Inc.

AGREED AS TO FORM ONLY:

_____	_____
Bardia A. Akhavan Counsel for Plaintiff	Maia Mdinaradze Counsel for Defendants

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