

Kane Moon (SBN 249834)
Allen Feghali (SBN 301080)
Jacquelyne VanEmmerik (SBN 399388)
MOON LAW GROUP, P.C.
725 South Figueroa Street, 31st Floor
Los Angeles, CA 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125
Email: kmoon@moonlawgroup.com
Email: afeghali@moonlawgroup.com
Email: jvanemmerik@moonlawgroup.com

Attorneys for Plaintiff, *Ismael Cabuto*

Yvette Davis (SBN 165777)
HAIGHT BROWN & BONESTEEL LLP
2030 Main Street, Suite 1525
Irvine, California 92614
Telephone: (714) 426-4600
Facsimile: (714) 754-0826
Email: ydavis@hbblaw.com

Attorney for Defendant, *Impact Housing US, LLC*

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

ISMAEL CABUTO, individually, and on
behalf of all others similarly situated,

Plaintiff,

v.

IMPACT HOUSING US, LLC, a limited
liability company; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: 30-2024-01427671-CU-OE-CXC

**JOINT STIPULATION OF CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT AGREEMENT**

Complaint Filed: September 24, 2024

1 This Joint Stipulation of Class and Representative Action Settlement (“Settlement Agreement”
2 “Settlement” or “Agreement”) is made by and between Plaintiff Ismael Cabuto (“Plaintiff”) and
3 Defendant Impact Housing US, LLC (“Defendant”) (Plaintiff and Defendant collectively, the “Parties,”
4 and individually “Party”).

5 **1. DEFINITIONS.**

- 6 1.1. “Action” means *Cabuto, Ismael v. Impact Housing US, LLC*, Superior Court of the State
7 of California, County of Orange, Case No. 30-2024-01427671-CU-OE-CXC.
- 8 1.2. “Administrator” means APEX Class Action, LLC, the neutral entity the Parties have
9 designated to administer the Settlement.
- 10 1.3. “Administration Expenses Payment” means the court-approved amount allocated to the
11 Administrator for reimbursement of its reasonable fees and expenses incurred to
12 administer the Settlement, not to exceed \$12,000.00.
- 13 1.4. “Aggrieved Employees” means all current and former non-exempt employees of
14 Defendant in the State of California from August 31, 2023, through September 27, 2025.
- 15 1.5. “Class” means all current and former non-exempt employees of Defendant in the State
16 of California from February 28, 2022, through September 27, 2025.
- 17 1.6. “Class Counsel” means Kane Moon, Allen Feghali, and Jacquelyne VanEmmerik of
18 Moon Law Group, P.C.
- 19 1.7. “Class Counsel Fees Payment” means the court-approved amount allocated to Class
20 Counsel for reimbursement of their reasonable fees incurred to prosecute the Action, not
21 to exceed one-third of the Gross Settlement Amount.
- 22 1.8. “Class Counsel Expenses Payment” means the court-approved amount allocated to Class
23 Counsel for reimbursement of their reasonable expenses incurred to prosecute the
24 Action, not to exceed \$20,000.00.
- 25 1.9. “Class Data” or “Class List” means Class Member identifying information in
26 Defendant’s possession, including the Class Member’s name, last-known mailing
27 address, last known telephone number, Social Security number, start and end dates of
28 active employment as a non-exempt employee of Defendant in the State of California,

total number of Workweeks and/or PAGA Pay Periods, and/or any other information required by the Administrator to effectuate this Agreement.

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

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

1.12. “Class Notice” means the court-approved Notice of Class and Representative Action Settlement and Final Approval Hearing to be mailed to Class Members in English and Spanish, substantially in the form attached to this Agreement as **Exhibit A** and incorporated by reference into this Agreement.

1.13. “Class Period” means the period from February 28, 2022, through September 27, 2025.

1.14. “Class Representative” means the named Plaintiff in the Action, Ismael Cabuto.

1.15. “Court” means the Superior Court of the State of California, County of Orange.

1.16. “Defendant” means the named Defendant in the Action, Impact Housing US, LLC.

1.17. “Defense Counsel” means Yvette Davis of Haight Brown & Bonesteel LLP.

1.18. “Effective Date” means the date both of the following have occurred: (a) the Court enters a Judgment on its Final Approval Order; and (b) the Judgment is final. The Judgment is final on the latest of the following occurrences: (a) if no Participating Class Member timely objects to the Settlement, the day the Court enters the Judgment; (b) if one or more Participating Class Members object(s) to the Settlement and does not withdraw his or her objection, the day after the deadline for filing a notice of appeal of the Judgment; or (c) if a timely appeal of the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.19. “Final Approval Order” means the Court’s Order Granting Final Approval of the Settlement.

- 1.20. “Final Approval Hearing” means the Hearing on Plaintiff’s Motion for Final Approval of the Settlement.
- 1.21. “Final Judgment” means the Judgment entered by the Court upon granting Final Approval of the Settlement.
- 1.22. “Gross Settlement Amount” means \$492,500.00, the total amount Defendant agrees to pay under the Settlement, except as provided in Paragraph 7.0 below. The Gross Settlement Amount will pay the Individual Class Payments, Individual PAGA Payments, LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Expenses Payment, and Administration Expenses Payment.
- 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 he or she worked during the Class Period.
- 1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 35% of the PAGA Penalties allocated pursuant to California Labor Code (“Labor Code”) section 2699(m) and calculated according to the number of PAGA Pay Periods he or she worked during the PAGA Period.
- 1.25. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled under Labor Code section 2699(a).
- 1.26. “LWDA PAGA Payment” means the LWDA’s 65% share of the PAGA Penalties, allocated pursuant to Labor Code section 2699(m).
- 1.27. “Net Settlement Amount” means the Gross Settlement Amount less the following court-approved payments: Individual PAGA Payments, LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Expenses Payment, and Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.
- 1.28. “Non-Participating Class Member” means a Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

- 1.29. "Objection" means a Class Member's written or verbal objection to a term of, or the terms of, the Settlement.
- 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.
- 1.31. "PAGA Period" means the period from August 31, 2023, to September 27, 2025.
- 1.32. "PAGA" means the Private Attorneys General Act, Labor Code sections 2698, *et seq.*
- 1.33. "PAGA Notice" means Plaintiff's August 31, 2024 letter to the LWDA providing written notice pursuant to Labor Code section 2699.3(a).
- 1.34. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount in settlement of the Released PAGA claims, not to exceed \$20,000.00.
- 1.35. "Participating Class Member" means a Class Member who does not submit a valid and timely Request for Exclusion.
- 1.36. "Plaintiff" means the named Plaintiff in the Action, Ismael Cabuto.
- 1.37. "Preliminary Approval Order" means the Court's Order Granting Preliminary Approval of the Settlement.
- 1.38. "Released Class Claims" means the claims released as described in Paragraph 5.1.
- 1.39. "Released PAGA Claims" means the claims released as described in Paragraph 5.2.
- 1.40. "Released Parties" means Defendant and all of its present and former members, parent companies, subsidiaries, affiliates, joint venturers, and licensees, and all of their shareholders, officers, directors, employees, agents, registered representatives, attorneys, insurers, successors and assigns, and any other persons acting under them.
- 1.41. "Request for Exclusion" means a Class Member's written request to be excluded from the Settlement.
- 1.42. "Response Deadline" means sixty (60) calendar days from the date the Administrator mails the Class Notice to the Class and the last date on which Class Members may: (a) mail a Request for Exclusion from the Settlement; or (b) mail an Objection to the Settlement. Class Members to whom a Class Notice is resent after having been returned

undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline to timely mail a Request for Exclusion or Objection.

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

2. **RECITALS.**

2.0. On August 31, 2024, Plaintiff submitted to the LWDA, and sent via certified mail to Defendant, a Notice of Labor Code Violations and PAGA Penalties pursuant to Labor Code section 2699.3(a).

2.1. On September 24, 2024, Plaintiff filed a Class Action Complaint against Defendant, which alleged eight individual and class causes of action for violation of the Labor Code and California Business and Professions Code.

2.2. On November 5, 2025, Plaintiff filed a First Amended Class and Representative Action Complaint against Defendant, which alleged a ninth individual and representative cause of action for violation of the Labor Code Private Attorneys General Act of 2004, Labor Code sections 2698, *et seq.*, *as modified*.

2.3. On July 18, 2025, the Parties attempted to resolve the Action through private mediation with experienced wage-and-hour class and representative action mediator, Brandon McKelvey, Esq. The mediation resulted in a Mediator’s Proposal, which was accepted by all Parties on July 29, 2025.

2.4. Before mediation, Plaintiff obtained through informal discovery, a thirty-one percent (31%) sample of the time and corresponding payroll records of the Class, the employee handbooks and policies in effect during the Class Period, Plaintiff’s personnel file, and other relevant Class data and documents.

3. **MONETARY TERMS.**

3.0. Gross Settlement Amount. Except as otherwise provided by Paragraph 7.0 below, Defendant will pay \$492,500.00 as the Gross Settlement Amount and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments, which shall be paid separately. Defendant has no obligation to pay the Gross Settlement Amount or

any payroll taxes before the deadline stated in Paragraph 4.0 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.

3.1. 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 Order:

3.1.1. To Class Counsel: A Class Counsel Fees Payment not to exceed one-third of the Gross Settlement Amount, or \$164,166.67, and a Class Counsel Expenses Payment not to exceed \$20,000.00. Defendant will not oppose Plaintiff's request for Class Counsel Fees and Class Counsel Expenses Payments that do not exceed these amounts. Plaintiff and/or Class Counsel will file a Motion supporting the Class Counsel Fees and Class Counsel Expenses Payments no later than sixteen (16) court days before the Final Approval Hearing. If the Court approves of Class Counsel Fees and/or Class Counsel Expenses Payments that are 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 of any Class Counsel Fees and/or Class Counsel Expenses Payments. The Administrator will pay the Class Counsel Fees and Class Counsel Expenses Payments using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees and Class Counsel Expenses Payments, and Class Counsel hold Defendant harmless, and indemnify Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.1.2. To the Administrator: An Administration Expenses Payment of not more than \$12,000.00, except for a showing of good cause and as approved by the Court. Plaintiff and/or Class Counsel will file a Motion supporting the Administration

1 Expenses Payment no later than sixteen (16) court days before the Final
2 Approval Hearing. If the Court approves of an Administration Expenses
3 Payment that is less than the amount requested, or if the Administration
4 Expense Payment is less than the amount allocated under this Agreement, the
5 Administrator will allocate the remainder to the Net Settlement Amount. To the
6 extent the actual Administration Expenses Payment is greater than \$12,000.00,
7 such excess amount will be taken from the Gross Settlement Amount, subject to
8 the Court's approval.

9 3.1.2.1. To Each Participating Class Member: The Administrator will calculate
10 each Individual Class Payment by (a) dividing the Net Settlement
11 Amount by the total number of Workweeks worked by all Participating
12 Class Members during the Class Period and (b) multiplying the result by
13 each Participating Class Member's Workweeks. Non-Participating
14 Class Members will not receive an Individual Class Payment. The
15 Administrator will retain amounts equal to their Individual Class
16 Payments in the Net Settlement Amount for distribution to Participating
17 Class Members on a pro rata basis.

18 3.1.2.2. Tax Allocation of Individual Class Payments. Twenty-five percent
19 (25%) of each Participating Class Member's Individual Class Payment
20 will be allocated to the settlement of claims for wages (the "Wage
21 Portion"). The Wage Portions are subject to tax withholding and will be
22 reported on an IRS W-2 Form. Seventy-five percent (75%) of each
23 Participating Class Member's Individual Class Payment will be
24 allocated to the settlement of claims for interest and penalties (the "Non-
25 Wage Portion"). The Non-Wage Portions are not subject to wage
26 withholdings and will be reported on IRS 1099 Forms. Participating
27 Class Members assume full responsibility and liability for employee
28 taxes owed on their Individual Class Payment.

3.1.3. To the LWDA and Aggrieved Employees: PAGA Penalties of not more than \$20,000.00 to be paid from the Gross Settlement Amount, with sixty-five percent (65%) (i.e., \$13,000.00) allocated to the LWDA PAGA Payment and thirty-five percent (35%) (i.e., \$7,000.00) allocated to the Individual PAGA Payments. If the Court approves PAGA Penalties of a lesser amount, the Administrator will allocate the remainder to the Net Settlement Amount.

3.1.3.1. To Each Aggrieved Employee: The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods.

3.1.3.2. Tax Allocation of Individual PAGA Payments. One hundred percent (100%) of each Individual PAGA Payment will be allocated as penalties. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. **SETTLEMENT FUNDING AND PAYMENTS.**

4.0. Funding of Gross Settlement Amount. The Gross Settlement Amount shall be funded by twelve (12) installments as follows: one installment payment of forty-two thousand five hundred dollars (\$42,500.00), one installment payment of forty thousand nine hundred ten dollars (\$40,910.00), and ten installment payments of forty thousand nine hundred and nine dollars (\$40,909.00) on the 18th day of each month (except when the 18th day falls on a Sunday) beginning on August 18, 2026. The installment dates will be, as follows: August 18, 2026, September 18, 2026, October 19, 2026, November 18, 2026, December 18, 2026, January 18, 2027, February 18, 2027, March 18, 2027, April 19, 2027, May 18, 2027, June 18, 2027, and July 19, 2027. All employer payroll taxes

owed on the Wage Portions of the Individual Class Payments shall be funded in the last installment, on July 19, 2027. Defendant shall transmit such installments to the Administrator.

4.1. Payments from the Gross Settlement Amount. No later than fourteen (14) calendar days after Defendant funds the entire Gross Settlement Amount, the Administrator shall mail checks for the Individual Class Payments, Individual PAGA Payments, LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Expenses Payment, and Administration Expenses Payment. Disbursement of the Class Counsel Fees Payment and Class Counsel Expenses Payment shall not precede disbursement of the Individual Class Payments and Individual PAGA Payments.

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

4.1.2. No later than fourteen (14) calendar days after receiving a returned check, the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search for Class

Members whose checks are returned undelivered without a USPS forwarding address. Thereafter, the Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. However, the Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced and who requests the replacement before the void date.

4.1.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, or for any Class Member whose envelope is returned and no forwarding address can be located for the Class Member after reasonable efforts have been made, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member, thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure section 384(b).

4.1.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members, such as 401(k) contributions or bonuses, beyond those specified in this Agreement. Rather, it is the Parties' intention that this Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

5. RELEASES OF CLAIMS. Effective on the date Defendant fully funds the entire Gross Settlement Amount and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments, Participating Class Members and Aggrieved Employees will release claims against all Released Parties as follows:

5.0. Release by Participating Class Members: All Participating Class Members fully and finally release and discharge the Released Parties from any and all claims, debts, liabilities, demands, obligations, penalties, costs, expenses, attorney's fees, damages, and causes of action that were alleged or that reasonably could have been alleged based on

the facts alleged in the operative First Amended Class and Representative Action Complaint. This release includes, without limitation, a release of all claims alleged in the operative First Amended Class and Representative Action Complaint for alleged failure to pay minimum wages, failure to pay overtime compensation, failure to provide meal periods, failure to authorize and permit rest breaks, failure to indemnify necessary business expenses, failure to pay all unpaid wages at termination, failure to provide accurate itemized wage statements, violation of California Business and Professions Code §§ 17200, *et seq.*, and statutory waiting time penalties based on the foregoing (collectively, the “Released Class Claims”).

5.0.1. The Released Class Claims exclude claims not permitted by law and are limited to claims arising during the Class Period.

5.1. Release by Aggrieved Employees: All Aggrieved Employees fully and finally release and discharge the Released Parties from any and all claims for civil penalties, and attorneys’ fees and costs, under PAGA that were alleged or that reasonably could have been alleged based on the facts alleged in the operative First Amended Class and Representative Action Complaint or PAGA Notice, including, but not limited to, failure to pay minimum wages, failure to pay overtime compensation, failure to provide meal periods, failure to authorize and permit rest breaks, failure to indemnify necessary business expenses, failure to pay all unpaid wages at termination, and failure to provide accurate itemized wage statements (collectively, the “Released PAGA Claims”).

5.1.1. The Released PAGA Claims are limited to claims arising during the PAGA Period and do not release any Aggrieved Employees’ claims for wages or statutory penalties. In light of the binding nature of a PAGA judgment on non-party employees under *Arias v. Sup. Ct. (Angelo Dairy)* (2009) 46 Cal.4th 969 and *Cardenas v. McLane Foodservice, Inc.* (2011) 796 F.Supp.2d 1246, individuals otherwise meeting the definition of an Aggrieved Employee who are eligible to receive an Individual PAGA Payment shall be deemed to have released the Released PAGA Claims, regardless of whether his or her check for

the Individual PAGA Payment is cashed or not, and regardless of whether he or she is a Non-Participating Class Member.

6. SETTLEMENT ADMINISTRATION.

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

6.1. Class Data. No later than fourteen (14) business days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of the 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 the Settlement. 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.

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

6.3. Notice to Class Members. No later than fourteen (14) calendar days after receiving the Class Data from Defendant, the Administrator will send all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice in English and Spanish, substantially in the form attached to this Agreement as **Exhibit A**. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payments payable to the Class Member and/or Aggrieved Employee, and the number of Workweeks and PAGA Pay Periods used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

6.4. Remailing of Class Notice. No later than three (3) business days after its receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by USPS. If USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send the Class Notice to Class Members whose Class Notice is returned by USPS a second time.

6.4.1. The deadlines for Class Members’ Objections, Challenges to Calculation of Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an additional fourteen (14) calendar days beyond the sixty (60) calendar days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

6.4.2. If the Administrator, Defendant, Defense Counsel, or Class Counsel are contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, to agree on whether to include them as Class Members. If the Parties agree,

such person(s) will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement no later than fourteen (14) calendar days after receipt of the Class Notice, or the deadline in the Class Notice, whichever is later.

6.5. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review Requests for Exclusion on a rolling basis to ascertain their validity and timeliness. No later than five (5) days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing the names and other identifying information of Class Members who have submitted Requests for Exclusion, regardless of whether the requests are valid and timely (“Exclusion List”); and (b) copies of all Requests for Exclusion submitted, regardless of whether the requests are valid and timely.

6.6. Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that tally the number of Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion received (whether valid or invalid), Objections received, Challenges to Workweeks and/or PAGA Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must attach copies of all Requests for Exclusion and Objections received.

6.7. Administrator’s Declaration. No later than seven (7) business days after the Response Deadline, the Administrator will provide Class Counsel and Defense Counsel a signed declaration suitable for filing in Court attesting to (i) its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of the Class Notice, (ii) the total number of Class Notices returned as undelivered, (iii) the total number of re-mailed Class Notices, (iv) its attempts to locate Class Members, (v) the total number of Requests for Exclusion received (valid or invalid), (vi) the total number of Objections received (valid or invalid), (vii) the total number of Participating

Class Members and Workweeks, (viii) the total number of Aggrieved Employees and PAGA Pay Periods, and (ix) the lowest, average, and highest Individual Class Payment and Individual PAGA Payment. 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.

6.8. Final Report by Settlement Administrator. No later than fourteen (14) calendar days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with (i) a final report detailing its disbursements by employee identification number only of all payments made under this Agreement, and (ii) 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.

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

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

6.11. Website, Email Address, and Toll-Free Number. The Administrator will establish, maintain, and use an internet website to post information of interest to Class Members including the date, time, and location of the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, Preliminary Approval, Class Notice, Motion for Final Approval, and Final Approval and Judgment. The Administrator will also maintain and monitor an email address and toll-free telephone number to receive Class Member calls, faxes, and emails.

6.12. Class Members' Options.

6.12.1. Requests for Exclusion (Opt-Outs). Each Class Member shall have sixty (60) calendar days after the Administrator mails the Class Notice (plus an

1 additional fourteen (14) calendar days for Class Members whose Class Notice
2 is re-mailed) to exclude themselves from the Settlement. A Class Member
3 may exclude himself or herself from the Settlement by mailing a Request for
4 Exclusion to the Administrator. The Request for Exclusion must be valid and
5 timely. To be valid, the Request for Exclusion must (1) include the Class
6 Member's full name, address, telephone number, and signature, and a written
7 statement requesting to be excluded from the Settlement; (2) state the case
8 name and number of the Action; and (3) be mailed to the specified physical
9 address of the Administrator. To be timely, the Request for Exclusion must be
10 postmarked no later than the Response Deadline. The postmark date will be
11 the exclusive means of determining whether a Request for Exclusion has been
12 timely submitted. A Class Member who does not submit a valid and timely
13 Request for Exclusion will be deemed a Participating Class Member and will
14 be bound by all terms of the Settlement if it is granted Final Approval. If a
15 Class Member's Request for Exclusion is timely but invalid, according to the
16 requirements listed herein, that Class Member will be allowed to cure the
17 defect(s). The Administrator will mail the Class Member a cure letter within
18 three (3) business days of receiving the defective submission to advise the
19 Class Member that his or her submission is defective and that the defect must
20 be cured to render the Request for Exclusion valid. The Class Member will
21 have until the later of (a) the Response Deadline or (b) fourteen (14) calendar
22 days from the date of the cure letter, whichever date is later, to postmark the
23 revised Request for Exclusion. The Administrator, Class Counsel, and
24 Defense Counsel may attempt to resolve any Class Member disputes on the
25 validity or timeliness of a Request for Exclusion. However, the Court has the
26 final authority to make decisions consistent with the terms of this Agreement
27 on the validity or timeliness of a Request for Exclusion. The Court's decision
28 shall be final and not appealable or otherwise susceptible to challenge.

6.12.1.1. Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Release under Paragraph 5.1 of this Agreement, regardless of whether the Participating Class Member receives the Class Notice or objects to the Settlement.

6.12.1.2. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.2 of this Agreement and are eligible for an Individual PAGA Payment.

6.12.2. Challenges to Calculation of Workweeks. Each Class Member shall have sixty (60) calendar days after the Administrator mails the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice is re-mailed) to challenge the number of Workweeks and/or PAGA Pay Periods allocated to the Class Member and/or Aggrieved Employee in the Class Notice. A Class Member and/or Aggrieved Employee may challenge the allocation by sending a Challenge to Calculation of Workweeks and/or PAGA Pay Periods to the Administrator. The Challenge to Calculation of Workweeks and/or PAGA Pay Periods must be timely. To be timely, the Challenge to Calculation of Workweeks and/or PAGA Pay Periods must be postmarked no later than the Response Deadline. The postmark date will be the exclusive means of determining whether a Challenge to Calculation of Workweeks and/or PAGA Pay Periods has been timely submitted. The Administrator must encourage the challenging Class Member to submit supporting documentation. The

1 Administrator shall promptly provide copies of all Challenges to Calculation of
2 Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel.
3 The Administrator, Class Counsel, and Defense Counsel may attempt to resolve
4 all Class Member challenges over the calculation of Workweeks and/or PAGA
5 Pay Periods. However, the Court has the final authority to make decisions
6 consistent with the terms of this Agreement on all Challenges to Calculation of
7 Workweeks and/or PAGA Pay Periods. The Court's decision shall be final and
8 not appealable or otherwise susceptible to challenge.

9 6.12.3. Objections to Settlement. Each Participating Class Members shall have sixty
10 (60) calendar days after the Administrator mails the Class Notice (plus an
11 additional fourteen (14) calendar days for Class Members whose Class Notice
12 is re-mailed) to object in writing to the class action components of the
13 Settlement and/or this Agreement, including contesting the fairness of the
14 Settlement and/or amounts requested for the Class Counsel Fees Payment,
15 Class Counsel Expenses Payment and/or Class Representative Service
16 Payment. Only Participating Class Members may send written Objections to
17 the Administrator. A Participating Class Member may object to the Settlement
18 by (1) appearing at the Final Approval Hearing and verbally objecting to the
19 Settlement or any term thereof; and/or (2) sending a written Objection to the
20 Administrator. The written Objection must be valid and timely. To be valid,
21 the written Objection must (1) include the Class Member's full name, address,
22 telephone number, and signature, the contact information for any attorney
23 representing the objecting Class Member, if any, and the factual and legal
24 basis for the Objection, including any supporting papers, briefs, written
25 evidence, declarations, and/or other evidence; (2) state the case name and
26 number of the Action; and (3) be mailed to the specified physical address of
27 the Administrator. To be timely, the written Objection must be postmarked no
28 later than the Response Deadline. The postmark date will be the exclusive

means of determining whether a written Objection has been timely submitted. The Administrator, Class Counsel, and Defense Counsel may attempt to resolve any Class Member disputes on the validity or timeliness of a written Objection. However, the Court has the authority to make final decisions consistent with the terms of this Agreement on the validity or timeliness of a written Objection. The Court's decision shall be final and not appealable or otherwise susceptible to challenge.

7. **ESCALATOR CLAUSE**

7.0. It is estimated that there are 12,619 Workweeks during the Class Period. If the actual number of Workweeks during the Class Period exceeds 12,619 by more than 10%, Defendant shall have the option of (a) increasing the Gross Settlement Amount by the percentage increase in the number of Workweeks worked by the Class Members above 10% (e.g. if the number of Workweeks increases by 11%, the Gross Settlement Amount will increase by 1%); or (b) rolling back the Class and PAGA Periods to the date in which 12,619 Workweeks is met but not exceeded. Defendant shall be prepared to inform the Court of its selection at the Preliminary Approval Hearing. If Defendant exercises option (b), it shall also be prepared to inform the Court of the Class Period end date at the Preliminary Approval Hearing.

8. **DEFENDANT'S RIGHT TO WITHDRAW.**

8.0. If the number of valid and timely Requests for Exclusion exceeds ten percent (10%) of the total of all Class Members, Defendant may, but is not obligated to, elect to withdraw from the Settlement. If Defendant elects to withdraw from the Settlement, Defendant must meet and confer with Class Counsel no later than fourteen (14) calendar days after expiration of the Response Deadline, and Defendant will be responsible for paying all settlement administration expenses incurred to that point. Further, the Settlement shall be void ab initio, have no force or effect whatsoever, and neither Party will have any further obligation to perform under this Agreement, except as provided in this Paragraph.

1 **9. FINAL APPROVAL.**

2 9.0. Motion for Final Approval. No later than sixteen (16) court days before the calendared
3 Final Approval Hearing, Plaintiff will file a Motion for Final Approval of the Settlement
4 that includes a request for approval of the PAGA settlement under Labor Code section
5 2699(s)(2) and a [Proposed] Final Approval Order and Judgment.

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

10 9.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final
11 Approval on any material change to the Settlement, including, but not limited to, the
12 scope of release to be granted by Class Members, the Parties will expeditiously work
13 together in good faith to address the Court's concerns by revising the Agreement as
14 necessary to obtain Final Approval. The Court's decision to award less than the amounts
15 requested for the Class Counsel Fees Payment, Class Counsel Expenses Payment, Class
16 Representative Service Payment, and/or Administration Expenses Payment shall not
17 constitute a material modification to the Agreement within the meaning of this
18 Paragraph.

19 9.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of the Final
20 Judgment, the Court will retain jurisdiction over the Parties, Action, and Settlement
21 solely for purposes of (i) enforcing the Agreement and/or Judgment, (ii) addressing
22 settlement administration matters, and (iii) addressing such post-Judgment matters as are
23 permitted by law.

24 9.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
25 conditions of this Agreement, specifically including the Class Counsel Fees and Class
26 Counsel Expenses Payments set forth in this Agreement, the Parties, their respective
27 counsel, and all Participating Class Members waive all rights to appeal from the
28 Judgment, including all rights to post-judgment and appellate proceedings, the right to

file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs, or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

9.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the 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), the Parties shall 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.

9.6. Failure to Approve. If the Court does not approve, either preliminarily or finally, any material term or condition of the Settlement Agreement, or if the Court effects a material change, then this Agreement will be voidable and unenforceable, subject to the Parties' agreement to the contrary, and the costs of administration shall be split equally between the Plaintiff, on one side, and Defendant, on the other.

10. AMENDED JUDGMENT.

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

11. ADDITIONAL PROVISIONS.

11.0. Entire Agreement. This Agreement and the attached **Exhibit A** constitute the entirety of the Parties' settlement terms.

11.1. No 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, 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 concerning their 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 failures 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. If Final Approval does not occur, the Parties agree that this Agreement is void, but remains protected by California Evidence Code section 1152.

11.2. Class Certification or Representative Manageability for Other Purposes. The Parties agree to stipulate to class certification only for purposes of the Settlement. If, for any reason, the Settlement is not approved, the stipulation to certification will be void. If, for any reason the Court does not grant Preliminary Approval, Final Approval, or enter Judgment, Defendant reserves the right to contest certification of any class for any reason, Defendant reserves all available defenses to the claims in the Action, Plaintiff reserves the right to move for class certification on any grounds available, and Plaintiff reserves the right to contest Defendant's defenses. The Settlement, this Agreement, and the 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.

1 11.3. No Press Releases/Advertisements. Neither Plaintiff nor Plaintiff's Counsel shall issue
2 any press release or announcement of any kind related in any way to the Settlement.
3 Plaintiff and Class Counsel agree to limit their statements regarding the terms of the
4 Settlement, whether oral, written, or electronic (including the World Wide Web), to say
5 the Class Action has been resolved and that Plaintiff and Class Counsel are satisfied with
6 the Settlement terms. Nothing in this Section is intended to interfere with Class
7 Counsel's duties and obligations to faithfully discharge their duties as Class Counsel,
8 including but not limited to: (1) as required by law; (2) as required under the terms of the
9 Settlement; and/or (3) as required under counsel's duties and responsibilities as Class
10 Counsel. This Settlement shall not be advertised or mentioned on any source, including
11 Plaintiff's Counsel's personal or firm website.

12 11.4. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
13 Settlement is a fair, adequate, and reasonable settlement of the Action and have arrived at
14 this Agreement after arm's-length negotiations and in the context of adversarial
15 litigation, taking into account all relevant factors, present and potential. The Parties
16 further acknowledge that they are each represented by competent counsel and that they
17 have had an opportunity to consult with their counsel regarding the fairness and
18 reasonableness of this Settlement.

19 11.5. No Solicitation. The Parties separately agree that they and their respective counsel and
20 employees will not solicit any Class Member to opt out of or object to the Settlement, or
21 appeal from the Judgment. Nothing in this Paragraph shall be construed to restrict Class
22 Counsel's ability to communicate with Class Members in accordance with Class
23 Counsel's ethical obligations owed to Class Members.

24 11.6. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement,
25 together with its attached Exhibit, shall constitute the entire agreement between the
26 Parties relating to the Settlement, superseding any and all oral representations,
27 warranties, covenants, or inducements made to or by any Party.
28

- 11.7. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 11.8. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent possible consistent with applicable precedents to define all provisions of this Agreement as valid and enforceable.
- 11.9. Waiver. No waiver of any condition or covenant contained in this 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.
- 11.10. Cooperation. The Parties and their counsel will cooperate and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence, and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 11.11. No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 11.12. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant, nor Defense Counsel is providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department

Circular 230 (31 CFR Part 10, as amended) or otherwise.

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

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

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

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

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

11.18. Use and Return of Class Data. Information provided to Class Counsel pursuant to Evidence Code section 1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. No later than ninety (90) days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.

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

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

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

11.22. Binding Agreement. The Parties warrant that they understand and have full authority to enter into this Settlement, intend that this 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 mediation confidentiality provisions that otherwise might apply under federal or state law. Plaintiff, and not his representative(s), must personally execute this Agreement. An authorized officer of Defendant must execute this Agreement on behalf of Defendant. This Agreement shall become binding and enforceable pursuant to California Code of Civil Procedure section 664.6.

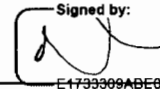
11.23. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a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

Signatures on the following page.

Plaintiff & Class Representative:

Dated: 1/29/2026 , 2025

By: _____

Signed by:

E1733309ABE042E...

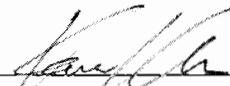
Plaintiff, Ismael Cabuto

Plaintiff's Counsel:

Dated: 1/30/2026 , 2025

MOON LAW GROUP, P.C.

By: _____


Kane Moon
Allen Feghali
Jacquelyne VanEmmerik
Attorney for Plaintiff, Ismael Cabuto

Defendant:

Dated: 2/5/2026 , 2025

On behalf of Defendant, Impact Housing US, LLC

Eliana Hinestroza Valencia

By: _____

Print Name

Signed by:


Eliana Hinestroza Valencia

803BA6F734A04AC

Signature

Human Resources Manager

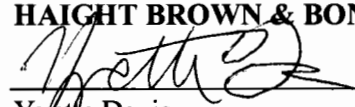
Title

Defendant's Counsel:

Dated: 2/5 ²⁰²⁶ ~~2025~~

HAIGHT BROWN & BONESTEEL LLP

By: _____


Yvette Davis
Attorney for Defendant, Impact Housing US, LLC

AMENDMENT TO CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This **AMENDMENT TO THE CLASS ACTION AND PAGA SETTLEMENT AGREEMENT** ("Amendment to Settlement") is made and entered into by and between Plaintiff Ismael Cabuto ("Plaintiff") and Defendant Impact Housing US, LLC. Plaintiff and Defendant are collectively referred to herein as the "Parties."

AMENDEMENTS

THE PARTIES STIPULATE AND AGREE as follows:

1.DEFINITIONS.

1.3. "Administration Expenses Payment" means the court-approved amount allocated to the Administrator for reimbursement of its reasonable fees and expenses incurred to administer the Settlement, not to exceed 7,990.00.

1.40. "Released Parties" means Defendant and all of its present and former members, parent companies, subsidiaries, and affiliates.

1.42. "Response Deadline" means sixty (60) calendar days from the date the Administrator mails the Class Notice to the Class and the last date on which Class Members may: (a) mail a Request for Exclusion from the Settlement; or (b) mail an Objection to the Settlement; or (c) mail a workweek and pay period dispute. Class Members to whom a Class Notice is resent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline to timely mail a Request for Exclusion or Objection.

3.MONETARY TERMS.

3.1.2. To the Administrator: An Administration Expenses Payment of not more than \$7,990.00, except for a showing of good cause and as approved by the Court. Plaintiff and/or Class Counsel will file a Motion supporting the Administration Expenses Payment no later than sixteen (16) court days before the Final Approval Hearing. If the Court approves of an Administration Expenses Payment that is less than the amount requested, or if the Administration Expense Payment is less than the amount allocated under this Agreement, the Administrator will allocate the remainder to the Net Settlement Amount. To the extent the actual Administration Expenses Payment is greater than \$7,990.00, such excess amount will be taken from the Gross Settlement Amount, subject to the Court's approval.

5.RELEASES OF CLAIMS. Effective on the date Defendant fully funds the entire Gross Settlement Amount and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments, Participating Class Members and Aggrieved Employees will release claims against all Released Parties as follows:

5.0 Release by Participating Class Members: All Participating Class Members fully and finally

release and discharge the Released Parties from all claims alleged in the action or that reasonably could have been alleged in the action based on the facts alleged in the operative First Amended Class and Representative Action Complaint. (collectively, the “Released Class Claims”).

5.0.1 The Released Class Claims exclude claims not permitted by law and are limited to claims arising during the Class Period.

5.1 Release by Aggrieved Employees: All Aggrieved Employees fully and finally release and discharge the Released Parties from all claims for civil penalties under PAGA that were alleged or that reasonably could have been alleged based on the facts alleged in the operative First Amended Class and Representative Action Complaint and PAGA Notice. (collectively, the “Released PAGA Claims”).

5.1.1 The Released PAGA Claims are limited to claims arising during the PAGA Period and do not release any Aggrieved Employees’ claims for wages or statutory penalties. In light of the binding nature of a PAGA judgment on non-party employees under *Arias v. Sup. Ct. (Angelo Dairy)* (2009) 46 Cal.4th 969 and *Cardenas v. McLane Foodservice, Inc.* (2011) 796 F.Supp.2d 1246, individuals otherwise meeting the definition of an Aggrieved Employee who are eligible to receive an Individual PAGA Payment shall be deemed to have released the Released PAGA Claims, regardless of whether his or her check for the Individual PAGA Payment is cashed or not, and regardless of whether he or she is a Non-Participating Class Member.

6.SETTLEMENT ADMINISTRATION.

6.12. Class Members’ Options.

6.12.1. Requests for Exclusion (Opt-Outs). Each Class Member shall have sixty (60) calendar days after the Administrator mails the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice is re-mailed) to exclude themselves from the Settlement. A Class Member may exclude himself or herself from the Settlement by mailing a Request for Exclusion to the Administrator. The Request for Exclusion must be valid and timely. To be valid, the Request for Exclusion must (1) include the Class Member’s full name, address, telephone number, and signature, and a written statement requesting to be excluded from the Settlement; (2) state the case name and number of the Action; and (3) be mailed to the specified physical address of the Administrator. To be timely, the Request for Exclusion must be postmarked no later than the Response Deadline. The postmark date will be the exclusive means of determining whether a Request for Exclusion has been timely submitted. A Class Member who does not submit a valid and timely Request for Exclusion will be deemed a Participating Class Member and will be bound by all terms of the Settlement if it is granted Final Approval. If a Class Member’s Request for Exclusion is timely but invalid, according to the requirements listed herein, that Class Member will be allowed to cure the defect(s). The Administrator will mail the Class Member a cure letter within three (3) business days of receiving the defective submission to advise the Class Member that his or her submission is defective and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have until the later of (a) the Response Deadline or (b) fourteen (14) calendar days from the date of the cure letter, whichever date is later, to postmark the revised Request for Exclusion. The Administrator, Class Counsel, and Defense Counsel may attempt to resolve any Class Member disputes on the validity or timeliness of a Request for Exclusion. However, the Court has the final authority to make decisions consistent with the terms

of this Agreement on the validity or timeliness of a Request for Exclusion.

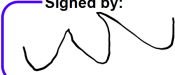
6.12.2. Challenges to Calculation of Workweeks. Each Class Member shall have sixty (60) calendar days after the Administrator mails the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice is re-mailed) to challenge the number of Workweeks and/or PAGA Pay Periods allocated to the Class Member and/or Aggrieved Employee in the Class Notice. A Class Member and/or Aggrieved Employee may challenge the allocation by sending a Challenge to Calculation of Workweeks and/or PAGA Pay Periods to the Administrator. The Challenge to Calculation of Workweeks and/or PAGA Pay Periods must be timely. To be timely, the Challenge to Calculation of Workweeks and/or PAGA Pay Periods must be postmarked no later than the Response Deadline. The postmark date will be the exclusive means of determining whether a Challenge to Calculation of Workweeks and/or PAGA Pay Periods has been timely submitted. The Administrator must encourage the challenging Class Member to submit supporting documentation. The Administrator shall promptly provide copies of all Challenges to Calculation of Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel. The Administrator, Class Counsel, and Defense Counsel may attempt to resolve all Class Member challenges over the calculation of Workweeks and/or PAGA Pay Periods: (i) the Parties shall file with the Court all disputes submitted by class members, the evidence submitted and the resolution of the disputes, and (ii) although the Administrator may make the initial decision regarding claims disputes, the Court may review any decision made by the Administrator regarding a claim dispute.

6.12.3. Objections to Settlement. Each Participating Class Members shall have sixty (60) calendar days after the Administrator mails the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice is re-mailed) to object in writing to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Expenses Payment and/or Class Representative Service Payment. Only Participating Class Members may send written Objections to the Administrator. A Participating Class Member may object to the Settlement by (1) appearing at the Final Approval Hearing and verbally objecting to the Settlement or any term thereof; and/or (2) sending a written Objection to the Administrator. The written Objection must be valid and timely. To be valid, the written Objection must (1) include the Class Member's full name, address, telephone number, and signature, the contact information for any attorney representing the objecting Class Member, if any, and the factual and legal basis for the Objection, including any supporting papers, briefs, written evidence, declarations, and/or other evidence; (2) state the case name and number of the Action; and (3) be mailed to the specified physical address of the Administrator. To be timely, the written Objection must be postmarked no later than the Response Deadline. The postmark date will be the exclusive means of determining whether a written Objection has been timely submitted. The Administrator, Class Counsel, and Defense Counsel may attempt to resolve any Class Member disputes on the validity or timeliness of a written Objection. However, the Court has the authority to make final decisions consistent with the terms of this Agreement on the validity or timeliness of a written Objection.

7. ESCALATOR CLAUSE. It is estimated that there are 12,619 Workweeks during the Class Period. If the actual number of Workweeks during the Class Period exceeds 12,619 by more than 10%, Defendant will increase the Gross Settlement Amount by the percentage increase in the number of Workweeks worked by the Class Members above 10% (e.g. if the number of Workweeks increases by 11%, the Gross Settlement Amount will increase by 1%).

Dated: 7/28/2026

PLAINTIFF ISMAEL CABUTO

Signed by:

E1733309ABE042E...

By:

Plaintiff, Ismael Cabuto

Dated:

**DEFENDANT IMPACT HOUSING US,
LLC**

By: _____

Its: _____

Dated:

PLAINTIFF ISMAEL CABUTO

By: _____
Plaintiff, Ismael Cabuto

Dated: 7.27.26

**DEFENDANT IMPACT HOUSING US,
LLC**

By:  _____
Its: Chief Development Officer