

JCL LAW FIRM, APC

Jean-Claude Lapuyade (State Bar #248676)

Monnett De La Torre (State Bar #272884)

5440 Morehouse Drive, Suite 3600

San Diego, CA 92121

Telephone: (619) 599-8292

Facsimile: (619) 599-8291

jlapuyade@jcl-lawfirm.com

mdelatorre@jcl-lawfirm.com

ZAKAY LAW GROUP, APLC

Shani O. Zakay (State Bar #277924)

Jackland K. Hom (State Bar #327243)

5440 Morehouse Drive, Suite 3600

San Diego, CA 92121

Telephone: (619)255-9047

Facsimile: (858) 404-9203

shani@zakaylaw.com

jackland@zakaylaw.com

Attorneys for Plaintiff MICHAEL HILLSTROM

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF NAPA

MICHAEL HILLSTROM, an individual, on
behalf of himself and on behalf of all persons
similarly situated,

Plaintiff,

v.

CONSTELLATION BRANDS, INC., a
Delaware Corporation; TPWC, INC., a
Delaware Corporation; ROBERT MONDAVI
WINERY, a California Corporation;
CONSTELLATION BRANDS U.S.
OPERATIONS, INC., a New York
Corporation; FRANCISCAN VINEYARDS,
INC., a Delaware Corporation;
CONSTELLATION WINES U.S., INC., a
Corporation; and DOES 1-50, Inclusive,

Defendants.

Case No. 22CV000006

**DECLARATION OF JEAN-CLAUDE
LAPUYADE, ESQ. IN SUPPORT OF
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: November 30, 2023

Time: 8:30 a.m.

Judge: Hon. Cynthia P. Smith

Dept.: A

1 I, Jean-Claude Lapuyade, Esq., declare as follows:

2 1. I am over eighteen years of age and if called as a witness, I could and would competently
3 testify to the following facts from my own personal knowledge. I am an attorney-at-law and the owner
4 of the law firm of JCL LAW FIRM, APC (hereinafter "Class Counsel"). I am co-counsel of record for
5 Plaintiff MICHAEL HILLSTROM (hereafter "Plaintiff") in this wage and hour class action filed
6 against CONSTELLATION BRANDS, INC., and TPWC, INC. (hereinafter "Defendants").

7 2. This declaration is being submitted in support of Plaintiff's Motion for Preliminary
8 Approval of Class and PAGA Action Settlement.

9 **I. EXHIBITS**

10 3. Attached hereto as **Exhibit "1"** is a true and correct copy of the fully executed Class
11 Action and PAGA Settlement Agreement ("Agreement" or "Settlement Agreement"). Attached as
12 **Exhibit "A"** to the Agreement is a true and correct copy of the proposed Class Notice.

13 4. Attached hereto as **Exhibit "2"** is a true and correct copy of the proof of filing with the
14 Labor and Workforce Development Agency notice of this settlement with the Settlement Agreement
15 and Motion for Preliminary Approval of Class Action and PAGA Settlement evidencing Class
16 Counsel's compliance with California Labor Code Section 2699(l)(2).

17 5. Attached hereto as **Exhibit "3"** is a true and correct copy of the JCL Law Firm "Firm
18 Resume" detailing some of the major cases the JCL Law Firm has undertaken.

19 **II. INTRODUCTION**

20 6. An objective evaluation of the Settlement confirms that the relief negotiated on behalf of
21 the Class is fair, reasonable, and adequate. The Settlement was negotiated by the Parties at arm's length.
22 The Settlement confers substantial benefits to the Settlement Class Members. The relief offered by the
23 Settlement is particularly impressive when viewed against the difficulties encountered by plaintiffs
24 pursuing wage and hour cases (*see infra*). Indeed, by settling now rather than proceeding to trial, Class
25 Members will not have to wait (possibly years) for relief, nor will they have to bear the risk of class
26 certification being denied or of Defendants prevailing at trial. The entire Net Settlement Amount will
27 be paid to all Settlement Class Members who do not opt out of the Settlement resulting in an estimated
28 average Individual Class Payment of **\$1,992.28**

1 7. As discussed below, the proposed Settlement satisfies all criteria for preliminary
2 settlement approval and falls within the range of reasonableness. The average Class Member Payment
3 to the Settlement Class Members meets awards in similar wage and hour class actions. Moreover, the
4 proposed Class is appropriate for provisional certification. Accordingly, Plaintiff respectfully requests
5 the Court grant preliminary approval of the Settlement.

6 **III. FACTS AND PROCEDURE**

7 **A. Overview of the Litigation**

8 8. Defendants produce and market beer, wine and spirits, including in Napa County, where
9 Plaintiff worked. Plaintiff was employed by Constellation Brands, Inc. from February of 2018 to
10 approximately May 2, 2021, as a non-exempt employee. Declaration of Michael Hillstrom at ¶ 4.
11 Plaintiff alleges that during the Class Period, he and the Class were denied legally compliant meal and
12 rest periods, that Defendants failed to pay minimum wages and overtime wages, that Defendants
13 miscalculated he and Class Members' regular rate of pay for purposes of overtime, sick pay and meal
14 period premiums, that he and the Class did not receive compliant wage statements, that he and the Class
15 were not reimbursed for necessary business expenses, and that they were not timely paid all wages due
16 upon separation of employment. Throughout his employment, Plaintiff was subject to Defendants'
17 written policies and procedures contained in, among other documents, the "Employee Handbook."

18 9. Defendants deny liability for each of Plaintiff's claims. Further, Defendants assert that
19 they fully complied with all applicable employment laws and raised several other significant defenses
20 to Plaintiff's claims, including but not limited to, facially compliant meal and rest period policies,
21 compliant wage statements, compliant reimbursement practices, and they maintain that they timely paid
22 all wages due upon separation of employment.

23 10. On October 27, 2021, Plaintiff served Defendants and the Labor and Workforce
24 Development Agency ("LWDA") with a Notice of Violations ("PAGA Notice"). Plaintiff's PAGA
25 Notice set forth the facts and theories supporting Defendants' alleged violations of various provisions
26 of the California Labor Code and applicable Industrial Welfare Commissions ("IWC") Wage Order and
27 of his intent to pursue claims under California Labor Code Private Attorneys General Act, Cal. Lab.
28 Code Sections 2698 *et seq* ("PAGA").

1 11. On January 3, 2022, Plaintiff filed a class action complaint in the Napa County Superior
2 Court, Case No. 22CV000006 (“Action”). The Action alleged ten causes of action against Defendants
3 for: (1) unfair competition in violation of California Business & Professions Code §§ 17200 et seq; (2)
4 failure to pay minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1; (3)
5 failure to pay overtime wages in violation of Labor Code §§ 510 et seq., (4) failure to provide required
6 meal periods in violation of California Labor Code §§ 226.7 and 512 and the applicable IWC Wage
7 Order; (5) failure to provide required rest period in violation of California Labor Code §§ 226.7 and
8 512 and the applicable IWC Wage Order, (6) failure to provide accurate itemized statements in violation
9 of California Labor Code § 226, (7) failure to provide wages when due in violation of California Labor
10 Code §§ 201, 202 and 203, (8) failure to reimburse employees for required expenses in violation of
11 California Labor Code § 2802, (9) unpaid sick pay in violation of California Labor Code § 246, and
12 (10) violation of the Private Attorneys General Act [Labor Code §§ 2698 et seq.]

13 12. The Parties attended an initial mediation on February 27, 2023, with mediator Jeffrey
14 Ross, an experienced mediator who has mediated numerous wage-hour class actions. The mediation
15 was not successful. The Parties agreed to attend a second mediation, which took place on April 27,
16 2023. In preparation for the mediations, the Parties agreed to informally produce additional documents
17 and data points subject to the mediation privilege, including but not limited to relevant wage and hour
18 policies and procedures, such as meal and rest break policies, and sample time and payroll records for
19 the Class. As discussed *infra*, Plaintiff’s counsel retained the forensic consultants at Berger Consulting
20 Group (“BCG”) to analyze Defendants’ time and payroll data.

21 13. After the April 27, 2023 mediation session, the Parties reached the basic terms of a
22 settlement, and thereafter signed a binding Memorandum of Understanding and agreed to prepare this
23 formal settlement agreement, subject to Court approval.

24 **B. Class Counsel Thoroughly Investigated the Factual and Legal Issues**

25 14. Months before filing the Action, Class Counsel began its pre-filing investigation into
26 Plaintiff’s complaints. Class Counsel’s investigation started with several lengthy interviews with
27 Plaintiff. As part of the interview process, Plaintiff produced documents related to his employment,
28

1 including his timecard reports and wage statements. At the conclusion of the interviews, Class Counsel
2 determined that Plaintiff's complaints justified further inquiry.

3 15. Class Counsel subsequently requested Plaintiff's employee files from Defendants. In
4 response, Defendants produced over one hundred pages of documents, including but not limited to,
5 copies of Plaintiff's payroll and time records and data related to bonus payments. Class Counsel
6 reviewed and analyzed the documents and determined the documents appeared to substantiate
7 Plaintiff's claim that Defendants failed to, among other things, provide accurate wage statements,
8 provide compliant meal and rest periods, and miscalculated Plaintiff's regular rate of pay.

9 16. To prepare for mediation, Defendants produced the time and payroll records for the Class
10 Members, aggregate workweek and pay period data for the Class Members, aggregate meal premiums
11 paid to the Class Members, average hourly rate for the Class Members, and copies of applicable
12 handbooks, policies, and agreements. In total, Class Counsel reviewed hundreds of pages of documents
13 and multiple spreadsheets consisting of aggregate time and payroll data.

14 17. Class Counsel then retained the statisticians and economists at BCG to evaluate the Class
15 Members' payroll and time data. BCG provides data analysis and damages modeling consulting
16 services, specializing in wage and hour class actions. BCG's team of financial and data analysts are
17 credentialed and experienced experts in their fields and have provided their expertise on thousands of
18 cases.

19 18. BCG analyzed Defendants' time and payroll data to assist in the development of various
20 damages models. Among other things, BCG determined the approximate amount of unpaid wages,
21 amount of unpaid overtime wages, number of workweeks, pay periods, average length of shifts and
22 average number of hours worked per week. BCG also estimated the number of missed, late, or truncated
23 meal and rest periods, the amount of unpaid wages, the amount of unpaid overtime, the amount of
24 underpaid meal period premiums, sick pay and overtime, and the amount of missed meal and rest period
25 premiums paid during the Class Period.

26 19. Overall, Class Counsel thoroughly investigated the claims at issue, including: (1)
27 determining Plaintiff's suitability as a putative class representative through interviews, background
28 investigations, and analysis of his employment file; (2) evaluating all of Plaintiff's potential claims; (3)

1 researching similar wage and hour class actions as to the claims brought, the nature of the positions,
2 and the type of employer; (4) analyzing the Class Member's time and payroll records; (5) analyzing
3 Defendants' labor policies and practices; (6) researching settlements in similar cases as well as
4 outstanding issues which could affect settlement approval; (7) evaluating Plaintiff's claims and
5 estimating Defendants' liability for purposes of settlement; (8) drafting the mediation briefs; and (9)
6 participating in the mediations. This investigation allowed Class Counsel to fully assess the nature and
7 magnitude of the claims being settled, as well as the impediments to recovery, such as to make an
8 independent assessment of the reasonableness of the terms to which the Parties have agreed.

9 20. Class Counsel only agreed to enter the Settlement following this thorough investigation
10 and evaluation of Plaintiff's claims. Based on its investigation of the facts, applicable law, and
11 marketplace for similar settlements, and considering the risk of significant delay and uncertainty
12 associated with litigation, and the various defenses asserted by Defendants, Class Counsel firmly
13 believe this Agreement to be in the best interests of the Class Members. Because the Settlement's terms
14 are fair, reasonable, and adequate, the Court should preliminarily approve the Settlement.

15 **C. The Parties Settled at Mediation**

16 21. On February 27, 2023, and again on April 27, 2023, the Parties conducted full day
17 mediations with Jeff Ross, Esq. Mediator Ross helped manage the Parties' expectations and provided a
18 useful, neutral analysis of the issues and risks to both sides. The Parties made substantial progress with
19 Mediator Ross' assistance. Namely, the Parties exchanged information regarding their respective
20 claims and defenses, including their respective evaluation of the damages.

21 22. After the second mediation session, the Parties reached the basic terms of a settlement,
22 and thereafter signed a binding Memorandum of Understanding. The complete and final terms of the
23 Parties' settlement are now set forth in the Agreement. Class Counsel submits that the Settlement
24 constitutes a fair, adequate, and reasonable compromise of the claims at issue.

25 **IV. ARGUMENT**

26 **A. The Court Should Preliminarily Approve the Settlement**

27 23. The Parties participated in mediations with the highly respected mediator Jeff Ross, Esq.
28 Mediator Ross managed the Parties' expectations and provided a useful, neutral analysis of the issues

1 and risks to both sides. (*In re Apple Computer, Inc. Derivative Litig*, No. C 06-4128 JF (HRL), 2008
2 U.S. Dist. LEXIS 108195 (N.D. Cal. Nov. 5, 2008) (mediator's participation weighs considerably
3 against any inference of a collusive settlement); *D'Amato v. Deutsche Bank* (2d. Cir. 2001) 236 F.3d
4 78, 85 (a "mediator's involvement in pre-certification settlement negotiations helps to ensure that the
5 proceedings were free of collusion and undue pressure.")) After two full-day mediations, the Parties
6 reached the basic terms of a settlement and thereafter signed a binding Memorandum of Understanding

7 24. The Parties then engaged in negotiations regarding the written terms of the class action
8 settlement. The Agreement is the final product of the mediated negotiations. Objectively, the Settlement
9 terms are fair, adequate and represent a reasonable compromise of the claims at issue.

10 25. As set forth in greater detail above, Class Counsel conducted a very thorough
11 investigation into the factual and legal issues in dispute. In addition to informal discovery, document
12 review, data analysis and legal research, Class Counsel also researched similar wage and hour actions.
13 Although no two cases are identical, this research provided Class Counsel with a marker to inform
14 settlement discussions and, ultimately, to measure this settlement against. The investigation allowed
15 Class Counsel to realistically assess the value of Plaintiff's claims and intelligently engage defense
16 counsel in settlement discussions that culminated in the proposed settlement now before the Court.

17 26. Class Counsel only agreed to enter the Settlement following their thorough investigation
18 and evaluation of Plaintiff's claims. Based on this investigation of the facts, applicable law, and
19 marketplace for similar settlements, and considering the risk of significant delay, uncertainty associated
20 with litigation, and the various defenses asserted by Defendant, Class Counsel firmly believes this
21 Agreement to be in the best interests of the Class Members. Because the Settlement's terms are fair,
22 reasonable, and adequate, the Court should preliminarily approve the Settlement.

23 27. The Total Settlement Amount of \$2,500,000.00 is fair and reasonable considering the
24 nature and magnitude of the claims being settled and the various potential impediments to recovery.
25 Prior to mediation, Class Counsel retained BCG to develop economic damages models measuring
26 Defendants' liability exposure while accounting for the uncertainties of continued litigation. The
27 various models were informed by Class Counsel's investigation, including the analysis of a significant
28 sample of time and payroll data. Class Counsel projected Defendants' liability exposure for *class claims*

1 (excluding PAGA Penalties) was approximately \$7,598,237 if successful at trial. This range reflects
2 the uncertainty regarding several of the claims. Thus, the Total Settlement Amount represents a
3 recovery of approximately 32.9% of Defendants' class-wide exposure – well within the recognized
4 range of reasonableness. The following summarizes Defendants' liability exposure.

5 28. First, Defendants paid Plaintiff and Class Members various non-discretionary
6 compensation in the form of bonuses, commissions, and other incentive payments. These payments
7 should have been included in Defendants' calculations in determining employees' regular rate of pay
8 for purposes of paying overtime, meal period premiums and sick pay, but were not. Plaintiff estimated
9 Defendants' exposure for this claim due to a failure to pay Class Members at the correct regular rate of
10 pay to be \$411,344 in underpaid overtime, meal period premiums, and sick pay.

11 29. Second, Plaintiff alleges that he and Class Members were required to undergo mandatory
12 COVID-19 screenings prior to the start of their shifts, and they were not paid for this time. Defendants
13 required employees to arrive prior to the start of their shifts, have their temperature taken, log their
14 temperature into an app on their personal cell phones, and further use the app to answer questions related
15 to possible COVID-19 symptoms. Employees could not clock in until this process was completed.
16 Defendants denied this claim and maintained that while Class Members were required to undergo a pre-
17 shift COVID-19 screening, Defendants began compensating Class Members for an additional 15
18 minutes per week in October of 2020, pursuant to a written policy, which eliminated or substantially
19 limited its liability. Plaintiff estimated Defendants' exposure for this claim due to off-the-clock COVID
20 screenings to be \$309,225.

21 30. Third, Plaintiff alleges that certain Class Members worked pursuant to an invalid AWS,
22 under which they worked four ten-hour shifts, but were not paid any overtime for the time worked each
23 day that exceeded eight hours. Defendants denied these allegations and maintained that it held valid
24 AWS elections for the California locations, thus eliminating or substantially reducing any liability.
25 Plaintiff estimated Defendants' exposure for this claim due to failure to pay overtime under an invalid
26 AWS to be \$1,402,964.

27 31. Plaintiff alleged that Defendants failed to provide compliant meal periods. Specifically,
28 Plaintiff alleged that he was instructed by Defendants to clock out at 12:00 p.m., set a timer for thirty

1 minutes, and clock back in at 12:30 p.m., in order to create a paper trail that would evidence that a
2 compliant, timely meal break was taken. However, Plaintiff and other Class Members were instructed
3 to work through this 30-minute period, and did in fact work through this period. Plaintiff alleges that
4 he and other Class Members did not actually take a meal break until after 3:00 p.m., when the tasting
5 lounge where they worked was not busy, and that this break was not recorded. Plaintiff also alleges
6 that in instances in which he did not record a meal period of thirty minutes before the fifth hour of his
7 shift, his time records were manipulated by Defendants in order to evidence timely, compliant meal
8 breaks. Plaintiff believes that Plaintiff's allegations related to fabricated meal periods and time record
9 manipulation are bolstered by the data provided by Defendants, which shows that 72.4% of meal breaks
10 entered were *exactly* thirty minutes in length. Moreover, in 2020 and 2021, Plaintiff did not receive
11 any meal period premiums (and received only 6 meal period premiums total in 2018 and 2019). Lastly,
12 of the meal breaks recorded that Plaintiff does not believe to be fabricated, 28.6% reflect a late, missed
13 or short meal period was taken. Defendants denied Plaintiff's allegations of time record fabrication and
14 manipulation, and maintained that it provided all Class Members with the opportunity to take compliant
15 meal periods. Defendants also argued that they maintained facially compliant meal period policies and
16 that they paid meal period premiums. Thus, Defendants argued that there was no potential liability for
17 Plaintiff's alleged meal period violations and any claimed violations required a highly individualized
18 inquiry not suitable to class treatment. Plaintiff estimated Defendants' exposure for this claim to be
19 \$2,009,141.

20 32. Plaintiff also alleged that Defendants failed to provide compliant rest periods.
21 Specifically, Plaintiff alleged that Class Members were often not afforded the opportunity to take a
22 compliant rest period during their work shifts due to the busy work environment and/or were
23 interrupted. Defendants denied liability and asserted that it maintained legally compliant rest period
24 policies and practices throughout the Class Period. Moreover, Plaintiff recognized the evidentiary
25 burdens establishing this claim. Establishing Plaintiff's rest period claim would rely, almost entirely,
26 on Class Member testimony, making it a riskier claim at class certification and liability stages.
27 Certification likely would have required depositions of Class Members who provided declarations, and
28 Defendants surely would have obtained opposing declarations stating either rest breaks were taken, or

1 rest breaks were voluntarily waived. *See, e.g., Ordonez v. Radio Shack, Inc.* (C.D. Cal. Jan. 17, 2013)
2 2013 WL 210223, at *11 (“Because of the competing testimony before the Court, plaintiff’s evidence
3 that defendant may have an illegal, written rest break policy is insufficient for this Court to find that
4 common issues predominate.”); *Villa v. United Site Servs. of California, Inc.* (N.D. Cal. Nov. 13, 2012)
5 2012 WL 5503550, at *8 (“Indeed, Plaintiff’s own evidence confirms that the written policy does not
6 generate uniform practices.”). Accordingly, Plaintiff’s Realistic Damage model mirrored the 28.6%
7 non-compliance rate recorded in Class Members’ meal periods. Plaintiff estimated Defendants’
8 exposure for this claim to be \$2,216,669.

9 33. Plaintiff alleges that Defendants failed to comply with Labor Code Section 226(a).
10 Specifically, Plaintiff alleges that his wage statements, along with the wage statements of the Class,
11 failed to list Constellation Brands, Inc. as the legal employer. Instead, Plaintiff alleges that the wage
12 statements listed “Franciscan Vineyards, Inc.”, a corporation located in Victor, NY, as the legal
13 employer, until approximately January 2021. At that time, the wage statements then listed “TPWC,
14 Inc.” as the legal employer. Defendants deny liability for this claim, alleging that the wage statements
15 accurately reflected the name of the employer at the time of issuance and also included, at all times
16 during the Class Period, the Constellation Brands logo along with the text “Constellation Brands” which
17 satisfies the requirements of Labor Code Section 226(a). Plaintiff further alleged that as a result of
18 Defendants’ failure to provide meal and rest periods as required by the California Labor Code, Plaintiff
19 and other Class Members are entitled to derivative wage statement penalties. (*See Naranjo v. Spectrum*
20 *Security Services* (2022) 13 Cal. 5th 93 (concluding that meal premiums are “wages” entitling
21 employees to derivative wage statement penalties). Here, Defendants argued that even if they failed to
22 furnish accurate wage statements, Plaintiff could not establish the injury requirement on a class-wide
23 basis. In light of the defenses asserted by Defendants related to this claim, Plaintiff discounted this
24 claim 50% to account for the risks. In light of this, Plaintiff estimated Defendants’ exposure for this
25 claim to be \$722,400.

26 34. Lastly, Plaintiff alleged that Defendants failed to reimburse Plaintiff and other Class
27 Members for mileage and personal cell phone use tied to necessary business tasks. Plaintiff alleges he
28 and other Class Members were required at times to travel to pick up food and other items at the store

1 that were to be used to prepare orders for patrons. Plaintiff was not reimbursed for mileage. Again,
2 Defendants denied any liability for this claim. Defendants argued that its written policies provide for
3 reimbursement to employees for necessary business expenses incurred in the discharge of the
4 employees' duties or at Defendants' direction. Plaintiff also alleges that he and other Class Members
5 were required to use an application on their personal cell phones for purposes of completing their
6 mandatory COVID-19 screening before clocking in for their shift. Plaintiff and others did not receive
7 reimbursement for their cell-phone use. Plaintiff estimated Defendants' exposure for this claim to be
8 \$100,000.

9 35. Plaintiff also alleged that the Defendants' labor code violations resulted in derivative
10 liability for waiting time penalties. Although these penalties represented Defendants' largest dollar
11 amount of exposure, this is Plaintiff's most uncertain claim. Specifically, Defendants argued that
12 Plaintiff could not prove the "willful" prong needed to obtain waiting time penalties under Labor Code
13 section 203. Notwithstanding the uncertain nature of the claims, Class Counsel's damages model
14 discounted the waiting time penalty claim by 85% and estimated Defendants' exposure for these claims
15 to be \$426,494.

16 36. Class Counsel's damage models also estimated Defendants' exposure for PAGA
17 penalties. At the time of mediation, Plaintiff estimated Defendants' PAGA exposure \$2,940,600 in
18 civil penalties.

19 37. Here, the Parties negotiated a good faith PAGA Settlement Amount in the amount of
20 \$100,000.00 which is 4% of the Total Settlement Amount. This amount falls well within the range of
21 approved PAGA Settlement Amount. Seventy-Five percent (75%) of the PAGA Settlement Amount
22 (\$75,000.00) will be paid to the LWDA ("LWDA PAGA Payment") with the remaining twenty-five
23 percent (25%) of the PAGA Settlement Amount (\$25,000.00) will be distributed to the PAGA
24 Members, which is within the range of PAGA Settlement Amount approved by courts and should be
25 approved.

26 **B. Inherent Risks of Continued Litigation Support Preliminary Approval**

27 38. With respect to the most immediate challenge, i.e., class certification, the risks attendant
28 to the certification of similar wage and hour claims are demonstrated by *Magadia v. Wal-Mart*

1 *Associates, Inc.* (9th Cir. 2021) 999 F.3d 668. There, the Ninth Circuit vacated, reversed, and remanded
2 a \$110 million judgement against an employer for, *inter alia*, inaccurately paying overtime, and directed
3 the trial court to enter judgement in favor of the employer. *See also O’Conner v. Uber Technologies,*
4 *Inc.* (9th Cir. 2018) 904 F.3d 1087 (decertification of wage and hour misclassification action); *see also*
5 *Duran v. U.S. Bank National Association* (2014) 59 Cal.4th 1, 31 (reversing a trial verdict in favor
6 plaintiffs in a wage and hour class action)); *Tien v. Tenet Healthcare Corp.* (2012) 209 Cal.App.4th
7 1077, 1088 (“[T]he reason, if any, that employees might not take their breaks were predominantly
8 individualized questions of fact not susceptible to class treatment.”); *a.S.A. Cab Ltd.* (2009) 176
9 Cal.App.4th 1333, 1341 (affirming denial of certification because employees’ declarations attesting to
10 having taken meal and rest breaks demonstrated that individualized inquiries were required to show
11 harm); *Campbell v. Best Buy Stores, L.P.,* (C.D. Cal. 2013) 2013 WL 5302217 at *11-13 (following
12 *Brinker* and denying certification of proposed off-the-clock and rest and meal break classes due to lack
13 of uniform policy); *Brown v. Fed Express Corp.* (C.D. Cal. 2008) 249 F.R.D. 580, 587-88 (denying
14 certification of driver meal and rest period claims based on the predominance of individual issues).
15 Collectively, the examples cited above illustrate the uncertain nature of class litigation. Consequently,
16 the uncertainty of obtaining certification through a contested motion is a significant risk factor favoring
17 settlement.

18 39. Continuing to litigate this action would require continued and extensive resources
19 coupled with significant Court time to proceed through trial and post-trial motions; which can often
20 take years. Furthermore, wage and hour litigation is complex and expensive, as it often necessitates
21 extensive expert testimony, particularly with regards to damages. But even if Plaintiff is successful at
22 trial, Plaintiff is acutely aware that a judgment does not end the litigation. Plaintiff fully expects that
23 Defendants would appeal any favorable judgment. As demonstrated by *Magadia, supra*, 999 F.3d 668,
24 the risk of an appeal and subsequent reversal is real.

25 40. In this matter, Class Counsel negotiated a Gross Settlement Amount of \$2,500,000.00
26 that is approximately 32% of Defendants’ *class-wide* liability exposure for damages and statutory
27 penalties, excluding PAGA penalties. Given the amount of the settlement here, as compared to potential
28

1 value of the claims, offset by the various inherent risks to continued litigation, the settlement is fair and
2 reasonable.

3 **C. Proposed Notice Informs the Class About the Case and Settlement**

4 41. The Parties jointly drafted the Class Settlement Notice which fairly and neutrally informs
5 the Class Members of their rights and remedies. The Settlement Administrator will first verify
6 addresses, then mail the proposed Class Notice to all Class Members. The Class Settlement Notice will
7 include information regarding the nature of the lawsuit, a summary of the substance of the Settlement's
8 terms, the class definition, the procedure, and time period within which to requests for exclusions or
9 objections to the Settlement, the date for the final approval hearing, the formula used to calculate
10 settlement payments, and the terms and scope of the Released Claims. *See* Class Settlement Notice,
11 attached as Ex. A to the Settlement Agreement. The Parties negotiated this method to ensure delivering
12 the most reasonable method of notice to the Class Members while ensuring cost effective administration
13 of the Settlement.

14 42. Accordingly, both the method of disseminating the Class Settlement Notice and content
15 of the Class Settlement Notice satisfy due process. (*See* C.R.C. 3.776(e)-(f); *State of Cal. v. Levi Strauss*
16 (1986) 41 Cal.3d 460,485 (the class notice must "fairly apprise the class members of the terms of the
17 proposed compromise and of the options open to dissenting class members.")).

18 **D. The Court Should Preliminarily Approve the Class Representative Service Award**

19 43. The Settlement provides for a Service Award of \$12,500.00 to Plaintiff. The service
20 award is fair and reasonable compensation for Plaintiff's efforts bringing the action, assisting Class
21 Counsel with the litigation and settlement, regularly conferring with Class Counsel on the status of his
22 case and the strategies for prosecuting the claims, reviewing the proposed Settlement to ensure that its
23 terms are fair and provide adequate relief for the Settlement Class Members, and agreeing to provide
24 Defendants a general release of all claims arising out of his employment.

25 44. Class Counsel on behalf of Plaintiff will file a formal motion for the negotiated Service
26 Award once preliminary approval of the Settlement is granted. Plaintiff respectfully submits that the
27 above showing is sufficient for preliminary approval of the negotiated Service Award.

28 ///

1 **E. The Court Should Preliminary Approve the Negotiated Class Counsel Award**

2 45. Class Counsel took this matter on a contingency fee basis and invested significant time
3 and expense successfully prosecuting Plaintiff's claims. As discussed *supra*, the estimated average
4 Individual Class Member Payment illustrates the demonstrably positive outcome for the Settlement
5 Class Members. Considering the positive outcome for the Class Members, and in light of the supporting
6 authority, the proposed Attorneys' Fees and Costs are fair and reasonable.

7 46. Plaintiff will file a formal motion for the negotiated Attorneys' Fees and Costs once
8 preliminary approval of the Settlement is granted. Plaintiff respectfully submits that the above showing
9 is sufficient for preliminary approval of the negotiated attorneys' fees.

10 **F. The Court Should Provisionally Certify the Settlement Class**

11 47. For Settlement purposes only, Plaintiff contends, and Defendants do not dispute, that
12 provisional certification of the Class is appropriate.

13 48. Because all Class Members are Defendants' current and former employees, the class is
14 readily ascertainable from Defendants' regular business records, i.e., payroll records.

15 49. The statutes relating to each of Plaintiff's claims apply with equal force and effect to the
16 entire Class. Factually, Defendants' policies and practices apply class-wide and Defendants' liability
17 can be determined by facts common to all members of the class. The wage and hour issues are both
18 numerous and substantial, and a class action is the most advantageous method of dealing with the claims
19 of the Participating Class Members.

20 50. Plaintiff's wage and hour claims are typical of the proposed Class because they arise from
21 the same factual basis and are based on the same legal theories applicable to the other Class Members.
22 Likewise, Plaintiff's interests are entirely coextensive with the interests of the Class. Plaintiff alleges
23 that he was injured by the same company-wide practices to which the proposed Class Members were
24 subject to and seek the same relief. Plaintiff has already demonstrated his ability to advocate for the
25 interests of the Class Member by initiating this litigation, undertaking extensive class discovery, and
26 evaluating the proposed settlement to assure that it is fair.

27
28 ///

1 **G. Class Counsel's Experience**

2 51. Additionally, Plaintiff is represented by competent Class Counsel who have extensive
3 experience in litigating wage and hour class action cases. Class Counsel successfully briefed, argued,
4 certified, and gained state court settlement approval of the same class-wide causes of action that are at
5 issue in this case. Class Counsel's wage and hour class action experience establishes that they are well
6 qualified to represent the interests of this Class.

7 52. Plaintiff, the Settlement Class Members and the Aggrieved Employees are represented
8 by competent and experienced counsel to pursue their claims. I established the JCL Law Firm, APC
9 ("Firm"), in 2010. The Firm is a boutique plaintiff firm representing aggrieved employees and
10 consumers throughout California in wage and hour class actions, PAGA Actions and complex multi-
11 party product liability matters. The Firm currently consists of myself, Jean-Claude Lapuyade, Esq.
12 (Partner/Owner), Sydney Castillo-Johnson (Associate Attorney), Monnett De La Torre (Associate
13 Attorney), Tesla Stone (Paralegal), Jennifer Heming (Paralegal), Laura Gonzalez Mendez (Paralegal),
14 Sara Christensen (Legal Assistant) and Madelyn Uchiyama (Legal Assistant).

15 53. I am qualified to represent the Plaintiff, the Class Members, the State of California and
16 the Aggrieved Employees. I have extensive experience with wage and hour class and representative
17 actions litigation like this matter, and employment matters in general. Additionally, I have extensive
18 complex mass tort litigation experience and complex construction product liability experience. I can,
19 will and have adequately represented the interests of the Plaintiff, the State of California and the
20 Aggrieved Employees throughout this action.

21 54. I have represented consumers and employees in California class actions, and complex
22 multi-party product liability actions exclusively for more than 13 years. I have been in practice as a
23 plaintiffs' civil litigation attorney since April 2007.

24 55. I have significant class counsel and collective action counsel experience. My credentials
25 are reflected in the JCL Law Firm, APC, Firm Resume, which is attached hereto as Exhibit 3.

26 56. Since 2010, my firm has successfully resolved more than sixty (65) cases and recovered
27 in excess of \$75 million on behalf of the Firm's clients.

28 ///

1 57. Since 2010, I have successfully tried two (2) cases to conclusion, each resulting in a
2 favorable verdict for the firm's clients.

3 58. Finally, I have published appellate experience in *William Blanchette et al., v. The*
4 *Superior Court of Imperial County, (GHA Enterprises)*, 8 Cal.App.5th 521.

5 59. Consequently, I was named to the prestigious Thomson Reuters, Super Lawyers, Rising
6 Star in 2015, 2016, 2017 and, again, in 2018. According to Thomson Reuters, the Super Lawyers, Rising
7 Star list recognizes the top 2.5% of eligible attorneys. (see
8 https://www.superlawyers.com/about/selection_process.html.)

9 60. A class action is superior to a multitude of individual lawsuits. Given the size and amount
10 of each individual claim, the Class Members likely have little incentive to litigate their claims on an
11 individual basis because the out-of-pocket expense and personal commitment necessary to litigate each
12 claim outweighs any potential recovery. In sum, class treatment is superior to individual, case-by-case
13 adjudication.

14 I declare under the penalty of perjury under the laws of the State of California that the foregoing
15 is true and correct. Executed this 1st day of November 2023, at San Diego, California.

16
17 **JCL LAW FIRM, APC**

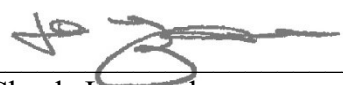
18 By: 
19 Jean-Claude Lapuyade
20 Attorneys for Plaintiff
21
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EXHIBIT 1

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF NAPA**

MICHAEL HILLSTROM and individual, on
behalf of himself and on behalf of all persons
similarly situated

Plaintiff,

v.

CONSTELLATION BRANDS, INC., a
Delaware Corporation; TPWC, INC., a
Delaware Corporation et al.

Defendants.

Case No. 22CV000006

**CLASS AND REPRESENTATIVE
ACTION SETTLEMENT AGREEMENT**

This Class and Representative Action Settlement Agreement (“Settlement Agreement”) is made and entered into between Plaintiff Michael Hillstrom (“Plaintiff” or “Class Representative”) on the one hand, individually and on behalf of the Settlement Class and PAGA Members (as defined below), by and through his counsel of record, JCL Law Firm, APC and Zakay Law Group, APLC (collectively, “Class Counsel”), and Defendants Constellation Brands, Inc. and TPWC, Inc. (collectively “Defendants”) on the other hand, by and through their counsel of record, Seyfarth Shaw LLP, subject to the approval of the Court, as provided below. This Settlement Agreement is intended by Plaintiff and Defendants to fully, finally, and forever resolve, discharge, and settle the Released Claims (as defined below), upon and subject to the terms and conditions herein, as follows:

1. **Definitions.**

As used herein, for the purposes of this Settlement Agreement only, the following terms shall be defined as set forth below:

- 1.1 “Action” refers to the civil action entitled: *Michael Hillstrom v. Constellation Brands, Inc., TPWC, Inc., et al.*, California Superior Court, County of Napa, Case No. 22CV000006.
- 1.2 “Class” or “Class Members” refers to all current and former non-exempt employees of Defendants in the State of California at any time during the Class Period.
- 1.3 “Class Counsel” refers to JCL Law Firm, APC and Zakay Law Group, APLC.
- 1.4 “Class Counsel Fees and Costs Award” refers to costs incurred and attorneys’ fees sought by Class Counsel and agreed upon by the Parties for Class Counsel’s litigation and resolution of this Action, subject to Court approval.
- 1.5 “Class Settlement Notice” refers to the form of direct-mail notice to Class Members substantially in the form attached hereto as **Exhibit A**, as may be modified by the Court, entitled the Notice of Settlement of Class Action And Fairness Hearing.
- 1.6 “Class Member Payment” shall refer to the amount paid to a Settlement Class Member who does not submit a timely or valid request to opt out of the settlement, as set forth in Paragraph 16 below.
- 1.7 “Class Period” refers to between January 3, 2018 through July 27, 2023. The Class Period shall be the Release Period.
- 1.8 “Class Representative” and “Plaintiff” refers to Michael Hillstrom.

- 1.9 “Operative Complaint” refers to the Complaint filed by Plaintiff on January 3, 2022 in the Action in the Superior Court of the State of California, County of Napa.
- 1.10 “Response Deadline” refers to a date that is forty-five (45) calendar days after the date that the Class Action Settlement Notice is initially mailed to Class Members, and is the deadline by which Class Members’ requests to opt out or objections must be postmarked in order to be timely.
- 1.11 “Fairness Hearing” refers to the hearing at which the Court will make a final determination whether the terms of the Settlement Agreement are fair, reasonable, and adequate for the Class and meet all applicable requirements for approval.
- 1.12 “Final Approval Order” refers to the final order by the Court approving the Settlement following the Fairness Hearing.
- 1.13 “Effective Date” refers to the date the Court’s order approving the settlement and judgment thereon (“Judgment”) becomes final. For purposes of the Settlement Agreement, the Court’s Judgment “becomes final” upon the later of: (i) if no appeal is filed, the expiration date of the time for the filing or noticing of any appeal from, or other challenge to, the Court’s Judgment (i.e., 61 calendar days after notice of entry of the Court’s Judgment); (ii) if an appeal is filed, the date affirmance of an appeal of the Judgment becomes final; or (iii) if an appeal is filed, the date of final dismissal of any appeal from the Judgment or the final dismissal of any proceeding on review of any court of appeal decision relating to the Judgment.
- 1.14 “Gross Settlement Amount” (also referred to herein as “GSA”) refers to the maximum settlement payment Defendants shall be obligated to make: Two Million, Five Hundred Thousand Dollars and No Cents (\$2,500,000.00). The GSA shall include all Class Member Payments made to Settlement Class Members, the Court-approved Service Award to the Class Representative, the Court-approved Settlement Administration Costs, the Court-approved Class Counsel Fees and Costs Award, and the Court-Approved PAGA Amount for a release of all Private Attorneys General Act claims as set forth below. It shall expressly exclude employer's share of payroll taxes on the amounts allocated to claims for unpaid wages, which shall be paid separate, apart and in addition to the GSA by Defendants. The GSA is non-reversionary.
- 1.15 “Judgment” means the judgment entered by the Court based upon the Final Approval.

- 1.16 “Net Settlement Amount” (also referred to herein as “NSA”) shall be defined as the GSA minus the Court-approved Service Award to the Class Representative, the Court-approved Settlement Administration Costs, the Court-approved Class Counsel Fees and Costs Award, and the PAGA Amount. The NSA is the maximum amount that shall be available for distribution to and on behalf of Class Members for Class Member Payments.
- 1.17 “PAGA Period” refers to October 30, 2020 through July 27, 2023.
- 1.18 “PAGA Amount” means the amount that the Parties have agreed to pay to the Labor and Workforce Development Agency (“LWDA”) and PAGA Members in connection with the Labor Code Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*, “PAGA”). The Parties have agreed that One-Hundred Thousand Dollars (\$100,000) of the Gross Settlement Amount will be allocated to the resolution of the State of California’s and any PAGA Members’ claims arising under PAGA. Pursuant to PAGA, 75%, or Seventy-Five Thousand Dollars and No Cents (\$75,000), of the PAGA Amount will be paid to the LWDA (“LWDA Payment”), and 25%, or Twenty-Five Thousand Dollars (\$25,000), of the PAGA Amount will be paid to PAGA Members (“PAGA Member Payment”). The pro rata portion of the PAGA Member Payment made to PAGA Members shall be determined by dividing the total number of pay periods worked during the PAGA Period into the PAGA Member Payment made to PAGA Members to arrive at a value per pay period for each eligible PAGA Member. The value per pay period shall be multiplied by the number of pay periods worked by each PAGA Member during the PAGA Period.
- 1.19 “PAGA Members” refers to all current and former non-exempt employees of Defendants in the State of California at any time during the PAGA Period.
- 1.20 “PAGA Notices” means Plaintiff’s letters to Defendants and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.21 “Parties” refers to Plaintiff Michael Hillstrom, and Defendants Constellation Brands, Inc. and TPWC, Inc. collectively.
- 1.22 “Plaintiff’s Released Claims” are those claims defined in Paragraph 13.3 that are released solely by Plaintiff against the Released Parties.
- 1.23 “Preliminary Approval” refers to the date the Court grants preliminary approval of the Settlement.

- 1.24 "Preliminary Approval Order" refers to the Court's Order granting Preliminary Approval of the Settlement.
- 1.25 "Released Claims" are those claims defined in Paragraph 13 that, where applicable, are released by Settlement Class Members, the State of California, and PAGA Members. Released Claims excludes claims brought against Constellation Brands U.S. Operations, Inc. by the putative class in the pending action of *Gregoria Cruz v. Constellation Brands U.S. Operations, Inc.* pending in the California Superior Court, County of San Joaquin, Case No. STK-CV-UDE-2022-5208
- 1.26 "Released Parties" means: Defendants Constellation Brands, Inc., TPWC, Inc. and their predecessors, successors, subsidiaries, parent companies, other corporate affiliates, and assigns, and all of their owners, shareholders, members, officers, directors, exempt employees, agents, servants, registered representatives, attorneys, insurers, successors and assigns, and any other persons acting by, through, under or in concert with any of them. The Released Parties does not include Constellation Brands U.S. Operations Inc., solely with regard to the claims brought against it by the putative class in the pending action of *Gregoria Cruz v. Constellation Brands U.S. Operations, Inc.*, pending in the California Superior Court, County of San Joaquin, Case No. STK-CV-UDE-2022-5208.
- 1.27 "Service Award" refers to the Court's award of a monetary payment to Plaintiff for his services as Class Representative as described in Paragraph 7, to be paid from the Gross Settlement Amount, and in return for executing Plaintiff's Released Claims as set forth in Paragraph 13.
- 1.28 "Settlement" refers to the settlement of the Action on behalf of the Settlement Class under the terms and conditions set forth in this Settlement Agreement.
- 1.29 "Settlement Administration Costs" refers to the costs that the Parties agree to pay the Settlement Administrator, subject to Court approval, for its fees and costs to perform the notice, claims administration, and distribution functions further described in this Settlement Agreement. The Parties anticipate that the Settlement Administration Costs will not exceed \$13,000.00.
- 1.30 "Settlement Administrator" refers to the third-party administrator mutually selected by the parties, subject to Court approval, to perform the notice, claims administration, and distribution functions further described in this Settlement Agreement. The Parties agree to use Atticus Administration subject to Court approval. The Parties

and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Settlement Administrator other than a professional relationship arising out of prior experiences administering settlements.

- 1.31 “Settlement Class” or “Settlement Class Members” refers to all Class Members, or individual Class Members as defined in Paragraph 1.2 who do not request to opt out of the Settlement pursuant to Paragraph 16 of this Settlement Agreement.
- 1.32 “Workweek” shall be defined the same as defined by Defendant with regard to its payment of wages to Class Members during their employment. For purposes of this Settlement. A Class Member that works any time in a Workweek will be credited for a full workweek of employment for that Workweek.

2. Procedural History and Recitals.

- 2.1 On or about October 27, 2021, Plaintiff sent a letter to the LWDA (LWDA Letter) thereby authorizing him to represent the State of California as a private attorney general for the purposes of PAGA after the expiration of the applicable 65-day exhaustion period. Plaintiff filed the Operative Complaint in the Action on or about January 3, 2022.
- 2.2 Plaintiff’s Operative Complaint alleges causes of action for: (1) unfair competition in violation of California Business & Professions Code §§ 17200 et seq; (2) failure to pay minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1; (3) failure to pay overtime wages in violation of Labor Code §§ 510 et seq., (4) failure to provide required meal periods in violation of California Labor Code §§ 226.7 and 512 and the applicable IWC Wage Order; (5) failure to provide required rest period in violation of California Labor Code §§ 226.7 and 512 and the applicable IWC Wage Order, (6) failure to provide accurate itemized statements in violation of California Labor Code § 226, (7) failure to provide wages when due in violation of California Labor Code §§ 201, 202 and 203, (8) failure to reimburse employees for required expenses in violation of California Labor Code § 2802, (9) unpaid sick pay in violation of California Labor Code § 246, and (10) violation of the Private Attorneys General Act [Labor Code §§ 2698 et seq.].
- 2.3 On April 27, 2023, the Parties participated in a mediation session before mediator Jeffrey Ross, an experienced mediator who has mediated numerous wage-hour class actions. After the mediation session, the Parties reached the basic terms of a settlement, and thereafter signed a binding Memorandum of Understanding and

agreed to prepare this formal settlement agreement, subject to Court approval.

- 2.4 Defendants deny each of the claims in the Operative Complaint and the LWDA Letter, and further deny that they are liable to Plaintiff or the Class, or the State of California, or the PAGA Members, and further deny that, for any purpose other than settling the Action, this Action is appropriate for class or representative action treatment.
- 2.5 Prior to mediation Plaintiff obtained, through informal discovery, relevant wage and hour policies and procedures, such as meal and rest break policies, and sample time and payroll records for the Class. The Parties agree that 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*"). Class Counsel represent that they have thoroughly investigated the class and PAGA claims against Defendants. Class Counsel represent that they have conducted their own investigation into the underlying facts, events, and issues related to the subject matter of this Action. Class Counsel represent that they have further undertaken an extensive analysis of the legal principles applicable to the claims asserted against Defendants, and the potential defenses thereto. Both Class Counsel and Defendants have had an opportunity to evaluate their respective positions on the merits of the claims asserted.
- 2.6 Class Counsel also has engaged in intensive arms-length negotiations with counsel for Defendants with a view toward achieving substantial benefits for the Class, the State of California, and the PAGA Members, while avoiding the cost, delay and uncertainty of further litigation, trial, and appellate review.
- 2.7 As a consequence of said negotiations, and of Class Counsel's investigation, analysis and discovery, Plaintiff and Class Counsel determined to enter into this Settlement Agreement on the terms and conditions hereinafter set forth, believing such Settlement to be fair, reasonable, and adequate and in the best interests of Class Members, the State of California, and the PAGA Members. Plaintiff and Class Counsel have determined to execute this Settlement Agreement and urge approval by the Court of the proposed Settlement after considering: (1) the substantial factual and legal defenses asserted by Defendants to the claims asserted in the Action; (2) the potential difficulties Plaintiff and Class Members would encounter in establishing the elements of their claims; (3) the substantial benefits that Class Members, the State of California and the PAGA Members shall receive pursuant to the proposed Settlement; (4) the fact that

the proposed Settlement ensures that Class Members shall receive relief in the most expeditious and efficient manner practicable, and thus much sooner than would be possible were the claims to be litigated successfully through trial and appeal; and (5) the fact that the proposed Settlement allows persons who would otherwise fall within the definition of the Class, if they so desire, to opt out of the Settlement and individually pursue the claims alleged in the Action. Nothing contained in this Agreement or the fact that the Parties have entered into this Agreement, establishes or presumes liability by Defendants or the Released Parties as to any individual claims by any Class Member or PAGA Member.

2.8 As set forth above, without admitting any wrongdoing or liability, Defendants are willing to agree to the terms of the proposed Settlement provided that all of the Released Claims (as defined below) are settled and compromised, in order to fully resolve all issues relating to the subject matter of the Action.

2.9 The Court has not granted class certification in this Action.

NOW THEREFORE, in consideration of the covenants and agreements set forth herein, and of the release and dismissal of all Released Claims, Plaintiff, on behalf of himself and as the Class Representative on behalf of the Class, and as a private attorney general, on behalf of the State of California and the PAGA Members, Class Counsel, and Defendants agree to the terms and provisions of this Settlement Agreement, subject to the approval of the Court.

3. Stipulation to Certification and Limitation on Effect of Settlement.

3.1 The Settlement shall not constitute, in this or any other proceeding, an admission of any kind by Defendants, including without limitation, that certification of a class is appropriate or proper or that Plaintiff could establish any of the requisite elements for class or representative action treatment of any of the claims in the Action. For purposes of this Settlement only, the Parties stipulate to the certification of the Class under California Code of Civil Procedure Section 382. In the event that the Settlement is not finally approved, or the Settlement is otherwise terminated, Defendants expressly reserve all rights to challenge certification of a class and the appropriateness of representative action treatment on all available grounds.

4. Establishment of the GSA.

4.1 This Settlement shall be made on a non-claims-made basis and will be non-reversionary. Defendants shall pay a total of no more than the GSA, except as provided in Paragraph 4.2, below and for the

employer's share of payroll taxes on the amounts allocated to claims for unpaid wages, which shall be paid separate and apart from the GSA.

- 4.2 Defendants estimate that there were approximately 756 Class Members as of December 31, 2022. Defendants estimate that Class members worked approximately 66,717 Workweeks during the period of January 3, 2018, through April 27, 2023. If, the actual number of Workweeks worked by Class Members during the Class Period is more than five percent (5%) of this estimate – i.e., if there are more than 70,053 Workweeks worked by Class Members during the Class Period – then either the GSA will be increased by the same proportion above 70,053 (i.e., if there is a 6% increase in the number of Workweeks during the Class Period, Defendants have the option to increase the GSA by 1% to cover the entire Class Period), or Defendants shall have the option to cut off the Class Period as of the date that there are 70,053 Workweeks.
- 4.3 Payment by Defendants pursuant to this Settlement Agreement shall settle for Settlement Class Members, the State of California, and PAGA Members, all Released Claims between the Released Parties and Settlement Class Members, the State of California, and the PAGA Members, including all Class Member Payments, all PAGA penalty payments to the LWDA and PAGA Members, the Court-approved Service Award to the Class Representative, the Court-approved Settlement Administration Costs, and the Court-approved Class Counsel Fees and Costs Award.

5. Calculation of the NSA and Distribution of Settlement Proceeds.

- 5.1 This Settlement shall be a “non-claims-made” settlement. Each Settlement Class Member will be entitled to a share of the NSA for the individual Class Member’s Payment in accordance with the formula set forth below. Payments will be made from the NSA only to Settlement Class Members, as set forth herein. Assuming the Court approves the maximum amounts sought to be deducted from the GSA, the NSA is estimated to be \$1,506,166.67.
 - 5.1.1 Each Settlement Class Member will be paid a portion of the NSA in accordance with the following formula:
 - 5.1.1.1 The pro rata portion of the NSA to be distributed to each Settlement Class Member shall be determined by dividing the total number of Workweeks worked during the Class Period into the NSA to arrive at a value per Workweek for each eligible Settlement Class Member. The value per Workweek shall be

multiplied by the number of Workweeks worked by each Settlement Class Member during the Class Period. For purposes of payment, Workweeks shall be determined based on hire dates, termination dates, and re-hire dates, as applicable.

5.1.1.2 The pro rata portion of the PAGA Payment made to PAGA Members shall be determined by dividing the total number of pay periods worked during the PAGA Period into the PAGA Payment made to PAGA Members to arrive at a value per pay period for each eligible PAGA Member. The value per pay period shall be multiplied by the number of pay periods worked by each PAGA Member during the PAGA Periods.

5.1.2 The amount distributed to Settlement Class Members in the form of Class Member Payments will not exceed the NSA.

5.2 Payments to Class Members pursuant to this Settlement Agreement are not intended by the Parties to be compensation for purposes of determining eligibility, vesting, participation, or contributions with respect to any employee benefit plan. For purposes of this Agreement, the term “benefit plan” means every ERISA “employee benefit plan,” as defined in the Employee Retirement and Income Security Act of 1974 (“ERISA”), 29 U.S.C. section 1002(3). The term also includes any 401(k) plan, bonus, pension, stock option, stock purchase, stock appreciation, welfare, profit sharing, retirement, disability, vacation, severance, hospitalization, insurance, incentive, deferred compensation, or any other similar benefit plan, practice, program, or policy, regardless of whether any such plan is considered an ERISA employee benefit plan.

6. Class Counsel Fees and Costs Award.

Class Counsel shall move for Class Counsel Fees and Costs Award contemporaneous with the motion for the Final Approval Order requesting, and to which Defendants agree to not oppose, Class Counsel Fees that is equal to or less than \$833,333.33 (i.e., one-third of the GSA), plus a Costs Award up to \$35,000.00. Defendants retain the right to oppose a request for Class Counsel Fees exceeding one-third% GSA or a request for Costs Award in excess of \$35,000.00. If the Court awards a lower amount of Class Counsel Fees or Costs Award requested by Class Counsel, the other terms of this Agreement shall apply. Should the Court approve Class Counsel Fees or Costs Award in an amount less than that set forth herein, the unapproved portion or portions shall revert to the NSA and be apportioned to Settlement Class Members as described in Paragraph 5 of this Settlement Agreement. The awards of Class Counsel Fees or Costs Award in the amounts

sought is not a material term of this Agreement and the award of any of these items at less than requested by Class Counsel does not give rise to a basis to abrogate this Agreement.

7. Service Awards.

Class Counsel shall file a motion requesting a Service Award. Defendants agree not to object to a Service Award up to \$12,500.00 to Plaintiff from the GSA in consideration for serving as Class Representative and in exchange for Plaintiff's Released Claims. Defendants retain the right to object to a request for a Service Award in excess of this amount. If the Court awards a lower amount for the Service Award requested by Plaintiff's counsel, the other terms of this Agreement shall apply. Should the Court approve a Service Award in an amount less than that requested by Plaintiff, the unapproved portion or portions shall revert to the NSA and be apportioned to Settlement Class Members as described in Paragraph 5 of this Settlement Agreement. The award of a Service Award in the amount sought is not a material term of this Agreement and the award of an amount less than requested by Plaintiff does not give rise to a basis to abrogate this Agreement.

8. PAGA Amount.

Subject to Court approval, the Parties agree that the amount of One-Hundred Thousand Dollars and No Cents (\$100,000.00) of the GSA will be allocated to the resolution of any claims arising under PAGA. Pursuant to PAGA, 75%, or Seventy-Five Thousand Dollars and No Cents (\$75,000), of the PAGA Amount will be paid to the LWDA ("LWDA Payment"), and 25%, or Twenty-Five Thousand Dollars and No Cents (\$25,000), of the PAGA Amount will be paid to PAGA Members based on the number of pay periods worked by any individual PAGA Member in relation to the number of pay periods worked by all PAGA Members during the PAGA Period ("PAGA Members Payment"). Defendants retain the right to oppose a request for a PAGA Amount exceeding this amount. If the PAGA Amount approved by the Court is less than the specific amount, it does not give rise to a basis to abrogate this Settlement Agreement. Any unapproved amount of the PAGA Amount shall be allocated to the NSA and be apportioned to Settlement Class Members as described in Paragraph 5 of this Settlement Agreement.

9. Costs of Settlement Administration.

The Parties agree to mutually select Atticus Administration as the Settlement Administrator in this Action. This administration duty shall include without limitation, setting up an Qualified Settlement Fund for funding of the Settlement, obtaining tax identification number(s) for Defendants applicable to the Settlement, calculating the Class Member Payments, PAGA Member payments, performing an initial National Change of Address ("NCOA") search upon receipt of the Class Member mailing addresses, mailing the Notice Packets, performing one skip trace on Notice Packets, returned as undeliverable, establishing a hotline

telephone number to communicate with Class Members about the Settlement, reviewing and processing requests to opt out of the settlement, reviewing and submitting to Class Counsel and Defendants' counsel any received objections, mailing the Class Members Payments and tax forms to the Settlement Class Members, and making all required distributions to Settlement Class Members, the State of California and PAGA Members. The Settlement Administrator will report payment of the individual Class Member Payments and PAGA Members to all required taxing and other authorities, and requisite reporting documentation to the applicable taxing agencies, and issue Internal Revenue Service Forms 1099. The Settlement Administrator will establish a Qualified Settlement Fund ("QSF"), pursuant to U.S. Treasury Regulation Section 468B(g) of the Internal Revenue Service for the purposes of administering the Settlement. All Settlement Administration Costs shall be taken from the GSA. The Parties expect Settlement Administration Costs to not exceed \$13,000.00. Any unapproved amount of Settlement Administration Costs shall be allocated to the NSA and apportioned to the Class Members as described in Paragraph 5 of this Settlement Agreement. The award of Settlement Administrator Costs in the amount sought is not a material term of this Agreement and the award of an amount less than requested by Plaintiffs does not give rise to a basis to abrogate this Agreement.

The Settlement Administrator will establish and maintain and use an internet webpage hosted on the Settlement Administrator's website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Settlement Notice, the Motion for Final Approval, the Motion for Class Counsel Fees and Costs Award and Service Awards, the Final Approval and the Judgment. The Settlement Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.

10. Payment Procedure.

- 10.1 Funding the Settlement. Within 10 (ten) business days after the Effective Date, Defendants will deposit money into an account, through the Settlement Administrator, in an amount equal to the GSA and the employer's share of payroll taxes on the amounts allocated to claims for unpaid wages.
- 10.2 Employer Identification Number. The Settlement Administrator will obtain a separate Employer Identification Number to be used for purposes relating to the settlement fund including calculating payroll tax withholdings and providing reports state and federal tax authorities.
- 10.3 Qualified Settlement Fund. The Settlement Administrator shall establish a settlement fund that meets the requirements of a

Qualified Settlement Fund (“QSF”) under US Treasury Regulation section 468B-1.

- 10.4 Payments to Class Members, Class Counsel, Class Representatives, and Taxing Authorities. Within 10 (ten) calendar days after the funding of the Settlement, the Settlement Administrator will pay via check (the “Class Member Payment check”): (1) the NSA to the Settlement Class Members per the terms of this Settlement Agreement and the Final Approval Order; (2) the Court-approved Class Counsel Fees and Costs Award; (3) the Court-approved Settlement Administration Costs; (4) the Court-approved Service Award to the Class Representative; and (5) the Court-approved PAGA Amount to the proper State authority and the PAGA Members. The Settlement Administrator shall also, within the time periods prescribed by law and/or regulations, remit all applicable tax withholdings (if any) to the appropriate taxing authorities. Before mailing any checks, the Settlement Administrator must update the recipients’ mailing addresses using the National Change of Address Database.
- 10.5 Uncashed Class Payments. In the event that a Class Member Payment check as calculated set forth in Paragraph 5 is not cashed within 180 calendar days from the date initially mailed by the Settlement Administrator, such funds shall escheat to the State and shall be sent by the Settlement Administrator to the State Controller’s Office, Unclaimed Property Division, thereby leaving no “unpaid residue” subject to the requirements of California Code of Civil Procedure Section 384, subd. (b). In such event, release of Released Claims will remain binding upon the affected Settlement Class Member. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Settlement Administrator will cancel all checks not cashed by the void date.
- 10.6 Returned Checks. With respect to those Settlement Class Members whose checks are undelivered without USPS forwarding address, the Settlement Administrator must investigate and search for their 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 with Settlement Class Members. Within 7 days of receiving a returned check the Settlement Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the steps provided above. The Settlement Administrator need not take further steps to deliver checks to Class Settlement Members whose re-mailed checks are returned as undelivered. The Settlement Administrator shall promptly send a replacement check to any

Settlement Class Member whose original check was lost or misplaced, requested by the Settlement Class Member prior to the void date, unless the Settlement Class Member's check has already been cashed.

11. Tax Treatment.

- 11.1 Tax Treatment of Claimed Portion of Settlement Payments. One-third (1/3) of the NSA attributable to the Class settlement award will be allocated to the settlement of disputed claims for wages, and two-thirds (2/3) of the NSA attributable to the Class Settlement Award will be allocated to the settlement of disputed non-wage claims – i.e. penalties and interest. The Settlement Administrator will issue to Settlement Class Members a form W-2 for all amounts attributable to disputed wage claims, making all deductions and withholdings required by law and a form 1099 for all amounts attributable to disputed non-wage claims. The Settlement Administrator will issue to the PAGA Members a form 1099 for all amounts attributable PAGA Payments. Settlement Class Members and PAGA Members shall assume full responsibility and liability for the payment of taxes due on payment amounts allocated to the settlement of disputed non-wage claims and PAGA payments.
- 11.2 Tax Treatment of Class Representative Service Award. Plaintiff will receive an IRS Form 1099 for his individual Service Award, and will be responsible for payment of any taxes owing on said amount. Plaintiff shall assume full responsibility and liability for the payment of taxes due on such Service Award
- 11.3 Tax Treatment of Attorneys' Fees And Cost Award. Class Counsel will receive an IRS Form 1099 for any amount awarded to Class Counsel in the Class Counsel Fees or Costs Awards and will be responsible for payment of any taxes owing on said amounts. Class Counsel shall assume full responsibility and liability for the payment of taxes due on such amounts.
- 11.4 No Tax Advice. Plaintiff and Class Counsel acknowledge that Defendants are not giving any tax advice in connection with the Settlement or any payments to be made pursuant to this Settlement. Each Settlement Class Member and PAGA Member agrees to indemnify, and hold harmless Defendants and their counsel, from any liability for taxes, fees, costs, or assessments resulting from his or her failure to timely pay his or her share of taxes, interest, fees, or penalties owed.

12. Resolution of Disputes Relating to Amounts Owed to a Settlement Class Member.

If a Settlement Class Member timely disputes the number of Workweeks listed on the Class Settlement Notice, the Settlement Administrator will review any documentation provided by the Settlement Class Member, as well as records for the Settlement Class Member provided by Defendants, to determine whether there was an error in the number of Workweeks calculated, and adjust any payment to be allocated if necessary. In the absence of definitive documentation provided by the Settlement Class Member, the Settlement Administrator's Workweek calculation based on the Class Data as defined in paragraph 14.2.1 below, shall be determinative for purposes of calculating the number of Workweeks during the Class Period, and number of pay periods during the PAGA Period.

13. Releases.

Upon full payment by Defendants of the GSA to the Settlement Administrator, and in exchange for the consideration set forth in this Settlement Agreement, Plaintiff, the Settlement Class Members, and PAGA Members agree to release those claims set forth herein as applicable.

- 13.1 Release by Settlement Class Members: All Settlement Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from any and all claims, debts, liabilities, demands, obligations, penalties, premium pay, guarantees, costs, expenses, attorney's fees, damages, restitution, actions or causes of action of whatever kind or nature, contingent or accrued, and irrespective of theory of recovery, that were or could have been brought based on the facts or claims alleged in any version of the complaints filed in the Action or PAGA Notices, arising during the Class Period, except for claims for PAGA penalties which are separately released herein below. The released claims include, but are not limited to, claims for failure to pay sick time pay at the correct rate, failure to provide meal periods, failure to authorize and permit rest periods, short/late meal and rest periods, failure to relieve of all duties during meal and rest periods, failure to pay or properly compensate meal or rest break premiums, failure to furnish accurate wage statements, failure to pay final wages upon separation of employment, claims related to payment of wages based on failure to properly calculate the regular rate of pay, failure to reimburse business expenses, claims derivative and/or related to these claims, liquidated damages, conversion of wages, and claims under the UCL (Business and Professions Code Section 17200 et seq.) arising from the Labor Code violations released herein. This release excludes claims brought against Constellation Brands U.S. Operations, Inc. by the putative class in the pending

action of *Gregoria Cruz v. Constellation Brands U.S. Operations*, pending in the California Superior Court, County of San Joaquin, Case No. STK-CV-UDE-2022-5208.

- 13.2 Release by PAGA Members: All PAGA Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns and the State of California are deemed to release, the Released Parties from all claims for penalties under PAGA during the PAGA Period that were or could have been alleged in the Action based on the facts or claims alleged in any version of the complaint or enumerated in the LWDA Letter irrespective of the underlying theory of recovery supporting the claim for PAGA penalties. This release excludes claims brought against Constellation Brands U.S. Operations, Inc. by the putative class in the pending action of *Georgia Cruz v. Constellation Brands U.S. Operations*, pending in the California Superior Court, County of San Joaquin, Case No. STK-CV-UDE-2022-5208.
- 13.3 In addition to the foregoing releases, Plaintiff agrees to a general release of all claims, known or unknown, in favor of Defendants and the Released Parties. This general release will include a waiver of rights under section 1542 of the California Civil Code. Plaintiff makes this release understanding the significance of this waiver. Section 1542 provides:
- “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.”
- 13.4 Plaintiff warrants and represents that he has not assigned or, transferred, to any person or entity any of Plaintiff’s Released Claims or any rights, claims, or causes of action arising out of Plaintiffs’ Released Claims. In addition, Plaintiff shall defend, hold harmless, and indemnify the Released Parties, or any of them, from and against any claims, damages, litigation, causes of action, and expenses, including reasonable attorneys’ fees, resulting from any breach by Plaintiff of this warranty and representation, or any breach by Plaintiff of his release of Plaintiff’s Released Claims.

13.5 Prohibition on Subsequent Assertion of Released Claims. Plaintiff, to the fullest extent allowed by law, is prohibited from asserting a Plaintiff's Released Claims, and from commencing, joining in, or voluntarily assisting in a lawsuit or adversary proceeding against the Released Parties, based on Plaintiff's Released Claims. Excluded from this prohibition are any instances where any individual is legally compelled to testify through service of a subpoena or other process. Settlement Class Members, to the fullest extent allowed by law, are prohibited from asserting a Released Claim, and from commencing, joining in, or voluntarily assisting in a lawsuit or adversary proceeding against the Released Parties, based on Released Claims. Excluded from this prohibition are any instances where any individual is legally compelled to testify through service of a subpoena or other process. The State of California and PAGA Members, to the fullest extent allowed by law, are prohibited from asserting a Released Claim, and from commencing, joining in, or voluntarily assisting in a lawsuit or adversary proceeding against the Released Parties, based on the Released PAGA Claims. Excluded from this prohibition are any instances where any individual is legally compelled to testify through service of a subpoena or other process.

14. **Class Settlement Notice and Claims Administration.**

14.1 Engagement of Settlement Administrator. The Parties agree to Atticus Administration as the Settlement Administrator to perform the notice and other settlement claims administration functions set forth below.

14.1.1 The Settlement Administrator shall provide Defendants' counsel and Class Counsel with weekly summary reports, including the total number of Class Settlement Notices that were returned as undeliverable, the total number of objections and requests to opt out of the settlement, and the amounts not claimed by Class Members as a result of the submission of timely and valid requests to opt out of the settlement, if any, and/or any uncashed or undeliverable Settlement Checks. The Settlement Administrator shall maintain records of its work, which shall be available for inspection upon request by Defendants' counsel or Class Counsel.

14.1.2 The Administrator will promptly review on a rolling basis opt-out requests to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting opt-out requests, the Settlement Administrator shall email a list to Class Counsel and Defendants' Counsel containing (a) the

names and other identifying information of Class Members who have timely submitted valid opt-out requests ("Exclusion List"); (b) the names and other identifying information of Class Members who have submitted invalid opt-out requests; (c) copies of all opt-out requests from Settlement submitted (whether valid or invalid).

14.1.3 Not later than 14 days before the date by which Plaintiff is required to file his Motion for Final Approval, the Settlement Administrator will provide to Class Counsel and Defendants' Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Settlement Notice, the Class Settlement Notices returned as undelivered, the re-mailing of Class Settlement Notices, attempts to locate Class Members, the total number of opt-out requests from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Settlement 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.

14.1.4 Within 10 days after the Settlement Administrator disburses all funds in the GSA, the Settlement Administrator will provide Class Counsel and Defendants' Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline set by the Court, the Settlement 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.

14.2 Identification of Class Members.

14.2.1 Within ten (10) business days of the entry of the Preliminary Approval Order, Defendants shall provide the Settlement Administrator with the following class data, to the extent that it possesses the information.

- (1) the names, last known addresses, and last known telephone numbers of each Class Member;

- (2) start and end dates of employment for each Class Member for the Settlement Administrator to calculate the number of Workweeks worked by each Class Member during the Class Period and number of pay periods worked by each PAGA Member during the PAGA Period;

14.2.1.2 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 Settlement Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendants have a continuing duty to immediately notify Class Counsel if they discover 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 Defendants must send the Class Data to the Settlement 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.

14.2.2 Upon its receipt of the Class Data, the Settlement Administrator shall access the National Change of Address ("NCOA") Database, and update the addresses.

14.2.3 No later than 3 business days after receipt of the Class Data, the Settlement Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and pay periods in the Class Data.

14.2.4 The Settlement Administrator shall provide the Notice Packet by first class mail, forwarding requested, to the Class Members at the addresses identified through the process described above. This mailing shall occur no later than ten calendar days after receipt of the Class Data. The first page of the Class Settlement Notice shall estimate the dollar amounts of any Class Member Payment and/or PAGA Member Payment payable to the Settlement Class Member, and the number of Workweeks and pay periods (if applicable) used to calculate these amounts.

- 14.2.5 As to any Class Member Settlement Notices that are returned as undeliverable within 30 calendar days after the date of the initial mailing or where the NCOA Database indicates that the last known address of any Class Member is invalid or otherwise undeliverable, the Settlement Administrator shall perform one-skip trace procedure. Such skip-trace procedure shall be performed within two business days of the date on which the Settlement Administrator is informed that a Notice Packet is undeliverable. If this procedure reveals a new address, the Settlement Administrator shall within five business days thereafter re-mail the Notice Packet to the new address.
- 14.2.6 If Defendants and the Settlement Administrator determine, based upon further review of available data, that a person previously identified as being a Class Member or PAGA Member should not be so included or identify a person who should have been included as a Class Member or a PAGA Member but was not so included, Defendants and the Settlement Administrator shall promptly delete or add such person as appropriate and immediately notify Class Counsel prior to such deletions or additions (and the reasons therefore).
- 14.2.7 If the Settlement Administrator, Defendants or Class Counsel is 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 in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Settlement Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.
- 14.2.8 Other than the obligations set forth in this Settlement Agreement, Defendants shall have no additional obligation to identify or locate any Class Member or PAGA Member or have any liability in connection with the provision of information to the Settlement Administrator or otherwise.

14.3 Class Settlement Notice and Notification of Workweeks & Pay Periods.

14.3.1 Class Settlement Notice for Persons Identified as Class Members. The Class Settlement Notice shall be a pre-printed notice, in substantially the form attached hereto as **Exhibit A** and to be approved by the Court. In addition to other information contained on the Class Settlement Notice, the Class Settlement Notice shall state: (1) the number of Workweeks that the Class Member worked in California during the Class Period; (2) and the number of pay periods that the PAGA Member worked in California during the PAGA Period. The Workweeks and pay periods shall be determined according to Defendants' records. The Class Settlement Notice also shall include an estimate of the Class Member's individual Class Member Payment and an explanation of the pro rata distribution formula.

14.3.2 A Class Member may challenge the Workweeks or pay periods by communicating with the Settlement Administrator via fax, email or mail. The Settlement Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Settlement Administrator is entitled to presume that the Workweeks or pay periods contained in the Class Notice are correct so long as they are consistent with the Class Data. The Parties are entitled to respond to a Class Member's challenge and submit documentation or information supporting their view of the Workweeks or pay periods worked by the Class Member. The Settlement Administrator's determination of each Class Member's allocation of Workweeks or pay periods shall be final and not appealable or otherwise susceptible to challenge. The Settlement Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or pay periods to Defense Counsel and Class Counsel and the Settlement Administrator's determination of the challenges.

15. **Objections to the Settlement.**

Any Class Member who does not submit a valid and timely request to opt out of the settlement (i.e., a Settlement Class Member) may object to the Settlement. Any Settlement Class Member who wishes to object to the Settlement must submit a written objection, by fax, email, or mail to the Settlement Administrator no later than the Response Deadline. The objection must include the case name and number and must set forth, in clear and concise terms, a statement of the reasons why the

objector believes that the Court should find that the Settlement is not in the best interest of the Class Members and the reasons why the Settlement should not be approved, including the legal and factual arguments supporting the objection. The Settlement Administrator will promptly serve copies of any objection or notice of intention to appear on Class Counsel and Defense Counsel. Settlement Class Members shall be entitled to appear and/or object at the Final Approval Hearing regardless of whether they have submitted a timely written objection and notice of intention to appear pursuant to this Section. Settlement Class Members may appear at the Final Approval Hearing, either in person or through a lawyer retained at their own expense.

16. Right to Opt Out.

- 16.1 Class Members who do not timely opt out of the Settlement will be deemed to participate in the Settlement and shall become a Settlement Class Member without having to submit a claim form or take any other action. In order to opt out of the Settlement, the Class Member must timely submit by fax, email, or mail, an opt-out request to the Settlement Administrator by the Response Deadline. If by mail the Opt Out must be post marked by the Response Deadline to be timely. The opt-out request should state the Class Member's name, address, telephone number, and signature. However, the Settlement Administrator may not reject an opt-out request as invalid because it fails to contain all the information specified in the Class Settlement Notice. The Settlement Administrator shall accept any opt-out request as valid if the Settlement Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Settlement Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Settlement Administrator has reason to question the authenticity of an opt-out request, the Settlement Administrator may demand additional proof of the Class Member's identity. The Settlement Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.
- 16.2 Any opt-out request that is not postmarked by the Response Deadline will be invalid. In the event that, prior to the Response Deadline, any Class Settlement Notice mailed to a Class Member is returned as having been undelivered by the U.S. Postal Service, the Settlement Administrator shall perform a skip trace search and seek an address correction for such Class Member(s), and a second Class Settlement Notice will be sent to any new or different address obtained. Class Members who received a re-mailed Class Settlement Member Notices shall have their Response Deadline extended fifteen (15) days from the original Response Deadline. Class Members who opt out of the Settlement pursuant to the terms of this

Agreement shall not be permitted to object to the Settlement or appeal and shall not receive any Class Member Payment from the Net Settlement Amount. Class Member Payments for those Class Members who opt out of the Settlement shall be added to the Net Settlement Amount and distributed to the Settlement Class Members. Class Members who opt out also shall not be bound by the Class Release provisions in this Agreement or the Final Approval Order. However, PAGA Members cannot opt out of the Release by PAGA Members, and will be bound by that release, regardless of whether they opt out of the Release By Settlement Class Members. Each Class Member who does not opt out of the Settlement shall remain qualified to receive a Class Member Payment and shall be subject to being bound by the applicable Released Class Claims provisions in this Agreement and the Final Approval Order, regardless of whether the Class Member actually receives the Class Settlement Notice or objects to the Settlement.

- 16.3 Except for persons who elect to opt out of the Class in the manner and within the time limits specified above and in the Class Settlement Notice, all Class Members shall be deemed to be within the Class for all purposes under this Settlement Agreement, shall be bound by the terms and conditions of this Settlement Agreement (including the release provisions in Paragraph 13), including all orders issued pursuant thereto, and shall be deemed to have waived all unstated objections and unstated opposition to the fairness, reasonableness, and adequacy of this Settlement Agreement, and any of its terms. PAGA Members do not have the right to opt out of the portion of the Agreement that applies to the PAGA Member Payment or the Released PAGA Claims.
- 16.4 If the Settlement Agreement is given final approval and the Effective Date occurs, it shall operate as a full, complete, and final release of all Plaintiffs' Released Claims, and all Released Class Claims and Released PAGA Claims and as an effective covenant not to sue.

17. Application for Preliminary Approval Order.

After the Parties' execution of this Agreement, Plaintiffs shall file for preliminary approval of the proposed Settlement, requesting a Preliminary Approval Order that contains the following provisions:

- (1) preliminarily approving the Settlement Agreement and its terms;
- (2) approving the form of the Class Settlement Notice, and finding that the proposed method of disseminating the Class Settlement Notice

meets the requirements of due process and is the best notice practicable under the circumstances;

- (3) establishing the procedures and the deadline by which Class Members may assert objections to the Settlement or opt out of the Settlement;
- (4) establishing a deadline to submit papers/briefing in response to any objections and for Plaintiffs to submit papers/briefing in support of final approval of the Settlement Agreement including the Service Awards for the Class Representatives and the Class Counsel Fees and Costs Award;
- (5) appointing Class Counsel, the Settlement Administrator, and the Class Representatives; and
- (6) setting a date for the Fairness Hearing.

Counsel for Defendants will be given an opportunity to comment on said motion prior to filing, and such comments shall be implemented to the extent they are deemed reasonable by Plaintiff and Class Counsel.

18. Final Approval Order and Judgment.

If the Settlement shall be finally approved by the Court following the Fairness Hearing, the Parties hereto shall jointly request that the Court enter a Final Approval Order and Judgment, which includes the following provisions:

- (1) confirming certification of the Settlement Class for settlement purposes;
- (2) finding that the dissemination of the Class Settlement Notice, in the form and manner ordered by the Court was accomplished as directed, and met the requirements of due process; and
- (3) finally approving the Settlement Agreement and the Settlement as fair, reasonable and adequate and directing consummation of the Settlement in accordance with its terms and provisions, including the terms of the Settlement Agreement that pertain to the PAGA Amount and the Released PAGA Claims.

The Judgment shall include the following provisions:

- (1) directing the Parties to implement the terms of the Settlement Agreement;

- (2) releasing and discharging the Released Parties from any and all liability with respect to the Plaintiff's Released Claims as hereinabove provided, except for full payment of the GSA;
- (3) releasing and discharging the Released Parties from any and all liability with respect to the Released Class Claims and Released PAGA Claims as hereinabove provided;
- (4) resolving and settling all of Plaintiff's Released Claims as hereinabove provided, with the release precluding him from instituting, commencing, directly or indirectly, as an individual or collectively, representatively, derivatively, or on behalf of themselves, or in any other capacity of any kind whatsoever, any action in this Court, any other or federal state court, or any arbitration or mediation proceeding or any other similar proceeding, against any Released Party that asserts any claims that are Plaintiff's Released Claims under the terms of the Settlement;
- (5) resolving and settling all the Released Class Claims by all Settlement Class Members as hereinabove provided, with the release precluding them from instituting, commencing, or continuing to prosecute, directly or indirectly, as an individual or collectively, representatively, derivatively, or on behalf of himself or herself, or in any other capacity of any kind whatsoever, any action in this Court, any other state or federal court, or any arbitration or mediation proceeding or any other similar proceeding, against any Released Party that asserts any claims that are Released Class Claims under the terms of the Settlement.
- (6) resolving and settling all the Released PAGA Claims by the State of California and all PAGA Members as hereinabove provided, with the release precluding them from instituting, commencing, or continuing to prosecute, directly or indirectly, as an individual or collectively, representatively, derivatively, or on behalf of himself or herself, or in any other capacity of any kind whatsoever, any action in this Court, any other state or federal court, or any arbitration or mediation proceeding or any other similar proceeding, against any Released Party that asserts any claims that are Released PAGA Claims under the terms of the Settlement;
- (7) awarding the Service Award to the Class Representative, Class Counsel Fees and Costs Award to Class Counsel, and Settlement Administration Costs to the Settlement Administrator, as determined by the Court;
- (8) approving the PAGA Member Payment and the Released PAGA Claims;

- (9) reserving continuing and exclusive jurisdiction over all matters related to the administration and consummation of the terms of this Settlement and enforcement of the Judgment; and
- (10) dismissing the Action with prejudice.

20. Effect of Settlement Not Being Final.

In the event that the Settlement does not become Final then the Settlement Agreement shall become null and void, and all negotiations, proceedings, and statements relating thereto shall be without prejudice as to the rights of any and all Parties hereto, and all Parties and their respective predecessors and successors shall be deemed to have reverted to their respective positions in the Action as of the date and time immediately prior to the execution of this Settlement Agreement, and shall retain all rights to make all arguments regarding the merits of the claims and the appropriateness of the case for class and/or representative action treatment. 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 to the Settlement, then this entire Settlement Agreement will be, at the Parties' discretion, voidable and unenforceable.

21. Tolerance of Requests to Opt Out.

Notwithstanding any other provision of this Settlement Agreement, Defendants shall retain the right, in the exercise of their sole discretion, to nullify the Settlement within 15 calendar days after expiration of the Response Deadline if more than five percent (5%) of Class Members choose to validly and timely request to opt out of this Settlement. The Parties agree that, if Defendants withdraw, the Settlement shall be void *ab initio*, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Settlement Agreement; provided, however, the withdrawing Defendants will remain responsible for paying all Settlement Administration Costs incurred to that point.

22. No Admissions.

The Parties understand and agree that this Settlement Agreement is the result of a good faith compromise settlement of disputed claims, and no part of this Settlement Agreement or any conduct or written or oral statements made in connection with this Settlement and this Settlement Agreement, whether or not the Settlement is finally approved and/or consummated, may be offered as or construed to be an admission or concession of any kind by Defendants, or any of the Class Members, Released Parties, or Plaintiff. This Settlement and this Settlement Agreement shall not constitute an admission on behalf of Defendants of any form of liability or the accuracy of any allegation made by Plaintiffs or Class Counsel.

23. Waiver of Right to Appeal.

Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees and Costs Award reflected set forth in this Settlement, the Parties, their respective counsel, and all Settlement Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If the Judgment is appealed, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final.

24. 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.

25. Avoidance of Undue Publicity.

The Parties and their counsel agree that they will not issue any press releases, initiate any contact with the press, respond to any press inquiry or have any communication with the press about the fact, amount or terms of the settlement. If counsel for any party receives an inquiry about the Settlement from the media, counsel may respond only after the motion for preliminary approval has been filed and only by confirming the accurate terms of the Settlement. Class Counsel agrees not to identify Defendants in any way in any website, blog, article, or social media. Nothing in this provision shall prevent Defendants from making any required disclosure or Class Counsel from referencing the Settlement in adequacy filings. Neither Plaintiff nor Class Counsel will publicize the Settlement in any way, except that nothing in this Settlement Agreement shall preclude Class Counsel from communicating with members of the Settlement Class about the Agreement or in submitting filings with the Court or the LWDA in furtherance of obtaining approval of the Settlement. Nor shall anything herein restrict Class Counsel from including publicly available information regarding this Settlement in future judicial submissions regarding Class Counsel's qualifications and experience or otherwise allowing the Judgment to become known to Class Members.

26. Extensions of Time.

Without further order of the Court, the Parties hereto may agree in writing to reasonable extensions of time to carry out any of the provisions of the Settlement.

27. Construction.

This Settlement Agreement was entered into after substantial good faith, arms-length negotiations between the Parties' counsel. This Settlement Agreement has been entered into without any coercion and under no duress. The Parties acknowledge and agree that all Parties had an equal hand in drafting this Settlement Agreement so that it shall not be deemed to have been prepared or drafted by one party or another.

28. Good Faith.

The Parties to this Settlement Agreement agree that it reflects their good faith compromise of the claims raised in the Action, or those that could have been raised in the Action, based upon their assessment of the mutual risks and costs of further litigation and the assessments of their respective counsel. The Parties to this Settlement Agreement pledge their good faith and fair dealing in supporting the approval of this Settlement by the Court, are represented by competent counsel, and have had an opportunity to consult with counsel prior to execution of this Settlement Agreement.

29. Due Authority of Attorneys.

Each of the attorneys executing this Settlement Agreement on behalf of one or more Parties hereto warrants and represents that he or she has been duly authorized and empowered to execute this Settlement Agreement on behalf of each such respective Party and to bind them to the terms hereof.

30. Entire Agreement.

This Settlement Agreement (including all Exhibits hereto) sets forth the entire agreement of the Parties with respect to its subject matter and supersedes any and all other prior agreements and all negotiations leading up to the execution of this Settlement Agreement, whether oral or written, regarding the subjects covered herein. The Parties acknowledge that no representations, inducements, warranties, promises, or statements relating to the subjects covered herein, oral or otherwise, have been made by any of the Parties which are not embodied or incorporated by reference herein.

31. Modification or Amendment.

This Settlement Agreement may not be modified or amended except in a writing signed by all signatories hereto or their successors in interest.

32. Successors.

This Settlement Agreement shall be binding upon and inure to the benefit of the Parties hereto and their respective heirs, executors, administrators, successors

and assigns, and upon any corporation, partnership or other entity into or with which any Party hereto may merge, combine or consolidate.

33. Counterparts.

This Settlement Agreement may be executed in counterparts, by facsimile or electronically, each of which shall be deemed an original, and all of which together shall constitute one and the same instrument.

34. Waivers.

The waiver by any Party of any breach of this Settlement Agreement shall not be deemed or construed as a waiver of any other breach, whether prior, subsequent, or contemporaneous, of this Settlement Agreement.

35. Governing Law.

This Settlement Agreement shall be governed by and construed, enforced, and administered in accordance with the internal laws of the State of California.

36. Headings.

The headings contained in this Settlement Agreement are for convenience and reference purposes only, and shall not be given weight in its construction.

37. Continuing Jurisdiction.

The Court in which the Parties will seek approval of the Settlement shall retain continuing jurisdiction over the Action to ensure the continuing implementation and enforcement of the provisions of this Settlement Agreement under applicable law, including, but not limited to, California Code of Civil section 664.6.

38. Notices.

Any notices, requests, demands, or other communications required or permitted to be given pursuant to this Settlement Agreement, other than notice to the Class or Class Members, shall be in writing and mailed or emailed as follows: (1) to Class Representative, the Class, and Class Counsel to the attention of Jean-Claude Lapuyade, JCL Law Firm, APC, 5440 Morehouse Drive, Suite 3600, (619) 599-8292, jlapuyade@jcl-lawfirm.com, and Shani O. Zakay, Zakay Law Group, APLC, 5440 Morehouse Drive, Suite 3600, (619) 255-9407, shani@zakaylaw.com; or any alternative address provided, (2) to Defendants and counsel for Defendants, to the attention of Andrew M. Paley, Seyfarth Shaw LLP, 2029 Century Park East, Suite 3500, Los Angeles, California 90067-3021, (310) 277-7200, apaley@seyfarth.com or any alternative address provided.

IN WITNESS WHEREOF, this Settlement Agreement has been duly executed by and on behalf of the Parties, as follows:

Dated: October 12, 2023

By: 
Michael Hillstrom
On behalf of himself, as Plaintiff, and the Class, and as a private attorney general on behalf of the State of California

Dated: _____, 2023

By: _____
Constellation Brands, Inc.

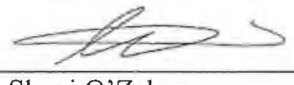
Dated: _____, 2023

By: _____
TPWC, Inc.

Dated: October 12, 2023

By: 
Jean-Claude Lapuyade
JCL Law Firm, APC
Counsel for Plaintiff Michael Hillstrom

Dated: October 12, 2023

By: 
Shani O'Zakay
Zakay Law Group, APLC
Counsel for Plaintiff Michael Hillstrom

Dated: _____, 2023

By: 
Andrew Paley
Counsel for Defendants Constellation Brands, Inc., TPWC, Inc.

IN WITNESS WHEREOF, this Settlement Agreement has been duly executed by and on behalf of the Parties, as follows:

Dated: _____, 2023

By: _____
Michael Hillstrom
On behalf of himself, as Plaintiff, and the
Class, and as a private attorney general on
behalf of the State of California

Dated: 10/03/2023, 2023

By:  _____
Jim Bourdeau (Oct 3, 2023 21:41 CDT)
Constellation Brands, Inc.
Jim Bourdeau
Chief Legal Officer

Dated: 10/03/2023, 2023

By:  _____
Jim Bourdeau (Oct 3, 2023 21:41 CDT)
TPWC, Inc.
Jim Bourdeau
Director

Dated: _____, 2023

By: _____
Jean-Claude Lapuyade
JCL Law Firm, APC
Counsel for Plaintiff Michael
Hillstrom

Dated: _____, 2023

By: _____
Shani O'Zakay
Zakay Law Group, APLC
Counsel for Plaintiff Michael
Hillstrom

Dated: _____, 2023

By: _____
Andrew Paley
Counsel for Defendants
Constellation Brands, Inc., TPWC,
Inc.

EXHIBIT A

EXHIBIT A

NOTICE OF SETTLEMENT OF CLASS ACTION AND FINAL APPROVAL HEARING

Michael Hillstrom v. Constellation Brands, Inc., TPWC, Inc.
Superior Court of the State California, County of Napa
Case No. 22CV000006

*The Superior Court for the State of California authorized this Notice. Read it carefully!
It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.*

To: All individuals all current and former non-exempt employees of Constellation Brands, Inc. and TPWC, Inc. in the State of California at any time between January 3, 2018 through July 27, 2023, 2023 ("Class Period") (the "Class"):

THIS NOTICE is of a proposed Settlement of a class action lawsuit, and an announcement of a court hearing regarding the fairness of the Settlement that you may choose to attend. Your rights may be affected by the legal proceedings in this action. The Court will conduct a hearing on **INSERT DATE to address whether the proposed Settlement should be approved ("Final Approval Hearing"). You may be entitled to receive a payment under the terms of this class action settlement contained in the Settlement Agreement.**

[Name of Class Member],

You have been identified as a Class Member in the above lawsuit. Under the terms of the proposed Settlement you are estimated to receive approximately **\$INSERT AMOUNT** as your share of the Settlement should the Court grant the Settlement in full. Please note that this is only an estimate. Your actual share of the Settlement may be more or less than this estimate. The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendants to fund individual Class Member Payments, and (2) a PAGA Settlement requiring Defendants to fund Individual PAGA Member Payments and make a payment to the to the California Labor and Workforce Development Agency ("LWDA").

Based on Defendants' records, and the Parties' current assumptions, **your Individual Class Member Payment is estimated to be \$INSERT AMOUNT and your Individual PAGA Member Payment is estimated to be \$INSERT AMOUNT** The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Member Payment, then according to Defendants' records you are not eligible for an Individual PAGA Member Payment under the Settlement because you didn't work during the PAGA Period.)

The above estimates are based on Defendants' records that: (1) you worked approximately **[number of workweeks]** workweeks between January 3, 2018 and July 27, 2023, in the State of California; and (2) you worked approximately **[number of pay periods]** pay periods between October 30, 2020 through July 27, 2023 in the State of California. If you dispute the total number of workweeks or pay periods set forth above, you must set forth the information that you believe is correct to Atticus Administration not later than **INSERT DEADLINE**. You need to support your challenge by sending copies of pay stubs or other records. The Settlement Administrator will accept Defendant's calculation of workweeks and/or pay periods based on Defendants' records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Settlement Administrator will resolve number of workweeks and pay periods challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Settlement Class Members) and Defendants' Counsel. The Settlement Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

Your eligibility requirements for receiving payments are described below.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT (SEE SECTION VIII FOR MORE DETAILS)	
You Don't Have to Do Anything to Participate in the Settlement	Receive a settlement payment and give up your right to sue on the Released Claims described in Section IV. This Settlement does not require a claims process to receive a payment. Therefore, there is <u>no</u> claim form for you to complete should you wish to receive payment.
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is <u>INSERT DEADLINE</u>.	You may “opt out” of this Settlement, including any right to a settlement payment, except that, as discussed in more detail below, you will receive your share of the PAGA Member Payment, if any, regardless of whether you opt out of the Settlement. You must submit your opt-out notice, as described below, on or before <u>INSERT DEADLINE</u> . All Class Members who validly and timely opt out of the Settlement will not receive any settlement payment and will preserve Released Class Claims described in Section IV subject to applicable statutes of limitations, except as follows: Irrespective of whether a Class Member excludes themselves from the Settlement, if they are a PAGA Member, they shall be deemed to have released their Released PAGA Claims, and they will receive a share of the PAGA Member Payment.
Settlement Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by <u>INSERT DEADLINE</u>.	All Class Members who do not opt-out (“Settlement Class Members”) can object to any aspect of the proposed Settlement, except for the PAGA Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiffs, but every dollar paid to Class Counsel and Plaintiffs reduces the overall amount paid to Settlement Class Members. You can object to the amounts requested by Class Counsel or Plaintiffs if you think they are unreasonable. See Section VIII of this Notice.
You Can Participate in the <u>INSERT DEADLINE</u> Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on <u>INSERT DEADLINE</u> . You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Settlement Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section VIII of this Notice.

I. Why should I read this Notice?

The Parties have proposed to settle this class action lawsuit. You are a member of the Class. If the Court approves the proposed Settlement, your legal rights may be affected. This Notice, which has been approved by the Court, is only a summary. You may receive a copy of the Settlement Agreement, the Judgment or other Settlement documents by going to the Administrator’s website at or by contacting the Settlement Administrator or Class Counsel. You may also get more details by examining the Court’s file using the court’s website at <https://www.portal.napa.courts.ca.gov> and entering the Case No. 22CV000006 or you can also make an appointment to personally review court documents in the Clerk’s Office at the Napa Courthouse by calling (707) 299-1100. See Section X for further information.

II. What is this lawsuit about?

A lawsuit entitled *Michael Hillstrom v. Constellation Brands, Inc., TPWC, Inc. et al.*, is now pending in the Superior Court of the State California, County of Napa, Case No. 22CV000006. Plaintiff Michael Hillstrom (“Plaintiff” or “Class Representative”) has alleged claims against Constellation Brands Inc. and TPWC, Inc. (“Defendants”) for wage and hour violations under California law. Plaintiff brought this Action as a class action and Private Attorneys General Act (“PAGA”) enforcement action on behalf of himself and other similarly situated individuals employed by Defendants. Plaintiff asserts causes of action for: (1) unfair competition in violation of California Business & Professions Code §§ 17200 et seq; (2) failure to pay minimum wages in violation of California Labor Code §§ 1194, 1197 & 1197.1; (3) failure to pay overtime wages in violation of Labor Code §§ 510 et seq., (4) failure to provide required meal periods in violation of California Labor Code §§ 226.7 and 512 and the applicable IWC Wage Order; (5) failure to provide required rest period in violation of California Labor Code §§ 226.7 and 512 and the applicable IWC Wage Order, (6) failure to provide accurate itemized statements in violation of California Labor Code § 226, (7) failure to provide wages when due in violation of California Labor Code §§ 201, 202 and 203, (8) failure to reimburse employees for required expenses in violation of California Labor Code § 2802, (9) unpaid sick pay in violation of California Labor Code § 246, and (10) violation of the Private Attorneys General Act [Labor Code §§ 2698 et seq.] Plaintiff seeks monetary recovery on behalf of the Class and PAGA Members for the alleged violations, along with interest, costs and fees.

*Defendants contend that they have complied with all laws and deny the allegations Plaintiff is asserting in this Action. The Court has not formed any opinions concerning the merits of the Lawsuit, and the Court has not ruled for or against Plaintiff as to the merits of any of his individual or class or PAGA enforcement claims. The Court has determined only that there is sufficient evidence to suggest that the proposed Settlement might be fair, adequate, and reasonable and that any final determination of those issues will be made at the Final Approval Hearing. **You will not be retaliated against for electing to participate or not participate in the Settlement.***

So far, the Court has made no determination whether Defendants or Plaintiff are correct on the merits. In the meantime, Plaintiff and Defendants hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written Settlement Agreement and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendants have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendants do not admit any violations or concede the merit of any claims.

It is possible the Court will decline to grant Final Approval of the Settlement or decline enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendants have agreed that, in either case, the Settlement will be void. Defendants will not pay any money and Class Members will not release any claims against Defendants.

III. Who is covered by the class action lawsuit and the proposed Settlement?

A. The Class. On **INSERT DATE**, the Court granted preliminary approval of the Settlement and authorized this notice. The Court defined the “Class Members” as all current and former non-exempt employees of Defendants in the State of California at any time between January 3, 2018 through July 27, 2023 (“Class Period”). The Court also defined “PAGA Members” as all current and former non-exempt employees of Defendants in the State of California at any time between October 30, 2020 through the end of the Class Period (the “PAGA Period”)

B. The Effect of Membership in the Class. If you are a Class Member, unless you exclude yourself from (“opt out of”) the Settlement by following the procedures for exclusion that are set forth in this Notice, you will be considered a Settlement Class Member. Settlement Class Members are eligible to receive the benefits created by the proposed Settlement including a settlement payment based on their pro-rata share of the Net Settlement Amount and will be bound by the Settlement if it is approved by the Court. Persons who exclude themselves from the Class will not be bound by the Settlement and will not share in the Settlement proceeds but may pursue their own timely individual claims against Defendants subject to applicable statute of limitations, except as follows: Irrespective of whether a Class Member excludes themselves from the Settlement, if they are a PAGA Member, they shall be deemed to have released their Released PAGA Claims, and they will receive a share of the PAGA Member Payment.

IV. What are the terms of the Settlement?

The proposed Settlement was negotiated with Defendants by Plaintiffs and the attorneys for the Class (“Class Counsel”). Plaintiffs and Class Counsel believe that this Settlement is in the best interest of the members of the Settlement Class. As part of the proposed Settlement, the Parties have agreed to the following:

Monetary Amounts Under the Settlement

- Defendants shall provide, on a non-claims-made basis, monetary compensation in the maximum total amount of \$2,500,000 (the “Gross Settlement Amount” or “GSA”), less amounts awarded by the Court for Class Counsel Fees and Costs Award (i.e., attorneys’ fees and costs), Settlement Administration Costs, Service Awards to the Class Representatives, and amounts sent to the LWDA for payment of alleged PAGA penalties PAGA Amount for penalties under the PAGA (the “Net Settlement Amount” or “NSA”). Assuming the Court approves the maximum amounts sought to be deducted from the GSA, the NSA is estimated to be \$1,506,166.67, and the PAGA Member Payment will be \$25,000.
- The Settlement Administrator will calculate individual Class Members' pro-rata share of the NSA for their individual settlement payment. Each Class Member’s proportional share will be determined by dividing the number of weeks worked by the Class Member while working for Defendants in California during the period of January 3, 2018 through July 27, 2023 (the "Class Period") by all weeks worked by all Class Members while working for Defendants in California during the Class Period, multiplied by the NSA. PAGA Member’s pro-rata share of the PAGA Member Payment shall be determined by dividing the number of pay periods worked by the PAGA Member while working for Defendants during the period of October 30, 2020 through July 27, 2023 (the "PAGA Period") by all pay periods worked by all PAGA Members while working for Defendants in California during the PAGA Period, multiplied by the PAGA Member Payment.
- The number of workweeks and pay periods that Defendants shows you worked is listed on the first page of this Notice along with your estimated settlement share.
- Defendants, through the Settlement Administrator, shall pay the amounts awarded by the Court within 30 calendar days after the Effective Date of the Settlement Agreement. The Effective Date means the date the Court’s order approving the settlement and judgment thereon (“Judgment”) becomes final. For purposes of the Settlement Agreement, the Court’s Judgment “becomes final” upon the later of: (i) if no appeal is filed, the expiration date of the time for the filing or noticing of any appeal from, or other challenge to, the Court’s Judgment (i.e., 61 calendar days after notice of entry of the Court’s Judgment); (ii) if an appeal is filed, the date affirmance of an appeal of the Judgment becomes final; or (iii) if an appeal is filed, the date of final dismissal of any appeal from the Judgment or the final dismissal of any proceeding on review of any court of appeal decision relating to the Judgment.
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- Contemporaneous with requesting the Court approve in final the proposed Settlement, Class Counsel will apply to the Court for approval of all amounts sought in the Settlement as follows: (i) all payments to Settlement Class Members; (ii) Settlement Administration Costs which are estimated to not exceed \$13,000 for services associated with administering the Settlement; (iii) a payment of \$75,000 to the LWDA for settlement of the PAGA claims brought in this Action; (iv) a payment of \$25,000 to the PAGA Members; (v) a \$12,500 Service Award to Plaintiff for his service to the Class and his general release of claims; (vi) and an award of Class Counsel Fees in the amount of \$833,333.33 (equivalent to 33% of total Gross Settlement Amount) and Costs Award up to \$35,000 for out of pocket costs incurred by Class Counsel in prosecuting this Action.
- One-third of payments to Settlement Class Members will be allocated to settlement of disputed claims for wages, two-thirds of payments to Settlement Class Members will be allocated to settlement of disputed claims for penalties and interest. Although Plaintiff and Defendants have agreed to these allocations, neither side is giving you any advice on whether your payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.
- The front of every check issued for Individual Class Member Payments and Individual PAGA Member Payments will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name. If the monies represented by your check is sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

Released Claims

In exchange for the consideration set forth in this Settlement Agreement, Plaintiffs, the Settlement Class Members, and PAGA Members agree to release those claims set forth herein.

- **Settlement Class Members' Release.** After the Judgment is final, Settlement Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendants or related entities for claims covered by the Settlement Class Members' Release. If you are a PAGA Member, you will be bound by the PAGA Members' Release regardless of whether you opt out of the Settlement.

The Settlement Class Members will be bound by the following release:

All Settlement 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, debts, liabilities, demands, obligations, penalties, premium pay, guarantees, costs, expenses, attorney's fees, damages, actions or causes of action of whatever kind or nature, whether known or unknown, contingent or accrued, and irrespective of theory of recovery, that were or could have been brought based on the facts or claims alleged in any version of the complaints filed in the Action or letters submitted to the Labor and Workforce Development Agency ("LWDA") in connection with the Action, arising during the Class Period. The released claims include, but are not limited to, claims for any alleged failure to pay all wages due (including minimum wage and overtime wages), failure to pay vested vacation pay, failure to pay for all hours worked (including off-the clock work), failure to provide meal periods, failure to authorize and permit rest periods, short/late meal and rest periods, failure to relieve of all duties during meal and rest periods, failure

to pay or properly compensate meal or rest break premiums, failure to reimburse for business-related expenses, failure to furnish accurate wage statements, record keeping violations, failure to pay wages timely during employment, failure to pay final wages upon separation of employment, claims related to pre and post-shift work, failure to properly calculate the regular rate of pay, claims derivative and/or related to these claims, liquidated damages, and conversion of wages. This release excludes claims brought against Constellation Brands U.S. Operations, Inc. by the putative class in the pending action of *Gregoria Cruz v. Constellation Brands U.S. Operations, Inc.*, pending in the California Superior Court, County of San Joaquin, Case No. STK-CV-UDE-2022-5208.

- **PAGA Members' Release.** After the Court's judgment is final, and Defendants have paid the Gross Settlement, all PAGA Members will be barred from asserting PAGA claims against Defendants, whether or not they exclude themselves from the Settlement. This means that all PAGA Members, including those who are Settlements Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendants or their related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The PAGA Members' Releases for Participating and Non-Participating Class Members are as follows:

All PAGA Members 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 debts, liabilities, demands, obligations, penalties, premium pay, guarantees, costs, expenses, attorney's fees, damages, actions or causes of action of whatever kind or nature, whether known or unknown, contingent or accrued, and irrespective of theory of recovery for PAGA penalties that were alleged, or reasonably could have been alleged during the PAGA Period, based on the facts stated in the Operative Complaint, the PAGA Notices, or ascertained in the course of the Action, irrespective of the theory of recovery, including, but not limited to, claims for any alleged failure to pay all wages due (including minimum wage and overtime wages), failure to pay vested vacation pay, failure to pay for all hours worked (including off-the clock work), failure to provide meal periods, failure to authorize and permit rest periods, short/late meal and rest periods, failure to relieve of all duties during meal and rest periods, failure to pay or properly compensate meal or rest break premiums, failure to reimburse for business-related expenses, failure to furnish accurate wage statements, record keeping violations, failure to pay wages timely during employment, failure to pay final wages upon separation of employment, claims related to pre and post-shift work, failure to properly calculate the regular rate of pay, claims derivative and/or related to these claims, liquidated damages, and conversion of wages. This release excludes claims for PAGA violations brought against Constellation Brands U.S. Operations, Inc. by the putative class in the pending action of *Gregoria Cruz v. Constellation Brands U.S. Operations, Inc.*, pending in the California Superior Court, County of San Joaquin, Case No. STK-CV-UDE-2022-5208.

“Released Parties” means: Defendants Constellation Brands, Inc., TPWC, Inc., and their predecessors, successors, subsidiaries, parent companies, other corporate affiliates, and assigns, and all of its owners, shareholders, members, officers, directors, employees, agents, servants, registered representatives, attorneys, insurers, successors and assigns, and any other persons acting by, through, under or in concert with any of them. Released Parties excludes claims brought against Constellation Brands U.S. Operations, Inc. by the putative class in the pending action of *Gregoria Cruz v. Constellation Brands U.S. Operations, Inc.*, pending in the California Superior Court, County of San Joaquin, Case No. STK-CV-UDE-2022-5208.

- If you do **NOT** exclude yourself from the Class by following the procedures set forth in this Notice and the Court approves the proposed Settlement, you will be deemed to have entered into the release of Released Claims in the Settlement Agreement. If you are also a PAGA Member, regardless of whether you opt out of the Settlement, you will release the Released PAGA Claims and will receive a share of the PAGA Member Payment.

V. How do I receive a payment?

Any Class Member who wishes to be considered for any payment under this Settlement does not need to do anything. If you do not elect to exclude yourself from the Settlement and are deemed an eligible Class member, you will receive a payment should the Settlement become Final. If you are a member of the Class and you move or change your address, and you want to receive your settlement check at your new address, you must send a notice of your change of address to Atticus Administration LLC, 1250 Northland Drive Suite 240, Mendota Heights, MN 55120 or contact the Settlement Administrator by phone at 1-844-728-8428.

VI. Who represents the Class?

The Court has designated Plaintiff Michael Hillstrom to serve as Class Representative in this lawsuit. The attorneys and law firm that serve as Class Counsel are JCL Law Firm, APC and Zakay Law Group, APLC. Class Counsel can be reached as follows: Jean-Claude Lapuyade, (619) 599-8292, jlapuyade@jcl-lawfirm.com; Shani O. Zakay, (619) 255-9047, shani@zakaylaw.com.

VII. What are the reasons for the Settlement?

Plaintiff and Class Counsel agreed to enter into this proposed Settlement after weighing the risks and benefits to the Class of this Settlement compared with those of continuing the litigation. The factors that Plaintiff and Class Counsel considered included the uncertainty and delay associated with continued litigation, a trial and appeals, and the uncertainty of particular legal issues that have yet to be determined. Plaintiff and Class Counsel balanced these and other substantial risks in determining that the proposed Settlement is fair, reasonable, and adequate in light of all circumstances and in the best interests of Class Members.

Defendants agreed to this proposed Settlement in order to avoid the expense and distraction associated with lengthy litigation.

VIII. What are my rights and options?

A. First, you may remain a member of the Class, represented by Class Counsel, and take no further action. If you take no further action as a Class Member, you will be represented by Class Counsel and will have the right to receive your share of the Settlement proceeds. If the Settlement is approved by the Court, you will be bound by the terms of the Settlement which will result in a release of the Released Class Claims. As a member of the Class, you will not be charged for the services of Class Counsel.

B. Second, you may exclude yourself from the Class. If you are a member of the Class but do not want to remain in the Class, you may exclude yourself (“opt out”). If you exclude yourself from the Class, you will lose any right to participate in the Settlement including any right to receive a settlement payment, except that if you are a PAGA Member you will release your Released PAGA Claims regardless of whether you opt out of the Settlement and will receive a share of the PAGA Member Payment. You will also lose the right to have objections you might

have to the Settlement considered by the Court before it rules on the Settlement. You will be free to pursue any claims you may have against Defendants on your own behalf subject to applicable statute of limitations, but Class Counsel will not represent you. If you **do not** wish to take part in the Settlement, you may exclude yourself (i.e., opt-out) by sending to the Settlement Administrator a “Request for Exclusion from the Class Action Settlement” letter/card postmarked no later than [INSERT DATE], with your name, present address, telephone number, and a simple statement electing to be excluded from the Settlement.

Send the Request for Exclusion directly to the Settlement Administrator at the following address **by no later than [Insert opt-out date], or it will be invalid.**

Atticus Administration LLC
1250 Northland Drive Suite 240
Mendota Heights, MN 55120

If you want confirmation of receipt of your opt-out letter, please send it by U.S. certified mail, return receipt requested and/or contact the Settlement Administrator.

If you do not comply with these procedures and the deadline for exclusions, you will lose any opportunity to exclude yourself from the Class, and your rights will be determined in this Action by the Settlement Agreement if it is approved by the Court and you may not recover under any other individual settlement agreement regarding the claims released through the Released Class Claims.

C. Third, you may remain a member of the Class, and on your own behalf, or through your own attorney, object to the certification of the Class, to the Settlement, to the application for Class Counsel Fees and Costs Award, and/or to the application for Service Awards. Before deciding whether to object, you may wish to see what Plaintiff and Defendants are asking the Court to approve. At least 16 days before the [INSERT DATE] Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Class Counsel Fees and Costs Award, and Service Awards stating (i) the amount Class Counsel is requesting for attorneys’ fees and litigation expenses; and (ii) the amount Plaintiff is requesting as a Service Award. Upon reasonable request, Class Counsel (whose contact information is in in Section VI of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator’s Website at [INSERT WEB ADDRESS].

If the Court rejects your objection, you will still be bound by the terms of the Settlement. If you wish to object to the proposed Settlement, or any portion of it, you must file with the Settlement Administrator a written objection stating your name, current address, telephone number, dates you worked for Defendants, the case name and number, each specific reason in support of your objection, and any legal support for each objection. Objections must be in writing, signed and mailed to the Settlement Administrator at Atticus Administration LLC, 1250 Northland Drive Suite 240, Mendota Heights, MN 55120, **by no later than [Insert deadline]**. However, the Court will listen to Class Members (or their attorneys) who ask to speak regarding their objections at the Final Approval Hearing, regardless of whether they have made a timely written objection. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. If you object to the Settlement, you will remain a member of the Settlement Class, and if the Court approves the Settlement, you will receive payment and be bound by the terms of the Settlement in the same way as Class Members who do not object. Any member of the Settlement Class who does not object in the manner provided above shall have waived any objection to the Settlement, whether by appeal or otherwise.

IX. When is the court hearing and what is it for?

On **INSERT FINAL APPROVAL HEARING DATE**, the Court will hold a public hearing in Courtroom A of the Superior Court for the State of California, County of Napa, 825 Brown Street, Napa, CA 94559, for the purposes of determining whether the proposed Settlement is fair, adequate and reasonable and should be approved, whether to approve Class Counsel's applications for Class Counsel Fees and Costs Award, whether to approve the payments to the LWDA, and whether to approve Plaintiff's request for a Service Award. This hearing may be continued or rescheduled by the Court without further notice. You should check the Settlement Administrator's website beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing. Class Members who support the proposed Settlement do not need to appear at the hearing and do not need to take any other action to indicate their approval. Class Members who object to the proposed Settlement may attend the Final Approval Hearing, but are not required to do so. The Court will listen to Class Members who ask to speak regarding their objections at the Final Approval Hearing, regardless of whether they have made a timely objection.

You are not required to attend the Final Approval Hearing, although any Class Member is welcome to attend to listen to the proceedings or to object to the Settlement. You may remotely appear at the Final Approval Hearing by using the Court Connect procedure at <https://www.napacourt.org/lacc/>. You may also attend the Final Approval Hearing in person.

Due to the evolving nature of the pandemic, you should check for the latest updates on accessing the courthouse by viewing the Court's website at <https://www.lacourt.org/newsmedia/notices/newsrelease>.

X. Where can I get more information?

If you have questions about this Notice, or the Settlement, or if you did not receive this Notice in the mail and you believe that you are or may be a member of the Class, you should contact the Settlement Administrator (contact information listed in Section V), for more information or to request that a copy of this Notice be sent to you in the mail. If you wish to communicate directly with Class Counsel, you may contact them – contact information noted above in Section VI. You may also seek advice and guidance from your own private attorney at your own expense, if you so desire.

This Notice, which has been approved by the Court, is only a summary. You may receive a copy of the Settlement Agreement, the Final Judgment or other Settlement documents by going to the Administrator's website at <https://www.atticusadmin.com/class-action-cases> or by contacting the Settlement Administrator, Atticus Administration, LLC or Class Counsel. You may also get more details by examining the Court's file using the court's website at <https://www.lacourt.org/casesummary/ui/> and entering the Case No. 22CV000006. You can also make an appointment to personally review court documents in the Clerk's Office at the Napa Courthouse by calling _____.

XI. What If I Lose My Settlement Check?

If you lose or misplace your settlement check before cashing it, the Settlement Administrator will replace it as long as you request a replacement before the void date on the face of the original check, and the check has not already been cashed. If your check is already void you should consult the Unclaimed Property Fund at (800) 992-4647 for instructions on how to retrieve the funds.

XII. What If I Change My Address?

To receive your check, you should immediately notify the Settlement. Administrator if you move or otherwise change your mailing address.

PLEASE DO NOT WRITE OR TELEPHONE THE COURT OR DEFENDANTS FOR INFORMATION ABOUT THE PROPOSED SETTLEMENT OR THIS ACTION

EXHIBIT 2

EXHIBIT 3

JCL LAW FIRM, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 599-8292
Fax: (619) 599-8291

FIRM RESUME

Areas of Practice: Employee Class Actions, Wage and Hour Class Actions, Civil Litigation, and Unlawful Housing Practices.

ATTORNEY BIOGRAPHIES

Jean-Claude Lapuyade, Esq.
California Bar Number 248676
Founding Partner

Biography:

Mr. Lapuyade is a San Diego based labor and employment attorney representing aggrieved California employees and the victims of unlawful housing practices throughout the State of California. Mr. Lapuyade's litigation practice focuses on representing California employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, and misclassification, wrongful termination cases and tenants in unlawful housing class actions. Mr. Lapuyade prides himself on providing his clients with aggressive, attentive and result driven representation through the litigation process, trial and arbitration. Since 2007, Mr. Lapuyade successfully recovered in excess of \$200 million in monetary awards for his clients.

Mr. Lapuyade served as co-editor of the Insurance Column for Consumer Attorneys of San Diego from 2011 to 2014. As editor, Mr. Lapuyade was responsible for publishing monthly articles in the Trial Bar News periodical analyzing complex insurance coverage issues. Mr. Lapuyade is a four-time recipient of the Super Lawyers Rising Star by Thomson Reuters. To be eligible for inclusion in Rising Stars, a candidate must be either 40 years old or younger or in practice for 10 years or less. While up to 5 percent of the lawyers in a state are named to Super Lawyers, no more than 2.5 percent are named to Rising Stars.

Bar Admissions:

- California
- U.S. District Court Southern District of California
- U.S. District Court Central District of California
- U.S. District Court Eastern District of California
- U.S. District Court Northern District of California

Professional Associations:

- California Employment Lawyers Association, 2007 to Present
- Consumer Attorneys of San Diego, 2007 to 2020
- American Bar Association, Section of Litigation, Member, 2007 to 2020
- American Bar Association, Labor & Employment Section, Member, 2007 to 2020
- American Bar Association, Tort, Trial & Insurance Section, Member, 2007 to 2020
- California Bar Association, Labor & Employment Section, Member, 2007 to Present
- California Bar Association, Litigation Section, Member, 2007 to Present

Education:

- **California Western School of Law**
 - J.D. - 2006
 - Honors: Deans Merit Scholarship, California Western School of Law 2005 - 2006
- **University of Arizona**
 - B.A. - 2001
 - Major: History

Honors:

- Super Lawyers Rising Star, Thomson Reuters, 2015 - 2018
- Distinguished Advocate Award for Outstanding Oral Advocacy, 2005 - 2006

Sydney Castillo-Johnson, Esq.
California Bar Number 343881
Associate Attorney

Biography:

Ms. Castillo-Johnson is a San Diego based labor and employment attorney representing California employees throughout the state of California. Ms. Castillo-Johnson's litigation practice focuses on representing current and former employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, misclassification, and wrongful termination.

Ms. Castillo-Johnson volunteered her time at California Western School of Law first as a student intern and later as a student manager with the Community Law Project which offers legal services to the low-income community of San Diego.

Education:

- **California Western School of Law**
 - J.D.- 2022
 - Honors:
 - Dean's Honor List: Spring 2021, Fall 2021
 - Public Service Honor Society Fall 2021
 - 3L Academic Merit Scholarship
 - Dean's Diversity, Service, and Leadership Scholarship
 - Activities: Community Law Project Student Manager
- **Azusa Pacific University**
 - B.A. – 2018
 - Major: Criminal Justice

Monnett De La Torre, Esq.
California Bar Number 272884
Senior Associate

Biography:

Ms. De La Torre is a San Diego and Ventura County based labor and employment attorney representing aggrieved California employees throughout the State of California. Ms. De La Torre's litigation practice focuses on representing California employees in wage and hour class and representative actions for unpaid wages, missed meal and rest breaks, misclassification, penalties, and wrongful termination cases. Ms. De La Torre has extensive experience handling internal workplace investigations. Ms. De La Torre has handled matters before the Department of Fair Employment and Housing, Equal Employment Opportunity Commission and Department of Labor.

Ms. De La Torre is a two-time recipient of the Super Lawyers Rising Star by Thomas Reuters. To be eligible for inclusion in Rising Stars, a candidate must be either 40 years old or younger or in practice for 10 years or less. While up to five percent of the lawyers in a state are named to Super Lawyers, no more than 2.5 percent are named to Rising Stars.

Bar Admissions:

- California
- U.S. District Court Southern District of California

Professional Associations:

- California Employment Lawyers Association, 2022 to Present
- Consumer Attorneys of San Diego, 2010-2015
- American Bar Association, Labor & Employment Section, Member, 2015 to Present
- California Bar Association, Labor & Employment Section, Member, 2015 to Present
- San Diego La Raza Lawyers Association, 2010-2015
- Ventura County Bar Association, 2015-Present
- Women Lawyers of Ventura County, 2015-Present

Education:

- **New England School of Law**
 - J.D.- 2010

- Honors:
 - Dean's List Consecutive years
- **University of California, San Diego**
 - B.A.- 2006
 - Major: Economics
 - Minor: Latin American Studies

Honors:

- Super Lawyers Rising Star, Thomson Reuters, 2021 and 2022
- Pacific Cost Business Times, "Top 40 under 40" Award
- Daily Transcripts "Top Young Attorney: nominee, consecutive years"

REPORTED CASES

- *Blanchette et al., v. Superior Court (GHA Homes)*, 8 Cal.App.5th 521, 2017
- *Chmurny v. State*, 392 Md. 159, 2006

EXAMPLES OF THE JCL LAW FIRM'S
REPRESENTATIVE CLASS ACTION & REPRESENTATIVE CASES

- *Garces, et al. v. DriverDo, LLC*, Los Angeles Superior Court Case No. 19STCV32773 (January 24, 2023) Hon. Carolyn B. Kuhl approved a \$700,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *De Jesus v. Guardian Angel Home Care, Inc.*, San Diego Superior Court Case No. 37-2020-00021049-CU-OE-CTL (July 29, 2022) Hon. Ronald F. Frazier approved a \$300,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Kaur v. Aces 2020 I, LLC, et al.*, Contra Costa Superior Court Case No. MSC20-02482 (December 22, 2022) Hon. Edward G. Weil approved a \$585,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Molina v. Hawaiian Airlines, Inc.*, Los Angeles Superior Court Case No. 20STCV28079 (November 23, 2022) Hon. Maren Nelson approved a \$250,000 class action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the Plaintiff.
- *Lang Jr. v. Pathways Community Services LLC*, San Diego Superior Court Case No. 37-2019-00049969-CU-OE-CTL (September 9, 2022) Hon. James A. Mangione approved a \$160,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Martinello v. Century Wilshire, Inc.*, Los Angeles Superior Court Case No. 20STCV32613 (March 1, 2022) Hon. Carolyn Kuhl approved a \$550 billing rate and appointed Jean Claude Lapuyade, Esq. of the JCL Law Firm, APC, as Class Counsel.
- *Wilson v. Spreen Inc. (dba Spreen Honda)*, San Bernardino Superior Court Case No. CIVSB2119857 (April 6, 2022) Hon. David Cohn approved a \$300,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Ledesma v. TVJ Sons I, Inc.; Porter and Howard, Inc.* Santa Barbara Superior Court Case No. 20CV03573 (November 10, 2021) Hon. Jed Beebe approved a \$350,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC represented the State of California and the Aggrieved Employees.
- *Jacobs v. Rush Media Company, LLC; XLT Management Services, Inc.*, Los Angeles Superior Court Case No. 20STCV32350 (May 2, 2022) Hon. Daniel J. Buckley appointed the JCL Law Firm, APC as Class Counsel and approved a \$330,000 class action settlement for, *inter alia*, independent contractor misclassification.
- *Chavez v. HTL Conrad Domestic, LLC; HTL Conrad Domestic Employer, LLC*, San Diego Superior Court Case No. 37-2020-00016193-CU-OE-CTL (June 9, 2022) Hon. John S. Meyer approved a \$850,000 PAGA action settlement for, *inter alia*, failure to compensate overtime at the regular rate of pay. The JCL Law Firm, APC acted as representative PAGA counsel for the State of California and the Aggrieved Employees.
- *Renteria v. Love's Country Stores of California*, San Bernardino Superior Court Case No. CIVDS20164481 (June 14, 2022) Hon. David Cohn approved a \$2.2 million dollar class action and PAGA action settlement for, *inter alia*, unpaid overtime and sick pay. The JCL Law Firm, APC acted as Class Counsel and as representative PAGA counsel for the State of California.

- *Lopez v. Adidas America, Inc.*, Ventura Superior Court Case No. 56-2021-005498444-CU-OE-VTA (April 4, 2022) Hon. Mark Borrell approved a \$1.5 million dollar class action and PAGA action settlement for, *inter alia*, inaccurate overtime calculations, and appointed the JCL Law Firm, APC as Class Counsel.
- *Felix v. TVI, Inc., d.b.a. Savers*, Santa Clara Superior Court Case No. 21CV376407 (February 18, 2022) Hon. Sunil R. Kulkarni approved a \$1.8 million dollar class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Munoz v. AMTCR*, San Bernardino Superior Court Case No. CIV-DS2001914 (August 24, 2021) Hon. David Cohn approved a \$1.8 million dollar class and PAGA settlement for, *inter alia*, inaccurate itemized wage statements. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)
- *Nunes v. Home Depot U.S.A., Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2020-0011011 (October 20, 2021 – Hon. Roger Ross approved a \$1.5 million dollar class and PAGA settlement for, *inter alia*, miscalculated meal period premiums and appointed Jean-Claude Lapuyade, Esq. as Class Counsel.)
- *Pillsbury v. T&T Restaurants CA, Inc.*, Del Norte Superior Court Case No. CVUJ-20-1214 (December 14, 2021 – Hon. Darren McElfresh approved \$550 billing rate and appointed Jean-Claude Lapuyade, Esq. as Class Counsel in a wage and hour class action settlement.)
- *Latin v. OneMain General Service Corporation*, Stanislaus County Superior Court Case No. CV-20-002498 (October 22, 2021) Hon. Stacy Speiller approved a PAGA action settlement for \$700,000 wage statement violations. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.
- *Elias Kaser v. Aviation Consultants, Inc.*, Orange County Superior Court Case No. 30-2021-01191204-CU-OE-CXC (September 22, 2021 – Hon. Peter J. Wilson approved \$550 billing rate in a representative California Labor Code Private Attorney General Act settlement).
- *Rodriguez v. RSI Home Products, Inc.*, San Bernardino Superior Court Case No. CIVDS2023354 (July 30, 2021 – Hon. David Cohn approved a \$1.45 million class and PAGA settlement for, *inter alia*, failure to comply with piece-rate laws, and appointed the JCL Law Firm, APC as Class Counsel)
- *Jer Vang v. Bridge Property Management*, Alameda County Superior Court, Case No RG19047434 (January 8, 2021 – Hon. Winifred Smith approved a class and PAGA settlement for, *inter alia*, unpaid off the clock work. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)
- *Johnson v. Volt Management Corp., Inc. et al.*, Los Angeles County Superior Court, Case No. 19STCV16466 (December 11, 2020 – Hon. Amy Hogue approved a PAGA Settlement negotiated on behalf of the State of California and the aggrieved employees by the JCL Law Firm, APC.)
- *Salazar v. Frontier Auto Sales Inc., dba Frontier Toyota*, Los Angeles Superior Court, Case No. 19STCV20382 (November 24, 2020 – Hon. John P. Doyle appointed the JCL Law Firm, APC as class counsel and approved a class and PAGA settlement for, *inter alia*, missed meal and rest periods.)
- *Villalobos v. Alterra Group, LLC et al.*, Los Angeles County Superior Court, Case No. 19STCV19448 (November 11, 2020 – Hon. Richard Fruin approved a PAGA Settlement for, *inter alia*, unreimbursed business expenses. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.)
- *Stevens et al., v. Bank of England*, San Diego County Superior Court Case No. 37-2019-00018662-CU-OE-CTL (October 16, 2020 – Hon. John Meyer appointed JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for, *inter alia*, off-the-clock work.)
- *Frazier v. ASA Carlton, Inc.*, San Diego Superior Court Case No. 37-2019-00036147 (October 9, 2020 Hon. Kenneth Medel appointed the JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for off-the-clock work.)
- *Krake et al., v. Central Valley Diner, Inc.*, Placer County Superior Court Case No. SCV0041645 (September 4, 2020 – Hon. Michael Jones appointed JCL Law Firm as class counsel and granted final approval of wage and hour class action for meal period violations.)
- *Conner v. Ascendant Marketing, LLC et al.*, San Diego Superior Court Case No. 37-2019-00026864-CU-OE-CTL (July 24, 2020 Hon. Joel Wohlfeil granted approval of PAGA Settlement for, among other things, off-the-clock work. JCL Law Firm, APC acted as lead counsel.)
- *Guerrero v. Estancia Operations, LLC.*, San Diego Superior Court Case No. 37-2019-00028963 (August 25, 2020 – Hon. Katherine Bacal approved PAGA Settlement for, *inter alia*, missed meal and rest periods. JCL Law Firm, APC, acted as lead counsel.)
- *Moreno v. Dash Lube, et al.*, United States District Court, Southern District of California, Case No. 18cv1922 DMS (AHG) (December 13, 2019 – Granted class certification of Labor Code Section 226 claim and appointed JCL Law Firm, APC, as Class Counsel.)
- *Perkins et al., v. Tahiti Enterprises, Inc., et al.*, Orange County Superior Court Case No. 30-2016-00863095 (October 22, 2019 – Hon. Peter Wilson appointed JCL Law Firm, APC, as Class Counsel and granted final approval for an unlawful housing class action settlement arising out of Civil Code Section 1940.1.)

- *Hill v. Stemak Holdings, Ltd.*, San Diego Superior Court Case No., 37-2018-00000747 (January 28, 2020 – Hon. Kenneth Medel appointed JCL Law Firm, APC as class counsel and granted final approval of wage and hour class action for unpaid overtime.)
- *Shachno et al., v. KT Hotels, LLC, et al.* San Diego Superior Court Case No. 37-2018-00043601 (May 31, 2019 – Hon. Gregory Pollack appointed JCL Law Firm, APC, as Class Counsel and granted preliminary approval for the wage and hour class action settlement involving nearly 900 current and former employees. Final approval scheduled for October 4, 2019)
- *Almanza v. The Express Group, Inc.*, San Bernardino Superior Court Case No. CIVDS1722542 (April 19, 2019 – Hon. David Cohn appointed the JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement for *inter alia*, missed meal and rest periods and independent contractor misclassification.)
- *Moschetto v. Pillow Global, Inc.* San Diego Superior Court, Case No. 37-2017-00024031-CU-OE-CTL (April 5, 2019 – Hon. John S. Meyer appointed JCL LAW Firm, APC, as Class Counsel and granted final approval for a wage and hour wage class action settlement involving misclassified house cleaners.)
- *Burke v. Friendship Hotel, LLC*, San Diego County Superior Court Case No. 37-2017-00022517-CU-OE-CTL (March 10, 2019 – final approval granted on for an unlawful housing class action arising under Civil Code Section 1940.2)
- *Terrado et al., v. Accredited Debt Relief, LLC*, San Diego County Superior Court Case No. 37-2018-00014181-CU-OE-CTL (February 8, 2019 – Hon. Gregory W. Pollock appointed JCL Law Firm, APC as Class Counsel and granted final approval for a wage and hour class action settlement for meal and rest period violations);
- *Macaspac v. San Antonio Regional Hospital*, San Bernardino Superior Court Case No. CIVDS1512625, (July 27, 2018 – Hon. Thomas S. Garza appointed JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement involving claims for on duty meal and rest periods.);
- *Summerlin et al. v. Maplebear, Inc. dba Instacart*, Los Angeles Superior Court Case No. BC603030 (2018 - certified and settled wage and hour class action.)
- *Ortega v. Prime Healthcare*, San Diego Superior Court Case No. 37-2014-00011240-CU-OE-CTL (2018 – Approved PAGA only settlement for on duty meal and rest periods)
- *Engstrom v. Bender-Rosenthal, Inc.* San Diego Superior Court Case No. 37-2016-00012373-CU-OE-CTL (2017 - Certified and settled class action for employee misclassification);
- *Crawford v. Outlook Amusements, Inc.*, Los Angeles Superior Court Case No. BC617160 (2017 - Certified and settled wage and hour class action.);
- *Hernandez v. Sunglass Hut Trading, LLC*, San Bernardino Superior Court Case No. CIVDS1505181 (2016 - Certified and settled wage and hour class action);
- *Burns v. Shalom, LLC*, San Diego Superior Court, Case No., 37-2013-00058356-CU-BT-CTL (2015 - certified and settled class action for unlawful housing practices arising out of Civil Code Section 1940.1);