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SUPERIOR COURT OF CALIFORNIA

COUNTY OF TULARE

AMANDA HERNANDEZ, KIMBERLY
CONLEY, GRAVIELA VALENCIA, and
SERENA VELASQUEZ, individuals, on
behalf of themselves and on behalf of all
persons similarly situated,

Plaintiffs,

v.

PARENTING NETWORK, INC., a California
Corporation, a California Corporation; and
DOES 1-50, Inclusive,

DEFENDANT.

Case No. VCU287027

[Action Filed 05/19/2021]

**STIPULATION OF SETTLEMENT OF
CLASS ACTION AND PAGA CLAIMS
AND RELEASE OF CLAIMS**

Judge: Honorable Bret Hillman
Dept.: 7

1 This Stipulation of Class Action Settlement and Release of Claims is entered into by and
2 between Plaintiffs AMANDA HERNANDEZ, KIMBERLY CONLEY, GRAVIELA VALENCIA,
3 and SERENA VELASQUEZ (hereinafter collectively “Plaintiffs”), individually and on behalf of the
4 Settlement Class, and in their representative capacity on behalf of the State of California and the
5 Aggrieved Employees, and Defendant PARENTING NETWORK, INC., a California Corporation.
6 (hereinafter “Defendant”).

7 **I. DEFINITIONS**

- 8 A. “Action” shall mean *Hernandez v. Parenting Network, Inc.*, a California Corporation,
9 Tulare Superior Court, Case No. VCU287027 (hereinafter “the Action”).
10
11 B. “Aggrieved Employees” shall mean all employees who are or previously were
12 employed by Defendant in California and who were classified as non-exempt
13 employees during the PAGA Period.
14
15 C. “Agreement” or “Settlement Agreement” means this Stipulation of Settlement of
16 Class Action and PAGA Claims and Release of Claims.
17
18 D. “Class Counsel” shall mean Jean-Claude Lapuyade, Esq. of JCL Law Firm, APC, and
19 Shani Zakay of Zakay Law Group, APLC.
20
21 E. “Class Counsel Award” means the award of fees and expenses that the Court
22 authorizes to be paid to Class Counsel for the services they have rendered to
23 Plaintiffs and the Class in the Action, consisting of attorneys’ fees currently not to
24 exceed one-third of the Gross Settlement Amount currently estimated to be \$75,000
25 out of \$225,000.00 plus costs and expenses \$15,000 and supported by declaration as
26 to the reasonableness of attorney’s fees and costs. Class Counsel’s award for
27 attorneys’ fees will be allocated between Class Counsel as follows: Fifty percent
28

(50%) to the JCL Law Firm, APC; fifty percent (50%) to the Zakay Law Group, APLC.

F. “Class Data” means information regarding Class Members that Defendant will in good faith compile from its records and provide to the Settlement Administrator. It shall be formatted as a Microsoft Excel spreadsheet and shall include: each Class Member’s full name; last known address; Social Security Number; start dates and end dates of employment.

G. “Class Members” or the “Class” means all of Defendant’s current and former non-exempt employees employed in California during the Class Period.

H. “Class Period” means the period from May 19, 2017 to January 19, 2022.

I. “Class Representative Service Awards” means the amount that the Court authorizes to be paid to the Class Representatives, in addition to their Individual Settlement Payments and their pro-rata share of the PAGA Settlement, in recognition of their efforts and risks in assisting with the prosecution of the Actions and, partially, in exchange for executing a General Release of Defendant.

J. “Class Representatives” shall mean plaintiffs AMANDA HERNANDEZ, KIMBERLY CONLEY, GRAVIELA VALENCIA, and SERENA VELASQUEZ.

K. “Court” means the Superior Court for the State of California, County of Tulare currently presiding over the Action.

L. “Defendant” shall mean PARENTING NETWORK, INC., a California Corporation.

- 1 M. “Effective Date” means the date of entry by the Court of an order and judgment finally
2 approving this Settlement.
3
- 4 N. “Funding Date #1” shall mean five (5) calendar days after the Effective Date and is
5 the date Defendant transfers \$112,500 of the Gross Settlement Amount into the QSF
6 in accord with the terms of this Agreement. The funds received on Funding Date #1
7 will be allocated first to the Class Members to satisfy their Individual Settlement
8 Payments, so that the delay in receiving the remainder of the Gross Settlement
9 Amount will not affect the Class Members, and will, for the most part, affect only
10 Class Counsel’s receipt of the Class Counsel Award. Included within this first
11 “Funding Date #1” shall be the entirety of all wage allocation amounts of \$22,500.00.
12
- 13 O. “Funding Date #2” shall mean (6) months after the Effective Date and is the date
14 Defendant transfers the remaining \$112,500 of the Gross Settlement Amount into the
15 QSF in accord with the terms of this Agreement.
16
- 17 P. “Individual Settlement Payment” means the amount payable from the Net Settlement
18 Amount to each Settlement Class Member and excludes any amounts distributed to
19 Aggrieved Employees pursuant to PAGA.
20
- 21 Q. “Net Settlement Amount” or “NSA” means the Gross Settlement Amount, less Class
22 Counsel Award, Class Representative Service Awards, PAGA Settlement, and
23 Settlement Administration Costs.
24
- 25 R. “Notice Packet” means the Class Notice to be provided to the Class Members by the
26 Settlement Administrator in the form set forth as Exhibit A to this Agreement (other
27 than formatting changes to facilitate printing by the Settlement Administrator).
28

- 1 S. "PAGA" means the California Labor Code Private Attorneys General Act of 2004,
2 Labor Code § 2698 *et seq.*
3
- 4 T. "PAGA Payment Ratio" means the respective Workweeks during the PAGA Period
5 for each Aggrieved Employee divided by the sum total of the Workweeks for all
6 Aggrieved Employees during the PAGA Period.
7
- 8 U. "PAGA Period" means the period of February 19, 2020 to January 19, 2022 (the
9 "PAGA Period").
10
- 11 V. "PAGA Settlement" shall mean Five Thousand Dollars (\$5,000.00) to be allocated
12 from the Gross Settlement Amount.
13
- 14 W. "Parties" means Plaintiffs and Defendant, collectively, and "Party" shall mean either
15 Plaintiffs or Defendant, individually.
16
- 17 X. "Payment Ratio" means the respective Workweeks for each Class Member divided
18 by the sum total Workweeks for all Class Members.
19
- 20 Y. "Plaintiffs" shall mean AMANDA HERNANDEZ, KIMBERLY CONLEY,
21 GRAVIELA VALENCIA, and SERENA VELASQUEZ.
22
- 23 Z. "QSF" means the Qualified Settlement Fund established, designated and maintained
24 by the Settlement Administrator to fund the Gross Settlement Amount.
25
- 26 AA. "Released Class Claims" means all class claims alleged in the operative complaint
27 which occurred during the Class Period, and expressly excluding all other claims,
28 including claims for vested benefits, wrongful termination, unemployment insurance,

1 disability, social security, workers' compensation, and class claims outside of the
2 Class Period.

3
4 BB. "Released PAGA Claims" means all PAGA claims alleged in the operative complaint
5 and Plaintiff's PAGA notice to the LWDA which occurred during the PAGA Period,
6 and expressly excluding all other claims, including claims for vested benefits,
7 wrongful termination, unemployment insurance, disability, social security, workers'
8 compensation, and PAGA claims outside of the PAGA Period.

9
10 CC. "Plaintiffs Hernandez and Conley Released Claims" shall mean Plaintiff Hernandez'
11 and Plaintiff Conley's broad release of all employment-related claims in exchange for
12 their respective service awards. Nothing in this Agreement shall act as, or be
13 construed as, a release by Plaintiffs Valencia and Valesquez of any claims for
14 damages and remedies arising from violations of California's whistleblower statute
15 (California *Labor Code* § 1102.5); unsafe workplace violations and retaliation for
16 complaints of an unsafe workplace (California *Labor Code* §§ 6300, 6400 et seq.);
17 and retaliation and wrongful termination in violation of public policy, all of which are
18 being released pursuant to separate individual settlement agreements between
19 Plaintiffs Valencia and Velasquez and Defendant. Except for those claims which are
20 not being released herein and are separately being released pursuant to separate
21 individual settlement agreements between Plaintiffs Valencia and Valesquez and
22 Defendant, Plaintiffs Valencia and Valesquez release all other employment-related
23 claims, which are not covered in the separate settlement agreements, in exchange for
24 their respective service awards.

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27
28 DD. "Released Parties" shall mean Defendant.

1 EE. "Response Deadline" means the date sixty (60) days after the Settlement
2 Administrator mails Notice Packets to Class Members and the last date on which
3 Class Members may submit requests for exclusion or objections to the Settlement.
4

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

7 GG. "Settlement Administrator" means ILYM Group Inc., 14771 Plaza Drive, Ste. L,
8 Tustin, CA 92780; Tel: 1-888-250-6810; Fax: 1-888-845-6185. The Settlement
9 Administrator establishes, designates and maintains, as a QSF under Internal Revenue
10 Code section 468B and Treasury Regulation section 1.468B-1, into which the amount
11 of the Gross Settlement Amount is deposited for the purpose of resolving the claims
12 of Settlement Class Members. The Settlement Administrator shall maintain the funds
13 until distribution in an account(s) segregated from the assets of Defendant and any
14 person related to Defendant. *All accrued interest shall be paid and distributed to the*
15 *Settlement Class Members as part of their respective Individual Settlement*
16 *Payment.*
17

18
19 HH. "Settlement Class Members" or "Settlement Class" means all Class Members who
20 have not submitted a timely and valid request for exclusion as provided in this
21 Agreement.
22

23 II. "Gross Settlement Amount" means Two Hundred Twenty-Five Thousand Dollars
24 (\$225,000.00) that Defendant must pay into the QSF in connection with this
25 Settlement, inclusive of the sum of the Individual Settlement Payments, the Class
26 Representative Service Awards, the Class Counsel Award, PAGA Settlement and the
27
28

Settlement Administration Costs and *exclusive* of the employer's share of payroll tax, if any, triggered by any payment under this Settlement.

JJ. "Workweeks", Workweeks", for purposes of calculating the distribution of the Net Settlement Amount, means the number of weeks of employment during the Class Period that each Class Member was employed by Defendant in California, excluding weeks during which the Class Member did not perform any work for Defendant.

KK. "PAGA Pay Periods", for purposes of calculating the distribution of the Aggrieved Employee Payment, as defined herein, means the number of pay periods of employment during the PAGA Period that each Aggrieved Employee worked in California.

II. RECITALS

A. On February 19, 2021, Plaintiffs filed a Notice of Violations with the Labor and Workforce Development Agency (LWDA) and served the same on Defendant.

B. On May 19, 2021, Plaintiffs filed the Lawsuit for:

1. Unfair Competition in Violation of Bus. and Prof. Code sections 17200 *et seq*;

2. Failure to pay minimum wages in violation of California Labor Code sections 1194, 1197 and 1197.1

3. Failure to pay overtime wages in violation of California Labor Code sections 510 *et seq*;

4. Failure to provide required meal periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order;

1 5. Failure to provide required rest periods in violation of California Labor Code
2 sections 226.7 and 512 and the applicable IWC wage order;

3
4 6. Failure to reimburse Plaintiff for required expenses in violation of California
5 Labor Code section 2802;

6
7 7. Failure to provide accurate itemized wage statements in violation of California
8 Labor Code section 226 and 226.2;

9
10 8. Failure to provide wages when due in violation of California Labor Code
11 sections 201, 202 and 203;

12 9. Violation of the private attorneys general act in violation of Labor Code
13 sections 2698 et seq.

14
15 C. The Class Representatives believe they have meritorious claims based on alleged
16 violations of the California Labor Code, and the Industrial Wage Commission
17 Orders, and that class certification is appropriate because the prerequisites for class
18 certification can be satisfied in the Action, and this action is manageable as a PAGA
19 representative action.
20

21 D. Defendant denies any liability or wrongdoing of any kind associated with the claims
22 alleged in the Action, disputes any wages, damages and penalties claimed by the
23 Class Representatives are owed, and further contend that, for any purpose other than
24 settlement, the Action is not appropriate for class or representative action treatment.
25 Defendant contends, among other things, that at all times they complied with the
26 California Labor Code and the Industrial Wage Commission Orders.
27
28

1 E. The Class Representatives are represented by Class Counsel. Class Counsel
2 conducted an investigation into the facts relevant to the Action, including
3 conducting an independent investigation as to the allegations, reviewing documents
4 and information exchanged through informal discovery, and reviewing documents
5 and information provided by Defendant pursuant to informal requests for
6 information to prepare for mediation. Defendant produced for the purpose of
7 settlement negotiations certain employment data concerning the Settlement Class,
8 which Class Counsel reviewed and analyzed. Class Counsel engaged in a
9 comprehensive review and analysis of Defendant's discovery responses, including
10 obtaining the contact information of the class members and conducting numerous
11 interviews of the class members. Based on their own independent investigation and
12 evaluation, Class Counsel are of the opinion that the Settlement with Defendant is
13 fair, reasonable and adequate, and is in the best interest of the Settlement Class in
14 light of all known facts and circumstances, including the risks of significant delay,
15 defenses asserted by Defendant, uncertainties regarding class certification, and
16 numerous potential appellate issues. Although it denies any liability, Defendant is
17 agreeing to this Settlement solely to avoid the inconveniences and cost of further
18 litigation. The Parties and their counsel have agreed to settle the claims on the terms
19 set forth in this Agreement
20
21
22

23 F. On January 19, 2022, the Parties participated in mediation presided over by Hon. Carl
24 J. West (Ret.) a respected and experienced jurist and mediator of wage and hour class
25 and PAGA actions. The mediation concluded with a settlement after both sides agreed
26 to a Mediator's proposal which was subsequently memorialized in the form of a
27 Memorandum of Understanding ("MOU").
28

1 G. This Agreement replaces and supersedes the MOU and any other agreements,
2 understandings, or representations between the Parties. This Agreement represents a
3 compromise and settlement of highly disputed claims. Nothing in this Agreement is
4 intended or will be construed as an admission by Defendant that the claims in the
5 Action of Plaintiffs or the Class Members have merit or that Defendant bears any
6 liability to Plaintiffs or the Class on those claims or any other claims, or as an
7 admission by Plaintiffs that Defendant's defenses in the Action have merit.
8

9
10 H. The Parties believe that the Settlement is fair, reasonable and adequate. The
11 Settlement was arrived at through arm's-length negotiations, taking into account all
12 relevant factors. The Parties recognize the uncertainty, risk, expense and delay
13 attendant to continuing the Action through trial and any appeal. Accordingly, the
14 Parties desire to fully, finally, and forever settle, compromise and discharge all
15 disputes and claims arising from or relating to the Action.
16

17 I. The Parties agree to certification of the Class for purposes of this Settlement only. If
18 for any reason the settlement does not become effective, Defendant reserves the right
19 to contest certification of any class for any reason and reserves all available defenses
20 to the claims in the Action.
21

22 Based on these Recitals that are a part of this Agreement, the Parties agree as follows:
23

24 **III. TERMS OF AGREEMENT**

25 A. Settlement Consideration and Settlement Payments by Defendant.

- 26
27 1. Settlement Consideration. In full and complete settlement of the Actions, and
28 in exchange for the releases set forth below, Defendant and the Released

1 Parties will pay the sum of the Individual Settlement Payment, the Class
2 Representative Service Awards, the Class Counsel Award, PAGA Settlement,
3 and the Settlement Administration Costs, as specified in this Agreement, equal
4 to the Gross Settlement Amount of Two Hundred Twenty-Five Thousand
5 Dollars (\$225,000.00). The Parties agree that this is a non-reversionary
6 Settlement and that no portion of the Gross Settlement Amount shall revert to
7 Defendant. Other than the Defendant's share of employer payroll taxes, or as
8 otherwise specified in the Agreement, Defendant shall not be required to pay
9 more or less than the Gross Settlement Amount, except as provided for
10 hereinbelow.
11

12
13 2. Class Size. At the time of mediation, Defendant estimated that the Settlement
14 Class was comprised of 92 individuals who collectively worked
15 approximately 5,618 Workweeks ("Projected Workweeks") during the Class
16 Period. Defendant will provide a declaration under penalty of perjury before
17 the deadline for filing the motion for preliminary approval of the settlement,
18 confirming the number of applicable Class Members and workweeks they
19 worked during the applicable Class Period. If the workweek number is greater
20 than 105% of the workweek estimate provided for herein, the end date of the
21 Class Period will be adjusted so that the number of workweeks in the Class
22 Period does not exceed 105% of the estimate.
23

24
25 3. Settlement Payment. Defendant and the Released Parties, and each of them,
26 are jointly and severally liable for payment of the Gross Settlement Amount.
27 Defendant shall pay, via wire transfer, the Gross Settlement Amount in two
28

installments as follows: \$112,500 on Funding Date # 1 and \$112,500 due on Funding Date #2.

4. Defendant's Share of Payroll Taxes. Defendant's share of employer side payroll taxes is in addition to the Gross Settlement Amount and shall be paid together with the Gross Settlement Amount on Funding Date #1.

B. Release by Settlement Class Members. As of the funding in full of the Gross Settlement Amount on Funding Date #2, in exchange for the consideration set forth in this Agreement, Plaintiffs and the Settlement Class Members release the Released Parties from the Released Class Claims for the Class Period.

C. Release by the Aggrieved Employees. As of the funding in full of the Gross Settlement Amount on Funding Date #2, in exchange for the consideration set forth in this Agreement, the Plaintiffs, the LWDA and the State of California release the Released Parties from the PAGA Released Claims for the PAGA Period.

D. General Release by Plaintiffs. As of the funding in full of the Gross Settlement Amount on Funding Date #2, for the consideration set forth in this Agreement which includes the Class Representative Service Awards, Plaintiffs waive, release, acquit and forever discharge the Released Parties from any and all claims, whether known or unknown, which exist or may exist on their behalf as of the date of this Agreement, including but not limited to any and all tort claims, contract claims, wage claims, wrongful termination claims, disability claims, benefit claims, public policy claims, retaliation claims, statutory claims, personal injury claims, emotional distress claims, invasion of privacy claims, defamation claims, fraud claims, quantum meruit claims, and any and all claims arising under any federal, state or other governmental

1 statute, law, regulation or ordinance, including, but not limited to claims for violation
2 of the Fair Labor Standards Act, the California Labor Code, the Wage Orders of
3 California's Industrial Welfare Commission, other state wage and hour laws, the
4 Americans with Disabilities Act, the Age Discrimination in Employment Act
5 (ADEA), the Employee Retirement Income Security Act, Title VII of the Civil
6 Rights Act of 1964, the California Fair Employment and Housing Act, the California
7 Family Rights Act, the Family Medical Leave Act, California's Whistleblower
8 Protection Act, California Business & Professions Code Section 17200 et seq., and
9 any and all claims arising under any federal, state or other governmental statute, law,
10 regulation or ordinance. Plaintiffs also waive and relinquish any and all claims,
11 rights or benefits that they may have under California Civil Code § 1542, which
12 provides as follows:
13
14

15 ***A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE***
16 ***CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO***
17 ***EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE***
18 ***RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE***
19 ***MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE***
20 ***DEBTOR OR RELEASED PARTY.***
21

22
23 Thus, notwithstanding the provisions of section 1542, and to implement a full and
24 complete release and discharge of the Released Parties, Plaintiffs expressly
25 acknowledge this Settlement Agreement is intended to include in its effect, without
26 limitation, all claims Plaintiffs does not know or suspect to exist in Plaintiffs' favor at
27 the time of signing this Settlement Agreement, and that this Settlement Agreement
28

1 contemplates the extinguishment of any such claims. Plaintiffs warrant that Plaintiffs
2 have read this Settlement Agreement, including this waiver of California Civil Code
3 section 1542, and that Plaintiffs have consulted with or had the opportunity to consult
4 with counsel of Plaintiffs' choosing about this Settlement Agreement and specifically
5 about the waiver of section 1542, and that Plaintiffs understand this Settlement
6 Agreement and the section 1542 waiver, and so Plaintiffs freely and knowingly enter
7 into this Settlement Agreement. Plaintiffs further acknowledge that Plaintiffs later
8 may discover facts different from or in addition to those Plaintiffs now know or
9 believe to be true regarding the matters released or described in this Settlement
10 Agreement, and even so Plaintiffs agree that the releases and agreements contained in
11 this Settlement Agreement shall remain effective in all respects notwithstanding any
12 later discovery of any different or additional facts. Plaintiffs expressly assume any and
13 all risk of any mistake in connection with the true facts involved in the matters,
14 disputes, or controversies released or described in this Settlement Agreement or with
15 regard to any facts now unknown to Plaintiffs relating thereto.

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17
18
19 Notwithstanding this paragraph and/or any other language in this Agreement to the
20 contrary, nothing in this Agreement, including this paragraph and its section 1542
21 waiver, shall act as, or be construed as, a release by Plaintiffs Valencia and
22 Valesquez of any claims for damages and remedies arising from violations of
23 California's whistleblower statute (California *Labor Code* § 1102.5); unsafe
24 workplace violations and retaliation for complaints of an unsafe workplace
25 (California *Labor Code* §§ 6300, 6400 et seq.); and retaliation and wrongful
26 termination in violation of public policy, all of which are being released pursuant to
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28

1 separate individual settlement agreements between Plaintiffs Valencia and
2 Velasquez and Defendant.

3
4 E. Conditions Precedent: This Settlement will become final and effective only upon the
5 occurrence of all of the following events:

- 6
7 1. The Court enters an order granting preliminary approval of the Settlement;
8
9 2. The Court enters an order granting final approval of the Settlement and a Final
10 Judgment;
11
12 3. If an objector appears at the final approval hearing, the time for appeal of the
13 Final Judgment and Order Granting Final Approval of Class Action
14 Settlement expires; or, if an appeal is timely filed, there is a final resolution of
15 any appeal from the Judgment and Order Granting Final Approval of Class
16 Action Settlement; and
17
18 4. Defendant fully funds the Gross Settlement Amount.

19 F. Nullification of Settlement Agreement. In the event that this Settlement Agreement is
20 not preliminarily or finally approved by the Court, fails to become effective, or is
21 reversed, withdrawn or modified by the Court, or in any way prevents or prohibits
22 Defendant from obtaining a complete resolution of the Released Claims, or if
23 Defendant fails to fully fund the Gross Settlement Amount:
24

- 25 1. This Settlement Agreement shall be void *ab initio* and of no force or effect,
26 and shall not be admissible in any judicial, administrative or arbitral
27
28

1 proceeding for any purpose or with respect to any issue, substantive or
2 procedural;

3
4 2. The conditional class certification (obtained for any purpose) shall be void *ab*
5 *initio* and of no force or effect, and shall not be admissible in any judicial,
6 administrative or arbitral proceeding for any purpose or with respect to any
7 issue, substantive or procedural; and

8
9 3. None of the Parties to this Settlement will be deemed to have waived any
10 claims, objections, defenses or arguments in the Action, including with respect
11 to the issue of class certification.

12
13 4. Defendant shall bear the sole responsibility for any cost to issue or reissue any
14 curative notice to the Settlement Class Members and all Settlement
15 Administration Costs incurred to the date of nullification.

16
17 G. Certification of the Settlement Class. The Parties stipulate to conditional class
18 certification of the Class for the Class Period for purposes of settlement only. In the
19 event that this Settlement is not approved by the Court, fails to become effective, or is
20 reversed, withdrawn or modified by the Court, or in any way prevents or prohibits
21 Defendant from obtaining a complete resolution of the Released Claims, the
22 conditional class certification (obtained for any purpose) shall be void *ab initio* and of
23 no force or effect, and shall not be admissible in any judicial, administrative or arbitral
24 proceeding for any purpose or with respect to any issue, substantive or procedural.
25

26
27 H. Tax Liability. The Parties make no representations as to the tax treatment or legal
28 effect of the payments called for, and Class Members and/or Aggrieved Employees are

1 not relying on any statement or representation by the Parties in this regard. Class
2 Members and/or Aggrieved Employees understand and agree that they will be
3 responsible for the payment of any taxes and penalties assessed on the Individual
4 Settlement Payments and/or Aggrieved Employees' individual shares of the PAGA
5 Settlement described and will be solely responsible for any penalties or other
6 obligations resulting from their personal tax reporting of Individual Settlement
7 Payments and/or Aggrieved Employees' individual shares of the PAGA Settlement.
8

- 9
- 10 I. Circular 230 Disclaimer. Each Party to this Agreement (for purposes of this section,
11 the "acknowledging party" and each Party to this Agreement other than the
12 acknowledging party, an "other party") acknowledges and agrees that: (1) no provision
13 of this Agreement, and no written communication or disclosure between or among the
14 Parties or their attorneys and other advisers, is or was intended to be, nor shall any
15 such communication or disclosure constitute or be construed or be relied upon as, tax
16 advice within the meaning of United States Treasury Department circular 230 (31 CFR
17 part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his,
18 her or its own, independent legal and tax counsel for advice (including tax advice) in
19 connection with this Agreement, (b) has not entered into this Agreement based upon
20 the recommendation of any other Party or any attorney or advisor to any other Party,
21 and (c) is not entitled to rely upon any communication or disclosure by any attorney
22 or adviser to any other party to avoid any tax penalty that may be imposed on the
23 acknowledging party, and (3) no attorney or adviser to any other Party has imposed
24 any limitation that protects the confidentiality of any such attorney's or adviser's tax
25 strategies (regardless of whether such limitation is legally binding) upon disclosure by
26
27
28

1 the acknowledging party of the tax treatment or tax structure of any transaction,
2 including any transaction contemplated by this Agreement.

3
4 J. Preliminary Approval Motion. At the earliest practicable time, Plaintiffs shall file with
5 the Court a Motion for Order Granting Preliminary Approval and supporting papers,
6 which shall include this Settlement Agreement. Plaintiffs will provide Defendant with
7 a draft of the Motion at least 3 business days prior to the filing of the Motion to give
8 Defendant an opportunity to propose changes or additions to the Motion.

9
10 K. Settlement Administrator. The Settlement Administrator shall be responsible for:
11 establishing and administering the QSF; calculating, processing and mailing payments
12 to the Class Representatives, Class Counsel, LWDA and Class Members; printing and
13 mailing the Notice Packets to the Class Members as directed by the Court; receiving
14 and reporting the objections and requests for exclusion; calculating, deducting and
15 remitting all legally required taxes from Individual Settlement Payments, including the
16 any employer side payroll taxes Defendant is obligated to pay as a result of the
17 Individual Settlement Payments, and distributing tax forms for the Wage Portion and
18 Non-Wage Portion of the Individual Settlement Payments and/or Aggrieved
19 Employees' individual shares of the PAGA Settlement; processing and mailing tax
20 payments to the appropriate state and federal taxing authorities; providing
21 declaration(s) as necessary in support of preliminary and/or final approval of this
22 Settlement; and other tasks as the Parties mutually agree or the Court orders the
23 Settlement Administrator to perform. The Settlement Administrator shall keep the
24 Parties timely apprised of the performance of all Settlement Administrator
25 responsibilities by among other things, sending a weekly status report to the Parties'

counsel stating the date of the mailing, the of number of Elections Not to Participate in Settlement it receives (including the numbers of valid and deficient), and number of objections received.

L. Notice Procedure.

1. Class Data. No later than ten (10) business days after the Preliminary Approval Date, Defendant shall provide the Settlement Administrator with the Class Data for purposes of preparing and mailing Notice Packets to the Class Members.

2. Notice Packets.

a) The Notice Packet shall contain the Notice of Class Action Settlement in a form substantially similar to the form attached as Exhibit A. The Notice of Class Action Settlement shall inform Class Members and Aggrieved Employees that they need not do anything in order to receive an Individual Settlement Payment and/or Aggrieved Employees' individual shares of the PAGA Settlement and to keep the Settlement Administrator apprised of their current mailing address, to which the Individual Settlement Payments and/or Aggrieved Employees' individual shares of the PAGA Settlement will be mailed following the Funding Date. The Notice of Class Action Settlement shall set forth the release to be given by all members of the Class who do not request to be excluded from the Settlement Class and/or Aggrieved Employees' in exchange for an Individual Settlement

1 Payment and/or Aggrieved Employees' individual shares of the PAGA
2 Settlement, the number of Workweeks worked by each Class Member
3 during the Class Period and PAGA Period, if any, and the estimated
4 amount of their Individual Settlement Payment if they do not request
5 to be excluded from the Settlement and each Aggrieved Employee's
6 share of the PAGA Settlement, if any. The Settlement Administrator
7 shall use the Class Data to determine Class Members' Workweeks and
8 PAGA Workweeks. The Notice will also advise the Aggrieved
9 Employees that they will release the Released PAGA Claims and will
10 receive their share of the PAGA Settlement regardless of whether they
11 request to be excluded from the Settlement.
12
13

14 b) The Notice Packet's mailing envelope shall include the following
15 language: "IMPORTANT LEGAL DOCUMENT- YOU MAY BE
16 ENTITLED TO PARTICIPATE IN A CLASS ACTION
17 SETTLEMENT; A PROMPT REPLY TO CORRECT YOUR
18 ADDRESS IS REQUIRED AS EXPLAINED IN THE ENCLOSED
19 NOTICE."
20

21 3. Notice by First Class U.S. Mail and Email. Upon receipt of the Class Data,
22 the Settlement Administrator will perform a search based on the National
23 Change of Address Database to update and correct any known or identifiable
24 address changes. No later than fourteen (14) calendar days after receiving the
25 Class Data from Defendant, the Settlement Administrator shall mail and email
26 copies of the Notice Packet to all Class Members via regular First-Class U.S.
27
28

1 Mail and electronic mail. The Settlement Administrator shall exercise its best
2 judgment to determine the current mailing address for each Class Member.
3 The address identified by the Settlement Administrator as the current mailing
4 address shall be presumed to be the best mailing address for each Class
5 Member.
6

7 4. Undeliverable Notices. Any Notice Packets returned to the Settlement
8 Administrator as non-delivered on or before the Response Deadline shall be
9 re-mailed to any forwarding address provided. If no forwarding address is
10 provided, the Settlement Administrator shall promptly attempt to determine a
11 correct address by lawful use of skip-tracing, or other search using the name,
12 address and/or Social Security number of the Class Member involved, and
13 shall then perform a re-mailing, if another mailing address is identified by the
14 Settlement Administrator. In addition, if any Notice Packets, which are
15 addressed to Class Members who are currently employed by Defendant, are
16 returned to the Settlement Administrator as non-delivered and no forwarding
17 address is provided, the Settlement Administrator shall notify Defendant.
18 Defendant will request that the currently employed Class Member provide a
19 corrected address and transmit to the Administrator any corrected address
20 provided by the Class Member. Class Members who received a re-mailed
21 Notice Packet shall have their Response Deadline extended fifteen (15) days
22 from the original Response Deadline.
23
24
25

26 5. Disputes Regarding Individual Settlement Payments. Class Members will
27 have the opportunity, should they disagree with Defendant's records regarding
28

1 the start and end dates of employment to provide documentation and/or an
2 explanation to show contrary dates. If there is a dispute, the Settlement
3 Administrator will consult with the Parties to determine whether an
4 adjustment is warranted. The Settlement Administrator shall determine the
5 eligibility for, and the amounts of, any Individual Settlement Payments under
6 the terms of this Agreement. The Settlement Administrator's determination
7 of the eligibility for and amount of any Individual Settlement Payment shall
8 be binding upon the Class Member and the Parties.
9

10
11 6. Disputes Regarding Administration of Settlement. Any disputes not resolved
12 by the Settlement Administrator concerning the administration of the
13 Settlement will be resolved by the Court under the laws of the State of
14 California. Before any such involvement of the Court, counsel for the Parties
15 will confer in good faith to resolve the disputes without the necessity of
16 involving the Court.
17

18 7. Exclusions. The Notice of Class Action Settlement contained in the Notice
19 Packet shall state that Class Members who wish to exclude themselves from
20 the Settlement must submit a written request for exclusion by the Response
21 Deadline. The written request for exclusion must state that the Class Member
22 wishes to exclude himself or herself from the Settlement and (1) must contain
23 the name, address, and the last four digits of the Social Security number of the
24 person requesting exclusion; (2) must be signed by the Class Member; (3)
25 must be postmarked or fax stamped by the Response Deadline and returned to
26 the Settlement Administrator at the specified address or fax telephone number;
27
28

1 and (4) contain a typewritten or handwritten notice stating in substance: “I
2 wish to opt out of the settlement of the class action lawsuit entitled *Hernandez*
3 *v. Parenting Network, Inc.*, currently pending in the Tulare Superior Court,
4 Case No. VCU287027. I understand that by requesting to be excluded from
5 the settlement, I will receive no money from the Settlement described in this
6 Notice.” The request for exclusion will not be valid if it is not timely
7 submitted, if it is not signed by the Class Member, or if it does not contain the
8 name and address and last four digits of the Social Security number of the
9 Class Member. The date of the postmark on the mailing envelope or fax stamp
10 on the request for exclusion shall be the exclusive means used to determine
11 whether the request for exclusion was timely submitted. Any Class Member
12 who requests to be excluded from the Settlement Class will not be entitled to
13 an Individual Settlement Payment and will not be otherwise bound by the
14 terms of the Settlement or have any right to object, appeal or comment
15 thereon. However, any Class Member that submits a timely request for
16 exclusion that is also a member of the Aggrieved Employees will still receive
17 his/her pro rata share of the PAGA Settlement, as specified below, and in
18 consideration, will be bound by the Release by the Aggrieved Employees as
19 set forth herein. Settlement Class Members who fail to submit a valid and
20 timely written request for exclusion on or before the Response Deadline shall
21 be bound by all terms of the Settlement and any final judgment entered in this
22 Action if the Settlement is approved by the Court. No later than fourteen (14)
23 calendar days after the Response Deadline, the Settlement Administrator shall
24 provide counsel for the Parties with a final list of the Class Members who have
25
26
27
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1 timely submitted written requests for exclusion. At no time shall any of the
2 Parties or their counsel seek to solicit or otherwise encourage members of the
3 Class to submit requests for exclusion from the Settlement.
4

- 5 8. Objections. The Notice of Class Action Settlement contained in the Notice
6 Packet shall state that Class Members who wish to object to the Settlement
7 may submit to the Settlement Administrator a written statement of objection
8 (“Notice of Objection”) by the Response Deadline. The postmark date of
9 mailing shall be deemed the exclusive means for determining that a Notice of
10 Objection was served timely. The Notice of Objection must be signed by the
11 Settlement Class Member and state: (1) the case name and number; (2) the
12 name of the Settlement Class Member; (3) the address of the Settlement Class
13 Member; (4) the last four digits of the Settlement Class Member’s Social
14 Security number; (4) the basis for the objection; and (5) if the Settlement Class
15 Member intends to appear at the Final Approval/Settlement Fairness Hearing.
16 Class Members who fail to make objections in writing in the manner specified
17 above may still make their objections orally at the Final Approval/Settlement
18 Fairness Hearing with the Court’s permission. Settlement Class Members will
19 have a right to appear at the Final Approval/Settlement Fairness Hearing to
20 have their objections heard by the Court. At no time shall any of the Parties
21 or their counsel seek to solicit or otherwise encourage Class Members to file
22 or serve written objections to the Settlement or appeal from the Order and
23 Final Judgment. Class Members who submit a written request for exclusion
24 may not object to the Settlement. Class Members may not object to the PAGA
25 Settlement
26
27
28

1 M. Funding and Allocation of the Gross Settlement Amount. Defendant is required to pay
2 the Gross Settlement Amount on or before the Funding Dates, plus any employer's
3 share of payroll taxes as mandated by law within the time specified herein.
4

5 1. Individual Settlement Payments. Individual Settlement Payments shall be
6 paid from the Net Settlement Amount and shall be paid pursuant to the
7 formula set forth herein. Using the Class Data, the Settlement Administrator
8 shall add up the total number of Workweeks for all Class Members. The
9 respective Workweeks for each Class Member will be divided by the total
10 Workweeks for all Class Members, resulting in the Payment Ratio for each
11 Class Member. Each Class Member's Payment Ratio will then be multiplied
12 by the Net Settlement Amount to calculate each Class Member's estimated
13 Individual Settlement Payments. Each Individual Settlement Payment will be
14 reduced by any legally mandated employee tax withholdings (e.g., employee
15 payroll taxes, etc.). Individual Settlement Payments for Class Members who
16 submit valid and timely requests for exclusion will be redistributed to
17 Settlement Class Members who do not submit valid and timely requests for
18 exclusion on a pro rata basis based on their respective Payment Ratios.
19
20

21 2. Calculation of Individual Payments to the Aggrieved Employees. Using the
22 Class Data, the Settlement Administrator shall add up the total number of
23 PAGA pay periods for all Aggrieved Employees during the PAGA Period.
24 The respective PAGA pay periods for each Aggrieved Employee will be
25 divided by the total PAGA pay periods for all Aggrieved Employees, resulting
26 in the "PAGA Payment Ratio" for each Aggrieved Employee. Each
27
28

1 Aggrieved Employee's PAGA Payment Ratio will then be multiplied by the
2 Aggrieved Employee Payment to calculate each Aggrieved Employee's
3 estimated share of the PAGA Settlement.
4

5 3. Allocation of Individual Settlement Payments. For tax purposes, Individual
6 Settlement Payments shall be allocated and treated as follows: 10% as wages
7 ("Wage Portion"); 90% as penalties and interest ("Non-Wage Portion"). The
8 Wage Portion is subject to wage withholdings and shall be reported on IRS
9 Form W-2. The Non-Wage Portion shall not be subject to wage withholdings
10 and shall be reported on IRS Form 1099.
11

12 4. Allocation of Aggrieved Employee Payments. For tax purposes, Aggrieved
13 Employee Settlement Payments shall be allocated and treated as 100%
14 penalties and shall be reported on IRS Form 1099.
15

16 5. No Credit Toward Benefit Plans. The Individual Settlement Payments and
17 individual shares of the PAGA Settlement made to Settlement Class Members
18 and/or Aggrieved Employees under this Settlement Agreement, as well as any
19 other payments made pursuant to this Settlement Agreement, will not be
20 utilized to calculate any additional benefits under any benefit plans to which
21 any Class Members may be eligible, including, but not limited to profit-
22 sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans,
23 sick leave plans, PTO plans, and any other benefit plan. Rather, it is the
24 Parties' intention that this Settlement Agreement will not affect any rights,
25 contributions, or amounts to which any Class Members may be entitled under
26 any benefit plans.
27
28

1 6. All monies received by Settlement Class Members under the Settlement which
2 are attributable to wages shall constitute income to such Settlement Class
3 Members solely in the year in which such monies actually are received by the
4 Settlement Class Members. It is the intent of the Parties that Individual
5 Settlement Payments and individual shares of the PAGA Settlement provided
6 for in this Settlement agreement are the sole payments to be made by Defendant
7 to Settlement Class Members and/or Aggrieved Employees in connection with
8 this Settlement Agreement, with the exception of Plaintiffs, and that the
9 Settlement Class Members and/or Aggrieved Employees are not entitled to any
10 new or additional compensation or benefits as a result of having received the
11 Individual Settlement Payments and/or their shares of the PAGA Settlement.
12

13
14 7. Mailing. Individual Settlement Payments and Aggrieved Employee Payments
15 shall be mailed by regular First-Class U.S. Mail to Settlement Class Members’
16 and/or Aggrieved Employees last known mailing address no later than fifteen
17 (15) calendar days after Funding Date #1.
18

19 8. Expiration. Any checks issued to Settlement Class Members and Aggrieved
20 Employees shall remain valid and negotiable for one hundred and eighty (180)
21 days from the date of their issuance. If a Settlement Class Member and/or
22 Aggrieved Employee does not cash his or her settlement check within 90 days,
23 the Settlement Administrator will send a letter to such persons, advising that
24 the check will expire after the 180th day, and invite that Settlement Class
25 Member and/or Aggrieved Employee to request reissuance in the event the
26 check was destroyed, lost or misplaced. In the event an Individual Settlement
27 check was destroyed, lost or misplaced. In the event an Individual Settlement
28

1 Payment and/or Aggrieved Employee's individual share of the PAGA
2 Settlement check has not been cashed within one hundred and eighty (180)
3 days, all funds represented by such uncashed checks, plus any interest accrued
4 thereon, shall be distributed consistent with California Code of Civil
5 Procedure Section 384 as follows: to The Children's Advocacy Institute
6 (CAI), founded at the nonprofit University of San Diego School of Law in
7 1989. Class Counsel, Defendant's counsel, nor any of the Parties, have any
8 interest, pecuniary or otherwise, in CAI.
9

10
11 9. Class Representative Service Awards. In addition to the Individual Settlement
12 Payment and their individual share of the PAGA Settlement to be paid to
13 Plaintiffs, Plaintiffs will apply to the Court for an award of not more than
14 \$7,500 for Plaintiff Hernandez, \$7,5,000 for Plaintiff Conley and \$5,000 for
15 Plaintiff Valencia, and \$5,000 for Plaintiff Velasquez, as the Class
16 Representative Service Awards. Defendant does not presently intend to
17 oppose Class Representative Service Awards of not more than \$7,500 for
18 Plaintiff Hernandez, \$7,5,000 for Plaintiff Conley and \$5,000 for Plaintiff
19 Valencia, and \$5,000 for Plaintiff Velasquez. In the event the Court reduces
20 or does not approve of the requested Service Award payments, Plaintiffs shall
21 not have the right to revoke the settlement and it will remain binding. Plaintiffs
22 each retain the right to appeal any denial of a requested Service Award. The
23 Settlement Administrator shall pay the Class Representative Service Awards,
24 either in the amount stated herein if approved by the Court or some other
25 amount as approved by the Court, to Plaintiffs from the Gross Settlement
26 Amount no later than fifteen (15) calendar days after Funding Date #2. Any
27
28

1 portion of the requested Class Representative Service Awards that are not
2 awarded to the Class Representatives shall be part of the Net Settlement
3 Amount and shall be distributed to Settlement Class Members as provided in
4 this Agreement. The Settlement Administrator shall issue an IRS Form 1099
5 — MISC to Plaintiffs for their Class Representative Service Awards.
6 Plaintiffs shall be solely and legally responsible to pay any and all applicable
7 taxes on their Class Representative Service Awards and shall hold harmless
8 the Released Parties from any claim or liability for taxes, penalties, or interest
9 arising as a result of the Class Representative Service Awards. The Class
10 Representative Service Awards shall be in addition to Plaintiffs' Individual
11 Settlement Payment as a Settlement Class Member. Approval of this
12 Settlement shall not be conditioned on Court approval of the requested amount
13 of the Class Representative Service Award. In the event that the Court reduces
14 or does not approve the requested Class Representative Service Award,
15 Plaintiffs shall not have the right to revoke the Settlement, and it will remain
16 binding.
17
18
19

- 20 10. Class Counsel Award. Defendant understands a motion by Class Counsel for
21 attorneys' fees not to exceed one-third of the Gross Settlement Amount
22 currently estimated to be \$75,000 plus costs and expenses supported by
23 declaration not to exceed Fifteen Thousand Dollars (\$15,000), from the Gross
24 Settlement Amount will be filed. Any portion of the requested Class Counsel
25 Award that is not awarded to Class Counsel shall be part of the Net Settlement
26 Amount and shall be distributed to Settlement Class Members as provided in
27 this Agreement. The Settlement Administrator shall allocate and pay the
28

1 Class Counsel Award to Class Counsel from the Gross Settlement Amount no
2 later than fifteen (15) calendar days after Funding Date #2. Class Counsel
3 shall be solely and legally responsible to pay all applicable taxes on the
4 payment made pursuant to this paragraph. The Settlement Administrator shall
5 issue an IRS Form 1099 — MISC to Class Counsel for the payments made
6 pursuant to this paragraph. In the event that the Court reduces or does not
7 approve the requested Class Counsel Award, Plaintiffs and Class Counsel
8 shall not have the right to revoke the Settlement, or to appeal such order, and
9 the Settlement will remain binding.
10

11
12 11. PAGA Settlement. Five Thousand Dollars (\$5,000) shall be allocated from
13 the Gross Settlement Amount for settlement of claims for civil penalties under
14 the Private Attorneys General Act of 2004 (“PAGA Settlement”). The
15 Settlement Administrator shall pay seventy-five percent (75%) of the PAGA
16 Settlement (\$3,750) to the California Labor and Workforce Development
17 Agency no later than twenty-five (25) calendar days after the Funding Date
18 (hereinafter “LWDA Payment”). Twenty-five (25%) of the PAGA Settlement
19 (\$1,250) will be distributed to the Aggrieved Employees as described in this
20 Agreement (hereinafter “Aggrieved Employee Payment”). For purposes of
21 distributing the PAGA Settlement to the Aggrieved Employees, each
22 Aggrieved Employee shall receive their pro-rata share of the Aggrieved
23 Employee Payment using the PAGA Payment Ratio as defined above.
24

25
26 12. Settlement Administration Costs. The Settlement Administrator shall be paid
27 for the costs of administration of the Settlement from the Gross Settlement
28

1 Amount. The estimate of the Settlement Administration Costs is \$8,000.00.
2 The Settlement Administrator shall be paid the Settlement Administration
3 Costs no later than fifteen (15) calendar days after Funding Date #2.
4

5 N. Final Approval Motion. Class Counsel and Plaintiffs shall use best efforts to file with
6 the Court a Motion for Order Granting Final Approval and Entering Judgment, within
7 twenty-eight (28) days following the expiration of the Response Deadline, which
8 motion shall request final approval of the Settlement and a determination of the
9 amounts payable for the Class Representative Service Award, the Class Counsel
10 Award, the PAGA Settlement, and the Settlement Administration Costs. Plaintiffs
11 will provide Defendant with a draft of the Motion at least 3 business days prior to the
12 filing of the Motion to give Defendant an opportunity to propose changes or additions
13 to the Motion
14

15
16 1. Declaration by Settlement Administrator. No later than fourteen (14) days
17 after the Response Deadline, the Settlement Administrator shall submit a
18 declaration in support of Plaintiffs' motion for final approval of this
19 Settlement detailing the number of Notice Packets mailed and re-mailed to
20 Class Members, the number of undeliverable Notice Packets, the number of
21 timely requests for exclusion, the number of objections received, the amount
22 of the average Individual Settlement Payment and highest Individual
23 Settlement Payment, the Settlement Administration Costs, and any other
24 information as the Parties mutually agree or the Court orders the Settlement
25 Administrator to provide.
26
27
28

1 2. Final Approval Order and Judgment. Class Counsel shall present an Order
2 Granting Final Approval of Class Action Settlement to the Court for its
3 approval, and Judgment thereon, at the time Class Counsel files the Motion
4 for Final Approval.
5

6 N. Review of Motions for Preliminary and Final Approval. Class Counsel will provide
7 an opportunity for Counsel for Defendant to review the Motions for Preliminary and
8 Final Approval, including the Order Granting Final Approval of Class Action
9 Settlement, and Judgment before filing with the Court. The Parties and their counsel
10 will cooperate with each other and use their best efforts to affect the Court's approval
11 of the Motions for Preliminary and Final Approval of the Settlement, and entry of
12 Judgment.
13

14 O. Cooperation. The Parties and their counsel will cooperate with each other and use
15 their best efforts to implement the Settlement.
16

17 P. Interim Stay of Proceedings. The Parties agree to stay all proceedings in the Actions,
18 except such proceedings necessary to implement and complete the Settlement, pending
19 the Final Approval/Settlement Fairness Hearing to be conducted by the Court
20

21 Q. Amendment or Modification. This Agreement may be amended or modified only by
22 a written instrument signed by counsel for all Parties or their successors-in-interest.
23

24 R. Entire Agreement. This Agreement and any attached Exhibit constitute the entire
25 Agreement among these Parties, and no oral or written representations, warranties or
26 inducements have been made to any Party concerning this Agreement or its Exhibit
27
28

1 other than the representations, warranties and covenants contained and memorialized
2 in this Agreement and its Exhibit.

3
4 S. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
5 represent they are expressly authorized by the Parties whom they represent to negotiate
6 this Agreement and to take all appropriate Action required or permitted to be taken by
7 such Parties pursuant to this Agreement to effectuate its terms, and to execute any other
8 documents required to effectuate the terms of this Agreement. The persons signing
9 this Agreement on behalf of Defendant represents and warrants that he/she is
10 authorized to sign this Agreement on behalf of Defendant. Plaintiffs represent and
11 warrant that they are authorized to sign this Agreement and that they have not assigned
12 any claim, or part of a claim, covered by this Settlement to a third-party.
13

14
15 T. No Public Comment: The Parties and their counsel agree that they will not issue any
16 press releases, initiate any contact with the press, respond to any press inquiry, or have
17 any communication with the press about the fact, amount or terms of the Settlement
18 Agreement. Class Counsel further agrees not to use the Settlement Agreement or any
19 of its terms for any marketing or promotional purposes. Nothing herein will restrict
20 Class Counsel from including publicly available information regarding this settlement
21 in future judicial submissions regarding Class Counsel's qualifications and experience.
22 Further, Class Counsel will not include, reference or use the Settlement Agreement for
23 any marketing or promotional purposes, either before or after the Motion for
24 Preliminary Approval is filed. Nothing herein or in the individual settlement
25 agreements between Plaintiffs Hernandez and Conley and Defendant shall prevent
26
27
28

1 Plaintiffs from disclosing the terms of those individual settlements to the Court, upon
2 the Court's request, in an effort to seek and obtain approval of this Settlement.

3
4 U. Binding on Successors and Assigns. This Agreement shall be binding upon, and inure
5 to the benefit of, the successors or assigns of the Parties, as previously defined.

6
7 V. California Law Governs. All terms of this Agreement and the Exhibit and any disputes
8 shall be governed by and interpreted according to the laws of the State of California.

9
10 W. Counterparts. This Agreement may be executed in one or more counterparts. All
11 executed counterparts and each of them shall be deemed to be one and the same
12 instrument provided that counsel for the Parties to this Agreement shall exchange
13 among themselves copies or originals of the signed counterparts.

14
15 X. This Settlement Is Fair, Adequate and Reasonable. The Parties believe this Settlement
16 is a fair, adequate and reasonable settlement of this Action and have arrived at this
17 Settlement after extensive arms-length negotiations, taking into account all relevant
18 factors, present and potential.

19
20 Y. Jurisdiction of the Court. The Parties agree that the Court shall retain jurisdiction with
21 respect to the interpretation, implementation and enforcement of the terms of this
22 Agreement and all orders and judgments entered in connection therewith, and the
23 Parties and their counsel submit to the jurisdiction of the Court for purposes of
24 interpreting, implementing and enforcing the settlement and all orders and judgments
25 entered in connection with this Agreement.
26
27
28

1 Z. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,
2 the Court shall first attempt to construe the provisions valid to the fullest extent
3 possible consistent with applicable precedents so as to define all provisions of this
4 Agreement valid and enforceable.

5
6 AA. No Unalleged Claims. Plaintiffs and Class Counsel represent that, except for Plaintiffs
7 Hernandez' and Conley's individual claims, which are covered in their individual
8 settlement agreements, they do not currently intend to pursue any claims against the
9 Released Parties, including, but not limited to, any and all claims relating to or arising
10 from Plaintiffs' employment with Defendant, regardless of whether Class Counsel is
11 currently aware of any facts or legal theories upon which any claims or causes of action
12 could be brought against Released Parties, including those facts or legal theories
13 alleged in the operative complaint in this Action. The Parties further acknowledge,
14 understand and agree that this representation is essential to the Agreement and that this
15 Agreement would not have been entered into were it not for this representation.

16
17
18 BB. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class
19 certification for purposes of this settlement only.

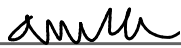
20
21 CC. No Admissions by the Parties. Plaintiffs have claimed and continue to claim that the
22 Released Claims have merit and give rise to liability on the part of Defendant.
23 Defendant claims that the Released Claims have no merit and do not give rise to
24 liability. This Agreement is a compromise of disputed claims. Nothing contained in
25 this Agreement and no documents referred to and no action taken to carry out this
26 Agreement may be construed or used as an admission by or against the Defendant or
27 Plaintiffs or Class Counsel as to the merits or lack thereof of the claims asserted. Other
28

than as may be specifically set forth herein, each Party shall be responsible for and shall bear its/their own attorney's fees and costs.

DD. Confidentiality. Class Counsel agrees that it will not initiate or contact or have any communications with putative Class Members during the Settlement approval process. Nothing will prevent Class Counsel from responding to inquiries from putative Class Members. For its part, Defendant agrees it shall not discourage putative Class Members from participating in the Settlement and shall refer any questions to the Claims Administrator. No public comment, communications to media, or any form of advertising or public announcement (including social media) regarding the case shall be made by Plaintiffs or Class Counsel at any time. Prior to filing of the Motions for Preliminary and Final Approval, Class Counsel shall not discuss the terms of the settlement or the negotiations leading to settlement with any person other than the Plaintiffs and Class Administrator. Nothing herein or in the individual settlement agreements between Plaintiffs Hernandez and Conley and Defendant shall prevent Plaintiffs from disclosing the terms of those individual settlements to the Court, upon the Court's request, in an effort to seek and obtain approval of this Settlement.

IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFFS:

DATED: Sep 6, 2022


Amanda Hernandez (Sep 6, 2022 15:04 PDT)

AMANDA HERNANDEZ

DATED: Sep 7, 2022


Kimberly Conley (Sep 7, 2022 12:47 PDT)

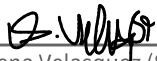
KIMBERLY CONLEY

DATED: Sep 6, 2022


Graviela Valencia (Sep 6, 2022 18:13 PDT)

GRAVIELA VALENCIA

1 DATED: Sep 6, 2022



Serena Velasquez (Sep 6, 2022 15:53 PDT)
SERENA VELASQUEZ

2
3
4 IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

5
6 DATED: _____

PARENTING NETWORK, INC.

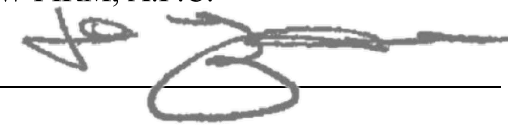
7
8 _____
Printed Name

9
10 _____
Title

11
12 IT IS SO AGREED AS TO FORM BY COUNSEL:

13
14 DATED: September 7, 2022

JCL LAW FIRM, A.P.C.

15 By:  _____

16 Attorneys for Plaintiffs and the Settlement Class
17 Members

18
19 DATED: September 7, 2022

ZAKAY LAW GROUP, APLC

20 By:  _____

21 Attorneys for Plaintiffs and the Settlement Class
22 Members

23
24 DATED: _____

ANTHONY N. DEMARIA
DEMARIA LAW FIRM, A.P.C.

25 By: _____

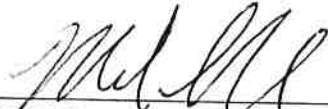
26 Attorneys for Defendant
27
28

1 DATED: _____

2 SERENA VELASQUEZ

3
4 IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

5
6 DATED: 9/6/22

7 
8 PARENTING NETWORK, INC.

9 Mike Gibson
10 Printed Name

11 E.D.
12 Title

13
14 IT IS SO AGREED AS TO FORM BY COUNSEL:

15 DATED: _____

16 JCL LAW FIRM, A.P.C.

17 By: _____

18 Attorneys for Plaintiffs and the Settlement Class
19 Members

20 DATED: _____

21 ZAKAY LAW GROUP, APLC

22 By: _____

23 Attorneys for Plaintiffs and the Settlement Class
24 Members

25 DATED: _____

26 ANTHONY N. DEMARIA
27 DEMARIA LAW FIRM, A.P.C.

28 By: _____

Attorneys for Defendant

1 DATED: _____

SERENA VELASQUEZ

2
3
4 IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

5
6 DATED: _____

PARENTING NETWORK, INC.

7
8 Printed Name

9
10 Title

11
12 IT IS SO AGREED AS TO FORM BY COUNSEL:

13
14 DATED: _____

JCL LAW FIRM, A.P.C.

15 By: _____

16 Attorneys for Plaintiffs and the Settlement Class
17 Members

18
19 DATED: _____

ZAKAY LAW GROUP, APLC

20
21 By: _____

22 Attorneys for Plaintiffs and the Settlement Class
23 Members

24 DATED: September 6, 2022

25 ANTHONY N. DEMARIA
DEMARIA LAW FIRM, A.P.C.

26 By:  for

27 Attorneys for Defendant
28