

PAGA SETTLEMENT AGREEMENT

This PAGA Settlement Agreement (“Agreement”) is made by and between plaintiffs JENNA OJEDA, GARY GOODMAN, and RAMON RUIZ (“Plaintiffs”) and defendant MASHBURN TRANSPORTATION SERVICES, INC. (“MASHBURN”). The Agreement refers to Plaintiffs and MASHBURN collectively as “Parties.”

1. DEFINITIONS.

- 1.1. “Action” means the following three PAGA lawsuits filed by Plaintiffs and pending in the Superior Court of the State of California, County of Kern:

Jenna Ojeda v. Mashburn Transportation Services, Inc., Case No. BCV-20-100972, filed March 27, 2020.

Gary Goodman v. Mashburn Transportation Services, Inc., et al., Case No. BCV-21-101196-BCB, filed May 26, 2021.

Ramon Ruiz v. Mashburn Transportation Services, Inc., Case No. BCV-22-100698 BCB, filed March 24, 2022.

- 1.2. “Administrator” means ILYM Group, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with approval of this Settlement.
- 1.4. “Aggrieved Employee” means all current and former non-exempt hourly employees of MASHBURN in the state of California at any time from January 20, 2019, until the date of PAGA settlement approval (the “PAGA Period.”)
- 1.5. “Aggrieved Employee Data” means Aggrieved Employee identifying information in MASHBURN’s possession including the Aggrieved Employee’s name, last-known mailing address, Social Security number, and number of PAGA Pay Periods.
- 1.6. “Aggrieved Employee Address Search” means the Administrator’s investigation and search for current Aggrieved Employee mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Aggrieved Employees.

- 1.7. "Court" means the Superior Court of California, County of Kern.
- 1.8. "Defense Counsel" means Michael Sullivan & Associates LLP.
- 1.9. "Effective Date" means the date on which the Court's order approving the settlement and its entry of judgment become Final. "Final" shall mean the later of: (i) if there is an appeal of the Court's judgment, the date the order and judgment approving the settlement are affirmed on appeal, the date of dismissal of such appeal, or the expiration of the time to file a petition for writ of certiorari to the California Supreme Court; (ii) if a petition for writ of certiorari is filed, the date of denial of the petition for writ of certiorari, or the date the order and judgment approving the settlement are affirmed pursuant to such petition; or (iii) if no objection or motion for intervention is filed prior to settlement approval, then the date the Court enters judgment.
- 1.10. "Gross Settlement Amount" means \$382,000.00 which is the total amount MASHBURN agrees to pay under the Settlement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, and the Administrator's Expenses Payment.
- 1.11. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of Pay Periods the Aggrieved Employee worked during the PAGA Period.
- 1.12. "Judgment" means the judgment entered by the Court granting PAGA Settlement Approval.
- 1.13. "LWDA" means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.14. "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.15. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Plaintiffs' representative service awards, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is the Net Settlement Amount, 75% of which shall be paid to the LWDA and 25% shall be paid to Aggrieved Employees as Individual PAGA Payments.
- 1.16. "PAGA Counsel" means Koul Law Firm, Bibiyan Law Group, P.C., and

Workworld Law Corp., the attorneys representing the Plaintiffs in the Action.

- 1.17. “PAGA Counsel Fees Payment” and “PAGA Counsel Litigation Expenses Payment” mean the amounts allocated to PAGA Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.18. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for MASHBURN for at least one day during the PAGA Period.
- 1.19. “PAGA Period” means the period from January 20, 2019, until the date the Court grants approval of this PAGA settlement.
- 1.20. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.21. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees and the 75% to the LWDA in settlement of PAGA claims.
- 1.22. “Plaintiffs” means Jenna Ojeda, Gary Goodman, and Ramon Ruiz, the named plaintiffs in the Action.
- 1.23. “Approval Order” means the proposed Court Order Granting Approval of PAGA Settlement.
- 1.24. “Released PAGA Claims” means the claims being released by the Plaintiff and PAGA Counsel and as described in Paragraph 5 below.
- 1.25. “Released Parties” means: MASHBURN; its present, former, and/or future parents and/or subsidiary corporations; each of the foregoing’s present, former, and/or future: owners, officers, directors, shareholders, partners, employees, contractors, clients, insurers, successors, predecessors, assigns, and agents; and any and all agents, representatives and/or attorneys of all of the foregoing entities or individuals.
- 1.26. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.27. “MASHBURN” means named Defendant Mashburn Transportation Services, Inc.

2. RECITALS.

- 2.1. Jenna Ojeda her PAGA Notice letter on January 20, 2020. She filed her PAGA complaint on March 27, 2020, alleging claims for: (1) failing to pay for all hours worked, including overtime hours worked (due to rounding and off the clock work); (2) underpaying overtime due to failing to include nondiscretionary bonuses into employees' regular rate of pay for purposes of calculating overtime due; (3) failing to reimburse for required business expenses; (4) failing to timely pay all wages owed; and (5) failing to provide accurate wage statements and maintain accurate payroll records. Gary Goodman filed his complaint May 26, 2021. In addition to the claims brought by Ojeda, Mr. Goodman alleges additional theories related to on-call shifts, unpaid travel time, and uniform donning and doffing. Ramon Ruiz filed his complaint March 24, 2022, which repeats allegations in the prior actions, and adds an additional OSHA-related claim for unsafe work conditions. All three actions are collectively referred to as "the Actions."
- 2.2. MASHBURN denies the allegations in the Actions, denies any failure to comply with the laws identified and alleged in in the Actions, and denies any and all liability for the causes of action alleged in the Actions.
- 2.3. Pursuant to Labor Code section 2699.3, subd.(a), Plaintiffs gave timely written notice to MASHBURN and the LWDA by sending the PAGA Notice letters.
- 2.4. On November 28, 2023, the Parties participated in an all-day mediation presided over by Lynn Frank, Esq. which led to this Agreement to settle the Actions.
- 2.5. Prior to mediation, Plaintiffs obtained key company documents, including a sampling of time and payroll records for the alleged Aggrieved Employees through informal discovery. The Parties also engaged in extensive formal discovery and law and motion concerning the claims alleged in the Actions.
- 2.6. The Parties, PAGA Counsel, and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS.

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, MASHBURN promises to pay \$382,000.00 and no more as the Gross Settlement Amount. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to MASHBURN.
- 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by

the Court in the Final Approval:

- 3.2.1. To PAGA Counsel: Attorney's fees of not more than 3 5 % of the Gross Settlement Amount, currently estimated to be \$133,700, and costs of not more than \$25,000. MASHBURN will not oppose requests for Court approval of these payments provided that they do not exceed these amounts. Plaintiffs and/or PAGA Counsel will file an application or motion for PAGA Counsel Fees Payment and PAGA Litigation Expenses Payment. If the Court approves a PAGA Counsel Fees Payment and/or a PAGA Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to PAGA Counsel or any other Plaintiff's Counsel arising from any claim to any portion any PAGA Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment. The Administrator will pay the PAGA Counsel Fees Payment and PAGA Counsel Expenses Payment using one or more IRS 1099 Forms. PAGA Counsel assumes full responsibility and liability for taxes owed on the PAGA Counsel Fees Payment and the PAGA Counsel Litigation Expenses Payment and holds MASHBURN harmless, and indemnifies MASHBURN, from any dispute or controversy regarding any division or sharing of any of these Payments.
- 3.2.2. To the Administrator: An Administrator Expenses Payment not to exceed \$6,500 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than the amount stated above, the Administrator will retain the remainder in the Net Settlement Amount.
- 3.2.3. To the Plaintiffs: an amount of not more than \$7,500.00 to each representative Plaintiff, which the Court will authorize to be paid to Plaintiffs in recognition of their effort and risk in assisting with the prosecution of the Actions and in return for executing General Releases with MASHBURN.
- 3.2.4. To the LWDA and Aggrieved Employees: PAGA Penalties to be paid from the Gross Settlement Amount, with 75% allocated to the LWDA PAGA Payment and 25% allocated to the Individual PAGA Payments.
 - 3.2.4.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

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

4. SETTLEMENT FUNDING AND PAYMENTS.

- 4.1. Aggrieved Employee Pay Periods. Based on a review of its records as of the date of mediation, MASHBURN estimates that Aggrieved Employees worked a total of approximately 17,565 PAGA Pay Periods.
- 4.2. Aggrieved Employee Data. Within 14 days of settlement approval, MASHBURN will deliver the Aggrieved Employee Data to the Administrator in the form of a Microsoft Excel spreadsheet. To protect Aggrieved Employee' privacy rights, the Administrator must maintain the Aggrieved Employee Data in confidence, use the Aggrieved Employee Data only for purposes of this Settlement and for no other purpose, and restrict access to the Aggrieved Employee Data to Administrator employees who need access to the Aggrieved Employee Data to effect and perform under this Agreement. MASHBURN has a continuing duty to immediately notify PAGA Counsel if it discovers that the Aggrieved Employee Data omitted employee identifying information and to provide corrected or updated Aggrieved Employee Data as soon as reasonably feasible. Without any extension of the deadline by which MASHBURN must send the Aggrieved Employee Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Aggrieved Employee Data.
- 4.3. Funding of Gross Settlement Amount. MASHBURN shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator within fourteen days of the Effective Date.
- 4.4. Payments from the Gross Settlement Amount. Within 14 days after MASHBURN funds the Gross Settlement Amount, the Administrator will mail checks for all Individual PAGA Payments, Plaintiffs' representative service awards, the LWDA PAGA Payment, the Administration Expenses Payment, and the PAGA Counsel Attorneys Fees and Litigation Expenses Payment. Disbursement of the PAGA Counsel Attorneys Fees and Litigation Expenses Payment shall not precede disbursement of Individual PAGA Payments.
 - 4.4.1. The Administrator will issue checks for the Individual PAGA Payments and send them to the Aggrieved Employees via First Class U.S. Mail, postage prepaid. 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 Administrator will cancel all checks not cashed by the void date. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2. The Administrator must conduct an Aggrieved Employee Address Search for all Aggrieved Employees whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Aggrieved Employee Address Search. The Administrator need not take further steps to deliver checks to Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Aggrieved Employee whose original check was lost or misplaced, requested by the Aggrieved Employee prior to the void date.

4.4.3. For any Aggrieved Employee whose Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to a Court approved nonprofit organization or foundation consistent with Code of Civil Procedure Section 384 subd. (b) ("Cy Pres Recipient"). The Parties have selected Bet Tzedek as the Cy Pres Recipient. By signing below, the Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.

4.4.4. The payment of Individual PAGA Payments shall not obligate MASHBURN to confer any additional benefits or make any additional payments to the Aggrieved Employees (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS. Effective on the date when MASHBURN fully funds the entire Gross Settlement Amount, Plaintiffs will release claims against all Released Parties as follows:

5.1 **Plaintiffs' Release.** Plaintiffs and their former and present spouses, representatives, agents, attorneys (including PAGA Counsel), heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained in the Actions and the PAGA Notice letters filed in connection with the Actions ("Plaintiffs' Release"). Plaintiffs' Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security

benefits, workers' compensation benefits that arose at any time, or based on occurrences outside the PAGA Period. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agrees, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

- 5.1.1 Plaintiffs' Waiver of Rights Under California Civil Code Section 1542. For purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release, and that if known by him or her would have materially affected his or her settlement with the debtor or Released Party.

- 5.2 However, the above release expressly excludes the causes of action alleged by Plaintiff Ojeda in Kern County Superior Court Case No. BCV-20-100348, and by Plaintiff Goodman in Kern County Superior Court Case No. BCV-22-101365.

- 5.3 Release by LWDA and Aggrieved Employees:

The LWDA is deemed to have released any claims for PAGA civil penalties against the Released Parties that were alleged, or reasonably could have been alleged, based on the facts stated in the operative First Amended Complaint and Plaintiff's PAGA Notice to the LWDA, from the period beginning June 22, 2020, through the date of approval of this Settlement. All Aggrieved Employees are deemed to release the Released Parties from any and all claims, known or unknown, for civil penalties under California Labor Code section 2698 et seq. (PAGA) that were asserted in any and/or all of the complaints in the Actions and/or any of Plaintiffs' letters to the LWDA (including any subsequently amended complaints or letters); and/or any and all claims, known or unknown, that could have been asserted based on the factual allegations in any and/or all of the complaints in the Action and/or any of Plaintiff's letter to the LWDA (including any subsequently amended complaints or letters). This release includes, but is not limited to, claims for PAGA civil penalties premised on Labor Code Sections 200, 201-204, 204.1, 204.2, 207, 218, 226, 226.3, 510, 512, 558, 1174, 1174.5, 1194, 1197, 1197.1, 1198, 1198.5, 1199, 2698 et seq., 2802, 6400-6404, 6407, Cal.

Code Regs., tit. 8 §3203, §3395 (d)(3), and include all claims related to or derivative of: (1) failing to pay for all hours worked, including overtime hours worked (including due to rounding, off the clock work, travel time, donning and doffing, and on-call shifts); (2) underpaying overtime due to failing to include nondiscretionary bonuses into employees' regular rate of pay for purposes of calculating overtime due; (3) failing to reimburse for required business expenses; (4) failing to timely pay all wages owed; (5) failing to provide accurate wage statements and maintain accurate payroll records; and (6) failing to provide safe working conditions, including shade, water, heat prevention, emergency response procedures, and injury and illness prevention. The release shall run through the date the Superior Court of the State of California, County of Los Angeles grants approval of the settlement.

6. MOTION OR APPLICATION FOR APPROVAL OF SETTLEMENT. The Parties agree to jointly prepare and file a stipulation for approval of this Settlement.

- 6.1 Plaintiffs' Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for obtaining approval of this Settlement under Labor Code Section 2699, subd. (f)(2)) including (i) a draft proposed Order Granting Approval of PAGA Settlement; (ii) a signed declaration from the Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Aggrieved Employee Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Aggrieved Employees or the LWDA; and the nature and extent of any financial relationship with Plaintiff, PAGA Counsel or Defense Counsel; (iii) a signed declaration from PAGA Counsel firm attesting to its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaints (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); and (iv) all facts relevant to any actual or potential conflict of interest with Aggrieved Employees and/or the Administrator.
- 6.2 Responsibilities of PAGA Counsel. PAGA Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the stipulation for approval of this Settlement no later than 30 days after the full execution of this Agreement and, if necessary, obtaining a prompt hearing date for a motion and appearing in Court to advocate in favor of the motion. PAGA Counsel is responsible for delivering the Court's order approving the settlement to the Administrator.
- 6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed application or motion for approval of this Settlement and/or the supporting declarations and

documents, PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant the motion for approval of this Settlement or conditions its approval on any material change to this Agreement, PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

- 7.1 Selection of Administrator. The Parties have jointly selected ILYM Group, Inc. to serve as the Administrator and verified that, as a condition of appointment, ILYM Group, Inc., agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.
- 7.2 Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports state and federal tax authorities.
- 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.
- 7.4 Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.

8. AGGRIEVED EMPLOYEE SIZE ESTIMATES and ESCALATOR CLAUSE

Based on its records, MASHBURN estimates there were approximately 17,565 pay periods commencing January 20, 2019, through November 28, 2023. The Parties anticipate that the total number of pay periods will increase prior to settlement approval. If it is determined that the actual number of pay periods commencing January 20, 2019, through settlement approval exceeds 17,565 by more than ten percent (10%), MASHBURN shall have the option to either: (a) end the release period on the date the PAGA Members reach the ten percent (10%) threshold (19,321 pay periods), or (b) increase the GSA by the percentage difference beyond the ten percent (10%) between the certified amount of

17,565 and the actual number of pay periods.

9. **CONTINUING JURISDICTION OF THE COURT.** The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

9.1 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment, the Parties, their respective counsel 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 another party appeals the Judgment, 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, except as to matters that do not affect the amount of the Net Settlement Amount.

10. **ADDITIONAL PROVISIONS.**

10.1 No Admission of Liability or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by MASHBURN that any of the allegations in the operative complaints in any of the Actions have merit or that MASHBURN has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that MASHBURN's defenses in the Action have merit. The Parties agree that representative treatment is for purposes of this Settlement only. If, for any reason the Court does not approve this Settlement, MASHBURN reserves all available defenses to the claims in the Action, and Plaintiffs reserve the right to contest MASHBURN's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

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

10.3 Attorney Authorization. PAGA Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and MASHBURN, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

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

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

10.6 No Tax Advice. Neither Plaintiffs, PAGA Counsel, MASHBURN nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

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

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

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

10.10 Cooperation in Drafting. The Parties have cooperated in the drafting and

preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.

- 10.11 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 10.12 Use and Return of Aggrieved Employee Data. Information provided to PAGA Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the PAGA Data provided to PAGA Counsel by MASHBURN in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the Administrator discharges its obligation to pay out of all Settlement funds, Plaintiffs shall destroy all paper and electronic versions of Aggrieved Employee Data received from MASHBURN unless, prior to the Administrator's payment of all Settlement Funds, MASHBURN makes a written request to PAGA Counsel for the return, rather than the destructions, of Aggrieved Employee Data.
- 10.13 Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 10.14 Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 10.15 Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff:

Nazo Koulloukian
KOUL LAW FIRM
3435 Wilshire Blvd., Suite 1710
Los Angeles, CA 90010

Telephone: (213) 761-5484
Facsimile: (818) 561-3938
Email: nazo@koullaw.com

To MASHBURN:

Eric H. DeWames
Gregory B. Wilbur
Paymon Mondegar
MICHAEL SULLIVAN & ASSOCIATES LLP
PO Box 85059
San Diego, CA 92186-5059
Telephone: (408) 627-4812
Facsimile: (408) 627-4813
Email: edewames@sullivanattorneys.com
gwilbur@sullivanattorneys.com
pmondegari@sullivanattorneys.com

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

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

Plaintiffs:

2/22/2024

Date: February 22, 2024

By: 
Jenna Ojeda

Date: February __, 2024

By: _____
Gary Goodman

Telephone: (213) 761-5484
Facsimile: (818) 561-3938
Email: nazo@koullaw.com

To MASHBURN:

Eric H. DeWames
Gregory B. Wilbur
Paymon Mondegar
MICHAEL SULLIVAN & ASSOCIATES LLP
PO Box 85059
San Diego, CA 92186-5059
Telephone: (408) 627-4812
Facsimile: (408) 627-4813
Email: edewames@sullivanattorneys.com
gwilbur@sullivanattorneys.com
pmondegari@sullivanattorneys.com

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Plaintiffs:

Date: February ___, 2024

By: _____
Jenna Ojeda

Date: February 29, 2024

By:  _____
Gary Goodman (Feb 29, 2024 16:48 PST)
Gary Goodman

02 / 26 / 2024

Date: February ___, 2024

By: _____
Ramon Ruiz

Defendant:

Mashburn Transportation Services, Inc.

Date: February ___, 2024

By:
Its:

Approved as to form:

Koul Law Firm

Date: February ___, 2024

By: _____
Attorney for Plaintiff

Bibiyan Law Group, P.C.

Date: February ___, 2024

By: _____
Attorney for Plaintiff

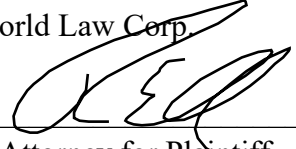
J. Gill Law Group, P.C.

Date: February ___, 2024

By: _____
Attorney for Plaintiff

Workworld Law Corp

Date: February 26, 2024

By:  _____
Attorney for Plaintiff

Michael Sullivan & Associates LLP

Date: February ___, 2024

By: _____
Attorney for Defendant

Date: February __, 2024

By: _____
Ramon Ruiz

Defendant:

Mashburn Transportation Services, Inc.

March 13
Date: ~~February~~ __, 2024

[Signature]
By: *Dwight Mashburn*
Its:

Approved as to form:

Koul Law Firm

Date: February 22, 2024

By: *[Signature]*
DocuSigned by:
Nargo Koulloukian
SF87388C1D414C7...
Attorney for Plaintiff

Bibiyan Law Group, P.C.

Date: February __, 2024

By: _____
Attorney for Plaintiff

J. Gill Law Group, P.C.

Date: February __, 2024

By: _____
Attorney for Plaintiff

Workworld Law Corp.

Date: February __, 2024

By: _____
Attorney for Plaintiff

Michael Sullivan & Associates LLP

Date: February __, 2024

By: _____
Attorney for Defendant

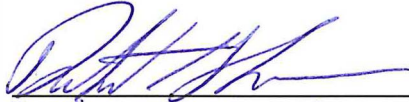
Date: February __, 2024

By: _____
Ramon Ruiz

Defendant:

Mashburn Transportation Services, Inc.

Date: March 13
~~February~~ __, 2024


By: Dwight Mashburn
Its: _____

Approved as to form:

Koul Law Firm

Date: February __, 2024

By: _____
Attorney for Plaintiff

March 1

Date: ~~February~~ __, 2024

Bibiyan Law Group, P.C.

By: Vedang J. Patel
Attorney for Plaintiff

March 1

Date: ~~February~~ __, 2024

J. Gill Law Group, P.C.

By: /s/ Jasmin K. Gill

Attorney for Plaintiff

Workworld Law Corp.

Date: February __, 2024

By: _____
Attorney for Plaintiff

Michael Sullivan & Associates LLP

Date: February __, 2024

By: Attorney for Defendant

EXHIBIT A – NOTICE OF PAGA SETTLEMENT

[Date], 202__

[Settlement Administrator Name]

[Settlement Administrator Address]

[Employee Name]

[Employee Street Address]

[City, State Zip]

Re: PAGA Settlement Payment

Dear Current or Former Mashburn Transportation Services, Inc. Employee:

You have received this notice because Mashburn Transportation Services, Inc. ("Mashburn") records indicate that you work or have worked for Mashburn in California at some time between J [redacted] ry 20, 2019, through [Date]. This notice relates to the settlement of three lawsuits: *Jenna Ojeda v. Mashburn Transportation Services, Inc.*, Case No. BCV-20-100972, filed March 27, 2020, *Gary Goodman v. Mashburn Transportation Services, Inc.*, et al., Case No. BCV-21-101196-BCB, filed May 26, 2021, and *Ramon Ruiz v. Mashburn Transportation Services, Inc.*, Case No. BCV-22-100698 BCB, filed March 24, 2022, all filed in the Kern County Superior Court (the "Lawsuits").

In the Lawsuits, Plaintiffs Jenna Ojeda, Gary Goodman, and Ramon Ruiz ("Plaintiffs") seek civil penalties pursuant to the California Private Attorneys General Act ("PAGA"), a law which allows Plaintiffs to attempt to recover penalties on behalf of the State of California and on behalf of employees who Plaintiffs claim were "aggrieved" by alleged wage and hour violations. In the Lawsuit, Plaintiffs allege that Mashburn is liable for failure to pay overtime; failure to pay for all hours worked; failure to provide meal periods; failure to authorize and permit rest periods; failure to properly pay meal and/or rest period premiums; failure to provide accurate itemized wage statements; violation of record keeping requirements; failure to timely pay wages at termination; failure to reimburse all required business expenses; and workplace safety violations.

Mashburn strongly disputes Plaintiffs' allegations and maintains that Mashburn has fully complied with all applicable wage and hour laws. The Court has not issued any ruling regarding the merits of the Lawsuits. Nonetheless, to avoid the cost and distraction of litigation, Mashburn has made a business decision to settle the Lawsuits, which settlement has been approved by the Court.

The enclosed settlement check represents your portion of the Court-approved PAGA settlement. You will not be retaliated against for cashing your check. Checks that are not cashed within 180
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days of issuance will be voided and the funds will be transmitted to the Court-approved nonprofit organization, Bet Tzedek Legal Services.

Regardless of what you do with the settlement check, you will have released claims for penalties arising under PAGA as asserted in the Lawsuits.

If you have any questions about this notice, please contact the Settlement Administrator, [NAME] at <<number/email>>.

THIS NOTICE IS NOT AN EXPRESSION OF ANY OPINION BY THE COURT AS TO THE MERITS OF THE CLAIMS OR DEFENSES BY EITHER SIDE IN THE LAWSUITS. PLEASE DO NOT CONTACT THE COURT REGARDING THE CASES.