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**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA**

HORACE BAZILLE, JR., an individual, on
behalf of himself, the State of California, as a
private attorney general, and on behalf of all
others similarly situated,

Plaintiff,

v.

ACCELERATED SERVICES LLC, a Colorado
Limited Liability Company; and DOES 1 TO 50,

Defendants.

Case Number: 3:21-cv-01657-JD

**Settlement Agreement and Release of Class
Action**

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Attorneys for Defendant Accelerated Services LLC

SETTLEMENT AGREEMENT AND RELEASE OF CLASS ACTION

This Settlement Agreement and Release of Class Action (“Settlement Agreement”) is made and entered into by: **(1)** Plaintiff Horace Bazille, Jr. (“Plaintiff”), individually and in his representative capacity on behalf of the Settlement Class, as defined below, and as a private attorney general on behalf of the State of California; and **(2)** Defendant Accelerated Services LLC (“Defendant”). This Settlement Agreement is subject to the approval of the Court, pursuant to California Rules of Court, rule 3.769, subdivisions (c), (d), and (e), and is made for the sole purpose of attempting to consummate settlement of the action on a class-wide basis subject to the following terms and conditions. As detailed below, in the event the Court does not enter an order granting final approval of this Settlement Agreement or the conditions precedent are not met for any reason, this Settlement Agreement is void and of no force or effect whatsoever.

1. DEFINITIONS

As used in this Settlement Agreement, the following terms shall have the meanings specified below. To the extent terms or phrases used in this Settlement Agreement are not specifically defined below, but are defined elsewhere in this Settlement Agreement, they are incorporated by reference into this definition section.

1.1. ACTION

“Action” shall mean the following civil action: *Horace Bazille, Jr. v. Accelerated Services LLC*, case number 3:21-cv-01657-JD, in the United States District Court, Northern District of California, and which was originally filed under the same title as case number RG20071487 on August 13, 2020, in the Superior Court of California for the County of Alameda.

1.2. ADMINISTRATIVE EXPENSES

“Administrative Expenses” shall include all costs and expenses associated with and paid to the third-party settlement administrator, which are anticipated not to exceed \$15,000.00.

1.3. APPLICABLE WAGE ORDER

“Applicable Wage Order” shall mean the California Industrial Welfare Commission (“IWC”) Wage Order applicable to the facts of this case, including IWC Wage Order 9-2001 and others that may be applicable. (Cal. Code of Regs., tit. 8, § 11090.)

1 **1.4. CLAIMS**

2 “Claims” shall mean the claims asserted in the Action.

3 **1.5. CLASS ATTORNEY FEES AND EXPENSES**

4 “Class Attorney Fees and Expenses” shall mean the portion of the Gross Settlement Amount
5 attributable to attorney fees and litigation expenses. The Parties agree that the fee portion of the Class
6 Attorney Fees and Expenses shall be up to 25% of the Gross Settlement Amount (i.e., \$126,250.00),
7 as approved by the Court, and the award of costs and expenses shall be up to an additional \$18,000.00.

8 **1.6. CLASS COUNSEL**

9 “Class Counsel” shall mean Craig J. Ackermann of Ackermann & Tilajef, P.C., and Jonathan
10 Melmed and Kyle Smith of Melmed Law Group P.C.

11 **1.7. CLASS MEMBER**

12 “Class Member” shall mean any person who is a prospective member of the Settlement Class,
13 or, if such person is incompetent or deceased, the person’s legal guardian, executor, heir, or successor-
14 in-interest.

15 **1.8. CLASS NOTICE**

16 “Class Notice” shall mean the *Notice of Proposed Class Action Settlement and Hearing Date*
17 *for Court Approval*, as set forth in the form of **Exhibit 1** attached hereto, or as otherwise approved by
18 the Court, which is to be mailed to Class Members along with the Share Form.

19 **1.9. CLASS PARTICIPANTS**

20 “Class Participants” shall mean all Class Members who do not timely request exclusion from
21 the Class Settlement.

22 **1.10. CLASS PERIOD**

23 “Class Period” shall mean the period from January 6, 2016, through the date of preliminary
24 approval of the Class Settlement or December 31, 2021, whichever is earlier.

25 **1.11. CLASS REPRESENTATIVE**

26 “Class Representative” shall mean Plaintiff Horace Bazille, Jr.

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1 **1.12. CLASS SETTLEMENT**

2 “Class Settlement” shall mean the settlement embodied in this Settlement Agreement, which is
3 subject to Court approval.

4 **1.13. COMPLAINT**

5 “Complaint” shall mean the currently-operative complaint in the Action.

6 **1.14. COURT**

7 “Court” shall mean the United States District Court, Northern District of California.

8 **1.15. DEFENDANT**

9 “Defendant” shall mean Defendant Accelerated Services LLC.

10 **1.16. DEFENSE COUNSEL**

11 “Defense Counsel” shall mean Danielle H. Moore and Adam Sloustcher of Fisher & Philips
12 LLP. .

13 **1.17. EFFECTIVE DATE**

14 “Effective Date” shall be the date when all of the following events have occurred: **(a)** this
15 Settlement Agreement has been executed by all Parties and by Class Counsel and Defense Counsel;
16 **(b)** the Court has given preliminary approval to the Class Settlement; **(c)** notice has been given to the
17 Settlement Class providing them with an opportunity to request exclusion from the Class Settlement;
18 **(d)** the Court has held a Final Approval and Fairness Hearing and entered a final order and judgment
19 certifying the Settlement Class and approving this Settlement Agreement; and **(e)** the later of the
20 following events: **(i)** the expiration of the period for filing any appeal, writ, or other appellate
21 proceeding opposing the Class Settlement has elapsed without any appeal, writ, or other appellate
22 proceeding having been filed; **(ii)** the dismissal of any appeal, writ, or other appellate proceeding
23 opposing the Class Settlement with no right to pursue further remedies or relief; or **(iii)** any appeal,
24 writ, or the issuance of such other final appellate order upholding the Court’s final order with no right
25 to pursue further remedies or relief. In this regard, it is the intention of the Parties that the Class
26 Settlement shall not become effective until the Court’s order approving the Class Settlement is
27 completely final and there is no further recourse by an appellant or objector who seeks to contest the
28 Class Settlement. In the event no objections are filed, the Effective Date shall be after steps (a) through

(d) are completed (i.e., the date that the court has entered a final order and judgment certifying the Settlement Class and approving this Settlement Agreement).

1.18. DRIVER'S TAXES AND REQUIRED WITHHOLDING

"Driver's Taxes and Required Withholding" shall mean the Driver's share of any and all applicable federal, state, or local payroll taxes, including those collected under authority of the Federal Insurance Contributions Act (FICA), the Federal Unemployment Tax Act (FUTA), and/or the State Unemployment Tax Act (SUTA) on the portion of any Class Participant's Individual Settlement Amount that constitutes wages. The Driver's Taxes and Required Withholdings will be withheld from and paid out of the Net Settlement Amount.

1.19. DEFENDANT'S TAXES

"Defendant's Taxes" shall mean and refer to Defendant's share of payroll taxes (e.g., Unemployment Insurance, Employment Training Tax, Social Security, and Medicare taxes) that is owed on the portion of any Class Participant's Individual Settlement Amount that constitutes wages. The Defendant's Taxes shall be separately paid by Defendant and shall not be paid from the Gross Settlement Amount or Net Settlement Amount.

1.20. FINAL APPROVAL AND FAIRNESS HEARING

"Final Approval and Fairness Hearing" shall mean the final hearing held to ascertain the fairness, reasonableness, and adequacy of the Class Settlement.

1.21. GROSS SETTLEMENT AMOUNT

"Gross Settlement Amount" is the agreed upon non-reversionary settlement amount totaling \$505,000.00 to be paid by Defendant in full settlement of the Released Claims asserted in this case, inclusive of the Administrative Expenses, the Driver's Taxes and Required Withholdings, the Class Attorney Fees and Expenses, the Incentive Award, and PAGA Payment. Defendant shall separately pay its share of the Defendant's Taxes in addition to the Gross Settlement Amount on the portion of each Individual Settlement Amount allocated as wages.

1.22. HEARING ON PRELIMINARY APPROVAL

"Hearing on Preliminary Approval" shall mean the hearing held on the motion for preliminary approval of the Class Settlement.

1.23. INCENTIVE AWARD

“Incentive Award” shall mean any additional monetary payment provided to the Class Representative for his efforts and risks on behalf of the Settlement Class in this Action.

1.24. INDIVIDUAL SETTLEMENT AMOUNT

“Individual Settlement Amount” shall mean the amount which is ultimately distributed to each Class Participant, less any Driver’s Taxes and Required Withholdings. The Individual Settlement Amount does not include any portion of the PAGA Payment.

1.25. NET SETTLEMENT AMOUNT

“Net Settlement Amount” shall mean the Gross Settlement Amount minus: Administrative Expenses; Class Attorney Fees and Expenses; 75% of the share of the Gross Settlement Amount allocated toward penalties pursuant to the Labor Code Private Attorney General Act of 2004 (“PAGA”), codified at Labor Code sections 2698 through 2699.6, which are payable to the California Labor and Workforce Development Agency (“LWDA”); and Plaintiff’s Incentive Award.

1.26. OPT OUT

“Opt Out” shall refer to the process of submitting a timely and valid request exclusion from the Class Settlement in accordance with the terms of the Class Notice and no later than the Response Deadline.

1.27. OPT-OUTS

“Opt-Outs” shall mean all persons who timely and validly request exclusion from the Class Settlement in accordance with the terms of the Class Notice and no later than the Response Deadline.

1.28. PAGA PAYMENT

“PAGA Payment” means the penalties pursuant to PAGA that the Parties have agreed is a reasonable sum to be paid in settlement of the PAGA claims included in the Action, which is \$25,000.00. The PAGA Payment is to be approved by the Court pursuant to Labor Code section 2699 and is to be distributed as follows: seventy-five percent (75%) (i.e., \$18,750.00) to the LWDA and twenty-five percent (25%) (i.e., \$6,250.00) to the PAGA Settlement Class. Class Counsel shall give timely notice of this Settlement Agreement to the LWDA pursuant to Labor Code section 2699, subdivision (l)(2).

1.29. PAGA PERIOD

“PAGA Period” shall mean the period from January 6, 2019, through the date of preliminary approval of the Class Settlement or December 31, 2021, whichever is earlier.

1.30. PAGA SETTLEMENT CLASS

“PAGA Settlement Class” shall mean all individuals who work or worked for Defendant in California as truck drivers that were classified as independent contractors during the PAGA Period. Defendant represents that the PAGA Settlement Class consists of approximately 50.00 employees that worked a total of approximately 1,617.00 pay periods during the PAGA Period.

1.31. PARTIES

“Parties” shall mean Plaintiff and Defendant.

1.32. PLAINTIFF

“Plaintiff” shall mean Plaintiff Horace Bazille, Jr.

1.33. PRELIMINARY APPROVAL DATE

“Preliminary Approval Date” shall mean the date upon which the Court enters an order preliminarily approving this Settlement Agreement.

1.34. RELEASED CLAIMS

“Released Claims” shall mean those claims arising out of or related to the allegations set forth in the Complaint and/or PAGA notice to the LWDA or any other claims or allegations that could have been asserted in the Complaint and/or PAGA notice to the LWDA based on the facts alleged, which arose during the Class Period, including claims for: (1) willful misclassification as independent contractors; (2) failure to pay wages for all hours worked including minimum wage and regular wages; (3) failure to pay proper overtime wages and/or double time wages ; (4) failure to provide compliant rest periods and pay missed rest break premiums; (5) failure to provide compliant meal periods and pay missed meal period premiums; (6) failure to maintain accurate employment records; (7) failure to pay timely wages during employment; (8) failure to pay all wages due and owing at separation, including waiting time penalties; (9) failure to reimburse business expenses; (10) failure to provide complete and accurate wage statements 3; (11) deceptive, fraudulent, or otherwise unlawful business practices based on the foregoing in violation of California’s Unfair Competition Law (Bus. & Prof.

1 Code, §§ 17200–17210); **(12)** statutory penalties based on the foregoing pursuant to PAGA (Lab. Code,
2 §§ 2698-2699.6); and **(13)** all claims for liquidated damages, penalties, interest, fees, costs based on
3 the foregoing.

4 No other claims are released other than those claims specifically plead in the Complaint or those
5 claims that could have been asserted in the Complaint based on the facts alleged, or otherwise
6 specifically identified herein. This Settlement Agreement will not release any person, party, or entity
7 from claims, if any, by Class Members for workers compensation, unemployment, or disability benefits
8 of any nature. Nor does it release any claims, actions, or causes of action which may be possessed by
9 Class Members under state or federal discrimination statutes, including, without limitation, the
10 California Fair Employment and Housing Act (Gov. Code, §§ 12900–12996); the Unruh Civil Rights
11 Act (Civ. Code, § 51); the California Constitution; Title VII of the Civil Rights Act of 1964 (42 U.S.C.
12 § 2000, et seq.); the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.); the Employee
13 Retirement Income Security Act of 1974 (29 U.S.C. § 1001 et seq.); and all of their implementing
14 regulations and interpretive guidelines.

15 **1.35. RELEASED PARTIES**

16 “Released Parties” shall mean Defendant and each of its subsidiaries, affiliates, investors,
17 partners, owners, related organizations, including, but not limited to, predecessors or successors, and
18 all agents, employees, officers, directors, members, managers, holding companies, insurers, and
19 attorneys thereof.

20 **1.36. RELEASING PARTIES**

21 “Releasing Parties” shall mean every Class Participant, including the entirety of the PAGA
22 Settlement Class, and all persons purporting to act on their behalf or purporting to assert a claim under
23 or through them, including, but not limited to, their dependents, heirs, assigns, beneficiaries, devisees,
24 legatees, executors, administrators, agents, trustees, conservators, guardians, personal representatives,
25 and successors-in-interest, whether individual, class, representative, legal, equitable, direct or indirect,
26 or any other type or in any other capacity.

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1.37. RESPONSE DEADLINE

“Response Deadline” shall mean the date forty-five (45) days following the date on which the Settlement Administrator first mails Class Notice to the Class Members and the last day on which Class Members may submit a request for exclusion and/or objection to Class Settlement.

1.38. SETTLEMENT ADMINISTRATOR

“Settlement Administrator” shall mean ILYM Group, Inc. (or other administrator agreed on by the parties) which the Parties have agreed will be responsible for administration of the Class Settlement and related matters.

1.39. SETTLEMENT CLASS

“Settlement Class” shall mean all individuals who work or worked for Defendant in California as truck drivers that were classified as independent contractors during the Class Period. Defendant represents that the Settlement Class consists of approximately 67.00 Class Members that worked a total of approximately 7,200.00 workweeks during the Class Period.

1.40. SHARE FORM

“Share Form” shall mean the Share Form, as set forth in the form of **Exhibit 2** attached hereto, or as otherwise approved by the Court, which is to be mailed to Class Members along with the Class Notice.

2. FACTUAL AND PROCEDURAL BACKGROUND

2.1. PLAINTIFF’S CLAIMS

Plaintiff, individually and in his representative capacity on behalf of the Settlement Class, and as a private attorney general on behalf of the State of California, has alleged the following violations: **(1)** willful misclassification as independent contractors in violation of Labor Code sections 226.8 and 2775; **(2)** failure to pay minimum wage for all hours worked in violation of Labor Code sections 1194 and 1194.2, and the Applicable Wage Order; **(3)** failure to pay proper overtime wages in violation of Labor Code sections 510, 1197, and 1198, and the Applicable Wage Order; **(4)** failure to provide compliant rest periods and pay missed rest break premiums in violation of Labor Code section 226.7 and the Applicable Wage Order; **(5)** failure to provide compliant meal periods and pay missed meal period premiums in violation of Labor Code sections 226.7 and 512, and the Applicable Wage Order;

(6) failure to maintain accurate employment records in violation of Labor Code section 1174; (7) failure to pay timely wages during employment in violation of Labor Code sections 204, 210; (8) failure to pay all wages due and owing at separation in violation of Labor Code sections 201, 202, and 203; (9) failure to reimburse business expenses in violation of Labor Code sections 2802 and 2804; (10) failure to provide complete and accurate wage statements in violation of Labor Code sections 226 and 226.3; (11) deceptive, fraudulent, or otherwise unlawful business practices based on the foregoing in violation of California's Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210); and (12) statutory penalties based on the foregoing pursuant to PAGA (Lab. Code, §§ 2698-2699.6).

2.2. DISCOVERY, INVESTIGATION, RESEARCH, AND MEDIATION

Class Counsel has conducted significant informal discovery during the prosecution of the Action. This discovery, investigation, and prosecution has included, among other things, (a) over a dozen telephonic conferences with Plaintiff; (b) inspection and analysis of thousands of pages of documents and other information produced by Plaintiff and Defendant; (c) analysis of employment data from a sample of Class Members; (d) an analysis of the legal positions taken by Defendant; (e) investigation into the viability of class treatment of the claims asserted in the Action; (f) analysis of potential class-wide damages, including information sufficient to understand Defendant's potential defenses to Plaintiff's claims; (g) research of the applicable law with respect to the claims asserted in the Complaint and the potential defenses thereto; and (h) assembling and analyzing of data for calculating damages.

Class Counsel and the Class Representative have vigorously prosecuted this case, and Defendant has vigorously contested it. The Parties have engaged in sufficient investigation and discovery to assess the relative merits of the claims of the Class Representative and of the defenses to them. After such discovery, investigation, and prosecution, the Parties attended a full-day mediation with an experienced employment law mediator, which culminated in a settlement in principal, the terms of which are elaborated in this Settlement Agreement.

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**2.3. ALLEGATIONS OF THE CLASS REPRESENTATIVE
AND BENEFITS OF CLASS SETTLEMENT**

The document and data exchange in this matter, as well as discussions between counsel, have been adequate to give the Class Representative and Class Counsel a sound understanding of the merits of their positions and to evaluate the value of the claims of the Settlement Class. The informal discovery conducted in this Action and the information exchanged by the Parties through pre-mediation discussions are sufficient to reliably assess the merits of the Parties' respective positions and to compromise the issues on a fair and equitable basis.

The Class Representative and Class Counsel believe that the claims, causes of action, allegations, and contentions asserted in the Action have merit. However, the Class Representative and Class Counsel recognize and acknowledge the expense and delay of continued lengthy proceedings necessary to prosecute the Action against Defendant through trial and through appeals. Class Counsel has taken into account the uncertain outcome of the litigation, the risk of continued litigation in complex actions such as this, as well as the difficulties and delays inherent in such litigation, and the potential difficulty of obtaining certification of the Settlement Class as well as trying the claims of the class. Class Counsel is mindful of the potential problems of proof under, and possible defenses to, the claims alleged in the Action.

The Class Representative and Class Counsel believe that the settlement set forth in this Settlement Agreement confers substantial benefits upon Plaintiff and the Settlement Class and that an independent review of this Settlement Agreement by the Court in the approval process will confirm this conclusion. Based on their own independent investigation and evaluation, Class Counsel has determined that the settlement set forth in this Settlement Agreement is in the best interests of Plaintiff and the Class Members.

**2.4. DEFENDANT'S DENIALS OF WRONGDOING AND
LIABILITY**

Defendant has denied and continues to deny all allegations, claims, and contentions alleged by Plaintiff in the Action. Defendant has expressly denied and continues to deny all charges of wrongdoing or liability against it arising out of any of the conduct, statements, acts, or omissions alleged in the

1 Action. Defendant contends that it complied with California and federal wage and hour laws and has
2 dealt legally and fairly with Plaintiff and the Class Members.

3 Defendant further denies that, for any purpose other than settling this Action, these claims are
4 appropriate for class or representative treatment. Nonetheless, Defendant has concluded that further
5 proceedings in the Action would be protracted and expensive and that it is desirable that the Action be
6 fully and finally settled in the manner and upon the terms and conditions set forth in this Settlement
7 Agreement to dispose of burdensome and protracted litigation, to permit the operation of Defendant's
8 respective businesses without further expensive litigation and the distraction and diversion of their
9 personnel with respect to matters at issue in the Action. Defendant has also taken into account the
10 uncertainty and risks inherent in any litigation, especially in complex cases such as the Action.
11 Defendant has, therefore, determined that it is desirable and beneficial to it that the Action be settled
12 in the manner and upon the terms and conditions set forth in this Settlement Agreement.

13 **2.5. INTENT OF THE CLASS SETTLEMENT**

14 The Class Settlement set forth herein intends to achieve the following: **(1)** entry of an order
15 approving the Class Settlement; **(2)** entry of judgment of the Action; **(3)** discharge of the Released
16 Parties from liability for any and all of the Released Claims; and **(4)** discharge of Defendant from
17 liability for any and all claims arising out of the Action.

18 **3. CONDITIONAL CERTIFICATION OF THE SETTLEMENT CLASS**

19 For the purposes of this Settlement Agreement and the Class Settlement of this Action only, the
20 Parties agree to conditional class certification of the Settlement Class. Defense Counsel believes this
21 conditional certification is appropriate because the Released Claims are being compromised without
22 need to establish the elements of those claims on which liability turns. The certification of the
23 Settlement Class shall not constitute, in this or any other proceeding, an admission of any kind by
24 Defendant, including without limitation, that certification of a class for trial purposes is or would be
25 warranted, appropriate or proper; or that Plaintiff could establish any of the requisite elements for class
26 treatment of any of the claims in the Action.

27 In the event that the Settlement Agreement is not finally approved by the Court, a Final
28 Effective Date is not achieved, or the Class Settlement is rejected, terminated, or otherwise rendered

1 null and void as set forth herein, then certification of the Settlement Class shall be automatically
2 vacated, shall be void *ab initio*, of no force or effect, and shall not constitute evidence or a binding
3 determination that the requirements for certification of a class for trial purposes in this Action or in any
4 other action which have been, are or can be, satisfied. Further, if the Agreement does not reach a Final
5 Effective Date, Plaintiff agrees that Plaintiff will not argue, claim, reference, or otherwise raise any
6 preliminary approval of the Settlement Class in connection with any later proceeding before the Court.

7 **4. APPOINTMENT OF CLASS COUNSEL**

8 For purposes of this Settlement Agreement and subject to the Court's approval, the Parties agree
9 to the appointment of Class Counsel as counsel for the Class and the effectuation of the Class
10 Settlement pursuant to this Settlement Agreement.

11 **5. CONSIDERATION**

12 **5.1. SETTLEMENT AMOUNT**

13 The Parties agree to settle this Action for the Gross Settlement Amount of \$505,000.00. There
14 shall be no reversion to Defendant. Defendant shall pay the Gross Settlement Amount in full. The Gross
15 Settlement Amount and other actions and forbearances taken by Defendant shall constitute adequate
16 consideration for the Class Settlement and will be made in full and final settlement of: the Released
17 Claims, the Class Attorney Fees and Expenses, Administrative Expenses, the Incentive Award, the
18 PAGA Payment (and any payments to individual PAGA Class Members resulting from the PAGA
19 Payment), and any other obligation of Defendant under this Settlement Agreement (other than the
20 Defendant's Taxes on the portion of the Net Settlement Amount allocated to the payment of wages).

21 After the Court issues an order preliminarily approving this Class Settlement, the Settlement
22 Administrator will distribute the Class Notice to the Class Members, which shall describe the terms of
23 the Class Settlement and procedures to Opt Out, object, or participate in the Class Settlement as well
24 as the Share Form, which shall identify the Class Member, the number of workweeks worked by each
25 Class Member ("Workweeks"), as well as the estimated amount of the Individual Settlement Amount
26 the Class Member can expect to receive once the Class Settlement becomes effective on the Effective
27 Date. Class Members shall be given the opportunity to challenge their Workweeks information.

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5.2. INCENTIVE AWARD FOR PLAINTIFF

Plaintiff may petition the Court to approve an Incentive Award in an amount up to \$5,000.00 for Horace Bazille, Jr. to acknowledge his efforts on behalf of the Settlement Class in this Action, including assisting in the investigation and consulting with Class Counsel and providing crucial documents to Class Counsel. Defendant shall not oppose any request by Plaintiff for an Incentive Award in such an amount. Any Incentive Award approved by the Court shall be paid to Plaintiff from the Gross Settlement Amount and shall be in addition to any distribution to which he may otherwise be entitled as a Class Participant. Any Incentive Award approved by the Court shall not be considered wages, and the Settlement Administrator shall issue to Plaintiff an IRS Form 1099 reflecting such payment. Plaintiff shall be responsible for the payment of all taxes with respect to any Incentive Award approved by the Court and shall hold Defendant harmless from all liability with regard thereto.

5.3. PAYMENT TO CLASS PARTICIPANTS

Each Class Participant shall be eligible to receive payment of the Individual Settlement Amount, which is a share of the Net Settlement Amount based on the pro rata number of weeks worked by the Class Members during the Class Period as a proportion of all weeks worked by all Class Members. Each Class Participant, including Plaintiff, shall be responsible for the payment of the Driver's Taxes and Required Withholding with respect to his or her Individual Settlement Amount and shall hold Defendant harmless from any and all liability with regard thereto.

5.4. PAYMENT TO PAGA SETTLEMENT CLASS

Each member of the PAGA Settlement Class shall be entitled to receive a portion of the PAGA Payment. The PAGA Payment shall consist of the penalties pursuant to PAGA that the Parties have agreed is a reasonable sum to be paid in settlement of the PAGA claims included in the Action, which is \$25,000.00. The PAGA Payment must be approved by the Court pursuant to Labor Code section 2699 and is to be distributed as follows: seventy-five percent (75%) (i.e., \$18,750.00) to the LWDA and twenty-five percent (25%) (i.e., \$6,250.00) to the PAGA Settlement Class. The portion of the PAGA Payment allocated to the PAGA Settlement Class shall be distributed to the PAGA Settlement Class based on the pro rata number of pay periods worked by each particular PAGA Settlement Class member during the PAGA Period as a proportion of all pay periods worked by all members of the

1 PAGA Settlement Class.

2 **5.5. TAX TREATMENT AND PAYMENT**

3 For the purpose of calculating Driver's Taxes and Required Withholding for the Individual
4 Settlement Amounts for Class Participants (including any payments to the Class Representative but
5 exclusive of his Incentive Award), the Parties agree that 20% of each Individual Settlement Amount
6 shall constitute payment in the form of wages (and each Class Participant will be issued an IRS Form
7 W-2 for such payment to him or her), and 80% of each Individual Settlement Amount shall constitute
8 penalties and interest (and each Class Participant will be issued an IRS Form 1099 for such payment
9 to him or her). Prior to final distribution, the Settlement Administrator shall calculate the total Driver's
10 Taxes and Required Withholding due as a result of the wage portion of Class Participants' anticipated
11 Individual Settlement Amounts and such actual amount will be deducted from the Net Settlement
12 Amount. Additionally, prior to the funding of the Gross Settlement Amount and final distribution, the
13 Settlement Administrator shall calculate the total of Defendant's Taxes due on the wage portion of the
14 Class Participants' Individual Settlement Amounts and issue instructions to Defendant to separately
15 fund these tax obligations/withholdings. The Parties understand that Plaintiff and the Class Participants
16 who receive any payment pursuant to this Settlement Agreement shall be solely responsible for all
17 other individual tax obligations.

18 With respect to the PAGA Payment and any payments made to individual members of the
19 PAGA Settlement Class, all such payments shall be treated as payments owing for penalties and interest
20 thereon and shall not be considered wages. The Settlement Administrator shall issue to members of the
21 PAGA Settlement Class an IRS Form 1099 reflecting such payment. Members of the PAGA Settlement
22 Class shall be solely responsible for the payment of all taxes with respect to any PAGA payments made
23 to them.

24 **5.6. CLASS ATTORNEY FEES AND EXPENSES**

25 As part of the motion for final approval of the Class Settlement, Class Counsel may apply for
26 an award of Class Attorney Fees and Expenses with the fee portion not to exceed 25% of the Gross
27 Settlement Amount (i.e., \$126,250.00) and the award of costs and expenses up to an additional
28 \$18,000.00. Defendant agrees to not object to any such fee, cost, or expense application in those

1 amounts.

2 As a condition of this Class Settlement, Class Counsel has agreed to pursue fees only in the
3 manner reflected by this subsection. Any Class Attorney Fees and Expenses awarded by the Court shall
4 be paid from the Gross Settlement Amount prior to arriving at the Net Settlement Amount and shall
5 not constitute payment to any Class Members. If Class Counsel voluntarily reduces the request for
6 Class Attorney Fees and Expenses or the Court's award of Class Attorney Fees and Expenses is less
7 than set forth above, the Net Settlement Amount shall be recalculated to reflect the actual Class
8 Attorney Fees and Expenses awarded.

9 The Class Attorney Fees and Expenses approved by the Court shall reflect: **(a)** all work
10 performed and costs and expenses incurred by, or at the direction of, any attorney purporting to
11 represent the Settlement Class through the date of this Settlement Agreement; **(b)** all work to be
12 performed and costs to be incurred in connection with approval by the Court of the Class Settlement;
13 **(c)** all work to be performed and costs and expenses, if any, incurred in connection with administering
14 the Class Settlement through the Effective Date and dismissal of the Action with prejudice; and **(d)** may
15 be based on the "catalyst theory" and/or the "common fund doctrine."

16 **6. SETTLEMENT ADMINISTRATION**

17 **6.1. COSTS AND EXPENSES**

18 All costs and expenses due to the Settlement Administrator in connection with its administration
19 of the Class Settlement, including, but not limited to, providing the Class Notice, locating Class
20 Members, processing Opt Out requests and objections, distributing the portion of the PAGA Payment
21 payable to the LWDA, distributing the portion of the PAGA Payment payable to the members of the
22 PAGA Settlement Class, and calculating, administering and distributing Individual Settlement
23 Amounts to the Class Participants and related tax forms, shall be paid from the Gross Settlement
24 Amount, and is not expected to exceed \$15,000.00.

25 **6.2. PAYMENT BY DEFENDANT**

26 Defendant shall deposit the Gross Settlement Amount in a lump sum payment plus the
27 employer-side payroll taxes to the Settlement Administrator within fifteen (15) days of the Effective
28 Date. In no event shall Defendant be obligated to pay or deposit with the Settlement Administrator

1 more than \$505,000.00 plus the Defendant's Taxes, except where the Escalator Provision is triggered.

2 **7. NOTICE TO CLASS MEMBERS AND CLAIMS ADMINISTRATION PROCESS**

3 **7.1. THE SETTLEMENT ADMINISTRATOR**

4 The Settlement Administrator will be responsible for: mailing the Class Notice and Share Form
5 (**Exhibit 1** and **Exhibit 2**, respectively) to Class Members; posting notice of entry of final order and
6 judgment certifying the Class Settlement and approving this Settlement Agreement; handling inquiries
7 from Class Members concerning the Class Notice; determining Individual Settlement Amounts;
8 determining individual payments to members of the PAGA Settlement Class; maintaining the
9 settlement funds in an appropriate interest-bearing account; preparing, administering, and distributing
10 Individual Settlement Amounts to Class Participants; preparing, administering, and distributing
11 individual payments to members of the PAGA Settlement Class; distributing the portion of the PAGA
12 Payment payable to the LWDA; issuing a final report and performing such other duties as the Parties
13 may direct. Additionally, the Settlement Administrator will handle all tax document preparation and
14 reporting, including state and federal tax forms, if any.

15 On a weekly basis, the Settlement Administrator will provide reports to Class Counsel and
16 Defense Counsel with summary information updating them as to the number of validated and timely
17 objections and Opt Out requests. The Settlement Administrator will serve on Class Counsel and
18 Defense Counsel via e-mail date-stamped copies of the original Opt Out requests and objections no
19 later than seven (7) days after their receipt. The Settlement Administrator will provide Class Counsel
20 with proof of mailing of the Class Notice, without listing individual Class Member names which the
21 Settlement Administrator will file with the Court at the time Class Counsel files its motion in support
22 of the Court's Final Approval and Fairness Hearing.

23 No later than seven (seven) days prior to the Final Approval and Fairness Hearing, the
24 Settlement Administrator will compile and deliver to Class Counsel and Defense Counsel a report with
25 summary information regarding: **(a)** the total amount of final Individual Settlement Amounts of each
26 Class Participant, without any identifying personal information; **(b)** the number of Class Participants
27 to receive such payments, and **(c)** the final number of Opt-Outs and objections.

28 ///

Administrative Expenses are not anticipated to exceed \$15,000.00. Prior to the calculation and distribution of the Individual Settlement Amounts, the Settlement Administrator shall calculate the total Administrative Expenses through the conclusion of their services and such actual amount will be deducted from the Gross Settlement Amount prior to the final calculation of the Individual Settlement Amounts.

7.2. NOTICE TO CLASS MEMBERS

Notice shall be provided to Class Members in the following manner: Within fourteen (14) days after the Preliminary Approval Date, Defendant shall provide the Settlement Administrator with an updated list of Class Members and members of the PAGA Settlement Class containing names, social security numbers, dates of employment, last-known addresses, and phone numbers (the "Database"). The Database shall be marked "Confidential – Settlement Administrator's Eyes Only." Class Counsel shall not receive a copy of this list.

Within twenty-eight (28) days following the Preliminary Approval Date, the Settlement Administrator shall determine the number of workweeks worked by each Class Member, populate the data for each Class Member accordingly, and send each Class Member the Class Notice via first-class, United States mail. The Class Notice shall also contain an easily-understood statement alerting the Class Members that, unless they elect to Opt Out of the Class Settlement, the Class Member is releasing and waiving all Released Claims against the Released Parties.

The Class Notice will inform Class Members of their estimated share of the settlement and the number of workweeks they worked during the Class Period. Class Members may dispute their workweeks if they believe they worked more weeks in the Class Period than Defendant's records show by submitting information to the Settlement Administrator no later than forty-five (45) days after being mailed the Class Notice and Share Form by the Settlement Administrator, which is the defined Response Deadline. The Settlement Administrator will jointly work with Plaintiff and Defendant to resolve the dispute in good faith. If Plaintiff and Defendant cannot agree over the workweeks to be credited, the Settlement Administrator shall make the final decision based on the information presented by the Class Member and Defendant.

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7.3. OPT-OUT PROCEDURE

Class Members who do not timely Opt Out of the Class Settlement will be deemed to participate in the Class Settlement and shall become Class Participants without having to submit a claim form or take any other action. To Opt Out of the Class Settlement, the Class Member must submit a letter or postcard to the Settlement Administrator by the Response Deadline. The Opt Out request must state the Class Member's name, address, telephone number, and signature. The Opt Out request should state something to the effect of:

"I WISH TO BE EXCLUDED FROM THE SETTLEMENT CLASS IN THE *HORACE BAZILLE, JR. V. ACCELERATED SERVICES LLC* LAWSUIT. I UNDERSTAND THAT IF I ASK TO BE EXCLUDED FROM THE SETTLEMENT CLASS, I WILL NOT RECEIVE ANY MONEY FROM THE CLASS SETTLEMENT OF THIS LAWSUIT AND WILL NOT BE RELEASING ANY CLAIMS I MIGHT HAVE."

Any Opt Out request that is not postmarked by the Response Deadline will be invalid. In the event that, prior to the Response Deadline, any Class Notice mailed to a Class Member is returned as having been undelivered by the United States Postal Service, the Settlement Administrator shall perform a skip trace search and seek an address correction for such Class Members, and a second Class Notice will be sent to any new or different address obtained.

It will be presumed that, if an envelope containing the Class Notice has not been returned within twenty-eight (28) days of the mailing, the Class Member received the Class Notice. At least seven (7) days prior to the Final Approval and Fairness Hearing, the Settlement Administrator shall provide Class Counsel and Defense Counsel with a Declaration of Due Diligence and Proof of Mailing with regard to the mailing of the Class Notice and its attempts to locate Class Members. The declaration shall specify the number of Class Members to whom the Class Notice was sent and the number of Class Members to whom the Class Notice was not delivered, as well as information relating to the number of Opt-Outs and objectors. Class Counsel shall file this declaration with the Court.

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1 If the Settlement Administrator determines that an Opt Out request returned by a Class Member
2 before the Response Deadline is deficient, then the Settlement Administrator shall mail a deficiency
3 letter to that Class Member identifying the problem. If a Class Member submits both a dispute and an
4 Opt Out request, the Settlement Administrator shall make reasonable attempts to clarify as if the Opt
5 Out request were deficient. If the Class Member fails to cure the deficiency, the Opt Out request shall
6 be disregarded and the claim will be paid, and the Class Member will become bound by the judgment.

7 A request to Opt Out of the Class Settlement shall not serve to exclude the Class Member from
8 participation in the PAGA Settlement Class. Class Members who are also members of the PAGA
9 Settlement Class shall have no right or ability to opt out of the portion of this Settlement Agreement
10 releasing PAGA claims.

11 Class Participants will be bound by the Release of Released Claims set forth in the definition
12 of “Released Claims” provided in this Settlement Agreement.

13 **7.4. OBJECTION PROCEDURE**

14 The Class Notice shall inform the Class Members of their right to object to the Class Settlement.
15 Any Class Member who wishes to object to the Class Settlement must submit a written objection to the
16 Settlement Administrator no later than the Response Deadline and must file with the Court, and serve
17 on all parties a written statement of objection. Only Class Participants may object to the Settlement.
18 The objection must include the case name and number and must set forth, in clear and concise terms,
19 a statement of the reasons why the objector believes that the Court should find that the proposed Class
20 Settlement is not in the best interest of the Settlement Class and the reasons why the Class Settlement
21 should not be approved, including the legal and factual arguments supporting the objection. If an
22 objector also wishes to appear at the Final Approval and Fairness Hearing, in person or through an
23 attorney, they must also file a notice of intention to appear at the same time as the objection is filed.
24 The Settlement Administrator will promptly serve copies of any objection or notice of intention to
25 appear on Class Counsel and Defense Counsel. Unless otherwise ordered by the Court, Class Members
26 shall not be entitled to appear and or object at the Final Approval Hearing unless they have submitted
27 a timely written objection and notice of intention to appear pursuant to this subsection. Class Members
28 who have properly and timely submitted objections may appear at the Final Approval Hearing, either

1 in person or through a lawyer retained at their own expense.

2 **7.5. NOTICE OF FINAL JUDGMENT**

3 Within ten (10) days after the Court has held a Final and Fairness Approval Hearing and entered
4 a final order certifying the Class for settlement purposes only and approving the Class Settlement, the
5 Settlement Administrator will give notice of judgment to Class Members pursuant to rule 3.771(b) of
6 the California Rules of Court, by posting a copy of said order and final judgment on its website at a
7 web address to be included in the Class Notice.

8 **8. CLASS SETTLEMENT FUNDING AND DISTRIBUTION**

9 **8.1. ALLOCATION OF THE GROSS SETTLEMENT**
10 **AMOUNT**

11 The claims of all Class Members are settled for the Gross Settlement Amount of \$505,000.00,
12 which will be allocated as follows:

- 13 1. The Administrative Expenses, not to exceed \$15,000.00;
- 14 2. Class Counsel's attorney fees not to exceed \$126,250.00;
- 15 3. Class Counsel's litigation costs and expenses not to exceed \$18,000.00;
- 16 4. The Incentive Award, not to exceed \$5000; and
- 17 5. PAGA Payment to LWDA of \$18,750.00.

18 For purposes of calculating the estimated Individual Settlement Amounts, the Settlement
19 Administrator shall calculate the estimated Net Settlement Amount based on the estimated values
20 provided above prior to sending Notice to the Class Members. Prior to final distribution, the Settlement
21 Administrator shall recalculate the final Net Settlement Amount based on the actual values of the
22 amounts in each category.

23 **8.2. CALCULATION OF THE INDIVIDUAL SETTLEMENT**
24 **AMOUNTS FOR CLASS PARTICIPANTS**

25 Individual Settlement Amounts to be paid to Class Participants shall be paid from the Net
26 Settlement Amount. The portion of the Net Settlement Amount shall be distributed pro rata on a
27 "checks cashed" basis based on the proportional number of weeks worked by each Class Member
28 during the Class Period.

Defendant will provide the Settlement Administrator with any information reasonably necessary to perform the calculation of number of workweeks for each Class Member, and any other reasonably required information the Settlement Administrator requests to perform the calculations required under this Settlement Agreement. Defendant shall have no responsibility for deciding the validity of the Individual Settlement Amounts or any other payments made pursuant to this Settlement Agreement, shall have no involvement in or responsibility for the determination or payment of Driver's Taxes and Required Withholding, and shall have no liability for any errors made with respect to such Driver's Taxes and Required Withholding. Although the Settlement Administrator will calculate and pay the standard Driver's Taxes and Required Withholding on the portion of the Individual Settlement Amounts constituting wages on their behalf, Plaintiff and Class Participants represent and understand that they shall be solely responsible for any and all tax obligation associated with their respective Individual Settlement Amounts and Incentive Awards.

**8.3. CALCULATION OF THE PAYMENTS FOR
INDIVIDUAL MEMBERS OF THE PAGA
SETTLEMENT CLASS**

Each member of the PAGA Settlement Class shall be entitled to receive a portion of the PAGA Payment. The PAGA Payment shall consist of the penalties pursuant to PAGA that the Parties have agreed is a reasonable sum to be paid in settlement of the PAGA claims included in the Action, which is \$25,000.00. The PAGA Payment is to be approved by the Court pursuant to Labor Code section 2699 and is to be distributed as follows: seventy-five percent (75%) (i.e., \$18,750.00) to the LWDA and twenty-five percent (25%) (i.e., \$6,250.00) to the PAGA Settlement Class.

The portion of the PAGA Payment allocated to the PAGA Settlement Class shall be distributed to the PAGA Settlement Class based on the pro rata number of pay periods worked by each particular PAGA Settlement Class member during the PAGA Period as a proportion of all pay periods worked during by all PAGA Settlement Class members during the PAGA Period. Each member of the PAGA Settlement Class, including Plaintiff, shall be responsible for the payment of the Driver's Taxes and Required Withholding with respect to their share of the PAGA Payment and shall hold Defendant harmless from any and all liability with regard thereto.

1 Defendant will provide the Settlement Administrator with any information reasonably
2 necessary to perform the calculation of number of pay periods worked for each PAGA Settlement Class
3 member, and any other reasonably required information the Settlement Administrator requests to
4 perform the calculations required under this Settlement Agreement. Defendant shall have no
5 responsibility for deciding the validity of the individual payment amounts allocated to each member of
6 the PAGA Settlement Class or any other payments made pursuant to this Settlement Agreement, shall
7 have no involvement in or responsibility for the determination or payment of Driver's Taxes and
8 Required Withholding, and shall have no liability for any errors made with respect to such Driver's
9 Taxes and Required Withholding.

10 The members of the PAGA Settlement Class shall be solely responsible for any and all tax
11 obligation associated with their respective shares of the PAGA Payment.

12 **8.4. TIME FOR PAYMENT OF ATTORNEY FEES AND**
13 **EXPENSES**

14 The Settlement Administrator shall distribute to Class Counsel any attorney fees and expenses
15 approved by the Court to Class Counsel no later than twenty (20) days after the Effective Date.

16 **8.5. TIME FOR PAYMENT OF INCENTIVE AWARD**

17 The Settlement Administrator shall distribute to Plaintiff the Incentive Award approved by the
18 Court no later than twenty (20) days after the Effective Date.

19 **8.6. TIME FOR PAYMENT OF PAGA PAYMENT TO THE**
20 **LWDA**

21 The Settlement Administrator shall distribute to the LWDA the portion of the PAGA Payment
22 due to it and approved by the Court no later than twenty (20) days after the Effective Date.

23 **8.7. TIME FOR PAYMENT OF TAXES AND REQUIRED**
24 **WITHHOLDING AND INDIVIDUAL SETTLEMENT**
25 **AMOUNTS**

26 The Settlement Administrator shall make every effort to pay the Driver's Taxes and Required
27 Withholding associated with each Class Participant's Individual Settlement Amount and mail the
28 Individual Settlement Amount to each Class Participant, by first-class United States mail, to the last-

1 known address no later than twenty (20) days after the Effective Date. If the Settlement Administrator
2 is not able to do so within the time period set forth above, it shall so inform Class Counsel and Defense
3 Counsel and provide an approximate date by which the Driver's Taxes and Required Withholding shall
4 be paid and the Individual Settlement Amounts will be mailed. Under no circumstances shall the
5 Settlement Administrator distribute checks to Class Participants until all Individual Settlement
6 Amounts have been considered, calculated, and accounted for, and all of the remaining monetary
7 obligations have been calculated and accounted for.

8 Within one hundred twenty (120) days of mailing the Individual Settlement Amounts to Class
9 Participants, the Settlement Administrator shall file with the Court and provide to Class Counsel a
10 declaration of payment. In the event that any Class Participant is deceased, payment shall be made
11 payable to the estate of that Class Member and delivered to the executor or administrator of that estate,
12 unless the Settlement Administrator has received an affidavit or declaration pursuant to California
13 Probate Code section 13101, in which case payment shall be made to the affiant(s) or declarant(s).

14 **8.8. NON-CASHED SETTLEMENT CHECKS**

15 Any funds associated with checks that have not been cashed within one hundred eighty (180)
16 days, will become void and the Individual Settlement Amount associated with the uncashed check will
17 be distributed pursuant to Code of Civil Procedure section 384 (a *cy pres* to be agreed upon by the
18 parties and approved by the Court). For the purposes of determining whether Defendant has met their
19 financial obligation to pay the Individual Settlement Payment, Defendant will be deemed to have
20 fulfilled its obligation upon the mailing of the check to the Class Member, regardless of whether such
21 Class Member subsequently negotiates the check.

22 **8.9. DISPUTES REGARDING CLASS MEMBER** 23 **WORKWEEKS DATA OR PAYMENT OF INDIVIDUAL** 24 **SETTLEMENT SHARES**

25 Class Member Workweeks and the corresponding Individual Settlement Amount shall be
26 calculated using the driver and pay records of Defendant, which presumptively shall be deemed to be
27 full, complete, and accurate for purposes of this Settlement Agreement. To overcome that presumption,
28 any Class Member objecting to the accuracy of the number of Workweeks or amount of the Individual

Settlement Amount must submit documentary evidence, such as pay stubs or other written employment records, to the Settlement Administrator. Each Class Member may dispute the number of Workweeks or their estimated Individual Settlement Amount contained on their Class Notice (“Workweeks Dispute”). Any such Workweeks Dispute must be mailed or faxed to the Settlement Administrator by the Class Member, postmarked or fax-stamped on or before the Response Deadline. The Settlement Administrator shall immediately provide copies of all disputes to counsel for Defendant, shall inform Class Counsel of the dispute without disclosing the identity of the Class Member making the dispute, and shall immediately attempt to resolve all such disputes directly with relevant Class Members with the assistance of Defendant, Defense Counsel, and Class Counsel. If the dispute cannot be resolved, it shall be submitted to the Settlement Administrator for its final, non-appealable decision. The Settlement Administrator shall use its best efforts to resolve all such disputes prior to the Effective Date. If, however, a dispute arises or is not resolved until after the Settlement Amount has been distributed, the initial calculation shall stand (as Defendant shall be under no obligation to pay any amounts in excess of the Gross Settlement Amount under this Settlement Agreement).

9. NULLIFICATION OF THIS SETTLEMENT AGREEMENT

9.1. NON-APPROVAL OF THIS SETTLEMENT AGREEMENT

The Class Settlement and conditional class certification shall be considered null and void, and neither the Class Settlement, conditional class certification, nor any of the related negotiations or proceedings, shall be of any force or effect, and all Parties to the Class Settlement shall stand in the same position, without prejudice, as if the Class Settlement had been neither entered into nor filed with the Court, if any of the following occur: **(a)** the Court should for any reason fail to approve this Settlement Agreement in the form agreed to by the Parties; **(b)** the Court should for any reason fail to enter a judgment with prejudice of the Action, or **(c)** the approval of the Class Settlement and judgment is reversed, modified, or declared or rendered void. Notwithstanding the foregoing, the Parties may attempt in good faith to cure any perceived defects in this Settlement Agreement to facilitate approval.

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**9.2. PARTIES' RIGHTS TO VOID CLASS SETTLEMENT;
ESCALATOR PROVISION**

If 10% or more members of the Settlement Class timely submit Opt Out requests, Defendants shall have the right (but not the obligation) to void this Settlement Agreement. If the number of workweeks is greater than 8,000, then the Gross Settlement Amount shall be increased proportionately for each additional week worked.

9.3. INVALIDATION

Invalidation of any material portion of this Settlement Agreement shall invalidate the Class Settlement in its entirety, unless the Parties subsequently agree in writing that the remaining provisions of the Class Settlement are to remain in full force and effect.

9.4. STAY ON APPEAL

In the event of a timely appeal from the approval of the Class Settlement and judgment, the judgment shall be stayed, and Defendant shall not be obligated to fund the Gross Settlement Amount or take any other actions required by this Settlement Agreement until all appeal rights have been exhausted by operation of law.

10. MOTIONS FOR COURT APPROVAL

10.1. PRELIMINARY APPROVAL

As soon as practicable after execution of this Settlement Agreement, Class Counsel will submit this Settlement Agreement to the Court along with a Motion for Preliminary Approval of the Class Settlement. Each party shall cooperate to present the Class Settlement to the Court for preliminary approval in a timely fashion.

10.2. FINAL APPROVAL

The Final Approval and Fairness Hearing shall be held before the Court. At the Final Approval and Fairness Hearing, Plaintiff shall move the Court for the entry of the final order certifying the Settlement Class for settlement purposes only and approving the Class Settlement as being fair, reasonable, and adequate to the Class Participants within the meaning of California Rules of Court, Rule 3.769, subdivisions (c), (d) and (e), and for the entry of a final judgment of the Action consistent with the terms of the Class Settlement and rule 3.769, subdivision (h), of the California Rules of Court.

1 Class Counsel and Defense Counsel shall submit to the Court such pleadings and/or evidence as may
2 be required for the Court's determination.

3 **11. RELEASES AND WAIVERS**

4 **11.1. RELEASE OF CLAIMS BY SETTLEMENT CLASS**

5 Upon the Effective Date, the Releasing Parties shall be deemed to each release the Released
6 Parties, and each of them, of and from any and all Released Claims arising during the Class Period. It
7 is the desire of the Parties and the Releasing Parties to fully, finally, and forever settle, compromise,
8 and discharge the Released Claims. Each of the Releasing Parties, including each Class Participant,
9 will be bound by the release of Released Claims as a result of the Class Settlement and to the terms of
10 the final judgment and the satisfaction of such judgment.

11 Class Participants will be deemed to have acknowledged and agreed that their claims for wages
12 and/or penalties in the Action are disputed, and that their Individual Settlement Amount constitutes
13 payment of all sums allegedly due to them. Class Participants will be deemed to have acknowledged
14 and agreed that California Labor Code section 206.5 is not applicable to the Individual Settlement
15 Amount. That section provides in pertinent part as follows:

16
17 "An employer shall not require the execution of a release of a claim or right on account
18 of wages due, or to become due, or made as an advance on wages to be earned, unless
19 payment of those wages has been made."
20

21 **11.2. RELEASE OF CLAIMS BY PLAINTIFF**

22 Plaintiff, on behalf of himself and his dependents, heirs and assigns, beneficiaries, devisees,
23 legatees, executors, administrators, agents, trustees, conservators, guardians, personal representatives,
24 and successors-in-interest, whether individual, class, representative, legal, equitable, direct or indirect,
25 or any other type or in any other capacity, shall and does hereby forever release, discharge and agree
26 to hold harmless the Released Parties from any and all claims, demands, obligations, actions, causes of
27 action, liabilities, and losses of every kind and nature whatsoever from any and all liability for claims
28 known or unknown arising prior to the date of execution of this Settlement Agreement and arising from

1 or related to work or relationship with Defendant. This release includes, without limiting the generality
2 of the foregoing: any and all claims, demands, causes of action, obligations, charges, liabilities,
3 damages, penalties, attorneys' fees, and costs relating to, arising out of, Plaintiff's work with
4 Defendant, including any claims of violation of public policy; all claims based on tort and/or breach
5 of contract, including interference with contract, whether written or oral, express or implied, and any
6 covenant of good faith and fair dealing; all claims for unpaid wages or other benefits, including
7 minimum wage and overtime and any associated premium pay and/or penalties; all claims for rest
8 and/or meal period violations, including associated premium pay and/or penalties; all claims for
9 emotional distress; all claims for equitable relief; all claims for unfair or unlawful business acts and/or
10 practices; any and all claims which were or could have been asserted in the Lawsuit; and all other
11 losses, liabilities, claims, charges, demands, causes of action, known or unknown, suspected or
12 unsuspected, arising directly or indirectly out of or in any way connection with the Action, Plaintiff's
13 relationship or work with Defendant or the Released Parties, and/or these transactions, or occurrences,
14 including any alleged violation of any federal, state, or other governmental statute, regulation, or
15 ordinance, including, without limitation: The Civil Rights Act of 1866, 1964, and 1991, as amended;
16 42 U.S.C. section 1981; The California Fair Employment and Housing Act; Section 503 of the
17 Rehabilitation Act of 1973; The Fair Labor Standards Act (including the Equal Pay Act); The
18 California and United States Constitutions; The California Labor Code; The California Business and
19 Professions Code; The Employment Retirement Security Act, as amended; The California Family
20 Rights Act; The Americans with Disabilities Act; The Family Medical Leave Act; The California Labor
21 Code Private Attorneys General Act of 2004, California Labor Code sections 2698, et seq.; The
22 California Government Act; The California Wage Orders; The California Occupational Safety and
23 Health Act, or Federal equivalent; The National Labor Relations Act; The Worker Adjustment and
24 Retraining Notification Act; The Age Discrimination in Work Act of 1967, as amended; The Older
25 Workers' Benefits Protection Act; and The Families First Coronavirus Response Act.

26 Plaintiff specifically acknowledges that he is aware of and familiar with the provisions of
27 California Civil Code section 1542, which provides as follows:

28 ///

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

5
 6 Plaintiff, being aware of California Civil Code section 1542, hereby expressly waives and
 7 relinquishes all rights and benefits he may have under section 1542 as well as any other statutes or
 8 common law principles of a similar effect. Plaintiff may hereafter discover facts in addition to or
 9 different from those which he now knows or believes to be true with respect to the subject matter of all
 10 the claims referenced herein, but agrees that, upon the Effective Date, Plaintiff shall and hereby does
 11 fully, finally, and forever settle and release any and all claims against the Released Parties, known or
 12 unknown, suspected or unsuspected, contingent or non-contingent, that were asserted or could have
 13 been asserted upon any theory of law or equity without regard to the subsequent discovery of existence
 14 of such different or additional facts.

15 **11.3. CIRCULAR 230 DISCLAIMER**

16 Each party to this Settlement Agreement (for purposes of this section, the “Acknowledging
 17 Party”; and each party to this Agreement other than the Acknowledging Party, an “Other Party”)
 18 acknowledges and agrees that **(1)** no provision of this Settlement Agreement, and no written
 19 communication or disclosure between or among the parties or their attorneys and other advisers, is or
 20 was intended to be, nor shall any such communication or disclosure constitute or be construed or be
 21 relied upon as, tax advice within the meaning of United States Treasury Department Circular 230 (31
 22 C.F.R. Part 10); **(2)** the Acknowledging Party **(a)** has relied exclusively upon his, her or its own
 23 independent legal and tax advisers for advice (including tax advice) in connection with this Settlement
 24 Agreement, **(b)** has not entered into this Settlement Agreement based upon the recommendation of any
 25 other party or any attorney or advisor to any other party, and **(c)** is not entitled to rely upon any
 26 communication or disclosure by any attorney or adviser to any other party to avoid any tax penalty that
 27 may be imposed on the Acknowledging Party; and **(3)** no attorney or adviser to any other party has
 28 imposed any limitation that protects the confidentiality of any such attorney’s or adviser’s tax strategies

(regardless of whether such limitation is legally binding) upon disclosure by the Acknowledging Party of the tax treatment or tax structure of any transaction, including any transaction contemplated by this Settlement Agreement.

12. DUTIES OF THE PARTIES

12.1. MUTUAL FULL COOPERATION

The Parties agree to cooperate fully with one another to accomplish and implement the terms of this Settlement Agreement. Such cooperation shall include, but not be limited to, execution of such other documents and the taking of such other actions as may reasonably be necessary to fulfill the terms of this Settlement Agreement. The Parties shall use their best efforts, including all efforts contemplated by this Settlement Agreement and any other efforts that may become necessary by court order or otherwise, to effectuate this Settlement Agreement and the terms set forth herein. As soon as practicable after execution of this Settlement Agreement, Class Counsel, with the cooperation of Defendant and Defense Counsel, shall take all necessary and reasonable steps to secure the Court's final approval of this Settlement Agreement.

12.2. DUTY TO SUPPORT AND DEFEND THE CLASS SETTLEMENT

The Parties agree to abide by all of the terms of this Settlement Agreement in good faith and to support the Class Settlement fully and to use their best efforts to defend this Class Settlement from any legal challenge, whether by appeal or collateral attack.

12.3. DUTIES PRIOR TO COURT APPROVAL

Class Counsel shall promptly submit this Settlement Agreement to the Court for preliminary approval and determination by the Court as to its fairness, adequacy, and reasonableness. Promptly upon execution of this Settlement Agreement, Class Counsel shall apply to the Court for the entry of a preliminary order scheduling a hearing on the question of whether the proposed Class Settlement should be approved as fair, reasonable, and adequate as to the Class Members, approving as to form and content the proposed Class Notice and Share Form attached hereto as **Exhibit 1** and **Exhibit 2**, respectively, and directing the mailing of the Class Notice to Class Members. While Defendant can reserve its right to object to facts or assertions made in the moving papers, Defense Counsel shall file

1 a notice of non-opposition to the granting of the motion for preliminary approval or join in the motion.

2 **13. MISCELLANEOUS PROVISIONS**

3 **13.1. VOIDING THIS SETTLEMENT AGREEMENT**

4 Pending Court approval and other than as provided herein, if any of the conditions set forth in
5 this Settlement Agreement are not met and satisfied, this Settlement Agreement shall, at the option of
6 either Plaintiff or Defendant, be ineffective, void, and of no further force and effect, and shall not be
7 used or be admissible in any subsequent proceeding, either in this Court or in any other court or forum.
8 If either Party decides to void the Settlement Agreement, then the Settlement Agreement and
9 conditional class certification shall be considered void, and neither the Settlement Agreement,
10 conditional class certification, nor any of the related negotiations or proceedings, shall be of any force
11 or effect, and the Parties shall stand in the same position, without prejudice, as if this Settlement
12 Agreement had been neither entered into nor filed with the Court. Should any Party choose to void the
13 Class Settlement under this subsection, such Party shall be responsible for all Settlement Administrator
14 fees and costs actually incurred.

15 **13.2. DIFFERENT FACTS**

16 The Parties acknowledge that, except for matters expressly represented herein, the facts in
17 relation to the dispute and all claims released by the terms of this Settlement Agreement may turn out
18 to be different from the facts now known by each party and/or its counsel, or believed by such Party or
19 counsel to be true, and each Party therefore expressly assumes the risk of the existence of different or
20 presently unknown facts, and agrees that this Settlement Agreement shall be in all respects effective
21 and binding despite such difference.

22 **13.3. NO PRIOR ASSIGNMENTS**

23 The Parties represent, covenant, and warrant that they have not directly or indirectly assigned,
24 transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity any
25 portion of any liability, claim, demand, action, cause of action, or right herein released and discharged
26 except as set forth herein.

27 ///

28 ///

13.4. NON-ADMISSION

Nothing in this Settlement Agreement shall be construed as or deemed to be an admission by any Party of any liability, culpability, negligence, or wrongdoing toward any other Party, or any other person, and the Parties specifically disclaim any liability, culpability, negligence, or wrongdoing toward each other or any other person. Each of the Parties has entered into this Settlement Agreement with the intention to avoid further disputes and litigation with the attendant inconvenience, expenses, and contingencies. Nothing herein shall constitute any admission by Defendant of wrongdoing or liability, or of the truth of any factual allegations in the Action. Nothing herein shall constitute any admission by Defendant regarding the merits of the Claims in this Action, including but not limited to claims for unpaid wages or violations under California or federal law. Nothing herein shall constitute an admission by Defendant that the Action was properly brought as a class or representative action other than for settlement purposes. To the contrary, Defendant has denied and continues to deny each and every material factual allegation and all Claims. To this end, the Class Settlement of the Action, the negotiation and execution of this Settlement Agreement, and all acts performed or documents executed pursuant to or in furtherance of this Settlement Agreement or the Class Settlement are not, shall not be deemed to be, and may not be used as, an admission or evidence of any wrongdoing or liability on the part of Defendant or of the truth of any of the factual allegations in the Complaint in the Action; and are not, shall not be deemed to be, and may not be used as, an admission or evidence of any fault or omission on the part of Defendant in any civil, criminal, or administrative proceeding in any court, administrative agency, or other tribunal.

13.5. NON-EVIDENTIARY USE

Neither this Agreement nor any of its terms, nor any statements or conduct in the negotiation or drafting of it, shall be offered or used as evidence by Plaintiff, any Class Member (including any individual who requested to be excluded from the Settlement Class), Defendant, or its, her, his, or their respective counsel, in the Action, except as is reasonably necessary to effectuate the Settlement Agreement's purpose and terms. This Settlement Agreement may, however, be used by Defendant and the Released Parties to prove or defend against any claim released herein by any Class Member in any judicial, quasi-judicial, administrative, or governmental proceeding.

13.6. MEDIA OR PRESS

Plaintiff and Defendant, and their respective counsel, recognize, accept, and agree that the Parties to this Settlement Agreement desire that the terms of this Settlement Agreement, the fact of the Class Settlement embodied in this Settlement Agreement, the disposition of the Action, the Action, and all matters relating to the litigation of the Action, including discovery proceedings therein, and evidence obtained during the course of the Action, shall not be discussed with or presented to the media or press.

13.7. NON-RETALIATION

Defendant understands and acknowledges that it has a legal obligation to not retaliate against any Class Member who elects to participate in the Class Settlement or elects to Opt Out of the Class Settlement. Defendant will refer any inquiries regarding this Class Settlement to the Settlement Administrator and will not discourage Class Members who are employees, directly or indirectly, from making claims, opting out, or objecting to the Class Settlement. None of the Parties, or their respective attorneys or agents, shall solicit or encourage any Class Members, directly or indirectly, to Opt Out of the Class Settlement.

13.8. CONSTRUCTION

The Parties agree that the terms and conditions of this Settlement Agreement are the result of lengthy, intensive, arms-length, non-collusive negotiations between the Parties and that this Settlement Agreement is not to be construed in favor of or against any party by reason of the extent to which any party or its counsel participated in the drafting of this Settlement Agreement. If any of the dates in this Settlement Agreement fall on a weekend, bank or court holiday, the time to act shall be extended to the next business day.

13.9. GOVERNING LAW

This Settlement Agreement is intended to and shall be governed by the laws of the State of California, without regard to conflict of law principles, in all respects, including execution, interpretation, performance, and enforcement.

13.10. NOTICES

Except for Class Member notices required to be made by the Settlement Administrator, all notices or other communications required or permitted under this Settlement Agreement shall be in

1 writing and shall be sufficiently given if delivered in person to the party or their counsel by U.S.
2 certified mail, postage prepaid, e-mail, facsimile, or overnight delivery addressed to the address of the
3 party appearing in this Settlement Agreement.

4 **13.11. CAPTIONS AND INTERPRETATIONS**

5 Section titles or captions contained herein are inserted as a matter of convenience and for
6 reference only and in no way define, limit, extend, or describe the scope of this Settlement Agreement
7 or any provision thereof.

8 **13.12. MODIFICATION**

9 This Settlement Agreement may not be changed, altered, or modified, except in writing signed
10 by the Parties and approved by the Court. This Settlement Agreement may not be discharged except
11 by performance in accordance with its terms or by a writing signed by the Parties.

12 **13.13. INTEGRATION CLAUSE**

13 This Settlement Agreement contains the entire agreement between the Parties relating to the
14 Class Settlement of the Action and the transactions contemplated thereby, and all prior or
15 contemporaneous agreements, understandings, representations, and statements, whether oral or written,
16 and whether by a party or such party's legal counsel, are hereby superseded. No rights under this
17 Settlement Agreement may be waived except in writing as provided above.

18 **13.14. SUCCESSORS AND ASSIGNS**

19 This Settlement Agreement shall be binding on and inure to the benefit of the Parties and Class
20 Members (excluding only persons who timely Opt Out) and their respective present and former heirs,
21 trustees, executors, administrators, representatives, officers, directors, shareholders, agents, employees,
22 insurers, attorneys, accountants, auditors, advisors, consultants, pension plans, welfare benefit plans,
23 fiduciaries, parent companies, subsidiaries, affiliates, related companies, joint ventures, predecessors,
24 successors, and assigns.

25 **13.15. CORPORATE SIGNATORIES**

26 Any person executing this Settlement Agreement or any such related document on behalf of a
27 corporate signatory or on behalf of a partnership hereby warrants and promises, for the benefit of all
28 Parties hereto, that such person has been duly authorized by such corporation or partnership to execute

this Settlement Agreement or any such related document.

13.16. EXECUTION IN COUNTERPARTS

This Settlement Agreement shall become effective upon its execution by all of the undersigned. The Parties may execute this Settlement Agreement in counterparts, and execution of counterparts shall have the same force and effect as if all Settling Parties had signed the same instrument.

13.17. ATTORNEY FEES, COSTS, AND EXPENSES

Except as otherwise specifically provided for herein, each party shall bear her or its own attorney fees, costs, and expenses, taxable or otherwise, incurred by them in or arising out of the Action and shall not seek reimbursement thereof from any other party to this Settlement Agreement.

13.18. ACTION TO ENFORCE AGREEMENT

In any suit or court action to enforce the terms of this Agreement, the prevailing party shall be entitled to recover her or its attorney fees and costs.

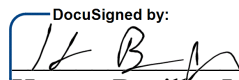
14. EXECUTION

The Parties and their counsel have executed this Settlement Agreement on the date below their signatures or the signature of their representatives. The date of this Settlement Agreement shall be the date of the latest signature.

APPROVAL AND EXECUTION BY PARTIES

CLASS REPRESENTATIVES:

Dated: 10/8/2021 | 3:36 PM PDT

DocuSigned by:

 Horacio Bazile, Jr.
 Plaintiff and Class Representative

DEFENDANT:

Dated: _____

Accelerated Services LLC

By: _____

Title: _____

this Settlement Agreement or any such related document.

13.16. EXECUTION IN COUNTERPARTS

This Settlement Agreement shall become effective upon its execution by all of the undersigned. The Parties may execute this Settlement Agreement in counterparts, and execution of counterparts shall have the same force and effect as if all Settling Parties had signed the same instrument.

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APPROVAL AND EXECUTION BY PARTIES

CLASS REPRESENTATIVES:

Dated: _____

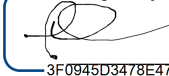
Horace Bazille, Jr.
Plaintiff and Class Representative

DEFENDANT:

Dated: 10/27/2021

Accelerated Services LLC

DocuSigned by:



3F0945D3478E47C...

By: Tom Montgomery

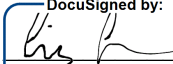
Title: Manager

APPROVED AS TO FORM BY COUNSEL

CLASS COUNSEL:

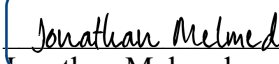
Dated: 10/8/2021 | 1:00 PM PDT

Ackermann & Tilajef, P.C.

DocuSigned by:

Craig J. Ackermann
Attorneys for Plaintiffs

Dated: 10/8/2021 | 3:08 PM PDT

Melmed Law Group P.C.

DocuSigned by:

Jonathan Melmed
Attorneys for Plaintiffs

DEFENDANT'S COUNSEL:

Dated: _____

Fisher & Phillips LLP

Danielle H. Moore
Adam F. Sloustcher
Haylee Saathoff
Cameron Davila
Attorneys for Defendant

APPROVED AS TO FORM BY COUNSEL

CLASS COUNSEL:

Dated: _____

Ackermann & Tilajef, P.C.

Craig J. Ackermann
Attorneys for Plaintiffs

Dated: _____

Melmed Law Group P.C.

Jonathan Melmed
Attorneys for Plaintiffs

DEFENDANT'S COUNSEL:

Dated: 10/27/2021

Fisher & Phillips LLP

DocuSigned by:

Haylee Saathoff

Danielle H. Moore
Adam F. Sloustcher
Haylee Saathoff
Cameron Davila
Attorneys for Defendant

EXHIBIT 1

Notice of Proposed Class Action Settlement

**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA**

HORACE BAZILLE, JR., an individual, on
behalf of himself, the State of California, as a
private attorney general, and on behalf of all
others similarly situated,

Plaintiff,

v.

ACCELERATED SERVICES LLC, a Colorado
Limited Liability Company; and DOES 1 TO 50,

Defendants.

Case Number: 3:21-cv-01657-JD

Notice of Proposed Class Action Settlement

A court authorized this notice. This is not a solicitation from a lawyer.

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

You may be eligible to receive a settlement payment. Please read this notice carefully.

A proposed class action settlement agreement (the “Settlement”) has been reached between: (1) Plaintiff Horace Bazille, Jr. (“Plaintiff”), individually and in his representative capacity on behalf of a group of prospective class members defined below, and as a private attorney general on behalf of the State of California; and (2) Defendant Accelerated Services LLC (“Defendant”). The Settlement resolves disputed claims against Defendant arising out of its compensation practices during the period from January 6, 2016, through the date of preliminary approval of the Settlement or December 31, 2021, whichever is earlier (the “Class Period”) as applied to all individuals who work or worked for Defendant in California as truck drivers that were classified as independent contractors during the Class Period (“Class Members”).

The Court has granted preliminary approval of the Settlement and ordered this notice to be sent to you because you may be entitled to money under the Settlement and because the Settlement affects your legal rights.

NO ACTION NEEDS TO BE TAKEN TO RECEIVE MONEY UNDER THE SETTLEMENT: If you are a Class Member (as defined above) and received this notice, you are automatically included in the Settlement and do not need to take any further action to receive a payment. If you accept your settlement amount, you will release the claims described below.

1. DESCRIPTION OF THE LAWSUIT

On August 13, 2020, Plaintiff, individually and in his representative capacity on behalf of the Class Members, and as a private attorney general on behalf of the State of California, filed a complaint against Defendant in the Superior Court of California for the County of Alameda in the matter of *Horace Bazille, Jr. v. Accelerated Services LLC*, case number RG20071487 (the “Action”). The Action was later removed to the United States District Court, Northern District of California, with the current case number **3:21-cv-01657-JD**. The Action sought recovery for Defendant’s alleged: (1) willful misclassification of employees as independent contractors; (2) failure to pay minimum wage for all hours worked; (3) failure to provide compliant rest periods and pay missed rest break premiums; (4) failure to provide compliant meal periods and pay missed meal period premiums; (5) failure to

1 reimburse business expenses; (6) failure to provide complete and accurate wage statements; (7) failure
2 to pay timely wages during employment; (8) failure to pay all wages due and owing at separation; (9)
3 failure to reimburse business expenses; (10) deceptive, fraudulent, or otherwise unlawful business
4 practices based on the foregoing in violation of California’s Unfair Competition Law; and
5 (11) statutory penalties based on the foregoing pursuant to the California Labor Code Private Attorneys
6 General Act of 2004 (“PAGA”).

7 **Defendant denies all liability, denies all allegations in the Action, and has raised various**
8 **defenses to the claims.** Defendant asserts that it fully complied with all applicable wage and hour laws
9 and contends that civil penalties under PAGA are not warranted. Defendant also denies that the Action
10 is suitable for class certification. Defendant has entered into the Settlement solely for purposes of
11 resolving this dispute to avoid costly, disruptive, and time-consuming litigation and does not admit to
12 any wrongdoing or liability.

13 The Court has not ruled on the merits in the Action. By approving the Settlement and issuing
14 this notice, the Court is *not* suggesting which side would win or lose the case if it went to trial or
15 whether the claims are suitable for class certification. To avoid the additional expense, inconvenience,
16 and risk of continued litigation, however, Plaintiff and Defendant (the “Parties”) have concluded that
17 it is in their respective best interests and the interests of the Class Members to settle the Action on the
18 terms summarized in this notice. The Settlement was reached after Defendant provided extensive
19 information and documents to Plaintiff’s counsel, and after lengthy arms-length non-collusive
20 negotiations between the Parties, including mediation with an experienced and well-respected mediator
21 in California. In these negotiations, both sides recognized the substantial risk of the Court deciding
22 against them at trial and determined that the Settlement was a fair, reasonable, and adequate way to
23 resolve the disputed claims.

24 Plaintiff and Plaintiff’s counsel—Craig J. Ackermann of Ackermann & Tilajef, P.C., and
25 Jonathan Melmed and Kyle Smith of Melmed Law Group P.C. (“Class Counsel”)—support the
26 Settlement. Among the reasons for support are the defenses to liability potentially available to
27 Defendant, the risk of denial of class certification, the inherent risk of trial on the merits, and the delays
28 and uncertainties associated with litigation. Plaintiff and Class Counsel believe that the settlement

described in this notice is fair, adequate, reasonable, and in the best interests of Plaintiff and the Class Members.

Under the Settlement, the following settlement class will be certified under California law: *all individuals who work or worked for Defendant in California as truck drivers that were classified as independent contractors during the Class Period*. The “Class Period” is defined as the period from January 6, 2016, through the date of preliminary approval of the Class Settlement or December 31, 2021, whichever is earlier. The Settlement provides for a gross settlement amount of \$505,000.00, a share of which is to be distributed to the Class Members based on the pro rata number of weeks worked by the Class Members during the Class Period as a proportion of all weeks worked by all Class Members. In exchange for their share of the settlement amount, all participating Class Members will be deemed to have released Defendant from liability on the terms described in this notice.

On [date of preliminary approval], the Court preliminarily approved the Settlement and conditionally certified the settlement class. This notice is being sent to you because Defendant’s records indicate that you worked for Defendant during the Class Period and that you meet the definition required to be treated as a Class Member.

2. IF YOU ARE STILL DRIVING FOR DEFENDANT, THIS SETTLEMENT WILL NOT AFFECT YOUR WORKING RELATIONSHIP.

California law strictly prohibits retaliation. Further, Defendant is prohibited by law from taking any adverse action against or otherwise target, retaliate, or discriminate against any Class Member because of the Class Member’s participation or decision not to participate in the Settlement.

3. TERMS OF THE SETTLEMENT

Defendant has agreed to pay \$505,000.00 (the “Gross Settlement Amount”) to resolve the claims in the Action. The Parties agreed to the following payments from the Gross Settlement Amount:

- 1. Settlement Administration Costs.** The Court has approved ILYM Group, Inc. to act as the “Settlement Administrator,” who is sending this notice to you and will perform many other duties relating to the Settlement. Under the Settlement, up to \$15,000.00 will be paid from the Gross Settlement Amount to pay the Settlement Administration Costs.

- 1 **2. Attorneys' Fees and Expenses.** Class Counsel have been prosecuting the Action on
2 behalf of the Class Members on a contingency fee basis (that is, without being paid any
3 money to date) and have been paying all litigation costs and expenses. To date, the
4 Parties have aggressively litigated many aspects of the case including investigation,
5 settlement efforts, and a full-day mediation session. The Court will determine the actual
6 amount awarded to Class Counsel as attorneys' fees, which will be paid from the Gross
7 Settlement Amount. Class Members are not personally responsible for any of Class
8 Counsel's attorneys' fees or expenses. Class Counsel will ask for fees of 25% of the
9 Gross Settlement Amount (i.e., \$126,250.00) as reasonable compensation for the work
10 Class Counsel performed and will continue to perform in the Action. Class Counsel also
11 will ask for reimbursement of up to \$18,000.00 for the costs Class Counsel incurred in
12 connection with the Action.
- 13 **3. Service Payment to Class Representative.** Class Counsel will ask the Court to provide
14 a service payment to Plaintiff in the amount of \$5,000.00 for Horace Bazille, Jr. to
15 compensate him for his efforts on behalf of the Class Members in the Action, including
16 assisting in the investigation and consulting with Class Counsel and providing crucial
17 documents to Class Counsel. Plaintiff also may receive a share of the Settlement as a
18 Class Member.
- 19 **4. PAGA Payment.** The Parties have agreed on a reasonable sum to be paid in settlement
20 of the PAGA claims included in the Action, which is \$25,000.00. The PAGA Payment
21 is to be approved by the Court pursuant to Labor Code section 2699 and is to be
22 distributed as follows: seventy-five percent (75%) (i.e., \$18,750.00) to the LWDA and
23 twenty-five percent (25%) (i.e., \$6,250.00) to the individuals who come within the
24 definition of an "aggrieved employee" for the purposes of the Settlement (i.e., all
25 individuals who work or worked for Defendant in California as truck drivers that were
26 classified as independent contractors during the PAGA Period). The "PAGA Period"
27 for these purposes means the period from January 6, 2019, through the date of
28 preliminary approval of the Settlement or December 31, 2021, whichever is earlier.

After deducting the amounts above, the balance of the settlement amount will form the “Net Settlement Amount” for distribution to the Class Members.

4. DISTRIBUTION OF THE SETTLEMENT TO THE CLASS MEMBERS

Each eligible Class Member who does not request exclusion from the Settlement will be deemed a “Class Participant” and will receive a share from the Net Settlement Amount which will be distributed pro rata based on the proportional number of weeks worked by each Class Member during the Class Period (the “Individual Settlement Amount”). If any Class Member requests exclusion from the Settlement, his or her share will be distributed to the remaining Class Participants.

Twenty percent (20%) of each Individual Settlement Amount will constitute payment in the form of wages (and each Class Participant will be issued an IRS Form W-2 for such payment to him or her), and Eighty percent (80%) of each Individual Settlement Amount will constitute penalties and interest (and each Class Participant will be issued an IRS Form 1099 for such payment to him or her).

Defendant, or its proxies, shall take all usual and customary deductions from the Individual Settlement Amount payments that are distributed as wages, including, but not limited to, state and federal tax withholding, disability premiums, and unemployment insurance premiums. There will be no deduction taken from the interest or penalty distribution—it will, however, be reported on IRS Form 1099 as income. Class Participants are responsible for the proper income tax treatment of their Individual Settlement Amount. The Settlement Administrator, Defendant and its counsel, and Class Counsel cannot provide tax advice. Accordingly, Class Members should consult with their tax advisors concerning the tax consequences and treatment of payments they receive under the Settlement.

The workweeks you worked for Defendant during the Class Period will be calculated based on Defendant’s records. If you feel that you were not credited with the correct number of workweeks worked during the Class Period, you may submit evidence to the Settlement Administrator on or before [Response Deadline] with documentation to establish the number of workweeks you claim to have actually worked during the Class Period. **Documentation sent to the Settlement Administrator will not be returned or preserved, so do not send originals.** The Parties and the Settlement Administrator will promptly evaluate the evidence submitted and discuss in good faith how many workweeks should be credited. The Settlement Administrator will make the final decision as to how many weeks are

1 credited and report the outcome to the Class Participant. If you are unsatisfied with the decision, you
2 may submit an objection, which is explained below.

3 Settlement checks will be mailed to all Class Participants after the Court grants final approval
4 of the Settlement and judgment is entered.

5 **5. THE RELEASE OF CLAIMS**

6 If the Court approves the Settlement, the Court will enter judgment and the Settlement will bind
7 all Class Participants. The Class Participants will then be barred from bringing any “Released Claims”
8 against the “Released Parties” as those terms are defined below.

9 The “Released Parties” are Defendant Accelerated Services LLC and each of its subsidiaries,
10 affiliates, investors, partners, owners, related organizations, predecessors or successors, and all agents,
11 employees, officers, directors, members, managers, holding companies, insurers, and attorneys thereof.

12 The “Released Claims” are those claims arising out of or related to the allegations set forth in
13 the Action and/or the PAGA notice to the California Labor & Workforce Development Agency, or any
14 other claims or allegations that could have been asserted in the Complaint and/or PAGA notice to the
15 LWDA based on the facts alleged, which arose during the Class Period, including claims for: **(1)** willful
16 misclassification as independent contractors; **(2)** failure to pay wages for all hours worked including
17 minimum wage and regular wages; **(3)** failure to pay proper overtime wages and/or double time wages
18 ; **(4)** failure to provide compliant rest periods and pay missed rest break premiums; **(5)** failure to
19 provide compliant meal periods and pay missed meal period premiums; **(6)** failure to maintain accurate
20 employment records; **(7)** failure to pay timely wages during employment; **(8)** failure to pay all wages
21 due and owing at separation, including waiting time penalties; **(9)** failure to reimburse business
22 expenses; **(10)** failure to provide complete and accurate wage statements; **(11)** deceptive, fraudulent,
23 or otherwise unlawful business practices based on the foregoing in violation of California’s Unfair
24 Competition Law (Bus. & Prof. Code, §§ 17200–17210); **(12)** statutory penalties based on the
25 foregoing pursuant to PAGA (Lab. Code, §§ 2698-2699.6); and **(13)** all claims for liquidated damages,
26 penalties, interest, fees, costs based on the foregoing. No other claims are released other than those
27 claims specifically plead in the Complaint or those claims that could have been asserted in the
28 Complaint based on the facts alleged, or otherwise specifically identified in the Settlement.

1 The Settlement does *not* release Defendant or any person, party, or entity from claims, if any,
2 by Class Members for workers compensation, unemployment, or disability benefits of any nature. Nor
3 does it release any claims, actions, or causes of action which may be possessed by Class Members
4 under state or federal discrimination statutes, including, without limitation, the California Fair
5 Employment and Housing Act (Gov. Code, §§ 12900–12996); the Unruh Civil Rights Act (Civ. Code,
6 § 51); the California Constitution; Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000, et seq.);
7 the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.); the Employee Retirement Income
8 Security Act of 1974 (29 U.S.C. § 1001 et seq.); and all of their implementing regulations and
9 interpretive guidelines.

10 Class Members who do not request exclusion from the Settlement will be deemed to have
11 acknowledged and agreed that their claims for wages and penalties in the Action are disputed, and that
12 the Settlement payments constitute payment of all sums allegedly due to them. Class Members will be
13 deemed to have acknowledged and agreed that California Labor Code section 206.5 is not applicable
14 to the Settlement payments. That section provides in pertinent part as follows:

15 “An employer shall not require the execution of a release of a claim or right on account
16 of wages due, or to become due, or made as an advance on wages to be earned, unless
17 payment of those wages has been made.”
18

19 **6. YOUR OPTIONS**

20 **6.1. DO NOTHING AND RECEIVE YOUR PORTION OF THE SETTLEMENT**

21 If you do nothing, you will be automatically included as a Class Participant in the Settlement
22 and will receive a settlement payment. You do *not* have to take any further action to receive your
23 settlement payment. It is, however, the responsibility of all Class Members to ensure that the Settlement
24 Administrator has your current address on file, or you may not receive important information or a
25 settlement payment. The estimated amount of your settlement payment if you do nothing is included
26 on the attached *Class Action Settlement Share Form*.

27 ///

28 ///

6.2. REQUEST EXCLUSION FROM THE CLASS AND THE SETTLEMENT

If you do **not** wish to take part in the class action portion of the Settlement (the “Class Settlement”), you may exclude yourself (i.e., opt out of the Class Settlement) by sending the Settlement Administrator a letter or card postmarked no later than [Response Deadline] that specifically requests exclusion from the Class Settlement. The request for exclusion must include your name, address, telephone number, and signature, and it should state:

“I wish to be excluded from the settlement class in the case of *Horace Bazille, Jr. v. Accelerated Services LLC*. I understand that if I ask to be excluded from the settlement class, I will not receive any money from the settlement of this lawsuit and will not be releasing any claims I might have.”

Send the request for exclusion directly to the Settlement Administrator at the following address by no later than [Response Deadline]:

ILYM Group, Inc.
14751 Plaza Drive, Suite J
Tustin, California 92780

Any person who submits a timely request for exclusion from the Class Settlement shall, upon receipt, no longer be a Class Member, shall be barred from participating in the Class Settlement, and shall receive no benefits from the class action portion of the Settlement. If you want confirmation of receipt of your request for exclusion, please send it by United States certified mail, return receipt requested, or contact the Settlement Administrator.

Importantly, Class Members who timely and validly request exclusion from the Class Settlement will *not* be excluded from their share of the PAGA Payment. Requesting exclusion from the Class Settlement applies solely to the Class Members’ entitlement to the class action portion of the Settlement and not their entitlement to the PAGA Payment. If you request exclusion from the Class Settlement you will still be entitled to your share, if any, of the PAGA Payment.

///

///

6.3. OBJECT TO THE SETTLEMENT

You have the right to object to the terms of the Settlement if you do not request exclusion. If, however, the Court rejects your objection, you will still be bound by the terms of the Settlement. If you wish to object to the Settlement, or any portion of it, you must file with the Settlement Administrator and the Court a written objection stating your name, address, telephone number, dates of employment with Defendant, the case name and number, each specific reason in support of your objection, and any legal support for each objection. Objections must be in writing and must be mailed to the Settlement Administrator—ILYM Group, Inc., 14751 Plaza Drive, Suite J, Tustin, California 92780—by no later than **[Response Deadline]** for your objection to be considered. **Objections that do not include all required information, or that are not timely submitted, may not be considered by the court.**

If you object to the Settlement, you will remain a Class Member, and if the Court approves the Settlement, you will receive payment and be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided above shall have waived any objection to the Settlement, whether by appeal or otherwise.

If you choose to object to the Settlement, you may also appear at the final approval and fairness hearing scheduled for **[Final Approval Hearing Date]**, at **[Final Approval Hearing Time]** in Courtroom 11 of the United States District Court for the Northern District of California, located on the 19th Floor at 450 Golden Gate Avenue, San Francisco, California 94102. You have the right to appear either in person or through your own attorney at this hearing. Objections not previously filed in writing in a timely manner as described above will not be considered by the Court. Any attorney who intends to represent an individual objecting to the Settlement must file a notice of appearance with the Court and serve counsel for all parties on or before **[Response Deadline]**. All objections or other correspondence must state the name and number of the case, which is *Horace Bazille, Jr. v. Accelerated Services LLC*, case number 3:21-cv-01657-JD.

7. HOW TO UPDATE OR CHANGE YOUR ADDRESS

If you move after receiving this notice or if it was misaddressed, please contact the Settlement Administrator, ILYM Group, Inc., at **(888) 250-6810** or by email at **claims@ilymgroupclassaction.com**, as soon as possible. **This is important to ensure that future**

1 notices and/or the Settlement payment reach you.

2 **8. IF THE SETTLEMENT IS NOT APPROVED**

3 If the Settlement is not approved by the Court, or if any of its conditions are not satisfied, the
4 Settlement will be voided, no money will be paid, and the case will return to litigation. If that happens,
5 there is no assurance: **(1)** that the class will be certified by the Court; **(2)** that any decision at trial would
6 be in favor of Class Members; **(3)** that a trial decision, if any, would be as favorable to the Class
7 Members as the Settlement; or **(4)** that any favorable trial decision would be upheld if an appeal was
8 filed.

9 **9. QUESTIONS OR COMMENTS**

10 **PLEASE DO NOT CALL OR CONTACT THE COURT.** If you have any questions about
11 the settlement, you may contact the Settlement Administrator at: **(888) 250-6810** or by e-mail at
12 **claims@ilymgroupclassaction.com**. You may also contact Class Counsel at the addresses or phone
13 numbers listed below.

14
15 **Lawyers Representing Plaintiff and the Class Members**

16 **ACKERMANN & TILAJEF, P.C.**

17 Craig J. Ackermann
18 cja@ackermanntilajef.com
19 1180 South Beverly Drive, Suite 610
20 Los Angeles, California 90035
21 Phone: (310) 277-0614
22 Fax: (310) 277-0635

23 **MELMED LAW GROUP P.C.**

24 Jonathan Melmed
25 jm@melmedlaw.com
26 Kyle D. Smith (SBN 280489)
27 ks@melmedlaw.com
28 1801 Century Park East, Suite 850
Los Angeles, California 90067
Phone: (310) 824-3828
Fax: (310) 862-6851

EXHIBIT 2

Class Action Settlement Share Form

CLASS ACTION SETTLEMENT SHARE FORM

Horace Bazille, Jr. v. Accelerated Services LLC

Case Number 3:21-cv-01657-JD

*Superior Court of California for the County of Northern District of California****

The proposed class action settlement agreement (the “Settlement”) described in the accompanying *Notice of Proposed Class Action Settlement* resolves disputed claims against Defendant Accelerated Services LLC (“Defendant”) arising out of its compensation practices during the period from January 6, 2016, through **the date of preliminary approval of the Class Settlement or December 31, 2021, whichever is earlier** (the “Class Period”) as applied to all individuals who work or worked for Defendant in California as truck drivers that were classified as independent contractors during the Class Period (“Class Members”).

You are receiving this form because you are believed to be a Class Member. **According to Defendant’s records, you worked [REDACTED] workweeks for Defendant during the Class Period. Accordingly, your share of the Settlement is currently estimated to be \$ [REDACTED]**, which is an estimate of your allocated portion the Net Settlement Amount, as that term is defined in the accompanying *Notice of Proposed Class Action Settlement*. Your estimated share of the Settlement may increase depending on factors such as, but not limited to, the number of Class Members who effectively exclude themselves from the Settlement.

You do not need to do anything to receive money under the Settlement.

If you believe the information provided above as to the number of your workweeks is incorrect and wish to dispute it, please contact the Settlement Administrator no later than **[Response Deadline]** at:

ILYM Group, Inc.
claims@ilymgrouclassaction.com
(888) 250-6810
14751 Plaza Drive, Suite J
Tustin, California 92780

If you dispute the information stated above, the information Defendant provided to the Settlement Administrator will control unless you are able to provide documentation that establishes otherwise. Any disputes, along with supporting documentation, must be postmarked no later than **[Response Deadline]**.

Do not send originals; documentation sent to the claims administrator will not be returned or preserved.