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FERNANDO PEREYRA,
individually and on behalf of the putative class

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE**

FERNANDO PEREYRA, individually and on
behalf of the putative class,

Plaintiff,

vs.

MAVERICK AEROSPACE, LLC, and DOES 1-
50, inclusive,

Defendants.

Case No.: 20STCV29642

CLASS ACTION

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

*[Assigned for All Purposes to the Hon.
Elihu M. Berle, Dept. SS6]*

Complaint Filed: August 4, 2020
FAC Filed: March 17, 2022 Trial: Not Yet
Set

This Joint Stipulation of Class Action Settlement and Release of Claims ("Settlement" or "Agreement") is made and entered into by and between Plaintiff FERNANDO PEREYRA ("Plaintiff" or "Class Representative"), individually and on behalf of all putative class members, and

Defendant MAVERICK AEROSPACE, LLC (“Defendant”). Plaintiff and Defendant are collectively referred to herein as “the Parties.”

I. DEFINITIONS

The following definitions are applicable to this Settlement, in addition to other terms defined elsewhere in this Settlement:

1. “Superior Court” shall mean the Superior Court of California for the County of Los Angeles.

2. The “Action” shall mean the operative Complaint of the civil action commenced on August 4, 2020, filed and maintained by Plaintiff against Defendant in the Superior Court of California, County of Los Angeles, Case No. 20STCV29642.

3. The “Class Period” shall mean the period of time from August 4, 2016, through March 6, 2022 (i.e., 60 days following acceptance of the mediator’s proposal on January 7, 2022).

4. “Class” shall mean all persons who, during the Class Period, have previously been or currently are employed in California by Defendant, as an hourly-paid, non-exempt employee. “Class Member” shall mean an individual who is a member of the Class (or if any such person is incompetent, deceased, or unavailable due to military service, the person’s legal representative or successor in interest evidenced by reasonable verification).

5. “Class Counsel” shall mean the attorneys representing Plaintiff in the Action, Justin Lo of Work Lawyers, PC.

6. “Defense Counsel” shall mean the attorneys representing Defendant in the Action, Matthew C. Sgnilek, Esq. and Andrea Rosenkranz, Esq. of O’Hagan Meyer.

7. “Non-Participating Class Member” shall mean a Class Member who submits a complete, valid, and timely request to be excluded from the Settlement pursuant to the instructions provided in the Class Notice.

8. The “PAGA Period” shall mean the period of time from May 26, 2019, through March 6, 2022 (i.e., 60 days following acceptance of the mediator’s proposal on January 7, 2022).

9. The “PAGA Group” shall mean all persons who, during the PAGA Period, have previously been or currently are employed in California by Defendant, as an hourly-paid, non-exempt

1 employee. "PAGA Group Member" shall mean an individual who is a member of the PAGA Group
2 (or if any such person is incompetent, deceased, or unavailable due to military service, the person's
3 legal representative or successor in interest evidenced by reasonable verification).

4 10. "Participating Class Member" shall mean all Class Members who have not submitted
5 a complete, valid, and timely request to be excluded from the Settlement pursuant to the instructions
6 provided in the Class Notice.

7 11. "Preliminary Approval" shall mean the Superior Court's preliminary approval of the
8 Settlement without material change that the Parties anticipate will be made following submission of
9 this Agreement to the Court.

10 12. "Settlement Administrator" shall mean Phoenix Settlement Administrators proposed
11 by the Parties and appointed by the Superior Court to administer the Settlement.

12 13. "Class Counsel Fees Payment" shall mean one-third of the Maximum Settlement
13 Amount (currently estimated to be Ninety-Eight Thousand, Three Hundred and Thirty-Three Dollars
14 and Thirty-Three Cents (\$98,333.33)) subject to approval by the Superior Court as Class Counsel's
15 attorneys' fees incurred in connection with the Action, including fees incurred in pre-filing
16 investigation, filing of the Action, and all related litigation activities, this Settlement, and all post-
17 Settlement compliance procedures.

18 14. "Class Counsel Litigation Expenses Payment" shall mean the actual litigation
19 expenses and/or costs expended by Class Counsel subject to approval by the Superior Court incurred
20 in connection with the Action, including pre-filing investigation, filing of the Action, and all related
21 litigation activities, this Settlement, and all post-Settlement compliance procedures. Class Counsel's
22 expenses are not to exceed Twenty Thousand Dollars and Zero Cents (\$20,000.00).

23 15. "Class Representative Payment" shall mean the special payment made to Plaintiff in
24 his capacity as Class Representative to compensate him for prosecuting the Action, and performing
25 work in support of the Action, in the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00),
26 subject to approval by the Superior Court.

27 16. "LWDA Payment" shall mean the payment to the California Labor and Workforce
28 Development Agency ("LWDA") constituting seventy-five percent (75%) of the value assigned to

the claim for penalties under the California Labor Code Private Attorneys General Act, California Labor Code Section 2698, *et seq.* (“PAGA”). Specifically, Seven Thousand, Five Hundred Dollars and Zero Cents (\$7,500.00), which shall constitute the LWDA’s seventy-five percent (75%) share of Ten Thousand Dollars and Zero Cents (\$10,000.00) in civil penalties paid under this Settlement. The remaining Two Thousand, Five Hundred Dollars and Zero Cents (\$2,500.00) in civil penalties shall be distributed on a *pro rata* basis based upon the number of pay periods worked by each PAGA Group Member (“PAGA Payment”).

17. “Settlement Administrator Payment” shall mean the payment to the Settlement Administrator for its fees and expenses in administering this Settlement.

18. “Workweek” shall mean any week in which a Class Member actually performed paid work for Defendant during the Class Period as an hourly-paid, non-exempt employee.

19. “Individual Workweeks” shall mean the number of Workweeks for an individual Class Member.

20. “Pay Period” shall mean any pay period in which a Class Member actually received payment from Defendant as an hourly-paid, non-exempt employee.

21. “Individual Pay Periods” shall mean the number of Pay Periods for an individual PAGA Group Member.

22. “Settlement Share” shall mean the value of each Participating Class Member’s share of the Net Settlement Amount as provided by this Agreement.

23. “Defendant’s Settlement Credits” shall mean the amount applied to certain Participating Class Members’ Settlement Shares as credit for previous amounts paid by Defendant to settle said Participating Class Members’ claims individually, the aggregate sum of which is equal to Twenty-Five Thousand, Two Hundred Dollars and Zero Cents (\$25,200.00).

24. “PAGA Payment Share” shall mean the value of each PAGA Group Member’s share of the PAGA Payment as provided by this Agreement.

25. “Maximum Settlement Amount” shall mean the maximum settlement amount of Two Hundred and Ninety-Five Thousand Dollars and Zero Cents (\$295,000.00) payable by Defendant as provided by this Agreement, unless that amount is increased pursuant to Paragraph 26 below,

1 exclusive of the normal employer's share of any payroll taxes attributable to the Settlement Share
2 payments allocated to wages. Defendant's payment of the normal employer's share of payroll taxes
3 will be made separately and shall not come from the Maximum Settlement Amount.

4 26. Defendant represents that as of January 7, 2022, the number of Workweeks in the
5 Class Period is approximately 11,790. Should the number of Workweeks as of March 6, 2022
6 (i.e., 60 days following acceptance of the mediator's proposal on January 7, 2022) increase by 10%
7 or more (i.e., to more than 12,969 Workweeks), the Maximum Settlement Amount shall increase
8 by the same number of percentage points above 10% as the actual number of Workweeks above 11,790.
9 For example, if as of March 6, 2022 (i.e., 60 days following acceptance of the mediator's proposal on
10 January 7, 2022) the number of Workweeks during the Class Period is 13,205 (i.e., 12% above
11 11,790), then the Maximum Settlement Amount shall increase by 2% (i.e., to \$300,900.00).

12 27. "Net Settlement Amount" shall mean the Maximum Settlement Amount, less (i) the
13 Class Representative Payment approved by the Superior Court; (ii) the Class Counsel Fees Payment
14 approved by the Superior Court; (iii) the Class Counsel Litigation Expenses Payment approved by
15 the Superior Court; (iv) the LWDA Payment approved by the Superior Court; (v) the PAGA Payment
16 approved by the Superior Court; (vi) the Settlement Administrator Payment approved by the Superior
17 Court; and (vii) any other fees or expenses (other than Class Counsel Fees Payment and Class Counsel
18 Litigation Expenses Payment) incurred in implementing the terms and conditions of this Agreement
19 as approved by the Superior Court.

20 28. "Class Notice" shall mean the Notice of Proposed Settlement, Preliminary Approval
21 of Settlement, and Hearing Date for Final Court Approval, a sample of which is attached hereto as
22 **Exhibit A**. The Class Notice shall further contain (i) a Class Member's first and last name, (ii) last
23 known address, (iii) employee identification number, if applicable, (iv) the Class Member's
24 Individual Workweeks, (v) the PAGA Group Member's Individual Pay Periods, if applicable; (vi) the
25 Class Member's estimated amount of the Settlement Share; and (vii) the PAGA Group Member's
26 estimated PAGA Payment Share, if applicable. The Class Notice shall also provide the Class
27 Members with instructions on how to opt-out of and/or object to the Settlement.

28 29. "Effective Date" shall mean the first business day following the last of the following

1 occurrences: (i) if no Class Member both objects and also files either a timely motion to intervene
2 and/or timely motion to vacate the judgment, then the date the Court enters an order granting Final
3 Approval of the Settlement; (ii) if a Class Member both objects and either files a timely motion to
4 intervene or timely motion to vacate the judgment, then sixty-one (61) days following the date the
5 Court enters an order granting final approval, assuming no appeal is filed; or (iii) if a Class Member
6 both objects and also files a timely motion to intervene or files a motion to vacate the Judgment and
7 also files a timely appeal, then the date of final resolution of that appeal (including any requests for
8 rehearing and/or petitions for certiorari), resulting in final and complete judicial approval of the
9 Settlement in its entirety, with no further challenge to the Settlement being possible. The occurrence
10 of the Effective Date is a prerequisite to any obligation of Defendant to pay any funds into the
11 Settlement Account.

12 30. "Final Approval Hearing" shall mean the hearing to be conducted by the Superior
13 Court to determine whether to finally approve and implement the terms of this Settlement.

14 31. "Judgment" shall mean the Order of Final Judgment entered by the Superior Court that
15 the Parties anticipate will be entered following a Final Approval Hearing on the Settlement in this
16 Action.

17 32. "Employer's Payroll Taxes" shall mean Defendant's share of all payroll taxes payable
18 to any and all government agencies incurred for any payments of Settlement Shares to Participating
19 Class Members pursuant to this Settlement.

20 **II. RECITALS**

21 33. On May 26, 2020, Class Counsel, on behalf of Plaintiff and the PAGA Group, gave
22 written notice to the Labor Workforce and Development Agency ("LWDA") of the Labor Code
23 violations Defendant is alleged to have violated ("LWDA Exhaustion Letter"). On August 4, 2020,
24 Plaintiff commenced the Action against Defendant by filing a Complaint in the Superior Court. In
25 the Complaint, Plaintiff, on behalf of himself and all others similarly situated alleged causes of action
26 for: (1) Failure to Provide Meal Periods or Compensation in Lieu Thereof; (2) Failure to Provide Rest
27 Periods or Compensation in Lieu Thereof; (3) Failure to Pay Overtime Wages; (4) Failure to Pay
28 Minimum Wages; (5) Failure to Timely Pay Wages During Employment; (6) Failure to Pay All

1 Wages Due Upon Separation; (7) Failure to Maintain Required Records; (8) Failure to Furnish
2 Accurate, Itemized Wage Statements; and (9) Violation of Business and Professions Code § 17200,
3 *et seq.* On March 17, 2022, Plaintiff amended his Complaint to add a tenth cause of action for Civil
4 Penalties pursuant Labor Code § 2699, *et seq.* Based on these allegations, Plaintiff alleged that he
5 and all others similarly situated were entitled to unpaid wages, liquidated damages, statutory
6 penalties, civil penalties, attorneys' fees, and costs of litigation, among other remedies.

7 34. Defendant denies and continues to deny all of Plaintiff's material allegations.
8 Specifically, Defendant contend (1) it did not fail to pay the Class the minimum wage or overtime
9 compensation; (2) paid the Class for all hours worked; (3) it provided the Class with all meal periods
10 according to law; (4) it provided the Class with all rest periods according to law; (5) it did not fail to
11 timely pay the Class wages due and owing during employment and/or upon separation; (6) it provided
12 the Class with accurate itemized wage statements, consistent with Labor Code Section 226; (7) it
13 properly maintained all payroll records; (8) it did not violate Business & Professions Code Section
14 17200, *et seq.*; (9) the PAGA Group is not entitled to penalties under PAGA; and (10) Defendant is
15 not liable for damages, including unpaid wages, liquidated damages, statutory penalties, attorneys'
16 fees, or costs of litigation to the Class.

17 35. In connection with the Action, and in order to work toward a mediated resolution
18 without the time and expense of formal discovery, the Parties produced voluminous documents and
19 data (including, by Defendant, human resources documents and policies, time records, and payroll
20 data during the Class Period) which were reviewed, investigated, and analyzed by Class Counsel.

21 36. On June 16, 2021, the Parties in Action participated in a full day of mediation before
22 an experienced employment and class action mediator, Steve Serratore, Esq. (the "Mediation").
23 Although the Parties were unable to come to a resolution at the Mediation, they engaged in ongoing
24 settlement negotiations. Ultimately, on January 5, 2022, Mr. Serratore issued a mediator's proposal,
25 which was accepted by both Parties on January 7, 2022.

26 37. The Settlement described in this Agreement represents a compromise and settlement
27 of highly disputed claims. Nothing in this Settlement is intended or will be construed as an admission
28 by Defendant that Plaintiff's claims in the Action have any merit or that it has any liability to Plaintiff,

1 the Class, the PAGA Group or the State on those claims, or as an admission by Plaintiff that
2 Defendant's defenses in Action have any merit. This Settlement is intended to fully, finally, and
3 forever compromise, release, resolve, discharge, and settle the released claims subject to the terms
4 and conditions set forth in this Settlement.

5 38. Based on its own thorough, independent investigation and evaluation of this case,
6 Class Counsel is of the opinion that the Settlement of this Action with Defendant for the consideration
7 and on the terms set forth in this Settlement is fair, reasonable, adequate, and in the best interest of
8 the Class in light of all known facts and circumstances, including the risk of significant costs and
9 delay, the risk of non-certification of the Class, the defenses asserted by Defendant including the risks
10 of adverse determinations on the merits and numerous potential appellate issues. Although Defendant
11 contends that it has no liability in the Action, Defense Counsel shares Class Counsel's belief that the
12 Settlement represents a fair and adequate settlement given the respective risks associated with the
13 case.

14 39. Based on the foregoing Recitals, the Parties agree as follows:

15 **III. PROCEDURE FOR APPROVING SETTLEMENT**

16 40. **Motion for Preliminary Approval of Settlement by the Superior Court.** Plaintiff
17 will move the Superior Court for an order granting Preliminary Approval of the Settlement, setting a
18 date for the Final Approval Hearing no earlier than 120 days from the date of the order granting
19 Preliminary Approval of the Settlement, and approving the Class Notice (attached as **Exhibit A** to
20 this Stipulation) ("Motion for Preliminary Approval"). Any unresolved disagreement among the
21 Parties concerning the Class Notice or other documents necessary to implement the Settlement will
22 be referred first to Steve Serratore, Esq., and if no resolution is reached, then to the Superior Court.

23 41. At the hearing on the Motion for Preliminary Approval, the Parties anticipate that they
24 will jointly appear, support the granting of the Motion for Preliminary Approval, and obtain an order
25 granting Preliminary Approval, granting approval of the Class Notice, and setting a date for the Final
26 Approval Hearing no earlier than 120 days from the date of the order granting Preliminary Approval.

27 42. Should the Superior Court require any amendments to this Agreement or the Motion
28 for Preliminary Approval, the Parties agree to work jointly to resolve any issues in order to secure the

1 Superior Court's Preliminary Approval.

2 43. Should the Superior Court decline to preliminarily approve any material aspects of the
3 Settlement, the Settlement will be null and void and the Parties will have no further obligations under
4 it. In such event, the Parties shall be returned to their respective positions as of the date and time
5 immediately prior to the execution of this Agreement, and the Parties shall proceed in all respects as
6 if this Agreement had not been executed.

7 44. **Class Notice.** After the Superior Court enters its order granting Preliminary Approval,
8 every Class Member will be provided with the Class Notice (in English and Spanish) which will
9 include the Class Notice completed to reflect the order granting Preliminary Approval of the
10 Settlement and the Class Member's information as follows:

11 (a) Within twenty-one (21) days after the Motion for Preliminary Approval is
12 granted, Defendant will provide to the Settlement Administrator the "Class Members' Data," which
13 shall consist of an electronic database containing (i) each Class Member's first and last name, (ii) last
14 known mailing address, (iii) the Class Member's Social Security number or Tax ID, (iv) the Class
15 Member's total number of Individual Workweeks, (v) the Class/PAGA Group Members' total
16 number of Individual Pay Periods, if applicable, and (vi) the Class Member's portion of the
17 Defendant's Settlement Credits, if applicable. If any or all of the Class Members' Data are
18 unavailable to Defendant, Defendant will so inform Class Counsel prior to the date on which
19 Defendant are required to submit the Class Members' Data to the Settlement Administrator and the
20 Parties will make their best efforts to reconstruct or otherwise agree upon the Class Members' Data
21 prior to when it must be submitted to the Settlement Administrator. If the Parties are unable to agree,
22 the dispute will be resolved by the Settlement Administrator as provided in Paragraph 47. This
23 information will otherwise remain confidential and will not be disclosed to anyone, except as required
24 to applicable taxing authorities, as required to carry out the reasonable efforts to identify Class
25 Member information as described in Paragraph 44(c), pursuant to Defendant's express written
26 authorization, or by order of the Superior Court.

27 (b) Within seven (7) days after receiving the Class Members' Data, or as soon
28 thereafter as it is able to do so, the Settlement Administrator will mail the Class Notice to all identified

1 Class Members via first-class U.S. Mail using the mailing address information provided by
2 Defendant, unless modified by any updated address information that the Settlement Administrator
3 obtains in the course of administration of the Settlement.

4 (c) If a Class Notice is returned by the U.S. Postal Service because of an incorrect
5 address, the Settlement Administrator will promptly, and not later than five (5) days from receipt of
6 the returned packet, search for a more current address for the Class Member and re-mail the Class
7 Notice to the Class Member. The Settlement Administrator will use the Class Members' Data and
8 otherwise work with Defense Counsel or utilize its own resources such as skip traces to find a more
9 current address. The Settlement Administrator will be responsible for taking reasonable steps,
10 consistent with its agreed-upon job parameters, court orders, and fee, to trace the mailing address of
11 any Class Member for whom a Class Notice is returned by the U.S. Postal Service. These reasonable
12 steps shall include the tracking of all undelivered mail; performing address searches for all mail
13 returned without a forwarding address; and promptly re-mailing to Class Members for whom new
14 addresses are found. Any such Class Members who failed to receive a Class Notice, or who were
15 subject to a re-mailing of the Class Notice as described herein shall be given an additional fourteen
16 (14) days to opt out or object to the Settlement.

17 (d) The Settlement Administrator will inform Class Counsel and Defense Counsel
18 of the number of returned Class Notices it receives and Class Notices re-mailed in a weekly status
19 report.

20 (e) Not later than ten (10) court days prior to the Final Approval Hearing, the
21 Settlement Administrator will serve on the Parties a declaration of due diligence setting forth its
22 compliance with its obligations under this Settlement. The declaration will be filed with the papers
23 submitted with the Motion for Final Approval. Prior to the Final Approval Hearing, the Settlement
24 Administrator will supplement its declaration of due diligence if any material changes occur from the
25 date of the filing of its prior declaration. Final judgment of this matter will be posted on the Settlement
26 Administrator's website.

27 45. **Participating Class Members; Requests for Exclusion from Class Settlement; and**
28 **Objections to Settlement.** Class Members may submit requests to be excluded from the effect of

1 the Settlement; or objections to the Settlement, pursuant to the following procedures:

2 (a) **Participating Class Members.** Each Class Member shall be deemed to be a
3 Participating Class Member unless they submit a complete, timely, and valid request to be excluded
4 from the effect of the Settlement as provided below. All Participating Class Members shall be bound
5 by the provisions and releases contained in this Settlement.

6 (b) **Request for Exclusion from Settlement.** Class Members who wish to
7 exclude themselves from the Settlement (“opt out” of the Settlement) must submit to the Settlement
8 Administrator, not later than forty-five (45) days after the date that the Settlement Administrator first
9 mails the Class Notices, an Exclusion Request (“the Exclusion Period”). Exclusion Requests may be
10 submitted to the Settlement Administrator via U.S. Mail only. Class Members must complete, sign,
11 date, and timely return an Exclusion Request to the Settlement Administrator to exclude themselves
12 from the Settlement, setting forth their (i) name, (ii) address, (iii) last four digits of their Social
13 Security number, and (iv) the following statement or a similar statement: “I wish to exclude myself
14 from the settlement reached in the matter of *Pereyra v. Maverick Aerospace, LLC*. I understand that
15 by excluding myself, I will not receive any money from the Class settlement reached in this matter.”
16 A Class Member who does not complete and submit a valid and timely Exclusion Request in the
17 manner and by the deadline specified above will remain a Participating Class Member and, if the
18 Court approves the Settlement, will be bound by all terms and conditions of the Settlement and by
19 the Judgment. A Class Member who timely submits a valid Exclusion Request will not participate
20 in, or be bound by, the Settlement of the Judgment and will not receive any payment pursuant to the
21 Settlement except for a payment from the portion of the PAGA Payment to the PAGA Group if the
22 Class Member is a PAGA Group Member, and will not be bound by the terms of the Settlement,
23 except for the release of the PAGA Group Released Claims if the Class Member is a PAGA Group
24 Member, and will not have any right to object, appeal, or comment thereon. To be valid, Exclusion
25 Requests must be completed in full, signed, and returned to the Settlement Administrator before the
26 expiration of the Exclusion Period. Non-Participating Class Members will not be permitted to file
27 objections to the Settlement and/or appear at the Final Approval Hearing to voice any objections to
28 the Settlement. Members of the PAGA Group cannot seek to exclude themselves from the Settlement

1 of the PAGA claim, but retain all rights to exclude themselves from the Class Settlement as delineated
2 herein. The Settlement Administrator will provide Class Counsel, Defense Counsel, and the Superior
3 Court with only the names of the Non-Participating Class Members.

4 (c) **Objections to Settlement.** The Class Notice will provide that any Class
5 Member who does not request exclusion from the Settlement and who wishes to object to the
6 Settlement must serve on the Settlement Administrator, not later than forty-five (45) days after the
7 Settlement Administrator initially mails the Class Notice, a written objection to the Settlement which
8 sets forth the grounds for the objection and the other information required by Paragraph 45(d). The
9 objection must be served as follows:

10
11 *Pereyra v. Maverick Aerospace, LLC*

12 c/o Phoenix Settlement Administrators

13 P.O. Box 7208

14 Orange, CA 92863
15

16 (d) The written objection must state the Class Member's (i) name, (ii) address, (iii)
17 last four digits of their Social Security number, and (iv) the dates of the Class Member's employment
18 with Defendant. The written objection must state the basis for each objection in clear and concise
19 terms. The written objection shall also state whether the Class Member intends to appear and object
20 at the Final Approval Hearing. A Class Member who does not serve a written objection in the manner
21 and by the deadline specified may appear at the Final Approval Hearing to state their objection to the
22 Settlement. If a Class Member fails to submit a written objection or to appear at the Final Approval
23 hearing to make an oral objection, the Class Member will be deemed to have waived all objections
24 and will be foreclosed from making any objections – whether by appeal or otherwise – to the
25 Settlement.

26 (e) If a Class Member submits both a Request for Exclusion and a written
27 objection, the Settlement Administrator shall attempt to contact and determine whether the Class
28 Member would like to withdraw either the Request for Exclusion or the objection. If the Class

1 Member does not withdraw the Request for Exclusion or if the Settlement Administrator cannot
2 contact a Class Member who submits both a Request for Exclusion and an objection, the Request for
3 Exclusion shall be valid and it shall be presumed that the Class Member does not wish to participate
4 in the Settlement.

5 (f) If the Superior Court rejects the Class Member's objection, or if the Superior
6 Court approves the settlement despite any objections, the Class Member will be deemed to be a
7 Participating Class Member and will be bound by the terms of this Settlement.

8 (g) A Class Member who timely submits a valid Exclusion Request will not
9 participate in, or be bound by, the Settlement of the Judgment and will not receive any payment
10 pursuant to the Settlement except for a payment from the portion of the PAGA Payment to the PAGA
11 Group if the Class Member is a PAGA Group Member, and will not be bound by the terms of the
12 Settlement and Judgment, except for the release of the PAGA Group Released Claims if the Class
13 Member is a PAGA Group Member, and will not have any right to object, appeal, or comment
14 thereon.

15 46. **Report.** Not later than seven (7) days after the deadline for submission of requests to
16 be excluded and/or objections, the Settlement Administrator will provide Defendant, through Defense
17 Counsel, with a complete and accurate list of names for all Participating Class Members, all Non-
18 Participating Class Members, all PAGA Group members, and all Class Members who objected to the
19 settlement. The report shall also be accompanied by an itemized calculation of the Settlement Shares
20 for each Participating Class Member. The Settlement Administrator shall also provide both Parties
21 with a report identifying the number of Participating Class Members, the number of Non-Participating
22 Class Members, the number of PAGA Group members, and the number of Class Members who
23 submitted a valid, timely, and complete objection. Class Counsel shall also receive a list of Class
24 Members who object to the Settlement.

25 47. **Resolution of Class Member and PAGA Group Member Disputes.** If a Class
26 Member and/or PAGA Group Member disputes the number of his or her Individual Workweeks
27 and/or Individual Pay Periods stated in their Class Notice, the Class Member and/or PAGA Group
28 Member must, within forty-five (45) days after the Settlement Administrator initially mails the Class

1 Notice, ask the Settlement Administrator to resolve the matter by returning the Class Notice with a
2 statement of the number of Workweeks and/or Pay Periods that he or she contends were worked and
3 include any documentation the Class Member and/or PAGA Group Member has to support their
4 contention. The Settlement Administrator shall notify Defendant of the dispute and provide them
5 with a copy of the Class Notice and any documentation received in support of the dispute within three
6 (3) court days of receipt thereof. Defendant shall review their payroll and personnel records and
7 verify the correct number of Workweeks and/or Pay Periods within five (5) court days of the
8 Settlement Administrator's notification. Defendant's records will have a rebuttable presumption of
9 accuracy. After consultation with Class Counsel, Defense Counsel, and the applicable Class Member
10 and/or PAGA Group Member, the Settlement Administrator will, within three (3) court days of
11 Defendant's verification, make a determination of the Class Member's and/or PAGA Group
12 Member's number of Workweeks and/or Pay Periods and that determination will be final, binding on
13 the Parties and the Class Member and/or PAGA Group Member, and is not appealable.

14 **48. No Solicitation of Objection; Right to Void.** Neither the Parties, nor their respective
15 counsel, will directly or indirectly solicit or otherwise encourage any Class Member to exclude him
16 or herself from the Settlement, object to the Settlement, and/or appeal from the Judgment. If ten
17 percent (10%) or more of the Class Members submit a complete, valid, and timely request to be
18 excluded from the Settlement and are deemed to be Non-Participating Class Members, then
19 Defendant shall have the unilateral right to void this Settlement. Defendant may do so by giving
20 notice to Plaintiff and the Court of its election to void the Settlement not later than fourteen (14) days
21 after the Settlement Administrator issues its report identifying the number of Participating Class
22 Members, the number of Non-Participating Class Members, and the number of Class Members who
23 objected to the settlement as described in Paragraph 45(c). Notwithstanding any other provisions in
24 this Settlement, no sums shall be payable by Defendant in the event that this Settlement is voided as
25 provided for herein.

26 **49. Additional Briefing and Final Approval.**

27 (a) Not later than sixteen (16) court days before the Final Approval Hearing, the
28 Plaintiff will prepare and the Parties will jointly file with the Superior Court a Motion for Final

1 Approval of the Settlement, including payment of the Settlement Administrator's Payment, and a
2 memorandum in support of their motion ("Motion for Final Approval"). Not later than sixteen (16)
3 court days before the Final Approval Hearing, Plaintiff and Class Counsel will serve on Defendant
4 and file with the Superior Court a Motion for Awards of the Class Representative Payment, Class
5 Counsel Fees Payment, and the Class Counsel Litigation Expenses Payment, pursuant to this
6 Settlement, and memoranda in support of its motion. Absent the escalator provision outlined in
7 Paragraph 26, if applicable, Plaintiff will not seek additional fees from Defendant or an increase in
8 the Maximum Settlement Amount as part of the Motion for awards of the Class Representative
9 Payment, Class Counsel Fees Payment, and the Class Counsel Litigation Expenses Payment.

10 (b) Not later than five (5) court days before the Final Approval Hearing, the Parties
11 shall be entitled to file and serve a response to any Class Member's objection to the Settlement and/or
12 reply in support of their Motion for Final Approval, to the extent that any opposition to said Motion
13 is filed. Plaintiff and Class Counsel may file a reply in support of their Motion for Awards of the
14 Class Representative Payment, Class Counsel Fees Payment, and the Class Counsel Litigation
15 Expenses Payment, to the extent that any opposition to said Motion is filed.

16 (c) If the Superior Court ultimately does not grant final approval of the Settlement
17 or grants final approval conditioned on any material change to the Settlement that is not agreed to by
18 one of the Parties, then either Party will have the right to void the Settlement. If the Settlement is
19 voided in this manner, the Parties will have no further obligations under the Settlement, including any
20 obligation by Defendant to pay any amounts that otherwise would have been payable under this
21 Settlement, except that the voiding Party will pay the Settlement Administrator's reasonable fees and
22 expenses incurred as of the date that the Party exercises the right to void the Settlement under this
23 paragraph. For the purposes of this paragraph, a "material change" is a change to the terms outlined
24 in the accepted Memorandum of Understanding, a copy of which is attached hereto as **Exhibit B**.
25 However, an award by the Superior Court of a lesser amount than that sought by Plaintiff and Class
26 Counsel for the Class Representative Payment, the Class Counsel Fees Payment, and/or the Class
27 Counsel Litigation Expenses Payment, will not constitute a material change to the Settlement within
28 the meaning of this paragraph.

1 (d) Upon final approval of the Settlement by the Superior Court at or after the Final
2 Approval Hearing, the Parties will present for the Superior Court's approval and entry a Proposed
3 Final Order and Judgment. The entry of the Final Order and Judgment shall permanently bar all
4 Participating Class Members from prosecuting against Defendant any claims or causes of action of
5 any kind up through the date of Final Approval, which were or could have been brought in this Action,
6 whether known or unknown, as well as all claims as set forth in the Release contained in Section V
7 of this Agreement.

8 (e) After entry of the Judgment, the Superior Court will have continuing
9 jurisdiction over the Action and the Settlement solely for purposes of (i) enforcing this Settlement,
10 (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as
11 may be appropriate under court rules or applicable law.

12 50. **Waiver of Right to Appeal.** Provided that the Judgment is consistent with the terms
13 and conditions of this Settlement, Plaintiff, Participating Class Members, Defendant, and their
14 respective counsel hereby waive any and all rights to appeal from the Judgment, including all rights
15 to any post-judgment proceeding and appellate proceeding, such as a motion to vacate judgment, a
16 motion for new trial, a motion under Code of Civil Procedure Section 473, and any extraordinary
17 writ, and the Judgment therefore will become non-appealable by them at the time it is entered. The
18 waiver of appeal does not include any waiver of the right to oppose any appeal, appellate proceedings,
19 or post-judgment proceedings. If an appeal is taken from the Judgment, the time for consummation
20 of the Settlement (including making payments under the Settlement) will be suspended until such
21 time as the appeal is finally resolved and the Judgment, consistent with the terms of this Settlement,
22 becomes Final.

23 51. **Vacating, Reversal, or Material Modification of Judgment on Appeal or Review.**
24 If, after a notice of appeal, a petition for review, or a petition for *certiorari*, or any other motion,
25 petition, writ, or application, the reviewing court vacates, reverses, or modifies the Judgment such
26 that there is a material modification to the Settlement, and that court's decision is not completely
27 reversed and the Judgment is not fully affirmed on review by a higher court, then either Party will
28 have the right to void the Settlement, which the Party must do by giving written notice to the other

Parties, the reviewing court, and the Superior Court, not later than fourteen (14) days after the reviewing court's decision vacating, reversing, or materially modifying the Judgment becomes final. For the purposes of this paragraph, a "material change" is a change to the terms outlined in the accepted Memorandum of Understanding, a copy of which is attached hereto as **Exhibit B**. A vacation, reversal, or modification of the Superior Court's award of the Class Representative Payment, the Class Counsel Fees Payment, and/or Class Counsel Litigation Expenses Payment will not constitute a vacation, reversal, or material modification of the Judgment within the meaning of this paragraph.

52. **Establishment of Settlement Account.** The Settlement Administrator shall establish a Settlement Account within ten (10) days of the Effective Date and notify the Parties when the Settlement Account has been established. The Settlement Administrator shall also provide Defendant with an itemized statement for the total amount to be deposited into the Settlement Account, which shall equal the Maximum Settlement Amount ("Settlement Account Deposit"). Within ten (10) days after receiving notification of the Settlement Account and statement for the Settlement Account Deposit, Defendant shall pay into the Settlement Account an amount equal to the Settlement Account Deposit. Defendant shall have no obligation to pay any additional funds into the Settlement Account.

53. **Payment of Settlement Shares.** The Settlement Administrator shall pay to each Participating Class Member his or her Settlement Share from the Settlement Account. The Settlement Administrator shall pay each Settlement Share by sending a check in the appropriate amount after withholdings to the Participating Class Member at the address indicated in the Class Member's Data. Such payment shall be sent by the Settlement Administrator via U.S. Mail within fourteen (14) days of its receipt of the Settlement Account Deposit from Defendant.

54. **Payment of PAGA Payment Shares.** The Settlement Administrator shall pay to each PAGA Group Member his or her PAGA Payment Share from the Settlement Account. The Settlement Administrator shall pay each PAGA Payment Share by sending a check in the appropriate amount to the PAGA Group Member at the address indicated in the PAGA Group Member's Data. Such payment shall be sent by the Settlement Administrator via U.S. Mail within fourteen (14) days of its receipt of the Settlement Account Deposit from Defendant.

1 55. **Uncashed Settlement Share and PAGA Payment Share Checks.** Any checks paid
2 to Participating Class Members and/or PAGA Group Members shall be negotiable for one hundred
3 and eighty (180) calendar days from the date of their issuance. A Participating Class Member must
4 cash his or her Settlement Share check within one hundred and eighty (180) calendar days after it is
5 mailed to him or her. A PAGA Group Member must cash his or her PAGA Payment Share check
6 within one hundred and eighty (180) calendar days after it is mailed to him or her. If a check remains
7 uncashed after one hundred and eighty (180) calendar days from the initial mailing, or if a check is
8 returned to the Settlement Administrator as undeliverable during the one hundred eighty-day period,
9 the Settlement Administrator shall take all reasonable efforts to identify the Participating Class
10 Member's and/or PAGA Group Member's correct address, including the performance of a "skip-
11 trace." If an updated address can be identified, the Settlement Administrator shall issue another check
12 to the Participating Class Member and/or PAGA Group Member and mail it to the Participating Class
13 Member and/or PAGA Group Member at his or her updated address. If an updated address for the
14 Participating Class Member and/or PAGA Group Member cannot be identified, if a reissued check is
15 once again returned to the Settlement Administrator as undeliverable, or if the reissued check remains
16 uncashed after one hundred eighty (180) calendar days, the Settlement Administrator will keep an
17 accounting of such funds and shall give notice to the Parties of the total balance of uncashed
18 Settlement Shares and/or PAGA Payment Shares. A Participating Class Member who fails to
19 negotiate or receive their Settlement Share check despite the procedures described above shall
20 nevertheless remain bound by the Settlement and the releases contained herein. A PAGA Group
21 Member who fails to negotiate or receive their PAGA Payment Share check despite the procedures
22 described above shall nevertheless remain bound by the Settlement and the releases contained herein.

23 56. The funds represented by Settlement Share and/or PAGA Payment Share checks
24 remaining uncashed for more than one hundred and eighty (180) calendar days after issuance shall be
25 voided and then shall be transmitted to the Controller of the State of California to be held pursuant to
26 the Unclaimed Property Law, California Civil Code Section 1500, *et seq.*, in the names of those
27 Participating Class Members and/or PAGA Group Members who did not cash their checks until such
28 time they claim their property. The Parties agree that this disposition results in no "unpaid residue"

1 under California Civil Procedure Code § 384, as the entire Net Settlement Amount will be paid out
2 to Participating Class Members, whether or not they all cash their settlement checks.

3 57. **Final Report by Settlement Administrator to Superior Court.** Within ten (10) days
4 after final disbursement of all funds from the Settlement Account, the Settlement Administrator will
5 serve on the Parties and file with the Superior Court a declaration providing a final summary report
6 on the disbursements of all funds from the Settlement Account. Within ten (10) days after
7 transmission of any remaining unclaimed funds to Controller of the State of California the Settlement
8 Administrator will serve on the Parties and file with the Superior Court a declaration providing a final
9 summary report on the transmission of any remaining unclaimed funds to Controller of the State of
10 California as outlined Paragraph 56.

11 **IV. SETTLEMENT TERMS AND CONDITIONS**

12 58. **Conditional Certification for Settlement Purposes.** Solely for the purposes of
13 effectuating this Settlement, and subject to Court approval, the Parties hereby stipulate to the
14 conditional certification of the following Settlement Class: “all persons who, during the Class Period,
15 have previously been or currently are employed in California by Defendant as an hourly-paid non-
16 exempt employee.” The Parties agree that if for any reason the Settlement is not preliminarily and/or
17 finally approved, the conditional certification of the Settlement Class will be of no force or effect,
18 does not constitute an admission by Defendant that class certification is proper, and will not be
19 deemed admissible in this or any other proceeding, and that the Parties will litigate the issue of class
20 certification.

21 59. **Settlement Shares.** Subject to the terms and conditions of this Settlement, the
22 Settlement Administrator will calculate the Settlement Shares for each Class Member within ten (10)
23 days after Defendant provide the Settlement Administrator with the Class Members’ Data. The
24 Settlement Share for each Class Member will be calculated as follows, understanding that the
25 formulas below do not constitute an admission by either Party, and are intended only to provide a
26 practical means to simplify and administer the claims process:

27 (a) **Number of Class Members and Workweeks.** Defendant shall determine the
28 total number of Class Members and the aggregate number of Workweeks for those Class Members

as of the time of Preliminary Approval. This information shall be provided to the Settlement Administrator along with the Class Members' Data as described in Paragraph 44(a) above.

(b) **Calculation of the Workweek Value.** The Settlement Administrator shall determine the value of a Workweek ("Workweek Value") by taking the Net Settlement Amount and dividing it by the sum of all Class Members' Workweeks who do not opt out of the Settlement.

(c) **Calculation of Settlement Shares.** The Settlement Administrator shall assign to each Participating Class Member a Settlement Share which shall be equal to the Workweek Value multiplied by each Participating Class Member's Individual Workweeks. Upon calculation of the Participating Class Members' Settlement Shares, the Settlement Administrator shall furnish to Class Counsel and Defense Counsel a worksheet containing a list of employee identification numbers for the Class Members with their corresponding Individual Workweeks and Settlement Shares.

(d) **Offset for Defendant's Settlement Credits.** Defendant represents that it provided proceeds to certain Class Members after the case was filed, and prior to settlement, in the gross amount of Twenty-Five Thousand, Two Hundred Dollars and Zero Cents (\$25,200.00). The Parties agree that the Defendant's Settlement Credits shall serve as an offset to any payments owed to Participating Class Members who received a portion of the Defendant's Settlement Credits. If a Participating Class Member's portion of the Defendant's Settlement Credits exceeds his or her Settlement Share, said Participating Class Member will receive nothing from the Net Settlement and his or her Settlement Share will be reallocated to the other Participating Class Members. If a Participating Class Member's Settlement Share exceeds his or her portion of the Defendant's Settlement Credits, said Participating Class Member will receive only the difference between his or her Settlement Share and his or her portion of the Defendant's Settlement Credits.

60. **PAGA Payment Shares.** Subject to the terms and conditions of this Settlement, the Settlement Administrator will calculate the PAGA Payment Shares for each PAGA Group Member within ten (10) days after Defendant provide the Settlement Administrator with the PAGA Group Members' Data. The PAGA Payment Share for each PAGA Group Member will be calculated as follows, understanding that the formulas below do not constitute an admission by either Party, and are intended only to provide a practical means to simplify and administer the claims process:

1 (a) **Number of PAGA Group Members and Pay Periods.** Defendant shall
2 determine the total number of PAGA Group Members and the aggregate number of Pay Periods for
3 those PAGA Group Members as of the time of Preliminary Approval. This information shall be
4 provided to the Settlement Administrator along with the Class Members' Data as described in
5 Paragraph 44(a) above.

6 (b) **Calculation of the Pay Period Value.** The Settlement Administrator shall
7 determine the value of a Pay Period ("Pay Period Value") by taking the PAGA Payment amount and
8 dividing it by the sum of all PAGA Group Members' Pay Periods.

9 (c) **Calculation of PAGA Payment Shares.** The Settlement Administrator shall
10 assign to each PAGA Group Member a PAGA Payment Share which shall be equal to the Pay Period
11 Value multiplied by each PAGA Group Member's Individual Pay Periods. Upon calculation of the
12 PAGA Group Members' PAGA Payment Shares, the Settlement Administrator shall furnish to Class
13 Counsel and Defense Counsel a worksheet containing a list of employee identification numbers for
14 the PAGA Group Members with their corresponding Individual Pay Periods and PAGA Payment
15 Shares.

16 61. **Taxes and Withholdings.** Each Settlement Share is intended to settle the Class
17 Members' claims for unpaid wages and penalties. Accordingly, ten percent (10%) of each Settlement
18 Share shall represent unpaid wages and the remaining ninety percent (90%) of each Settlement Share
19 shall represent penalties and interest. The portion of the Settlement Share representing unpaid wages
20 shall be paid to each Participating Class Member subject to any applicable employee-side tax
21 withholdings and deductions, and the Settlement Administrator shall issue an IRS Form W-2 to each
22 Participating Class Member for that amount. The portion of the Settlement Share representing
23 penalties shall be paid to the Participating Class Member in full without deductions or withholdings,
24 and the Settlement Administrator shall issue an IRS Form 1099 to each Participating Class Member
25 for that amount. Each Participating Class Member shall be individually responsible for their own
26 share of applicable income tax withholdings and deductions from the Settlement Share attributable to
27 the portion of the settlement for which an IRS Form 1099 will be issued. Defendant shall be
28 responsible for payment of the Employer Payroll Tax attributable to the Settlement Share payments

1 constituting wages. The Employer's Payroll Tax shall not be deducted from the Maximum Settlement
2 Amount and shall not be included in any payments of Settlement Shares. The Parties agree and
3 understand that Defendant have not made any representations regarding the tax obligations or
4 consequences, if any, related to this Settlement. The Parties agree that Defendant and each
5 Participating Class Member are solely responsible for determining the tax consequences of payments
6 made pursuant to this Settlement and for paying taxes, if any, which are determined to be owed by
7 each of them on such payments (including penalties and interest related thereto) by any taxing
8 authority, whether state, local, or federal.

9 62. Each PAGA Payment Share is intended to settle the PAGA Group Members' claims
10 for civil penalties. Accordingly, one hundred percent (100%) of each PAGA Payment Share shall
11 represent civil penalties. The PAGA Payment Share shall be paid to the PAGA Group Member in
12 full without deductions or withholdings, and the Settlement Administrator shall issue an IRS Form
13 1099 to each PAGA Group Member for that amount, to the extent the PAGA Group Member's PAGA
14 Payment Share is Six Hundred Dollars and Zero Cents (\$600.00) or more. Each PAGA Group
15 Member shall be individually responsible for their own share of applicable income tax withholdings
16 and deductions for his or her PAGA Payment Share.

17 63. **Total Payment Amount.** In no event will Defendant be required to pay more than
18 the Maximum Settlement Amount for distribution to the Plaintiff, Class Counsel, Participating Class
19 Members, PAGA Group Members, LWDA, Settlement Administrator, or for any other costs or
20 expenses not otherwise enumerated. However, Defendant shall be responsible for paying any
21 Employer Payroll Taxes for the payment of Settlement Shares attributable to wages, which shall not
22 be paid from the Settlement Account and shall not be included in the Maximum Settlement Amount.

23 64. **Payments to Plaintiff and Class Counsel and Others.** Subject to the terms and
24 conditions of this Settlement, the Settlement Administrator will make the following payments out of
25 the Maximum Settlement Amount as follows:

26 (a) **To Plaintiff:** In addition to his Settlement Share, Plaintiff will apply to the
27 Superior Court for a Class Representative Payment in an amount not to exceed Ten Thousand Dollars
28 and Zero Cents (\$10,000.00). Defendant will not oppose this Class Representative Payment. The

1 Settlement Administrator will pay the Class Representative Payment approved by the Superior Court
2 out of the Maximum Settlement Amount. Payroll tax withholding and deductions will not be taken
3 from the Class Representative Payment and an IRS Form 1099 will be issued to Plaintiff for this
4 payment.

5 (b) **To Class Counsel:** Class Counsel will apply to the Superior Court for the
6 Class Counsel Fees Payment in an amount not to exceed Ninety-Eight Thousand, Three Hundred and
7 Thirty-Three Dollars and Thirty-Three Cents, or one-third (1/3) of the Maximum Settlement Amount.
8 Class Counsel will also submit to the Superior Court a memorandum of costs for the Class Counsel
9 Litigation Expenses Payment in an amount not to Twenty Thousand Dollars and Zero Cents
10 (\$20,000.00) as request reasonable costs of suit to be paid from the Maximum Settlement Amount.
11 Defendant will not oppose these requests. The Settlement Administrator will pay the amounts
12 approved by the Superior Court out of the Maximum Settlement Amount. Withholding and
13 deductions will not be taken from the Class Counsel Fees Payment or Class Counsel Litigation
14 Expenses Payment and one or more IRS Forms 1099 will be issued to Class Counsel with respect to
15 those payments.

16 (c) **To the LWDA:** As part of their Motions for Preliminary and Final Approval,
17 the Parties will jointly apply to the Superior Court for approval of the LWDA Payment in the amount
18 of Seven Thousand, Five Hundred Dollars and Zero Cents (\$7,500.00), which shall constitute the
19 LWDA's seventy-five percent (75%) share of Ten Thousand Dollars and Zero Cents (\$10,000.00) in
20 civil penalties paid under this Settlement. The remaining Two Thousand, Five Hundred Dollars and
21 Zero Cents (\$2,500.00) in civil penalties shall be distributed on a *pro rata* basis based upon the
22 number of pay periods worked by each PAGA Group Member ("PAGA Payment").

23 (d) **To the Settlement Administrator:** The Settlement Administrator will be paid
24 from the Maximum Settlement Amount its reasonable fees and expenses as approved by the Superior
25 Court, which are estimated not to exceed Seven Thousand, Seven Hundred and Fifty Dollars and Zero
26 Cents (\$7,750.00).

27 65. **Appointment of Settlement Administrator.** The Parties will ask the Superior Court
28 to appoint Phoenix Class Action Administrators, a qualified and experienced administrator based in

California where the Action is venued, to serve as the Settlement Administrator, which, as a condition of appointment, will agree to be bound by this Agreement with respect to the performance of its duties and its compensation. The Settlement Administrator's duties will include (i) calculating Settlement Shares and PAGA Payment Shares; (ii) preparing, printing, and mailing the Class Notice to all Class Members; (iii) using reasonable measures to contact all Class Members, including conducting a National Change of Address search on all Class Members before mailing the Class Notice to each Class Member's address; (iv) re-mailing the Class Notice to the Class Member's new address for those Class Members whose address had changed; (v) setting up a toll-free telephone number to receive calls from Class Members; (vi) receiving requests for exclusion and objections to the Settlement; (vii) providing the Parties with weekly status reports about the delivery of Class Notices and any requests for exclusion and objections; (viii) issuing the checks to effectuate the payments due under the Settlement; (ix) using reasonable measures to deliver issued checks to Participating Class Members, including use of a "skip-trace" for undeliverable checks; and (x) otherwise administering the Settlement pursuant to this Agreement including paying and reporting the employer's share of the payroll taxes to the appropriate taxing agency. The Settlement Administrator will have the final authority to resolve all disputes concerning the calculation of a Participating Class Member's Settlement Share and/or PAGA Group Member's PAGA Payment Share, subject to the terms set forth in this Agreement. The Settlement Administrator's reasonable fees and expenses are estimated to not exceed Seven Thousand, Seven Hundred and Fifty Dollars and Zero Cents (\$7,750.00) and will be paid out of the Maximum Settlement Amount, as set forth herein, subject to Court approval.

V. RELEASE OF CLAIMS

66. **Participating Class Members Released Claims.** As of the date of the Judgment, each Participating Class Member, and without the need to manually sign a release document, shall release the Released Parties from all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts and legal theories contained in the Action, including all of the following claims for relief: (i) failure to pay all regular wages, minimum wages and overtime wages due; (ii) failure to provide compliant meal periods; (iii) failure to provide compliant rest breaks; (iv) failure to timely pay wages during employment; (v) failure to maintain

1 required records and/or provide complete, accurate wage statements; (vi) failure to pay wages timely
2 at time of termination or resignation; (vii) unfair business practices that could have been premised on
3 the claims, causes of action or legal theories of relief described above or any of the claims, causes of
4 action or legal theories of relief pleaded in the operative complaint; (viii) any claim for costs and
5 attorneys' fees and expenses; and (ix) any claim arising from the claims described above under
6 applicable federal, state, local or territorial law as well as applicable regulations and Wage Orders.
7 (collectively, the "Released Claims"). Participating Class Members who cash their checks are
8 deemed to have waived all Released Claims inclusive of claims under the Fair Labor Standards Act.
9 Participating Class Members who do not cash their checks shall be deemed to waive all Released
10 Claims except for a claim under the Fair Labor Standards Act. Released Claims for Class Members
11 who worked for Defendant in California during the Class Period shall have their claims released
12 during the Class Period.

13 **67. PAGA Group Released Claims.** As of the date of the Judgment, each PAGA Group
14 Member, and without the need to manually sign a release document, shall release the Released Parties
15 and the State of California for claims for civil penalties pursuant to PAGA based upon all causes of
16 action and claims that were alleged in the Action or reasonably could have been alleged based on the
17 facts and legal theories contained in the Action and/or the LWDA Exhaustion Letter, including all of
18 the following claims for relief: (i) failure to pay all regular wages, minimum wages and overtime
19 wages due; (ii) failure to provide compliant meal periods; (iii) failure to provide compliant rest breaks;
20 (iv) failure to timely pay wages during employment; (v) failure to maintain required records and/or
21 provide complete, accurate wage statements; (vi) failure to pay wages timely at time of termination
22 or resignation; (vii) unfair business practices that could have been premised on the claims, causes of
23 action or legal theories of relief described above or any of the claims, causes of action or legal theories
24 of relief pleaded in the operative complaint; (viii) all claims under the California Labor Code Private
25 Attorneys General Act of 2004 that could have been premised on the claims, causes of action or legal
26 theories described above or any of the claims, causes of action or legal theories of relief pleaded in
27 the Action; (ix) any claim for costs and attorneys' fees and expenses; and (x) any claim arising from
28 the claims described above under applicable federal, state, local or territorial law as well as applicable

1 regulations and Wage Orders. (collectively, the “PAGA Released Claims”). PAGA Released
2 Claims for PAGA Group Members who worked for Defendant in California during the PAGA Period
3 shall have their claims released during the PAGA Period.

4 68. Released Parties includes Defendant and its past, present and/or future, direct and/or
5 indirect, officers, directors, members, managers, employees, agents, representatives, attorneys,
6 including but not limited to O’Hagan Meyer, insurers, partners, investors, shareholders,
7 administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns,
8 and joint venturers.

9 69. In light of the binding nature of a PAGA judgment on non-party employees pursuant
10 to *Arias v. Sup. Ct. (Angelo Dairy)* (2009) 46 Cal.4th 969 and *Cardenas v. McLane Foodservice, Inc.*
11 (2011) 796 F.Supp.2d 1246, individuals otherwise meeting the definition of a Class Member who
12 exclude themselves from the Settlement shall nonetheless receive a payment for the amount of each
13 such individual’s estimated share of the PAGA Payment and shall have released PAGA claims, as
14 outlined in Paragraph 67.

15 70. The Released Claims and PAGA Released Claims described in Paragraphs 66 and 67
16 expressly exclude all claims made by a Participating Class Member and/or PAGA Group Member for
17 vested benefits, wrongful termination, unemployment insurance, disability, social security, workers’
18 compensation, claims while classified as exempt, and claims outside of the Class Period and/or PAGA
19 Period.

20 71. **Class Counsel.** As of the Effective Date, and except as otherwise provided by this
21 Settlement, Class Counsel and any counsel associated with Class Counsel waive any further claims
22 to costs and attorneys’ fees and expenses against Defendant or the Releasees arising from or related
23 to the Action, including but not limited to claims based on the Labor Code, the Code of Civil
24 Procedure, PAGA, the Fair Labor and Standards Act, the Business and Professions Code, or any other
25 contract, statute or law (“Class Counsel Released Claims”).

26 72. **No Effect on Other Benefits.** The payment of Settlement Shares and/or PAGA
27 Payment Shares will not result in any additional employee benefit payments (such as 401(k), vacation,
28 or bonus) and shall not have any effect on the eligibility for, or calculation of, any employee benefit.

1 **VI. DUTIES OF THE PARTIES**

2 73. **Mutual Full Cooperation.** The Parties agree to cooperate fully with one another to
3 accomplish and implement the terms of this Stipulation. Such cooperation shall include, but not be
4 limited to, execution of such other documents and the taking of such other actions as may reasonably
5 be necessary to fulfill the terms of this Settlement unless the Court denies the Settlement with
6 prejudice. The Parties shall use their best efforts, including all efforts contemplated by this Stipulation
7 and any other efforts that may become necessary by court order or otherwise, to effectuate this
8 Stipulation and the terms set forth herein. As soon as practicable after execution of this Stipulation,
9 Class Counsel, with the cooperation of Defendant and Defense Counsel, shall take all necessary and
10 reasonable steps to secure the Court's approval of this Stipulation. The Parties will work together to
11 make any non-material modifications of the Settlement requested by the Court to obtain approval of
12 the Parties' Settlement.

13 74. **Duty to Support and Defend the Class Settlement.** The Parties agree to abide by
14 all of the terms of the Settlement in good faith and to support the Settlement fully and to use their best
15 efforts to defend this Settlement from any legal challenge, whether by appeal or collateral attack.

16 75. **Duties Prior to Court Approval.** Class Counsel shall promptly submit this
17 Stipulation to the Court for preliminary approval and determination by the Court as to its fairness,
18 adequacy, and reasonableness. Promptly upon execution of this Stipulation, Class Counsel shall
19 apply to the Court for the entry of a preliminary order, scheduling a hearing on the question of whether
20 the proposed Class Settlement should be approved as fair, reasonable, and adequate as to the Class
21 Members, approving as to form and content the proposed Class Notice attached hereto as **Exhibit A**,
22 respectively, and directing the mailing of the Class Notice to Settlement Class Members.

23 76. **Non-Monetary Relief and Catalyzation of Policy Change.** Although Defendant
24 denies any liability of any kind associated with the claims alleged in the Lawsuit, denies any liability
25 or intentional wrongdoing, Defendant revised and updated its meal and rest period policies and
26 practices.

27 **VII. MISCELLANEOUS TERMS**

28 77. **No Admission of Liability.** Defendant deny that they have engaged in any unlawful

1 activity, have failed to comply with the law in any respect, or have any liability to anyone under the
2 claims asserted in the Action. This Settlement is entered into solely for the purpose of compromising
3 highly disputed claims. Nothing in this Settlement is intended or will be construed as an admission
4 of liability or wrongdoing by Defendant, an admission by Plaintiff that any of her claims were non-
5 meritorious, or any defense asserted by Defendant was meritorious. This Settlement and the fact that
6 Plaintiff and Defendant were willing to settle the Action will have no bearing on, and will not be
7 admissible in connection with, any litigation (other than solely in connection with the Settlement).

8 78. The Parties also agree that this release constitutes a resolution of a good faith dispute
9 concerning wages and complies with Labor Code Section 206.5, which reads in part:

10
11 “Execution of release of claim or right on account of wages due. No
12 employer shall require the execution of any release of any claim or
13 right on account of wages due, or to become due, or made, or made
14 as an advance on wages to be earned, unless payment of those wages
15 has been made.”
16

17 79. Whether or not the Judgment becomes Final, neither the Settlement, any document,
18 statement, proceeding or conduct related to the Settlement, nor any reports or accounting of those
19 matters, will be (i) construed as, offered or admitted in evidence as, received as, or deemed to be
20 evidence for any purpose adverse to Defendant or any other beneficiary of the releases granted under
21 this Settlement (the “Released Parties”), including, but not limited to, evidence of a presumption,
22 concession, indication or admission by any of the Released Parties of any liability, fault, wrongdoing,
23 omission, concession or damage; or (ii) disclosed, referred to or offered in evidence against any of
24 the Released Parties, or any other civil, criminal or administrative action or proceeding except for
25 purposes of effectuating this Settlement.

26 80. Notwithstanding Paragraph 79 of this Settlement, any and all provisions of this
27 Settlement may be admitted in evidence and otherwise used in any and all proceedings to enforce any
28 or all terms of this Settlement, or in defense of any claims released or barred by this Settlement.

1 **81. Non-Disparagement.** Plaintiff and Class Counsel agree not to make any untruthful,
2 malicious, disparaging or defamatory statements, allegations, comments or communications,
3 regardless of form (whether written, oral, electronic, including but not limited to Glassdoor, Yelp, or
4 otherwise), regarding the Released Parties. Plaintiff and Class Counsel further agree not to encourage
5 authorize or permit any such statements, allegations, comments or communications to be made by
6 others on their behalf. To the extent Plaintiff and/or Class Counsel have posted any negative
7 comments about the Released Parties on Glassdoor, Yelp, or other websites, Plaintiff and/or Class
8 Counsel agree to request that these comments be removed and to provide a copy of such request to
9 Defense Counsel within 30 days of the execution of this Agreement.

10 **82. Waiver of Reemployment.** Plaintiff acknowledges that he has no intent to re-apply
11 for employment with Defendant. Plaintiff further acknowledges that Defendant or any related,
12 successor, parent, or subsidiary companies has the right to refuse rehire Plaintiff for non-
13 discriminatory and non-retaliatory reasons and Plaintiff acknowledges that Defendant's position is
14 that such legitimate non-discriminatory and non-retaliatory reasons exist.

15 **83. Integrated Agreement.** After this Settlement is signed and delivered by all Parties
16 and their counsel, this Settlement and its exhibits will constitute the entire agreement between the
17 Parties relating to the Settlement, and it will then be deemed that no oral representations, warranties,
18 covenants, or inducements have been made to any Party concerning this Settlement or its exhibits
19 other than the representations, warranties, covenants, and inducements expressly stated in this
20 Settlement and its exhibits.

21 **84. Attorney Authorization.** Class Counsel and Defense Counsel warrant and represent
22 that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action
23 required or permitted to be taken by such Parties pursuant to this Settlement to effectuate its terms,
24 and to execute any other documents required to effectuate the terms of this Settlement. The Parties
25 and their counsel will cooperate with each other and use their best efforts to affect the implementation
26 of the Settlement. In the event the Parties are unable to reach agreement on the form or content of
27 any document needed to implement the Settlement, or on any supplemental provisions that may
28 become necessary to effectuate the terms of this Settlement, the Parties will seek the assistance of

mediator Steve Serratore, Esq., and if no resolution is reached the Superior Court, and in all cases all such documents, supplemental provisions and assistance of the court will be consistent with this Settlement.

85. **Modification of Agreement.** This Agreement, and any and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties, their successors-in-interest, and/or the Parties' respective counsel, as authorized.

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

87. **Applicable Law.** All terms and conditions of this Settlement and its exhibits will be governed by and interpreted according to the laws of the State of California, without giving effect to any conflict of law principles or choice of law principles.

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

89. **Fair Settlement.** The Parties and their respective counsel believe and warrant that this Settlement reflects a fair, reasonable, and adequate settlement of the Action and have arrived at this Settlement through arms-length negotiations, taking into account all relevant factors, current and potential.

90. **Headings.** The descriptive heading of any section or paragraph of this Settlement is inserted for convenience of reference only and does not constitute a part of this Settlement.

91. **Notice.** All notices, demands or other communications given under this Settlement will be in writing and deemed to have been duly given as of the third business day after mailing by U.S. Mail, addressed as follows:

To Class Counsel:

Justin Lo, Esq.
WORK LAWYERS, PC
22939 Hawthorne Blvd., Suite 202
Torrance, CA 90505

To Defense Counsel:

Matthew C. Sgnilek, Esq.
Andrea Rosenkranz, Esq.
O'HAGAN MEYER

4695 MacArthur Court, Suite 210
Newport Beach, CA 92660

92. **Execution in Counterpart.** This Settlement may be executed in one or more counterparts. All executed counterparts and each of them will be deemed to be one and the same instrument provided that counsel for the Parties will exchange between themselves original signed counterparts. Facsimile signatures, scanned PDF signatures, and electronic signatures will be presumptive evidence of execution of the original, which shall be produced on reasonable request. Any executed counterpart will be admissible to prove the existence and contents of this Settlement.

DATED: 4/28/2022

FERNANDO PEREYRA

DocuSigned by:

Fernando Pereyra

CE5FD2F116F54CB...

DATED: 5/2/2022

MAVERICK AEROSPACE, LLC

DocuSigned by:

[Signature]

F759C4B3C5164E7...

By:

Its:

president

DATED: 4/29/2022

WORK LAWYERS, PC.

DocuSigned by:

Justin Lo

851114C5405E4A4...

By:

Justin Lo, Esq.

Attorney for Plaintiff
FERNANDO PEREYRA

1 DATED: 5/2/2022

O'HAGAN MEYER

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3 By:

DocuSigned by:
Andrea Rosenkranz
Matthew C. Sgitek, Esq.
Andrea Rosenkranz, Esq.

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6 Attorneys for Defendant
MAVERICK AEROSPACE, LLC
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Exhibit “A”

Fernando Pereyra v. Maverick Aerospace, LLC
Los Angeles County Superior Court Case No. 20STCV29642

|||||

<<PSA ID>>

<<First Last>>

<<Address>>

<<City, State, Zip, Country>>

Name/Address Changes (if any):

NOTICE OF CLASS ACTION SETTLEMENT

If you are or were a non-exempt, hourly employee of Maverick Aerospace, LLC at any time between August 4, 2016, and March 6, 2022, you may be able entitled to receive money from a Class Action Settlement.

A court approved this notice. This is not a solicitation from a lawyer. You are not being sued.

PLEASE READ THIS NOTICE.

Your legal rights are affected whether you act or don't act. Your legal rights and options—and the deadlines to use them—are explained in this notice.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING AND RECEIVE SETTLEMENT PAYMENT	You are not required to take action to receive a payment. If you do nothing, you will automatically receive a payment from the Settlement if the Court finally approves the Settlement. In exchange, you will be bound by the Settlement including the release of all claims covered by the Settlement.
REQUEST EXCLUSION	Request to be excluded and receive no benefits from the Settlement. If you submit a Request for Exclusion, you will not receive a settlement payment.
OBJECT	If you wish to object to the Settlement, you may submit a written objection and supporting papers to the Settlement Administrator. Any written objections will be provided to the Court. You may also offer your oral comments at the Final Approval Hearing. In order to object, you must not have excluded yourself from the Settlement.

1. Why should you read this notice?

A proposed settlement (the "Settlement") has been reached in a class action lawsuit entitled *Fernando Pereyra v. Maverick Aerospace, LLC* Los Angeles County Superior Court Case No. 20STCV29642 (the "Action" or "Lawsuit"). The Defendant in the Action is Maverick Aerospace, LLC (referred in this Notice as "Defendant.")

The Court has granted preliminary approval of a "Settlement Class" defined as follows:

All persons employed in the State of California as hourly, non-exempt employees by Maverick Aerospace, LLC at any time between August 4, 2016, and March 6, 2022.

The Court has also granted preliminary approval of a “PAGA Group” defined as follows:

All persons employed in the State of California as hourly, non-exempt employees by Maverick Aerospace, LLC at any time between May 26, 2019, and March 6, 2022.

Defendant’s employment records indicate that you meet one or both of these definitions, which makes you a member of the Settlement Class (referred to in this Notice as a “Class Member”) and possibly a member of the PAGA Group (referred to in this Notice as a “PAGA Group Member”). The Court directed that this Notice be sent to all Class Members and PAGA Group Members to inform you about the case and your rights and options before the Court decides to approve the Settlement. If the Court approves the Settlement, and after any appeals are resolved, payments will be made to Class Member who have not opted out of the Settlement and all PAGA Group Members.

This Notice explains the Lawsuit, the Settlement, your legal rights and options, what benefits are available and how to get them.

2. What is this Lawsuit about?

On August 4, 2020, Plaintiff Fernando Pereyra filed the operative class action complaint against the Defendant alleging several violations of California wage and hour laws. Plaintiff filed the Action on behalf of himself and on behalf of all current and former non-exempt, hourly employees. By Plaintiff’s Complaint, Plaintiff alleges that the Defendant: (1) failed to pay at least the minimum wage for all hours worked; (2) failed to pay overtime wages; (3) failed to provide compliant meal periods; (4) failed to provide compliant rest periods; (5) failed to provide accurate wage statements and maintain required payroll records; (6) failed to timely pay wages during employment and at separation; (7) violated California’s Unfair Competition Law; and (8) owed civil penalties under California’s Private Attorneys General Act of 2004, California Labor Code §§ 2698-2699.5 (“PAGA”). Defendant vigorously denies all the claims and contentions made in the Lawsuit and maintains it has fully complied with the law. However, Defendant has agreed to settle the Lawsuit to avoid the expense of litigation.

3. Why is there a Settlement?

The Court did not decide in favor of Plaintiff or Defendant. Instead, both sides agreed to a Settlement. This allows the Parties to avoid the risk and uncertainty of trial and any subsequent appeal, and all affected employees who have not opted out of the Settlement will receive compensation. The Settlement is not an admission of liability by Defendant. The Class Representative and the attorneys believe the Settlement is fair, reasonable and adequate, and in the best interests of all Class Members.

4. What are the terms of the Settlement?

Defendant will pay Two Hundred and Ninety-Five Thousand Dollars and Zero Cents (\$295,000.00) to settle the Action (the “Maximum Settlement Amount”). The Maximum Settlement Amount includes: (a) all Settlement Payments to Participating Class Members; (b) the Service Award to the Class Representative; (c) the Class Counsel’s attorneys’ fees and costs; (d) a payment to the California Labor and Workforce Development Agency for civil penalties brought under PAGA; (e) all PAGA Payments to the PAGA Group Members; and (f) the reasonable fees and costs of the Settlement Administrator. Defendant will pay its portion of all payroll taxes resulting from the Settlement in addition to the Maximum Settlement Amount.

The Court has preliminarily approved the following payments from the Maximum Settlement Amount. Class Counsel will request that the Court award Class Counsel up to one-third (1/3) of the Maximum Settlement Amount (currently estimated to be Ninety-Eight Thousand, Three Hundred and Thirty-Three Dollars and Thirty-Three Cents (\$98,333.33)) in attorneys' fees and up to Twenty Thousand Dollars and Zero Cents (\$20,000.00) in out-of-pocket litigation costs, up to Seven Thousand, Seven Hundred and Fifty Dollars and Zero Cents (\$7,750.00) for Settlement Administration Costs for the third-party Settlement Administrator, and up to Ten Thousand Dollars and Zero Cents (\$10,000.00) for the Service Award for the Class Representative in recognition of his time and service to the Class in pursuing the Action and in fulfilling his obligations as the Class Representative. Additionally, the Settlement provides for a payment of Ten Thousand Dollars and Zero Cents (\$10,000.00) (the "LWDA Payment") to resolve PAGA Group Members' claims under PAGA, of which Two Thousand, Five Hundred Dollars and Zero Cents (\$2,500.00) will be distributed to the PAGA Group Members and Seven Thousand, Five Hundred Dollars and Zero Cents (\$7,500.00) will be paid to the California Labor and Workforce Development Agency ("LWDA"). This allocation of the PAGA Payment is required by California law. The final amounts of these various payments are all subject to Court approval.

After deductions of the preceding Court-approved payments, the remaining amount—the "Net Settlement Amount"—will be distributed to those Class Members who have not opted out of the Settlement (the "Participating Class Members"). No portion of the Maximum Settlement Amount will be returned to Defendant.

5. How much can I expect to receive?

Each Participating Class Member will receive a *pro rata* share of the Net Settlement Amount based on the number of workweeks the person worked for Defendant as a non-exempt, hourly employee during the Class Period, defined as the period of time from August 4, 2016, and March 6, 2022. Any workweek in which a Class Member worked at least one day shall be counted as a workweek.

To calculate a Class Member's Individual Settlement Payment, the Net Settlement Amount will be divided by the aggregate total number of workweeks of all Participating Class Members, resulting in the "Workweek Value." Each Participating Class Member's Individual Settlement Payment will be calculated by multiplying each individual Participating Class Member's total number of workweeks by the Workweek Value.

Your Compensable Workweeks are: <<Workweeks>>

Your Estimated Individual Settlement Payment is: \$<<Est.SettlementAmt>>

All settlement payments are subject to taxation. Each Individual Settlement Payment will be allocated as follows: (a) 20% as wages that will be subject to deductions and withholdings for the employee's share of state and federal payroll taxes; and (b) 80% as penalties and interest that will not be subject to deductions and withholdings. Each Participating Class Member will receive an IRS Form W-2 with respect to the portion of the Settlement Payment allocated to wages and an IRS Form-1099 with respect to the portion of the Settlement Payment allocated to penalties and interest, unless said payment is less than or equal to \$600.00. Prior to mailing Settlement checks, the Settlement Administrator will calculate and deduct the employee's required withholdings and payroll taxes from the "wage" portion of the Settlement payment. Defendant will separately pay the employer's share of payroll taxes with respect to the "wage" portion of each Settlement payment.

Please note that each Participating Class Members will be responsible for his/her share of taxes attributable to the receipt of an Individual Settlement Payment. The Parties and their attorneys cannot provide and will not provide any advice regarding tax obligations. Class Members should consult with their tax advisors concerning the tax consequences of the payments they receive under the Settlement.

Defendant provided proceeds to certain Class Members after the case was filed, and prior to settlement. The Parties agree that these payments, referred to as “Defendant’s Settlement Credits,” shall serve as an offset to any payments owed to Participating Class Members who received a portion of the Defendant’s Settlement Credits. If a Participating Class Member’s portion of the Defendant’s Settlement Credits exceeds his or her Individual Settlement Payment, said Participating Class Member will receive nothing from the Net Settlement and his or her Individual Settlement Payment will be reallocated to the other Participating Class Members. If a Participating Class Member’s Individual Settlement Payment exceeds his or her portion of the Defendant’s Settlement Credits, said Participating Class Member will receive only the difference between his or her Individual Settlement Payment and his or her portion of the Defendant’s Settlement Credits.

Each PAGA Group Member will receive a *pro rata* share of the PAGA Payment based on the number of pay periods the person worked for Defendant as a non-exempt, hourly employee during the PAGA Period, defined as the period of time from May 26, 2019, and March 6, 2022. Any pay period in which a Class Member worked at least one day shall be counted as a pay period.

To calculate a PAGA Group Member’s Individual PAGA Payment, the PAGA Payment will be divided by the aggregate total number of pay periods of all PAGA Group Members, resulting in the “Pay Period Value.” Each PAGA Group Member’s Individual Settlement Payment will be calculated by multiplying each individual PAGA Group Member’s total number of pay periods by the Pay Period Value.

Your Compensable Pay Periods are: <<PayPeriods>>

Your Estimated Individual PAGA Payment is: \$<<Est.PAGAPaymentAmt>>

All settlement payments are subject to taxation. Each Individual PAGA Payment will be allocated as follows: 100% as penalties that will not be subject to deductions and withholdings. Each PAGA Group Member will receive an IRS Form-1099 for his or her Individual PAGA Payment, unless said payment is less than or equal to \$600.00.

Please note that each PAGA Group Member will be responsible for his/her share of taxes attributable to the receipt of an Individual PAGA Payment. The Parties and their attorneys cannot provide and will not provide any advice regarding tax obligations. Class Members should consult with their tax advisors concerning the tax consequences of the payments they receive under the Settlement.

6. What if I disagree with the number of workweeks and/or pay periods credited to me in this Notice?

The information concerning the number of workweeks and/or pay periods you worked as an hourly, non-exempt employee during the Class Period and/or PAGA Period is based on Defendant’s records. To dispute this number of workweeks and/or pay periods credited to you, you must send written notice to the Settlement Administrator. To be valid, your written dispute of weeks worked must: (1) include your full name, address, telephone number, and last four digits of the Social Security number; and (2) be accompanied by satisfactory evidence of the actual weeks worked as an hourly, non-exempt employee for Defendant during the Class Period and/or PAGA Period, including any supporting documentation (e.g., copies of your pay stubs). To be timely, your written dispute of workweeks and/or pay periods worked must be mailed by first-class U.S. Mail, or the equivalent, to the Settlement Administrator *at the address provided below*, and be postmarked on or before _____, 2022.

The Parties and the Settlement Administrator will promptly evaluate the evidence submitted and discuss in good faith how many workweeks and/or pay periods should be credited to the Class Member and/or PAGA Group

Member. The Settlement Administrator will make the final decision as to how many workweeks and/or pay periods should be credited to the Class Member and/or PAGA Group Member and report the outcome to the Class Member and/or PAGA Group Member.

7. How and when will I get a payment? How do I update my address?

How do I receive money from the Settlement? You do not need to do anything to receive your Individual Settlement Payment and/or Individual PAGA Payment. Just watch your mail for a check and cash it when you get it. If you do not exclude yourself from the Settlement, you will automatically receive money from the Settlement. You do not need to make a claim or take any other action to receive your share of the Settlement.

When will I receive my Settlement payment? Class Members who do not opt out of the Settlement will receive their payments only after the Court grants final approval to the Settlement and after any appeals are resolved. PAGA Group Members will receive their payments only after the Court grants final approval to the Settlement and after any appeals are resolved. If there are appeals, resolving them can take time. Please be patient.

Settlement payment checks must be cashed soon after receipt. The Settlement checks will be able to be cashed for 180 days after they are issued. After 180 days, the Settlement checks will no longer be able to be cashed. Any funds represented by Settlement checks remaining uncashed for more than 180 days after issuance shall be transmitted to the Controller of the State of California to be held pursuant to the Unclaimed Property Law, California Code of Civil Procedure Section 1500, *et seq.* in the names of those Participating Class Members and/or PAGA Group Members who did not cash their checks until such time they claim their property.

Change of address. It is your responsibility to keep a current address on file with the Settlement Administrator to ensure that you receive your Settlement payment. If you change your address, or if this notice was not mailed to your correct address, you should immediately provide your current address to the Settlement Administrator. The Settlement Administrator can be reached at (800) ###-####, or at the address provided below.

8. What claims are being released by the Settlement?

If the Settlement is approved by the Court, a Judgment will be entered by the Court. Upon the Effective Date of the Judgment, all Participating Class Members shall release the Released Parties from the Released Claims for the Class Period, which is defined as the period of time between August 4, 2016, and March 6, 2022.

The Released Claims are defined as all causes of action and claims that were alleged or could have been alleged under the Labor Code, state or local wage and hour laws and Wage Orders, whether known or unknown, based on the facts and legal theories contained in the Complaint, including but not limited to: (i) claims for unpaid minimum wages (Lab. Code §§ 1194, 1197, 1197.1); (ii) claims for unpaid overtime (Lab. Code §§ 510, 1198); (iii) claims for non-compliant meal periods and/or associated premiums (Lab. Code §§ 226.7, 512(a)); (iv) claims for non-compliant rest periods and/or associated premiums (Lab. Code § 226.7); (v) claims for wage statement violations (Lab. Code § 226(a)); (vi) claims for payroll records violations (Cal. Lab. Code §§ 1174, 1174.5); (vii) claims for failure to timely pay wages upon termination of employment and associated waiting time penalties (Cal. Lab. Code §§ 201-203); (viii) claims for failure to pay wages during employment (Cal. Lab. Code § 204); (ix) claims for violations of California Business & Professions Code, §§ 17200, *et seq.* arising out of the aforementioned claims; (x) claims that the Class Member is an “aggrieved employee” under PAGA with respect to any of the aforementioned claims released herein; and (xi) claims for attorneys’ fees, costs and expenses for all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts and legal theories contained in the Complaint. The Participating Class Members who cash their

Settlement checks further acknowledge that they are releasing any claims they have against Defendant under the Fair Labor Standards Act (“FLSA”) (collectively, the “Released Claims”). Other than for Plaintiff, claims of Participating Class Members, if any, for vested benefits, wrongful termination, unemployment insurance, disability benefits, social security, workers’ compensation, claims while classified as exempt, and claims outside of the Class Period are not encompassed within the definition of “Released Claims.” The Released Parties include Defendant and its parents, predecessors, successors, subsidiaries, affiliates, partners, owners, assigns, trusts, employees, officers, agents, attorneys, including O’Hagan Meyer, and stockholders.

Any Class Member who does not request exclusion by the applicable deadline will be considered to have accepted the release and to have waived any and all of the Released Claims against the Released Parties.

If the Settlement is approved by the Court, a Judgment will be entered by the Court. Upon the Effective Date of the Judgment, all PAGA Group Members shall release the Released Parties from the PAGA Released Claims for the PAGA Period, which is defined as the period of time between May 26, 2019, and March 6, 2022.

The PAGA Released Claims are defined as all claims for civil penalties pursuant to PAGA that were alleged or reasonably could have been alleged under the Labor Code, state or local wage and hour laws and Wage Orders, whether known or unknown, based on the facts and legal theories contained in the operative Complaint and/or facts and theories contained in the operative Complaint and underlying LWDA exhaustion letter, including but not limited to: (i) claims for unpaid minimum wages (Lab. Code §§ 1194, 1197, 1197.1); (ii) claims for unpaid overtime (Lab. Code §§ 510, 1198); (iii) claims for non-compliant meal periods and/or associated premiums (Lab. Code §§ 226.7, 512(a)); (iv) claims for non-compliant rest periods and/or associated premiums (Lab. Code § 226.7); (v) claims for wage statement violations (Lab. Code § 226(a)); (vi) claims for payroll records violations (Cal. Lab. Code §§ 1174, 1174.5); (vii) claims for failure to timely pay wages upon termination of employment and associated waiting time penalties (Cal. Lab. Code §§ 201-203); (viii) claims for failure to pay wages during employment (Cal. Lab. Code § 204); (ix) claims for civil penalties arising under the Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698-2699.5); (x) claims that the Class Member is an “aggrieved employee” under PAGA with respect to any of the aforementioned claims released herein; and (xi) claims for attorneys’ fees, costs and expenses for all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts and legal theories contained in the operative Complaint. Other than for Plaintiff, claims of PAGA Group Members, if any, for vested benefits, wrongful termination, unemployment insurance, disability benefits, social security, workers’ compensation, claims while classified as exempt, and claims outside of the PAGA Period are not encompassed within the definition of “PAGA Released Claims.” The Released Parties include Defendant and its parents, predecessors, successors, subsidiaries, affiliates, partners, owners, assigns, trusts, employees, officers, agents, attorneys, including O’Hagan Meyer, and stockholders.

PAGA Group Members cannot opt out of or object to the foregoing PAGA Release.

9. What are my options?

a. **Participate in the Settlement and Receive a Settlement Payment.** If you want to participate in the Settlement, you do not have to do anything. You will receive your Individual Settlement Payment automatically if the Settlement is finally approved by the Court. If applicable, you will receive your Individual PAGA Payment automatically if the Settlement is finally approved by the Court.

b. **Exclude yourself from the Settlement.** If you do not want to be part of the Settlement, you can request to be excluded from the Settlement by mailing a written Request for Exclusion to the Settlement Administrator. If you exclude yourself, you will not receive your Individual Settlement Payment, you will not be subject to the terms of the Settlement, and you will retain whatever rights you may currently have. To be valid, your Request

for Exclusion must include: (1) include your full name, address, and last four digits of the Social Security number; (2) a clear statement that you wish to opt out of, or be excluded from, the Settlement in *Pereyra v. Maverick Aerospace, LLC*, Los Angeles County Superior Court Case No. 20STCV29642; (3) a clear statement that you understand that by opting out, you will not receive any monies from the settlement; and (4) your signature. To be timely, a Request for Exclusion must be mailed by first-class U.S. Mail, or the equivalent, to the Settlement Administrator at the address provided below and be postmarked on or before [REDACTED], 2022.

If applicable, you may not exclude yourself from the PAGA Group and will be bound by the PAGA Released Claims.

b. **Object to the Settlement.** If you're a Class Member, you can object to the Settlement if you don't like any part of it. You can give reasons why you think the Court should not approve the Settlement. The Court will consider your views. If the Court rejects your objection and finally approves the Settlement, you will still be bound by the terms of the Settlement, but you will also receive a monetary award.

To object, you may submit a written objection stating why you object to the Settlement, or you may simply appear at the Final Approval Hearing set for [REDACTED], 2022 at [REDACTED] a.m. in the Los Angeles County Superior Court and discuss your objection with the Court and the Parties at your own expense. Written objections must include: (i) your full name, current address, and last four digits of the Social Security number; (ii) the approximate dates of your employment at Defendant; (iii) the case name and number (e.g, *Pereyra v. Maverick Aerospace, LLC*, Los Angeles County Superior Court Case No. 20STCV29642); (iv) a written statement of all grounds for the objection accompanied by any legal support for such objection; (iv) copies of any papers, briefs, or other documents on which the objection is based, if any; (v) your signature; and (vi) a statement of whether you intend to appear at the Final Approval Hearing, either in person or by counsel. To be timely, a written objection must be mailed by first-class U.S. Mail to the Settlement Administrator at the address provided below and be postmarked on or before [REDACTED], 2022.

If you would like to appear at the Final Approval Hearing remotely, please visit the Los Angeles County Superior Court's website located at <https://www.lacourt.org/newsmedia/ui/AccessLACourtYourWay.aspx> for the latest information regarding the latest Covid-19 protocols regarding an in-person appearance and scheduling a remote appearance in this matter.

Please note that you cannot both exclude yourself and object to the Settlement. In order for you to object to this Settlement, or any term of it, you may not submit a Request for Exclusion.

10. Who are the attorneys representing the Plaintiff and the Settlement Class and the PAGA Group?

The Court has appointed the following lawyers as "Class Counsel" to represent all Class Members and PAGA Group Members:

Justin Lo, Esq.
WORK LAWYERS, PC
22939 Hawthorne Blvd., Suite 202
Torrance, CA 90505
Telephone: (310) 248-2944

You will not be charged for these lawyers.

11. How will the attorneys for the Settlement Class and the PAGA Group be paid?

All payments for Class Counsel's attorneys' fees and costs will be made from the Maximum Settlement Amount. Class Counsel intends to request an award of attorneys' fees up to one-third (1/3) of the Maximum Settlement Amount (currently estimated to be Ninety-Eight Thousand, Three Hundred and Thirty-Three Dollars and Thirty-Three Cents (\$98,333.33)), plus reimbursement of reasonable, actual out-of-pocket costs incurred in the litigation, up to Twenty Thousand Dollars and Zero Cents (\$20,000.00). Class Counsel has been prosecuting this Action on behalf of Plaintiff, the Settlement Class, and PAGA Group on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs. The Court will decide the amount of fees and expenses to award at the Final Approval Hearing.

12. When and where will the Court decide to approve the Settlement?

The Court has preliminarily approved the settlement and will hold a hearing, called a Final Approval Hearing, to decide whether to give final approval to the Settlement. The Court will hold the Final Approval Hearing on _____, 2022, at _____ a.m., in Department 006 of the Los Angeles County Superior Court located at 312 North Spring Street, Los Angeles, CA 90012, before the Honorable Elihu M. Berle. At the Final Approval Hearing, the Court will rule on Class Counsel's request for attorneys' fees and litigation costs, the Class Representative Service Award, and the Settlement Administration Costs.

You are not required to attend the Final Approval Hearing, although any Class Member is welcome to attend the hearing. If you did not submit a Request for Exclusion, you or your attorney may appear at the hearing at your own expense and request to be heard. The Final Approval Hearing may be postponed without further notice.

13. Will I be subject to discipline if I participate in the Settlement?

No. Defendant approve the Settlement and will not retaliate in any way against any Class Member for participating in the Settlement. Your decision to participate, not participate, or object to this Settlement will not affect your employment with Defendant or Defendant's treatment of you as a former employee.

14. What is the Settlement Administrator's address?

Any Request for Exclusion, Notice of Objection, address change request, and all other correspondence intended for the Settlement Administrator must be mailed to the Settlement Administrator at the following address:

Pereyra v. Maverick Aerospace, LLC

c/o _____

Telephone: _____

15. How Can I Get Additional Information?

If you have questions, you can call the Settlement Administrator at _____ and/or Class Counsel at (310) 248-2994.

PLEASE DO NOT TELEPHONE THE COURT OR DEFENDANT'S MANAGERS, SUPERVISORS,
OR ATTORNEYS ABOUT THIS SETTLEMENT

They will not be able to assist you.

Exhibit “B”

**MAVERICK AEROSPACE, LLC CLASS ACTION MEMORANDUM OF
UNDERSTANDING**

Defendant Maverick Aerospace, LLC (“Defendant”) and Plaintiff Fernando Pereyra (“Plaintiff”) hereby set forth the terms of a Memorandum of Understanding (“MOU”) designed to bind the Parties to the terms of a class action settlement. Defendant and Plaintiff are referred to in this Agreement individually as a “Party” and collectively as the “Parties.” The Parties hereby agree as follows:

1. This MOU confirms the essential terms of the settlement and will assist the Parties in preparing a comprehensive “long form” settlement agreement. This MOU is admissible and enforceable by, binding on, and subject to disclosure by all Parties.

2. The term “Action” means the action entitled *Pereyra v. Maverick Aerospace, LLC*, Los Angeles County Superior Court Case No. 20STCV29642.

3. The term “Defendant” means the Defendant named by Plaintiff in his Complaint in the Action, and their past, present and/or future, direct and/or indirect, officers, directors, members, managers, employees, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

4. While the Parties intend this MOU to be a precursor to a long form agreement, should that not occur, the Parties agree that this MOU constitutes a written settlement within the provisions of Code of Civil Procedure § 664.6, agree that this MOU shall be admissible pursuant to Evidence Code §§ 1122(a)(1) and 1123(b), and agree and intend that the Los Angeles County Superior Court may enforce this MOU pursuant to Code of Civil Procedure § 664.6.

5. The term “Settlement Class Members” means all current and former non-exempt employees who worked for Defendant in California during the Class Period (or if any such person is incompetent, deceased, or unavailable due to military service, the person’s legal representative or successor in interest evidenced by reasonable verification). The term “Settlement Class Members” shall not include any person who submits a timely and valid request for exclusion.

6. The Class Period shall be defined as the time from August 4, 2016, through the date of granting of preliminary approval or 60 days following issuance of the mediator’s proposal (i.e., March 6, 2022), whichever is earlier.

7. The PAGA Period shall be defined as the time from May 26, 2019, through the date of granting of preliminary approval or 60 days following issuance of the mediator’s proposal (i.e., March 6, 2022), whichever is earlier.

8. The Parties and their counsel agree that the consideration described in the subparagraphs below constitutes their good faith compromise of the Action based upon their

assessment of the value of the case, and the mutual risks and costs of further litigation. Specifically, the consideration provided by Defendant consists of the following:

- a. Defendant shall pay a maximum amount (“Maximum Settlement Amount”) of Two Hundred and Ninety-Five Thousand Dollars and Zero Cents (\$295,000.00) in full and complete settlement of this matter, which sum includes all payments to Settlement Class Members, Class Counsel’s attorneys’ fees and litigation costs, third-party administration costs, payment to the Labor Workforce Development Agency (“LWDA”), and the enhancement award to Plaintiff.
- b. Defendant will not oppose a request by Plaintiff to be appointed Class Representative and for an enhancement payment of up to \$10,000, to be deducted from the Maximum Settlement Amount, in exchange for his service as a Class Representative and a General Release of all claims against Defendant. This enhancement payment is in addition to the payment to which he is entitled as a Settlement Class Member.
- c. The Parties designate that \$10,000 of the Maximum Settlement Amount will be allocated for violations of PAGA (“PAGA Payment”). 75% of this amount (or \$7,500) will be payable to the Labor Workforce Development Agency (“LWDA”) and the remaining 25% (\$2,500) will be payable to the Settlement Class.
- d. Defendant will not oppose an application for an award to Class Counsel, from the Maximum Settlement Amount, of up to 1/3rd of the Maximum Settlement Amount, or \$98,333.33, in attorneys’ fees, plus reasonable costs and expenses not to exceed \$20,000.
- e. In addition to the Maximum Settlement Amount, Defendant shall pay the employers’ portion of any payroll taxes on portions of the settlement allocated to unpaid wages.
- f. The balance after deduction of Class Counsel’s attorneys’ fees and litigation costs, third-party administration costs, the LWDA’s portion of the PAGA Payment, and the enhancement award to Plaintiff will be the “Net Settlement Amount.”
- g. The Net Settlement Amount shall be distributed on a *pro rata* basis to Settlement Class Members, subject to the distribution formula agreed upon by the Parties.
- h. Defendant represents that as of January 7, 2022, the number of workweeks in the Class Period is approximately 11,790. If it is determined that the workweeks through the earlier of Preliminary Approval or 60 days following issuance of the mediator’s proposal (i.e.,

March 6, 2022) exceeds 12,969 (11,790 plus 10% of 11,790), the Maximum Settlement Amount, exclusive of the escalator provision found within this Section 8(h), will be increased by the same number of percentage points above 10% by which the actual number of workweeks exceeds 11,790. For example, if the actual number of workweeks is determined to be 12% higher than 11,790, the Maximum Settlement Amount will be increased by 2%.

i. All funds represented by uncashed checks remaining in the Net Settlement Amount shall be distributed to the Controller of the State of California to be held pursuant to the Unclaimed Property Law, California Civil Code § 1500, *et seq.*, for the benefit of those Settlement Class Members who did not cash their checks until such time that they claim their property. The Parties agree that this disposition results in no “unpaid residue” under California Civil Procedure Code § 384, as the entire Net Settlement Amount will be paid out to Settlement Class Members, whether or not they all cash their Settlement Checks. Therefore, Defendant will not be required to pay any interest on such amounts.

9. Defendant represents that it provided proceeds to current and former employees after the case was filed (“Release Payments”). The Parties agree that the Release Payments shall serve as a catalyst for Class Counsel’s attorneys’ fees and an offset to any payments owed to Settlement Class Members.

10. The Parties will select a Settlement Administrator on the basis of cost and competence, with the best interests of the Settlement Class Members in mind. Fees of the Settlement Administrator shall be paid out of the Maximum Settlement Amount.

11. The settlement payment for each individual claimant shall be allocated as follows: (a) 10% as wages; and (b) 90% as penalties and interest. The Settlement Administrator will be responsible for issuing to claimants a form W-2 for amounts deemed “wages” and an IRS Form 1099 for the portions allocated to penalties and interest.

12. The Parties agree that Defendant’s payment of the consideration described in Paragraph 8, above, is entirely dependent upon the Court’s approval of the Parties’ settlement of the Action.

13. The Parties agree that the consideration described in Paragraph 8, above, constitutes adequate consideration for the settlement and releases described immediately below.

a. *Release by Settlement Class Members:* All Settlement Class Members who do not timely opt out of the Settlement will release all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts and legal theories contained in the operative complaint, including all of the following claims for relief: (i) failure to pay

all regular wages, minimum wages and overtime wages due; (ii) failure to provide compliant meal periods; (iii) failure to provide compliant rest breaks; (iv) failure to timely pay wages during employment; (v) failure to maintain required records and/or provide complete, accurate wage statements; (vi) failure to pay wages timely at time of termination or resignation; (vii) unfair business practices that could have been premised on the claims, causes of action or legal theories of relief described above or any of the claims, causes of action or legal theories of relief pleaded in the operative complaint; and (viii) all claims under the California Labor Code Private Attorneys General Act of 2004 that could have been premised on the claims, causes of action or legal theories described above or any of the claims, causes of action or legal theories of relief pleaded in the operative complaint. The Settlement Class members who cash their Settlement Checks further acknowledge they are releasing any claims they have against Defendant under the Fair Labor Standards Act (“FLSA”) (collectively, the “Released Claims”).

b. The definition of “Released Claims” for the Settlement Class Members shall expressly exclude all claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers’ compensation, claims while classified as exempt, and claims outside of the Class Period.

c. In light of the binding nature of a PAGA judgment on non-party employees pursuant to *Arias v. Sup. Ct. (Angelo Dairy)* (2009) 46 Cal.4th 969 and *Cardenas v. McLane Foodservice, Inc.* (2011) 796 F.Supp.2d 1246, individuals otherwise meeting the definition of a Settlement Class Member who exclude themselves from the Settlement shall nonetheless receive a payment for the amount of each such individual’s estimated share of the PAGA Payment that was included by the Settlement Administrator in calculating the Net Settlement Amount and shall have released PAGA claims.

14. The Class Notice will contain an estimated individual settlement payment, dates of employment (or total number of work weeks), how to opt-out of the settlement, and how to object to the settlement.

a. Settlement Class Members who submit timely requests to opt out of the settlement will not participate in the settlement and will not be bound by the terms of the proposed settlement or the final judgment.

b. The Net Settlement Amount shall be distributed on a *pro rata* basis to Settlement Class Members, subject to the distribution formula agreed upon by the Parties.

c. The recipients of payments pursuant to this Agreement shall be exclusively responsible for all tax obligations other than the employers’

share of payroll taxes allocated to unpaid wages.

15. Defendant maintains the right, in its sole discretion, to revoke the settlement and its stipulation to class certification prior to the final fairness hearing in the event that ten percent (10%) or more of Settlement Class Members opt out of the settlement.

16. All Settlement Class Members who have not validly opted out by the stated time period will be subject to the Release.

17. The Parties and their counsel agree not to take any action to encourage any Settlement Class Members to opt out of and/or object to the Settlement.

18. Parties and attorneys will keep the settlement confidential through preliminary approval. Thereafter, the Parties will agree to make no comments to the media or otherwise publicize the terms of the settlement.

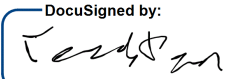
19. Defendant expressly denies any liability. Neither this MOU nor the "long form" Stipulation of Settlement shall constitute an admission of liability or of the accuracy of any allegation made by Plaintiff or his counsel.

20. In order to facilitate this Settlement, the Parties agree that Plaintiff shall file a First Amended Complaint adding a cause of action for Civil Penalties pursuant to the PAGA. The Parties agree to cooperate to allow for the filing of the amended complaint.

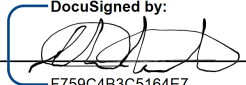
21. Upon execution of this MOU, Plaintiff agrees to withdraw his Motion for Curative Action filed on December 27, 2021.

ACCEPTED AND AGREED:

Plaintiff Fernando Pereyra:

DocuSigned by:

Signature: _____
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Date: 2/3/2022

Defendant Maverick Aerospace, LLC:

DocuSigned by:

Signature: _____
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Name: Steven Crisanti
Date: 2/7/2022

APPROVED AS TO FORM:

Attorneys for Plaintiff and the Putative Classes:

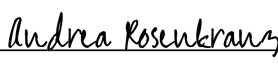
WORK LAWYERS, PC

DocuSigned by:

Signature: _____
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Name: Justin Lo
Date: 1/31/2022

Attorneys for Defendant:

O'HAGAN MEYER

DocuSigned by:

Signature: _____
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Name: Andrea Rosenkranz
Date: 2/3/2022

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Envelope Originator:

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Initials: 0

Justin Lo

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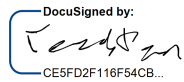
Signer Events

Fernando Pereyra

rmeneses177@yahoo.com

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(None)**Signature**

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Justin Lo

justin@caworklawyer.com

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Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		