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Attorneys for Plaintiff

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN FRANCISCO
UNLIMITED CIVIL JURISDICTION

JONATHAN GERMAIN, an individual,
Plaintiff,

-v-

MICRO-TRACERS INC., a corporation;
ANRESCO, INCORPORATED, a
corporation; DAVID EISENBERG, an
individual; and DOES 1-10, inclusive,
Defendants.

No. CGC-20-585501

STIPULATION OF SETTLEMENT
OF PLAINTIFF JONATHAN
GERMAIN'S CLAIMS UNDER THE
CALIFORNIA LABOR CODE
PRIVATE ATTORNEYS GENERAL
ACT (PAGA)

STIPULATION

Plaintiff Jonathan Germain and Defendants Micro-Tracers, Inc., Anresco, Incorporated, and David Eisenberg, (hereinafter collectively "the Parties") hereby stipulate:

1. Plaintiff Jonathan Germain's representative claims in the Second Amended Complaint (SAC), which is the current operative complaint, under the Labor Code Private Attorneys General Act (hereinafter "PAGA"), are settled for \$10,000 (ten thousand dollars). These claims are the twelfth cause of action in the SAC. The other eleven causes of action are Germain's individual claims and are being settled under a confidential settlement agreement.

2. *Labor Code § 2699, subdivision (I)*, of PAGA provides that 75 % of a PAGA settlement shall be paid to the California Labor and Workforce Development Agency (LWDA) and 25% shall be paid to the aggrieved employees. Pursuant to PAGA, Seventy-Five Percent (75%) of the \$10,000 will be paid to the LWDA, and the remaining Twenty-Five Percent (25%), will be paid to all persons

1 who were employees of Micro-Tracers or Anresco at any time from April 6, 2019 through September
2 3, 2020 on a pro-rata basis based on the number of pay periods each person was employed by Micro-
3 Tracers or Anresco during the period from April 6, 2019 through September 3, 2020. Micro-Tracers
4 and Anresco's business records shall have a rebuttable presumption of accuracy as to the number of
5 pay periods each person was employed by Micro-Tracers or Anresco during the period from April
6 6, 2019 through September 3, 2020. No withholdings shall be made from these payments. Each
7 employee who receives a payment on the PAGA claim will be solely responsible for paying any
8 federal, state, or local taxes owed on the payment. The entirety of payments to the LWDA and the
9 employees on the PAGA claim will be treated as civil penalties for purposes of IRS reporting. In
10 addition to the payment to the LWDA and the employees to settle the PAGA representative claim,
11 Defendants will arrange for and pay any costs of distribution of the PAGA funds. Defendants will
12 pay the PAGA funds to the LWDA and the employees if the San Francisco Superior Court
13 approves the PAGA settlement and by February 28, 2021 unless this PAGA settlement is otherwise
14 voided.

15 3. The payment to the LWDA will be enclosed with a copy of the Court's Order approving
16 the PAGA settlement. The payments to the employees will be enclosed with a letter, the template
17 of which shall state:

18 Enclosed please find a check for \$_____ which is your share of the settlement of a claim
19 brought against Micro-Tracers and Anresco for civil penalties under the California Labor
20 Code's Private Attorneys General Act. You must cash this check within 180 days of the date
21 of the check. If you don't cash it within the 180 days, the check will be void, and the \$_____
22 will escheat to the State of California rather than going to you. If you have any questions as
to the reporting of this sum on your tax return, please ask the accountant or other tax
professional who helps you with your tax return. If you have any other questions regarding
this payment, you may call or email the attorney for Micro-Tracers and Anresco who is:

23 Jeffrey M. Curtiss
24 Attorney at Law
25 390 Bridge Parkway, Suite 200
Redwood City, CA 94065
Telephone: (650) 739-0200
Email: jeff@jcurtisslaw.com

26 Defendants will take reasonable steps to locate updated addresses and remail any settlement checks returned
27 as undeliverable. All settlement checks will be negotiable for 180 calendar days. Uncashed checks will
28 escheat to the State of California. Once Defendants have done everything required of them in paragraph 2

1 of this stipulation, including but not limited to seeing that uncashed checks, if any, escheat to the
2 State of California, they shall file and serve a declaration under penalty of perjury setting forth their
3 acts of compliance.

4 4. This stipulation of settlement is contingent on the Court's approving it in 2020. If that does
5 not happen, then the settlement is void.

6 5. All persons employed by Micro-Tracers or Anresco at any time from April 6, 2019 through
7 September 3, 2020, including Germain, on behalf of themselves, and on behalf of all who claim by
8 and through them, or in their stead, hereby release, acquit, and discharge Defendants, including their
9 predecessors, successors, assigns, shareholders, owners, officers, directors, employees, agents,
10 trustees, attorneys, representatives, administrators, fiduciaries, beneficiaries, subrogees, and
11 executors from all claims that can be made under PAGA for a violation of Labor Code § 226,
12 subdivision (a)(8), that arose at any time from April 6, 2019 through September 3, 2020. No other
13 claim is released by this Stipulation. PAGA Representative Group Members shall not have the right
14 to opt out of or object to the PAGA Settlement, which is binding upon the PAGA Representative
15 Group Members.

16 6. The Parties hereto will not seek an award of attorneys' fees or costs from the Court in this
17 action.

18 7. Within five Court days after Defendants file and serve their declaration setting forth their
19 compliance with paragraph 2 above, and provided Defendants have also complied with §§ 1(B), 5,
20 6, and 11 of the confidential settlement agreement referenced in paragraph 1 above, Germain shall
21 file a request for dismissal of the entire action with prejudice other than that the dismissal will be
22 without prejudice to any right of any current or former employee of Defendants other than Germain
23 to bring a PAGA claim which is not released by this stipulation of settlement.

24 8. A) This stipulation will be construed and enforced in accordance with, and governed by,
25 the laws of the State of California, without regard to its choice of law provisions. The San Francisco
26 Superior Court will adjudicate any dispute under this stipulation.

27 B) Defendants expressly deny any and all liability to Germain on his PAGA claim.
28 Nothing in this stipulation is intended to be, nor shall be deemed to be, an admission of liability or

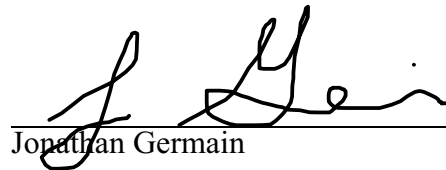
1 wrongdoing, an admission of the existence of any facts upon which liability or wrongdoing could
2 be based, or a waiver of any defense to any such liability or wrongdoing.

3 C) This stipulation of settlement shall be binding upon the Parties hereto and upon their
4 heirs, administrators, representatives, executors, successors, and assigns, and shall inure to the
5 benefit of the Parties and each of them and to their heirs, administrators, representatives, executors,
6 successors, and assigns.

7 D) Neither Party shall be considered the drafter of this stipulation so as to give rise to any
8 presumption or convention regarding construction of this document. Any uncertainty or ambiguity
9 existing in this stipulation shall not be interpreted against any Party as a result of the drafting or the
10 preparation of this stipulation.

11 E) The individuals and/or entities signing this Agreement and the Parties represent and
12 warrant that they have full and complete authority and authorization to execute and effect this
13 Stipulation of Settlement and to take or cause to be taken all acts contemplated by it. Each Party
14 represents, warrants, and acknowledges that this Stipulation shall be enforceable against each Party
15 according to its terms. This Stipulation may be enforced by either party hereto by a motion under
16 California Code of Civil Procedure section 664.6 or by any other procedure permitted by law in the
17 Superior Court of San Francisco, California.

18
19 DATED: December 12, 2020


Jonathan Germain

20
21 DATED: December ____, 2020

David Eisenberg on behalf of himself,
Micro-Tracers Inc., and
Anresco, Incorporated

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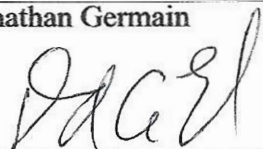
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