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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ALAMEDA**

EVELIO HERNANDEZ, as an aggrieved
employee pursuant to the Private Attorneys
General Act (“PAGA”), on behalf of the State of
California and other aggrieved employees,

Plaintiff,

vs.

ALCO IRON & METAL CO., a California
corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: RG20085065

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

JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT AND RELEASE

This Joint Stipulation of Class Action and PAGA Settlement and Release (“Settlement” or “Settlement Agreement”) is made and entered into by and between Plaintiff Evelio Hernandez (“Plaintiff” or “Class Representative”), as an individual and on behalf of all others similarly situated, and Defendant Alco Iron & Metal Company (“Defendant”) (collectively with Plaintiff, the “Parties”).

DEFINITIONS

The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective:

1. “Action” means *Hernandez v. Alco Iron & Metal, Co*, No. RG20085065 (Alameda County Superior Court) and includes the AAA Arbitration Case, *Hernandez v. Alco Iron & Metal, Co*, AAA Case No. 01-22-0004-0042.
2. “Attorneys’ Fees and Costs” means attorneys’ fees agreed upon by the Parties and approved by the Court for Class Counsel’s litigation and resolution of the Action, and all out-of-pocket costs incurred and to be incurred by Class Counsel in the Action, including but not limited to expert/consultant fees, investigation costs, and costs associated with documenting the Settlement, providing any notices required as part of the Settlement or Court order, securing the Court’s approval of the Settlement, administering the Settlement, and obtaining entry of a Judgment terminating the Action. Class Counsel will request attorneys’ fees not in excess of one-third (1/3) of the Gross Settlement Amount, or Two Hundred Fifty Thousand Dollars (\$250,000). The Attorneys’ Fees and Costs will also mean and include the additional reimbursement of any costs and expenses associated with Class Counsel’s litigation and settlement of the Action, up to Twenty-Five Thousand Dollars (\$25,000), subject to the Court’s approval. Defendant has agreed not to oppose Class Counsel’s request for fees and reimbursement of costs as set forth above.
3. “Class Counsel” means Capstone Law APC.
4. “Class List” means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator within twenty (20) calendar days after Preliminary Approval of this Settlement. The Class List will be formatted in Microsoft Office Excel and will include each Class Member’s full name; most recent mailing address

1 and telephone number; Social Security number; dates of employment; the respective number of
2 Workweeks that each Class Member worked during the Class Period and PAGA Period; and any other
3 relevant information needed to calculate settlement payments.

4 5. "Class Member(s)" or "Settlement Class" means all persons who were employed by
5 Defendant as hourly, non-exempt employees in the State of California at any time during the period from
6 October 22, 2019 through the earlier of December 31, 2023 or the date of Preliminary Approval.

7 6. "Class Notice" means the Notice of Class Action Settlement, substantially in the form
8 attached as Exhibit A.

9 7. "Class Period" means the period from October 22, 2019 through the earlier of December
10 31, 2023 or the date of Preliminary Approval.

11 8. "Class Representative Enhancement Payment" means the amount to be paid to Plaintiff
12 in recognition of his effort and work in prosecuting the Action on behalf of Class Members, and for his
13 general release of claims. Subject to the Court granting final approval of this Settlement Agreement and
14 subject to the exhaustion of any and all appeals, Plaintiff will request Court approval of a Class
15 Representative Enhancement Payment of up to Ten Thousand Dollars (\$10,000).

16 9. "Court" means the Alameda County Superior Court.

17 10. "Defendant" means Defendant Alco Iron & Metal Company.

18 11. "Effective Date" means the later of: (a) if no timely objections are filed, or are
19 withdrawn prior to Final Approval, then the date of Final Approval; or (b) if a Class Member files an
20 objection to the Settlement, the Effective Date shall be the sixty-first (61) calendar day after the date of
21 Final Approval, provided no appeal is initiated by an objector; or (c) if a timely appeal is initiated by an
22 objector, then the Effective Date will be the date of final resolution of that appeal (including any requests
23 for rehearing and/or petitions for certiorari), resulting in final judicial approval of the Settlement.

24 12. "Final Approval" means the date on which the Court enters an order granting final
25 approval of the Settlement Agreement.

26 13. "Gross Settlement Amount" means the Gross Settlement Amount of Seven Hundred
27 Fifty Thousand Dollars (\$750,000), to be paid by Defendant in full satisfaction of all Released Class
28 Claims and Released PAGA Claims, which includes all Individual Settlement Payments, Attorneys'

1 Fees and Costs, the Class Representative Enhancement Payment, the PAGA Settlement Amount, and
2 Settlement Administration Costs. This Gross Settlement Amount has been agreed to by Plaintiff and
3 Defendant based on the aggregation of the agreed-upon settlement value of individual claims. In no
4 event will Defendant be liable for more than the Gross Settlement Amount except as otherwise explicitly
5 set forth herein. There will be no reversion of the Gross Settlement Amount to Defendant. Defendant
6 will be separately responsible for any employer-side payroll taxes required by law, including the
7 employer FICA, FUTA, and SDI contributions, which shall not be paid from the Gross Settlement
8 Amount.

9 14. "Individual Settlement Payment" means each Participating Class Member's and PAGA
10 Member's respective shares of the Net Settlement Fund and PAGA Fund.

11 15. "Net Settlement Fund" means the portion of the Gross Settlement Amount remaining
12 after deducting the Attorneys' Fees and Costs, the Class Representative Enhancement Payment, the
13 PAGA Settlement Amount, and Settlement Administration Costs. The Net Settlement Fund will be
14 distributed to Participating Class Members. There will be no reversion of the Net Settlement Fund to
15 Defendant.

16 16. "Notice of Objection" means a Class Member's valid and timely written objection to the
17 Settlement Agreement. For the Notice of Objection to be valid, it must include: (a) the objector's full
18 name, signature, address, and telephone number, (b) a written statement of all grounds for the objection
19 accompanied by any legal support for such objection; (c) copies of any papers, briefs, or other
20 documents upon which the objection is based; and (d) a statement whether the objector intends to appear
21 at the final fairness hearing.

22 17. "PAGA Members" means all persons who were employed by Defendant as hourly, non-
23 exempt employees in the State of California at any time during the period from October 22, 2019
24 through the earlier of December 31, 2023 or the date of Preliminary Approval.

25 18. "PAGA Period" means the period from October 22, 2019 through the earlier of
26 December 31, 2023 or the date of Preliminary Approval.

27 19. "PAGA Settlement Amount" means the amount that the Parties have agreed to pay to
28 the Labor and Workforce Development Agency ("LWDA") and PAGA Members in connection with

1 Plaintiff's claim under the Labor Code Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698,
2 *et seq.*, "PAGA") ("PAGA Settlement"). The Parties have agreed that Forty Thousand Dollars (\$40,000)
3 of the Gross Settlement Amount will be allocated to the PAGA Settlement. Pursuant to PAGA, Seventy-
4 Five Percent (75%), or Thirty Thousand Dollars (\$30,000), of the PAGA Settlement Amount will be
5 paid to the California Labor and Workforce Development Agency ("Labor and Workforce Development
6 Agency Payment"), and Twenty-Five Percent (25%), or Ten Thousand Dollars (\$10,000) ("PAGA
7 Fund"), of the PAGA Settlement will be disbursed to PAGA Members, and regardless whether they
8 request to be excluded from the Settlement Class.

9 20. "Parties" means Plaintiff and Defendant collectively.

10 21. "Participating Class Members" means all Class Members who do not submit timely and
11 valid Requests for Exclusion.

12 22. "Plaintiff" means Plaintiff Evelio Hernandez.

13 23. "Preliminary Approval" means the date on which the Court enters an order granting
14 preliminary approval of the Settlement Agreement.

15 24. "Released Class Claims" means all claims, rights, demands, liabilities, and causes of
16 action, reasonably arising from, or reasonably related to, the same set of operative facts as those set forth
17 in the operative First Amended Complaint during the Class Period, including: (a) all claims for unpaid
18 overtime; (b) all claims for meal and rest break violations or the failure to pay meal rest or recovery
19 break premiums or paid sick leave; (c) all claims for unpaid minimum wages or the failure to pay or
20 calculate the proper regular rate of pay; (d) all claims for the failure to timely pay wages upon
21 termination based on the preceding claims; (e) all claims for the failure to timely pay wages during
22 employment based on the preceding claims; (f) all claims for wage statement violations based on the
23 preceding claims; (g) all claims for the failure to reimburse for necessary business expenses; (h) for
24 unlawful or unauthorized deductions to employee wages; (i) failure to reimburse for time or expenses
25 incurred by employees for physical examinations or drug testing; (j) failure to provide required wage
26 theft notices or other required employment notices; (k) failure to provide safety devices and safeguards
27 such as personal protective equipment; (l) all claims for the failure to timely pay wages upon termination
28 based on the preceding claims; (m) all claims for the failure to timely pay wages during employment

1 based on the preceding claims; (n) all claims for wage statement violations based on the preceding
2 claims; (o) all claims for the failure to reimburse for necessary business expenses, uniform cleaning, or
3 safety gear including but not limited to, steel-toe boots; (p) by engaging in any or all of the
4 aforementioned conduct violated the California Labor Code, including but limited to Sections 200, 201,
5 202, 203, 221, 222.5, 226, 226.3, 226.7, 246, 510, 512, 558, 558.1, 1174, 1194, 1194.2, 2802, 2810.5,
6 6401, or the Applicable Wage Order(s); and (q) claims for unfair and unlawful business practices under
7 California Business & Professions Code sections 17200, *et seq.* based on the facts alleged in the First
8 Amended Complaint.

9 25. “Released PAGA Claims” means all claims for civil penalties under California Labor
10 Code §§ 2698, *et seq.*, that were brought or could reasonably have been brought based on the facts
11 alleged in Plaintiff’s LWDA letter during the PAGA Period, including but not limited to, Sections 200,
12 201, 202, 203, 221, 222.5, 226, 226.3, 226.7, 246, 510, 512, 558, 558.1, 1174, 1194, 1194.2, 2802,
13 2810.5, 6401.

14 26. “Released Parties” means Defendant, its past or present officers, directors, shareholders,
15 agents, principals, heirs, representatives, accountants, auditors, consultants, insurers and reinsurers, and
16 its respective successors and predecessors in interest, subsidiaries, affiliates, parents and attorneys, if any.

17 27. “Request for Exclusion” means a timely letter submitted by a Class Member indicating a
18 request to be excluded from the Settlement Class. The Request for Exclusion must: (a) set forth the
19 name, address, telephone number and last four digits of the Social Security Number of the Class
20 Member requesting exclusion; (b) be signed by the Class Member; (c) be returned to the Settlement
21 Administrator; (d) clearly state that the Class Member does not wish to be included in the Settlement;
22 and (e) be faxed or postmarked on or before the Response Deadline.

23 28. “Response Deadline” means the deadline by which Class Members must postmark or
24 fax to the Settlement Administrator Requests for Exclusion, postmark or fax disputes concerning the
25 calculation of Individual Settlement Payments, or postmark Notices of Objection to the Settlement
26 Administrator. The Response Deadline will be forty-five (45) calendar days from the initial mailing of
27 the Class Notice by the Settlement Administrator, unless the forty-fifth (45th) calendar day falls on a
28 Sunday or State holiday, in which case the Response Deadline will be extended to the next day on which

1 the U.S. Postal Service is open.

2 29. "Settlement Administration Costs" means the costs payable from the Gross Settlement
3 Amount to the Settlement Administrator for administering this Settlement, including, but not limited to,
4 printing, distributing, and tracking documents for this Settlement, tax reporting, distributing the Gross
5 Settlement Amount, and providing necessary reports and declarations, as requested by the Parties. The
6 Settlement Administration Costs will be paid from the Gross Settlement Amount, including, if necessary,
7 any such costs in excess of the amount represented by the Settlement Administrator as being the
8 maximum costs necessary to administer the Settlement. Settlement Administration Costs are capped at
9 Fifteen Thousand Dollars (\$15,000).

10 30. "Settlement Administrator" means CPT Group, Inc., or any other third-party class action
11 settlement administrator agreed to by the Parties and approved by the Court for the purposes of
12 administering this Settlement. The Parties each represent that they do not have any financial interest in
13 the Settlement Administrator or otherwise have a relationship with the Settlement Administrator that
14 could create a conflict of interest.

15 31. "Workweeks" means the number of weeks of employment for each Class Member
16 during the Class Period, subtracting full weeks on leave of absence (if any), and rounding up to the
17 nearest whole number. All Class Members will be credited with at least one Workweek during the Class
18 Period, and all PAGA Members will be credited with at least one Workweek during the PAGA Period.

19 TERMS OF AGREEMENT

20 The Plaintiff, on behalf of himself and the Settlement Class, and Defendant agree as follows:

21 32. First Amended Complaint. As a condition of settlement, Plaintiff will file a First
22 Amended Complaint ("FAC") adding class action claims to conform the pleadings with the scope of the
23 Released Class Claims and Released PAGA Claims. Plaintiff will likewise submit an amended notice
24 letter to the LWDA pursuant to California Labor Code section 2699.3 to conform the allegations with the
25 scope of the Released PAGA Claims. Defendant will not be required to file an answer or other
26 responsive pleading to the FAC. If, for any reason, the Court does not approve of the Settlement, or if the
27 Settlement does not become final for any reason, then the FAC will be deemed withdrawn and the
28 Complaint will again become the operative complaint without prejudice to Plaintiff's right to seek leave

1 to file another amended complaint and without prejudice to Defendant's rights to object and/or challenge
2 any amended pleading. Defendant does not impliedly or expressly waive any arguments or defenses to
3 the Complaint or to the Plaintiff's Arbitration case.

4 33. Funding of the Gross Settlement Amount. Defendant will make a one-time deposit of
5 the Gross Settlement Amount of Seven Hundred Fifty Thousand Dollars (\$750,000) into a Qualified
6 Settlement Account to be established by the Settlement Administrator. Defendant will pay the
7 employer's share of payroll taxes separately. After the Effective Date, the Gross Settlement Amount will
8 be used for: (a) Individual Settlement Payments; (b) the Labor and Workforce Development Agency
9 Payment; (c) the Class Representative Enhancement Payment; (d) Attorneys' Fees and Costs; and (e)
10 Settlement Administration Costs. Defendant will deposit the Gross Settlement Amount and the
11 employer's share of payroll taxes within thirty (30) calendar days of the Effective Date ("Funding
12 Date").

13 34. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application or
14 motion by Class Counsel for Attorneys' Fees and Costs of not more than Two Hundred Fifty Thousand
15 Dollars (\$250,000), plus the reimbursement of all out-of-pocket costs and expenses associated with Class
16 Counsel's litigation and settlement of the Action (including expert/consultant fees, investigations costs,
17 etc.), not to exceed Twenty-Five Thousand Dollars (\$25,000), both of which will be paid from the Gross
18 Settlement Amount.

19 35. Class Representative Enhancement Payment. In exchange for a general release and for a
20 dismissal with prejudice of his Arbitration Case against Defendant to be submitted, and in recognition of
21 his effort and work in prosecuting the Action on behalf of Class Members, Defendant agrees not to
22 oppose or impede any application or motion for a Class Representative Enhancement Payment of up to
23 Ten Thousand Dollars (\$10,000). The Class Representative Enhancement Payment will be paid from the
24 Gross Settlement Amount and will be in addition to Plaintiff's Individual Settlement Payment paid
25 pursuant to the Settlement. Plaintiff will be solely and legally responsible to pay any and all applicable
26 taxes on the Class Representative Enhancement Payment. Plaintiff understands and agrees that this
27 Settlement Agreement shall remain in full force and effect even if the full amount of Class
28 Representative Enhancement Payment sought by Plaintiff is not ultimately awarded by the Court.

1 36. Settlement Administration Costs. The Settlement Administrator will be paid for the
2 reasonable costs of administration of the Settlement and distribution of payments from the Gross
3 Settlement Amount, which are capped at Fifteen Thousand Dollars (\$15,000). These costs, which will be
4 paid from the Gross Settlement Amount, will include, *inter alia*, the required tax reporting on the
5 Individual Settlement Payments, the issuing of 1099 and W-2 IRS Forms, distributing Class Notices,
6 calculating and distributing the Gross Settlement Amount, and providing necessary reports and
7 declarations.

8 37. PAGA Settlement Amount. Subject to Court approval, the Parties agree that the amount
9 of Forty Thousand Dollars (\$40,000) from the Gross Settlement Amount will be designated for
10 satisfaction of Plaintiff's PAGA claim. Pursuant to PAGA, Seventy-Five Percent (75%), or Thirty
11 Thousand Dollars (\$30,000), of this sum will be paid to the LWDA and Twenty-Five Percent (25%), or
12 Ten Thousand Dollars (\$10,000), will be paid to PAGA Members in proportion to the number of
13 Workweeks worked during the PAGA Period.

14 38. No Right to Exclusion or Objections to the PAGA Settlement. Because this settlement
15 resolves claims and actions brought pursuant to PAGA by Plaintiff acting as a proxy and as a Private
16 Attorney General of, and for, the State of California and the LWDA, the Parties agree that no PAGA
17 Member has the right to exclude himself or herself from the release of the Released PAGA Claims, and
18 all PAGA Members will receive their shares of the PAGA Fund. The Parties also agree that no PAGA
19 Member has the right to object to the PAGA Settlement Amount.

20 39. Net Settlement Fund. The entire Net Settlement Fund will be distributed to Participating
21 Class Members. No portion of the Net Settlement Fund will revert to or be retained by Defendant.

22 40. PAGA Fund. The entire PAGA Fund will be distributed to all PAGA Members. No
23 portion of the PAGA Fund will revert to or be retained by Defendant.

24 41. Individual Settlement Payment Calculations. Individual Settlement Payments will be
25 calculated and apportioned from the Net Settlement Fund and PAGA Fund based on the number of
26 Workweeks a Class Member worked during the Class Period and PAGA Period. Specific calculations of
27 Individual Settlement Payments will be made as follows:

28 41(a) Payments from the Net Settlement Fund. Defendant will calculate the total

1 number of Workweeks worked by each Class Member during the Class
2 Period and the aggregate total number of Workweeks worked by all Class
3 Members during the Class Period. To determine each Class Member's
4 estimated "Individual Settlement Payment" from the Net Settlement Fund,
5 the Settlement Administrator will use the following formula: The Net
6 Settlement Fund will be divided by the aggregate total number of
7 Workweeks, resulting in the "Workweek Value." Each Class Member's
8 "Individual Settlement Payment" will be calculated by multiplying each
9 individual Class Member's total number of Workweeks by the Workweek
10 Value. The Individual Settlement Payment will be reduced by any required
11 deductions for each Participating Class Member as specifically set forth
12 herein, including employee-side tax withholdings or deductions. The entire
13 Net Settlement Fund will be disbursed to all Class Members who do not
14 submit timely and valid Requests for Exclusion. If there are any valid and
15 timely Requests for Exclusion, the Settlement Administrator shall
16 proportionately increase the Individual Settlement Payment for each
17 Participating Class Member according to the number of Workweeks
18 worked, so that the amount actually distributed to the Settlement Class
19 equals 100% of the Net Settlement Fund.

20 41(b) Payments from the PAGA Fund. Defendant will calculate the total number
21 of Workweeks worked by each PAGA Member during the PAGA Period
22 and the aggregate total number of Workweeks worked by all PAGA
23 Members during the PAGA Period. To determine each PAGA Member's
24 estimated "Individual Settlement Payment," the Settlement Administrator
25 will use the following formula: The PAGA Fund will be divided by the
26 aggregate total number of Workweeks, resulting in the "PAGA Workweek
27 Value." Each PAGA Member's "Individual Settlement Payment" will be
28 calculated by multiplying each individual PAGA Member's total number of

Workweeks by the PAGA Workweek Value. The entire PAGA Fund will be disbursed to all PAGA Members.

42. No Credit Toward Benefit Plans. The Individual Settlement Payments made to Participating Class Members under this Settlement, as well as any other payments made pursuant to this Settlement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties' intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

43. Administration Process. The Parties agree to cooperate in the administration of the settlement and to make all reasonable efforts to control and minimize the costs and expenses incurred in administration of the Settlement.

44. Delivery of the Class List. Within twenty (20) calendar days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator and to Class Counsel.

45. Notice by First-Class U.S. Mail. Within ten (10) calendar days after receiving the Class List from Defendant, the Settlement Administrator will mail a Class Notice to all Class Members via regular First-Class U.S. Mail, using the most current, known mailing addresses identified in the Class List.

46. Confirmation of Contact Information in the Class Lists. Prior to mailing, the Settlement Administrator will perform a search based on the National Change of Address Database for information to update and correct for any known or identifiable address changes. Any Class Notices returned to the Settlement Administrator as non-deliverable on or before the Response Deadline will be sent promptly via regular First-Class U.S. Mail to the forwarding address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on the Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly attempt to determine the correct address using a skip-trace, or other search using the name, address and/or Social Security number of the Class Member involved, and will then perform a single re-mailing. Those Class Members who receive a re-mailed Class Notice, whether by skip-trace or by request, will have either (a) an additional fifteen (15) calendar

1 days or (b) until the Response Deadline, whichever is later, to submit a Request for Exclusion or an
2 objection to the Settlement.

3 47. Class Notices. All Class Members will be mailed a Class Notice. Each Class Notice will
4 provide: (a) information regarding the nature of the Action; (b) a summary of the Settlement's principal
5 terms; (c) the Settlement Class and PAGA Member definitions; (d) the total number of Workweeks each
6 respective Class Member and PAGA Member worked for Defendant during the Class Period and PAGA
7 Period; (e) each Class Member's and PAGA Member's estimated Individual Settlement Payment and
8 the formula for calculating Individual Settlement Payments; (f) the dates which comprise the Class
9 Period and PAGA Period; (g) instructions on how to submit Requests for Exclusion or Notices of
10 Objection; (h) the deadlines by which the Class Member must postmark or fax Request for Exclusions,
11 or postmark Notices of Objection to the Settlement; and (i) the claims to be released.

12 48. Disputed Information on Class Notices. Class Members will have an opportunity to
13 dispute the information provided in their Class Notices. To the extent Class Members dispute their
14 employment dates or the number of Workweeks on record, Class Members may produce evidence to the
15 Settlement Administrator showing that such information is inaccurate. Defendant's records will be
16 presumed correct, but the Settlement Administrator shall contact the Parties regarding the dispute and the
17 Parties will work in good faith to resolve it. All disputes must be submitted by the Response Deadline,
18 and will be decided within ten (10) business days after the Response Deadline.

19 49. Defective Submissions. If a Class Member's Request for Exclusion is defective as to the
20 requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The
21 Settlement Administrator will mail the Class Member a cure letter within three (3) business days of
22 receiving the defective submission to advise the Class Member that his or her submission is defective
23 and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have
24 until (a) the Response Deadline or (b) fifteen (15) calendar days from the date of the cure letter,
25 whichever date is later, to postmark or fax a revised Request for Exclusion. If the revised Request for
26 Exclusion is not postmarked or received by fax within that period, it will be deemed untimely.

27 50. Request for Exclusion Procedures. Any Class Member wishing to opt-out from the
28 Settlement Agreement must sign and fax or postmark a written Request for Exclusion to the Settlement

1 Administrator within the Response Deadline. In the case of Requests for Exclusion that are mailed to the
2 Settlement Administrator, the postmark date will be the exclusive means to determine whether a Request
3 for Exclusion has been timely submitted.

4 51. Escalator. The Gross Settlement Amount was calculated with, and is premised on, the
5 understanding that Class Members worked during an aggregate total of approximately Thirty-Four
6 Thousand (34,000) workweeks during the Class Period. In the event that the actual total number of
7 Workweeks worked during the Class Period increases by more than 10% (Thirty-Seven Thousand Four
8 Hundred (37,400) workweeks), then the Gross Settlement Amount will be proportionally increased on a
9 pro-rata basis, according to the following formula: Total Number of Workweeks during the Class Period
10 above 37,400 Workweeks $\times$ \$20.0534 (\$750,000/37,400 Workweeks). For example, if the Total
11 Number of Number of Workweeks during the Class Period is 38,400, the Gross Settlement Amount will
12 be increased by \$20,053.40 (38,400 Workweeks - 37,400 Workweeks = 1,000 workweeks $\times$ \$20.0534.)

13 52. Settlement Terms Bind All Class Members Who Do Not Opt-Out. Any Class Member
14 who does not affirmatively opt-out of the Settlement Agreement by submitting a timely and valid
15 Request for Exclusion will be bound by all of its terms, including those pertaining to the Released Class
16 Claims, as well as any Judgment that may be entered by the Court if it grants final approval to the
17 Settlement.

18 53. Releases by Participating Class Members. Upon the Funding Date, and except as to such
19 rights or claims as may be created by this Settlement Agreement, each Participating Class Member,
20 together and individually, on their behalf and on behalf of their respective heirs, executors,
21 administrators, agents, and attorneys, shall fully and forever release and discharge all of the Released
22 Parties, or any of them, from each of the Released Class Claims arising during the Class Period.

23 54. Releases by Plaintiff and LWDA. Upon the Funding Date, and except as to such rights
24 or claims as may be created by this Settlement Agreement, Plaintiff, the State of California, and the
25 LWDA shall fully and forever release and discharge all of the Released Parties, or any of them, from
26 each of the Released PAGA Claims during the PAGA Period.

27 55. Defendant's Right to Rescind. Defendant will have, in its sole discretion, the right to
28 void and withdraw from the Settlement if, at any time prior to Final Approval, Ten Percent (10%) or

1 more of Class Members opt out of the settlement. Defendant must exercise this right of rescission in
2 writing to Class Counsel within fourteen (14) calendar days after the Response Deadline. If the option to
3 rescind is exercised, then Defendant will be solely responsible for all Settlement Administration Costs
4 incurred to the date of rescission.

5 56. Objection Procedures. To object to the Settlement Agreement, a Class Member may
6 either postmark a valid Notice of Objection to the Settlement Administrator on or before the Response
7 Deadline, or appear in person at the Final Approval Hearing. Class Members who fail to object either by
8 submitting a valid Notice of Objection or appearing in person at the Final Approval Hearing will be
9 deemed to have waived all objections to the Settlement and will be foreclosed from making any
10 objections, whether by appeal or otherwise, to the Settlement Agreement. At no time will any of the
11 Parties or their counsel seek to solicit or otherwise encourage Class Members to submit written
12 objections to the Settlement Agreement or appeal from the final approval order and judgment. Class
13 Counsel will not represent any Class Members with respect to any such objections to this Settlement. If a
14 Class Member timely submits both a Notice of Objection and a Request for Exclusion, the Request for
15 Exclusion will be given effect and considered valid, the Notice of Objection shall be rejected, and the
16 Class Member shall not participate in or be bound by the Settlement.

17 57. Certification Reports Regarding Individual Settlement Payment Calculations. The
18 Settlement Administrator will provide Defendant's counsel and Class Counsel a weekly report that
19 certifies the number of Class Members who have submitted valid Requests for Exclusion or objections to
20 the Settlement, and whether any Class Member has submitted a challenge to any information contained
21 in their Class Notice. Additionally, the Settlement Administrator will provide to counsel for both Parties
22 any updated reports regarding the administration of the Settlement Agreement as needed or requested.

23 58. Distribution Timing of Individual Settlement Payments. Within ten (10) calendar days
24 of the Funding Date, the Settlement Administrator will issue payments to: (a) Participating Class
25 Members and PAGA Members; (b) the Labor and Workforce Development Agency; (c) Plaintiff; and
26 (d) Class Counsel. The Settlement Administrator will also issue a payment to itself for Court-approved
27 services performed in connection with the Settlement.

28 59. Un-cashed Settlement Checks. Funds represented by Individual Settlement Payment

1 checks returned as undeliverable and Individual Settlement Payment checks remaining un-cashed for
2 more than one hundred and eighty (180) calendar days after issuance will be tendered to a cy pres
3 beneficiary selected by the parties pursuant to California Code of Civil Procedure § 384, Worksafe
4 (subject to Court approval). The Parties do not have a connection to or a relationship with Worksafe that
5 could reasonably create the appearance of impropriety as between the selection of Worksafe as the
6 recipient of the unclaimed residuals and the interests of the class. If the Court does not approve Worksafe
7 as a cy pres beneficiary, then all funds represented by Individual Settlement Payment checks returned as
8 undeliverable and Individual Settlement Payment checks remaining un-cashed for more than one
9 hundred and eighty (180) calendar days after issuance will be tendered to the Unclaimed Property
10 Division of the California State Controller's Office in that Settlement Class Member's name.

11 60. Certification of Completion. Upon completion of administration of the Settlement, the
12 Settlement Administrator will provide a written declaration under oath to certify such completion to the
13 Court and counsel for all Parties.

14 61. Treatment of Individual Settlement Payments. All Individual Settlement Payments will
15 be allocated as follows: (a) Forty Percent (40%) of each Individual Settlement Payment will be allocated
16 as wages for which IRS Forms W-2 will be issued; and (b) Sixty Percent (60%) will be allocated as non-
17 wages for which IRS Forms 1099-MISC will be issued. Payments issued to PAGA Members from the
18 PAGA Fund will be treated as non-wages for which IRS Forms 1099-MISC will be issued.

19 62. Administration of Taxes by the Settlement Administrator. The Settlement Administrator
20 will be responsible for issuing to Plaintiff, Participating Class Members, PAGA Members, and Class
21 Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid pursuant to
22 this Settlement. The Settlement Administrator will also be responsible for forwarding all payroll taxes
23 and penalties to the appropriate government authorities.

24 63. Tax Liability. Defendant makes no representation as to the tax treatment or legal effect
25 of the payments called for hereunder, and Plaintiff and Participating Class Members are not relying on
26 any statement, representation, or calculation by Defendant or by the Settlement Administrator in this
27 regard.

28 64. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant

1 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
2 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of
3 action or right herein released and discharged.

4 65. Nullification of Settlement Agreement. In the event that: (a) the Court does not finally
5 approve the Settlement as provided herein; or (b) the Settlement does not become final for any other
6 reason, then this Settlement Agreement, and any documents generated to bring it into effect, will be null
7 and void. Any order or judgment entered by the Court in furtherance of this Settlement Agreement will
8 likewise be treated as void from the beginning.

9 66. Preliminary Approval Hearing. Plaintiff will obtain a hearing before the Court to request
10 the Preliminary Approval of the Settlement Agreement, and the entry of a Preliminary Approval Order
11 for: (a) conditional certification of the Settlement Class for settlement purposes only, (b) preliminary
12 approval of the proposed Settlement Agreement, (c) setting a date for a final fairness hearing. The
13 Preliminary Approval Order will provide for the Class Notice to be sent to all Class Members as
14 specified herein. In conjunction with the Preliminary Approval hearing, Plaintiff will submit this
15 Settlement Agreement, which sets forth the terms of this Settlement, and will include the proposed
16 Notice of Class Action Settlement, attached as Exhibit A. Class Counsel will be responsible for drafting
17 all documents necessary to obtain preliminary approval.

18 67. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of the
19 deadlines to postmark Requests for Exclusion or objections to the Settlement Agreement, and with the
20 Court's permission, a final fairness hearing will be conducted to determine the Final Approval of the
21 Settlement Agreement along with the amounts properly payable for: (a) Attorneys' Fees and Costs; (b)
22 the Class Representative Enhancement Payment; (c) Individual Settlement Payments; (d) the Labor and
23 Workforce Development Agency Payment; (e) all Settlement Administration Costs. The final fairness
24 hearing will not be held earlier than thirty (30) calendar days after the Response Deadline. Class Counsel
25 will be responsible for drafting all documents necessary to obtain final approval. Class Counsel will also
26 be responsible for drafting the attorneys' fees and costs application to be heard at the final approval
27 hearing.

28 68. Judgment and Continued Jurisdiction. Upon final approval of the Settlement by the

1 Court or after the final fairness hearing, the Parties will present the Judgment to the Court for its
2 approval. After entry of the Judgment, the Court will have continuing jurisdiction solely for purposes of
3 addressing: (a) the interpretation and enforcement of the terms of the Settlement, (b) Settlement
4 administration matters, and (c) such post-Judgment matters as may be appropriate under court rules or as
5 set forth in this Settlement Agreement. A copy of the Judgment will be posted to the Settlement
6 Administrator's website.

7 69. Release by Plaintiff. Upon the Funding Date, in addition to the claims being released by
8 all Participating Class Members, Plaintiff will release and forever discharge the Released Parties, to the
9 fullest extent permitted by law, of and from any and all claims, known and unknown, asserted and not
10 asserted, which Plaintiff has or may have against the Released Parties as of the date of execution of this
11 Settlement Agreement. To the extent the foregoing release is a release to which Section 1542 of the
12 California Civil Code or similar provisions of other applicable law may apply, Plaintiff expressly waives
13 any and all rights and benefits conferred upon him by the provisions of Section 1542 of the California
14 Civil Code or similar provisions of applicable law which are as follows:

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

21 70. Exhibits Incorporated by Reference. The terms of this Settlement Agreement include the
22 terms set forth in any attached Exhibits, which are incorporated by this reference as though fully set forth
23 herein. Any Exhibits to this Settlement Agreement are an integral part of the Settlement.

24 71. Entire Agreement. This Settlement Agreement and any attached Exhibits constitute the
25 entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements
26 may be deemed binding on the Parties. The Parties expressly recognize California Civil Code Section
27 1625 and California Code of Civil Procedure Section 1856(a), which provide that a written agreement is
28 to be construed according to its terms and may not be varied or contradicted by extrinsic evidence, and

1 the Parties agree that no such extrinsic oral or written representations or terms will modify, vary or
2 contradict the terms of this Settlement Agreement.

3 72. Amendment or Modification. No amendment, change, or modification to this Settlement
4 Agreement will be valid unless in writing and signed, either by the Parties or their counsel, and approved
5 by the Court.

6 73. Authorization to Enter Into Settlement Agreement. Counsel for all Parties warrant and
7 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
8 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
9 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
10 effectuate the terms of this Settlement Agreement. The Parties and their counsel will cooperate with each
11 other and use their best efforts to effect the implementation of the Settlement. If the Parties are unable to
12 reach agreement on the form or content of any document needed to implement the Settlement, or on any
13 supplemental provisions that may become necessary to effectuate the terms of this Settlement, the Parties
14 may seek the assistance of the Court to resolve such disagreement.

15 74. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
16 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

17 75. California Law Governs. All terms of this Settlement Agreement and Exhibits hereto
18 will be governed by and interpreted according to the laws of the State of California.

19 76. Execution and Counterparts. This Settlement Agreement is subject only to the execution
20 of all Parties. However, the Settlement Agreement may be executed in one or more counterparts. All
21 executed counterparts and each of them, including electronic (e.g., DocuSign), facsimile, and scanned
22 copies of the signature page, will be deemed to be one and the same instrument.

23 77. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
24 Settlement Agreement is a fair, adequate and reasonable settlement of the Action and have arrived at this
25 Settlement after arm's-length negotiations and in the context of adversarial litigation, taking into account
26 all relevant factors, present and potential. The Parties further acknowledge that they are each represented
27 by competent counsel and that they have had an opportunity to consult with their counsel regarding the
28 fairness and reasonableness of this Settlement.

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

5 79. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class
6 certification for purposes of this Settlement only; except, however, that Plaintiff or Class Counsel may
7 appeal any reduction to the Attorneys' Fees and Costs below the amount they request from the Court,
8 and either party may appeal any court order that materially alters the Settlement Agreement's terms.

9 80. Class Action Certification for Settlement Purposes Only. The Parties agree to stipulate to
10 class action certification for purposes of the Settlement only. If, for any reason, the Settlement is not
11 approved, the stipulation to certification will be void. The Parties further agree that certification for
12 purposes of the Settlement is not an admission that class action certification is proper under the standards
13 applied to contested certification motions and that this Settlement Agreement will not be admissible in
14 this or any other proceeding as evidence that either (a) a class action should be certified or (b) Defendant
15 is liable to Plaintiff or any Class Member, other than according to the Settlement's terms.

16 81. Non-Admission of Liability. The Parties enter into this Settlement to resolve the dispute
17 that has arisen between them and to avoid the burden, expense and risk of continued litigation. In
18 entering into this Settlement, Defendant does not admit, and specifically denies, that it violated any
19 federal, state, or local law; violated any regulations or guidelines promulgated pursuant to any statute or
20 any other applicable laws, regulations or legal requirements; breached any contract; violated or breached
21 any duty; engaged in any misrepresentation or deception; or engaged in any other unlawful conduct with
22 respect to its employees. Neither this Settlement Agreement, nor any of its terms or provisions, nor any
23 of the negotiations connected with it, will be construed as an admission or concession by Defendant of
24 any such violations or failures to comply with any applicable law. Except as necessary in a proceeding to
25 enforce the terms of this Settlement, this Settlement Agreement and its terms and provisions will not be
26 offered or received as evidence in any action or proceeding to establish any liability or admission on the
27 part of Defendant or to establish the existence of any condition constituting a violation of, or a non-
28 compliance with, federal, state, local or other applicable law.

1 82. No Public Comment: The Parties and their counsel agree that they will not issue any
2 press releases, initiate any contact with the press, respond to any press inquiry, or have any
3 communication with the press about the fact, amount or terms of the Settlement.

4 83. Waiver. No waiver of any condition or covenant contained in this Settlement Agreement
5 or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or
6 constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

7 84. Enforcement Actions. In the event that one or more of the Parties institutes any legal
8 action or other proceeding against any other Party or Parties to enforce the provisions of this Settlement
9 or to declare rights and/or obligations under this Settlement, the successful Party or Parties will be
10 entitled to recover from the unsuccessful Party or Parties reasonable attorneys' fees and costs, including
11 expert witness fees incurred in connection with any enforcement actions.

12 85. Mutual Preparation. The Parties have had a full opportunity to negotiate the terms and
13 conditions of this Settlement Agreement. Accordingly, this Settlement Agreement will not be construed
14 more strictly against one party than another merely by virtue of the fact that it may have been prepared
15 by counsel for one of the Parties, it being recognized that, because of the arms-length negotiations
16 between the Parties, all Parties have contributed to the preparation of this Settlement Agreement.

17 86. Representation By Counsel. The Parties acknowledge that they have been represented
18 by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and
19 that this Settlement Agreement has been executed with the consent and advice of counsel. Further,
20 Plaintiff and Class Counsel warrant and represent that there are no liens on the Settlement Agreement.

21 87. All Terms Subject to Final Court Approval. All amounts and procedures described in
22 this Settlement Agreement herein will be subject to final Court approval.

23 88. Cooperation and Execution of Necessary Documents. All Parties will cooperate in good
24 faith and execute all documents to the extent reasonably necessary to effectuate the terms of this
25 Settlement Agreement.

26 89. Binding Agreement. The Parties warrant that they understand and have full authority to
27 enter into this Settlement Agreement, and further intend that this Settlement Agreement will be fully
28 enforceable and binding on all parties, and agree that it will be admissible and subject to disclosure in

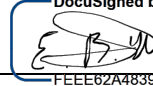
any proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that otherwise might apply under federal or state law.

READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: 2/20/2024

Evelio Hernandez

DocuSigned by:

FEEE62A4839144E...

DEFENDANT

Dated: _____

Michael Bercovich
Alco Iron & Metal Company

APPROVED AS TO FORM

CAPSTONE LAW APC

Dated: 2/20/2024

By: 
Raul Perez
Attorneys for Plaintiff Evelio Hernandez

COZEN O'CONNOR

Dated: _____

By: _____
Brett Greving
Attorneys for Defendant Alco Iron & Metal Company

any proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that otherwise might apply under federal or state law.

READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: _____

Evelio Hernandez

DEFENDANT

Dated: 2/7/2024

Michael Bercovich
Alco Iron & Metal Company

APPROVED AS TO FORM

CAPSTONE LAW APC

Dated: _____

By: _____
Raul Perez
Attorneys for Plaintiff Evelio Hernandez

COZEN O'CONNOR

Dated: March 6, 2024

By: _____
Brett Greving
Attorneys for Defendant Alco Iron & Metal
Company

Exhibit A

Hernandez v. Alco Iron & Metal, Co, No. RG20085065
SUPERIOR COURT OF THE STATE OF CALIFORNIA, FOR THE COUNTY OF ALAMEDA
NOTICE OF CLASS ACTION SETTLEMENT

You are not being sued. This notice affects your rights. Please read it carefully

To: All persons who were employed by Alco Iron & Metal Company (“Alco”) as hourly, non-exempt employees in the State of California at any time during the period from October 22, 2019 through December 31, 2023 (“Class Members”).

All persons who were employed by Alco as hourly, non-exempt employees in the State of California at any time during the period from October 22, 2019 through December 31, 2023 (“PAGA Members”).

On _____, the Honorable Frank Roesch of the Alameda County Superior Court granted preliminary approval of this class action settlement and ordered the litigants to notify all Class Members of the settlement. **You have received this notice because Alco’s records indicate that you are a Class Member, and therefore entitled to a payment from the settlement.**

Unless you choose to opt out of the settlement by following the procedures described below, you will be deemed a Class Member and, if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement fund. The Final Fairness Hearing on the adequacy, reasonableness, and fairness of the Settlement will be held at __:00 __m. on _____, 2024 in Department 17 of the Alameda County Superior Court located at 1225 Fallon Street Oakland, California 94612.

Please also note that the Final Fairness Hearing may be rescheduled by the Court to another date and/or time. Please visit [settlement website] for any scheduling changes.

If you move, you must send the Settlement Administrator your new address; otherwise, you may never receive your settlement payment. It is your responsibility to keep a current address on file with the Settlement Administrator.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don’t Have to Do Anything to Participate in the Settlement	If you do nothing, you will be deemed a “Participating Class Member,” and will be eligible for a payment from the Net Settlement Fund and, if you are also a PAGA Member, the PAGA Fund. In exchange, you will be bound by the terms of the proposed Settlement and give up your right to assert wage and hour claims against Alco based on the facts alleged in the Action during the Class Period.
You Can Opt-out of the Class Settlement but not the PAGA Settlement	If you don’t want to fully participate in the proposed Settlement, you can opt-out of the class settlement by sending the Settlement Administrator a written Request for Exclusion. Once excluded, you will no longer be eligible for a payment from the Net Settlement Fund and will not be bound by the terms of the proposed class settlement.
The Opt-out Deadline is [DATE]	You cannot opt-out of the PAGA portion of the proposed Settlement. PAGA Members remain eligible to receive a payment from the PAGA Fund and must give up their rights to pursue PAGA penalty claims against Alco based on the facts alleged in the Action during the PAGA Period.

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by [DATE]	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed class settlement, but not the PAGA settlement.
You Can Participate in the [DATE] Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on [DATE] in Department 17 of the Alameda County Superior Court located at 1221 Oak Street Oakland, California 94612. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. If the Court grants final approval of the Settlement despite your objection, you will receive a payment from the Net Settlement Fund and you will be bound by the terms of the Settlement.

Summary of the Litigation

Plaintiff Evelio Hernandez, on his behalf and on behalf of other current and former non-exempt employees, alleges that Alco violated California state labor laws as a result of its alleged failure to, among other things: (1) pay minimum and overtime wages to employees for all hours worked; (2) provide employees with meal and rest breaks; (3) timely pay all wages owed to employees during each pay period and upon termination of their employment; and (4) provide employees with accurate, itemized wage statements.

After the exchange of relevant information and evidence, the parties agreed to enter into settlement negotiations in an attempt to informally resolve the claims in the case. On September 26, 2023, the parties participated in a mediation with Mark Rudy, Esq., an experienced and well-respected class action mediator. With Mr. Rudy’s guidance, the parties were able to negotiate a complete settlement of Plaintiff’s claims.

Counsel for Plaintiff, and the attorneys appointed by the Court to represent the class, Capstone Law APC (“Class Counsel”), have investigated and researched the facts and circumstances underlying the issues raised in the case and the applicable law. While Class Counsel believe that the claims alleged in this lawsuit have merit, Class Counsel also recognize that the risk and expense of continued litigation justify settlement. Based on the foregoing, Class Counsel believe the proposed settlement is fair, adequate, reasonable, and in the best interests of Class Members.

Alco has denied, and continues to deny the factual and legal allegations in the case and believes that it has valid defenses to Plaintiff’s claims. By agreeing to settle, Alco is not admitting liability on any of the factual allegations or claims in the case or that the case can or should proceed as a class action. Alco has agreed to settle the case as part of a compromise with Plaintiff.

Summary of The Proposed Settlement Terms

Plaintiff and Alco have agreed to settle the underlying class claims in exchange for a Gross Settlement Amount of \$750,000. This amount is inclusive of: (1) individual settlement payments to all Participating Class Members; (2) a Class Representative Enhancement Payment of \$10,000 to Evelio Hernandez for his services on behalf of the class, and for a release of all claims arising out of his employment with Alco; (3) \$250,000 in attorneys’ fees and up to \$25,000 in litigation costs and expenses; (4) a \$40,000 settlement of claims under the Labor Code Private Attorneys General Act of 2004 (“PAGA”), inclusive of a \$30,000 payment to the California Labor and Workforce Development Agency (“LWDA”) in connection with the PAGA, and a \$10,000 payment (“PAGA Fund”) to all PAGA Members; and (5) reasonable

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

Settlement Administrator's fees and expenses currently estimated at \$15,000. After deducting the above payments, a total of approximately \$410,000 will be allocated to Class Members who do not opt out of the Settlement Class ("Net Settlement Fund"). Additionally, all PAGA Members will receive a proportional share of the \$10,000 PAGA Fund, regardless whether they opt out of the Settlement Class.

Payments from Net Settlement Fund. Alco will calculate the total number of Workweeks worked by each Class Member from October 22, 2019 through December 31, 2023 ("Class Period") and the aggregate total number of Workweeks worked by all Class Members during the Class Period. To determine each Class Member's estimated share of the Net Settlement Fund, the Settlement Administrator will use the following formula: The Net Settlement Fund will be divided by the aggregate total number of Workweeks, resulting in the "Workweek Value." Each Class Member's share of the Net Settlement Fund will be calculated by multiplying each individual Class Member's total number of Workweeks by the Workweek Value. The Individual Settlement Payment will be reduced by any required deductions for each Class Members as specifically set forth herein, including employee-side tax withholdings or deductions. If there are any valid and timely Requests for Exclusion, the Settlement Administrator shall proportionately increase each Participating Class Member's share of the Net Settlement Fund according to the number of Workweeks worked, so that the amount actually distributed to the Settlement Class equals 100% of the Net Settlement Fund.

According to Alco's records, you worked during the Class Period in a non-exempt position for a total of ____ Workweeks. Accordingly, your estimated payment from the Net Settlement Fund is approximately \$ ____.

Payments from PAGA Fund. Alco will calculate the total number of Workweeks worked by each PAGA Member from October 22, 2019 through December 31, 2023 ("PAGA Period") and the aggregate total number of Workweeks worked by all PAGA Members during the PAGA Period. To determine each PAGA Member's estimated share of the PAGA Fund, the Settlement Administrator will use the following formula: The PAGA Fund will be divided by the aggregate total number of Workweeks, resulting in the "PAGA Workweek Value." Each PAGA Member's share of the PAGA Fund will be calculated by multiplying each individual PAGA Member's total number of Workweeks by the PAGA Workweek Value. A Request for Exclusion does not exclude a PAGA Member from the release of claims under California Labor Code §§ 2698, *et seq.* and the PAGA Member will receive their portion of the PAGA fund even if he or she submits a valid Request for Exclusion.

According to Alco's records, you worked during the PAGA Period in a non-exempt position for a total of ____ Workweeks. Accordingly, your estimated payment from the PAGA Fund is approximately \$ ____.

Your Estimated Payment: Based on the above, your estimated payment from the settlement is approximately \$ _____. If you believe the Workweek information provided above is incorrect, please contact the Settlement Administrator to dispute the calculation. You must attach all documentation in support of your dispute (such as check stubs, W2s, or letters from HR). All disputes must be postmarked or faxed on or before [insert date of Response Deadline] and must be sent to:

Settlement Administrator
c/o _____
Fax No. _____

If you dispute the information stated above, Alco's records will control unless you are able to provide documentation that establishes otherwise.

Taxes on Settlement Payments. IRS Forms W-2 and 1099 will be distributed to participating Class Members and the appropriate taxing authorities reflecting the payments they receive under the settlement. Class Members should consult their tax advisors concerning the tax consequences of the payments they receive under the Settlement. For purposes of this

settlement, 50% of each settlement payment will be allocated as wages for which IRS Forms W-2 will be issued, and 50% will be allocated as non-wages for which IRS Forms 1099-MISC will be issued.

Your Options Under the Settlement

Option 1 – Automatically Receive a Payment from the Settlement

If you want to receive your payment from the settlement, then no further action is required on your part. You will automatically receive your settlement payment from the Settlement Administrator if and when the Settlement receives final approval by the Court.

If you choose **Option 1**, and if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement funds. In addition, you will be deemed to have released or waived the Released Class Claims during the Class Period:

Released Class Claims: All claims, rights, demands, liabilities, and causes of action, reasonably arising from, or reasonably related to, the same set of operative facts as those set forth in the operative First Amended Complaint during the Class Period, including: (a) all claims for unpaid overtime; (b) all claims for meal and rest break violations or the failure to pay meal rest or recovery break premiums or paid sick leave; (c) all claims for unpaid minimum wages or the failure to pay or calculate the proper regular rate of pay; (d) all claims for the failure to timely pay wages upon termination based on the preceding claims; (e) all claims for the failure to timely pay wages during employment based on the preceding claims; (f) all claims for wage statement violations based on the preceding claims; (g) all claims for the failure to reimburse for necessary business expenses; (h) for unlawful or unauthorized deductions to employee wages; (i) failure to reimburse for time or expenses incurred by employees for physical examinations or drug testing; (j) failure to provide required wage theft notices or other required employment notices; (k) failure to provide safety devices and safeguards such as personal protective equipment; (l) all claims for the failure to timely pay wages upon termination based on the preceding claims; (m) all claims for the failure to timely pay wages during employment based on the preceding claims; (n) all claims for wage statement violations based on the preceding claims; (o) all claims for the failure to reimburse for necessary business expenses, uniform cleaning, or safety gear including but not limited to, steel-toe boots; (p) by engaging in any or all of the aforementioned conduct violated the California Labor Code, including but not limited to Sections 200, 201, 202, 203, 221, 222.5, 226, 226.3, 226.7, 246, 510, 512, 558, 558.1, 1174, 1194, 1194.2, 2802, 2810.5, 6401, or the Applicable Wage Order(s); and (q) claims for unfair and unlawful business practices under California Business & Professions Code sections 17200, *et seq.* based on the facts alleged in the First Amended Complaint.

Additionally, Plaintiff will release the following claims on behalf of the LWDA and the State of California: All claims for civil penalties under California Labor Code §§ 2698, *et seq.*, that were brought or could reasonably have been brought based on the facts alleged in Plaintiff's LWDA letter during the PAGA Period, including but not limited to, Sections 200, 201, 202, 203, 221, 222.5, 226, 226.3, 226.7, 246, 510, 512, 558, 558.1, 1174, 1194, 1194.2, 2802, 2810.5, 6401.

Option 2 – Opt Out of the Settlement

If you do not wish to participate in the settlement, you may exclude yourself from participating by submitting a written request to the Settlement Administrator expressly and clearly indicating that you have received this Notice of Class Action Settlement, decided not to participate in the settlement, and desire to be excluded from the settlement. The written request for exclusion must include your name, signature, address, telephone number, and last four digits of your Social Security Number. Sign, date, and mail the request for exclusion by First Class U.S. Mail or equivalent, to the address below.

Settlement Administrator

c/o _____

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

The Request for Exclusion must be postmarked or faxed not later than _____, 2024. If you submit a Request for Exclusion which is not postmarked or faxed by _____, 2024, your Request for Exclusion will be rejected, and you will be included in the settlement class.

If you choose **Option 2**, you will no longer be a Class Member, and you will:

- Not Receive a Payment from the Net Settlement Fund.
- Not release the Released Class Claims.
- If you are a PAGA Member, you will still release the Released PAGA Claims, and will receive a payment from the PAGA Fund.

Option 3 – Object to the Settlement

If you decide to object to the settlement because you find it unfair or unreasonable, you may submit a written objection stating why you object to the settlement, or you may instead appear at the Final Fairness Hearing to object to the Settlement. Written objections must provide: (1) your full name, signature, address, and telephone number, (2) a written statement of all grounds for the objection accompanied by any legal support for such objection; (3) copies of any papers, briefs, or other documents upon which the objection is based; and (4) a statement about whether you intend to appear at the Fairness Hearing. The objection must be mailed to the administrator at [administrator's address].

All written objections must be received by the administrator by not later than _____ 2024. By submitting an objection, you are not excluding yourself from the settlement. To exclude yourself from the settlement, you must follow the directions described above. Please note that you cannot both object to the settlement and exclude yourself. You must choose one option only.

You may also, if you wish, appear at the Final Fairness Hearing set for _____ at _____ a.m./p.m. in the Superior Court of the State of California, for the County of Alameda and discuss your objection with the Court and the Parties at your own expense. You may also retain an attorney to represent you at the hearing.

If you choose **Option 3**, you will still be entitled to the money from the settlement. If the Court overrules your objection, you will be deemed to have released the Released Class Claims and Released PAGA Claims.

Additional Information

This Notice of Class Action Settlement is only a summary of the case and the settlement. For a more detailed statement of the matters involved in the case and the settlement, you may refer to the pleadings, the settlement agreement, and other papers filed in the case. All inquiries by Class Members regarding this Class Notice and/or the settlement should be directed to the Settlement Administrator or Class Counsel.

Raul Perez
Capstone Law APC
1875 Century Park E., Suite 1000
Los Angeles, CA 90067
Phone: 1 (888) 415-6459

PLEASE DO NOT CONTACT THE CLERK OF THE COURT, THE JUDGE, ALCO'S ATTORNEYS WITH INQUIRIES.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******