

Matthew C. Sgnilek, Esq. (State Bar No. 235299)
msgnilek@ohaganmeyer.com

Andrea Rosenkranz, Esq. (State Bar No. 301559)
arosenkranz@ohaganmeyer.com

O'HAGAN MEYER
3200 Park Center Drive, Suite 700
Costa Mesa, CA 92626
Telephone: (949) 942-8500
Facsimile: (949) 942-8510

Attorneys for Defendants
CAM-BAS, INC., WILLCO MANAGEMENT, INC.,
and ORSA CORPORATION

[ADDITIONAL COUNSEL LISTED ON NEXT PAGE]

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

VICTOR MANUEL MONROY CHAVEZ, an
individually, and on behalf of other members of
the general public similarly situated,

Plaintiff,

v.

CAM-BAS, INC., a California Corporation; ORSA
CORPORATION, a California corporation;
WILLCO MANAGEMENT, INC., a California
Corporation; and DOES 1-10, inclusive,

Defendants.

MONICA MELENDEZ, an individual, on behalf
of herself and others similarly situated, and as a
private attorney general on behalf of the State of
California,

PLAINTIFF,

v.

CAM-BAS, INC., a California Corporation,
WILLCO MANAGEMENT, INC., a California
Corporation and DOES 1 thru 50, inclusive,

DEFENDANTS.

Case No.: 20CV372311
(Consolidated Case No.: 21CV378215)

CLASS ACTION

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

*[Assigned for All Purposes to the Hon.
Christopher G. Rudy; Dept. 7]*

1 Orlando Villalba (SBN 232165)
Orlando.Villalba@capstonelawyers.com
2 Helga Hakimi (SBN 257381)
Helga.Hakimi@capstonelawyers.com
3 Roxanna Tabatabaeepour (SBN 260187)
Roxanna.Taba@capstonelawyers.com
4 Capstone Law APC
1875 Century Park East, Suite 1000
5 Los Angeles, California 90067
Telephone: (310) 556-4811
6 Facsimile: (310) 943-0396

7 Attorneys for Plaintiff
VICTOR MANUEL MONROY CHAVEZ, the Proposed Classes,
8 and the aggrieved employees

9 **WINSTON LAW GROUP, P.C.**
David S. Winston, Esq. CA Bar No. 301667
10 david@employmentlitigators.com
11 1880 Century Park East, Suite 511
Los Angeles, CA 90067
12 Phone: (424) 288-4568
13 Fax: (424) 532-4062

14 Attorneys for Plaintiff
MONICA MELENDEZ, the Proposed Classes,
15 and the aggrieved employees

1 This Joint Stipulation of Class Action Settlement and Release of Claims (“Settlement” or
2 “Agreement”) is made and entered into by and between Plaintiffs VICTOR MANUEL MONROY
3 CHAVEZ (“Chavez”) and MONICA MELENDEZ (“Melendez”) (Chavez and Melendez are
4 collectively, “Plaintiffs” or “Class Representatives”), individually and on behalf of all putative class
5 members, and Defendants CAM-BAS, INC., ORSA CORPORATION, WILLCO MANAGEMENT,
6 INC. (collectively, “Defendants”). Plaintiffs and Defendants are collectively referred to herein as
7 “the Parties.”

8 **I. DEFINITIONS**

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

11 1. “Action” shall mean the operative Complaints of the civil actions initially commenced
12 on October 30, 2020, and March 15, 2021, filed and maintained by Plaintiffs against Defendants in
13 the Superior Court of California, County of Santa Clara, Case Nos. 20CV372311 and 21CV378215,
14 respectively.

15 2. “Class” shall mean all persons who worked for Defendants as non-exempt, hourly paid
16 employees in the State of California at any time from August 31, 2016, through the earlier of August
17 31, 2022, or the date of Preliminary Approval of this Settlement. “Class Member” shall mean an
18 individual who is a member of the Class (or if any such person is incompetent, deceased, or
19 unavailable due to military service, the person’s legal representative or successor in interest evidenced
20 by reasonable verification).

21 3. “Class Counsel” shall mean the attorneys representing Plaintiffs in the Action, Orlando
22 Villalba, Esq., Helga Hakimi, Esq., and Roxanna Tabatabaeepour Esq. of Capstone Law APC and
23 David Winston Esq. of Winston Law Group, P.C.

24 4. “Class Counsel Fees Payment” shall mean one-third (1/3) of the Maximum Settlement
25 Amount, or One Million Dollars and Zero Cents (\$1,000,000.00), subject to approval by the Superior
26 Court as Class Counsel’s attorneys’ fees incurred in connection with the Action, including fees
27 incurred in pre-filing investigation, filing of the Action, and all related litigation activities, this
28 Settlement, and all post-Settlement compliance procedures.

1 5. “Class Counsel Litigation Expenses Payment” shall mean the actual litigation
2 expenses and/or costs expended by Class Counsel subject to approval by the Superior Court incurred
3 in connection with the Action, including pre-filing investigation, filing of the Action, and all related
4 litigation activities, this Settlement, and all post-Settlement compliance procedures. Class Counsel’s
5 expenses are not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00).

6 6. “Class Notice” shall mean the Notice of Proposed Settlement, Preliminary Approval
7 of Settlement, and Hearing Date for Final Court Approval, a sample of which is attached hereto as
8 Exhibit “A”. The Class Notice shall further contain (i) a Class Member’s first and last name, (ii) last
9 known address, (iii) the Class Member’s Individual Workweeks, (iv) the PAGA Group Member’s
10 Individual Pay Periods, if applicable; (v) the Class Member’s estimated amount of the Settlement
11 Share; and (vi) the PAGA Group Member’s estimated PAGA Payment Share, if applicable. The
12 Class Notice shall also provide the Class Members with instructions on how to opt-out of and/or
13 object to the Settlement.

14 7. “Class Period” shall mean the period of time from August 31, 2016 through the
15 earlier of August 31, 2022 or the date of Preliminary Approval of this Settlement.

16 8. “Class Representative Payments” shall mean the special payments made to Plaintiffs
17 in their capacity as Class Representatives to compensate them for prosecuting the Action, performing
18 work in support of the Action, and for a general release of all claims they may have against Defendants
19 arising out of their employment, in the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00)
20 per Plaintiff, subject to approval by the Superior Court.

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

23 10. “Effective Date” shall mean the first business day following the last of the following
24 occurrences: (i) if no Class Member both objects and also files either a timely motion to intervene
25 and/or timely motion to vacate the judgment, then the date the Court enters an order granting Final
26 Approval of the Settlement; (ii) if a Class Member both objects and either files a timely motion to
27 intervene or timely motion to vacate the judgment, then sixty-one (61) days following the date the
28 Court enters an order granting final approval, assuming no appeal is filed; or (iii) if a Class Member

1 both objects and also files a timely motion to intervene or files a motion to vacate the Judgment and
2 also files a timely appeal, then the date of final resolution of that appeal (including any requests for
3 rehearing and/or petitions for certiorari), resulting in final and complete judicial approval of the
4 Settlement in its entirety, with no further challenge to the Settlement being possible. The occurrence
5 of the Effective Date is a prerequisite to any obligation of Defendants to pay any funds into the
6 Settlement Account.

7 11. "Employer's Payroll Taxes" shall mean Defendants' share of all payroll taxes payable
8 to any and all government agencies incurred for any payments of Settlement Shares to Participating
9 Class Members pursuant to this Settlement. Defendants' payment of the normal employer's share of
10 payroll taxes will be made separately, according to each Defendant's proportionate share of the
11 Maximum Settlement Amount, and shall not come from the Maximum Settlement Amount.

12 12. "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 13. "Individual Pay Periods" shall mean the number of Pay Periods for an individual
15 PAGA Group Member.

16 14. "Individual Workweeks" shall mean the number of Workweeks for an individual Class
17 Member.

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

21 16. "LWDA Payment" shall mean the payment to the California Labor and Workforce
22 Development Agency ("LWDA") constituting seventy-five percent (75%) of the value assigned to
23 the claim for penalties under the California Labor Code Private Attorneys General Act, California
24 Labor Code Section 2698, *et seq.* ("PAGA"). Specifically, Two Hundred Thousand Dollars and Zero
25 Cents (\$200,000.00), which shall constitute the LWDA's seventy-five percent (75%) share One
26 Hundred and Fifty Thousand Dollars and Zero Cents (\$150,000.00) in civil penalties paid under this
27 Settlement. The remaining Fifty Thousand Dollars and Zero Cents (\$50,000.00) in civil penalties
28 shall be distributed on a *pro rata* basis based upon the number of pay periods worked by each PAGA

1 Group Member (“PAGA Payment”).

2 17. “Maximum Settlement Amount” shall mean the maximum settlement amount of Three
3 Million Dollars and Zero Cents (\$3,000,000.00) payable by Defendants as provided by this
4 Agreement, unless that amount is increased as outlined below, exclusive of the normal employer’s
5 share of any payroll taxes attributable to the Settlement Share payments allocated to wages.
6 Defendants’ payment of the normal employer’s share of payroll taxes will be made separately,
7 according to each Defendants’ agreed upon proportionate share of the Maximum Settlement Amount,
8 and shall not come from the Maximum Settlement Amount. The Maximum Settlement Amount was
9 calculated with, and is premised on, the understanding that as of May 31, 2022, there are
10 approximately Two Hundred and Twenty-Four Thousand, Twenty-Five (224,025) Workweeks
11 covered by the Settlement. If the actual number of Workweeks is greater than Ten Percent (10%)
12 of this estimate (i.e., more than Two Hundred and Forty-Six Thousand, Four Hundred and
13 Twenty-Eight (246,428) Workweeks), then Defendants shall have the option of either (1)
14 increasing the Maximum Settlement Amount by an amount determined by the following formula:
15 $(\text{Actual Class Workweeks} - 246,428) \div 224,025 \times \text{Net Settlement Amount}$ (“Escalator
16 Provision”); or (2) changing the end date of the Class Period to a date for which there are no more
17 than 246,428 Workweeks within the Class Period.

18 18. “Net Settlement Amount” shall mean the Maximum Settlement Amount, less (i) the
19 Class Representative Payments approved by the Superior Court; (ii) the Class Counsel Fees Payment
20 approved by the Superior Court; (iii) the Class Counsel Litigation Expenses Payment approved by
21 the Superior Court; (iv) the LWDA Payment approved by the Superior Court; (v) the PAGA Payment
22 approved by the Superior Court; (vi) the Settlement Administrator Payment approved by the Superior
23 Court; and (vii) any other fees or expenses (other than Class Counsel Fees Payment and Class Counsel
24 Litigation Expenses Payment) incurred in implementing the terms and conditions of this Agreement
25 as approved by the Superior Court.

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

1 20. “PAGA Group” mean all persons who worked for Defendants as non-exempt, hourly
2 paid employees in the State of California at any time from August 31, 2019 through the earlier of
3 August 31, 2022 or the date of Preliminary Approval of this Settlement. “PAGA Group Member”
4 shall mean an individual who is a member of the PAGA Group (or if any such person is incompetent,
5 deceased, or unavailable due to military service, the person’s legal representative or successor in
6 interest evidenced by reasonable verification).

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

9 22. “PAGA Period” shall mean the period of time from August 31, 2019 through the
10 earlier of August 31, 2022 or the date of Preliminary Approval of this Settlement.

11 23. “Participating Class Member” shall mean all Class Members who have not submitted
12 a complete, valid, and timely request to be excluded from the Settlement pursuant to the instructions
13 provided in the Class Notice.

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

16 25. “Preliminary Approval” shall mean the Superior Court’s preliminary approval of the
17 Settlement without material change that the Parties anticipate will be made following submission of
18 this Agreement to the Court.

19 26. “Settlement Administrator” shall mean CPT Group, Inc. proposed by the Parties and
20 appointed by the Superior Court to administer the Settlement.

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

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

25 29. “Superior Court” shall mean the Superior Court of California for the County of Santa
26 Clara.

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

1 **II. RECITALS**

2 31. On October 30, 2020, Chavez filed a Class Action Complaint against Defendants in
3 the Santa Clara County Superior Court, Case No. 20CV372311. In his Complaint, Chavez pled causes
4 of action for: (1) Failure to Pay Overtime Wages; (2) Failure to Pay Minimum Wages; (3) Failure to
5 Provide Meal Periods or Pay Meal Period Premiums; (4) Failure to Provide Rest Breaks or Pay Rest
6 Break Premiums; (5) Failure to Provide Accurate Itemized Wage Statements and Maintain Payroll
7 Records; (6) Failure to Timely Pay Final Wages; (7) Failure to Timely Pay Wages During
8 Employment; (8) Failure to Reimburse Necessary Business Expenses; (9) Unlawful Business
9 Practices; and (10) Unfair Business Practices.

10 32. On November 12, 2020, Class Counsel, on behalf of Chavez and the PAGA Group,
11 gave written notice to the Labor Workforce and Development Agency ("LWDA") of the Labor Code
12 violations Defendants are alleged to have violated ("Chavez LWDA Exhaustion Letter").

13 33. On January 19, 2021, Chavez amended his Complaint to add an eleventh cause of
14 action for Civil Penalties pursuant to PAGA.

15 34. On March 2, 2021, Class Counsel, on behalf of Melendez and the PAGA Group, gave
16 written notice to the Labor Workforce and Development Agency ("LWDA") of the Labor Code
17 violations Defendants are alleged to have violated ("Melendez LWDA Exhaustion Letter").

18 35. On March 16, 2021, Melendez filed a Class Action Complaint against Defendants in
19 the Santa Clara County Superior Court, Case No. 21CV378215. In her Complaint, Melendez pled
20 causes of action for: (1) Failure to Pay Minimum Wages; (2) Failure to Pay Overtime Wages; (3)
21 Failure to Provide Meal Periods or Pay Meal Period Premiums; (4) Failure to Provide Rest Breaks or
22 Pay Rest Break Premiums; (5) Failure to Provide Accurate Itemized Wage Statements; (6) Failure to
23 Reimburse Necessary Business Expenses; (7) Unlawful & Unfair Business Practices; and (8) Civil
24 Penalties pursuant to PAGA.

25 36. On March 22, 2021, Melendez amended her Complaint to add a ninth cause of action
26 for Failure to Pay Final Wages.

27 37. Defendants deny and continue to deny all of Plaintiffs' material allegations.
28 Specifically, Defendants contend (1) they did not fail to pay the Class the minimum, straight time,

1 and/or overtime wages; (2) they paid the Class for all hours worked; (3) they provided the Class with
2 all meal periods according to law; (4) they provided the Class with all rest periods according to law;
3 (5) they did not fail to timely pay the Class wages due and owing during employment and/or upon
4 separation; (6) they provided the Class with accurate itemized wage statements, consistent with Labor
5 Code Section 226; (7) it properly maintained all payroll records; (8) they reimbursed employees for
6 all necessary business expenditures; (9) they did not violate Business & Professions Code Section
7 17200, *et seq.*; (10) the PAGA Group is not entitled to penalties under PAGA; and (11) Defendants
8 are not liable for damages, including unpaid wages, liquidated damages, statutory penalties, attorneys'
9 fees, or costs of litigation to the Class.

10 38. In connection with the Action, and in order to work toward a mediated resolution
11 without the time and expense of formal discovery, the Parties produced voluminous documents and
12 data (including, by Defendants, human resources documents and policies, time records, and payroll
13 data during the Class Period) which were reviewed, investigated, and analyzed by Class Counsel.

14 39. On May 31, 2022, the Parties in Action participated in a full day of mediation before
15 an experienced employment and class action mediator, Louis Marlin, Esq. (the "Mediation") and the
16 Parties reached a settlement at the Maximum Settlement Amount.

17 40. The Settlement described in this Agreement represents a compromise and settlement
18 of highly disputed claims. Nothing in this Settlement is intended or will be construed as an admission
19 by Defendants that Plaintiffs' claims in the Action have any merit or that they have any liability to
20 Plaintiffs, the Class, the PAGA Group or the State on those claims, or as an admission by Plaintiffs
21 that Defendants' defenses in Action have any merit. This Settlement is intended to fully, finally, and
22 forever compromise, release, resolve, discharge, and settle the released claims subject to the terms
23 and conditions set forth in this Settlement.

24 41. Based on its own thorough, independent investigation and evaluation of this case,
25 Class Counsel is of the opinion that the Settlement of this Action with Defendants for the
26 consideration and on the terms set forth in this Settlement is fair, reasonable, adequate, and in the best
27 interest of the Class in light of all known facts and circumstances, including the risk of significant
28 costs and delay, the risk of non-certification of the Class, the defenses asserted by Defendants

1 including the risks of adverse determinations on the merits and numerous potential appellate issues.
2 Although Defendants contend that they have no liability in the Action, Defense Counsel shares Class
3 Counsel's belief that the Settlement represents a fair and adequate settlement given the respective
4 risks associated with the case.

5 42. Based on the foregoing Recitals, the Parties agree as follows:

6 **III. PROCEDURE FOR APPROVING SETTLEMENT**

7 43. **Motion for Preliminary Approval of Settlement by the Superior Court.** Plaintiffs
8 will move the Superior Court for an order granting Preliminary Approval of the Settlement, setting a
9 date for the Final Approval Hearing no earlier than 120 days from the date of the order granting
10 Preliminary Approval of the Settlement, and approving the Class Notice (attached as Exhibit "A" to
11 this Stipulation) ("Motion for Preliminary Approval"). Any unresolved disagreement among the
12 Parties concerning the Class Notice or other documents necessary to implement the Settlement will
13 be referred first to Louis Marlin, Esq., and if no resolution is reached, then to the Superior Court.

14 44. At the hearing on the Motion for Preliminary Approval, the Parties anticipate that they
15 will jointly appear, support the granting of the Motion for Preliminary Approval, and obtain an order
16 granting Preliminary Approval, granting approval of the Class Notice, and setting a date for the Final
17 Approval Hearing no earlier than 120 days from the date of the order granting Preliminary Approval.

18 45. Should the Superior Court require any amendments to this Agreement or the Motion
19 for Preliminary Approval, the Parties agree to work jointly to resolve any issues in order to secure the
20 Superior Court's Preliminary Approval.

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

26 47. **Class Notice.** After the Superior Court enters its order granting Preliminary Approval,
27 every Class Member will be provided with the Class Notice (in English and Spanish) which will
28 include the Class Notice completed to reflect the order granting Preliminary Approval of the

1 Settlement and the Class Member's information as follows:

2 (a) Within twenty-one (21) days after the Motion for Preliminary Approval is
3 granted, Defendants will provide to the Settlement Administrator the "Class Members' Data," which
4 shall consist of an electronic database containing, to the extent such data is available in Defendants'
5 records: (i) each Class Member's first and last name, (ii) last known mailing address, (iii) the Class
6 Member's Social Security number or Tax ID, (iv) the Class Member's total number of Individual
7 Workweeks, and (v) the Class/PAGA Group Members' total number of Individual Pay Periods, if
8 applicable. If any or all of the Class Members' Data are unavailable to Defendants, Defendants will
9 so inform Class Counsel prior to the date on which Defendants are required to submit the Class
10 Members' Data to the Settlement Administrator and the Parties will make their best efforts to agree
11 on a method for Defendants to reconstruct the missing Class Members' Data, or otherwise agree upon
12 the Class Members' Data prior to when it must be submitted to the Settlement Administrator. If the
13 Parties are unable to agree, the dispute will be resolved by the Settlement Administrator as provided
14 in Paragraph 50. This information will otherwise remain confidential and will not be disclosed to
15 anyone, except as required to applicable taxing authorities, as required to carry out the reasonable
16 efforts to identify Class Member information as described in Paragraph 47(c), pursuant to Defendants'
17 express written authorization, or by order of the Superior Court. Defendants represent and warrant
18 that they are not presently aware of any potential unavailable data issue that would necessitate the
19 need to reconstruct any data using the process detailed in this Paragraph.

20 (b) Within fourteen (14) days after receiving the Class Members' Data, or as soon
21 thereafter as it is able to do so, the Settlement Administrator will mail the Class Notice to all identified
22 Class Members via first-class U.S. Mail using the mailing address information provided by
23 Defendants, unless modified by any updated address information that the Settlement Administrator
24 obtains in the course of administration of the Settlement.

25 (c) If a Class Notice is returned by the U.S. Postal Service because of an incorrect
26 address, the Settlement Administrator will promptly, and not later than five (5) days from receipt of
27 the returned packet, search for a more current address for the Class Member and re-mail the Class
28 Notice to the Class Member. The Settlement Administrator will use the Class Members' Data and

1 otherwise work with Defense Counsel or utilize its own resources such as skip traces to find a more
2 current address. The Settlement Administrator will be responsible for taking reasonable steps,
3 consistent with its agreed-upon job parameters, court orders, and fee, to trace the mailing address of
4 any Class Member for whom a Class Notice is returned by the U.S. Postal Service. These reasonable
5 steps shall include the tracking of all undelivered mail; performing address searches for all mail
6 returned without a forwarding address; and promptly re-mailing to Class Members for whom new
7 addresses are found. Any such Class Members who failed to receive a Class Notice, or who were
8 subject to a re-mailing of the Class Notice as described herein shall be given an additional fourteen
9 (14) days to opt out or object to the Settlement.

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

13 (e) Not later than sixteen (16) court days prior to the Final Approval Hearing, the
14 Settlement Administrator will serve on the Parties a declaration of due diligence setting forth its
15 compliance with its obligations under this Settlement. The declaration will be filed with the papers
16 submitted with the Motion for Final Approval. Prior to the Final Approval Hearing, the Settlement
17 Administrator will supplement its declaration of due diligence if any material changes occur from the
18 date of the filing of its prior declaration.

19 48. **Participating Class Members; Requests for Exclusion from Class Settlement; and**
20 **Objections to Settlement.** Class Members may submit requests to be excluded from the effect of
21 the Settlement; or objections to the Settlement, pursuant to the following procedures:

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

26 (b) **Request for Exclusion from Settlement.** Class Members who wish to
27 exclude themselves from the Settlement (“opt out” of the Settlement) must submit to the Settlement
28 Administrator, not later than forty-five (45) days after the date that the Settlement Administrator first

1 mails the Class Notices, an Exclusion Request (“the Exclusion Period”). Exclusion Requests may be
2 submitted to the Settlement Administrator via U.S. Mail only. Class Members must complete, sign,
3 date, and timely return an Exclusion Request to the Settlement Administrator to exclude themselves
4 from the Settlement, setting forth their (i) name, (ii) address, (iii) last four digits of their Social
5 Security number, and (iv) the following statement or a similar statement: “I wish to exclude myself
6 from the settlement reached in the matter of *Chavez, et al. v. Cam-Bas, Inc., et al.* I understand that
7 by excluding myself, I will not receive any money from the Class settlement reached in this matter.”
8 A Class Member who does not complete and submit a valid and timely Exclusion Request in the
9 manner and by the conclusion of the Exclusion Period will remain a Participating Class Member and,
10 if the Court approves the Settlement, will be bound by all terms and conditions of the Settlement and
11 by the Judgment. A Class Member who timely submits a valid Exclusion Request will not participate
12 in, or be bound by, the Settlement of the Judgment and will not receive any payment pursuant to the
13 Settlement except for a payment from the portion of the PAGA Payment to the PAGA Group if the
14 Class Member is a PAGA Group Member, and will not be bound by the terms of the Settlement,
15 except for the release of the PAGA Group Released Claims if the Class Member is a PAGA Group
16 Member, and will not have any right to object, appeal, or comment thereon. To be valid, Exclusion
17 Requests must be completed in full, signed, and returned to the Settlement Administrator before the
18 expiration of the Exclusion Period. Non-Participating Class Members will not be permitted to file
19 objections to the Settlement and/or appear at the Final Approval Hearing to voice any objections to
20 the Settlement. Members of the PAGA Group cannot seek to exclude themselves from the Settlement
21 of the PAGA claim, but retain all rights to exclude themselves from the Class Settlement as delineated
22 herein. The Settlement Administrator will provide Class Counsel, Defense Counsel, and the Superior
23 Court with only the names of the Non-Participating Class Members.

24 (c) **Objections to Settlement.** The Class Notice will provide that any Class
25 Member who does not request exclusion from the Settlement and who wishes to object to the
26 Settlement must serve on the Settlement Administrator, not later than forty-five (45) days after the
27 Settlement Administrator initially mails the Class Notice, a written objection to the Settlement which
28 sets forth the grounds for the objection and the other information required by Paragraph 48(d). The

1 objection must be served as follows:

2 *Chavez, et al. v. Cam-Bas, Inc., et al.*

3 c/o _____

4 _____

5 _____

6 (d) The written objection must state the Class Member's (i) name, (ii) address, (iii)
7 last four digits of their Social Security number, and (iv) the dates of the Class Member's employment
8 with Defendants. The written objection must state the basis for each objection in clear and concise
9 terms. The written objection shall also state whether the Class Member intends to appear and object
10 at the Final Approval Hearing. A Class Member who does not serve a written objection in the manner
11 and by the deadline specified may appear at the Final Approval Hearing to state their objection to the
12 Settlement. If a Class Member fails to submit a written objection or to appear at the Final Approval
13 hearing to make an oral objection, the Class Member will be deemed to have waived all objections
14 and will be foreclosed from making any objections – whether by appeal or otherwise – to the
15 Settlement.

16 (e) If a Class Member submits both a Request for Exclusion and a written
17 objection, the Settlement Administrator shall attempt to contact and determine whether the Class
18 Member would like to withdraw either the Request for Exclusion or the objection. If the Class
19 Member does not withdraw the Request for Exclusion or if the Settlement Administrator cannot
20 contact a Class Member who submits both a Request for Exclusion and an objection, the Request for
21 Exclusion shall be valid and it shall be presumed that the Class Member does not wish to participate
22 in the Settlement.

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

26 (g) A Class Member who timely submits a valid Exclusion Request will not
27 participate in, or be bound by, the Settlement of the Judgment and will not receive any payment
28 pursuant to the Settlement except for a payment from the portion of the PAGA Payment to the PAGA

1 Group if the Class Member is a PAGA Group Member, and will not be bound by the terms of the
2 Settlement and Judgment, except for the release of the PAGA Group Released Claims if the Class
3 Member is a PAGA Group Member, and will not have any right to object, appeal, or comment
4 thereon.

5 49. **Report.** Not later than seven (7) days after the deadline for submission of requests to
6 be excluded and/or objections, the Settlement Administrator will provide each Defendant, through its
7 respective Defense Counsel, with a complete and accurate list of names for all Participating Class
8 Members, all Non-Participating Class Members, all PAGA Group Members, and all Class Members
9 who objected to the settlement. The report shall also be accompanied by an itemized calculation of
10 the Settlement Shares for each Participating Class Member. The Settlement Administrator shall also
11 provide both Parties with a report identifying the number of Participating Class Members, the number
12 of Non-Participating Class Members, the number of PAGA Group Members, and the number of Class
13 Members who submitted a valid, timely, and complete objection. Class Counsel shall also receive a
14 list of Class Members who object to the Settlement.

15 50. **Resolution of Class Member and PAGA Group Member Disputes.** If a Class
16 Member and/or PAGA Group Member disputes the number of his or her Individual Workweeks
17 and/or Individual Pay Periods stated in their Class Notice, the Class Member and/or PAGA Group
18 Member must, within forty-five (45) days after the Settlement Administrator initially mails the Class
19 Notice, ask the Settlement Administrator to resolve the matter by returning the Class Notice with a
20 statement of the number of Workweeks and/or Pay Periods that he or she contends were worked and
21 include any documentation the Class Member and/or PAGA Group Member has to support their
22 contention. The Settlement Administrator shall notify Defendants of the dispute and provide them
23 with a copy of the Class Notice and any documentation received in support of the dispute within three
24 (3) court days of receipt thereof. Defendants shall review their payroll and personnel records and
25 verify the correct number of Workweeks and/or Pay Periods within five (5) court days of the
26 Settlement Administrator's notification. Defendants' records will have a rebuttable presumption of
27 accuracy. After consultation with Class Counsel, Defense Counsel, and the applicable Class Member
28 and/or PAGA Group Member, the Settlement Administrator will, within three (3) court days of

Defendants' verification, make a determination of the Class Member's and/or PAGA Group Member's number of Workweeks and/or Pay Periods and that determination will be final, binding on the Parties and the Class Member and/or PAGA Group Member, and is not appealable.

51. **No Solicitation of Objection; Right to Void.** Neither the Parties, nor their respective counsel, will directly or indirectly solicit or otherwise encourage any Class Member to exclude him or herself from the Settlement, object to the Settlement, and/or appeal from the Judgment. If ten percent (10%) or more of the Class Members submit a complete, valid, and timely request to be excluded from the Settlement and are deemed to be Non-Participating Class Members, then Defendants shall have the unilateral right to void this Settlement. Defendants may do so by giving notice to Plaintiffs and the Court of its election to void the Settlement not later than fourteen (14) days after the Settlement Administrator issues its report identifying the number of Participating Class Members, the number of Non-Participating Class Members, and the number of Class Members who objected to the settlement as described in Paragraph 48(c). Notwithstanding any other provisions in this Settlement, no sums shall be payable by Defendants in the event that this Settlement is voided as provided for herein, except that Defendants will pay the Settlement Administrator's costs and expenses incurred up to the date on which the Settlement is voided.

52. **Additional Briefing and Final Approval.**

(a) Not later than sixteen (16) court days before the Final Approval Hearing, the Plaintiffs will prepare and file with the Superior Court a Motion for Final Approval of the Settlement, including payment of the Settlement Administrator's Payment, and a memorandum in support of their motion ("Motion for Final Approval"). Not later than sixteen (16) court days before the Final Approval Hearing, Plaintiffs and Class Counsel will serve on Defendants and file with the Superior Court a Motion for Awards of the Class Representative Payments, Class Counsel Fees Payment, and the Class Counsel Litigation Expenses Payment, pursuant to this Settlement, and memoranda in support of its motion. Absent the Escalator Provision, if applicable, Plaintiffs will not seek additional fees from Defendants or an increase in the Maximum Settlement Amount as part of the Motion for awards of the Class Representative Payments, Class Counsel Fees Payment, and the Class Counsel Litigation Expenses Payment.

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

7 (c) If the Superior Court ultimately does not grant final approval of the Settlement
8 or grants final approval conditioned on any material change to the Settlement that is not agreed to by
9 one of the Parties, then any Party will have the right to void the Settlement. If the Settlement is voided
10 in this manner, the Parties will have no further obligations under the Settlement, including any
11 obligation by Defendants to pay any amounts that otherwise would have been payable under this
12 Settlement, except that the voiding Party will pay the Settlement Administrator's reasonable fees and
13 expenses incurred as of the date that the Party exercises the right to void the Settlement under this
14 Paragraph. An award by the Superior Court of a lesser amount than that sought by Plaintiffs and
15 Class Counsel for the Class Representative Payments, the Class Counsel Fees Payment, and/or the
16 Class Counsel Litigation Expenses Payment, will not constitute a material change to the Settlement
17 within the meaning of this Paragraph.

18 (d) Upon final approval of the Settlement by the Superior Court at or after the Final
19 Approval Hearing, the Parties will present for the Superior Court's approval and entry a Proposed
20 Final Order and Judgment. The entry of the Final Order and Judgment shall permanently bar all
21 Participating Class Members from prosecuting against Defendants any of the Released Claims during
22 the Class Period.

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

27 53. **Waiver of Right to Appeal.** Provided that the Judgment is consistent with the terms
28 and conditions of this Settlement, Plaintiffs, Participating Class Members, Defendants, and their

1 respective counsel hereby waive any and all rights to appeal from the Judgment, including all rights
2 to any post-judgment proceeding and appellate proceeding, such as a motion to vacate judgment, a
3 motion for new trial, a motion under Code of Civil Procedure Section 473, and any extraordinary
4 writ, and the Judgment therefore will become non-appealable by them at the time it is entered. The
5 waiver of appeal does not include any waiver of the right to oppose any appeal, appellate proceedings,
6 or post-judgment proceedings, and does not include any waiver of the right to appeal a reduction by
7 the Court of the Class Counsel Fees Payment. If an appeal is taken from the Judgment, the time for
8 consummation of the Settlement (including making payments under the Settlement) will be suspended
9 until such time as the appeal is finally resolved and the Judgment, consistent with the terms of this
10 Settlement, becomes Final.

11 **54. Vacating, Reversal, or Material Modification of Judgment on Appeal or Review.**

12 If, after a notice of appeal, a petition for review, or a petition for *certiorari*, or any other motion,
13 petition, writ, or application, the reviewing court vacates, reverses, or modifies the Judgment such
14 that there is a material modification to the Settlement, and that court's decision is not completely
15 reversed and the Judgment is not fully affirmed on review by a higher court, then either Party will
16 have the right to void the Settlement, which the Party must do by giving written notice to the other
17 Parties, the reviewing court, and the Superior Court, not later than fourteen (14) days after the
18 reviewing court's decision vacating, reversing, or materially modifying the Judgment becomes final.
19 A vacation, reversal, or modification of the Superior Court's award of the Class Representative
20 Payments, the Class Counsel Fees Payment, and/or Class Counsel Litigation Expenses Payment will
21 not constitute a vacation, reversal, or material modification of the Judgment within the meaning of
22 this Paragraph.

23 **55. Establishment of Settlement Account.** The Settlement Administrator shall establish

24 a Settlement Account within ten (10) business days of the Effective Date and notify the Parties when
25 the Settlement Account has been established. The Settlement Administrator shall also provide
26 Defendants with an itemized statement for the total amount to be deposited into the Settlement
27 Account, which shall equal the Maximum Settlement Amount ("Settlement Account Deposit").
28 Within ten (10) business days after receiving notification of the Settlement Account and statement

1 for the Settlement Account Deposit, Defendants shall pay into the Settlement Account an amount
2 equal to the Settlement Account Deposit. Defendants shall have no obligation to pay any additional
3 funds into the Settlement Account.

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

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

16 **58. Uncashed Settlement Share and PAGA Payment Share Checks.** Any checks paid
17 to Participating Class Members and/or PAGA Group Members shall be negotiable for one hundred
18 and eighty (180) calendar days from the date of their issuance. A Participating Class Member must
19 cash his or her Settlement Share check within one hundred and eighty (180) calendar days after it is
20 mailed to him or her. A PAGA Group Member must cash his or her PAGA Payment Share check
21 within one hundred and eighty (180) calendar days after it is mailed to him or her. If a check remains
22 uncashed after one hundred and eighty (180) calendar days from the initial mailing, or if a check is
23 returned to the Settlement Administrator as undeliverable during the one hundred eighty-day period,
24 the Settlement Administrator shall take all reasonable efforts to identify the Participating Class
25 Member's and/or PAGA Group Member's correct address, including the performance of a "skip-
26 trace." If an updated address can be identified, the Settlement Administrator shall issue another check
27 to the Participating Class Member and/or PAGA Group Member and mail it to the Participating Class
28 Member and/or PAGA Group Member at his or her updated address. If an updated address for the

1 Participating Class Member and/or PAGA Group Member cannot be identified, if a reissued check is
2 once again returned to the Settlement Administrator as undeliverable, or if the reissued check remains
3 uncashed after one hundred eighty (180) calendar days, the Settlement Administrator will keep an
4 accounting of such funds and shall give notice to the Parties of the total balance of uncashed
5 Settlement Shares and/or PAGA Payment Shares. A Participating Class Member who fails to
6 negotiate or receive their Settlement Share check despite the procedures described above shall
7 nevertheless remain bound by the Settlement and the releases contained herein. A PAGA Group
8 Member who fails to negotiate or receive their PAGA Payment Share check despite the procedures
9 described above shall nevertheless remain bound by the Settlement and the releases contained herein.

10 59. The funds represented by Settlement Share and/or PAGA Payment Share checks
11 remaining uncashed for more than one hundred and eighty (180) calendar days after issuance shall be
12 voided and then shall be transmitted to the Controller of the State of California to be held pursuant to
13 the Unclaimed Property Law, California Civil Code Section 1500, *et seq.*, in the names of those
14 Participating Class Members and/or PAGA Group Members who did not cash their checks until such
15 time they claim their property. The Parties agree that this disposition results in no “unpaid residue”
16 under California Civil Procedure Code § 384, as the entire Net Settlement Amount will be paid out
17 to Participating Class Members, whether or not they all cash their settlement checks.

18 60. **Final Report by Settlement Administrator to Superior Court.** Within ten (10) days
19 after final disbursement of all funds from the Settlement Account, the Settlement Administrator will
20 serve on the Parties and file with the Superior Court a declaration providing a final summary report
21 on the disbursements of all funds from the Settlement Account. Within ten (10) days after
22 transmission of any remaining unclaimed funds to Controller of the State of California the Settlement
23 Administrator will serve on the Parties and file with the Superior Court a declaration providing a final
24 summary report on the transmission of any remaining unclaimed funds to Controller of the State of
25 California as outlined Paragraph 58.

26 **IV. SETTLEMENT TERMS AND CONDITIONS**

27 61. **Conditional Certification for Settlement Purposes.** Solely for the purposes of
28 effectuating this Settlement, and subject to Court approval, the Parties hereby stipulate to the

1 conditional certification of the following Settlement Class: “all persons who worked for Defendants
2 as non-exempt, hourly paid employees in the State of California at any time from August 31, 2016,
3 through the earlier of August 31, 2022, or the date of Preliminary Approval of this Settlement.” The
4 Parties agree that if for any reason the Settlement is not preliminarily and/or finally approved, the
5 conditional certification of the Settlement Class will be of no force or effect, does not constitute an
6 admission by Defendants that class certification is proper, and will not be deemed admissible in this
7 or any other proceeding, and that the Parties will litigate the issue of class certification.

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

14 **(a) Number of Class Members and Workweeks.** Defendants shall determine
15 the total number of Class Members and the aggregate number of Workweeks for those Class
16 Members. This information shall be provided to the Settlement Administrator along with the Class
17 Members’ Data as described in Paragraph 47(a) above.

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

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

27 **63. PAGA Payment Shares.** Subject to the terms and conditions of this Settlement, the
28 Settlement Administrator will calculate the PAGA Payment Shares for each PAGA Group Member

1 within ten (10) days after Defendants provide the Settlement Administrator with the PAGA Group
2 Members' Data. The PAGA Payment Share for each PAGA Group Member will be calculated as
3 follows, understanding that the formulas below do not constitute an admission by either Party, and
4 are intended only to provide a practical means to simplify and administer the claims process:

5 (a) **Number of PAGA Group Members and Pay Periods.** Defendants shall
6 determine the total number of PAGA Group Members and the aggregate number of Pay Periods for
7 those PAGA Group Members. This information shall be provided to the Settlement Administrator
8 along with the Class Members' Data as described in Paragraph 47(a) above.

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

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

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

1 share of applicable income tax withholdings and deductions from the Settlement Share attributable to
2 the portion of the settlement for which an IRS Form 1099 will be issued. Defendants' payment of the
3 Employer Payroll Tax attributable to the Settlement Share payments constituting wages will be made
4 separately, according to each Defendants' agreed upon proportionate share of the Maximum
5 Settlement Amount, and shall not come from the Maximum Settlement Amount. The Parties agree
6 and understand that Defendants have not made any representations regarding the tax obligations or
7 consequences, if any, related to this Settlement. The Parties agree that Defendants and each
8 Participating Class Member are solely responsible for determining the tax consequences of payments
9 made pursuant to this Settlement and for paying taxes, if any, which are determined to be owed by
10 each of them on such payments (including penalties and interest related thereto) by any taxing
11 authority, whether state, local, or federal.

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

20 66. **Total Payment Amount.** In no event will Defendants be required to pay more than
21 the Maximum Settlement Amount (unless that amount is increased pursuant to the Escalator
22 Provision) for distribution to the Plaintiffs, Class Counsel, Participating Class Members, PAGA
23 Group Members, LWDA, Settlement Administrator, or for any other costs or expenses not otherwise
24 enumerated. However, Defendants' payment of the Employer Payroll Tax attributable to the
25 Settlement Share payments constituting wages will be made separately, according to each
26 Defendants' agreed upon proportionate share of the Maximum Settlement Amount, and shall not
27 come from the Maximum Settlement Amount.

28 67. **Payments to Plaintiffs and Class Counsel and Others.** Subject to the terms and

1 conditions of this Settlement, the Settlement Administrator will make the following payments out of
2 the Maximum Settlement Amount as follows:

3 (a) **To Plaintiffs:** In addition to their respective Settlement Shares, Plaintiffs will
4 apply to the Superior Court for Class Representative Payments in an amount not to exceed Ten
5 Thousand Dollars and Zero Cents (\$10,000.00) per Plaintiff. Defendants will not oppose these Class
6 Representative Payments. The Settlement Administrator will pay the Class Representative Payments
7 approved by the Superior Court out of the Maximum Settlement Amount. Payroll tax withholding
8 and deductions will not be taken from the Class Representative Payments and an IRS Form 1099 will
9 be issued to Plaintiffs for this payment.

10 (b) **To Class Counsel:** Class Counsel will apply to the Superior Court for the
11 Class Counsel Fees Payment in an amount not to exceed one-third (1/3) of the Maximum Settlement
12 Amount, or One Million Dollars and Zero Cents (\$1,000,000.00). Class Counsel will also submit to
13 the Superior Court a memorandum of costs for the Class Counsel Litigation Expenses Payment in an
14 amount not to Thirty Thousand Dollars and Zero Cents (\$30,000.00) as request reasonable costs of
15 suit to be paid from the Maximum Settlement Amount. Defendants will not oppose these requests.
16 The Settlement Administrator will pay the amounts approved by the Superior Court out of the
17 Maximum Settlement Amount. Withholding and deductions will not be taken from the Class Counsel
18 Fees Payment or Class Counsel Litigation Expenses Payment and one or more IRS Forms 1099 will
19 be issued to Class Counsel with respect to those payments.

20 (c) **To the LWDA:** As part of their Motions for Preliminary and Final Approval,
21 Plaintiffs will apply to the Superior Court for approval of the LWDA Payment in the amount of Two
22 Hundred Thousand Dollars and Zero Cents (\$200,000.00), which shall constitute the LWDA's
23 seventy-five percent (75%) share of One Hundred and Fifty Thousand Dollars and Zero Cents
24 (\$150,000.00) in civil penalties paid under this Settlement. The remaining Fifty Thousand Dollars
25 and Zero Cents (\$50,000.00) in civil penalties shall be distributed on a *pro rata* basis based upon the
26 number of pay periods worked by each PAGA Group Member ("PAGA Payment").

27 (d) **To the Settlement Administrator:** The Settlement Administrator will be paid
28 from the Maximum Settlement Amount its reasonable fees and expenses as approved by the Superior

1 Court, which are estimated not to exceed Twenty-Eight Thousand Dollars and Zero Cents
2 (\$28,000.00).

3 **68. Appointment of Settlement Administrator.** The Parties will ask the Superior Court
4 to appoint CPT, a qualified and experienced administrator based in California where the Action is
5 venued, to serve as the Settlement Administrator, which, as a condition of appointment, will agree to
6 be bound by this Agreement with respect to the performance of its duties and its compensation. The
7 Settlement Administrator's duties will include (i) calculating Settlement Shares and PAGA Payment
8 Shares; (ii) preparing, printing, and mailing the Class Notice to all Class Members; (iii) using
9 reasonable measures to contact all Class Members, including conducting a National Change of
10 Address search on all Class Members before mailing the Class Notice to each Class Member's
11 address; (iv) re-mailing the Class Notice to the Class Member's new address for those Class Members
12 whose address had changed; (v) setting up a toll-free telephone number to receive calls from Class
13 Members; (vi) receiving requests for exclusion and objections to the Settlement; (vii) providing the
14 Parties with weekly status reports about the delivery of Class Notices and any requests for exclusion
15 and objections; (viii) issuing the checks to effectuate the payments due under the Settlement; (ix)
16 using reasonable measures to deliver issued checks to Participating Class Members, including use of
17 a "skip-trace" for undeliverable checks; and (x) otherwise administering the Settlement pursuant to
18 this Agreement including paying and reporting the employer's share of the payroll taxes to the
19 appropriate taxing agency. The Settlement Administrator will have the final authority to resolve all
20 disputes concerning the calculation of a Participating Class Member's Settlement Share and/or PAGA
21 Group Member's PAGA Payment Share, subject to the terms set forth in this Agreement. The
22 Settlement Administrator's reasonable fees and expenses are estimated to not exceed Forty-Five
23 Thousand Dollars and Zero Cents (\$45,000.00) and will be paid out of the Maximum Settlement
24 Amount, as set forth herein, subject to Court approval.

25 **V. RELEASE OF CLAIMS**

26 **69. General Release by Plaintiffs.** Upon the Effective Date, Plaintiffs will release and
27 forever discharge the Released Parties, to the fullest extent permitted by law, of and from any and all
28 claims, known and unknown, asserted and not asserted, which Plaintiffs have or may have against the

1 Released Parties as of the date of execution of this Settlement. To the extent the foregoing release is
2 a release to which Section 1542 of the California Civil Code or similar provisions of other applicable
3 law may apply, Plaintiffs expressly waive any and all rights and benefits conferred upon them by the
4 provisions of Section 1542 of the California Civil Code or similar provisions of applicable law which
5 are as follows: A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
6 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR
7 HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY
8 HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH
9 THE DEBTOR OR RELEASED PARTY.

10 **70. Participating Class Members Released Claims.** As of the date of the Judgment,
11 each Participating Class Member, and without the need to manually sign a release document, shall
12 release the Released Parties from all causes of action and claims that were alleged in the Action or
13 reasonably could have been alleged based on the facts and legal theories contained in the Action,
14 including all of the following claims for relief: (i) failure to pay all regular wages, minimum wages
15 and overtime wages due (Cal. Lab. Code §§ 510, 558, 1194, 1194.2, 1197, 1197.1, & 1198); (ii)
16 failure to provide compliant meal periods (Cal. Lab. Code §§ 226.7 & 512); (iii) failure to provide
17 compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to timely pay wages during employment
18 (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete, accurate wage statements (Cal. Lab.
19 Code § 226); (vi) failure to pay wages timely at time of termination or resignation (Cal. Lab. Code
20 §§ 201-203); (vii) failure to reimburse necessary business expenditures (Cal. Lab. Code §§ 2800 &
21 2802); (viii) unfair business practices that could have been premised on the claims, causes of action
22 or legal theories of relief described above or any of the claims, causes of action or legal theories of
23 relief pleaded in the operative complaint (Cal. Bus. & Prof. Code § 17200, *et seq.*); (ix) any claim for
24 costs and attorneys' fees and expenses; and (x) any claim arising from the claims described above
25 under applicable federal, state, local or territorial law as well as applicable regulations and Wage
26 Orders (collectively, the "Released Claims"). Participating Class Members who cash their checks are
27 deemed to have waived all Released Claims inclusive of claims under the Fair Labor Standards Act.
28 Participating Class Members who do not cash their checks shall be deemed to waive all Released

1 Claims except for a claim under the Fair Labor Standards Act. Released Claims for Class Members
2 who worked for Defendants in California during the Class Period shall have their claims released
3 during the Class Period.

4 71. **PAGA Group Released Claims.** As of the date of the Judgment, each PAGA Group
5 Member, and without the need to manually sign a release document, shall release the Released Parties
6 and the State of California for claims for civil penalties pursuant to PAGA based upon all causes of
7 action and claims that were alleged in the Action or reasonably could have been alleged based on the
8 facts and legal theories contained in the Action, the Chavez LWDA Exhaustion Letter, and/or the
9 Melendez LWDA Exhaustion Letter including all of the following claims for relief: (i) failure to pay
10 all regular wages, minimum wages and overtime wages due (Cal. Lab. Code §§ 510, 558, 1194,
11 1194.2, 1197, 1197.1, & 1198); (ii) failure to provide compliant meal periods (Cal. Lab. Code §§
12 226.7 & 512); (iii) failure to provide compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to
13 timely pay wages during employment (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete,
14 accurate wage statements (Cal. Lab. Code § 226); (vi) failure to pay wages timely at time of
15 termination or resignation (Cal. Lab. Code §§ 201-203); (vii) failure to maintain accurate records
16 (Cal. Lab. Code §§ 1174(d) & 1174.5); (viii) failure to reimburse necessary business expenditures
17 (Cal. Lab. Code §§ 2800 & 2802); and (ix) all claims under the California Labor Code Private
18 Attorneys General Act of 2004 that could have been premised on the claims, causes of action or legal
19 theories described above or any of the claims, causes of action or legal theories of relief pleaded in
20 the Action; (x) any claim for costs and attorneys' fees and expenses; and (xi) any claim under PAGA
21 arising from the claims described above and the related sections of the applicable state and/or local
22 law as well as applicable regulations and Wage Orders) (collectively, the "PAGA Released Claims").
23 PAGA Released Claims for PAGA Group Members who worked for Defendants in California during
24 the PAGA Period shall have their claims released during the PAGA Period.

25 72. Released Parties includes Defendants and their past, present and/or future, direct
26 and/or indirect, officers, directors, members, managers, employees, agents, representatives, attorneys,
27 including but not limited to O'Hagan Meyer, insurers, partners, investors, shareholders,
28 administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns,

1 and joint venturers.

2 73. In light of the binding nature of a PAGA judgment on non-party employees pursuant
3 to *Arias v. Sup. Ct. (Angelo Dairy)* (2009) 46 Cal.4th 969 and *Cardenas v. McLane Foodservice, Inc.*
4 (2011) 796 F.Supp.2d 1246, individuals otherwise meeting the definition of a Class Member who
5 exclude themselves from the Settlement shall nonetheless receive a payment for the amount of each
6 such individual's estimated share of the PAGA Payment and shall have released PAGA claims, as
7 outlined in Paragraph 71.

8 74. The Released Claims and PAGA Released Claims described in Paragraphs 70 and 71
9 expressly exclude all claims made by a Participating Class Member and/or PAGA Group Member for
10 vested benefits, wrongful termination, unemployment insurance, disability, social security, workers'
11 compensation, claims while classified as exempt, and claims outside of the Class Period and/or PAGA
12 Period.

13 75. **Class Counsel.** As of the Effective Date, and except as otherwise provided by this
14 Settlement, Class Counsel and any counsel associated with Class Counsel waive any further claims
15 to costs and attorneys' fees and expenses against Defendants or the Released Parties arising from or
16 related to the Released Claims and PAGA Released Claims.

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

20 **VI. DUTIES OF THE PARTIES**

21 77. **Mutual Full Cooperation.** The Parties agree to cooperate fully with one another to
22 accomplish and implement the terms of this Stipulation. Such cooperation shall include, but not be
23 limited to, execution of such other documents and the taking of such other actions as may reasonably
24 be necessary to fulfill the terms of this Settlement unless the Court denies the Settlement with
25 prejudice. The Parties shall use their best efforts, including all efforts contemplated by this Stipulation
26 and any other efforts that may become necessary by court order or otherwise, to effectuate this
27 Stipulation and the terms set forth herein. As soon as practicable after execution of this Stipulation,
28 Class Counsel, with the cooperation of Defendants and Defense Counsel, shall take all necessary and

1 reasonable steps to secure the Court's approval of this Stipulation. The Parties will work together to
2 make any non-material modifications of the Settlement requested by the Court to obtain approval of
3 the Parties' Settlement.

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

7 79. **Duties Prior to Court Approval.** Class Counsel shall promptly submit this
8 Stipulation to the Court for preliminary approval and determination by the Court as to its fairness,
9 adequacy, and reasonableness. Promptly upon execution of this Stipulation, Class Counsel shall
10 apply to the Court for the entry of a preliminary order, scheduling a hearing on the question of whether
11 the proposed Class Settlement should be approved as fair, reasonable, and adequate as to the Class
12 Members, approving as to form and content the proposed Class Notice attached hereto as Exhibit
13 "A", respectively, and directing the mailing of the Class Notice to Settlement Class Members.

14 80. **Non-Monetary Relief and Catalyzation of Policy Change.** Although Defendants
15 denies any liability of any kind associated with the claims alleged in the Lawsuit, denies any liability
16 or intentional wrongdoing, Defendants revised and updated their wage and hour policies and
17 practices, including but not limited to their meal period and rest break policies and procedures.

18 **VII. MISCELLANEOUS TERMS**

19 81. **No Admission of Liability.** Defendants deny that they have engaged in any unlawful
20 activity, have failed to comply with the law in any respect, or have any liability to anyone under the
21 claims asserted in the Action. This Settlement is entered into solely for the purpose of compromising
22 highly disputed claims. Nothing in this Settlement is intended or will be construed as an admission
23 of liability or wrongdoing by Defendants, an admission by Plaintiffs that any of their claims were
24 non-meritorious, or any defense asserted by Defendants was meritorious. This Settlement and the
25 fact that Plaintiffs and Defendants were willing to settle the Action will have no bearing on, and will
26 not be admissible in connection with, any litigation (other than solely in connection with the
27 Settlement).

28 82. The Parties also agree that this release constitutes a resolution of a good faith dispute

1 concerning wages and complies with Labor Code Section 206.5, which reads in part:

2
3 “Execution of release of claim or right on account of wages due. No
4 employer shall require the execution of any release of any claim or
5 right on account of wages due, or to become due, or made, or made
6 as an advance on wages to be earned, unless payment of those wages
7 has been made.”

8
9 83. Whether or not the Judgment becomes Final, neither the Settlement, any document,
10 statement, proceeding or conduct related to the Settlement, nor any reports or accounting of those
11 matters, will be (i) construed as, offered or admitted in evidence as, received as, or deemed to be
12 evidence for any purpose adverse to Defendants or any of the Released Parties, including, but not
13 limited to, evidence of a presumption, concession, indication or admission by any of the Released
14 Parties of any liability, fault, wrongdoing, omission, concession or damage; or (ii) disclosed, referred
15 to or offered in evidence against any of the Released Parties, or any other civil, criminal or
16 administrative action or proceeding except for purposes of effectuating this Settlement.

17 84. Notwithstanding Paragraph 83 of this Settlement, any and all provisions of this
18 Settlement may be admitted in evidence and otherwise used in any and all proceedings to enforce any
19 or all terms of this Settlement, or in defense of any claims released or barred by this Settlement.

20 85. **Non-Disparagement.** Plaintiffs and Class Counsel agree not to make any untruthful,
21 malicious, disparaging or defamatory statements, allegations, comments or communications,
22 regardless of form (whether written, oral, electronic, including but not limited to Glassdoor, Yelp, or
23 otherwise), regarding the Released Parties. Plaintiffs and Class Counsel further agree not to encourage
24 authorize or permit any such statements, allegations, comments or communications to be made by
25 others on their behalf. To the extent Plaintiffs and/or Class Counsel have posted any negative
26 comments about the Released Parties on Glassdoor, Yelp, or other websites, Plaintiffs and/or Class
27 Counsel agree to request that these comments be removed and to provide a copy of such request to
28 Defense Counsel within 30 days of the execution of this Agreement.

1 86. **Waiver of Reemployment.** Plaintiffs acknowledge that they have no intent to apply
2 for employment and/or re-employment with Defendants. Plaintiffs further acknowledge that
3 Defendants or any related, successor, parent, or subsidiary companies has the right to refuse rehire
4 Plaintiffs for non-discriminatory and non-retaliatory reasons and Plaintiffs acknowledge that
5 Defendants' position is that such legitimate non-discriminatory and non-retaliatory reasons exist.

6 87. **Integrated Agreement.** After this Settlement is signed and delivered by all Parties
7 and their counsel, this Settlement and its exhibits will constitute the entire agreement between the
8 Parties relating to the Settlement, and it will then be deemed that no oral representations, warranties,
9 covenants, or inducements have been made to any Party concerning this Settlement or its exhibits
10 other than the representations, warranties, covenants, and inducements expressly stated in this
11 Settlement and its exhibits.

12 88. **Attorney Authorization.** Class Counsel and Defense Counsel warrant and represent
13 that they are authorized by Plaintiffs and Defendants, respectively, to take all appropriate action
14 required or permitted to be taken by such Parties pursuant to this Settlement to effectuate its terms,
15 and to execute any other documents required to effectuate the terms of this Settlement. The Parties
16 and their counsel will cooperate with each other and use their best efforts to affect the implementation
17 of the Settlement. In the event the Parties are unable to reach agreement on the form or content of
18 any document needed to implement the Settlement, or on any supplemental provisions that may
19 become necessary to effectuate the terms of this Settlement, the Parties will seek the assistance of
20 mediator Louis Marlin, Esq., and if no resolution is reached the Superior Court, and in all cases all
21 such documents, supplemental provisions and assistance of the court will be consistent with this
22 Settlement.

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

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

28 91. **Applicable Law.** All terms and conditions of this Settlement and its exhibits will be

1 governed by and interpreted according to the laws of the State of California, without giving effect to
2 any conflict of law principles or choice of law principles.

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

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

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

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

15 *To Class Counsel:*

Orlando Villalba, Esq.
Helga Hakimi, Esq.
Roxanna Tabatabaeepour, Esq.
CAPSTONE LAW APC
1875 Century Park East, Suite 1000
Los Angeles, California 90067

WINSTON LAW GROUP, P.C.
David S. Winston, Esq.
1880 Century Park East, Suite 511
Los Angeles, CA 90067

21 *To the Defendants' Counsel:*

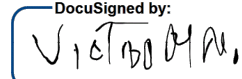
Matthew C. Sgnilek, Esq.
Andrea Rosenkranz, Esq.
O'HAGAN MEYER
3200 Park Center Drive, Suite 700
Costa Mesa, CA 92626

25 96. **Execution in Counterpart.** This Settlement may be executed in one or more
26 counterparts. All executed counterparts and each of them will be deemed to be one and the same
27 instrument provided that counsel for the Parties will exchange between themselves original signed
28

counterparts. Facsimile signatures, scanned PDF signatures, DocuSign, 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: 7/7/2022

VICTOR MANUEL MONROY CHAVEZ

DocuSigned by:

054E354F9B4F4A4...

DATED: _____

MONICA MELENDEZ

DATED: _____

CAM-BAS, INC.

By: _____

Its: _____

DATED: _____

WILLCO MANAGEMENT, INC.

By: _____

Its: _____

DATED: _____

ORSA CORPORATION

By: _____

Its: _____

1 counterparts. Facsimile signatures, scanned PDF signatures, DocuSign, and electronic signatures will
2 be presumptive evidence of execution of the original, which shall be produced on reasonable request.
3 Any executed counterpart will be admissible to prove the existence and contents of this Settlement.
4

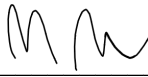
5 DATED: _____

VICTOR MANUEL MONROY CHAVEZ

6
7
8 _____

9 DATED: 07 / 05 / 2022

MONICA MELENDEZ

10
11 
12 _____

13 DATED: _____

CAM-BAS, INC.

14
15 By: _____

16 Its: _____

17
18 DATED: _____

WILLCO MANAGEMENT, INC.

19
20 By: _____

21 Its: _____

22
23 DATED: _____

ORSA CORPORATION

24 By: _____

25 Its: _____
26
27
28

1 counterparts. Facsimile signatures, scanned PDF signatures, DocuSign, and electronic signatures will
2 be presumptive evidence of execution of the original, which shall be produced on reasonable request.
3 Any executed counterpart will be admissible to prove the existence and contents of this Settlement.

4
5 DATED: _____

VICTOR MANUEL MONROY CHAVEZ

6
7
8
9 DATED: _____

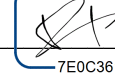
MONICA MELENDEZ

10
11
12
13 DATED: 7/13/2022

CAM-BAS, INC.

14
15 By: _____

DocuSigned by:



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16 Its: _____

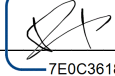
Director, Human Resources

17
18 DATED: 7/13/2022

WILLCO MANAGEMENT, INC.

19
20 By: _____

DocuSigned by:



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21 Its: _____

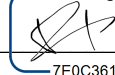
Director, Human Resources

22
23 DATED: 7/13/2022

ORSA CORPORATION

24
25 By: _____

DocuSigned by:



7E0C3618002647B...

26 Its: _____

Director, Human Resources

1 DATED: 7/7/2022

CAPSTONE LAW APC

2
3 By:



Orlando Villalba, Esq.
Helga Hakimi, Esq.
Roxanna Tabatabaee pour, Esq.

6 Attorneys for Plaintiff
VICTOR MANUEL MONROY CHAVEZ
7
8

9 DATED: _____

WINSTON LAW GROUP, P.C.

10
11 By:

David S. Winston

13 Attorneys for Plaintiff
MONICA MELENDEZ
14
15

16
17 DATED: _____

O'HAGAN MEYER

18
19 By:

Matthew C. Sgnilek, Esq.
Andrea Rosenkranz, Esq.

21 Attorneys for Defendants
CAM-BAS, INC., WILLCO MANAGEMENT,
23 INC., and ORSA CORPORATION
24
25
26
27
28

1 DATED: _____

CAPSTONE LAW APC

2
3 By: _____

4 Orlando Villalba, Esq.

5 Helga Hakimi, Esq.

Roxanna Tabatabaee pour, Esq.

6 Attorneys for Plaintiff

7 VICTOR MANUEL MONROY CHAVEZ

8
9 DATED: 07 / 06 / 2022

WINSTON LAW GROUP, P.C.

10
11 By: _____

David Winston

12 David S. Winston

13 Attorneys for Plaintiff

14 MONICA MELENDEZ

15
16
17 DATED: _____

O'HAGAN MEYER

18
19 By: _____

20 Matthew C. Sgnilek, Esq.

21 Andrea Rosenkranz, Esq.

22 Attorneys for Defendants

23 CAM-BAS, INC., WILLCO MANAGEMENT,

24 INC., and ORSA CORPORATION

1 DATED: _____

CAPSTONE LAW APC

2
3 By: _____

4 Orlando Villalba, Esq.
5 Helga Hakimi, Esq.
6 Roxanna Tabatabaee pour, Esq.

7 Attorneys for Plaintiff
8 VICTOR MANUEL MONROY CHAVEZ

9 DATED: _____

WINSTON LAW GROUP, P.C.

10
11 By: _____

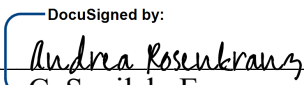
12 David S. Winston

13 Attorneys for Plaintiff
14 MONICA MELENDEZ

15
16 DATED: 7/7/2022

O'HAGAN MEYER

17
18 By: _____

19  DocuSigned by:
20 Matthew C. Spink, Esq.
21 Andrea Rosenkranz, Esq.

22 Attorneys for Defendants
23 CAM-BAS, INC., WILLCO MANAGEMENT,
24 INC., and ORSA CORPORATION
25
26
27
28

Exhibit A

Victor Manuel Monroy Chavez, et al. v. CAM-BAS, INC., et al.
Santa Clara County Superior Court Case No. 20CV372311

|||||

<<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 CAM-BAS, INC., Willco Management, Inc., and Orsa Corporation at any time between August 31, 2016, and August 31, 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. PAGA Group Members (defined below) cannot opt-out of the PAGA portion of the proposed Settlement, and will receive their PAGA Payments even if they opt out of the class settlement.
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 *Victor Manuel Monroy Chavez, et al. v. CAM-BAS, INC., et al.* Santa Clara County Superior Court Case No. 20CV372311 (and consolidated Case No. 21CV378215) (the "Action"). The Defendants in the Action are CAM-BAS, INC., Willco Management, Inc., and Orsa Corporation (referred in this Notice as "Defendants").

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 CAM-BAS, INC., Willco Management, Inc., and/or Orsa Corporation at any time between August 31, 2016, and August 31, 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 CAM-BAS, INC., Willco Management, Inc., and/or Orsa Corporation at any time between August 31, 2019, and August 31, 2022.

Defendants’ 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 October 30, 2020, Plaintiff Victor Manuel Monroy Chavez (“Mr. Chavez”) filed his class action complaint against the Defendants alleging several violations of California wage and hour laws. Mr. Chavez filed his lawsuit on behalf of himself and on behalf of all current and former non-exempt, hourly employees. By Mr. Chavez’s Complaint, he alleges that the Defendants: (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; (6) failed to timely pay final wages at separation; and (7) violated California’s Unfair Competition Law. On January 19, 2021, Mr. Chavez amended his Complaint to add an eighth cause of action alleging Defendants owe civil penalties under California’s Private Attorneys General Act of 2004, California Labor Code §§ 2698-2699.5 (“PAGA”) (the “Chavez Lawsuit”).

On March 16, 2021, Plaintiff Monica Melendez (“Ms. Melendez”) (Mr. Chavez and Ms. Melendez are collectively the “Plaintiffs” or the “Class Representatives”) filed her class action complaint against Defendants alleging several violations of California wage and hour laws. Ms. Melendez filed his lawsuit on behalf of herself and on behalf of all current and former non-exempt, hourly employees. By Ms. Melendez’s Complaint, she alleges that the Defendants: (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; (6) failed to reimburse necessary business expenses; (7) violated California’s Unfair Competition Law; and owe civil penalties pursuant to PAGA. On March 22, 2021, Ms. Melendez amended her Complaint to add a ninth cause of action alleging Defendants failed to timely pay final wages at separation (the “Melendez Lawsuit”).

On June 8, 2021, the Court consolidated the Chavez Lawsuit and the Melendez Lawsuit into one matter, the Action.

Defendants vigorously deny all the claims and contentions made in the Action and maintain they have fully complied with the law. However, Defendants have agreed to settle the Action to avoid the expense of litigation.

3. Why is there a Settlement?

The Court did not decide in favor of Plaintiffs or Defendants. 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 Defendants. The Class Representatives 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?

Defendants will pay Three Million Dollars and Zero Cents (\$3,000,000.00) to settle the Action (the “Maximum Settlement Amount”). The Maximum Settlement Amount includes: (a) all Settlement Payments to Participating Class Members; (b) the Service Awards to the Class Representatives; (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. Defendants will pay their 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 One Million Dollars and Zero Cents (\$1,000,000.00)) in attorneys’ fees and up to Thirty Thousand Dollars and Zero Cents (\$30,000.00) in out-of-pocket litigation costs, up to Twenty-Eight Thousand Dollars and Zero Cents (\$28,000.00) for Settlement Administration Costs for the third-party Settlement Administrator, and up to Twenty Thousand Dollars and Zero Cents (\$20,000.00) for the combined Service Awards for the Class Representatives in recognition of their time and service to the Class in pursuing the Action and in fulfilling their obligations as the Class Representatives. Additionally, the Settlement provides for a payment of Two Hundred Thousand Dollars and Zero Cents (\$200,000.00) (the “LWDA Payment”) to resolve PAGA Group Members’ claims under PAGA, of which Fifty Thousand Dollars and Zero Cents (\$50,000.00) will be distributed to the PAGA Group Members and One Hundred and Fifty Thousand Dollars and Zero Cents (\$150,000.00) 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 Defendants.

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 Defendants as a non-exempt, hourly employee during the Class Period, defined as the period of time from August 31, 2016, and August 31, 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) 10% as wages that will be subject to deductions and withholdings for the employee's share of state and federal payroll taxes; and (b) 90% 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. Defendants 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.

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 Defendants as a non-exempt, hourly employee during the PAGA Period, defined as the period of time from August 31, 2019, and August 31, 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.

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 Defendants' 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 Defendants 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 [REDACTED], 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 31, 2016, and August 31, 2022.

The Released Claims are defined as 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 (Cal. Lab. Code §§ 510, 558, 1194, 1194.2, 1197, 1197.1, & 1198); (ii) failure to provide compliant meal periods (Cal. Lab. Code §§ 226.7 & 512); (iii) failure to provide compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to timely pay wages during employment (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete, accurate wage statements (Cal. Lab. Code § 226); (vi) failure to pay wages timely at time of termination or resignation (Cal. Lab. Code §§ 201-203); (vii) failure to reimburse necessary business expenditures (Cal. Lab. Code §§ 2800 & 2802); (viii) 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 (Cal. Bus. & Prof. Code § 17200, et seq.); (ix) any claim for costs and attorneys' fees and expenses; and (x) any claim arising from the claims described above under applicable federal, state, local or territorial law as well as applicable regulations and Wage Orders (collectively, the "Released Claims"). Participating Class Members who cash their checks are deemed to have waived all Released Claims inclusive of claims under the Fair Labor Standards Act. Participating Class Members who do not cash their checks shall be deemed to waive all Released Claims except for a claim under the Fair Labor Standards Act. Released Claims for Class Members who worked for Defendants in California during the Class Period shall have their claims released during the Class Period.

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 August 31, 2019, and August 31, 2022.

The PAGA Released Claims are defined as all claims for civil penalties pursuant to PAGA based upon 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, the Chavez LWDA Exhaustion Letter, and/or the Melendez LWDA Exhaustion Letter including all of the following claims for relief: (i) failure to pay all regular wages, minimum wages and overtime wages due (Cal. Lab. Code §§ 510, 558, 1194, 1194.2, 1197, 1197.1, & 1198); (ii) failure to provide compliant meal periods (Cal. Lab. Code §§ 226.7 & 512); (iii) failure to provide compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to timely pay wages during employment (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete, accurate wage statements (Cal. Lab. Code § 226); (vi) failure to pay wages timely at time of termination or resignation (Cal. Lab. Code §§ 201-203); (vii) failure to maintain accurate records (Cal. Lab. Code §§ 1174(d) & 1174.5); (viii) failure to reimburse necessary business expenditures (Cal. Lab. Code §§ 2800 & 2802); and (ix) 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 Action; (x) any claim for costs and attorneys' fees and expenses; and (xi) any claim under PAGA arising from the claims described above and the related sections of the applicable state and/or local law as well as applicable regulations and Wage Orders) (collectively, the "PAGA Released Claims"). PAGA Released Claims for PAGA Group Members who worked for Defendants in California during the PAGA Period shall have their claims released during the PAGA Period.

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 *Chavez, et al. v. CAM-BAS, INC., et al.*, Santa Clara County Superior Court Case No. 20CV372311; (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 Santa Clara 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 Defendants; (iii) the case name and number (e.g., *Chavez v. CAM-BAS, INC., et al.*, Santa Clara County Superior Court Case No. 20CV372311); (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.

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:

Raul Perez
Capstone Law APC
1875 Century Park E., Suite 1000
Los Angeles, CA 90067
Phone: 1 (888) 616-7951

David Winston
Winston Law Group, P.C.
1880 Century Park East, Suite 511
Los Angeles, CA 90067
Phone: 1 (424) 288-4568

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 One Million Dollars and Zero Cents (\$1,000,000.00)), plus reimbursement of reasonable, actual out-of-pocket costs incurred in the litigation, up to Thirty Thousand Dollars and Zero Cents (\$30,000.00). Class Counsel has been prosecuting this Action on behalf of Plaintiffs, 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 [REDACTED], 2022, at [REDACTED] a.m., in Department 7 of the Santa Clara County Superior Court located at 191 N First Street, San Jose, California 95113, before the Honorable Christopher G. Rudy. At the Final Approval Hearing, the Court will rule on Class Counsel's request for attorneys' fees and litigation costs, the Class Representative Service Awards, 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. Defendants 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 Defendants or Defendants' 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:

Chavez et al. v. CAM-BAS, INC., et al.

c/o [REDACTED]
[REDACTED]
[REDACTED]

Telephone: [REDACTED]

15. How Can I Get Additional Information?

If you have questions, you can call the Settlement Administrator at [REDACTED] and/or Class Counsel.

PLEASE DO NOT TELEPHONE THE COURT OR DEFENDANTS' MANAGERS, SUPERVISORS,
OR ATTORNEYS ABOUT THIS SETTLEMENT
They will not be able to assist you.