

1 **MELMED LAW GROUP P.C.**

Jonathan Melmed (SBN 290218)

2 jm@melmedlaw.com

3 Laura Supanich (SBN 314805)

lms@melmedlaw.com

4 Maria Burciaga (SBN 334545)

mb@melmedlaw.com

5 1801 Century Park East, Suite 850

Los Angeles, California 90067

6 Phone: (310) 824-3828

7 Fax: (310) 862-6851

8 Attorneys for Plaintiffs, the Putative Class, and the Aggrieved Employees

9 *Additional Counsel Listed on Next Page*

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

11 **FOR THE COUNTY OF SANTA CLARA**

12 ERIN DUARTE and KARYNA BLAKE,  
13 individuals on behalf of themselves, the State of  
14 California, as private attorneys general, and on  
behalf of all others similarly situated,

15 Plaintiffs,

16 v.  
17

18 SAGE VETERINARY CENTERS, LP, a  
19 California Corporation; and DOES 1 TO 50,

20 Defendants.  
21

Case No.: 20CV375152

**Settlement Agreement and Release of Class  
Action**

**LEWIS BRISBOIS BISGAARD & SMITH LLP**

Daniel H. Qualls, SB# 109036

Email: Daniel.Qualls@lewisbrisbois.com

Marcus Lee, SB# 281886

E-Mail: Marcus.Lee@lewisbrisbois.com

Bo Kyung Kim, SB# 326429

E-Mail: BoKyung.Kim@lewisbrisbois.com

333 Bush Street, Suite 1100

San Francisco, California 94104-2872 Telephone: 415.362.2580

Facsimile: 415.434.0882

Attorneys for Defendant Sage Veterinary Centers, LP

1                   **SETTLEMENT AGREEMENT AND RELEASE OF CLASS ACTION**

2                   This Settlement Agreement and Release of Class Action (“Settlement Agreement”) is made and  
3 entered into by: **(1)** Plaintiffs Erin Duarte and Karyna Blake (collectively “Plaintiffs”), individually  
4 and in their representative capacity on behalf of the Settlement Class, as defined below, and as private  
5 attorneys general on behalf of the State of California; and **(2)** Defendant Sage Veterinary Centers, LP  
6 (“Defendant”). Plaintiffs and Defendant are collectively referred to herein as the “Parties.” This  
7 Settlement Agreement is subject to the approval of the Court, pursuant to California Rules of Court,  
8 rule 3.769, subdivisions (c), (d), and (e), and is made for the sole purpose of attempting to consummate  
9 settlement of the action on a class-wide basis subject to the following terms and conditions. As detailed  
10 below, in the event the Court does not enter an order granting final approval of this Settlement  
11 Agreement or the conditions precedent are not met for any reason, this Settlement Agreement is void  
12 and of no force or effect whatsoever.

13                   **1.     DEFINITIONS**

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

18                   **1.1.    ACTION**

19                   “Action” shall mean the following civil action: *Erin Duarte, et al. v. Sage Veterinary Centers,*  
20 *LP*, case number 20CV375152, currently pending before the Superior Court of the State of California  
21 for the County of Santa Clara.

22                   **1.2.    ADMINISTRATIVE EXPENSES**

23                   “Administrative Expenses” shall include all costs and expenses associated with and paid to the  
24 third-party settlement administrator, which are estimated not to exceed \$20,000.00.

25                   **1.3.    APPLICABLE WAGE ORDERS**

26                   “Applicable Wage Orders” shall mean the California Industrial Welfare Commission (“IWC”)  
27 Wage Orders applicable to the facts of this case, including IWC Wage Orders 4-2001 and 5-2001 and  
28 others that may be applicable. (Cal. Code of Regs., tit. 8, §§ 11040, 11050.)

1           **1.4. CLAIMS**

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

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

4           “Class Attorney Fees and Expenses” shall mean the portion of the Gross Settlement Amount  
5 attributable to attorney fees and litigation expenses. The Parties agree that the fee portion of the Class  
6 Attorney Fees and Expenses shall be up to 33.33% of the Gross Settlement Amount (i.e., \$433,290.00),  
7 as approved by the Court, and the award of costs and expenses shall be up to an additional \$16,000.00.

8           **1.6. CLASS COUNSEL**

9           “Class Counsel” shall mean Jonathan Melmed and Laura Supanich of Melmed Law Group P.C.

10          **1.7. CLASS MEMBER**

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

14          **1.8. CLASS NOTICE**

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

18          **1.9. CLASS PARTICIPANTS**

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

21          **1.10. CLASS PERIOD**

22          “Class Period” shall mean the period from December 29, 2016, through August 24, 2022.

23          **1.11. CLASS REPRESENTATIVE**

24          “Class Representative” shall mean Plaintiffs Erin Duarte and Karyna Blake.

25          **1.12. CLASS SETTLEMENT**

26          “Class Settlement” shall mean the settlement embodied in this Settlement Agreement, which is  
27 subject to Court approval.  
28

1           **1.13. COMPLAINT**

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

3           **1.14. COURT**

4           “Court” shall mean the Superior Court of the State of California for the County of Santa Clara.

5           **1.15. DEFENDANT**

6           “Defendant” shall mean Defendant Sage Veterinary Centers, LP.

7           **1.16. DEFENSE COUNSEL**

8           “Defense Counsel” shall mean the attorneys representing Defendant.

9           **1.17. EFFECTIVE DATE**

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

25          **1.18. EMPLOYEE’S TAXES AND REQUIRED WITHHOLDING**

26          “Employee’s Taxes and Required Withholding” shall mean the employee’s share of any and all  
27 applicable federal, state, or local payroll taxes, including those collected under authority of the Federal  
28 Insurance Contributions Act (FICA), the Federal Unemployment Tax Act (FUTA), and/or the State

1 Unemployment Tax Act (SUTA) on the portion of any Class Participant's Individual Settlement  
2 Amount that constitutes wages. The Employee's Taxes and Required Withholdings will be withheld  
3 from and paid out of the Net Settlement Amount.

#### 4 **1.19. EMPLOYER'S TAXES**

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

#### 10 **1.20. FINAL APPROVAL AND FAIRNESS HEARING**

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

#### 13 **1.21. GROSS SETTLEMENT AMOUNT**

14 "Gross Settlement Amount" is the agreed upon non-reversionary settlement amount totaling  
15 \$1,300,000.00 to be paid by Defendant in full settlement of the Released Claims asserted in this case,  
16 inclusive of the Administrative Expenses, the Employee's Taxes and Required Withholdings, the Class  
17 Attorney Fees and Expenses, the Incentive Awards, and PAGA Payment. Defendant shall separately  
18 pay its share of the Employer's Taxes in addition to the Gross Settlement Amount on the portion of  
19 each Individual Settlement Amount allocated as wages.

#### 20 **1.22. HEARING ON PRELIMINARY APPROVAL**

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

#### 23 **1.23. INCENTIVE AWARDS**

24 "Incentive Awards" shall mean any additional monetary payment provided to the Class  
25 Representatives for their efforts and risks on behalf of the Settlement Class in this Action.  
26  
27  
28

1                   **1.24. INDIVIDUAL SETTLEMENT AMOUNT**

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

5                   **1.25. NET SETTLEMENT AMOUNT**

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

11                   **1.26. OPT OUT**

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

15                   **1.27. OPT-OUTS**

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

18                   **1.28. PAGA PAYMENT**

19                   “PAGA Payment” means the penalties pursuant to PAGA that the Parties have agreed is a  
20 reasonable sum to be paid in settlement of the PAGA claims included in the Action, which is  
21 \$50,000.00. The PAGA Payment is to be approved by the Court pursuant to Labor Code section 2699  
22 and is to be distributed as follows: seventy-five percent (75%) (i.e., \$37,500.00) to the LWDA and  
23 twenty-five percent (25%) (i.e., \$12,500.00) to the PAGA Settlement Class. Class Counsel shall give  
24 timely notice of this Settlement Agreement to the LWDA pursuant to Labor Code section 2699,  
25 subdivision (l)(2).

26                   **1.29. PAGA PERIOD**

27                   “PAGA Period” shall mean the period from December 31, 2019, through August 24, 2022.  
28

1           **1.30. PAGA SETTLEMENT CLASS**

2           “PAGA Settlement Class” shall mean all individuals who are or were employed as hourly, non-  
3 exempt employees by Defendant in California during the PAGA Period. Defendant represents that the  
4 PAGA Settlement Class consists of approximately 1,027 employees that worked a total of  
5 approximately 25,491 pay periods during the PAGA Period.

6           **1.31. PARTIES**

7           “Parties” shall mean Plaintiffs and Defendant.

8           **1.32. PLAINTIFFS**

9           “Plaintiffs” shall mean Plaintiffs Erin Duarte and Karyna Blake.

10          **1.33. PRELIMINARY APPROVAL DATE**

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

13          **1.34. RELEASED CLAIMS**

14          “Released Claims” shall mean those claims arising out of or related to the allegations  
15 set forth in the Complaint, First Amended Complaint, and/or Second Amended Complaint,  
16 and PAGA notices to the LWDA, which arose during the Class Period, including but not  
17 limited to:

- 18          (a) any and all claims based on the alleged failure to provide meal and/or rest period  
19             pursuant to California Labor Code §§226.7 and 512; and the applicable Industrial  
20             Welfare Commission Orders;
- 21          (b) any and all claims based on the alleged failure to pay minimum wages pursuant to  
22             California Labor Code §§1194, 1194.2; and applicable Industrial Welfare Commission  
23             Orders;
- 24          (c) any and all claims based on the alleged failure to pay overtime wages pursuant to  
25             California Labor Code §§ 510 and 1194; and applicable Industrial Welfare  
26             Commission Orders;
- 27          (d) any and all claims based on the alleged failure to maintain accurate employment  
28             records pursuant to California Labor Code § 1174;

- (e) any and all claims based on the alleged failure to timely pay all wages due and owing at the time of an employee's termination as required by California Labor Code §§201-204;
- (f) any and all claims based on the alleged failure to provide accurate wage statements pursuant to California Labor Code §§ 226 and 226.3;
- (g) any and all claims based on the alleged failure to reimburse business expenses pursuant to California Labor Code 2802;
- (h) any and all claims for statutory penalties under California Labor Code §§ 203, 226.3, 226.7, and 558, and under the California Private Attorneys General Act, California Labor Code § 2698 et seq., that were or could have been pleaded based on the facts alleged in the Complaint, First Amended Complaint, or Second Amended Complaint filed in the Action;
- (i) any and all claims for unfair business practices pursuant to California Business and Professions Code § 17200 that were or could have been pleaded based on the facts alleged in the Complaint, First Amended Complaint, or Second Amended Complaint filed in the Action;
- (j) any and all claims based on the factual allegations set forth in the Complaint, First Amended Complaint, or Second Amended Complaint filed in the Action, including any claims for off-the-clock work, unpaid wages, or overtime pay;
- (k) any and all wage and hour claims, rights, demands, liabilities, and causes of action for actual damages, penalties, liquidated damages, punitive damages, interest, attorneys' fees, litigation costs, restitution, or equitable relief that were or could have been pleaded based on the facts alleged in the Complaint, First Amended Complaint, or Second Amended Complaint filed in the Action.

Class Representatives and Class Members further agree not to sue or otherwise make a claim in any forum or proceeding (court, arbitration, or administrative agency), or to join or be a member of or party to any other representative, collective, or class action against

1 Defendant or any Released Parties for or that in any way involves, relates to arises out of, or  
2 is connected with any Released Claims.

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

### 12 **1.35. RELEASED PARTIES**

13 “Released Parties” shall mean Defendant, the past, present, and future parents, subsidiaries,  
14 divisions, and affiliates of the Company and their respective past, present, and future officers, directors,  
15 employees, partners, shareholders, owners, agents, vendors, affiliates, insurers, predecessors, legal  
16 representatives, and all of their successors (including persons or entities who may acquire it in the  
17 future), assigns, representatives, heirs, executors, and administrators and all other persons acting by,  
18 through, under, or in concert with them.

### 19 **1.36. RELEASING PARTIES**

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

### 25 **1.37. RESPONSE DEADLINE**

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

1           **1.38. SETTLEMENT ADMINISTRATOR**

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

5           **1.39. SETTLEMENT CLASS**

6           “Settlement Class” shall mean all individuals who are or were employed as hourly, non-exempt  
7 employees by Defendant in California during the Class Period. Defendant represents that the Settlement  
8 Class consists of approximately 1,246 Class Members that worked a total of approximately 96,932  
9 workweeks during the Class Period.

10          **1.40. SHARE FORM**

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

14          **2. FACTUAL AND PROCEDURAL BACKGROUND**

15          **2.1. PLAINTIFFS’ CLAIMS**

16          Plaintiffs, individually and in their representative capacity on behalf of the Settlement Class,  
17 and as private attorneys general on behalf of the State of California, have alleged the following  
18 violations: **(1)** failure to pay minimum wage for all hours worked in violation of Labor Code sections  
19 1194 and 1194.2, and the Applicable Wage Orders; **(2)** failure to pay proper overtime wages in  
20 violation of Labor Code sections 510, 1197, and 1198, and the Applicable Wage Orders; **(3)** failure to  
21 provide compliant rest periods and pay missed rest break premiums in violation of Labor Code section  
22 226.7 and the Applicable Wage Orders; **(4)** failure to provide compliant meal periods and pay missed  
23 meal period premiums in violation of Labor Code sections 226.7 and 512, and the Applicable Wage  
24 Orders; **(5)** failure to maintain accurate employment records in violation of Labor Code section 1174;  
25 **(6)** failure to pay timely wages during employment in violation of Labor Code sections 204, 210;  
26 **(7)** failure to pay all wages due and owing at separation in violation of Labor Code sections 201, 202,  
27 and 203; **(8)** failure to reimburse business expenses in violation of Labor Code sections 2802 and 2804;  
28 **(9)** failure to provide complete and accurate wage statements in violation of Labor Code sections 226

1 and 226.3; **(10)** deceptive, fraudulent, or otherwise unlawful business practices based on the foregoing  
2 in violation of California’s Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210); and  
3 **(11)** statutory penalties based on the foregoing pursuant to PAGA (Lab. Code, §§ 2698–2699.6).

## 4 **2.2. DISCOVERY, INVESTIGATION, RESEARCH, AND MEDIATION**

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

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

## 21 **2.3. ALLEGATIONS OF THE CLASS REPRESENTATIVE AND BENEFITS OF** 22 **CLASS SETTLEMENT**

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

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

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

#### 16 **2.4. DEFENDANT'S DENIALS OF WRONGDOING AND LIABILITY**

17 Defendant has denied and continues to deny all allegations, claims, and contentions alleged by  
18 Plaintiffs in the Action. Defendant has expressly denied and continues to deny all charges of  
19 wrongdoing or liability against it arising out of any of the conduct, statements, acts, or omissions  
20 alleged in the Action. Defendant contends that it complied with California and federal wage and hour  
21 laws and has dealt legally and fairly with Plaintiffs and the Class Members.

22 Defendant further denies that, for any purpose other than settling this Action, these claims are  
23 appropriate for class or representative treatment. Nonetheless, Defendant has concluded that further  
24 proceedings in the Action would be protracted and expensive and that it is desirable that the Action be  
25 fully and finally settled in the manner and upon the terms and conditions set forth in this Settlement  
26 Agreement to dispose of burdensome and protracted litigation, to permit the operation of Defendant's  
27 respective businesses without further expensive litigation and the distraction and diversion of their  
28 personnel with respect to matters at issue in the Action. Defendant has also taken into account the

1 uncertainty and risks inherent in any litigation, especially in complex cases such as the Action.  
2 Defendant has, therefore, determined that it is desirable and beneficial to it that the Action be settled  
3 in the manner and upon the terms and conditions set forth in this Settlement Agreement.

#### 4 **2.5. INTENT OF THE CLASS SETTLEMENT**

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

#### 9 **3. CONDITIONAL CERTIFICATION OF THE SETTLEMENT CLASS**

10 For the purposes of this Settlement Agreement and the Class Settlement of this Action only, the  
11 Parties agree to conditional class certification of the Settlement Class. Defense Counsel believes this  
12 conditional certification is appropriate because the Released Claims are being compromised without  
13 need to establish the elements of those claims on which liability turns. The certification of the  
14 Settlement Class shall not constitute, in this or any other proceeding, an admission of any kind by  
15 Defendant, including without limitation, that certification of a class for trial purposes is or would be  
16 warranted, appropriate or proper; or that Plaintiffs could establish any of the requisite elements for  
17 class treatment of any of the claims in the Action.

18 In the event that the Settlement Agreement is not finally approved by the Court, a Final  
19 Effective Date is not achieved, or the Class Settlement is rejected, terminated, or otherwise rendered  
20 null and void as set forth herein, then certification of the Settlement Class shall be automatically  
21 vacated, shall be void *ab initio*, of no force or effect, and shall not constitute evidence or a binding  
22 determination that the requirements for certification of a class for trial purposes in this Action or in any  
23 other action which have been, are or can be, satisfied. Further, if the Agreement does not reach a Final  
24 Effective Date, Plaintiffs agree that Plaintiffs will not argue, claim, reference, or otherwise raise any  
25 preliminary approval of the Settlement Class in connection with any later proceeding before the Court.

#### 26 **4. APPOINTMENT OF CLASS COUNSEL**

27 For purposes of this Settlement Agreement and subject to the Court's approval, the Parties agree  
28 to the appointment of Class Counsel as counsel for the Settlement Class and the effectuation of the

1 Class Settlement pursuant to this Settlement Agreement.

2 **5. CONSIDERATION**

3 **5.1. SETTLEMENT AMOUNT**

4 The Parties agree to settle this Action for the Gross Settlement Amount of \$1,300,000.00. There  
5 shall be no reversion to Defendant. Defendant shall pay the Gross Settlement Amount in full. The Gross  
6 Settlement Amount and other actions and forbearances taken by Defendant shall constitute adequate  
7 consideration for the Class Settlement and will be made in full and final settlement of: the Released  
8 Claims, the Class Attorney Fees and Expenses, Administrative Expenses, the Incentive Awards, the  
9 PAGA Payment (and any payments to individual PAGA Class Members resulting from the PAGA  
10 Payment), and any other obligation of Defendant under this Settlement Agreement (other than the  
11 Employer's Taxes on the portion of the Net Settlement Amount allocated to the payment of wages).

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

19 **5.2. INCENTIVE AWARDS FOR PLAINTIFFS**

20 Plaintiffs may petition the Court to approve Incentive Awards in an amount up to \$7,500.00 for  
21 Erin Duarte and \$7,500.00 for Karyna Blake to acknowledge their efforts on behalf of the Settlement  
22 Class in this Action, including assisting in the investigation and consulting with Class Counsel and  
23 providing crucial documents to Class Counsel. Defendant shall not oppose any request by Plaintiffs for  
24 Incentive Awards in such an amount. Any Incentive Award approved by the Court shall be paid to  
25 Plaintiffs from the Gross Settlement Amount and shall be in addition to any distribution to which they  
26 may otherwise be entitled as a Class Participants. Any Incentive Award approved by the Court shall  
27 not be considered wages, and the Settlement Administrator shall issue to Plaintiffs an IRS Form 1099  
28 reflecting such payment. Plaintiffs shall be responsible for the payment of all taxes with respect to any

1 Incentive Award approved by the Court and shall hold Defendant harmless from all liability with regard  
2 thereto.

### 3 **5.3. PAYMENT TO CLASS PARTICIPANTS**

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

### 10 **5.4. PAYMENT TO PAGA SETTLEMENT CLASS**

11 Each member of the PAGA Settlement Class shall be entitled to receive a portion of the PAGA  
12 Payment. The PAGA Payment shall consist of the penalties pursuant to PAGA that the Parties have  
13 agreed is a reasonable sum to be paid in settlement of the PAGA claims included in the Action, which  
14 is \$50,000.00. The PAGA Payment must be approved by the Court pursuant to Labor Code section  
15 2699 and is to be distributed as follows: seventy-five percent (75%) (i.e., \$37,500.00) to the LWDA  
16 and twenty-five percent (25%) (i.e., \$12,500.00) to the PAGA Settlement Class. The portion of the  
17 PAGA Payment allocated to the PAGA Settlement Class shall be distributed to the PAGA Settlement  
18 Class based on the pro rata number of pay periods worked by each particular PAGA Settlement Class  
19 member during the PAGA Period as a proportion of all pay periods worked by all members of the  
20 PAGA Settlement Class.

### 21 **5.5. TAX TREATMENT AND PAYMENT**

22 For the purpose of calculating Employee's Taxes and Required Withholding for the Individual  
23 Settlement Amounts for Class Participants (including any payments to the Class Representative but  
24 exclusive of their Incentive Award), the Parties agree that 20% of each Individual Settlement Amount  
25 shall constitute payment in the form of wages (and each Class Participant will be issued an IRS Form  
26 W-2 for such payment to him or her), and 80% of each Individual Settlement Amount shall constitute  
27 penalties and interest (and each Class Participant will be issued an IRS Form 1099 for such payment  
28 to him or her). Prior to final distribution, the Settlement Administrator shall calculate the total

1 Employee's Taxes and Required Withholding due as a result of the wage portion of Class Participants'  
2 anticipated Individual Settlement Amounts and such actual amount will be deducted from the Net  
3 Settlement Amount. Additionally, prior to the funding of the Gross Settlement Amount and final  
4 distribution, the Settlement Administrator shall calculate the total Employer's Taxes due on the wage  
5 portion of the Class Participants' Individual Settlement Amounts and issue instructions to Defendant  
6 to separately fund these tax obligations/withholdings. The Parties understand that Plaintiffs and the  
7 Class Participants who receive any payment pursuant to this Settlement Agreement shall be solely  
8 responsible for all other individual tax obligations.

9 With respect to the PAGA Payment and any payments made to individual members of the  
10 PAGA Settlement Class, all such payments shall be treated as payments owing for penalties and interest  
11 thereon and shall not be considered wages. The Settlement Administrator shall issue to members of the  
12 PAGA Settlement Class an IRS Form 1099 reflecting such payment. Members of the PAGA Settlement  
13 Class shall be solely responsible for the payment of all taxes with respect to any PAGA payments made  
14 to them.

#### 15 **5.6. NO EFFECT ON EMPLOYEE BENEFIT PLANS**

16 Neither the Class Settlement nor any amounts paid under the Class Settlement will modify any  
17 previously credited hours, days, or weeks of service under any employee benefit plan, policy or bonus  
18 program sponsored by Defendant. Such amounts will not form the basis for additional contributions to,  
19 benefits under, or any other monetary entitlement under Defendant's sponsored benefit plans, policies,  
20 or bonus programs. The payments made under the terms of this Settlement Agreement shall not be  
21 applied retroactively, currently, or on a going forward basis, as salary, earnings, wages, or any other  
22 form of compensation for the purposes of any of Defendant's benefit plan, policy, or bonus program.  
23 Defendant retains the right to modify the language of its benefits plans, policies, and bonus programs  
24 to reflect this intent and to make clear that any amounts paid pursuant to this Settlement Agreement are  
25 not for "weeks worked," "weeks paid," "weeks of service," or any similar measuring term as defined  
26 by applicable plans, policies, and bonus programs for purpose of eligibility, vesting, benefit accrual, or  
27 any other purpose, and that additional contributions or benefits are not required by this Settlement  
28 Agreement. Defendant does not consider the Class Settlement payments "compensation" for purposes

1 of determining eligibility for, or benefit accrual within, any benefit plans, policies, or bonus programs,  
2 or any other plan sponsored by Defendant.

### 3 **5.7. CLASS ATTORNEY FEES AND EXPENSES**

4 As part of the motion for final approval of the Class Settlement, Class Counsel may apply for  
5 an award of Class Attorney Fees and Expenses with the fee portion not to exceed 33.33% of the Gross  
6 Settlement Amount (i.e., \$433,290.00) and the award of costs and expenses up to an additional  
7 \$16,000.00. Defendant agrees to not object to any such fee, cost, or expense application in those  
8 amounts.

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

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

## 23 **6. SETTLEMENT ADMINISTRATION**

### 24 **6.1. COSTS AND EXPENSES**

25 All costs and expenses due to the Settlement Administrator in connection with its administration  
26 of the Class Settlement, including, but not limited to, providing the Class Notice, locating Class  
27 Members, processing Opt Out requests and objections, distributing the portion of the PAGA Payment  
28 payable to the LWDA, distributing the portion of the PAGA Payment payable to the members of the

1 PAGA Settlement Class, and calculating, administering and distributing Individual Settlement  
2 Amounts to the Class Participants and related tax forms, shall be paid from the Gross Settlement  
3 Amount, and is not expected to exceed \$20,000.00.

#### 4 **6.2. PAYMENT BY DEFENDANT**

5 Defendant shall deposit the Gross Settlement Amount in a lump sum payment plus the  
6 employer-side payroll taxes to the Settlement Administrator within seven (7) days of the Effective  
7 Date. In no event shall Defendant be obligated to pay or deposit with the Settlement Administrator  
8 more than \$1,300,000.00 plus the Employer's Taxes, except where the Escalator Provision is triggered.

### 9 **7. NOTICE TO CLASS MEMBERS AND CLAIMS ADMINISTRATION PROCESS**

#### 10 **7.1. THE SETTLEMENT ADMINISTRATOR**

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

22 On a weekly basis, the Settlement Administrator will provide reports to Class Counsel and  
23 Defense Counsel with summary information updating them as to the number of validated and timely  
24 objections and Opt Out requests. The Settlement Administrator will serve on Class Counsel and  
25 Defense Counsel via e-mail date-stamped copies of the original Opt Out requests and objections no  
26 later than seven (7) days after their receipt. The Settlement Administrator will provide Class Counsel  
27 with proof of mailing of the Class Notice, without listing individual Class Member names which the  
28

1 Settlement Administrator will file with the Court at the time Class Counsel files its motion in support  
2 of the Court's Final Approval and Fairness Hearing.

3 No later than thirty (30) days prior to the Final Approval and Fairness Hearing, the Settlement  
4 Administrator will compile and deliver to Class Counsel and Defense Counsel a report with summary  
5 information regarding: **(a)** the total amount of final Individual Settlement Amounts of each Class  
6 Participant, without any identifying personal information; **(b)** the number of Class Participants to  
7 receive such payments, and **(c)** the final number of Opt-Outs and objections.

8 Administrative Expenses are not anticipated to exceed \$20,000.00. Prior to the calculation and  
9 distribution of the Individual Settlement Amounts, the Settlement Administrator shall calculate the  
10 total Administrative Expenses through the conclusion of their services and such actual amount will be  
11 deducted from the Gross Settlement Amount prior to the final calculation of the Individual Settlement  
12 Amounts.

## 13 **7.2. NOTICE TO CLASS MEMBERS**

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

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

26 The Class Notice will inform Class Members of their estimated share of the settlement and the  
27 number of workweeks they worked during the Class Period. Class Members may dispute their  
28 workweeks if they believe they worked more weeks in the Class Period than Defendant's records show

1 by submitting information to the Settlement Administrator no later than forty-five (45) days after being  
2 mailed the Class Notice and Share Form by the Settlement Administrator, which is the defined  
3 Response Deadline. The Settlement Administrator will jointly work with Plaintiffs and Defendant to  
4 resolve the dispute in good faith. If Plaintiffs and Defendant cannot agree over the workweeks to be  
5 credited, the Settlement Administrator shall make the final decision based on the information presented  
6 by the Class Member and Defendant.

### 7 **7.3. OPT OUT PROCEDURE**

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

14 "I WISH TO BE EXCLUDED FROM THE SETTLEMENT CLASS IN THE *ERIN*  
15 *DUARTE, ET AL. V. SAGE VETERINARY CENTERS, LP* LAWSUIT. I  
16 UNDERSTAND THAT IF I ASK TO BE EXCLUDED FROM THE SETTLEMENT  
17 CLASS, I WILL NOT RECEIVE ANY MONEY FROM THE CLASS SETTLEMENT  
18 OF THIS LAWSUIT AND WILL NOT BE RELEASING ANY CLAIMS I MIGHT  
19 HAVE."  
20

21 Any Opt Out request that is not postmarked by the Response Deadline will be invalid. In the  
22 event that, prior to the Response Deadline, any Class Notice mailed to a Class Member is returned as  
23 having been undelivered by the United States Postal Service, the Settlement Administrator shall  
24 perform a skip trace search and seek an address correction for such Class Members, and a second Class  
25 Notice will be sent to any new or different address obtained. Such Class Members shall have an  
26 additional fourteen (14) days from the date of the mailing of the second Class Notice in which to Opt  
27 Out if the Response Deadline would have otherwise passed prior to fourteen (14) days from the date  
28 of the mailing of the second Class Notice.

1 It will be presumed that, if an envelope containing the Class Notice has not been returned within  
2 thirty (30) days of the mailing, the Class Member received the Class Notice. At least twenty-one (21)  
3 days prior to the Final Approval and Fairness Hearing, the Settlement Administrator shall provide Class  
4 Counsel and Defense Counsel with a Declaration of Due Diligence and Proof of Mailing with regard  
5 to the mailing of the Class Notice and its attempts to locate Class Members. The declaration shall  
6 specify the number of Class Members to whom the Class Notice was sent and the number of Class  
7 Members to whom the Class Notice was not delivered, as well as information relating to the number  
8 of Opt-Outs and objectors. Class Counsel shall file this declaration with the Court.

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

15 Class Participants will be bound by the Release of Released Claims set forth in the definition  
16 of "Released Claims" provided in this Settlement Agreement.

17 A request to Opt Out of the Class Settlement shall *not* serve to exclude the Class Member from  
18 participation in the PAGA Settlement Class. Opt-Outs shall still be entitled to their share of the PAGA  
19 Payment. Class Members who are also members of the PAGA Settlement Class shall have no right or  
20 ability to opt out of the portion of this Settlement Agreement releasing PAGA claims.

#### 21 **7.4. OBJECTION PROCEDURE**

22 The Class Notice shall inform the Class Members of their right to object to the Class Settlement.  
23 Any Class Member who wishes to object to the Class Settlement may submit a written objection to the  
24 Settlement Administrator no later than the Response Deadline. Only Class Participants may object to  
25 the Settlement. The objection should include the case name and number and must set forth, in clear and  
26 concise terms, a statement of the reasons why the objector believes that the Court should find that the  
27 proposed Class Settlement is not in the best interest of the Settlement Class and the reasons why the  
28 Class Settlement should not be approved, including the legal and factual arguments supporting the

1 objection. If an objector also wishes to appear at the Final Approval and Fairness Hearing, in person  
2 or through an attorney, they may do so. The Settlement Administrator will promptly serve copies of  
3 any objection or notice of intention to appear on Class Counsel and Defense Counsel. Class Members  
4 wishing to make an objection may appear at the Final Approval and Fairness Hearing, either in person  
5 or through a lawyer retained at their own expense.

#### 6 **7.5. NOTICE OF FINAL JUDGMENT**

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

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

#### 13 **8.1. ALLOCATION OF THE GROSS SETTLEMENT AMOUNT**

14 The claims of all Class Members are settled for the Gross Settlement Amount of \$1,300,000.00,  
15 which will be allocated as follows:

- 16 1. The Administrative Expenses, estimated not to exceed \$20,000.00;
- 17 2. Class Counsel's attorney fees not to exceed \$433,290.00;
- 18 3. Class Counsel's litigation costs and expenses not to exceed \$16,000.00;
- 19 4. The Incentive Awards, not to exceed \$15,000.00; and
- 20 5. PAGA Payment to LWDA of \$37,500.00.

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

#### 26 **8.2. CALCULATION OF THE INDIVIDUAL SETTLEMENT AMOUNTS FOR** 27 **CLASS PARTICIPANTS**

28 Individual Settlement Amounts to be paid to Class Participants shall be paid from the Net

1 Settlement Amount. The portion of the Net Settlement Amount shall be distributed pro rata on a  
2 “checks cashed” basis based on the proportional number of weeks worked by each Class Member  
3 during the Class Period.

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

16 **8.3. CALCULATION OF THE PAYMENTS FOR INDIVIDUAL MEMBERS OF**  
17 **THE PAGA SETTLEMENT CLASS**

18 Each member of the PAGA Settlement Class shall be entitled to receive a portion of the PAGA  
19 Payment. The PAGA Payment shall consist of the penalties pursuant to PAGA that the Parties have  
20 agreed is a reasonable sum to be paid in settlement of the PAGA claims included in the Action, which  
21 is \$50,000.00. The PAGA Payment is to be approved by the Court pursuant to Labor Code section  
22 2699 and is to be distributed as follows: seventy-five percent (75%) (i.e., \$37,500.00) to the LWDA  
23 and twenty-five percent (25%) (i.e., \$12,500.00) to the PAGA Settlement Class.

24 The portion of the PAGA Payment allocated to the PAGA Settlement Class shall be distributed  
25 to the PAGA Settlement Class based on the pro rata number of pay periods worked by each particular  
26 PAGA Settlement Class member during the PAGA Period as a proportion of all pay periods worked  
27 by all PAGA Settlement Class members during the PAGA Period. Each member of the PAGA  
28 Settlement Class, including Plaintiffs, shall be responsible for the payment of the Employee’s Taxes

1 and Required Withholding with respect to their share of the PAGA Payment and shall hold Defendant  
2 harmless from any and all liability with regard thereto.

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

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

14 **8.4. TIME FOR PAYMENT OF ATTORNEY FEES AND EXPENSES**

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

17 **8.5. TIME FOR PAYMENT OF INCENTIVE AWARD**

18 The Settlement Administrator shall distribute to Plaintiffs the Incentive Award approved by the  
19 Court no later than fourteen (14) days after the Effective Date.

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

21 The Settlement Administrator shall distribute to the LWDA the portion of the PAGA Payment  
22 due to it and approved by the Court no later than fourteen (14) days after the Effective Date.

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

25 The Settlement Administrator shall make every effort to pay the Employee's Taxes and  
26 Required Withholding associated with each Class Participant's Individual Settlement Amount and mail  
27 the Individual Settlement Amount to each Class Participant, by first-class United States mail, to the  
28 last-known address no later than fourteen (14) days after the Effective Date. If the Settlement

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

7 Within two hundred ten (210) days of mailing the Individual Settlement Amounts to Class  
8 Participants, the Settlement Administrator shall file with the Court and provide to Class Counsel a  
9 declaration of payment. In the event that any Class Participant is deceased, payment shall be made  
10 payable to the estate of that Class Member and delivered to the executor or administrator of that estate,  
11 unless the Settlement Administrator has received an affidavit or declaration pursuant to California  
12 Probate Code section 13101, in which case payment shall be made to the affiant(s) or declarant(s).

#### 13 **8.8. NON-CASHED SETTLEMENT CHECKS**

14 Any funds associated with checks that have not been cashed within one hundred eighty (180)  
15 days, will become void and the Individual Settlement Amount associated with the uncashed check will  
16 be remitted pursuant to Code of Civil Procedure section 384 to the California State Controller for  
17 deposit in the Unclaimed Property Fund in the name of the individual whose check was uncashed. For  
18 the purposes of determining whether Defendant has met their financial obligation to pay the Individual  
19 Settlement Payment, Defendant will be deemed to have fulfilled its obligation upon the mailing of the  
20 check to the Class Member, regardless of whether such Class Member subsequently negotiates the  
21 check.

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

24 Class Member Workweeks and the corresponding Individual Settlement Amount shall be  
25 calculated using the employment and payroll records of Defendant, which presumptively shall be  
26 deemed to be full, complete, and accurate for purposes of this Settlement Agreement. To overcome  
27 that presumption, any Class Member objecting to the accuracy of the number of Workweeks or amount  
28 of the Individual Settlement Amount must submit documentary evidence, such as pay stubs or other

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

## 15 **9. NULLIFICATION OF THIS SETTLEMENT AGREEMENT**

### 16 **9.1. NON-APPROVAL OF THIS SETTLEMENT AGREEMENT**

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

### 26 **9.2. PARTIES’ RIGHTS TO VOID CLASS SETTLEMENT; ESCALATOR** 27 **PROVISION**

28 If 10% or more members of the Settlement Class timely submit Opt Out requests, Defendant(s)

1 shall have the right (but not the obligation) to void this Settlement Agreement. If the number of  
2 workweeks is 10% greater (i.e., 9,693) than represented by Defendant (i.e., 96,932), then the Gross  
3 Settlement Amount shall be increased proportionately for each additional week worked above 106,625  
4 (i.e.,  $96,932 + 9,693 = 106,625$ ).

### 5 **9.3. INVALIDATION**

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

### 9 **9.4. STAY ON APPEAL**

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

## 14 **10. MOTIONS FOR COURT APPROVAL**

### 15 **10.1. PRELIMINARY APPROVAL**

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

### 20 **10.2. FINAL APPROVAL**

21 The Final Approval and Fairness Hearing shall be held before the Court. At the Final Approval  
22 and Fairness Hearing, Plaintiffs shall move the Court for the entry of the final order certifying the  
23 Settlement Class for settlement purposes only and approving the Class Settlement as being fair,  
24 reasonable, and adequate to the Class Participants within the meaning of California Rules of Court,  
25 Rule 3.769, subdivisions (c), (d) and (e), and for the entry of a final judgment of the Action consistent  
26 with the terms of the Class Settlement and rule 3.769, subdivision (h), of the California Rules of Court.  
27 Class Counsel and Defense Counsel shall submit to the Court such pleadings and/or evidence as may  
28 be required for the Court's determination.

1 **11. RELEASES AND WAIVERS**

2 **11.1. RELEASE OF CLAIMS BY THE SETTLEMENT CLASS**

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

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

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

18 **11.2. RELEASE OF CLAIMS BY PLAINTIFFS**

19 Plaintiffs, on behalf of themselves and their dependents, heirs and assigns, beneficiaries,  
20 devisees, legatees, executors, administrators, agents, trustees, conservators, guardians, personal  
21 representatives, and successors-in-interest, whether individual, class, representative, legal, equitable,  
22 direct or indirect, or any other type or in any other capacity, shall and does hereby forever release,  
23 discharge and agree to hold harmless the Released Parties from any and all charges, complaints, claims,  
24 liabilities, obligations, promises, agreements, controversies, damages, actions, causes of action, suits,  
25 rights, demands, costs, losses, debts and expenses (including attorney fees and costs), known or  
26 unknown, at law or in equity, which they may now have or may have after the signing of this Settlement  
27 Agreement, arising out of or in any way connected with their employment with Defendant including,  
28 the Released Claims, claims that were asserted or could have been asserted in the Complaint, and any

1 and all transactions, occurrences, or matters between the Parties occurring prior to the date this  
2 Settlement Agreement is fully executed. Without limiting the generality of the foregoing, this release  
3 shall include, but not be limited to, any and all claims under: **(a)** the Americans with Disabilities Act;  
4 **(b)** Title VII of the Civil Rights Act of 1964; **(c)** the Civil Rights Act of 1991; **(d)** 42 U.S.C. § 1981;  
5 **(e)** the Age Discrimination in Employment Act; **(f)** the Fair Labor Standards Act; **(g)** the Equal Pay  
6 Act; **(h)** the Employee Retirement Income Security Act, as amended; **(i)** the Consolidated Omnibus  
7 Budget Reconciliation Act; **(j)** the Rehabilitation Act of 1973; **(k)** the Family and Medical Leave Act;  
8 **(l)** the Civil Rights Act of 1966; **(m)** the California Fair Employment and Housing Act; **(n)** the  
9 California Constitution; **(o)** the California Labor Code; **(p)** the California Government Code; **(q)** the  
10 California Civil Code; and **(r)** any and all other federal, state, and local statutes, ordinances,  
11 regulations, rules, and other laws, and any and all claims based on constitutional, statutory, common  
12 law, or regulatory grounds as well as any other claims based on theories of wrongful or constructive  
13 discharge, breach of contract or implied contract, fraud, misrepresentation, promissory estoppel, or  
14 intentional infliction of emotional distress, negligent infliction of emotional distress, or damages under  
15 any other federal, state, or local statutes, ordinances, regulations, rules, or laws. This release is for any  
16 and all relief, no matter how denominated, including, but not limited to, back pay, front pay, vacation  
17 pay, bonuses, compensatory damages, tortious damages, liquidated damages, punitive damages,  
18 damages for pain and suffering, and attorney fees and costs, and Plaintiffs hereby forever releases,  
19 discharges and agrees to hold harmless Defendant and the Released Parties from any and all claims for  
20 attorney fees and costs arising out of the matters released in this Settlement Agreement.

21 Plaintiffs specifically acknowledge that they are aware of and familiar with the provisions of  
22 California Civil Code section 1542, which provides as follows:

23 “A general release does not extend to claims that the creditor or releasing party does not  
24 know or suspect to exist in his or her favor at the time of executing the release and that,  
25  
26  
27  
28

1 if known by him or her, would have materially affected his or her settlement with the  
2 debtor or released party.”

3  
4 Plaintiffs, being aware of California Civil Code section 1542, hereby expressly waives and  
5 relinquishes all rights and benefits they may have under section 1542 as well as any other statutes or  
6 common law principles of a similar effect. Plaintiffs may hereafter discover facts in addition to or  
7 different from those which they now knows or believes to be true with respect to the subject matter of  
8 all the claims referenced herein, but agrees that, upon the Effective Date, Plaintiffs shall and hereby  
9 does fully, finally, and forever settle and release any and all claims against the Released Parties, known  
10 or unknown, suspected or unsuspected, contingent or non-contingent, that were asserted or could have  
11 been asserted upon any theory of law or equity without regard to the subsequent discovery of existence  
12 of such different or additional facts.

### 13 **11.3. CIRCULAR 230 DISCLAIMER**

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

1 of the tax treatment or tax structure of any transaction, including any transaction contemplated by this  
2 Settlement Agreement.

3 **12. DUTIES OF THE PARTIES**

4 **12.1. MUTUAL FULL COOPERATION**

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

14 **12.2. DUTY TO SUPPORT AND DEFEND THE CLASS SETTLEMENT**

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

18 **12.3. DUTIES PRIOR TO COURT APPROVAL**

19 Class Counsel shall promptly submit this Settlement Agreement to the Court for preliminary  
20 approval and determination by the Court as to its fairness, adequacy, and reasonableness. Promptly  
21 upon execution of this Settlement Agreement, Class Counsel shall apply to the Court for the entry of a  
22 preliminary order scheduling a hearing on the question of whether the proposed Class Settlement  
23 should be approved as fair, reasonable, and adequate as to the Class Members, approving as to form  
24 and content the proposed Class Notice and Share Form attached hereto as **Exhibit 1** and **Exhibit 2**,  
25 respectively, and directing the mailing of the Class Notice to Class Members. While Defendant can  
26 reserve its right to object to facts or assertions made in the moving papers, Defense Counsel shall file  
27 a notice of non-opposition to the granting of the motion for preliminary approval or join in the motion.  
28

1 **13. MISCELLANEOUS PROVISIONS**

2 **13.1. VOIDING THIS SETTLEMENT AGREEMENT**

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

14 **13.2. DIFFERENT FACTS**

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

21 **13.3. NO PRIOR ASSIGNMENTS**

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

26 **13.4. NON-ADMISSION**

27 Nothing in this Settlement Agreement shall be construed as or deemed to be an admission by  
28 any Party of any liability, culpability, negligence, or wrongdoing toward any other Party, or any other

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

### 18 **13.5. NON-EVIDENTIARY USE**

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

### 26 **13.6. MEDIA OR PRESS**

27 Plaintiffs and Defendant, and their respective counsel, recognize, accept, and agree that the  
28 Parties to this Settlement Agreement desire that the terms of this Settlement Agreement, the fact of the

1 Class Settlement embodied in this Settlement Agreement, the disposition of the Action, the Action, and  
2 all matters relating to the litigation of the Action, including discovery proceedings therein, and evidence  
3 obtained during the course of the Action, shall not be discussed with or presented to the media or press.

#### 4 **13.7. NON-RETALIATION**

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

#### 12 **13.8. CONSTRUCTION**

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

#### 19 **13.9. GOVERNING LAW**

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

#### 23 **13.10. NOTICES**

24 Except for Class Member notices required to be made by the Settlement Administrator, all  
25 notices or other communications required or permitted under this Settlement Agreement shall be in  
26 writing and shall be sufficiently given if delivered in person to the party or their counsel by U.S.  
27 certified mail, postage prepaid, e-mail, facsimile, or overnight delivery addressed to the address of the  
28 party appearing in this Settlement Agreement.

1                   **13.11. CAPTIONS AND INTERPRETATIONS**

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

5                   **13.12. MODIFICATION**

6                   This Settlement Agreement may not be changed, altered, or modified, except in writing signed  
7 by the Parties or the Parties' counsel on their behalf. If preliminary or final approval of this Settlement  
8 Agreement has been granted by the Court, then any such amendments or modifications to this  
9 Settlement Agreement shall be approved by the Court. This Settlement Agreement may not be  
10 discharged except by performance in accordance with its terms or by a writing signed by the Parties.

11                   **13.13. INTEGRATION CLAUSE**

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

17                   **13.14. SUCCESSORS AND ASSIGNS**

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

24                   **13.15. CORPORATE SIGNATORIES**

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

### 13.16. EXECUTION IN COUNTERPARTS

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

### 13.17. ATTORNEY FEES, COSTS, AND EXPENSES

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

### 13.18. ACTION TO ENFORCE AGREEMENT

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

## 14. EXECUTION

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

## **APPROVAL AND EXECUTION BY PARTIES**

**CLASS REPRESENTATIVES:**

Dated: 7/15/2022

DocuSigned by:  
*E. Duarte*  
5081A09120E4401...

Erin Duarte  
Plaintiff and Class Representative

Dated:

Karyna Blake  
Plaintiff and Class Representative

### 13.16. EXECUTION IN COUNTERPARTS

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

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## **APPROVAL AND EXECUTION BY PARTIES**

**CLASS REPRESENTATIVES:**

Dated: \_\_\_\_\_

Erin Duarte  
Plaintiff and Class Representative

Dated: 7/15/2022

DocuSigned by:  
  
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Karyna Blake  
Plaintiff and Class Representative

1 **DEFENDANT:**

2  
3 Dated: \_\_\_\_\_

Sage Veterinary Centers, LP

4  
5 \_\_\_\_\_  
6 By: \_\_\_\_\_

7 Title: \_\_\_\_\_

8  
9 **APPROVED AS TO FORM BY COUNSEL**

10 **CLASS COUNSEL:**

11 Dated: July 15, 2022  
12 \_\_\_\_\_

**Melmed Law Group P.C.**

13 

14 Jonathan Melmed  
15 Attorneys for Plaintiffs

16 **DEFENDANT'S COUNSEL:**

17  
18 Dated: \_\_\_\_\_

**Lewis Brisbois Bisgaard & Smith LLP**

19  
20  
21 \_\_\_\_\_  
22 **Daniel H. Qualls**  
23 Attorneys for Defendant  
24  
25  
26  
27  
28

1 **DEFENDANT:**

2  
3 Dated: \_\_\_\_\_

Sage Veterinary Centers, LP

4  \_\_\_\_\_

5  
6 By: Gina Del Vecchio

7 Title: CEO

8  
9 **APPROVED AS TO FORM BY COUNSEL**

10 **CLASS COUNSEL:**

11 Dated: \_\_\_\_\_

**Melmed Law Group P.C.**

12  
13 \_\_\_\_\_  
14 Jonathan Melmed  
15 Attorneys for Plaintiffs

16 **DEFENDANT'S COUNSEL:**

17  
18 Dated: July 20, 2022

**Lewis Brisbois Bisgaard & Smith LLP**

19  
20  \_\_\_\_\_

21 **Daniel H. Qualls**  
22 Attorneys for Defendant  
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