

JOINT STIPULATION AND SETTLEMENT AGREEMENT

Subject to final approval by the Court, this Settlement Agreement is between Plaintiffs David Patterson and Ethan Starr ("Plaintiffs") on behalf of themselves and others similarly situated and other aggrieved employees and Defendant Schell & Kampeter, Inc. dba Diamond Pet Foods ("Defendant"). Plaintiffs and Defendant collectively are referred to in this Agreement as the "Parties."

I. DEFINITIONS

In addition to the other terms defined in this Agreement, the terms below have the following meaning:

- A. **Administration Costs:** All administrative costs incurred by the Settlement Administrator to administer this Settlement including the cost of notice to the Class Members, settlement administration, and any fees and costs incurred or charged by the Settlement Administrator in connection with the execution of its duties under this Agreement, which is expected not to exceed \$15,000. All Administration Costs shall be paid from the Qualified Settlement Fund.
- B. **Agreement, Settlement Agreement, Joint Stipulation, or Settlement:** The settlement agreement reflected in this document, titled "Joint Stipulation and Settlement Agreement."
- C. **Attorney Fee Award:** The amount, not to exceed thirty-three and one-third percent (33.33%) of the Gross Settlement Amount, if finally approved by the Court and awarded to Class Counsel. The Attorney Fee Award shall be paid from the Qualified Settlement Fund and will not be opposed by Defendant.
- D. **Case or Class Actions:** This joint stipulation and settlement agreement covers two consolidated putative class and PAGA actions:
 - 1. The lawsuit originally filed by Plaintiff David Patterson on November 3, 2020, entitled *Patterson, et al. v. Schell & Kampeter, Inc.*, Case No. STK-CV-UOU-2020-9286, in the Superior Court of California for the County of San Joaquin, as well as the First Amended Complaint filed by Plaintiff Patterson on January 8, 2021, also entitled *Patterson, et al., v. Schell & Kampeter, Inc.*, in the Superior Court of California for the County of San Joaquin.
 - 2. The lawsuit originally filed by Ethan Starr on May 17, 2021, entitled *Starr v. Schell & Kampeter, Inc.*, Case No. STK-CV-UOU-2021-4558, in the Superior Court of California for the County of San Joaquin, as well as the First Amended Complaint filed by Plaintiff Starr on August 13, 2021, also entitled *Starr, et al., v. Schell & Kampeter, Inc.*, in the Superior Court of California for the County of San Joaquin.

- E. **Class**: Any and all persons who have been employed by Defendant as non-exempt employees in the State of California at any time from November 3, 2016 through preliminary approval of this settlement.
- F. **Class Counsel**: William Gorham and Vladimir Kozina of Mayall Hurley, APC.
- G. **Class Member**: Each person eligible to participate in this Settlement who is a member of the Class as defined above.
- H. **Class Notice or Notice**: The "Notice of Class Action Settlement" or "Notice" shall mean the notice to be provided to all Class Members regarding the terms of this Settlement, substantially like the form attached hereto as **Exhibit A**, subject to Court approval. The Notice shall constitute class notice pursuant to California Rule of Court 3.769(f) and, once approved by the Court, shall be deemed compliant with California Rule of Court 3.766.
- I. **Class Period**: The time period from November 3, 2016 through preliminary approval of this settlement.
- J. **Class Representatives or Plaintiffs**: David Patterson and Ethan Starr.
- K. **Class Representative Enhancement Payments**: The amount the Court awards to Plaintiffs for their services as Class Representatives, which will not exceed \$10,000 to each Plaintiff. These payments shall be paid from the Qualified Settlement Fund and will not be opposed by Defendant. These enhancement payments are subject to approval of the Court. If the Court awards less than the amount requested, any amount not awarded will become part of the Net Settlement Amount for distribution to Participating Class Members.
- L. **Complaints**: The complaints filed by the Plaintiffs in the Case or Class Actions identified in Section I.D. above.
- M. **Comprehensive General Release**: Upon Defendant's fulfillment of its payment obligations herein, Plaintiffs are releasing in exchange for the consideration provided for by this Agreement a comprehensive general release of all known and unknown claims by Plaintiffs, including a California Civil Code section 1542 waiver.
- N. **Cost Award**: The amount that the Court approves for payment to Class Counsel for payment of actual litigation costs incurred, which shall not exceed \$15,000. The Cost Award will be paid from the Qualified Settlement Fund and will not be opposed by Defendant. The Cost Award is subject to Court approval. If the Court awards less than the amount request, any amount not awarded will become part of the Net Settlement Amount for distribution to Participating Class Members.

- O. **Counsel for Defendant:** Attorneys Justin T. Curley and Scott P. Mallory of Seyfarth Shaw LLP.
- P. **Court:** The Superior Court of California, County of San Joaquin.
- Q. **Defendant:** Schell & Kampeter, Inc. dba Diamond Pet Foods.
- R. **Effective Final Settlement Date:** The effective date of this Settlement or Final Settlement Date shall be: (1) if no Class Members intervene and there are no objections, the date the Court enters the Final Approval Order and Final Judgment; (2) the date of final affirmation of the Final Approval from any appeal, the expiration of the time for, or the denial of, a petition to review the Final Approval, or if review is granted, the date of final affirmation of the Final Approval following review pursuant to that grant; or (3) the date of final dismissal of any appeal from the Final Approval or the final dismissal of any proceeding to review the Final Approval, provided that the Final Approval is affirmed and/or not reversed in any part; or (4) if no Class Members intervene but objections are filed, the expiration date of the time for the filing or noticing of any appeal from the Court's Final Approval of the Settlement, as determined under Rule 8.104(a)(3) of the California Rules of Court.
- S. **Eligible Aggrieved Employees:** The alleged aggrieved employees eligible to recover a portion of the PAGA Payment are all individuals employed as non-exempt employees by Defendant within California from November 3, 2019 through preliminary approval of this settlement ("PAGA Timeframe").
- T. **Judgment or Final Approval:** The "Final Approval Order" means the final order entered by the Court following the Final Fairness and Approval Hearing. The "Final Judgment" means the final judgment entered by the Court following the Final Fairness and Approval Hearing.
- U. **Gross Settlement Amount:** The total value of the Settlement is a non-reversionary Seven Hundred and Sixty-Five Thousand Dollars and Zero Cents (\$765,000.00). This is the gross amount Defendant can be required to pay under this Settlement Agreement, which includes without limitation: (1) the Net Settlement Amount to be paid to Participating Class Members; (2) the Attorney Fee Award and Cost Award to Class Counsel for attorneys' fees and costs, as approved by the Court; (3) the Class Representative Enhancement Payments paid to the Class Representatives, as approved by the Court; (4) the Settlement Administration Costs, as approved by the Court; (5) all employer-side payroll taxes, and (6) the PAGA Payment to the LWDA and to Eligible Aggrieved Employees, as approved by the Court. Defendant will pay no additional funds toward this settlement beyond the Gross Settlement Amount. No portion of the Gross Settlement Amount will revert to Defendant for any reason.

- V. **Individual Settlement Share(s)**: The amount payable to each Participating Class Member under the terms of this Settlement Agreement. Class Members are not required to submit a claim form to receive their Individual Settlement Shares pursuant to this Agreement. Rather, Participating Class Members will receive an Individual Settlement Share automatically, without the return of a claim form.
- W. **LWDA**: California Labor and Workforce Development Agency.
- X. **Net Settlement Amount**: The total amount of money available for payout to Participating Class Members, which is the Gross Settlement Amount less the Attorney Fee Award, the Cost Award, Class Representative Enhancement Payments, all employer-side payroll taxes, the PAGA Payment paid to the LWDA and Eligible Aggrieved Employees, and Settlement Administration Costs. In other words, the Net Settlement Amount is the portion of the Gross Settlement Amount that will be distributed to Class Members who do not request exclusion from the Settlement.
- Y. **Notice Packet**: The Class Notice.
- Z. **PAGA**: The California Labor Code Private Attorneys General Act of 2004 (Cal. Labor Code §§ 2698 *et seq.*).
- AA. **PAGA Payment**: The PAGA Payment consists of \$50,000 of the Gross Settlement Amount allocated to satisfy the PAGA penalties claim as alleged in the Class Actions. Seventy-five percent (75%) of which (\$37,500) shall be paid to the LWDA, and twenty-five percent (25%) of which (\$12,500) shall be distributed to Eligible Aggrieved Employees, on a pro rata basis, as set forth below.
- BB. **PAGA Notices**: The notice to the LWDA that Plaintiff David Patterson submitted on November 3, 2020, the notice to the LWDA that Plaintiff Ethan Starr submitted on April 2, 2021, and the amended notice that Plaintiff Starr submitted on March 30, 2022.
- CC. **Participating Class Members**: All Class Members who do not submit a valid and timely request to exclude themselves from this Settlement.
- DD. **Parties**: Plaintiffs David Patterson and Ethan Starr as individuals and as Class Representatives, and Defendant Schell & Kampeter, Inc., dba Diamond Pet Foods.
- EE. **Preliminary Approval or Preliminary Approval Order**: The order entered by the Court following the Preliminary Approval Hearing approving the proposed Settlement.

- FF. Qualified Settlement Fund:** A fund within the meaning of Treasury Regulation section 1.46B-1, 26 C.F.R. § 1.468B-1, *et seq.*, which is established by the Settlement Administrator for the benefit of Participating Class Members, Plaintiffs and Class Counsel.
- GG. Released Claims:** Upon Defendant's fulfillment of its payment obligations herein, the claims that Plaintiffs and the Participating Class Members are releasing in exchange for the consideration provided for by this Agreement are any and all claims, debts, liabilities, demands, obligations, penalties, guarantees, costs, expenses, attorney's fees, damages, actions, or causes of action of whatever kind or nature, direct or indirect, known or unknown, contingent or accrued, that were brought or that could have been brought based on the claims and allegations alleged in the Complaints, the Second Amended Complaint, and the PAGA notices, including, but not limited to, any such claims under federal, state, or local law for alleged failure to pay minimum wages, failure to pay overtime wages, meal or rest break claims, claims for meal or rest break premiums or penalties, sick pay claims, regular rate claims, claims for liquidated damages, claims for record-keeping violations, claims for wage-statement penalties, and claims for "waiting time" penalties, and for claims under the applicable California Wage Orders and Labor Code sections, including, but not limited to, sections 201-203, 204, 226, 226.3, 226.7, 233, 246, 432, 510, 512, 558, 1174(d), 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, as well as all claims for civil penalties under Labor Code sections 2698 and 2699 *et seq.* based on the released claims set forth above ("PAGA Released Claims") and claims under Business and Professions Code section 17200 *et seq.* based on the released claims set forth above. The Parties further agree the Settlement and Judgment to be entered by the court following final approval of this Settlement forever bars Plaintiffs, the Eligible Aggrieved Employees, and the LWDA, directly or through any other proxy or agent, from any future prosecution of Labor Code section 2698 *et seq.* claims based on the PAGA Released Claims during the PAGA Timeframe against any of the Released Parties.
- HH. Released Parties:** Defendant and any and all of its affiliated companies and its respective parent companies, subsidiaries, affiliates, shareholders, members, and agents, including, without limitation, any investment bankers, accountants, insurers, reinsurers, attorneys, and any past, present or future officers, directors and employees, and any predecessors, successors, and assigns.
- II. Response Deadline:** Forty-five (45) calendar days from the initial mailing of the Notice Packet.
- JJ. Second Amended Complaint:** The Second Amended Class Action Complaint that Plaintiff Ethan Starr will file when permitted by Labor Code section 2699.3 to include the additional PAGA claims asserted in Plaintiff Starr's Amended PAGA Notice submitted on March 30, 2022, and the related class claims resolved in mediation.

- KK. Settlement Administration:** The Settlement Administrator will conduct a skip trace for the current address of all former employee Class Members. The Settlement Administrator will mail the Notice Packet by first class U.S. mail to all Class Members at the address Defendant has on file for those Class Members and to all former employee Class Members at the address resulting from the skip trace. The Notice Packet will inform Class Members that they have until the Response Deadline to either object to the Settlement or to opt-out (exclude themselves) from the Settlement. Any Class Member who does not receive a Notice Packet after the steps outlined above have been taken will still be bound by the Settlement and Release and Judgment.
- LL. Settlement Administrator:** The third-party administrator agreed upon by Parties to administer this Settlement is Atticus Administration, LLC.
- MM. Superior Court:** The Superior Court of California for the County of San Joaquin.

II. RECITALS

- A.** Plaintiff David Patterson filed his putative class action complaint on November 3, 2020 in the Superior Court of San Joaquin County, alleging, *inter alia*, on behalf of himself and all others similarly situated, one cause of action for failure to furnish accurate wage statements in violation of Labor Code § 226. Plaintiff Patterson filed a First Amended Complaint on January 8, 2021, asserting the same claims and allegations but adding claims and allegations under PAGA alleging violations of Labor Code sections 226(a)(8), 226(b), 432, and 1198.5.
- B.** Plaintiff Ethan Starr filed his putative class action complaint on May 17, 2021, in the Superior Court of San Joaquin County, alleging, *inter alia*, on behalf of himself and all others similarly situated: (1) violation of Labor Code sections 510 and 1198 (unpaid overtime); (2) failure to pay sick pay at the regular rate in violation of Labor Code sections 218, 233, and 246; (3) violation of sections 201 and 202 (final wages not timely paid); (4) violation of section 226(a) (non-compliant wage statements); and (5) violation of Business & Professions Code section 17200, *et seq.* On August 13, 2021, Plaintiff Ethan Starr filed a First Amended Complaint, asserting the same causes of action and allegations and adding an additional cause of action under PAGA alleging violations of Labor Code Sections 201, 202, 204, 226(a), 510, and 512.
- C.** On November 3, 2020, Plaintiff David Patterson provided written notice to the LWDA of the Labor Code provisions that he contended Defendant violated.
- D.** On April 2, 2021, Plaintiff Ethan Starr provided written notice to the LWDA of the Labor Code provisions that he contended Defendant violated.

- E. Prior to mediation, the Parties conducted significant investigation and discovery of the facts and law both before and after the Class Actions were filed. Specifically, Defendant produced hundreds of documents relating to its policies, practices, and procedures regarding paying non-exempt employees for all hours worked, meal and rest period policies, and payroll and operational policies. As part of Defendant's informal production for mediation, Plaintiffs also received time and pay data for the putative class, and information and data points relating to the size and scope of the Class. The Parties agree that the above-described investigation and evaluation, as well as the information exchanged during the settlement negotiations, are more than sufficient to assess the merits of the respective Parties' positions and to compromise the issues on a fair and equitable basis.
- F. **Mediation.** Plaintiffs and Class Counsel engaged in good faith, arms-length negotiations with Defendant and its counsel concerning possible settlement of the claims asserted in the Class Actions. The Parties participated in a mediation before mediator Brandon McKelvey. Under the auspices of the mediator, the Parties reached a settlement of the Class Actions in principle, on January 18, 2022.
- G. **Benefits of Settlement to Class Members.** Plaintiffs and Class Counsel recognize the expense and length of continued proceedings necessary to continue the litigation against Defendant through trial and through any possible appeals. Plaintiffs and Class Counsel also have considered the uncertainty and risk of further litigation, the potential outcome, and the difficulties and delays inherent in such litigation. Plaintiffs and Class Counsel conducted extensive settlement negotiations, including formal mediation on January 18, 2022. Based on the foregoing, Plaintiffs and Class Counsel believe the Settlement set forth in this Agreement is a fair, adequate, and reasonable settlement, and is in the best interests of the Class Members.
- H. **Defendant's Reasons for Settlement.** Defendant recognizes that the defense of this litigation will be protracted and expensive. Substantial amounts of time, energy, and resources of Defendant have been and, unless this Settlement is made, will continue to be devoted to the defense of the claims asserted by Plaintiffs. Defendant, therefore, has agreed to settle in the manner and upon the terms set forth in this Agreement to put to rest the Released Claims.
- I. **Defendant's Denial of Wrongdoing.** Defendant generally and specifically denies any and all liability or wrongdoing of any sort with regard to any of the claims alleged, makes no concessions or admissions of liability of any sort, and contends that for any purpose other than settlement, the Class Actions are not appropriate for class or representative treatment. Defendant also asserts several defenses to the claims and has denied any wrongdoing or liability arising out of any of the alleged facts or conduct in the Class Actions. Neither this Agreement,

nor any document referred to or contemplated herein, nor any statements, discussions, or communications, nor any action taken to carry out this Agreement, is or may be construed as, or may be used as an admission, concession, or indication by or against Defendant or any of the Released Parties of any fault, wrongdoing, or liability whatsoever. Nor should the Agreement be construed as an admission that Plaintiffs can serve as adequate Class Representatives. There has been no final determination by any court as to the merits of the claims asserted by Plaintiffs against Defendant or as to whether a class or classes should be certified, other than for settlement purposes only.

- J. Plaintiffs' Claims.** Plaintiffs assert that Defendant's defenses are without merit. Neither this Agreement nor any documents referred to or contemplated herein, nor any action taken to carry out this Agreement is, may be construed as, or may be used as an admission, concession, or indication by or against Plaintiffs, Class Members, or Class Counsel as to the merits of any claims or defenses asserted, or lack thereof, in the Class Actions. However, in the event that this Settlement is finally approved by the Court, none of the Plaintiffs, Class Members, or Class Counsel will oppose Defendant's efforts to use this Agreement to prove that Plaintiffs and Class Members have resolved and are forever barred from re-litigating the Released Claims.

III. SETTLEMENT TERMS AND CONDITIONS

- A. Gross Settlement Amount.** Subject to the terms and conditions of this Agreement, the maximum Gross Settlement Amount that Defendant is obligated to pay under this Settlement Agreement is Seven Hundred and Sixty-Five Thousand Dollars and Zero Cents (\$765,000.00).
- B. Notices to the LWDA.** On November 3, 2020, Plaintiff David Patterson filed and served his Notice of Labor Code Violations Pursuant to Labor Code Section 2699.3. On April 2, 2021, Plaintiff Ethan Starr filed and served his Notice of Labor Code Violations Pursuant to Labor Code Section 2699.3. On March 30, 2022, Plaintiff Starr filed and served his Amended Notice of Labor Code Violations. Thus, Plaintiffs are deemed to have satisfied their notice obligations under PAGA for purposes of effectuating this settlement.
- C. Class Certification.** Solely for the purposes of this Settlement, the Parties stipulate and agree to certification of the claims asserted on behalf of Class Members. As such, the Parties stipulate and agree that for this Settlement to occur, the Court must certify the Classes as defined in this Agreement.
- D. Conditional Nature of Stipulation for Certification.** The Parties stipulate and agree to the certification of the claims asserted on behalf of Plaintiffs and Class Members for purposes of this Settlement only. This Stipulation is contingent upon the Preliminary and Final approval and certification of the Settlement Class only for purposes of settlement. If the Settlement does not become final,

for whatever reason, the fact that the Parties were willing to stipulate provisionally to certification as part of the Settlement shall have no bearing on and shall not be admissible or used in any way in connection with, the question of whether the Court should certify any claims in a non-settlement context in the Class Actions or in any other lawsuit. Defendant expressly reserves the right to oppose class certification and/or to proactively move to deny class certification should this Settlement be modified or reversed on appeal or otherwise not become final.

- E. Appointment of Class Representatives.** Solely for the purposes of this Settlement, the Parties stipulate and agree Plaintiffs shall be appointed as the representatives for the Class.
- F. Appointment of Class Counsel.** Solely for the purpose of this Settlement, the Parties stipulate and agree that the Court appoint Class Counsel to represent the Class.
- G. Individual Settlement Share.** Subject to the terms and conditions of this Agreement, the Settlement Administrator will pay an Individual Settlement Share from the Net Settlement Amount to each Participating Class Member and an additional Former Employee Share to each Participating Class Member whose employment ended during the Class Period.

1. Calculation.

a. Individual Settlement Share Calculation.

- i. Former Employee Share: Each Participating Class Member whose employment with Defendant ended during the Class Period will receive a flat sum of \$500 in addition to their Individual Settlement Share below.
- ii. Individual Settlement Share: Each Participating Class Member will receive a proportionate share of the remaining Net Settlement Amount after deducting the sum total of the Former Employee Shares that is equal to: (i) the number of weeks he or she worked during the Class Period based on the Class List provided by Defendant, divided by (ii) the total number of weeks worked by any and all Participating Class Members collectively, during the Class Period based on the same Class List, which is then multiplied by the remaining Net Settlement Amount. One day worked in a given week will be credited as a week for purposes of this calculation. Therefore, the value of each Participating Class

Member's Individual Settlement Share ties directly to the amount of weeks that he or she worked.

2. Tax Withholdings. Each Participating Class Member's Individual Settlement Share will be apportioned as follows: fifty percent (50%) wages and fifty percent (50%) penalties and interest. Each Former Employee Share will be allocated as one hundred percent (100%) penalties. The amounts paid as wages shall be subject to all tax withholdings customarily made from an employee's wages and all other authorized and required withholdings and shall be reported by W-2 forms. The amounts paid as penalties and interest shall be subject to all authorized and required withholdings other than the tax withholdings customarily made from employees' wages and shall be reported by IRS 1099 forms. The employees' share of payroll tax withholdings shall be withheld from each persons' Individual Settlement Share. Eligible Aggrieved Employees' portion of the PAGA Payment will be allocated as one hundred percent (100%) penalties and will be issued an IRS 1099 form if it exceeds \$600.

H. Filing of Second Amended Complaint and Submission of Amended PAGA Notice. To assist in effectuating the terms of this Settlement Agreement and the Release of Claims herein, Plaintiffs and Class Counsel agree to file a Second Amended Complaint and to submit an Amended PAGA Notice to the LWDA. Counsel for Defendant shall be provided sufficient opportunity to review the draft Second Amended Complaint and Amended PAGA Notice before filing and submission.

I. Settlement Disbursement. Subject to the terms and conditions of this Agreement, the Settlement Administrator will make the following payments out of the Gross Settlement Amount:

1. To the Plaintiffs, David Patterson and Ethan Starr. In addition to their respective Individual Settlement Shares, and subject to the Court's approval, Plaintiffs David Patterson and Ethan Starr will each receive up to Ten Thousand Dollars (\$10,000) as the Class Representative Enhancement Payments. The Settlement Administrator will pay the Class Representative Enhancement Payments out of the Qualified Settlement Fund. Payroll tax withholdings and deductions will not be taken from the Class Representative Enhancement Payments. An IRS Form 1099 will be issued to Plaintiffs with respect to their Class Representative Enhancement Payments. In the event the Court does not approve the entirety of the application for the Class Representative Enhancement Payments, the Settlement Administrator shall pay whatever amount the Court awards, and neither Defendant nor the Settlement Administrator shall be responsible for paying the difference between the amount requested and the amount awarded. If the amount awarded is less than the amount requested by

Plaintiffs, the difference shall become part of the Net Settlement Amount and be available for distribution to Participating Class Members.

2. **To Class Counsel.** Class Counsel will apply to the Court for, and Defendant agrees not to oppose, a total Attorney Fee Award not to exceed thirty-three and one-third percent (33.33%) or \$255,000 of the Gross Settlement Amount and a Cost Award based on declared costs, but not to exceed \$15,000. The Settlement Administrator will pay the court-approved amounts for the Attorney Fee Award and Cost Award out of the Gross Settlement Amount. The Settlement Administrator may purchase an annuity to utilize US treasuries and bonds or other attorney fee deferral vehicles for Class Counsel. Payroll tax withholding and deductions will not be taken from the Attorney Fee Award or the Cost Award. IRS Forms 1099 will be issued to Class Counsel with respect to these payments. In the event the Court does not approve the entirety of the application for the Attorney Fee Award and/or Cost Award, and subject to Class Counsel's right to appeal, the Settlement Administrator shall pay whatever amount the Court awards, and neither Defendant nor the Settlement Administrator shall be responsible for paying the difference between the amount requested and the amount awarded. If the amount awarded is less than the amount requested by Class Counsel for the Attorney Fee Award and/or Cost Award, the difference, subject to Class Counsel's right to appeal, shall become part of the Net Settlement Amount and be available for distribution to Participating Class Members. Except as provided herein, each side shall bear its own attorneys' fees and costs.
3. **To the Responsible Tax Authorities.** The Settlement Administrator will pay the amount of the Participating Class Members' portion of normal payroll withholding taxes out of each person's Individual Settlement Share. The Settlement Administrator will calculate the amount of the Participating Class Members' and the employer portion of payroll withholding taxes. The Settlement Administrator will submit each person's Individual Settlement Share withholdings and Defendant's share of payroll taxes to the appropriate taxing authorities.
4. **To the Settlement Administrator.** The agreed-upon Settlement Administrator – Atticus Administration, LLC – will pay to itself Administration Costs (reasonable fees and expenses) approved by the Court not to exceed \$15,000. This will be paid out of the Qualified Settlement Fund. If the actual amount of Administration Costs is less than the amount estimated, the difference shall become part of the Net Settlement Amount and be available for distribution to Participating Class Members. In the event the Court does not approve the entirety of the application for the Administration Costs, the Settlement Administrator shall pay to itself whatever amount the Court awards, and neither Defendant nor the Plaintiffs

shall be responsible for paying the difference between the amount requested and the amount awarded.

5. To Class Members. The Settlement Administrator will pay Participating Class Members according to the Individual Settlement Share and Former Employee Share calculations set forth above. All payments to Participating Class Members shall be made from the Qualified Settlement Fund.

6. To Eligible Aggrieved Employees. The Settlement Administrator shall pay each Eligible Aggrieved Employee according to their proportional share, which will be based upon the total number of pay periods he or she was employed during the PAGA Timeframe. The individual share will be calculated by determining the total number of pay periods the Eligible Aggrieved Employees were employed during the PAGA Timeframe (*i.e.*, the sum of all pay periods of employment for each eligible aggrieved employee) and dividing that number into the \$12,500 amount allocated to Eligible Aggrieved Employees to determine the monetary value assigned to each pay period. That number will then be multiplied by the individual eligible aggrieved employee's total number of pay periods employed during the PAGA Timeframe to determine that individual's proportional share. Settlement checks issued to the Eligible Aggrieved Employees pursuant to this Agreement shall expire one hundred eighty (180) days from the date they are issued. Any unclaimed funds after the one hundred eighty (180) days shall be turned over by the Settlement Administrator to the California State Controller: Unpaid Wage Fund.

J. Appointment of Settlement Administrator. Solely for the purposes of this Settlement, the Parties stipulate and agree that Atticus Administration, LLC shall be retained to serve as the Settlement Administrator. The Settlement Administrator shall be responsible for: (a) preparing, printing, and mailing the Notice Packet to the Class Members; (b) keeping track of any objections or requests for exclusion from Class Members; (c) performing skip traces and remailing Notice Packets and Individual Settlement Shares to Class Members; (d) calculating any and all payroll tax deductions as required by law; (e) calculating each Participating Class Member's Individual Settlement Share and each Eligible Aggrieved Employee's portion of the PAGA Payment; (f) providing weekly status reports to Counsel for Defendant and Class Counsel, which is to include updates on any objections or requests for exclusion that have been received; (g) providing a due diligence declaration for submission to the Court prior to the Final Approval hearing; (h) mailing Individual Settlement Shares and portions of the PAGA Payment to Participating Class Members and Eligible Aggrieved Employees respectively; (i) mailing the LWDA's portion of the PAGA Payment to the LWDA; (j) distributing the Attorney Fee Award and the Cost Award to Class Counsel; (k) printing and providing Class Members and Plaintiffs with W-2s and 1099 forms as required under this Agreement and applicable law; (l) providing a due diligence declaration for submission to the

Superior Court upon the completion of the Settlement; (m) providing any funds remaining in the Qualified Settlement Fund as a result of uncashed checks to the California State Controller: Unpaid Wage Fund; (n) performing other tasks as the Parties mutually agree; and (o) completing required tax reporting and submitting applicable tax withholdings. The Parties each represent that they do not have any financial interest in Atticus Administration, LLC or otherwise have a relationship with Atticus Administration, LLC that could create a conflict of interest.

K. Procedure for Approving Settlement.

1. Motion for Preliminary Approval and Conditional Certification.

- a. Plaintiffs will move for an order conditionally certifying the Class for settlement purposes only, giving Preliminary Approval of the Settlement, setting a date for the Final Approval hearing, and approving the Class Notice. Counsel for Defendant shall be provided sufficient opportunity to review the draft Motion for Preliminary Approval before filing with the Court.
- b. At the Preliminary Approval hearing, the Plaintiffs will appear, support the granting of the motion, and submit a proposed order granting conditional certification of the Class and Preliminary Approval of the Settlement; appointing the Class Representatives, Class Counsel, and Settlement Administrator; approving the Notice Packet; and setting the Final Approval hearing.
- c. Should the Court decline to conditionally certify the Class or to Preliminarily Approve all material aspects of the Settlement, the Settlement will be null and void, and the Parties will have no further obligations under it. The amounts of the Attorney Fee Award, the Cost Award, the Administration Costs, and the Class Representative Enhancement Payments shall be determined by the Court, and the Court's determination on these amounts shall be final and binding, and that the Court's approval or denial of any amount requested for these items are not conditions of this Settlement Agreement and are to be considered separate and apart from the fairness, reasonableness, and adequacy of the Settlement. Any order or proceeding relating to an application for the Attorney Fee Award, the Cost Award, the Administration Costs, and the Class Representative Enhancement Payments shall not operate to terminate or cancel this Agreement. Nothing in this Agreement shall limit Plaintiffs' or Class Counsel's ability to appeal any decision by the Court to award less than the requested Attorney Fee Award, the Cost Award, the Administration Costs, and the Class Representative Enhancement Payments.

2. Notice to Class Members. After the Court enters its Preliminary Approval Order, every Class Member will be provided with the Notice Packet in accordance with the following procedure:

- a. Within ten (10) calendar days after entry of the Preliminary Approval Order, Defendant shall deliver to the Settlement Administrator the following information about each Class Member: (1) first and last name; (2) last known mailing address; (3) social security number; (4) hire and termination dates; and (5) the total number of weeks during which the Class Member performed work during the Class Period as a member of the Class (collectively "Class List"). If any or all this information is unavailable to Defendant, Defendant will so inform Class Counsel and the Parties will make their best efforts to reconstruct or otherwise agree upon how to deal with the unavailable information. The Settlement Administrator will conduct a skip trace for the address of all former employee Class Members. The Settlement Administrator shall maintain the Class List and all data contained within the Class List as private and confidential.
- b. The Settlement Administrator shall run all the addresses on the Class List through the United States Postal Service National Change of Address ("NCOA") database (which provides updated addresses for any individual who has moved in the previous four years who has notified the U.S. Postal Service of a forwarding address) to obtain current address information. The Settlement Administrator shall mail the Notice Packet to the Class Members via first-class regular U.S. Mail using the most current mailing address information available within fourteen (14) calendar days after the receipt of the Class List from Defendant.
- c. If a Notice Packet is returned because of an incorrect address, within ten (10) days from receipt of the returned Notice Packet, the Settlement Administrator will conduct a search for a more current address for the Class Member and re-mail the Notice Packet to the Class Member. The Settlement Administrator will use the NCOA Database and skip traces to attempt to find the current address. The Settlement Administrator will be responsible for taking reasonable steps to trace the mailing address of any Class Member for whom a Notice Packet is returned by U.S. Postal Service as undeliverable. These reasonable steps shall include, at a minimum, the tracking of all undelivered mail; performing address searches for all mail returned without a forwarding address; and promptly re-mailing to Class Members for whom new addresses are found. If the Settlement

Administrator is unable to locate a better address, the Notice Packet shall be re-mailed to the original address. If the Notice Packet is re-mailed, the Settlement Administrator will note for its own records the date and address of each re-mailing. Those Class Members who receive a re-mailed Notice Packet, whether by skip-trace or forwarded mail, will have their Response Deadline to postmark a request for exclusion (opt out), or to mail an objection to the Settlement, extended by ten (10) calendar days from the original Response Deadline. The Settlement Administrator shall mark on the envelope whether the Notice Packet is a re-mailed notice.

- d. Class Members may dispute the information provided in their Notice Packet, but must do so in writing, via first class mail, and it must be postmarked by the Response Deadline. To the extent Class Members dispute the number of weeks to which they have been credited or the amount of their Individual Settlement Share, Class Members must produce evidence to the Settlement Administrator showing that such information is inaccurate. Absent evidence rebutting Defendant's records, Defendant's records will be presumed determinative. However, if a Class Member produces evidence to the contrary, the Parties will evaluate the evidence submitted by the Class Member and will make the final decision as to the number of eligible weeks that should be applied and/or the Individual Settlement Share to which the Class Member may be entitled.
- e. If any request for exclusion (opt out) received is incomplete or deficient, the Settlement Administrator shall send a letter informing the Class Member of the deficiency and allow fourteen (14) days to cure the deficiency. However, any cure period will not extend the Response Deadline. If after the cure period the request for exclusion (opt out) is not cured, it will be determined that the Class Member did not exclude himself or herself from the Settlement and will be bound by the Settlement.
- f. The Settlement Administrator shall provide a weekly status report to the Parties. As part of its weekly status report, the Settlement Administrator will inform Class Counsel and Counsel for Defendant of the number of Notice Packets mailed, the number of Notice Packets returned as undeliverable, the number of Notice Packets re-mailed, and the number of requests for exclusion (opt outs) received.
- g. No later than fourteen (14) calendar days after the Response Deadline, the Settlement Administrator will serve on the Parties a

declaration of due diligence setting forth its compliance with its obligations under this Agreement. The declaration from the Settlement Administrator shall also be filed with the Court by Class Counsel no later than ten (10) calendar days before the Final Approval hearing. Before the Final Approval hearing, the Settlement Administrator will supplement its declaration of due diligence if any material changes occur from the date of the filing of its prior declaration.

3. Objections to Settlement. The Notice Packets will provide that the Class Members who wish to object to the Settlement must do so in writing, signed, dated, and mailed to the Settlement Administrator and postmarked no later than the Response Deadline. For any Class Member to object to this Settlement, or any term of it, the person making the objection must not submit a request for exclusion (i.e., must not opt out). The timeframe to submit an objection will not be increased for returned mailings.

- a. Format.** Any Objections must: (a) state the objecting person's full name, address, and telephone number and the name and address of counsel, if any; (b) have the words "Notice of Objection" or "Formal Objection;" (c) describe, in clear and concise terms, the legal and factual arguments supporting the objection; (d) list identifying witness(es) the objector may call to testify at the Final Approval hearing, if any; (e) provide true and correct copies of any exhibit(s) the objector intends to offer at the Final Approval hearing; (f) be signed by the objecting Class Member or his or her attorney; and (g) state whether the objecting Class Member (or someone on his or her behalf) intends to appear at the Final Approval Hearing.
- b. Appearance at Final Approval.** Class Members may (though are not required to) appear at the Final Approval Hearing, either in person or through the objector's own counsel, at his or her own expense to argue in support of any timely submitted written objections to the Settlement. Any attorney who will represent an individual objecting to this Settlement must file a notice of appearance with the Court and serve Class Counsel and Defense Counsel no later than fifteen (15) calendar days before the Final Approval hearing.
- c.** If a Class Member objects to the Settlement, the objecting Class Member will remain a member of the Settlement and if the Court approves the Settlement, the objecting Class Member will be bound by the terms of the Settlement in the same way and to the same extent as a Participating Class Member who does not object.

- d. Plaintiffs and Defendant will be permitted to respond in writing to such objections no later than seven (7) days before the Final Approval hearing. Plaintiffs waive any right to object to the Settlement, and hereby endorse the Settlement as fair, reasonable, and adequate and in the best interests of the Settlement Class.

4. Request for Exclusion from the Settlement ("Opt-Out"). The Notice Packet will provide that Class Members who wish to exclude themselves from the Settlement must inform the Settlement Administrator in writing of their intention to be excluded from the settlement. The written request for exclusion must: (a) include the Class Member's name, address, and last four digits of the social security number; (b) be addressed to the Settlement Administrator; (c) be signed by the Class Member or his or her lawful representative; (d) be postmarked no later than the Response Deadline; and (e) contain the following or substantially similar language: "I elect to opt out of the Starr and Patterson v. Schell & Kampeter, Inc. class action settlement. I understand that by doing so, I will not be able to participate in the settlement and will not receive a share of the settlement."

- a. **Confirmation of Authenticity.** The date of the initial mailing of the Notice Packet, and the date the signed request to be excluded is postmarked, shall be conclusively determined according to the records of the Settlement Administrator. If there is a question about the authenticity of a signed request for exclusion, the Settlement Administrator may demand additional proof of the Class Member's identity. Any Class Member who returns a timely, valid, and executed Exclusion Form will not participate in or be bound by the Settlement and Judgment, will not receive an Individual Settlement Share, and will not have any right to object, appeal, or comment thereon. A Class Member who does not complete and mail a timely request for exclusion will automatically be included in the Settlement, will receive an Individual Settlement Share, and be bound by all terms and conditions of the Settlement, if the Settlement is approved by the Court, and by the Judgment, regardless of whether he or she has objected to the Settlement.
- b. **Report.** No later than seven (7) calendar days after the Response Deadline, the Settlement Administrator will provide the Parties with a complete and accurate accounting of the number of Notice Packets mailed to Class Members, the number of Notice Packets returned as undeliverable, the number of Notice Packets re-mailed to Class Members, the number of re-mailed Notice Packets returned as undeliverable, the number of Class Members who objected to the Settlement and copies of their submitted objections, the number of Class Members who returned valid requests for

exclusion, and the number of Class Members who returned invalid requests for exclusion.

- c. **Defendant's Option to Terminate.** Defendant shall retain the right, in the exercise of its sole discretion, to nullify the Settlement if five percent (5%) or more of the Class Members make a valid request to be excluded from the Settlement. If Defendant exercises this option to nullify the Settlement, Defendant shall pay for all of the third-party administrator's costs incurred up to the point of Defendant's notification of nullification of the Settlement. The Parties agree to an opt-out/objection period of ~~the~~ (45) days.

- d. **Eligible Aggrieved Employees May Not Opt-Out of PAGA Settlement.** Notwithstanding the foregoing, the Parties agree that there is no statutory or other right for any Eligible Aggrieved Employees to opt out or otherwise exclude himself or herself from the PAGA portion of the Agreement which releases the PAGA Released Claims. An Eligible Aggrieved Employee who submits a valid and timely request for exclusion shall still receive his or her share of the PAGA Payment and shall release the PAGA Released Claims.

5. **No Solicitation of Objection or Requests for Exclusion.** Neither the Parties nor their respective counsel will solicit or otherwise encourage directly or indirectly any Class Member to object to the Settlement, request exclusion from the Settlement, or appeal from the Judgment.

6. **Motion for Final Approval.**

- a. Upon expiration of the Objection/Exclusion Deadlines, Class Counsel will file unopposed motions and memorandums in support thereof for Final Approval of the Settlement and the following payments in accord with the terms of the Settlement: (1) the Attorney Fee Award; (2) the Cost Award; (3) the Administration Costs; (4) the Class Representative Enhancement Payments; and (5) the PAGA Payment. Class Counsel will also move the Court for an order of Final Approval (and associated entry of Judgment) releasing and barring any Released Claims of the Class Members who do not opt out of the Settlement. Counsel for Defendant shall be provided sufficient opportunity to review the Motion for Final Approval before filing with the Court.
- b. If the Court does not grant Final Approval of the Settlement, or if the Court's Final Approval of the Settlement is reversed or materially modified on appellate review, then this Settlement will become null and void. If that occurs, the Parties will have no

further obligations under the Settlement, including any obligation by Defendant to pay the Gross Settlement Amount or any amounts that otherwise would have been owed under this Agreement. Further, should this occur, the Parties agree Plaintiffs shall be responsible for the Settlement Administrator's Administration Costs through that date. An award by the Court of a lesser amount than sought by Plaintiffs and Class Counsel for the Class Representative Enhancement Payments, the Attorney Fee Award, and/or the Cost Award, will not constitute a material modification to the Settlement within the meaning of this paragraph.

- c. Upon Final Approval of the Settlement, the Parties shall present to the Court a proposed Final Approval Order, approving the Settlement and entering Judgment in accordance therewith. After entry of Judgment, the Court shall have continuing jurisdiction over the Class Action for purposes of: (1) enforcing this Settlement Agreement; (2) addressing settlement administration matters, and (3) addressing such post-Judgment matters as may be appropriate under Court rules and applicable law.
7. **Waiver of Right to Appeal.** Provided that the Judgment is consistent with the terms and conditions of this Agreement, if Class Members do not timely object to the Settlement, then the Parties and their respective counsel waive any and all rights to appeal from the Judgment, including, but not limited to, all rights to any post-judgment proceeding and appellate proceeding, such as a motion to vacate or set aside judgment, and any extraordinary writ, and the Judgment will become non-appealable at the time it is entered. The waiver of appeal does not include any waiver of the right to oppose any appeal, appellate proceeding, or post-judgment proceeding.
8. **Vacating, Reversing, or Modifying Judgment on Appeal.** If, after a notice of appeal, the reviewing court vacates, reverses, or modifies the Judgment such that there is a material modification to the Settlement, and that court's decision is not completely reversed and the Judgment is not fully affirmed on review by a higher court, then this Settlement will become null and void and the Parties will have no further obligations under it. A material modification would include, but not necessarily be limited to, any alteration of the Gross Settlement Amount, an alteration in the calculation of the Net Settlement Amount, and any change to the calculation of the Individual Settlement Share.
9. **Disbursement of Settlement Shares and Payments.** Subject to the Court finally approving the Settlement, the Settlement Administrator shall distribute funds pursuant to the terms of this Agreement and the Superior Court's Final Approval Order and Judgment. The maximum amount Defendant can be required to pay under this Settlement for any purpose is

the Gross Settlement Amount. The Settlement Administrator shall keep Counsel for Defendant and Class Counsel apprised of all distributions from the Gross Settlement Amount. The Settlement Administrator shall respond to questions from Counsel for Defendant and Class Counsel.

- a. **Funding the Settlement:** No later than fourteen (14) calendar days after the Effective Final Settlement Date, Defendant shall deposit the Gross Settlement Amount of Seven Hundred and Sixty-Five Thousand Dollars and Zero Cents (\$765,000.00) needed to pay the entire Gross Settlement Amount by wiring the funds to the Settlement Administrator. Defendant shall also provide any tax information that the Settlement Administrator may need to calculate each Participating Class Member's Individual Settlement Share and related taxes.
- b. **Disbursement:** Within fourteen (14) calendar days after the funding of the Settlement, the Settlement Administrator shall calculate and pay all payments due under the Settlement Agreement, including all Individual Settlement Shares, the Attorney Fee Award, the Cost Award, the Class Representative Enhancement Payments, the PAGA Payment, and the Administration Costs. The Settlement Administrator will also forward a check for the PAGA Payment to the LWDA for settlement of the PAGA claim.
- c. **Qualified Settlement Fund:** The Parties and Settlement Administrator shall treat the Qualified Settlement Fund as coming into existence on the earliest date permitted as set forth in 26 C.F.R. § 1.468B-1, and such election statement shall be attached to the appropriate returns as required by law.

10. Uncashed Checks. Participating Class Members must cash or deposit their Individual Settlement Share checks within one hundred eighty (180) calendar days after the checks are mailed to them. If any checks are not redeemed or deposited within ninety (90) calendar days after mailing, the Settlement Administrator will send a reminder postcard indicating that unless the check is redeemed or deposited in the next ninety (90) calendar days, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced. If any checks remain uncashed or not deposited by the expiration of the 90-day period after mailing the reminder notice, pursuant to Code of Civil Procedure section 384, the Settlement Administrator will remit the balance of uncashed funds, along with any interest accrued thereon, to the Parties' designated *cy pres* beneficiary, Court Appointed Special Advocates for San Joaquin County, a nonprofit child advocacy program.

11. Final Report by Settlement Administrator. Within ten (10) calendar days after the disbursement of all funds, the Settlement Administrator will serve on the Parties a declaration providing a final report on the disbursements of all funds.

12. Defendant's Legal Fees. Defendant is responsible for paying for all of Defendant's own legal fees, costs, and expenses incurred in this Class Action outside of the Gross Settlement Amount.

L. Release of Claims. Upon Defendant's fulfillment of its payment obligations under this Agreement, Class Members who do not submit a timely and valid request for exclusion, hereby waive, release, promise never to assert in any forum, remise, and forever discharge the Released Parties from the Released Claims for the time frame from November 3, 2016 through preliminary approval of the settlement, *i.e.*, the Class Period.

M. Effect of PAGA Settlement. Upon Defendant's fulfillment of its payment obligations under this Agreement, the Eligible Aggrieved Employees hereby release and waive the PAGA Released Claims, and the LWDA, and any other representative, proxy, or agent thereof, including, but not limited to, any and all Eligible Aggrieved Employees during the PAGA Timeframe, are barred from pursuing any action for civil penalties under the California Labor Code's Private Attorneys General Act of 2004 ("PAGA"), Labor Code §§ 2698, *et seq.*, against the Released Parties based on or arising out of the alleged violations of the California Labor Code sections alleged or that could have been alleged based on the claims and allegations alleged in the Complaints, the Second Amended Complaint, and the PAGA notices brought and submitted by Plaintiffs David Patterson and Ethan Starr.

N. Named Plaintiffs' Release of Claims and General Release. Upon Defendant's fulfillment of its payment obligations under this Agreement, and in exchange for the Class Representative Enhancement Payments to the Plaintiffs in an amount not to exceed Ten Thousand Dollars (\$10,000) to each Plaintiff, in recognition of their work and efforts in obtaining the benefits for the Class, and undertaking the risk for the payment of costs in the event this matter had not successfully resolved, Plaintiffs hereby provide a general release of claims for themselves and their respective spouses, heirs, successors and assigns, and forever release, remise, and discharge the Released Parties from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts, penalties and expenses of any nature and description whatsoever, known or unknown, suspected or unsuspected, asserted or that might have been asserted, whether in statute, regulation, tort, contract, equity, or otherwise, arising out of Plaintiffs' respective employment with Defendant, payment of wages during that employment and the cessation of that employment and/or violation of any federal, state or local statute, rule, ordinance or regulation. This general release includes, without limitation, and

in addition to all wage and hour claims of any type or nature, claims for discrimination, harassment, or retaliation pursuant to Title VII of the Civil Rights Act of 1964, 42 U.S.C. section 2000 *et seq.*, the California Fair Employment and Housing Act, California Gov't Code section 12900 *et seq.*, and claims for wrongful termination in violation of public policy.

With respect to the General Release, each of the Plaintiffs stipulates and agrees that, as of the Effective Final Settlement Date, Plaintiffs shall be deemed to have expressly waived and relinquished, to the fullest extent permitted by law, the provisions, rights and benefits of Section 1542 of the California Civil Code, or any other similar provision under federal or state law, which provides:

A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.

O. Miscellaneous Terms.

1. **No Admission of Liability.** Defendant makes no admission of liability or wrongdoing by virtue of entering into this Agreement. Additionally, Defendant reserves the right to contest any issues relating to class certification and liability if the Settlement is not approved. Defendant denies that it has engaged in any unlawful activity, has failed to comply with the law in any respect, has any liability to anyone under the claims asserted in the Case, or that but for the Settlement, a Class should be certified in the Case. This Agreement is entered into solely for the purpose of compromising highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendant of liability or wrongdoing. This Settlement and Plaintiffs' and Defendant's willingness to settle the Case will have no bearing on, and will not be admissible in connection with, any litigation (other than solely in connection with this Settlement).
2. **No Effect on Employee Benefits.** The amounts paid under this Agreement do not represent a modification of any previously credited hours of service under any employee benefit plan, policy or bonus program sponsored by Defendant. Such amounts will not form the basis for additional contributions to, benefits under, or any other monetary entitlement under, benefit plans (self-insured or not) sponsored by Defendant's, policies or bonus programs. Any payments made under the terms of this Settlement shall not be applied retroactively, currently or on a going forward basis as salary, earnings, wages, or any other form of compensation for the purposes of Defendant's benefit plan, policy or bonus program. Defendant retains the right to modify the language of its benefit plans, policies and bonus

programs to effect this intent and to make clear that any amounts paid pursuant to this Settlement are not for "hours worked," "hours paid," "hours of service," or any similar measuring term as defined by applicable plans, policies and bonus programs for purpose of eligibility, vesting, benefit accrual or any other purpose, and that additional contributions or benefits are not required by this Settlement.

3. **No Publicity.** Class Counsel and Plaintiffs agree to discuss the terms of this Settlement only in declarations submitted to a court to establish Class Counsel's adequacy to serve as Class Counsel, in declarations submitted to a court in support of motions for preliminary approval, Final Approval, for attorneys' fees/costs, and any other pleading filed with the Court in conjunction with the Settlement, and in discussions with Class Members in the context of administering this Settlement until the Preliminary Approval Order is issued. Class Counsel and Plaintiffs agree that they shall not publish any press releases or press statements or make any posts on websites or social media regarding the Settlement, identify Defendant or Counsel for Defendant by name in any media or social media, including Class Counsel's website, or have any communications with the press or media about the Case or the Settlement. Plaintiffs, in response to inquiries, will state that that "the Case was resolved." This provision will not impede Class Counsel's ability to discharge fiduciary duties, including effectuating the terms of this settlement. However, nothing in this agreement prevents the parties from discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that the parties have reason to believe is unlawful.
4. **Confidentiality Until Motion for Preliminary Approval Filed.** The Parties and their respective counsel agree to keep the terms of this Settlement confidential until the Motion for Preliminary Approval and this Settlement Agreement are filed with the Court.
5. **Integrated Agreement.** After this Agreement is signed and delivered by all Parties and their counsel, this Agreement and its exhibits will constitute the entire Agreement between the Parties relating to the Settlement, and it will then be deemed that no oral representations, warranties, covenants, or inducements have been made to any party concerning this Agreement or its exhibits, other than the representations, warranties, covenants, and inducements expressly stated in this Agreement and its exhibits. Except as expressly provided herein, this Agreement has not been executed in reliance upon any other written or oral representations or terms, and no such extrinsic oral or written representations or terms shall modify, vary, or contradict its terms. In entering into this Agreement, the Parties agree that this Agreement is to be construed according to its terms and may not be varied or contradicted by extrinsic evidence. Nothing in this Agreement in any way limits or negates the enforceability and effect of any underlying

arbitration agreements signed by employees of Defendant, obligating them to arbitrate any and all claims on an individual (and not on a class, collective, or representative) basis.

6. **Authorization to Enter Into Settlement Agreement.** Class Counsel and Counsel for Defendant warrant and represent that they are authorized by Plaintiffs and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties under this Agreement to effectuate its terms, and to execute any other documents required to effectuate the terms of this Agreement. The Parties and their counsel will cooperate with each other and use their best efforts to effect the implementation of the Settlement. In the event the Parties are unable to reach agreement on the form or content of any document needed to implement this Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Agreement, the Parties will seek the assistance of the mediator or Court, and in all cases, all such documents, supplemental provisions, and assistance of the mediator or Court will be consistent with this Agreement.
7. **Exhibits and Headings.** The terms of this Agreement include the terms set forth in the attached exhibits, which are incorporated by this reference as though fully set forth herein. Any exhibits to this Agreement are an integral part of the Settlement and must be approved substantially as written. The descriptive headings of any paragraphs or sections of this Agreement are inserted for convenience of reference only and do not constitute a part of this Agreement.
8. **Deadlines Falling on Weekends or Holidays.** To the extent that any deadline set forth in this Settlement Agreement falls on a Saturday, Sunday, or legal holiday, that deadline shall be continued until the following business day.
9. **Interim Stay of Proceedings.** The Parties agree to stay and hold all proceedings in the Class Actions in abeyance, except such proceedings necessary to implement and complete the Settlement, pending the Final Approval hearing to be conducted by the Court.
10. **Amendment or Modification of Agreement.** This Agreement, and any and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by counsel for all Parties or their successors-in-interest.
11. **Agreement Binding on Successors and Assigns.** This Agreement will be binding upon, and inure to the benefit of, the successors and assigns of the Parties, as previously defined.

- 12. No Prior Assignment.** Plaintiffs hereby represent, covenant, and warrant that they have not directly or indirectly, assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or rights herein released and discharged.
- 13. Applicable Law.** All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the laws of California, without giving effect to any conflict of law principles or choice of law principles.
- 14. Fair, Adequate, and Reasonable Settlement.** The Parties and their respective counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Class Actions and have arrived at this Agreement through arms-length negotiations with the assistance of an experienced class action mediator, taking into account all relevant factors, current and potential.
- 15. No Tax or Legal Advice.** The Parties understand and agree that the Parties are neither providing tax or legal advice, nor making representations regarding tax obligations or consequences, if any, related to this Agreement, and that Class Members will assume any such tax obligations or consequences that may arise from this Agreement, and that Class Members shall not seek any indemnification from the Parties or any of the Released Parties in this regard. The Parties agree that, in the event that any taxing body determines that additional taxes are due from any Class Member, such Class Member assumes all responsibility for the payment of such taxes.
- 16. Jurisdiction of the Superior Court.** Pursuant to Code of Civil Procedure section 664.6, the Court shall retain jurisdiction with respect to the interpretation, implementation, and enforcement of the terms of this Agreement and all orders and judgment entered in connection therewith, and the Parties and their counsel hereto submit to the jurisdiction of the Superior Court for purposes of interpreting, implementing, and enforcing the Settlement embodied in this Agreement and all orders and judgments in connection therewith.
- 17. Invalidity of Any Provision; Severability.** Before declaring any provision of this Agreement invalid, the Parties request that the Court first attempt to construe the provisions valid to the fullest extent possible consistent with applicable precedents, so as to define all provisions of this Agreement valid and enforceable. In the event any provision of this Agreement shall be found unenforceable, the unenforceable provision shall be deemed deleted, and the validity and enforceability of the remaining provisions shall not be affected thereby.

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

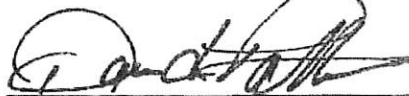
19. Execution in Counterparts. This Agreement may be executed in one or more counterparts. All executed counterparts, and each of them, will be deemed to be one and the same instrument provided that counsel for the Parties will exchange between themselves original signed counterparts upon request by a Party. Facsimile or PDF signatures will be accepted. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

IV. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel execute this Agreement.

Dated: 4/13/22, 2022

DAVID PATTERSON



Plaintiff

Dated: 4/16/2022, 2022

ETHAN STARR

DocuSigned by:



Plaintiff

Dated: 4/20/2022, 2022

SCHELL & KAMPETER, INC. DBA
DIAMOND PET FOODS



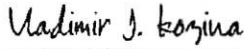
Name: Mark Schell

Title: VP

Dated: 4/14/2022, 2022

MAYALL HURLEY, APC

DocuSigned by:



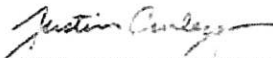
VLADIMIR J. KOZINA

WILLIAM J. GORHAM III

Attorneys for Plaintiffs David Patterson and Ethan
Starr, on behalf of themselves and all others similarly
situated

Dated: 4-18-22, 2022

SEYFARTH SHAW LLP



Justin T. Curley

Scott P. Mallery

Attorneys for Defendant Schell & Kampeter, Inc.
dba Diamond Pet Foods

80255014v.2

Exhibit A

NOTICE OF CLASS ACTION SETTLEMENT

(A court authorized this notice. This is not a solicitation. This is not a lawsuit against you, and you are not being sued.)

David Patterson, et al. v. Schell & Kampeter, Inc., Superior Court of the State of California for the County of San Joaquin, Case No. STK-CV-UOE-2020-9296

Ethan Starr, et al. v. Schell & Kampeter, Inc., Superior Court of the State of California for the County of San Joaquin, Case No. STK-CV-UOE-2021-4585

IMPORTANT: THIS LEGAL NOTICE AFFECTS YOUR RIGHTS. PLEASE READ IT CAREFULLY.

TO: Any and all persons who have been employed by Defendant Schell & Kampeter, Inc. dba Diamond Pet Foods as a non-exempt employee in the State of California at any time from November 3, 2016 through [DATE OF PRELIMINARY APPROVAL].

RE: Notice of settlement of a class action lawsuit for alleged wage and hour violations and announcement of a court hearing that you may choose to attend. You are entitled to receive a payment under the terms of this class action settlement.

YOUR OPTIONS UNDER THIS SETTLEMENT:	
DO NOTHING	If you do nothing, you will be included as a member of the class, you will be bound by this Settlement, and you will receive a settlement payment.
OBJECT	You may submit a written objection about why you believe that the Settlement is unfair. Any objection must be received by _____, ____ 2022. If the Court approves the Settlement despite your objection, you will still be bound by the Settlement.
OBJECT AND GO TO A HEARING	If you submit a written objection about why you believe that the Settlement is unfair, you may also speak to the Court about why you believe that the Settlement is unfair. If the Court approves the Settlement despite your objection, you will still be bound by the Settlement.
EXCLUDE YOURSELF	If you wish to be excluded from the Settlement, you must submit a written election not to participate known as an "opt-out" by no later than _____, ____ 2022. If you opt-out, you will not be bound by the Settlement and will not receive a payment.

1. WHAT IS THIS LAWSUIT ABOUT?

Plaintiff David Patterson ("Plaintiff Patterson") filed a proposed class and representative action on November 3, 2020, entitled *Patterson, et al. v. Schell & Kampeter, Inc.*, Case No. STK-

CV-UOE-2020-9286, in the Superior Court of California for the County of San Joaquin, against Defendant Schell & Kampeter, Inc. ("Defendant"). On January 8, 2021 Plaintiff Patterson filed a First Amended Complaint.

Plaintiff Ethan Starr ("Plaintiff Starr") filed a proposed class and representative action against Defendant Schell & Kampeter, Inc. on May 17, 2021, entitled *Starr v. Schell & Kampeter, Inc.*, Case No. STK-CV-UOE-2021-4558, in the Superior Court of California for the County of San Joaquin. Plaintiff Starr filed a First Amended Complaint on August 13, 2021, and filed a Second Amended Complaint on _____. 2022.

Plaintiffs are collectively represented by Mayall Hurley P.C., which has been appointed by the Court to act as attorneys for the Class (referred to as "Class Counsel").

In sum, Plaintiffs allege that Defendant failed to do the following with respect to Plaintiffs and other non-exempt employees: 1) properly calculate and pay overtime wages, 2) pay minimum wages for all hours worked, 3) pay sick time at the regular rate of pay, 4) furnish all meal periods and rest breaks and/or pay meal period or rest break premiums at the regular rate of pay, 5) timely pay all wages at the cessation of employment, 6) furnish accurate itemized wage statements, 7) furnish payroll and personnel records, and 8) engaged in unfair business practices based on the foregoing. Plaintiffs also asserted representative claims under the California Labor Code Private Attorneys' General Act based on these claims and allegations.

Defendant strongly denies liability for all of Plaintiffs' claims and has raised various factual and legal defenses to these claims. Defendant contends that it properly compensated employees in accordance with California law and properly furnished meal periods and rest breaks to its employees, maintained proper records, and furnished accurate itemized wage statements. Defendant has agreed to the proposed settlement without any admission of wrongdoing.

The Court has made no determination about the strengths and weaknesses of the claims or contentions of either Plaintiffs or Defendant. This Notice is not to be understood as an expression of any opinion by the Court as to the merits of the claims or defenses asserted by either side. There have been ongoing investigations and substantial exchanges of information between the Parties. As a result of settlement discussions, the Parties reached a class settlement.

2. WHY DID I RECEIVE THIS NOTICE?

The Parties have settled these class and representative action lawsuits. Your employment records indicate that you are a member of the Class. If the Court approves the proposed settlement, your legal rights may be affected. This Notice, which has been approved by the court, is only a summary. A more detailed document, called the "Joint Stipulation and Settlement Agreement", containing the complete terms of the settlement, is on file with the Court.

3. WHO IS COVERED BY THE CLASS ACTION AND PROPOSED SETTLEMENT?

A. Who are the Class Members?

The proposed settlement covers the claims of certain current and former employees of Defendant (referred to as the "Class Members" and collectively as the "Class"). The Class consists

of any and all persons who have been employed by Defendant as a non-exempt employee in the State of California at any time from November 3, 2016 through [DATE OF PRELIMINARY APPROVAL] (the "Class Period").

Defendant's records indicate that you are a member of the Class. Defendant's records indicate that you worked for Defendant from [DATES OF EMPLOYMENT].

B. What is the Effect of Membership in the Class?

If you are a member of the Class defined above, you are automatically a Participating Class Member unless you opt-out (i.e., exclude yourself from the Settlement by following the procedures set forth in this Notice). If the Settlement is approved by the Court, you are entitled to payment under the Settlement and will be bound by its terms. Individuals who opt-out will not be bound by the Settlement and will not be eligible to receive a payment.

4. WHAT ARE THE TERMS OF THE SETTLEMENT?

The proposed Settlement was agreed upon between Defendant and Class Counsel after a mediation with Brandon McKelvey, Esq. on January 18, 2022. Class Counsel believes that this Settlement, the terms of which are summarized below, is fair, reasonable, adequate, and in the best interests of the Class.

A. Overall Summary of the Settlement Terms.

Defendant will pay \$765,000 to settle the claims of the Class (referred to as the "Maximum Settlement Amount"). The Maximum Settlement Amount includes payments to Participating Class Members, the fees and costs of the Settlement Administrator, a required payment to the State of California, required employer-side taxes, the Service Payment to the Class Representatives for their service to the Class, and Class Counsel's attorneys' fees and reasonable costs. The remainder, after deduction of these payments is known as the "Net Settlement Amount."

B. Costs of Claims Administrator.

The Parties have agreed to employ Atticus Administration, LLC to serve as Settlement Administrator. The Settlement Administrator's fees and costs for administering the Settlement, estimated to be no more than \$15,000, if approved by the Court, will be paid out of the Maximum Settlement Amount.

C. Service Payment to Class Representative.

Plaintiffs Ethan Starr and David Patterson have been approved by the court to serve as Class Representatives. As Class Representatives, they are entitled to payment for their services to the Class. The Parties have agreed, and the Court has preliminarily approved a payment of \$10,000 each to Ethan Starr and David Patterson for their service to the Class.

D. Class Counsel's Fees and Costs.

Class Counsel are entitled to attorney's fees and costs for representing the Class. Class Counsel will request for attorneys' fees of one-third of the Maximum Settlement Amount, or \$255,000, and reimbursement of declared litigation costs of up to \$15,000. Defendant does not object to the fees and costs sought by Class Counsel. The Court has preliminarily approved payment to Class Counsel in the amount set forth above.

E. Payment to the State of California.

The Settlement allocates \$50,000 of the Maximum Settlement Amount to any civil penalties under the Private Attorneys General Act ("PAGA") that could be awarded as a result of the violations alleged. Of that amount, \$37,500 (75% of \$50,000) will be paid to the State of California's Labor and Workforce Development Agency, and the remaining \$12,500 (25% of \$50,000) will be included in the amounts paid to the Class. Defendant does not object to the PAGA allocation.

F. What Can I Expect to Receive?

i. Individual Settlement Share:

Each Participating Class Member will receive a proportionate share of the remaining Net Settlement Amount after deducting the sum total of the Former Employee Shares (described below) that is equal to: (i) the number of weeks he or she worked during the Class Period based on the Class List provided by Defendant, divided by (ii) the total number of weeks worked by any and all Participating Class Members collectively, during the Class Period based on the same Class List, which is then multiplied by the remaining Net Settlement Amount. One day worked in a given week will be credited as a week for purposes of this calculation.

ii. Former Employee Share:

Each Participating Class Member whose employment with Defendant ended during the Class Period will receive a flat sum of \$500 in addition to their Individual Settlement Share above.

iii. Your Estimated Share

Defendant's records indicate that you are a member of the Class and [are/are not] a former employee. Its records also indicate that you worked ____ workweeks during the Class Period (i.e., November 3, 2016 through [DATE OF PRELIMINARY APPROVAL])

It is estimated that your total payment will be \$____. It will not be possible to know the exact amount of your payment until the Response Deadline has passed and the Settlement Administrator knows the number of Participating Class Members.

Each Participating Class Member's Individual Settlement Share will be apportioned as follows: fifty percent (50%) wages and fifty percent (50%) penalties and interest. Each Former Employee Share will be allocated as one hundred percent (100%) penalties. Nothing in this Notice,

or in any of the settlement documents, is intended to provide any tax advice and you understand that Defendant, Defendant's counsel, Plaintiff, and Plaintiff's counsel are not giving any tax advice.

5. WHAT AM I GIVING UP IF I DO NOT OPT-OUT OF THE SETTLEMENT?

If the Settlement is approved, Plaintiffs Starr and Patterson, and each Participating Class Member, release and discharge the Defendant and any and all of its affiliated companies and its respective parent companies, subsidiaries, affiliates, shareholders, members, and agents, including, without limitation, any investment bankers, accountants, insurers, reinsurers, attorneys, and any past, present or future officers, directors and employees, and any predecessors, successors, and assigns ("Released Parties") from the following claims and liabilities (the "Released Claims"):

Any and all claims, debts, liabilities, demands, obligations, penalties, guarantees, costs, expenses, attorney's fees, damages, actions, or causes of action of whatever kind or nature, direct or indirect, known or unknown, contingent or accrued, that were brought or that could have been brought based on the claims and allegations alleged in the Plaintiffs' Complaints, First Amended Complaints, Plaintiff Starr's Second Amended Complaint, and Plaintiffs' PAGA notices, including, but not limited to, any such claims under federal, state, or local law for alleged failure to pay minimum wages, failure to pay overtime wages, meal or rest break claims, claims for meal or rest break premiums or penalties, sick pay claims, regular rate claims, claims for liquidated damages, claims for record-keeping violations, claims for wage-statement penalties, and claims for "waiting time" penalties, and for claims under the applicable California Wage Orders and Labor Code sections, including, but not limited to, sections 201-203, 204, 226, 226.3, 226.7, 233, 246, 432, 510, 512, 558, 1174(d), 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, as well as claims under Business and Professions Code section 17200 et seq. based on the released claims set forth above. The Parties further agree the Settlement and Judgment to be entered by the court following final approval of this Settlement forever bars Plaintiffs, the Eligible Aggrieved Employees, and the LWDA, directly or through any other proxy or agent, from any future prosecution of Labor Code section 2698 et seq. claims based on the PAGA Released Claims during the PAGA Timeframe against any of the Released Parties.

As of the Effective Date, it is understood and agreed that Plaintiffs on behalf of themselves, the Labor and Workforce Development Agency, and the other aggrieved employees in the State of California, release Defendant and Released Parties from any and all claims for civil penalties under Labor Code sections 2698 and 2699 et seq. based on the released claims set forth above ("PAGA Released Claims"), including allegations of violations of Labor Code sections 201-203, 204, 226, 226.3, 226.7, 233, 246, 432, 510, 512, 558, 1174(d), 1194, 1194.2, 1197, 1197.1, 1198, 1198.5 during the period of November 3, 2019 through [DATE OF PRELIMINARY APPROVAL] ("PAGA Released Claims").

If you do NOT exclude yourself by following the procedures set forth in this Notice and the Court approves the proposed Settlement, you will be deemed to have released the aforementioned claims, as appropriate, and will receive a settlement payment. Even if you

exclude yourself, you will still be bound by the release of the PAGA Released Claims if the Court approves this settlement.

6. HOW DO I RECEIVE A PAYMENT?

All Class Members will receive a payment under this Settlement unless they opt out. If you are a Class Member and you move or change your address, and you want to receive your payment at your new address, you must send a notice of your change of address to the Settlement Administrator, Atticus Administration, LLC, ADDRESS, CITY, STATE ZIP, TELEPHONE, EMAIL.

7. WHAT ARE MY RIGHTS AND OPTIONS?

If you are a Class Member as defined above, you have the following rights and options under the proposed Settlement:

A. Participate in the Settlement, be represented by Class Counsel, and take no action.

If you take no further action, you will be a Participating Class Member, will be represented by Class Counsel, and will have the right to a share of the Net Settlement Amount. If the Settlement is approved by the Court, you will be bound by the terms of the Settlement and, as set forth above, will be deemed to have released your claims against Defendant. As a Participating Class Member, you will not be charged for the services of Class Counsel.

B. Participate in the Settlement but elect to hire your own attorney.

If you do not wish to be represented by Class Counsel, you may hire your own attorney. Your attorney must send a Notice of Appearance to the Settlement Administrator at the address listed below, so that it is received no later than _____, ____ 2022. You will be responsible for any attorneys' fees and costs charged by your attorney.

C. Exclude yourself from the Settlement by opting out.

If you are a Class Member but do not want to participate in the settlement, you may exclude yourself by opting out. If you choose to opt-out, you will lose any right to participate in the settlement and you will not be eligible to receive a share of the Net Settlement Amount. You will be free to pursue any claims you may have against Defendant on your own behalf, but Class Counsel will not represent you.

In order to opt-out, you must notify the Settlement Administrator, in writing, at the address listed below. In order to be effective, your opt-out must be postmarked or delivered to the Settlement Administrator no later than [45 days from the mailing of the Class Notice], and must be signed, contain your full name, current home (or mailing address), the last four digits of your Social Security number, and written affirmation of your desire to opt out containing the following or substantially similar language:

"I elect to opt out of the *Starr and Patterson v. Schell & Kampeter, Inc.* class action settlement. I understand that by doing so, I will not be able to participate in the settlement and will not receive a share of the settlement."

If you do not comply with these procedures, you will lose any opportunity to exclude yourself from the settlement, you will be a Participating Class Member, will be represented by Class Counsel, and will receive a share of the Net Settlement Amount. If the settlement is approved by the Court, you will be bound by the terms of the settlement and, as set forth above, will be deemed to have released any claims you may have against Defendant covered by the settlement.

D. Object to the terms of the Settlement.

If you are dissatisfied with the terms of the Settlement, you may object to the Settlement. All objections and supporting papers must (a) clearly identify the lead case name and number (i.e., *Patterson v. Schell & Kampeter, Inc.*, San Joaquin County Superior Court Lead Case No. STK-CV-UOE-2020-9296), (b) include your full name, address, telephone number, and email address, (c) concisely state the grounds for your objection, including any legal and factual arguments supporting that objection, (d) identify any witness(es) you intend to call to testify at the Final Approval Hearing, (e) provide true and correct copies of any exhibit(s) you intend to offer at the Final Approval Hearing, (f) indicate whether you are represented by counsel and, if so, identify such counsel, (g) indicate whether you would like to appear at the Final Approval Hearing, and (h) be signed. To be timely, your objection must be mailed to the Court and the Settlement Administrator, postmarked on or before [45 days following the mailing of the Notice].

If you have filed a timely and proper objection, you also may, but are not required, to appear and present argument at the Final Approval Hearing. Objections not timely postmarked or delivered by [45 days after the mailing of the Notice] will not be considered by the Court. If you file an objection that is not timely, or that does not include the information specified above, you will have no right to appear and present any argument at the Final Approval Hearing. If you file an objection, Plaintiff and Defendant have the opportunity to respond in writing to your objection no later than seven (7) calendar days before the Final Approval Hearing.

You may be represented by an attorney at the Final Approval Hearing. Any attorney who will represent an individual objecting to the settlement must file a notice of appearance with the Court and serve counsel for all parties on or before [15 calendar days before the Final Approval Hearing]. All objections or other correspondence must state the name and number of the lead case – *Patterson v. Schell & Kampeter, Inc.*, San Joaquin County Superior Court Lead Case No. STK-CV-UOE-2020-9296.

8. WHEN IS THE COURT HEARING AND WHAT IS IT FOR?

The Court will hold the Final Approval Hearing in the San Joaquin County Courthouse, Stockton Branch, 180 E Weber Ave., Stockton, California, 95202, on _____, 2022, at 9:00 a.m. in Department ____, to determine whether the settlement should be finally approved as fair, reasonable and adequate. The Court will also be asked to approve the fees and costs of the Settlement Administrator, the payment to the State of California, the Service Payment to the Class Representatives, and the fees and costs of Class Counsel. **It is not necessary for you to appear at**

this hearing to participate in the settlement. If you want to be heard orally in support of or in opposition to the Settlement, either personally or through counsel, you must comply with the procedures set forth above.

9. HOW CAN I GET MORE INFORMATION?

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement, you are referred to the Joint Stipulation and Settlement Agreement. The Joint Stipulation and Settlement Agreement, as well as the pleadings and other records in this litigation, including Motion for Preliminary Approval, Motion for Final Approval, and Motion for Attorneys' Fees, Costs and Service Payment, are available by accessing the Court docket in this case through the Court's website at www.sjcourts.org, or by visiting the Clerk of the Court at any time between 9:00 a.m. and 5:00 p.m., Monday through Friday, excluding Court Holidays, in the Clerk's Office located at 180 E Weber Ave., Stockton, California 95202.

If you have questions about the Settlement, you may contact Class Counsel or the Claims Administrator as follows:

<u>Class Counsel</u>
William J. Gorham, Esq Vladimir J. Kozina, Esq. Robert J. Wasserman, Esq. Mayall Hurley P.C. 2453 Grand Canal Blvd. Stockton, CA 95207 Telephone: (209) 477-3833
<u>Claims Administrator</u>
<i>Starr/Patterson v. Schell & Kampeter, Inc.</i> c/o Atticus Administration ADDRESS CITY, STATE ZIP Telephone: () _____

**PLEASE DO NOT WRITE OR TELEPHONE THE COURT FOR INFORMATION
ABOUT THE PROPOSED SETTLEMENT OR THIS LAWSUIT.**

THE COURT HAS APPROVED THIS NOTICE.