

PAGA SETTLEMENT AGREEMENT

This PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiff RANDY HUBBARD (“Plaintiff”) and Defendant MATSON-SERVICES, LLC, RICK MATSON, and PEGGY MATSON (“Defendants”). The Agreement refers to Plaintiff and Defendants collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the Plaintiff’s PAGA lawsuit alleging wage and hour violations against Defendants captioned “RANDY HUBBARD, individually and on behalf of all other Aggrieved Employees, Plaintiff v. MATSON-SERVICES LLC, a California Limited Liability Company, ERIC MATSON, PEGGY MATSON, and DOES 1 through 50, inclusive, Defendants,” initiated on August 1, 2022, and pending in Superior Court of the State of California, County of Placer, designated as Case No. S-CV-0048853.
- 1.2. “Administrator” means Phoenix Administrators, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with approval of this Settlement.
- 1.4. “Aggrieved Employee” means a current or former employee of Defendant MATSON-SERVICES LLC in California who worked for Defendant MATSON-SERVICES LLC during the PAGA Period.
- 1.5. “Aggrieved Employee Data” means Aggrieved Employee identifying information in Defendants’ possession including the Aggrieved Employee’s name, last-known mailing address, Social Security number, and number of PAGA Pay Periods.
- 1.6. “Aggrieved Employee Address Search” means the Administrator’s investigation and search for current Aggrieved Employee mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Aggrieved Employees.
- 1.7. “Court” means the Superior Court of California, County of Placer.
- 1.8. “Defense Counsel” means Matthew J. Ruggles, Esq., RUGGLES LAW FIRM, 7940 California Avenue, Fair Oaks, CA 95628; Tel: (916) 758-8058.

- 1.9. “Effective Date” means the date by when both of the following have occurred:
(a) the Court enters a Judgment on its Order Approving the PAGA Settlement and
(b) the Judgment is final.
- 1.10. “Gross Settlement Amount” means \$45,000.00 which is the total amount Defendants agree to pay under the Settlement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, and the Administrator’s Expenses Payment.
- 1.11. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of Pay Periods the Aggrieved Employee worked during the PAGA Period.
- 1.12. “Judgment” means the judgment entered by the Court based upon the Final Approval.
- 1.13. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.14. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.15. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Aggrieved Employees as Individual PAGA Payments.
- 1.16. “PAGA Counsel” means the attorneys representing the Plaintiff in the Action:
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| Joseph W. Rose, Esq.
Mehran Tahoori, Esq.
ROSE LAW, APC
4092 Bridge Street
Fair Oaks, CA 95628
Tel: (916) 273-1260 | Michael E. Velarde, Esq.
VELARDE & VELARDE
19200 Von Karmen Ave., Suite 400
Irvine, CA 92612
Tel: (949) 492-4241 |
|---|--|
- 1.17. “PAGA Counsel Fees Payment” and “PAGA Counsel Litigation Expenses Payment” mean the amounts allocated to PAGA Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.

- 1.18. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant MATSON-SERVICES LLC for at least one day during the PAGA Period.
- 1.19. “PAGA Period” means the period from May 26, 2021 to present.
- 1.20. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.21. “PAGA Notice” means Plaintiff RANDY HUBBARD’S letter to Defendant MATSON-SERVICES LLC and the LWDA, dated May 26, 2021, providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.22. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount (\$22,631.50), allocated 25% to the Aggrieved Employees (\$5,667.88) and the 75% to LWDA (\$16,973.63) in settlement of PAGA claims.
- 1.23. “Plaintiff” means RANDY HUBBARD, the named plaintiff in the Action.
- 1.24. "Approval Order" means the proposed Court Order Granting Approval of PAGA Settlement.
- 1.25. “Released PAGA Claims” means the claims being released by the Plaintiff and PAGA Counsel and as described in Paragraph 5 below.
- 1.26. “Released Parties” means: Defendant ERIC MATSON, Defendant PEGGY MATSON, and Defendant MATSON-SERVICES LLC and each of its former and present directors, officers, shareholders, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries and/or affiliates.
- 1.27. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.28. MATSON-SERVICES LLC means named Defendant MATSON-SERVICES LLC.

2. RECITALS.

- 2.1. On August 1, 2022, Plaintiff RANDY HUBBARD commenced this Action by filing a Complaint alleging causes of action against Defendants for Violations Of The California Labor Code And Industrial Welfare Commission Wage Orders Under The Labor Code Private Attorneys General Act [Cal. Lab. Code §§ 2698, et seq.; LWDA Case No. LWDA-CM-833261-21]. The August 1, 2022 Complaint is the operative complaint in the Action (the “Operative Complaint.”) Defendants deny the allegations in the Operative Complaint, denies any failure to comply with the

laws identified in in the Operative Complaint and denies any and all liability for the causes of action alleged.

- 2.2. Pursuant to Labor Code section 2699.3, subd.(a), Plaintiff gave timely written notice to Defendants and the LWDA by sending the PAGA Notice.
- 2.3. On September 18, 2023 the Parties participated in a mediation presided over by mediator Shane Sagheb, Esq. which led to this Agreement to settle the Action.
- 2.4. Prior to mediation and negotiating the Settlement, Plaintiff RANDY HUBBARD obtained, through formal written discovery, information related to the allege Labor Code violations allegedly committed by Defendants, include wage and payroll information for the employees and former employees employed by Defendant MATSON-SERVICES LLC during the PAGA Period.
- 2.5. The Parties, PAGA Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS.

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Defendant MATSON-SERVICES LLC promises to pay Forty-Five Thousand Dollars (\$45,000.00) and no more as the Gross Settlement Amount. Defendant MATSON-SERVICES LLC has no obligation to pay the Gross Settlement Amount prior to the deadline stated in Paragraph 6.1 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendants.
- 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:
 - 3.2.1. To PAGA Counsel: A PAGA Counsel Fees Payment of not more than 33-1/3% which is \$15,000 and PAGA Counsel Litigation Expenses Payment of not more than \$ 1,868.50. Defendants will not oppose requests for Court approval of these payments provided that they do not exceed these amounts. Plaintiff and/or PAGA Counsel will file an application or motion for PAGA Counsel Fees Payment and PAGA Litigation Expenses Payment. If the Court approves a PAGA Counsel Fees Payment and/or a PAGA Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to PAGA Counsel or any other

Plaintiff's Counsel arising from any claim to any portion of any PAGA Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment. The Administrator will report the PAGA Counsel Fees Payment and PAGA Counsel Expenses Payment using IRS 1099, Box 10. PAGA Counsel assumes full responsibility and liability for taxes owed on the PAGA Counsel Fees Payment and the PAGA Counsel Litigation Expenses Payment and holds MATSON-SERVICES LLC harmless from any dispute or controversy regarding any division or sharing of any of these Payments.

- 3.2.2. To the Administrator: An Administrator Expenses Payment not to exceed \$1,000 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$1,000, the Administrator will retain the remainder in the Net Settlement Amount.
- 3.2.3. To the PAGA Representative: A PAGA Representative Payment not to exceed \$4,500. Defendants will not oppose requests for Court approval of this payment provided it does not exceed this amount. Plaintiff and/or PAGA Counsel will file an application or motion for PAGA Representative Payment and PAGA Litigation Expenses Payment. If the Court approves a PAGA Representative Payment less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Plaintiff arising from any claim to any portion of any PAGA Representative Payment. The Administrator will report the PAGA Representative Payment using IRS Form 1099, Box 10. Plaintiff assumes full responsibility and liability for taxes owed on the PAGA Representative Payment and holds MATSON-SERVICES LLC harmless from any dispute or controversy regarding any division or sharing of any of these Payments.
- 3.2.4. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$22,631.50 to be paid from the Gross Settlement Amount, with 75% (\$16,973.63) allocated to the LWDA PAGA Payment and 25% (\$5,657.88) allocated to the Individual PAGA Payments.
 - 3.2.4.1. The Administrator will calculate each Individual PAGA Payment by: (i) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$5,657.88) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period; then (ii) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

4. SETTLEMENT FUNDING AND PAYMENTS.

- 4.1. Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant MATSON-SERVICES LLC estimates there are eight (8) Aggrieved Employees who worked a total of fifty-eight (58) PAGA Pay Periods.
- 4.2. Aggrieved Employee Data. Within twenty-one (21) days, Defendant MATSON-SERVICES LLC will simultaneously deliver the Aggrieved Employee Data to the Administrator in the form of a Microsoft Excel spreadsheet. To protect Aggrieved Employee' privacy rights, the Administrator must maintain the Aggrieved Employee Data in confidence, use the Aggrieved Employee Data only for purposes of this Settlement and for no other purpose, and restrict access to the Aggrieved Employee Data to Administrator employees who need access to the Aggrieved Employee Data to effect and perform under this Agreement. Defendant MATSON-SERVICES LLC has a continuing duty to immediately notify PAGA Counsel if it discovers that the Aggrieved Employee Data omitted employee identifying information and to provide corrected or updated Aggrieved Employee Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant MATSON-SERVICES LLC must send the Aggrieved Employee Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Aggrieved Employee Data.
- 4.3. Funding of Gross Settlement Amount. Defendant MATSON-SERVICES LLC shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator no later than the following schedule:
- a. \$15,000.00 within five (5) days from the Effective Date;
 - b. \$15,000.00 within thirty (30) days from the Effective Date; and
 - c. \$15,000.00 within sixty (60) days from the Effective Date.
- 4.3.1. Payments from the Gross Settlement Amount. Within 14 days after MATSON-SERVICES LLC fully funds the Gross Settlement Amount, the Administrator will mail and/or wire checks for all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the PAGA Representative Payment, the PAGA Counsel Fees Payment, and the PAGA Litigation Expenses Payment.
- 4.3.2. The Administrator will issue checks for the Individual PAGA Payments and send them to the Aggrieved Employees via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. Before mailing any checks, the Settlement Administrator must update the

recipients' mailing addresses using the National Change of Address Database.

- 4.3.3. The Administrator must conduct an Aggrieved Employee Address Search for all Aggrieved Employees whose checks are returned undelivered without USPS forwarding address. Within seven (7) days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Aggrieved Employee Address Search. The Administrator need not take further steps to deliver checks to Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Aggrieved Employee whose original check was lost or misplaced, requested by the Aggrieved Employee prior to the void date.
- 4.3.4. For any Aggrieved Employee whose Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Aggrieved Employee.
- 4.3.5. The payment of Individual PAGA Payments shall not obligate Defendant MATSON-SERVICES LLC to confer any additional benefits or make any additional payments to the Aggrieved Employees (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.
- 4.3.6. The Administrator will issue the PAGA Representative Payment payable to the Plaintiff and mail it to the office of PAGA Counsel at Rose Law APC, 4092 Bridge Street, Fair Oaks, CA 95628
- 4.3.7. The Administrator will wire the PAGA Counsel Fees Payment and the PAGA Litigation Expenses Payment to PAGA Counsel. PAGA Counsel will provide the Administrator with necessary bank routing number(s), bank account number(s), and wire information.

5. RELEASES OF CLAIMS. Conditioned upon Defendant MATSON-SERVICES LLC fully and timely funding the entire Gross Settlement Amount Plaintiff and Aggrieved Employees will release claims against all Released Parties as follows:

- 5.1. Plaintiff's Release. Plaintiff releases and forever discharges Released Parties from all claims, transactions, or occurrences that occurred during the PAGA Period, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained in the Operative Complaint and the PAGA Notice ("Plaintiff's Release"). Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits,

unemployment benefits, disability benefits, social security benefits, workers' compensation benefits that arose at any time, or based on occurrences outside the PAGA Period. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them. This release shall be binding upon, and inure to the benefit of, the Parties, and their heirs, representatives, executors, administrators, successors, insurers, and assigns, and shall inure to the benefit of each and all Releasees, and to their heirs, representatives, executors, administrators, successors, and assignees.

- 5.1.1. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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.

- 5.2. Release by Aggrieved Employees:

Conditioned upon Defendant MATSON-SERVICES LLC fully and timely funding the entire Gross Settlement Amount, all Aggrieved Employees are deemed to release and forever discharge the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notice. This release shall be binding upon the Aggrieved Employees and their heirs, representatives, executors, administrators, successors, insurers, and assigns, and shall inure to the benefit of each and all Released Parties, and to their heirs, representatives, executors, administrators, successors, and assignees.

- 5.3. Release by PAGA Counsel:

Conditioned upon Defendant MATSON-SERVICES LLC fully and timely funding the entire Gross Settlement Amount, PAGA Counsel release and forever discharge the Released Parties from all claims for attorney's fees and litigation expenses incurred in connection with the Operative Complaint and the PAGA Period facts stated in the Operative Complaint and the PAGA Notice. This release shall be binding upon PAGA Counsel and their heirs, representatives, executors, administrators, successors, insurers, and assigns, and shall inure to the benefit of each and all Released Parties, and to their heirs, representatives, executors, administrators, successors, and assignees.

6. MOTION OR APPLICATION FOR APPROVAL OF SETTLEMENT. The Parties agree to jointly prepare and file an application or motion for approval of this Settlement.

- 6.1. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining approval of this Settlement under Labor Code Section 2699, subd. (f)(2)) including (i) a draft proposed Order Granting Approval of PAGA Settlement; (ii) a signed declaration from the Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Aggrieved Employee Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Aggrieved Employees or the LWDA; and the nature and extent of any financial relationship with Plaintiff, PAGA Counsel or Defense Counsel; (iii) a signed declaration from PAGA Counsel attesting to timely transmission to the LWDA of all necessary PAGA documents (*i.e.*, initial notice of violations (Labor Code section 2699.3, subd. (a)), provision to the LWDA of a file-stamped copy of the Operative Complaint (Labor Code section 2699, subd. (l)(1)), provision to the LWDA of the proposed Settlement (Labor Code section 2699, subd. (l)(2)); and (iv) all facts relevant to any actual or potential conflict of interest with Aggrieved Employees and/or the Administrator. In their Declarations, Plaintiff and PAGA Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.
- 6.2. Responsibilities of PAGA Counsel. PAGA Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the application or motion for approval of this Settlement and obtaining a prompt hearing date for the motion and appearing in Court to advocate in favor of the motion. PAGA Counsel is responsible for delivering the Court's settlement approval to the Administrator.
- 6.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed application or motion for approval of this Settlement and/or the supporting declarations and documents, PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant the motion for approval of this Settlement or conditions its approval on any material change to this Agreement, PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

- 7.1. Selection of Administrator. The Parties have jointly selected Phoenix Administrators of Orange, California, to serve as the Administrator and verified that, as a condition of appointment, Phoenix Administrators agrees to be bound by

this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports state and federal tax authorities.

7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation section 468B-1.

7.4. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.

8. AGGRIEVED EMPLOYEE SIZE ESTIMATES

Based on its records, MATSON-SERVICES, LLC estimates that, as of the date of this Settlement Agreement, (1) there are eight (8) Aggrieved Employees who worked fifty-eight (58) Pay Periods during the PAGA Period.

9. **CONTINUING JURISDICTION OF THE COURT.** The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

9.1. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment, the Parties, their respective counsel waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If another party appeals the Judgment, the Parties’ obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

10. ADDITIONAL PROVISIONS.

10.1. No Admission of Liability or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed

claims. Nothing in this Agreement is intended or should be construed as an admission by Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendants' defenses in the Action have merit. The Parties agree that representative treatment is for purposes of this Settlement only. If, for any reason the Court does not approve this Settlement, Defendants reserve all available defenses to the claims in the Action, and Plaintiff reserves the right to contest Defendants' defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

- 10.2. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 10.3. Attorney Authorization. PAGA Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendants, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 10.4. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 10.5. No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 10.6. No Tax Advice. Neither Plaintiff, PAGA Counsel, Defendants nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

- 10.7. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 10.8. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 10.9. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 10.10. 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.
- 10.11. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 10.12. Use and Return of Aggrieved Employee Data. Information provided to PAGA Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the PAGA Data provided to PAGA Counsel by Defendant MATSON-SERVICES LLC in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the Administrator discharges its obligation to pay out of all Settlement funds, Plaintiff shall destroy all paper and electronic versions of Aggrieved Employee Data received from Defendant MATSON-SERVICES LLC unless, prior to the Administrator's payment of all Settlement Funds, Defendant MATSON-SERVICES LLC makes a written request to PAGA Counsel for the return, rather than the destructions, of Aggrieved Employee Data.
- 10.13. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 10.14. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

- 10.15. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff:

Joseph W. Rose, Esq.
Mehran Tahoori, Esq.
ROSE LAW, APC
4092 Bridge Street
Fair Oaks, CA 95628
Tel: (916) 273-1260

Michael E. Velarde, Esq.
VELARDE & VELARDE
19200 Von Karmen Ave., Suite 400
Irvine, CA 92612
Tel: (949) 492-4241

To Defendants:

Matthew J. Ruggles, Esq.
RUGGLES LAW FIRM
7940 California Avenue
Fair Oaks, CA 95628
Tel: (916) 758-8058

- 10.16. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (*e.g.*, DocuSign or other method compliant with the Uniform Electronic Transactions Act), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.
- 10.17. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

DATED: 3/6/2024 _____


ID 6otdptQxWwUK1e9BGpdx8uZd

Plaintiff RANDY HUBBARD

DATED: _____

Peggy Matson for Defendant MATSON-SERVICES LLC

DATED: _____

Defendant PEGGY MATSON

DATED: _____

Defendant ERIC MATSON

Approved as to form:

DATED: 3/6/2024 _____


ID WfTai5UgEiDKaprc4y4xTXX3

JOSEPH W. ROSE, ESQ.
Attorney for Plaintiff
RANDY HUBBARD

DATED: _____

MATTHEW J. RUGGLES, ESQ.
Attorney for Defendants
MATSON-SERVICES, LLC, PEGGY
MATSON, and ERIC MATSON

eSignature Details

Signer ID: 6otdptQxWwUK1e9BGpdx8uZd
Signed by: Randy Hubbard
Sent to email: hubbardrandy849@yahoo.com
IP Address: 172.56.169.168
Signed at: Mar 6 2024, 4:17 pm PST

Signer ID: WfTai5UgEiDKaprc4y4xTXX3
Signed by: Joe Rose
Sent to email: joe@joeroselaw.com
IP Address: 76.176.209.39
Signed at: Mar 6 2024, 4:18 pm PST

DATED: 3/6/2024

DATED: 3/11/2024

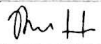
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DATED: 3/12/2024

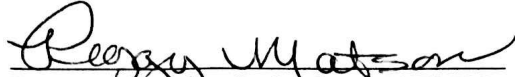
Approved as to form:

DATED: 3/6/2024

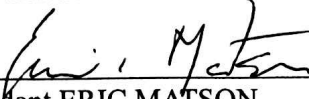
DATED: 03/15/2024

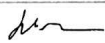

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Plaintiff RANDY HUBBARD


Peggy Matson for Defendant MATSON-SERVICES LLC


Defendant PEGGY MATSON


Defendant ERIC MATSON


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