AMENDMENT TO PAGA SETTLEMENT AGREEMENT

This Amendment to the PAGA Settlement Agreement ("Amended Agreement") is made by and between Plaintiff Edgar Herrera ("Plaintiff") and Defendants P.W. Stephens Environmental, Inc. ("PWSE") and Scott Johnson (collectively, "Defendants"). The Agreement refers to Plaintiff and Defendants collectively as "Parties," or individually, as a "Party." This Amended Agreement is intended to amend *only* Paragraph 3.2.1. from the Agreement entered into by the Parties, which was fully executed on July 1, 2026 ("Agreement"). All other provisions of the Agreement are not altered in any way by this Amended Agreement.

3.2.1. To PAGA Counsel: A PAGA Counsel Fees Payment of not more than 33.33% (one-third) of the Gross Settlement Amount, which is currently estimated to be $127,333.33, and PAGA Counsel Litigation Expenses Payment of not more than Twenty Four Thousand Seven Hundred Ninety Six Dollars and Eighty Two Cents ($24,796.82). Defendants will not oppose requests for Court approval of these payments provided that they do not exceed these amounts. 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 any PAGA Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment. The Administrator will pay the PAGA Counsel Fees Payment and PAGA Counsel Expenses Payment using one or more IRS 1099 Forms. 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 Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these Payments.

IN WITNESS WHEREOF, the Parties and their Counsel have executed this Amended Settlement Agreement as follows:

READ CAREFULLY BEFORE SIGNING.

DATED: 11/05/2026, 2026 By Edgar E Herrera
Edgar E Herrera (Nov 5, 2026 13:00:38 PST)

Plaintiff Edgar Herrera

On Behalf of Defendants P.W. Stephens Environmental, Inc. and Scott Johnson

DATED: 11/17/2026, 2026 By _____

Name: Scott Johnson

Title: President

Approved as to Form:

MATERN LAW GROUP, PC

Dated: November 5, 2026

Matthew J. Matern, Esq.
Dalia Khalili, Esq.
Julia Z. Wells, Esq.
Attorneys for Plaintiff Edgar Herrera, individually, and on behalf of other aggrieved employees

OSTERGAR LATTIN JULANDER, LLP

Dated: 11/5, 2026

John E. Lattin, Esq.
Attorney for Defendants