

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiffs DONNY SHELDON, THOMAS GONZALES, DIANE PARKER, NEISHA WAYNE, PAMELA CARROLL and GEORGE LYLE, (“Plaintiffs”) and defendant U-HAUL CO. OF CALIFORNIA (“U-Haul” or “Defendant”). The Agreement refers to Plaintiffs and U-Haul collectively as “Parties,” or individually as a “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the following lawsuits filed by Plaintiffs alleging Class and Private Attorney General Act (“PAGA”) wage and hour violations against U-Haul as consolidated in accordance with the Joint Stipulation for Consolidation of Cases filed by the Parties on May 16, 2025: *Thomas Gonzales v. U-Haul Co. of California* (Orange County Superior Court Case No. 30-2021-01229571-CU-OE-CXC, initiated on November 2, 2021 and pending in the Superior Court of the State of California, County of Orange — known as the “*Gonzalez Class Action*”); *Donny Sheldon v. U-Haul Co. of California* (Alameda County Superior Court Case No. 23CV035675, initiated on June 9, 2023, and pending in the Superior Court of the State of California, County of Alameda — known as the “*Sheldon Class Action*”); and *Sam Miles, et al. v. U-Haul Co. of California*, (Alameda County Superior Court Case No. 23CV039574, initiated on July 27, 2023, and pending in the Superior Court of the State of California, County of Alameda — known as the “*Miles PAGA Action*”). In accordance with the Joint Stipulation for Consolidation of Cases, the Parties have agreed to file a consolidated complaint (the “Consolidated Complaint”) encompassing all claims in the Action that are subject to this Agreement.
- 1.2. “Administrator” means Phoenix Settlement 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 Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means all individuals employed by Defendant as hourly non-exempt employees between June 22, 2020, and the earlier of the date of Preliminary Approval or February 28, 2025 (*e.g.*, 60 days after the date on which the Parties’ Term Sheet was signed by the last party to sign it) (the “PAGA Period”).
- 1.5. “Class” means all individuals employed by Defendant as hourly non-exempt employees between June 22, 2020, and the earlier of the date of Preliminary Approval or February 28, 2025 (*e.g.*, 60 days after the date on which the Parties’ Term Sheet was signed by the last party to sign it) (“Class Period”) and who do not opt out.
- 1.6. “Exempt Business Expenses Settlement Subclass” means all individuals employed by Defendant as exempt employees between June 22, 2020, and the earlier of the date of

Preliminary Approval or February 28, 2025 (*e.g.*, 60 days after the date on which the Parties' Term Sheet was signed by the last party to sign it).

- 1.7. "Class Counsel" means Carolyn H. Cottrell, Ori Edelstein, and Philippe M.J. Gaudard of Schneider Wallace Cottrell Konecky LLP.
- 1.8. "Class Counsel Fees Payment" and "Class Counsel Litigation Expenses Payment" mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys' fees and expenses, respectively, incurred to prosecute the Action.
- 1.9. "Class Counsel Litigation Expenses Payment" means the actual costs incurred by Class Counsel in the Action.
- 1.10. "Class Data" means Class Member identifying information in U-Haul's possession including the Class Member's name, last-known mailing address, email address(es), telephone number(s), Social Security number, and the number of Class Period Workweeks and PAGA Pay Periods worked by said Class Member.
- 1.11. "Class Member" or "Settlement Class Member" means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).
- 1.12. "Class Member Address Search" means the Administrator's investigation and search for current Class Member 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 Class Members.
- 1.13. "Class Notice" means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.14. "Class Period" means the period from June 22, 2020, and the earlier of the date of Preliminary Approval or February 28, 2025 (*e.g.*, 60 days after the date on which the Parties' Term Sheet was signed by the last party to sign it) unless modified by the Escalator Clause contained in Section 9 of this Agreement.
- 1.15. "Class Representatives" mean the named Plaintiffs in the Consolidated Complaint in the Action.
- 1.16. "Court" means the Superior Court of California, County of Orange.
- 1.17. "Defendant" or "U-Haul" means named defendant U-HAUL CO. OF CALIFORNIA.
- 1.18. "Defense Counsel" means Ryan McCoy of Baute Crochetiere Hartley & McCoy LLP.
- 1.19. "Effective Date" means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment;

(c) or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

- 1.20. "Final Approval" means the Court's order granting final approval of the Settlement.
- 1.21. "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of the Settlement.
- 1.22. "Final Judgment" means the Judgment is final and entered by the Court upon its Order Granting Final Approval of the Settlement.
- 1.23. "Gross Settlement Amount" means seven million seven hundred fifty thousand dollars (\$7,750,000.00) plus any employer-side taxes which is the total amount U-Haul agrees to pay under the Settlement. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Litigation Expenses Payment, Service Payments, and the Administration Expenses Payment.
- 1.24. "Individual Class Payment" means a Participating Class Member's pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked by the Participating Class Member during the Class Period.
- 1.25. "Individual PAGA Payment" means an Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of Workweeks worked by the Aggrieved Employee during the PAGA Period.
- 1.26. "Judgment" means the judgment entered by the Court based upon its Order Granting Final Approval of the Settlement.
- 1.27. "LWDA" means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.28. "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.29. "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, Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.
- 1.30. "Non-Participating Class Member" means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.31. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked for U-Haul for at least one day during the PAGA Period.
- 1.32. "PAGA Period" means the period from June 22, 2020 and the earlier of the date of Preliminary Approval or February 28, 2025 (*e.g.*, 60 days after the date on which the Parties' Term Sheet was signed by the last party to sign it).
- 1.33. "PAGA" means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).

- 1.34. "PAGA Notice" means plaintiff Thomas Gonzales' June 21, 2021, letter to U-Haul and the LWDA, the January 4, 2023, amended letter to U-Haul and the LWDA, and the February 17, 2023, second amended letter to U-Haul and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.35. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$37,500.00) and the 75% to LWDA (\$112,500.00) in settlement of PAGA claims.
- 1.36. "Participating Class Member" means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.37. "Plaintiffs" means Donny Sheldon, Thomas Gonzales, Diane Parker, Neisha Wayne, Pamela Carroll and George Lyle, the named plaintiffs in the Action.
- 1.38. "Preliminary Approval" means the Court's Order Granting Preliminary Approval of the Settlement.
- 1.39. "Preliminary Approval Order" means the proposed Order Granting Preliminary Approval and Approval of PAGA Settlement.
- 1.40. "Released Class Claims" means the claims being released as described in Paragraph 5.1 below.
- 1.41. "Released PAGA Claims" means the claims being released as described in Paragraph 5.2 below.
- 1.42. "Released Parties" means U-Haul Co. of California and each of its past, present, and future subsidiaries, parent companies, predecessors, affiliates, divisions, agents, managers, owners, members, officers, directors, partners, trustees, administrators, real or alleged alter egos, attorneys, and assigns.
- 1.43. "Request for Exclusion" means a Class Member's submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.44. "Response Deadline" means 60 days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) mail Requests for Exclusion from the Settlement, or (b) mail his or her Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 14 days beyond the Response Deadline has expired.
- 1.1. "Service Payments" means the payment to the Class or PAGA Representatives for initiating the Action and providing services in support of the Action.
- 1.2. "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.
- 1.3. "Workweek" means any week during which a Class Member worked for U-Haul for at least one day, during the Class Period.

2. RECITALS.

- 2.1. On November 2, 2021, plaintiff Thomas Gonzales commenced the *Gonzales PAGA Action* by filing a Class and PAGA Complaint for: 1) Failure to Pay All Wages Due in Violation of Lab. Code § 204; 2) Failure to Provide Rest Periods in violation of Labor Code § 226 and applicable IWC No. 9; 3) Failure to Provide Meal Periods in violation of Lab. Code §§ 226.7, 512 and IWC No. 9; 4) Failure to Pay Overtime Earned in violation of Lab. Code §§ 510, 1198 and IWC No. 9; 5) Failure to Maintain Records of Hours Worked/Wages Earned in Violation of Lab. Code § 1174(d); 6) Failure to Provide Accurate Wage Statements in Violation of Lab. Code § 226(a); 7) Failure to Timely Pay All Wages Earned Twice Monthly in Violation of Lab. Code § 200, 204, and 210; 8) Failure to Pay All Wages Due Upon Termination in Violation of Lab. Code § 201; 9) Failure to Reimburse Expenses in violation of Lab. Code. § 2802; 10) Unfair Competition and Unlawful Business Practices in violation of Cal. Bus. & Prof. Code § 17200, *et seq.*; and 11) Violation of the Private Attorney Generals Act of 2004, Labor Code § 2698 *et seq.*
- 2.2. On January 11, 2022, U-Haul filed a motion to compel plaintiff Thomas Gonzales' individual claims to arbitration, dismiss the Class claims and stay the representative PAGA claims pending individual arbitration, which was granted by the court on August 3, 2022.
- 2.3. On June 9, 2023, Plaintiff Donny Sheldon commended the *Sheldon Class Action* by filing a Class Action Complaint alleging causes of action against U-Haul for: 1) Failure to Reimburse for Necessary Business Expenses (Labor Code §§ 2800 and 2802); 2) Unlawful Business Practices (Cal. Bus. & Prof. Code §§ 17200, *et seq.*); 3) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code §§ 204, 1194, and 1198); 4) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code §§ 1182.12, 1194 and 1197); 5) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code §§ 510 and 1194); 6) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code §§ 226.7 and 512); 7) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code § 226.7); 8) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code § 226); 9) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code § 2802); 10) Penalties Pursuant to Cal. Lab. Code § 2699(f) (Violations of Cal. Lab. Code §§ 201-203).
- 2.4. On July 27, 2023, Plaintiffs George Lyle, Pamela Carroll, Diane Parker, and Neisha Wayne, commenced the *Miles Action* by filing a PAGA and individual Complaint alleging causes of action against U-Haul for: 1) failure to compensate for all hours worked; 2) failing to pay minimum wages for all hours worked as required by California law; 3) failing to pay overtime wages as required by California law; 4) failing to authorize and permit meal breaks as required under California law; 5) failing to authorize and permit rest breaks as required under California law; 6) failing to reimburse for business expenditures as required under California law; 7) failing to provide accurate, itemized wage statements; 8) failing to timely pay all wages owed upon separation from employment; 9) unfair business practices and 10) through 17) penalties pursuant to Cal. Lab. Code §§ 2699(a) and (f).
- 2.5. U-Haul filed responsive pleadings denying the allegations contained in the *Gonzales PAGA Action* Complaint, the *Sheldon Class Action* Complaint, and the *Miles PAGA*

Action Complaint and denies any failure to comply with the laws identified in in those complaints and denies any and all liability for the causes of action alleged.

- 2.6. Pursuant to Labor Code section 2699.3, subd.(a), Plaintiffs gave timely written notice to U-Haul and the LWDA by sending the PAGA Notice.
- 2.7. On August 14, 2024, the Parties participated in a mediation presided over by Jeffrey A. Ross, Esq. Thereafter, the Parties engaged in protracted settlement discussions and a second day of mediation on October 3, 2024, which after a mediator's proposal led to this Agreement to settle the Action.
- 2.8. Prior to mediation and negotiating the Settlement, Plaintiffs obtained and reviewed, through informal and formal discovery, hundreds of thousands of payroll and time clock entries, as well as policies and practices for U-Haul, supplemented by information provided by the Plaintiffs in this Action. Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal. App. 4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal. App. 4th 116, 129-130 ("Dunk/Kullar").
- 2.9. The Court has not granted class certification, as the Parties participated in mediation before any such motion was pending before the Court.
- 2.10. The Parties, Class 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. U-Haul shall pay seven million seven hundred fifty thousand dollars (\$7,750,000.00), plus the employer share of payroll taxes, as the Gross Settlement Amount. Within thirty (30) business days of full execution of this Agreement, U-Haul shall wire the Gross Settlement Amount to the Administrator, who shall be authorized to draw upon said amount immediately, on behalf of Plaintiffs, the respective members of the putative Class and the Aggrieved Employees in the Action. Once wired to the Administrator, Defendant shall have no access to the Gross Settlement Amount. Within five calendar days of receipt of the Gross Settlement Amount by the Administrator, the Administrator shall deposit the Gross Settlement Amount into an interest-bearing escrow account, maintained by the Administrator that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to U-Haul.
- 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 Plaintiffs: Service Payments of up to \$12,000.00 each for Plaintiffs Thomas Gonzales and Donny Sheldon and up to \$5,000.00 for Plaintiffs Diane Parker, Neisha Wayne, Pamela Carroll and George Lyle (in addition to any Individual

PAGA Payment each Class Representative is entitled to receive as an Aggrieved Employee). U-Haul will not oppose Plaintiffs' request for a Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiffs will seek Court approval for any Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Service Payment less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will pay the Service Payments using IRS Form 1099. Plaintiffs assume full responsibility and liability for any employee taxes owed on the Service Payment.

3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than one third of the Gross Settlement Amount, which amounts to \$2,583,333.33, and a Class Counsel Litigation Expenses Payment of actual costs incurred. U-Haul will not oppose requests for these payments provided that they do not exceed these amounts. Plaintiffs and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds U-Haul harmless, and indemnifies U-Haul, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.3. To the Administrator: An Administration Expenses Payment not to exceed \$51,000.00 subject to the Court's approval.

3.2.3.1. To Each Participating Class Member: Each Workweek during which work was performed by a Participating Class Member who is part of the Class will be equal to ten (10) settlement shares. Each workweek during which work was performed by a Class Member who is only part of the Exempt Business Expenses Settlement Subclass will be equal to one (1) share. The total number of settlement shares for all Participating Class Members will be added together and the resulting sum will be divided into the Net Settlement Amount to reach a per share dollar value figure. That figure will then be multiplied by each Participating Class Member's number of settlement shares to determine to Participating Class Member's *pro rata* portion of the Net Settlement Amount. Tax Allocation of Individual Class Payments. 20% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 80% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. For the Exempt Business Expenses

Settlement Subclass members, the payment shall be allocated as non-wages, reported on IRS 1099 Forms, and not subject to wage withholdings. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

- 3.2.3.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.
- 3.2.4. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$150,000 to be paid from the Gross Settlement Amount, with 75% (\$112,500.00) allocated to the LWDA PAGA Payment and 25% (\$37,500.00) allocated to the Individual PAGA Payments.
 - 3.2.4.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$37,500.00) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's individual PAGA Period Pay Periods. Each Individual PAGA Payment shall be allocated entirely as penalties to be reported on an IRS Form 1099. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.
 - 3.2.4.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

- 4.1. Class Data. Not later than 10 calendar days after the Court grants Preliminary Approval of the Settlement, U-Haul will simultaneously deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. Concurrent with the provision of the Class Data to the Administrator, U-Haul shall provide Class Counsel with a declaration from a qualified representative attesting to the completeness and accuracy of the Class Data so provided. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. U-Haul has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted Class Member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which U-Haul must send the Class 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 Class Data.

4.2. Funding of Gross Settlement Amount. Within five calendar days of receipt of the Gross Settlement Amount by the Administrator, the Administrator shall deposit the Gross Settlement Amount into an interest-bearing escrow account, maintained by the Administrator that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1. U-Haul shall also fund the amounts necessary to fully pay U-Haul's share of payroll taxes by transmitting the funds to the Administrator no later than five business days after the Effective Date.

4.3. Payments from the Gross Settlement Amount. Within 14 calendar days after the Effective Date, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Service Payments.

4.3.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members 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. With ninety (90) days remaining, a reminder letter will be sent via U.S. mail and email to those who have not yet cashed their settlement check to remind them to do so. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment, where applicable. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.3.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within seven (7) calendar 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 Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

For any Class Member whose Individual Class Payment check or 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 Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).

4.3.3. The payment of Individual Class Payments and Individual PAGA Payments

shall not obligate U-Haul to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

- 4.4. Payroll Taxes. U-Haul is responsible for separately funding any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. In accordance with Provision 4.3 hereinabove, the Administrator shall be responsible for remitting the employer payroll taxes to the applicable taxing authorities.

5. **RELEASES OF CLAIMS.** Upon the Administrator's remittance of all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and Service Payments, Plaintiffs, Participating Class Members, and the Aggrieved Employees will release claims against all Released Parties as follows:

- 5.1 Release by Participating Class Members: All Participating Class Members, including, but not limited to Plaintiffs, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or could have been alleged, based on the facts stated in the Consolidated Complaint in the Action, including: (1) Failure to Pay All Earned Wages (minimum/regular/overtime); (2) Failure to Authorize or Permit Rest Periods (or compensation in lieu thereof); (3) Failure to Authorize and Permit Meal Periods (or compensation in lieu thereof); (4) Failure to Timely Pay All Wages Upon Separation of Employment; (5) Failure to Provide Accurate, Itemized Wage Statements; (6) Failure to Maintain Records of Hours Worked/Wages Earned; (7) Unfair Business Practices; and (8) Failure to Reimburse Business Expenses; and (9) Penalties Pursuant to the Private Attorneys General Act of 2004. Except as set forth in Section 6.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period. ("Released Class Claims.")
- 5.2 PAGA Release: Plaintiffs, on behalf of the LWDA, to the extent permitted by law, are deemed to release the Released Parties from all claims for PAGA penalties that were alleged, or could have been alleged, based on the facts stated in the Consolidated Complaint in the Action, and/or the PAGA Notice, including, but not limited to: (1) Failure to Pay All Earned Wages (minimum/regular/overtime); (2) Failure to Authorize or Permit Rest Periods (or compensation in lieu thereof); (3) Failure to Authorize and Permit Meal Periods (or compensation in lieu thereof); (4) Failure to Timely Pay All Wages Upon Separation of Employment; (5) Failure to Provide Accurate, Itemized Wage Statements; (6) Failure to Maintain Records of Hours Worked/Wages Earned; (7) Unfair Business Practices; and (8) Failure to Reimburse Business Expenses; and (9) Penalties Pursuant to the Private Attorneys General Act of 2004. ("Released PAGA Claims.")
- 5.3 Release by Exempt Business Expenses Settlement Subclass Employees: All members of the Exempt Business Expenses Settlement Subclass are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for failure to reimburse necessary business expenses that were alleged, or could

have been alleged, based on the facts stated in the Consolidated Complaint in the Action.

6. MOTION FOR PRELIMINARY APPROVAL. Plaintiffs will prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”) that complies with the Court’s current checklist for Preliminary Approvals.

- 6.1 U-Haul’s Declaration in Support of Preliminary Approval. Within fourteen (14) days of the full execution of this Agreement, U-Haul will prepare and deliver to Class Counsel a signed Declaration from U-Haul and Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator. In their Declarations, Defense Counsel and U-Haul 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 Plaintiffs’ Responsibilities. No later than 21 days after full execution of this Agreement, Class Counsel will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) signed declarations from each of the Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; and (v) signed declarations from Class Counsel in support of the Motion for Preliminary Approval
- 6.3 Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 calendar days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court’s Order of Preliminary Approval to the Administrator.
- 6.4 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class 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 Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, in an attempt 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 Settlement Administrators to serve as the Administrator and verified that, as a condition of appointment, Phoenix Settlement 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. U-Haul shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to 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 Notice to Class Members.

7.4.1 No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Exempt Business Expense Subclass Members, Workweeks, and Pay Periods, in the Class Data.

7.4.2 Using best efforts to perform as soon as possible, and in no event later than fourteen (14) calendar days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and, where applicable, Individual PAGA or Exempt Business Expense Subclass Payment, payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

7.4.3 Not later than three (3) business days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.

7.4.4 The deadlines for Class Members' written objections, challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen (14) calendar days beyond the 60 calendar days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

7.4.5 If the Administrator, U-Haul, or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person, by telephone, or by email, and in good faith, in an effort

to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than fourteen (14) calendar days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

7.5 Requests for Exclusion (Opt-Outs).

7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by mail, a signed written Request for Exclusion not later than 60 calendar days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re- mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name. To be valid, a Request for Exclusion must be timely postmarked by the Response Deadline.

7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' and Aggrieved Employees' Releases under Paragraphs 5.1 and 5.2 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.2 of this Agreement and are eligible for an Individual PAGA Payment.

7.6 Challenges to Calculation of Workweeks. Each Class Member shall have sixty (60) calendar days after the Administrator mails the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email, or mail. The Administrator shall

require that the challenging Class Member submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks and PAGA Pay Periods (if any) contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and PAGA Pay Periods (if any) shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination with respect to the challenges.

7.7 Objections to Settlement.

- 7.7.1 Only Participating Class Members may object to the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Service Payments and/or Administration Expenses Payment.
- 7.7.2 Participating Class Members may send written objections to the Administrator, by mail. In the alternative, any Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than sixty (60) calendar days after the Administrator's mailing of the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice was re-mailed). A Participating Class Member may withdraw a written objection by notifying the Administrator by mail anytime prior to the Final Approval Hearing.
- 7.7.3 Non-Participating Class Members have no right to object to any of the class action components of the Settlement.

7.8 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.

- 7.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Service Payments, Administration Expenses Payment, the Final Approval, and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes, and emails.
- 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying

information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).

- 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.
- 7.8.4 Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or PAGA Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge before the trial court.
- 7.8.5 Administrator’s Declaration. Not later than 14 calendar days before the date by which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator’s declaration(s) in Court.
- 7.8.6 Final Report by Settlement Administrator. Within ten (10) calendar days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 calendar days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator’s declaration in Court.

8. **CLASS SIZE ESTIMATES.** Based on its records, U-Haul estimates there are 8,313 Class Members and Aggrieved Employees who collectively worked a total of 590,000 Workweeks and 297,000 Pay Periods for the period of June 22, 2020, through August 14, 2024.

9. **ESCALATOR CLAUSE.** U-Haul estimates that there were approximately 590,000 workweeks and 297,000 pay periods for approximately 8,313 Class Members and Aggrieved Employees for the period of June 22, 2020, through August 14, 2024. In the event it is determined that the actual number of number of workweeks exceed 590,000 and/or the actual number of pay periods exceed 297,000 by more than five (5) percent during the Class Period, U-Haul will increase the Gross Settlement Amount proportionally or, in lieu of being required to increase the Gross Settlement Amount, U-Haul has the option of ending the Class period and the PAGA period on the date on which the actual number of workweeks exceed 590,000 and/or the actual number of pay periods exceed 297,000 by more than five (5) percent.
10. **MOTION FOR FINAL APPROVAL.** Not later than 16 court days before the calendared Final Approval Hearing, Plaintiffs will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiffs shall provide drafts of these documents to Defense Counsel not later than two days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.
- 10.1 Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than five court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.
- 10.2 Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval. The Court's decision to award less than the amounts requested for the Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.
- 10.3 Continuing Jurisdiction of the Court. In accordance with California law, including, but not limited to, C.C.P. § 664.6, 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.
- 10.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, all Participating Class Members who did not object to the Settlement as provided in this Agreement, 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 an objector 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.

11. APPELLATE COURT ORDERS TO VACATE, REVERSE, OR MATERIALLY MODIFY JUDGMENT. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Participating Class Members), this Agreement shall be null and void at the option of either of the Parties. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment. Any additional Administration Expenses reasonably incurred after remittitur should be paid by the Gross Settlement Amount. An appellate decision to vacate, reverse, or modify the Court's award of the Service Payments or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

12. AMENDED JUDGMENT. If any amended judgment is required under Code of Civil Procedure section 384, the Parties will work together in good faith to jointly submit a proposed amended judgment.

13. ADDITIONAL PROVISIONS.

13.1 Voiding the Settlement Agreement.

13.1.1 Notwithstanding any other provision of this Agreement, U-Haul retains the right in the exercise of its sole discretion, to nullify the Settlement within thirty (30) days after Response Deadline if fifteen percent (15%) or more of the members of the Class opt out of the Settlement.

13.1.2 If the Court does not approve any material condition of this Agreement or effects a fundamental change of the Parties' Settlement, with the exception of any changes to the Class Notice, the award of Class Counsel's Fees Request, the award of or amount of the Service Payments, or the number of days required for the opt-out and objection periods, then the entire Settlement Agreement will be voidable and unenforceable at the option of either Party hereto.

13.1.3 Either Party may void this Settlement Agreement as provided in the preceding Paragraph, by giving notice in writing to all other Parties and the Court at any time prior to Final Approval of the Settlement Agreement by the Court.

13.2 No Admission of Liability, Class Certification 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 U-Haul that any of the allegations in the Consolidated Complaint in the Action have merit or that U-Haul has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that U-Haul's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason, the Court does not grant Preliminary Approval, Final Approval or enter Judgment, U-Haul reserves the right to contest certification of any class for any reasons, and U-Haul reserves all available defenses to the claims in the Action, and Plaintiffs reserve the right to move for class certification on any grounds available and to contest U-Haul's 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).

- 13.3 Confidentiality Prior to Preliminary Approval. Plaintiffs, Class Counsel, U-Haul, and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency.

Each Party agrees to immediately notify the other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel, U-Haul and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to effectuate the intent and purpose of the Settlement and/or Agreement. In all other instances, Plaintiffs, Class Counsel, U-Haul and Defense Counsel shall respond to any third party only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

- 13.4 No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability to communicate with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

- 13.5 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 or written representations, warranties, covenants, or inducements made to or by any Party. For avoidance of doubt, this Agreement supersedes and replaces the Memorandum of Understanding entered into by the Parties relating to this Action.

- 13.6 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and U-Haul, 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.

- 13.7 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.

- 13.8 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 any portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 13.9 No Tax Advice. Neither Plaintiffs, Class Counsel, U-Haul, 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.
- 13.10 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.
- 13.11 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 13.12 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.
- 13.13 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.
- 13.14 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during the Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 13.15 Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by U-Haul 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 ninety (90) calendar days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiffs shall destroy, all paper and electronic versions of Class Data received from U-Haul unless, prior to the Court's discharge of the Administrator's obligation, U-Haul makes a written request to Class Counsel for the return, rather than the destruction, of Class Data.
- 13.16 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.
- 13.17 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.

- 13.18 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 Plaintiffs:

Carolyn H. Cottrell
Ori Edelstein
Philippe M.J. Gaudard
SCHNEIDER WALLACE COTTRELL KONECKY LLP
2000 Powell Street, Suite 1400
Emeryville, California 94608
ccottrell@schneiderwallace.com

To U-Haul Co. of California:

Ryan McCoy
BAUTE CROCHETIERE HARTLEY & MCCOY LLP
777 S. Figueroa Street, Suite 3800
Los Angeles, CA 90017
rmccoy@bautelaw.com

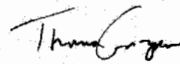
- 13.19 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same 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.

- 13.20 Stay of Litigation. The Parties agree that upon the execution of this Agreement the Action shall be stayed, except to effectuate the terms of this Agreement. Pursuant to C.C.P. § 583.330, the Parties further agree, upon the signing of this Agreement, to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

Dated: _____

By: _____
U-Haul Co. of California

Dated: 05 / 23 / 2025

By:  _____
Thomas Gonzales

- 13.18 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 Plaintiffs:

Carolyn H. Cottrell
Ori Edelstein
Philippe M.J. Gaudard
SCHNEIDER WALLACE COTTRELL KONECKY LLP
2000 Powell Street, Suite 1400
Emeryville, California 94608
ccottrell@schneiderwallace.com

To U-Haul Co. of California:

Ryan McCoy
BAUTE CROCHETIERE HARTLEY & MCCOY LLP
777 S. Figueroa Street, Suite 3800
Los Angeles, CA 90017
rmccoy@bautelaw.com

- 13.19 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), 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.

- 13.20 Stay of Litigation. The Parties agree that upon the execution of this Agreement the Action shall be stayed, except to effectuate the terms of this Agreement. Pursuant to C.C.P. § 583.330, the Parties further agree, upon the signing of this Agreement, to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

Dated:

5-29-25

By:

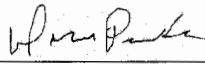

U-Haul Co. of California

Dated:

By:

Thomas Gonzales

Dated: 05 / 22 / 2025

By: 
Diane Parker

Dated: _____

By: _____
Neisha Wayne

Dated: _____

By: _____
Pamela Carroll

Dated: _____

By: _____
George Lyle

Dated: _____

By: _____
Donny Sheldon

AGREED AS TO FORM:

Dated: _____, 2025

By: _____
Carolyn H. Cottrell
Attorney for Plaintiffs

Dated: _____, 2025

By: _____
Ryan T. McCoy
Attorney for Defendant

Dated: _____

By: _____
Diane Parker

Dated: 05 / 22 / 2025

By: _____
Neisha Wayne

Dated: _____

By: _____
Pamela Carroll

Dated: _____

By: _____
George Lyle

Dated: _____

By: _____
Donny Sheldon

AGREED AS TO FORM:

Dated: _____, 2025

By: _____
Carolyn H. Cottrell
Attorney for Plaintiffs

Dated: _____, 2025

By: _____
Ryan T. McCoy
Attorney for Defendant

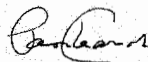
Dated: _____

By: _____
Diane Parker

Dated: _____

By: _____
Neisha Wayne

Dated: 05 / 23 / 2025

By:  _____
Pamela Carroll

Dated: _____

By: _____
George Lyle

Dated: _____

By: _____
Donny Sheldon

AGREED AS TO FORM:

Dated: _____, 2025

By: _____
Carolyn H. Cottrell
Attorney for Plaintiffs

Dated: _____, 2025

By: _____
Ryan T. McCoy
Attorney for Defendant

Dated: _____

By: _____
Diane Parker

Dated: _____

By: _____
Neisha Wayne

Dated: _____

By: _____
Pamela Carroll

Dated: 05 / 26 / 2025

By: George E. Lyle
George Lyle

Dated: _____

By: _____
Donny Sheldon

AGREED AS TO FORM:

Dated: _____, 2025

By: _____
Carolyn H. Cottrell
Attorney for Plaintiffs

Dated: _____, 2025

By: _____
Ryan T. McCoy
Attorney for Defendant

Dated: _____

By: _____
Diane Parker

Dated: _____

By: _____
Neisha Wayne

Dated: _____

By: _____
Pamela Carroll

Dated: _____

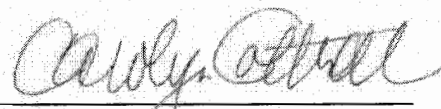
By: _____
George Lyle

Dated: 05 / 22 / 2025

By:  _____
Donny Sheldon

AGREED AS TO FORM:

Dated: May 27, 2025

By:  _____
Carolyn H. Cottrell
Attorney for Plaintiffs

Dated: _____, 2025

By: _____
Ryan T. McCoy
Attorney for Defendant

Dated: _____

By: _____
Diane Parker

Dated: _____

By: _____
Neisha Wayne

Dated: _____

By: _____
Pamela Carroll

Dated: _____

By: _____
George Lyle

Dated: _____

By: _____
Donny Sheldon

AGREED AS TO FORM:

Dated: _____, 2025

By: _____
Carolyn H. Cottrell
Attorney for Plaintiffs

Dated: May 29, 2025

By: [Signature]
Ryan T. McCoy
Attorney for Defendant

EXHIBIT A

COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL

Thomas Gonzales v. U-Haul Co. of California, Orange County Superior Court Case
No. 30-2021-01229571-CU-OE-CXC

The Superior Court for the State of California authorized this Notice. Read it carefully!

It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.

You may be eligible to receive money from an employee class action and private attorney general lawsuit (the "Action") against U-Haul Co. of California ("U-Haul") for alleged wage and hour violations. The Action was filed by U-Haul employees Thomas Gonzales, Diane Parker, Neisha Wayne, Pamela Carroll, George Lyle, and Donny Sheldon ("Plaintiffs") and seeks payment of (1) back wages and other relief for a class of all exempt and non-exempt employees ("Class Members") who worked as exempt and non-exempt employees in California for U-Haul during the Class Period (between June 22, 2020 and February 28, 2025); and (2) penalties under the California Private Attorney General Act ("PAGA") for all exempt and non-exempt employees who worked for U-Haul during the PAGA Period (between June 22, 2020 and February 28, 2025) ("Aggrieved Employees").

The proposed Settlement has two main parts: (1) a Class Settlement requiring U-Haul to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring U-Haul to fund Individual PAGA Payments to Aggrieved Employees and pay penalties to the California Labor and Workforce Development Agency ("LWDA").

Based on U-Haul's records, and the Parties' current assumptions, **your Individual Class Payment is estimated to be \$_____ (less withholding) and your Individual PAGA Payment is estimated to be \$_____**. The actual amount you may receive likely will be different and will depend on a number of factors.

The above estimates are based on U-Haul's records showing that **you worked _____ Workweeks** during the Class Period/PAGA Period. If you believe that you worked more Workweeks during the Class Period/PAGA Period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

The Court has already given preliminarily approval of the proposed Settlement and has approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to issue final approval of the Settlement and how much of the Settlement will be paid to the Class Members, such as yourself, the Aggrieved Employees, Plaintiffs, Plaintiffs' attorneys ("Class Counsel"), the State of California Labor & Workforce Development Agency, and the Administrator. The Court will also decide whether to enter a judgment that requires U-Haul to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against U-Haul.

If you worked for U-Haul during the Class Period/PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert certain Class Period wage claims (the "Released Class Claims"; defined in Section 3(i) below) and certain PAGA Period penalty claims (the "Released PAGA Claims"; defined in Section 3(j) below) against U-Haul.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims against U-Haul, and remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

U-Haul will not retaliate against you for any actions you take with respect to the proposed Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement.	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment. In exchange, you will give up your right to assert the wage claims against U-Haul that are covered by this Settlement (Released Class Claims). Further, you will also give up your right to assert the civil penalty claims against U-Haul that are covered by this Settlement (Released PAGA Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement. The Opt-out Deadline is _____	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice. You cannot opt-out of the PAGA portion of the proposed Settlement. U-Haul must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement. Written Objections Must be Submitted by _____	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiffs, but every dollar paid to Class Counsel and Plaintiffs reduces the overall amount paid to Participating Class Members. See Section 7 of this Notice.
You Can Participate in the Final Approval Hearing on _____	The Court’s Final Approval Hearing is scheduled to take place on _____. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods. Written Challenges Must be Submitted by _____.	The amount of your Individual Class Payment and Individual PAGA Payment depend on the number of Class Period workweeks and number of PAGA Period Pay Periods you worked during the Class Period/PAGA Period. The number of Class Period workweeks and number of PAGA Period Pay Periods you worked according to U-Haul’s records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiffs are current and/or former U-Haul employees who worked an exempt or hourly non-exempt employees during the Class Period and seek to represent all Class Members in this Action. The Action accuses U-Haul of violating California labor laws by failing to pay overtime wages, minimum wages, and wages due upon termination; failing to provide meal periods, rest breaks and accurate itemized wage statements; failing to reimburse business expenses; and unfair business practices. Based on the same allegations, Plaintiffs have also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, *et seq.*) (“PAGA”). Plaintiffs are represented by attorneys in the Action: Carolyn H. Cottrell, Ori Edelstein, and Philippe M.J. Gaudard of Schneider Wallace Cottrell Konecky LLP (“Class Counsel.”)

U-Haul strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether U-Haul or Plaintiffs are correct on the merits.

In the meantime, Plaintiffs and U-Haul hired an experienced, neutral mediator, Jeffrey A. Ross, in an effort to resolve the Action, by negotiating an end to the case by agreement (settle the case) rather than continuing the risky, expensive, and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement") and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs and U-Haul have negotiated a proposed Settlement that is subject to the Court's review and Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, U-Haul does not admit any violations or concede the merit of any claims.

Plaintiffs and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) U-Haul has agreed to pay a fair, reasonable, and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

- A. U-Haul Will Pay \$7,750,000.00 as the Gross Settlement Amount (Gross Settlement). U-Haul has agreed to pay the Gross Settlement, which will be deposited into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payments, Class Counsel's attorney's fees and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, the Judgment entered by the Court will become final. The Judgment will be final on the date the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.
- B. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiffs and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - (a) Up to \$2,583,333.33 (33% - 1/3 of the Gross Settlement) to Class Counsel for attorneys' fees and the actual costs of their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
 - (b) Up to a \$12,000.00 Class Representative Service Payment for each Plaintiff for filing the Action, working with Class Counsel and representing the Class. The Class Representative Service Payments will be the only monies Plaintiffs will receive from the Gross Settlement Amount other than Plaintiffs' Individual Class Payments and any Individual PAGA Payments.

- (c) Costs incurred by the Administrator for services to administer the Settlement.
- (d) Up to \$150,000.00 for PAGA Penalties, allocated 75% to the LWDA PAGA Payment (\$112,500.00) and 25% in Individual PAGA Payments to the Aggrieved Employees (\$37,500.00) based on their PAGA Period Pay Periods and in accordance with applicable law.

C. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on the calculations described in Section 4.A. The longer you worked for U-Haul during the Class Period, the greater share of the Net Settlement proceeds to which you are entitled.

D. Taxes Owed on Payments to Class Members. Plaintiffs and U-Haul are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages ("Wage Portion") and 80% to penalties and interest ("Non-Wage Portion"). The Wage Portion is subject to tax withholdings and will be reported on IRS W-2 Forms. U-Haul will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiffs and U-Haul have agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes, if any on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of your proposed Payments.

E. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

If the monies represented by your check are sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money. (https://www.sco.ca.gov/search_upd.html)

F. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than _____, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a

Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (*i.e.*, Non-Participating Class Members) will not receive Individual Class Payments but will preserve their rights to personally pursue the Released Class Claims against U-Haul.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert the Released PAGA Claims against U-Haul.

- G. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Should any of these events occur, Plaintiffs and U-Haul have agreed that the Settlement will be void, the Gross Settlement will be released and returned to U-Haul (U-Haul will not pay any money), and Class Members will not release any claims against U-Haul.
- H. Administrator. The Court has appointed a neutral company, Phoenix Settlement Administrators (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Members' challenges over Workweeks and/or Pay Periods, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice.
- I. Participating Class Members' Release. After the Judgment is final, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against U-Haul or related entities for the Released Class Claims and/or Released PAGA Claims.

The Participating Class Members will be bound by the following release:

All Participating Class Members, including, but not limited to Plaintiffs, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or could have been alleged, based on the facts stated in the Consolidated Complaint in the Action, including: (1) Failure to Pay All Earned Wages (minimum/regular/overtime); (2) Failure to Authorize or Permit Rest Periods (or compensation in lieu thereof); (3) Failure to Authorize and Permit Meal Periods (or compensation in lieu thereof); (4) Failure to Timely Pay All Wages Upon Separation of Employment; (5) Failure to Provide Accurate,

Itemized Wage Statements; (6) Failure to Maintain Records of Hours Worked/Wages Earned; (7) Unfair Business Practices; and (8) Failure to Reimburse Business Expenses; and (9) Penalties Pursuant to the Private Attorneys General Act of 2004. Except as set forth in Section 6.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period. ("Released Class Claims.")

- J. Aggrieved Employees' PAGA Release. After the Court's judgment is final, all Aggrieved Employees will be barred from asserting the PAGA claims against U-Haul in the Consolidated Complaint whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against U-Haul or its related entities based on the Released PAGA Claims.

The Aggrieved Employees' Release for Participating and Non-Participating Class Members are as follows:

Plaintiffs, on behalf of the LWDA, to the extent permitted by law, are deemed to release the Released Parties from all claims for PAGA penalties that were alleged, or could have been alleged, based on the facts stated in the Consolidated Complaint in the Action, and/or the PAGA Notice, including, but not limited to: (1) Failure to Pay All Earned Wages (minimum/regular/overtime); (2) Failure to Authorize or Permit Rest Periods (or compensation in lieu thereof); (3) Failure to Authorize and Permit Meal Periods (or compensation in lieu thereof); (4) Failure to Timely Pay All Wages Upon Separation of Employment; (5) Failure to Provide Accurate, Itemized Wage Statements; (6) Failure to Maintain Records of Hours Worked/Wages Earned; (7) Unfair Business Practices; and (8) Failure to Reimburse Business Expenses; and (9) Penalties Pursuant to the Private Attorneys General Act of 2004. ("Released PAGA Claims.")

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

- A. Individual Class Payments. Each Workweek during which work was performed by a Participating Class Member who is part of the Class will be equal to ten (10) settlement shares. Each workweek during which work was performed by a Class Member who is only part of the Exempt Business Expenses Settlement Subclass will be equal to one (1) share. The total number of settlement shares for all Participating Class Members will be added together and the resulting sum will be divided into the Net Settlement Amount to reach a per share dollar value figure.

That figure will then be multiplied by each Participating Class Member's number of settlement shares to determine the Participating Class Member's pro rata portion of the Net Settlement Amount.

- B. Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$37,500.00) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's individual PAGA Period Pay Periods.
- C. Workweek/Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in U-Haul's records, are stated in the first page of this Notice. You have until [REDACTED] to challenge the number of Workweeks and/or Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email, or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept U-Haul's calculation of Workweeks and/or Pay Periods based on U-Haul's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek and/or Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and U-Haul's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

5. HOW WILL I GET PAID?

- A. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (*i.e.*, every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and, where applicable, the Individual PAGA Payment.
- B. Non-Participating Class Members. The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (*i.e.*, every Non-Participating Class Member).

Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice has the Administrator's contact information.

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will

exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as _____ and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. You must send your request to be excluded to the Administrator by _____ or it will be invalid. Section 9 of the Notice has the Administrator's contact information.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiffs and U-Haul are asking the Court to approve. At least sixteen court days before the Final Approval Hearing, Class Counsel and/or Plaintiffs will file with the Court: (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses and Service Awards stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as a Class Representative Service Awards.. You can view them on the Administrator's Website _____ or the Court's website <https://civilwebshopping.occourts.org/Login.do>.

The deadline for sending written objections to the Administrator is _____. Be sure to tell the Administrator what you object to, why you object, and any facts and/or law that support your objection. Make sure you identify the Action and include your name, current address, telephone number, and approximate dates of your employment with U-Haul and sign the objection. Section 9 of this Notice has the Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts and/or law that support your objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on _____ at _____ in Department CX103 of the Orange County Superior Court, located at 751 West Santa Ana Blvd., Santa Ana, CA 92701. At the Hearing, the Judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiffs, and the Administrator. The Court will invite comment from objectors, Class Counsel, and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via <https://www.occourts.org/civil-remote-hearings>. Check the Court's website for the most current information.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website as _____ beforehand or contact Class Counsel to verify the

date and time of the Final Approval Hearing. The Final Approval Hearing may be continued by the Court without further notice to you.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything U-Haul and Plaintiffs have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to Phoenix Settlement Administrator's website at _____. You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below or consult the Superior Court website by going to (<https://civilwebshopping.occourts.org/Login.do>) and entering the Case Number for the Action, Case No. 30-2021-01229571-CU-OE-CXC. You can also make an appointment to personally review court documents in the Clerk's Office at the Orange County Superior Court by calling (657) 622-8451.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Class Counsel:

Carolyn H. Cottrell
Ori Edelstein
Philippe M.J. Gaudard
SCHNEIDER WALLACE COTTRELL KONECKY LLP
2000 Powell Street, Suite 1400
Emeryville, California 94608
Telephone: (415) 421-7100

Settlement Administrator:

Phoenix Settlement Administrators Email Address: [REDACTED]
Mailing Address: [REDACTED]
Telephone: [REDACTED]
Fax Number: [REDACTED]

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund [REDACTED] for instructions on how to retrieve the funds. (https://www.sco.ca.gov/search_upd.html)

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.