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County of Los Angeles
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By: K. Caudill Deputy

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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES – NORWALK COURTHOUSE

CARMEN NASSAR, on behalf of all other Aggrieved Employees,

Plaintiff,

vs.

VOLT INFORMATION SCIENCES, INC., New York Corporation, VOLT MANAGEMENT CORP., Delaware Corporation, and DOES 1 through 50, inclusive,

Defendants.

Case No.: 21NWCV00516
[*Assigned for all purposes to Honorable Lee W. Tsao , Dept. C*]

JOINT STIPULATION AND ~~[PROPOSED]~~ ORDER GRANTING APPROVAL OF REPRESENTATIVE PAGA SETTLEMENT AND ENTERING JUDGMENT THEREON

[DECLARATION OF HAIG B. KAZANDJIAN IN SUPPORT OF JOINT STIPULATION REQUESTING APPROVAL OF REPRESENTATIVE PAGA SETTLEMENT]

OSC re: Settlement Dismissal
Date: November 18, 2026
Time: 8:30 a.m.

Complaint Filed: August 12, 2021
FAC Filed: November 27, 2024
Trial Date: Not Set

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TO THE COURT, ALL PARTIES AND THEIR RESPECTIVE COUNSEL:

Plaintiff CARMEN NASSAR, on behalf of all other Aggrieved Employees ("Plaintiff"), and Defendant VOLT MANAGEMENT CORP., ("Defendant") (Plaintiff and Defendant are collectively referred to as the "the Parties"), by and through their counsel of record, respectfully request this Court to enter an order granting approval of the proposed settlement of this representative Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.* ("PAGA") action as follows:

WHEREAS, "Action" refers to the civil action filed by Plaintiff Carmen Nassar ("Plaintiff"), initially filed on August 12, 2021, against Defendant Volt Management Corp ("Defendant") and DOES 1 through 50, inclusive, in the Superior Court of the State of California for the County of Los Angeles, Case No. 21NWCV00516;

WHEREAS, the Action is a representative action under the Private Attorneys General Act of 2004 ("PAGA"), as codified in California Labor Code section 2698 *et seq*.;

WHEREAS, Plaintiff and Defendant (collectively, "the Parties") recognize that, in accordance with Labor Code section 2699(l), court approval is required in the event of a settlement of a PAGA action on a representative basis;

WHEREAS, as explained in *Arias v. Superior Court* (2009) 46 Cal.4th 969, the Parties are not obligated to follow the class action procedural rules in PAGA cases and therefore need not obtain approval of a settlement through a motion for preliminary or final approval. *See also Mendoza vs. Nordstrom, Inc*. (2017) 2 Cal.5th 1074, 1079 ("[The] PAGA authorizes a representative action without the need for class certification."); *Baumann v. Chase Inv. Servs. Corp*. (9th Cir. 2014) 747 F.3d 1117, 1122–1123 ("[A] PAGA suit is fundamentally different than a class action" in that "PAGA has no notice requirements for unnamed aggrieved employees, nor may such employees opt out of a PAGA action."); *Williams v. Sup. Ct*. (2017) 3 Cal.5th 531, 546–547 ("[The] PAGA does not make other potentially aggrieved employees parties or clients of plaintiff's counsel, does not impose on a plaintiff or counsel any express fiduciary obligations, and does not subject a plaintiff or counsel to scrutiny with respect to the ability to represent a large class.");

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WHEREAS, the Parties seek to obtain the Court's approval of the Settlement Agreement and Release of PAGA Claim ("Settlement Agreement") and resolve this matter in the most efficient manner possible;

WHEREAS, nothing contained herein, nor in effectuating settlement of the Action, shall be construed or deemed an admission of liability, culpability, negligence, or wrongdoing on the part of Defendant or any of the Releasees to the Settlement Agreement. Indeed, Defendant denies and disputes each and every allegation of wrongdoing, including the allegations described herein;

WHEREAS, on June 7, 2021, Plaintiff sent the California Labor and Workforce Development Agency ("LWDA") and Defendant notice ("PAGA Notice") of her intent to pursue a representative action against Defendant pursuant to the PAGA, on behalf of herself and the State of California, as well as on behalf of a group of allegedly aggrieved employees (which are also referred to herein as "Aggrieved Employees"). *See* **Exhibit 2** to Declaration of Haig B. Kazandjian ("Kazandjian Decl.") filed concurrently herewith;

WHEREAS, after a minimum of 65 days passed without a response from the LWDA regarding the PAGA Notice, on August 12, 2021, Plaintiff commenced a representative action under the PAGA for alleged Labor Code violations (as further explained herein) on behalf of herself and other allegedly PAGA Members;

WHEREAS, on November 27, 2024, Plaintiff filed the First Amended Complaint and it is deemed the Operative Complaint of this Action.

WHEREAS, Plaintiff's First Amended Complaint ("Operative Complaint," "Complaint," and "Action") alleged the following claims for PAGA penalties for alleged: (i) violation of Labor Code 515(a) (Misclassification as Exempt Employees); (ii) failure to provide employment records in violation of Labor Code sections 226, 432, and 1198.5; (iii) failure to pay overtime and double time in violation of Labor Code sections 510 and the applicable Wage Orders; (iv) failure to provide rest and meal periods in violation of Labor Code sections 226.7, 512(a), and the applicable Wage Orders; (v) failure to pay minimum wage in violation of Labor Code sections 1182.2, 1194, 1197, 1197.1, and the applicable Wage Orders; (vi) failure to keep accurate payroll records and provide itemized wage statements in violation of Labor Code sections 226(a), 1174(d), 1198, and

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the applicable Wage Orders; (vii) failure to pay reporting time wages in violation of California Code of Regulations, Title 8, section 11050(5)(A); (viii) failure to pay split shift wages in violation of California Code of Regulations 11050(4)(C); (ix) failure to pay all wages earned on time in violation of Labor Code section 204; (x) failure to pay all wages earned upon discharge or resignation in violation of Labor Code sections 201, 202, and 203; (xi) failure to provide basic information at the time of hiring and when employment changes occur in violation of Labor Code section 2810.5(a)(l)(A)-(C) (Wage Theft Prevention Act); (xii) failure to reimburse necessary, business-related expenses in violation of Labor Code sections 2800 and 2802; (xiii) failure to provide notice of paid sick time and accrual in violation of Labor Code section 246; and (xiv) employers, and individuals acting on behalf of employers, violating or causing to be violated a section of the Labor Code or any Wage Order in violation of Labor Code section 558(a).

WHEREAS, Plaintiff filed an Amended PAGA Notice on January 29, 2026, by serving the Amended PAGA Notice to Defendant and to the LWDA in compliance with Labor Code section 2699.3. The Amended PAGA Notice alleged additional violations of California Labor Code §§ 558, 226 and 226.3, 1174 and 1175, and 2800 and 2804. As of April 5, 2026, 65 Days after Plaintiff's Amended PAGA Notice, Plaintiff did not received correspondence from the LWDA regarding its intent to investigate Plaintiff's claims.

WHEREAS, the Parties engaged in both formal and informal discovery and engaged in informal arm's length settlement discussions. Through the exchange of information and discussions between the Parties, Plaintiff learned that the number of Aggrieved Employees, which included all current and former hourly-paid, non-exempt, exempt and/or misclassified as exempt, recruiter related direct hire employees of Defendant, who either were or are employed in the State of California from June 7, 2020 through June 4, 2025, the date the Parties' reached a settlement, was 291. For purposes of mediation, the Parties engaged in informal discovery and thereafter also in formal discovery. Plaintiff, by and through her counsel of record, reviewed time and wage records and relevant policies that applied to Defendant's employees.

WHEREAS, Defendant denies that it has engaged in any unlawful activity, or that it has failed to comply with the law in any material respect, or that it has any liability to anyone under

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the claims asserted in the Action;

WHEREAS, the Parties engaged in a full day of mediation on August 30, 2023, with a respected wage and hour mediator, Michael D. Young from Judicate West. After lengthy negotiations, the Parties did not settle at mediation. However, on June 4, 2025, with the assistance of the mediator and through continuous, arms-length negotiations, the Parties recognized the risks and burdens of continuing with the litigation, and agreed to settle the Action on the terms set out in the Settlement Agreement. *See* **Exhibit 1** to the Kazandjian Decl.;

WHEREAS, after the filing of the Complaint, the Parties engaged in extensive investigation, including formal and informal discovery, and the information exchanged included, but was not limited to, information and documents, inter alia: (1) a representative sampling of time and wage records for the Aggrieved Employees; (2) PAGA (and wage statement penalty) group data points, including, for both current and formerly-employed Aggrieved Employees between the start of the PAGA Period (June 7, 2020) and the date the Parties' reached a settlement (June 4, 2025), the total numbers of Defendant's Aggrieved Employees and pay periods at issue. On June 4, 2025, the Parties reached an agreement to settle in light of all known facts and circumstances, including Plaintiff and Plaintiff's Counsel's recognition of the expense and length of continued proceedings necessary to litigate the case through trial and through any possible appeals. Plaintiff also considered the uncertainty and risk of the outcome of further litigation, and the difficulty and delays inherent in such litigation;

WHEREAS, Plaintiff and Plaintiff's Counsel also considered the burdens of proof necessary to establish liability of the claims asserted in the case, both generally and in response to Defendant's defenses, including but not limited to, manageability issues due to the different locations, job titles, and job duties of Aggrieved Employees, and the difficulties in establishing penalties, and other relief sought in the case, particularly where, as here, Plaintiff may face difficulty obtaining the cooperation of Aggrieved Employees who are current employees of Defendant, given their likely reluctance to aid in the prosecution of a lawsuit against their employer. Plaintiff also considered the existence of the arbitration agreement. Based on the foregoing, Plaintiff and Plaintiff's Counsel determined that the Settlement set forth in the

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Agreement is fair, adequate, and reasonable and is in the best interests of the State of California and of the Aggrieved Employees;

WHEREAS, the Parties have documented the settlement of the Action in the Settlement Agreement. *See* **Exhibit 1** to the Kazandjian Decl.;

WHEREAS, Plaintiff now seeks approval of the Settlement Agreement, which involves 291 Aggrieved Employees, defined as all current and former hourly-paid, non-exempt, exempt and/or misclassified as exempt, recruiter related direct hire employees of Defendant, who either were or are employed in the State of California from June 7, 2020 through the date the Court enters an Order/Judgment approving the PAGA Settlement;

WHEREAS, the Parties' Settlement Agreement contains an escalator clause which states Defendant representated that there are approximately 291 Aggrieved Employees who worked 35,310 PAGA pay periods within the relevant period of June 7, 2020 through the date of the Parties reached a settlement, June 4, 2025. In the event the actual number of Pay Periods during the PAGA period of June 7, 2020, through the date the Court approves the PAGA Settlement, is more than 10% higher than this estimated amount (*i.e.*, more than 30,080), then at Defendant's option, the Gross Settlement Amount will either increase on a proportional basis equal to the percentage increase in the number of Pay Periods exceeding 10%, or the PAGA Period will end on the date the number of pay periods exceeds 30,080;

WHEREAS, pursuant to ¶ 8 of the Parties' Settlement Agreement, on August 26, 2026, Defendant, through its Counsel, informed Plaintiff's Counsel that it elected to extend the PAGA period through the anticipated approval date of September 21, 2026, resulting in an estimated 35,310 pay periods. This represents a 26.1% increase over the mediation estimate of 28,000 pay periods and increases the Gross Settlement Amount by approximately 16.1%, or $64,400.00, from $400,000.00 to $464,400.00.

WHEREAS, pursuant to ¶ 8 of the Parties' Settlement Agreement, final determination of whether the escalator clause has been triggered will be determined by the Administrator, who will confirm Defendant's election prior to issuing payment.

WHEREAS, upon the date by when the Court enters a Final Order approving the PAGA

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Settlement, the final Order is final, and Defendant has funded the Gross Settlement Amount, Plaintiff, as agent and proxy of the LWDA and the State of California, and all Aggrieved Employees 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 PAGA penalties during the PAGA Period of June 7, 2020 through the date the Court approves the Settlement, that were alleged, or reasonably could have been alleged, based on the alleged violations of the Labor Code, including but not limited to: (i) Misclassification as Exempt Employees; (ii) failure to provide employment records; (iii) failure to pay overtime and double time; (iv) failure to provide rest and meal periods i; (v) failure to pay minimum wage; (vi) failure to keep accurate payroll records and provide itemized wage statements; (vii) failure to pay reporting time wages in violation of California Code of Regulations, Title 8, section 11050(5)(A); (viii) failure to pay split shift wages in violation of California Code of Regulations 11050(4)(C); (ix) failure to pay all wages earned on time; (x) failure to pay all wages earned upon discharge or resignation; (xi) failure to provide basic information at the time of hiring and when employment changes occur. (xii) failure to reimburse necessary, business-related expenses; (xiii) failure to provide notice of paid sick time and accrual; (xiv) employers, and individuals acting on behalf of employers, violating or causing to be violated a section of the Labor Code or any Wage Order , as based in, but not limited to, California Labor Code's Sections 201-203, 204, 210, 225.5, 226 et seq., 226.3, 226.7, 246, 246.5, 432, 510, 512, 512(a), 515(a), 516, 551, 552, 558, 558.1, 1174, 1174.5, 1174(d), 1182.12, 1193.6, 1194, 1194.2 1197, 1197.1, 1198, 1198.5, 2802, 2802(a), 2804, 2810.5(a)(1)(A)-(C), and the applicable Wage Orders;

WHEREAS, counsel for the Parties conducted a thorough investigation of both the factual and legal issues affecting the strengths and weaknesses of Plaintiff's claims and potential recovery. Defendant produced information about, among other things, the number of Aggrieved Employees (291), the number of pay periods at issue (28,000), sample time and pay records, and relevant wage and hour policies. The Parties also had substantial discussions regarding the core factual and legal issues of the case. This allowed the Parties to reach a reasoned and informed resolution of this matter;

WHEREAS, based on their own independent investigations and evaluations, Plaintiff and

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Plaintiff's Counsel are of the opinion that the settlement for the consideration and on the terms set forth in the attached Settlement Agreement is fair, reasonable, and adequate and is in the best interests of the Plaintiff, the Aggrieved Employees, and the State of California in light of all known facts and circumstances and the risks inherent in litigation, including the potential appellate issues. Plaintiff's Counsel believes that the settlement entered into is in the best interests of the State of California, and that the settlement for each Aggrieved Employee is fair, reasonable, and adequate, given the inherent risk of litigation;

WHEREAS, Plaintiff and Plaintiff's Counsel recognize the risks inherent in PAGA actions, including courts' discretion to reduce the amount of civil penalties. See *Thurman v. Bayshore Transit Mgmt., Inc*. (2012) 203 Cal.App.4th 1112, 1135 ("[U]nder section 2699, subdivision (e)(2)[,] a trial court may exercise its discretion to award lesser penalties based on the enumerated considerations.") (emphasis in original) (internal quotation marks and citations omitted). Specifically, a trial court may reduce the civil penalty if declining to do so "would result in an award that is unjust, arbitrary, oppressive, or confiscatory based on the facts and circumstances of [the] case." *Id.* Courts routinely exercise this discretion in the rare PAGA cases that proceed to trial and obtain a successful verdict. *See, e.g., Fleming v. Covidien Inc.*, 2011 WL 7563047, at *4 (C.D. Cal. Aug. 12, 2011) (awarding PAGA penalties of $500,000.00 instead of maximum recovery of $2.8 million); *cf. Aguirre v. Genesis Logistics*, 2013 WL 10936035, at *2-*3 (C.D. Cal. Dec. 30, 2013) (after granting summary judgment, awarding PAGA penalty of $500,000 instead of maximum recovery of $1.8 million);

WHEREAS, on Apri 15, 2026, Plaintiff provided notice of the proposed settlement to the LWDA as required by PAGA. *See* **Exhibit 4** to the Kazandjian Decl., which contains a true and correct copy of a confirmation email from the LWDA showing that Plaintiff submitted the proposed Settlement Agreement to the LWDA;

WHEREAS, prior to the submission of this Stipulation, the Parties met and conferred and agreed upon a Proposed Order and Final Judgment pursuant to this Stipulation;

WHEREAS, for the reasons set forth herein and in the Declaration of Haig Kazandjian, the PAGA settlement obtained here, including a gross PAGA settlement amount of $464,400.00, is

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fair and reasonable.

IT IS HEREBY STIPULATED AND PROPOSED BY THE PARTIES HERETO AS FOLLOWS:

The Parties stipulate and jointly propose that the Court approve the fully executed Settlement Agreement, which includes the following key terms:

A. As consideration for the settlement described herein and the release contained in the Settlement Agreement, Defendant agrees to make a payment of $464,400.00 (the "Gross Settlement Amount") based on 35,310 pay periods. The Gross Settlement Amount shall include all individual settlement payments to Aggrieved Employees, payment to the LWDA, attorneys' fees and costs awarded to Plaintiff's Counsel, Plaintiff's general release and representative enhancement award, and administration costs. No portion of the PAGA Gross Settlement Amount will revert to Defendant.

B. The Gross Settlement Amount of $464,400.00 will be allocated as follows: (a) Plaintiff's Counsel's attorneys' fees up to the requested amount of 40% of the Gross Settlement Amount, which amounts to $185,760.00; (b) Plaintiff's Counsel's request for reimbursement of litigation costs actually incurred in the amount of $6,664.39 (up to $10,000.00 allocated in agreement); (c) Plaintiff's general release and representative enhancement award in the amount of $10,000.00; (d) PAGA Settlement Administration costs not to exceed $4,450.00, to be paid to the Settlement Administrator; and (e) the remainder of the Gross Settlement Amount after deducting the items (a) through (d) herein shall be designated as the PAGA Penalty Fund, which is estimated to be $257,525.61 and will be allocated between the LWDA and the Aggrieved Employees pursuant to Labor Code section 2699(i), with seventy-five percent (75%) paid to the LWDA ($193,144.21) and twenty-five percent (25%) paid to the PAGA Members ($ 64,381.40) on a pro-rata basis, as further explained below. Each Aggrieved Employee's pro-rata share of the PAGA Penalty Fund represents their Individual Settlement Payment.

C. Plaintiff and the Aggrieved Employees shall receive a pro rata share of the twenty-five percent (25%) of the PAGA Penalty Fund allocated to Aggrieved Employees (estimated to be $64,381.40). Plaintiff and each Aggrieved Employee's Individual Settlement Payment shall be

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determined by multiplying the percentage of the PAGA Penalty Fund allocated to PAGA Members by the ratio of (a) the number of PAGA Pay Periods worked by that employee to (b) the total number of PAGA Pay Periods worked by all Aggrieved Employees (including Plaintiff). All Individual Settlement Payments made to Aggrieved Employees will be reported on an IRS Form 1099.

D. "Effective Date" means the date by when both of the following have occurred: (a) the Court enters a Final Order approving the PAGA Settlement and (b) the Final Order is final. The Final Order is final as of the latest of the following occurrences: (a) if there is no appeal, the date that is 61 days after the Final Order; (b) if there is an appeal of the Court's Final Order, the date the Final Order is affirmed on appeal, the date of dismissal of such appeal, or the expiration of the time to file a petition for writ of certiorari to the California Supreme Court; or (iii) if a petition for writ of certiorari is filed, the date of denial of the petition for writ of certiorari, or the date the Final Order is affirmed pursuant to such petition.

E. Subject to the Court approval of the Settlement, the payment of the settlement amounts shall be disbursed as follows:

- Within thirty (30) calendar days of the Effective Date, Defendant will deliver the Aggrieved Employee Data to the Administrator in the form of a confidential Microsoft Excel spreadsheet.
- Within thirty (30) calendar days after the Effective Date, Defendant shall fund the full Gross Settlement Amount of $464,400.00 to the Administrator.
- Within five (5) business days after Defendant fully funds the Gross Settlement Amount, the Administrator will mail checks for all Individual PAGA Payments to the Aggrieved Employees, the LWDA PAGA Payment to the LWDA, and the PAGA Counsel Fees Payment, the PAGA Counsel Litigation Expenses Payment, and any general release and incentive award for Plaintiff to Plaintiff's Counsel. Disbursement of the PAGA Counsel Fees Payment/PAGA Counsel Litigation Expenses Payment shall not precede disbursement of Individual PAGA Payments.

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- The Administrator will issue checks for the Individual PAGA Payments and send them to the Aggrieved Employees via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database. Concurrently with sending each Aggrieved Employee their share of the Settlement Amount, the Claims Administrator will include a "Notice of Settlement" along with each Aggrieved Employee's check. (*See* **Exhibit 2** to Kazandjian Decl.).
- The Administrator must conduct an address search for all Aggrieved Employees whose checks are returned undelivered without USPS forwarding address. Within seven (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the prior address search. The Administrator need not take further steps to deliver checks to PAGA Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Aggrieved Employee whose original check was lost or misplaced, if requested by the Aggrieved Employee prior to the void date.
- For any Aggrieved Employee whose Individual Settlement Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Aggrieved Employee.

If there is a conflict between the language of this Stipulation and the language of the Settlement Agreement attached to the Kazandjian Decl. as **Exhibit 1**, the language of the Settlement Agreement shall control.

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Dated: October 27, 2026

HAIG B. KAZANDJIAN LAWYERS, APC

By: */s/ Melissa Robinson*

Haig B. Kazandjian
Cathy Gonzalez
Melissa Robinson
Attorneys for Plaintiff Carmen Nassar

Dated: October 27, 2026

FISHER & PHILLIPS, LLP

By: */s/ Shaun Voigt*

Shaun Voigt , Esq.
Areen Babajanian, Esq.
Attorneys for Defendant Volt Management Corp.

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[PROPOSED] ORDER AND JUDGMENT

The Court, having reviewed the Parties' Joint Stipulation for Approval of Representative PAGA Settlement and Declaration of Haig B. Kazandjian and exhibits thereto, hereby FINDS, ORDERS and ADJUDGES:

(a) All terms used herein shall have the same meaning as defined in the PAGA Settlement Agreement attached as **Exhibit 1** to the Declaration of Haig B. Kazandjian.

(b) The Court hereby approves the terms set forth in the PAGA Settlement Agreement and finds that the PAGA Settlement Agreement is, in all respects, fair, adequate, and reasonable and directs the Parties to effectuate the PAGA Settlement Agreement according to its terms. The Court finds that the PAGA Settlement Agreement has been reached as a result of informed and non-collusive arm's-length negotiations. The Court further finds that the Parties were able to reasonably evaluate their respective positions. The Court also finds that settlement now will avoid additional and potentially substantial litigation costs, as well as delay and risks if the Parties were to continue to litigate the case. The Court has reviewed the monetary recovery being provided as part of the Settlement and recognizes the value accorded to the state of California and PAGA Members.

(c) The PAGA Settlement Agreement is not an admission by Defendant or by any other Released Party, nor is this Order and Judgment a finding of the validity of any allegations or of any wrongdoing by Defendant. Neither this Order and Judgment, the PAGA Settlement Agreement, nor any document referred to herein, nor any action taken to carry out the PAGA Settlement Agreement, may be construed as, or may be used as, an admission of any fault, wrongdoing, omission, concession or liability whatsoever by or against Defendant or any of the other Released Parties.

(d). Defendant shall pay the Aggrieved Employees pursuant to the procedure described in the PAGA Settlement Agreement attached to the Declaration of Haig B. Kazandjian as Exhibit 1.

(e) The payments to the Aggrieved Employees shall be mailed to the Aggrieved Employees with the Notice of Settled Representative Action, that is attached to the Declaration of Haig B.

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Kazandjian as **Exhibit 2**.

(f) After reviewing the proposed PAGA Settlement Agreement, the Declaration of Haig B. Kazandjian in Support of Approval of Representative PAGA Action Settlement, and the Exhibits attached thereto, the Court finds that the PAGA penalties awarded in this matter are fair and reasonable and therefore approves it pursuant to Labor Code 2699(s)(2).

(g) The Court hereby confirms Haig B. Kazandjian Lawyers, APC as PAGA Counsel.

(h) The Court hereby awards attorneys' fees in the amount of 40% of the Gross PAGA Settlement amount, which is $185,760.00 in attorneys' fees and litigation costs in the amount of $6,664.39. The Court finds that the PAGA attorneys' fees and costs requested were reasonable in light of the amount recovered and the relevant factors under California law. The payment of fees to PAGA Counsel shall be made in accordance with the terms of the Settlement Agreement.

(i) The Court appoints Phoenix Settlement Administrators as the Settlement Administrator and directs that the PAGA penalty payments be distributed as set forth in the PAGA Settlement Agreement. The Court approves Settlement Administration Fees of $4,450.00 for its services in this matter and to be paid as set forth in the Settlement Agreement.

(j) The Court approves the payment to Plaintiff Carmen Nassar in the amount of $10,000.00 to be paid as set forth in the Settlement Agreement. Effective on the date when Defendant fully funds the entire Gross Settlement Amount, Plaintiff fully and unconditionally forever releases and discharges the Releases from Plaintiff's Released Claims as defined in ¶ 5.1 of the Settlement Agreement.

(k) The Court further orders, adjudges and decrees that upon funding of the entire Gross Settlement Amount, each Aggrieved Employee (including Plaintiff) will release and discharge Defendants Volt Management Corp. and Volt Information Sciences, Inc. and each of their former and present directors, officers, shareholders, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries and/or affiliates, including specifically the improperly named Defendant Volt Information Sciences, Inc. (the "Released Parties") from any and all liability for all claims for PAGA penalties during the PAGA Period of June 7, 2020, through the date the Court enters an Order/Judgment approving the PAGA Settlement, or reasonably could have been alleged,

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based on the alleged violations of the Labor Code, including but not limited to: (i) Misclassification as Exempt Employees; (ii) failure to provide employment records; (iii) failure to pay overtime and double time; (iv) failure to provide rest and meal periods i; (v) failure to pay minimum wage; (vi) failure to keep accurate payroll records and provide itemized wage statements; (vii) failure to pay reporting time wages in violation of California Code of Regulations, Title 8, section 11050(5)(A); (viii) failure to pay split shift wages in violation of California Code of Regulations 11050(4)(C); (ix) failure to pay all wages earned on time; (x) failure to pay all wages earned upon discharge or resignation; (xi) failure to provide basic information at the time of hiring and when employment changes occur. (xii) failure to reimburse necessary, business-related expenses; (xiii) failure to provide notice of paid sick time and accrual; (xiv) employers, and individuals acting on behalf of employers, violating or causing to be violated a section of the Labor Code or any Wage Order , as based in, but not limited to, California Labor Code's Sections 201-203, 204, 210, 225.5, 226 et seq., 226.3, 226.7, 246, 246.5, 432, 510, 512, 512(a), 515(a), 516, 551, 552, 558, 558.1, 1174, 1174.5, 1174(d), 1182.12, 1193.6, 1194, 1194.2 1197, 1197.1, 1198, 1198.5, 2802, 2802(a), 2804, 2810.5(a)(1)(A)-(C), and the applicable Wage Orders.;

The Court hereby enters FINAL JUDGMENT in favor of Plaintiff and the PAGA Members in the amount of $464,400.00. The Judgment is awarded and allocated as follows:

(a) Plaintiff's Counsel's attorneys' fees in the amount of $185,760.00.

(b) Plaintiffs' Counsel's Litigation Costs in the amount of $6,664.39.

(c) Settlement Administration Costs of $4,450.00 to be paid to the Settlement Administrator, Phoenix Settlement Administrators.

(d) $10,000.00 to Plaintiff Carmen Nassar as her general release and enhancement payment.

(e) the remainder of the Total Settlement Amount after deducting the items (a), (b), (c) and (d) herein shall be designated as the PAGA Payment, which is estimated to be $257,525.61 and will be allocated between the LWDA and the PAGA Settlement Employees pursuant to the Labor Code with 75% ($193,144.21) paid to the LWDA and 25% ($ 64,381.40) paid to the PAGA Members pursuant to the formula in the Agreement.

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(f) Defendant shall have no further liability for costs, expenses, interests, attorneys' fees, or for any other charge, expense or liability and shall be released from all PAGA Released Claims and Plaintiff's Released Claims, all as set forth in the Agreement.

(g) This Judgment is intended to be a final disposition of the above-captioned action in its entirety, and is intended to be immediately appealable.

(h) The Court hereby dismisses this entire Action with prejudice.

(i) The Court shall have and retain continuing jurisdiction over the Action and the Parties and the State of California as real party in interest for the PAGA Settlement Employees pursuant to California Code of Civil Procedure § 664.6, including after the entry of this Order and Judgment, to the fullest extent necessary to interpret, enforce and effectuate the terms and intent of Agreement and this Order and Judgment.

(j) Pursuant to Labor Code § 2699(s)(3), Plaintiff shall submit a copy of this Order and Judgment to the LWDA within ten (10) days of entry of this Order and Judgment.

This Judgment is intended to be a final disposition of the above-captioned action in its entirety, and it is intended to be immediately appealable.

IT IS SO ORDERED AND ADJUDGED

Dated: 11/05/2026

Honorable *Lee W. Tsao*, Dept. C
JUDGE OF THE SUPERIOR COURT
Lee W. Tsao / Judge

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PROOF OF SERVICE
STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 801 North Brand Boulevard, Suite 1015, Glendale, California 91203.

On October 27, 2026, I served the foregoing document(s) described as:

JOINT STIPULATION AND [PROPOSED] ORDER GRANTING APPROVAL OF REPRESENTATIVE PAGA SETTLEMENT AND ENTERING JUDGMENT THEREON

on the interested parties in this action by method indicated below:

Shaun J. Voigt (SBN 265721) Areen Babajanian (SBN 290130) Francine Stinnett **FISHER & PHILLIPS LLP** 444 South Flower Street, Suite 1500 Los Angeles, CA 90071 Telephone: (213) 330-4500 Facsimile: (213) 330-4501 svoigt@fisherphillips.com ababajanian@fisherphillips.com fstinnett@fisherphillips.com	Attorneys for Defendant, VOLT INFORMATION SCIENCES, INC., And VOLT MANAGEMENT CORP.

[X] **BY ELECTRONIC SERVICE:** Based on a court order or agreement by the parties to accept service by e-mail or electronic transmission, I transmitted the foregoing document(s) by electronic mail from aren@hbklawyers.com to the electronic mail addresses indicated on the mailing list. The transmission was reported as complete and without error.

[X] (STATE): I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on October 27, 2026, at Glendale, California.

___/s/ Aren Sukiasyan___
Aren Sukiasyan