

EXHIBIT 5

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SANTA BARBARA – SOUTH COUNTY**

DENISE LAI, an individual, on behalf of herself, on behalf of all persons similarly situated, and on behalf of all aggrieved employees; and ELIM YEE, an individual, on behalf of herself, on behalf of all persons similarly situated, and on behalf of all aggrieved employees

Plaintiffs,

vs.

SAN ROQUE PET HOSPITAL, INC., a California corporation; GOLETA AIRPORT PET HOSPITAL, INC., a California corporation; MONTECITO PET HOSPITAL, INC., a California corporation; PETVET CARE CENTERS (CALIFORNIA), INC., a Delaware corporation; DAVID P. DAWSON, an individual; and DOES 1 through 50 inclusive

Defendants.

Case No. 22CV00150

JOINT STIPULATION OF CLASS ACTION AND PRIVATE ATTORNEYS GENERAL ACT (PAGA) SETTLEMENT AND RELEASE

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ACT (PAGA) SETTLEMENT AND RELEASE**

This Joint Stipulation of Class Action and Private Attorneys General Act Settlement and Release (“Settlement” or “Settlement Agreement”) is made and entered into by and between Plaintiffs DENISE LAI and ELIM YEE (“Plaintiffs” or “Class Representatives”), as individuals and on behalf of all others similarly situated, on the one hand, and Defendants SAN ROQUE PET HOSPITAL, INC., GOLETA AIRPORT PET HOSPITAL, INC., MONTECITO PET HOSPITAL, INC., DAVID P. DAWSON, and PETVET CARE CENTERS (CALIFORNIA), INC., (“Defendants”), on the other hand, (Defendants collectively with Plaintiffs, the “Parties” or individually a “Party”).

DEFINITIONS

The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective:

1. “Action” means *Denise Lai, et al. v San Roque Pet Hospital, Inc., et al.* - Santa Barbara Superior Court Case No. 22CV00150.
2. “Agreement,” “Stipulation,” “Settlement,” “Settlement Agreement” or “Release” shall mean this Joint Stipulation of Class Action and PAGA Settlement and Release, including any attached Exhibits.
3. “Attorneys’ Fees and Costs” means attorneys’ fees agreed upon by the Parties and approved by the Court for Class Counsel’s litigation and resolution of the Action, and all out-of-pocket costs incurred and to be incurred by Class Counsel in the Action, including but not limited to the mediator’s fees, fees and expenses of experts, investigation expenses, postage, telephone, and photocopying charges, costs associated with documenting the Settlement, providing any notices required as part of the Settlement or Court order, securing the Court’s approval of the Settlement, administering the Settlement, and obtaining entry of a Judgment terminating the Action. Class Counsel will request attorneys’ fees not in excess of one-third (1/3) of the Class Settlement Amount, or Two Hundred Ninety One Thousand Six Hundred Sixty Seven Dollars and Zero Cents (\$291,667.00). The Attorneys’ Fees and Costs will also

mean and include the additional reimbursement of any costs and expenses associated with Class Counsel's litigation and settlement of the Action, in an amount of approximately Eighteen Thousand Dollars and Zero Cents (\$18,000.00), subject to the Court's approval. Defendants have agreed not to oppose Class Counsel's request for fees and reimbursement of costs as set forth above.

4. "Class Counsel" means The Law Offices of David R. Greifinger.

5. "Class List" means a complete list of all Class Members that Defendants will diligently and in good faith compile from its records and provide to the Settlement Administrator within five (5) calendar days after Preliminary Approval of this Settlement. The Class List will be formatted in Microsoft Office Excel and will include each Class Member's full name; most recent mailing address, telephone number; Social Security number; and dates of employment.

6. "Class Member(s)", "Settlement Classes", or "Subclass Members" means:

Subclass A: All persons who are or were hourly paid employees of SAN ROQUE PET HOSPITAL, INC., GOLETA AIRPORT PET HOSPITAL, INC., MONTECITO PET HOSPITAL, INC. and / or DAVID P. DAWSON, in the State of California, at any time during the period commencing on January 13, 2018, and ending on August 25, 2020, (the "Subclass A Class Period"); and,

Subclass B: All persons who are or were hourly paid employees of PETVET CARE CENTERS (CALIFORNIA), INC., in the State of California, at any time during the period commencing September 16, 2020, and continuing until the date the Court grants preliminary approval of the settlement (the "Subclass B Class Period").

7. "Class Periods" or "Subclass Periods" means:

Subclass A Period: January 13, 2018, and ending on August 25, 2020, for all persons who are or were hourly paid employees of SAN ROQUE PET HOSPITAL, INC., GOLETA AIRPORT PET HOSPITAL, INC., MONTECITO PET HOSPITAL, INC. and / or DAVID P. DAWSON, in the State of California; and,

Subclass B Period: September 16, 2020, and continuing until the date the Court grants

preliminary approval of the Settlement for all persons who are or were hourly paid employees of PETVET CARE CENTERS (CALIFORNIA), INC., in the State of California.

8. "Class Representative Enhancement Payments" means the amounts to be paid to the named Class Plaintiffs in recognition of their effort and work in prosecuting the Action on behalf of Class Members, and for their general release of claims. Subject to the Court granting final approval of this Settlement Agreement and subject to the exhaustion of any and all appeals, Plaintiffs will request Court approval of Class Representative Enhancement Payments of Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00) to DENISE LAI and Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00) to ELIM YEE.

9. "Class Settlement Amount" means the Class Settlement Amount of Eight Hundred Seventy-Five Thousand Dollars and Zero Cents (\$875,000.00), to be paid by Defendants in full satisfaction of all Released Claims arising from the Action, which includes all Individual Settlement Payments to Participating Class Members, Attorneys' Fees and Costs to Class Counsel, the Class Representative Enhancement Payments to Plaintiffs, the Labor and Workforce Development Agency Payment, and Settlement Administration Costs to the Settlement Administrator. \$437,500.00 of the Class Settlement Amount shall be allocated to Subclass A and \$437,500.00 of the Class Settlement Amount shall be allocated to Subclass B (including PAGA Penalties). The allocation among Subclass A and Subclass B shall be expressly disclosed in the motion for preliminary approval and in the notice to the Class and Subclasses if the matter is preliminarily approved. This Class Settlement Amount has been agreed to by Plaintiffs and Defendants based on the aggregation of the agreed-upon settlement value of individual claims. In no event will Defendants be liable for more than the Class Settlement Amount. There will be no reversion of the Class Settlement Amount to Defendants. Defendants will be separately responsible for any employer payroll taxes required by law, including but not limited to the employer FICA, FUTA, and SDI contributions, which shall not be paid from the Class Settlement Amount.

10. "Court" means the Santa Barbara County Superior Court.

11. "Defendants" means Defendants SAN ROQUE PET HOSPITAL, INC.,

GOLETA AIRPORT PET HOSPITAL, INC., MONTECITO PET HOSPITAL, INC., PETVET
CARE CENTERS (CALIFORNIA), INC., and DAVID P. DAWSON.

12. “Effective Date” means the later of:

(i) if no timely objections are filed, or are withdrawn prior to Final
Approval, then the date of Final Approval; or

(ii) if a Class Member files an objection to the Settlement, and intervenes into
the action pursuant to California Code of Civil Procedure section 387, the
Effective Date shall be the sixty-five (65) calendar days after the date of
Final Approval, provided no appeal is initiated by an objector; or

(iii) if a timely appeal is initiated by an objector, then the Effective Date will
be twenty (20) calendar days after the date of final resolution of that
appeal (including any requests for rehearing and/or petitions for
certiorari), resulting in final judicial approval of the Settlement.

13. “Final Approval” means the date on which the Court enters an order granting
final approval of the Settlement Agreement.

14. “Individual Settlement Payment” means each Participating Class Member’s
respective share of the Net Settlement Amount.

15. “Labor and Workforce Development Agency Payment” means the amount that
the Parties have agreed to pay to the Labor and Workforce Development Agency (“LWDA”) in
connection with the Labor Code Private Attorneys General Act of 2004 (Lab. Code §§ 2698, et
seq., “PAGA”). The Parties have agreed that Twenty Thousand Dollars and Zero Cents
(\$20,000.00) of the Class Settlement Amount will be allocated to the resolution of Subclass B’s
claims arising under PAGA, Seventy-Five Percent (75%) of which, or Fifteen Thousand Dollars
and Zero Cents (\$15,000.00), will be paid to the LWDA, and Twenty-Five Percent (25%), or
Five Thousand Dollars and Zero Cents (\$5,000.00), will be included in the Net Settlement
Amount.

16. “Net Settlement Amount” means the Class Settlement Amount, less Attorneys’
Fees and Costs, the Class Representative Enhancement Payments, the Labor and Workforce

1 Development Agency Payment, and Settlement Administration Costs. The Attorneys' Fees and
2 Costs, the Class Representative Enhancement Payments, and Settlement Administration Costs
3 approved by the Court shall be apportioned equally between Subclass A and Subclass B. The
4 Labor and Workforce Development Agency Payment approved by the Court shall be
5 apportioned entirely to Subclass B. The Net Settlement Amount will be distributed to
6 Participating Class Members in each Subclass according to the respective allocation to each
7 Subclass. There will be no reversion of the Net Settlement Amount to Defendants.

8 17. "Notice of Objection" means a Class Member's valid and timely written
9 objection to the Settlement Agreement. For the Notice of Objection to be valid, it must include:

- 10 (i) the objector's full name, signature, address, and telephone number;
11 (ii) a written statement of all grounds for the objection accompanied by any
12 legal support for such objection;
13 (iii) copies of any papers, briefs, or other documents upon which the
14 objection is based; and
15 (iv) a statement whether the objector intends to appear at the final fairness
16 and approval hearing. Any Class Member who does not submit a timely
17 written objection to the Settlement, or who fails to otherwise comply with
18 the specific and technical requirements of this section, will be foreclosed
19 from objecting to the Settlement and seeking any adjudication or review
20 of the Settlement, by appeal or otherwise.

21 18. "Notice Packet" means the Notice of Class Action Settlement, substantially in
22 the form attached as Exhibit A.

23 19. "Parties" means Plaintiffs and Defendants collectively.

24 20. "Participating Class Members" means all Class Members who do not submit
25 timely and valid Requests for Exclusion.

26 21. "Plaintiffs" means Plaintiffs DENISE LAI and ELIM YEE.

27 22. "Preliminary Approval" means the Court order granting preliminary approval of
28 the Settlement Agreement.

23. “Released Claims” means all claims, rights, demands, liabilities, and causes of action under California law, state law, the federal Fair Labor Standards (FLSA), federal law, or local law, whether statutory, common law or administrative law, including all associated claims for penalties, premium pay, liquidated damages, injunctive relief, restitution, punitive damages, interest, attorneys’ fees and costs that were asserted or could have been asserted based on or related to the facts alleged in the operative complaint during the Class Period, including allegations of: (1) failure to properly institute an alternative workweek schedule; (2) unpaid overtime; (3) unpaid minimum wages; (4) meal period violations; (5) rest period violations; (6) failure to provide itemized statements and maintain accurate payroll records; (7) violations of the California Occupational Safety and Health Act of 1973; (8) failure to timely pay wages upon termination of employment (California Labor Code section 203); (9) failure to reimburse business expenses; (10) failure to provide adequate seating; (11) violation of California Business & Professions Code sections 17200 et seq., based on the preceding claims; and (12) civil penalties asserted under PAGA (California Labor Code section 2698 et seq.).

24. “Released Parties” means Defendants, their respective affiliates and subsidiaries, and each of their predecessors, successors, subsidiaries, parent companies, other corporate affiliates, and assigns, and each and all of their current or former subsidiaries, parents, affiliates, predecessors, insurers, agents, servants, employees, successors, assigns, officers, officials, directors, attorneys, personal representatives, registered representatives, executors, members, principals, heirs, administrators, fiduciaries, trustees, accountants, auditors, consultants, insurers, reinsurers, and shareholders, including their respective pension, profit sharing, savings, health, and other employee benefits plans of any nature, the successors of such plans, and those plans’ respective current or former trustees and administrators, agents, employees, and fiduciaries, and any other persons acting by, through, under or in concert with any of them.

25. “Request for Exclusion” means a timely letter submitted by a Class Member indicating a request to be excluded from the Settlement. The Request for Exclusion must:

- (i) set forth the name, address, telephone number and last four digits of the Social Security Number of the Class Member requesting exclusion;

- (ii) be signed by the Class Member;
- (iii) be returned to the Settlement Administrator;
- (iv) clearly state that the Class Member does not wish to be included in the Settlement; and
- (v) be faxed or postmarked on or before the Response Deadline.

26. “Response Deadline” means the deadline by which Class Members must postmark or fax to the Settlement Administrator Requests for Exclusion, or postmark Notices of Objection to the Settlement Administrator. The Response Deadline will be forty-five (45) calendar days from the initial mailing of the Notice Packet by the Settlement Administrator, unless the forty-fifth (45th) calendar day falls on a Sunday or state holiday, in which case the Response Deadline will be extended to the next day on which the U.S. Postal Service is open.

27. “Settlement Administration Costs” means the costs payable from the Class Settlement Amount to the Settlement Administrator for administering this Settlement, including, but not limited to, printing, distributing, and tracking documents for this Settlement, tax reporting, distributing the Class Settlement Amount, and providing necessary reports and declarations, as requested by the Parties. The Settlement Administration Costs will be paid from the Class Settlement Amount, including, if necessary, any Settlement Administration costs in excess of the amount represented by the Settlement Administrator as being the maximum costs necessary to administer the Settlement. Based on an estimated Settlement Class of approximately 3503 Class Members, the Settlement Administration Costs are currently estimated to be \$24,500.00. In the event that Defendants exercise their right of rescission pursuant to Paragraph 67 of the Agreement, Defendants will be solely responsible for all Settlement Administration Costs incurred by the Parties and / or the Settlement Class.

28. “Settlement Administrator” means CPT Group, Inc., or any other third-party class action settlement administrator agreed to by the Parties and approved by the Court for the purposes of administering this Settlement. The Parties each represent that they do not have any financial interest in the Settlement Administrator or otherwise have a relationship with the Settlement Administrator that could create a conflict of interest.

29. “Workweeks” means the number of days of employment by SAN ROQUE PET HOSPITAL, INC., GOLETA AIRPORT PET HOSPITAL, INC., MONTECITO PET HOSPITAL, INC., PETVET CARE CENTERS (CALIFORNIA), INC., and/or DAVID P. DAWSON for each Class Member during the Class Periods based on the Class Member’s dates of employment, dividing by seven (7), and rounding up to the nearest whole number. All Class Members will be credited with at least one Workweek. The Settlement Administrator will be responsible for calculating all Class Members’ Workweeks after receiving the Class List.

TERMS OF AGREEMENT

The Plaintiffs, on behalf of themselves and the Settlement Class, and Defendants agree as follows:

30. Funding of the Class Settlement Amount. Within ten (10) business days of Final Approval, Defendants will make a one-time deposit of the Class Settlement Amount of Eight Hundred Seventy-Five Thousand Dollars and Zero Cents (\$875,000.00) into a Qualified Settlement Account to be established by the Settlement Administrator. If the deadline to fund the settlement falls on a Saturday, Sunday, or holiday, the deadline to fund the Settlement shall be extended to the next business day. Defendants will pay the employer’s share of payroll taxes separately. After the Effective Date, the Class Settlement Administrator will be charged with distributing: (i) Individual Settlement Payments paid from the Net Settlement Amount; (ii) the Labor and Workforce Development Agency Payment; (iii) the Class Representative Enhancement Payments; (iv) Attorneys’ Fees and Costs; and (v) Settlement Administration Costs.

31. Attorneys’ Fees and Costs. Defendants agree not to oppose or impede any application or motion by Class Counsel for Attorneys’ Fees and Costs of not more than Two Hundred Ninety-One Thousand Six Hundred Sixty-Seven Dollars and Zero Cents (\$291,667.00), plus the reimbursement of all out-of-pocket costs and expenses associated with Class Counsel’s litigation and settlement of the Action (including expert fees, investigations expenses, photocopying, etc.), which are approximately Eighteen Thousand Dollars and Zero Cents (\$18,000.00), both of which will be paid from the Class Settlement Amount.

32. Class Representative Enhancement Payments. In exchange for a general release, and in recognition of their effort and work in prosecuting the Action on behalf of Class Members, Defendants agree not to oppose or impede any application or motion for Class Representative Enhancement Payments of Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00) to DENISE LAI and Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00) to ELIM YEE. The Class Representative Enhancement Payments will be paid from the Class Settlement Amount and will be in addition to Plaintiffs' Individual Settlement Payments paid pursuant to the Settlement. Plaintiffs will be solely and legally responsible to pay any and all applicable taxes on the Class Representative Enhancement Payments. The Class Representatives agree to indemnify and hold Defendants harmless from any claim or liability for taxes, penalties, or interest arising as a result of the Class Representative Enhancement Payments. Should the Court reduce the Class Representative Enhancement Payments, any such reduction shall revert to the Net Settlement distributed to Class Members.

33. Settlement Administration Costs. The Settlement Administrator will be paid for the reasonable costs of administration of the Settlement and distribution of payments from the Class Settlement Amount, which is currently estimated to be \$24,500.00. These costs, which will be paid from the Class Settlement Amount, will include, inter alia, the required tax reporting on the Individual Settlement Payments, the issuing of 1099 and W-2 IRS Forms, distributing Notice Packets, calculating and distributing the Class Settlement Amount, and providing necessary reports and declarations.

34. Acknowledgment of Potential Settlement Administration Cost Increases. The Parties acknowledge that Settlement Administration Costs may increase above the current estimate of \$24,500.00 and that any such additional Settlement Administration Costs will be paid out of the Class Settlement Amount. Any portion of the estimated or designated Settlement Administration Costs which are not in fact required to fulfill the administration of the Settlement shall become part of the Net Settlement Amount.

35. Labor and Workforce Development Agency Payment. Subject to Court approval, the Parties agree that the amount of Twenty Thousand Dollars and Zero Cents (\$20,000.00)

from the Class Settlement Amount will be designated for satisfaction of Plaintiffs' and Class Members' PAGA claims. Pursuant to PAGA, Seventy-Five Percent (75%), or Fifteen Thousand Dollars and Zero Cents (\$15,000.00), of this sum will be paid to the LWDA and Twenty-Five Percent (25%), or Five Thousand Dollars and Zero Cents (\$5,000.00), will be included in the Net Settlement Amount.

36. Net Settlement Amount. The entire Net Settlement Amount will be distributed to Participating Class Members as Individual Settlement Payments. No portion of the Net Settlement Amount will revert to or be retained by Defendants.

37. Treatment of Individual Settlement Payments. All Individual Settlement Payments will be allocated as follows: (i) twenty percent (20%) of each Individual Settlement Payment will be allocated as wages for which IRS Forms W-2 will be issued; (ii) sixty percent (60%) will be allocated as non-wages (penalties) for which IRS Forms 1099-MISC will be issued; and, (iii) twenty percent (20%) will be allocated as non-wages (pre-judgment interest) for which IRS Forms 1099-MISC will be issued.

38. Individual Settlement Payment Calculations. Individual Settlement Payments will be calculated and apportioned from the Net Settlement Amount for each Subclass based on the number of Workweeks a Subclass Member worked during the Subclass Period. The Settlement Administrator shall calculate Individual Settlement Payments as follows:

38(a) The Settlement Administrator will first calculate the total number of Workweeks worked by each Subclass Member during the Subclass Period and the aggregate total number of Workweeks worked by all Subclass Members during each Subclass Period.

38(b) To determine each Subclass Member's estimated "Individual Settlement Payment," the Settlement Administrator will use the following formula: The Net Settlement Amount for each Subclass will be divided by the aggregate total number of Workweeks for each Subclass, resulting in the "Workweek Value." Each Subclass Member's "Individual Settlement Payment" will be calculated by

1 multiplying each individual Subclass Member's total number of
 2 Workweeks by the Workweek Value. Each Subclass Member's
 3 Individual Settlement Payment will then be apportioned pursuant to
 4 the percentages listed in Paragraph 37.

5 38(c) The Individual Settlement Payments will be reduced by any required
 6 deductions for each Participating Class Member as specifically set
 7 forth herein, including employee-side tax withholdings or deductions.

8 38(d) The entire Net Settlement Amount will be disbursed to all Class
 9 Members who do not submit timely and valid Requests for Exclusion.
 10 If there are any valid and timely Requests for Exclusion, the
 11 Settlement Administrator shall proportionately increase the Individual
 12 Settlement Payment for each Participating Class Member according to
 13 the number of Workweeks worked, so that the amount actually
 14 distributed to the Settlement Class equals 100 percent of the Net
 15 Settlement Amount.

16 38(e) Individual Settlement Payment checks will contain the following
 17 printed notice advising Class Members that by cashing, depositing or
 18 otherwise negotiating their Individual Settlement Payment checks,
 19 they are affirmatively opting into the settlement for purposes of the
 20 FLSA: "BY CASHING THIS CHECK YOU ARE AGREEING TO
 21 THE TERMS OF THE SETTLEMENT REACHED IN LAI, ET AL.
 22 V. SAN ROQUE PET HOSPITAL, INC., ET AL., CASE NO.
 23 22CV00150, AND AGREE TO OPT-IN TO THE SETTLEMENT
 24 AND TO RELEASE CLAIMS UNDER THE FAIR LABOR
 25 STANDARDS ACT PURSUANT TO THE SETTLEMENT."

26 39. No Credit Toward Benefit Plans. The Individual Settlement Payments made to
 27 Participating Class Members under this Settlement, as well as any other payments made
 28 pursuant to this Settlement, will not be utilized to calculate any additional benefits under any

benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties' intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

40. Administration Process. The Parties agree to cooperate in the administration of the settlement and to make all reasonable efforts to control and minimize the costs and expenses incurred in administration of the Settlement.

41. Delivery of the Class List. Within five (5) business days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator. If the deadline to provide the Class List falls on a Saturday, Sunday, or holiday, the deadline to fund the Settlement shall be extended to the next business day.

42. Notice by First-Class U.S. Mail. Within fourteen (14) calendar days after receiving the Class List from Defendant, the Settlement Administrator will mail a Notice Packet to all Class Members via regular First-Class U.S. Mail, using the most current, known mailing addresses identified in the Class List.

43. Confirmation of Contact Information in the Class Lists. Prior to mailing, the Settlement Administrator will perform a search based on the National Change of Address Database for information to update and correct for any known or identifiable address changes. Any Notice Packets returned to the Settlement Administrator as non-deliverable on or before the Response Deadline will be sent via regular First-Class U.S. Mail to the forwarding address affixed thereto, within 10 days, and the Settlement Administrator will indicate the date of the re-mailing on the Notice Packet. If no forwarding address is provided, the Settlement Administrator will attempt to determine the correct address using a skip-trace, or other search using the name, address and/or Social Security number of the Class Member involved and will then perform a single re-mailing within 10 days of the date that the Notice Packet was returned. Those Class Members who receive a re-mailed Notice Packet, whether by skip-trace or by request, will have either (i) an additional fifteen (15) calendar days or (ii) until the Response

1 Deadline, whichever is later, to submit a Request for Exclusion or an objection to the
2 Settlement.

3 44. Notice Packets. All Class Members will be mailed a Notice Packet. Each Notice
4 Packet will provide:

- 5 (i) information regarding the nature of the Action;
- 6 (ii) a summary of the Settlement's principal terms;
- 7 (iii) the Settlement Class definition;
- 8 (iv) the total number of Workweeks each respective Class Member worked
9 for Defendant during the Class Period;
- 10 (v) each Class Member's estimated Individual Settlement Payment and the
11 formula for calculating Individual Settlement Payments;
- 12 (vi) the dates that comprise the Class Period;
- 13 (vii) instructions on how to submit Requests for Exclusion or Notices of
14 Objection;
- 15 (viii) the deadlines by which the Class Member must postmark or fax Request
16 for Exclusions, or postmark Notices of Objection to the Settlement; and
17 (ix) the claims to be released.

18 45. Disputed Information on Notice Packets. Class Members will have an
19 opportunity to dispute the information provided in their Notice Packets. To the extent Class
20 Members dispute their employment dates or the number of Workweeks on record, Class
21 Members may produce evidence to the Settlement Administrator showing that such information
22 is inaccurate. The Settlement Administrator will decide all disputes over the number of
23 Workweeks for Class Members. Defendants' records will be presumed correct, but the
24 Settlement Administrator will evaluate the evidence submitted by the Class Member and will
25 make the final decision as to the merits of the dispute. All disputes will be decided by the
26 Settlement Administrator within ten (10) business days of the Response Deadline and the
27 Settlement Administrator's decision shall be final and not subject to appeal.

28 46. Defective Submissions. If a Class Member's Request for Exclusion is defective
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as to the requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The Settlement Administrator will mail the Class Member a cure letter within three (3) business days of receiving the defective submission to advise the Class Member that his or her submission is defective and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have until (i) the Response Deadline or (ii) fifteen (15) calendar days from the date of the cure letter, whichever date is later, to postmark or fax a revised Request for Exclusion. If the revised Request for Exclusion is not postmarked or received by fax within that period, it will be deemed untimely.

47. Request for Exclusion Procedures. Any Class Member wishing to opt-out from the Settlement Agreement must sign and fax or postmark a written Request for Exclusion to the Settlement Administrator by the Response Deadline. For Requests for Exclusion that are mailed to the Settlement Administrator, the postmark date will be the exclusive means to determine whether a Request for Exclusion has been timely submitted.

48. Settlement Terms Bind All Class Members Who Do Not Opt-Out. Any Class Member who does not affirmatively opt-out of the Settlement Agreement by submitting a timely and valid Request for Exclusion will be bound by all of its terms, including those pertaining to the Released Claims during the Class Period, as well as any Judgment that may be entered by the Court if it grants final approval to the Settlement.

49. Releases by Participating Class Members. Upon the Effective Date, and except as to rights or claims that may be created by this Settlement Agreement, each Participating Class Member, together and individually, on their behalf and on behalf of their respective spouses, heirs, executors, administrators, agents, and attorneys, shall fully and forever release and discharge all of the Released Parties, or any of them, from each of the Released Claims during the Class Period.

50. Subject to and in accordance with the provisions of the Settlement Agreement, even if Class Members may hereafter discover facts in addition to or different from those which they now know or believe to be true with respect to the subject matter of the Released Claims, Class Members shall be deemed to have and by operation of the Final Judgment shall have,

1 fully, finally and forever settled and released any and all Released Claims. This is true whether
2 the Released Claims are known or unknown, suspected or unsuspected, which now exist or
3 heretofore have existed under any theory of law or equity now existing or coming into existence
4 in the future, including but not limited to conduct that is negligent, intentional, with or without
5 malice, or a breach of any duty, law, or rule, without regard to the subsequent discovery or
6 existence of such different or additional facts.

7 51. Class Members will be deemed to have acknowledged and agreed that their
8 claims for wages and/or penalties in the Action are disputed, and that their Individual Settlement
9 Payments constitute payment of all sums allegedly due to them. Class Members will be deemed
10 to have acknowledged and agreed that California Labor Code section 206.5 is not applicable to
11 the Individual Settlement Payments. That section provides in pertinent part as follows:

12 **“An employer shall not require the execution of a release of a claim or right on account of**
13 **wages due, or to become due, or made as an advance on wages to be earned, unless**
14 **payment of those wages has been made.”**

15 52. Objection Procedures. To object to the Settlement Agreement, a Class Member
16 must postmark a valid Notice of Objection to the Settlement Administrator on or before the
17 Response Deadline. The Notice of Objection must be signed by the Class Member and contain
18 all information required by this Settlement Agreement. The postmark will be deemed the
19 exclusive means for determining that the Notice of Objection is timely. Class Members who fail
20 to object in the manner specified above will be deemed to have waived all objections to the
21 Settlement and will be foreclosed from making any objections, whether by appeal or otherwise,
22 to the Settlement Agreement. Class Members who postmark timely Notices of Objection will
23 have a right to appear at the Final Approval Hearing in order to have their objections heard by
24 the Court. At no time will any of the Parties or their counsel seek to solicit or otherwise
25 encourage Class Members to submit written objections to the Settlement Agreement or appeal
26 from the Order and Judgment. Class Counsel will not represent any Class Members with respect
27 to any such objections to this Settlement.

28 53. Certification Reports Regarding Individual Settlement Payment Calculations.

1 The Settlement Administrator will provide Defendants' counsel and Class Counsel a weekly
2 report that certifies the number of Class Members who have submitted valid Requests for
3 Exclusion, objections to the Settlement, and whether any Class Member has submitted a
4 challenge to any information contained in their Notice Packet. Additionally, the Settlement
5 Administrator will provide to counsel for both Parties any updated reports regarding the
6 administration of the Settlement Agreement as needed or requested.

7 54. Distribution Timing of Individual Settlement Payments. Within thirty (30)
8 business days of the Effective Date, the Settlement Administrator will issue payments to:

- 9 (i) Participating Class Members;
10 (ii) the Labor and Workforce Development Agency;
11 (iii) Plaintiffs; and
12 (iv) Class Counsel. The Settlement Administrator will also issue a payment
13 to itself for Court-approved services performed in connection with the
14 Settlement.

15 55. Un-cashed Settlement Checks. Funds represented by Individual Settlement
16 Payment checks returned as undeliverable and Individual Settlement Payment checks remaining
17 un-cashed for more than one hundred and twenty (120) calendar days after issuance will be
18 tendered to the State Controller's Office, Unclaimed Property Division. Uncashed Individual
19 Settlement Payment checks will not be reissued.

20 56. Certification of Completion. Upon completion of administration of the
21 Settlement, the Settlement Administrator will provide a written declaration under oath to certify
22 the completion to the Court and counsel for all Parties.

23 57. Administration of Taxes by the Settlement Administrator. The Settlement
24 Administrator will be responsible for issuing to Plaintiffs, Participating Class Members, and
25 Class Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid
26 pursuant to this Settlement. The Settlement Administrator will also be responsible for
27 forwarding all payroll taxes and penalties to the appropriate government authorities.

28 58. Administration Costs if Settlement Fails. If the Settlement is voided or rejected
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1 by the Court, any costs incurred by the Settlement Administrator will be paid by Defendants,
2 unless otherwise specified in this Agreement.

3 59. Tax Liability. Defendants make no representation as to the tax treatment or legal
4 effect of the payments called for hereunder, and Plaintiffs and Participating Class Members are
5 not relying on any statement, representation, or calculation by Defendants or by the Settlement
6 Administrator in this regard. Class Representatives, Class Members, and Class Counsel
7 understand and agree that they will be solely responsible for the payment of any taxes and
8 penalties assessed on the payments described herein and will defend, indemnify, and hold
9 Defendants free and harmless from and against any claims resulting from treatment of such
10 payments as non-taxable damages.

11 60. Circular 230 Disclaimer. EACH PARTY TO THIS AGREEMENT (FOR
12 PURPOSES OF THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY
13 TO THIS AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN “OTHER
14 PARTY”) ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS
15 AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN
16 OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISERS, IS OR
17 WAS INTENDED TO BE, NOR WILL ANY SUCH COMMUNICATION OR DISCLOSURE
18 CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN
19 THE MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230
20 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS
21 RELIED EXCLUSIVELY UPON HIS, HER, OR ITS OWN, INDEPENDENT LEGAL AND
22 TAX COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN CONNECTION WITH
23 THIS AGREEMENT, (B) HAS NOT ENTERED INTO THIS AGREEMENT BASED UPON
24 THE RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR
25 ADVISOR TO ANY OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY
26 COMMUNICATION OR DISCLOSURE BY ANY ATTORNEY OR ADVISER TO ANY
27 OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE
28 ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR ADVISER TO ANY OTHER

PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISER'S TAX STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY THIS AGREEMENT.

61. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or right herein released and discharged.

62. Nullification of Settlement Agreement. In the event that: (i) the Court does not grant final approval of the Settlement as provided herein; or (ii) the Settlement does not become final for any other reason, then this Settlement Agreement, and any documents generated to bring it into effect, will be null and void. Any order or judgment entered by the Court in furtherance of this Settlement Agreement will likewise be treated as void from the beginning.

63. Preliminary Approval Hearing. Plaintiffs will obtain a hearing before the Court to request the Preliminary Approval of the Settlement Agreement, and the entry of a Preliminary Approval Order for:

- (i) conditional certification of the Settlement Class for settlement purposes only,
- (ii) preliminary approval of the proposed Settlement Agreement,
- (iii) setting a date for a final-fairness hearing.

The Preliminary Approval Order will provide for the Notice Packet to be sent to all Class Members as specified herein. In conjunction with the Preliminary Approval hearing, Plaintiffs will submit this Settlement Agreement, which sets forth the terms of this Settlement, and will include the proposed Notice of Class Action Settlement, attached as Exhibit A. Class Counsel will be responsible for drafting all documents necessary to obtain preliminary approval and agrees to provide drafts of all documents it intends to file with the Court in support of Plaintiffs'

1 motion for Preliminary Approval to Defendants' counsel for their review and comment at least
2 five (5) calendar days before filing same with the Court.

3 64. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of
4 the deadlines to postmark Requests for Exclusion or objections to the Settlement Agreement,
5 and with the Court's permission, a final fairness hearing will be conducted to determine the
6 Final Approval of the Settlement Agreement along with the amounts properly payable for:

- 7 (i) Attorneys' Fees and Costs;
- 8 (ii) the Class Representative Enhancement Payments;
- 9 (iii) Individual Settlement Payments;
- 10 (iv) the Labor and Workforce Development Agency Payment;
- 11 (v) all Settlement Administration Costs.

12 The final-fairness hearing will not be held earlier than thirty (30) calendar days after the
13 Response Deadline. Class Counsel will be responsible for drafting all documents necessary to
14 obtain final approval. Class Counsel will also be responsible for drafting the attorneys' fees and
15 costs application to be heard at the final approval hearing.

16 65. Judgment and Continued Jurisdiction. Upon final approval of the Settlement by
17 the Court or after the final fairness hearing, the Parties will present the Judgment to the Court
18 for its approval. After entry of the Judgment, the Court will have continuing jurisdiction solely
19 for purposes of addressing: (i) the interpretation and enforcement of the terms of the Settlement,
20 (ii) Settlement administration matters, and (iii) post-Judgment matters that are appropriate under
21 court rules or as set forth in this Settlement Agreement.

22 66. Release by Plaintiffs. Upon the Effective Date, in addition to the claims being
23 released by all Participating Class Members, the named Plaintiffs will release and forever
24 discharge the Released Parties, to the fullest extent permitted by law, of and from any and all
25 claims, known and unknown, asserted and not asserted, which Plaintiffs have or may have
26 against the Released Parties as of the Preliminary Approval date. To the extent the foregoing
27 release is a release to which Section 1542 of the California Civil Code or similar provisions of
28 other applicable law may apply, Plaintiffs expressly waive any and all rights and benefits

1 conferred upon them by the provisions of Section 1542 of the California Civil Code or similar
2 provisions of applicable law which are as follows:

3 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
4 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO
5 EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE
6 RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE
7 MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE
8 DEBTOR OR RELEASED PARTY.

9 Plaintiffs each understand fully the statutory language of Civil Code section 1542 and,
10 with this understanding, nevertheless each elect to, and do, assume all risks for claims that have
11 arisen, whether known or unknown, which they ever had, or hereafter may claim to have, arising
12 on or before the date of their respective signatures to this Agreement, and specifically each
13 waive all rights each may have under California Civil Code section 1542.

14 67. Rescission of Settlement Agreement (by Defendants). If more than ten percent
15 (10%) of the Class Members opt-out of the Settlement by submitting Request for Exclusion
16 forms, Defendants may, at their sole option, rescind and void the Settlement and all actions
17 taken in furtherance of it will thereby be null and void. Defendants must exercise this right of
18 rescission, in writing, to Class Counsel within thirty (30) calendar days after the expiration of
19 the Response Deadline. In the event that Defendants exercise their right of rescission,
20 Defendants will be solely responsible for all Settlement Administration Costs incurred by the
21 Parties and / or the Settlement Class.

22 68. Exhibits Incorporated by Reference. The terms of this Settlement Agreement
23 include the terms set forth in any attached Exhibits, which are incorporated by this reference as
24 though fully set forth herein. Any Exhibits to this Settlement Agreement are an integral part of
25 the Settlement.

26 69. Entire Agreement. This Settlement Agreement and any attached Exhibits
27 constitute the entirety of the Parties' settlement terms. No other prior or contemporaneous
28 written or oral agreements may be deemed binding on the Parties. The Parties expressly

1 recognize California Civil Code section 1625 and California Code of Civil Procedure Section
2 1856, subdivision (a), which provide that a written agreement is to be construed according to its
3 terms and may not be varied or contradicted by extrinsic evidence, and the Parties agree that no
4 such extrinsic oral or written representations or terms will modify, vary or contradict the terms
5 of this Settlement Agreement.

6 70. Amendment or Modification. No amendment, change, or modification to this
7 Settlement Agreement will be valid unless in writing and signed, either by the Parties or their
8 counsel.

9 71. Authorization to Enter into Settlement Agreement. Counsel for all Parties
10 warrant and represent they are expressly authorized by the Parties whom they represent to
11 negotiate this Settlement Agreement and to take all appropriate action required or permitted to
12 be taken by such Parties pursuant to this Settlement Agreement to effectuate its terms and to
13 execute any other documents required to effectuate the terms of this Settlement Agreement. The
14 Parties and their counsel will cooperate with each other and use their best efforts to effect the
15 implementation of the Settlement. If the Parties are unable to reach agreement on the form or
16 content of any document needed to implement the Settlement, or on any supplemental
17 provisions that may become necessary to effectuate the terms of this Settlement, the Parties may
18 seek the assistance of the Court to resolve the disagreement.

19 72. Binding on Successors and Assigns. This Settlement Agreement will be binding
20 upon, and inure to the benefit of, the successors or assigns of the Parties hereto, as previously
21 defined.

22 73. Plaintiffs' Waiver of Right to Be Excluded and Object. Plaintiffs each agree to
23 sign this Settlement Agreement and, by signing this Settlement Agreement, are hereby bound by
24 the terms herein. For good and valuable consideration, Plaintiffs further agree that they will not
25 request to be excluded from the Settlement Agreement, nor object to any terms herein. Any such
26 request for exclusion or objection by Plaintiffs will be void and of no force of effect. Any efforts
27 by Plaintiffs to circumvent the terms of this paragraph will be void and of no force or effect.

28 74. Termination of Settlement. Subject to the obligations of cooperation set forth
Page 21

herein, either Party may terminate this Settlement if the Court declines to enter a Preliminary Approval Order, a Final Approval Order or a final judgment in substantially the form submitted by the Parties, or the Settlement Agreement as agreed upon does not become final because of an appellate court order or decision. The terminating Party or Parties shall give to the other Party or Parties (through their counsel) written notice of the decision to terminate no later than ten (10) business days after receiving notice that one of the enumerated events has occurred.

Termination shall have the following effects:

74(a) The Settlement Agreement shall be terminated and shall have no force or effect, and no Party shall be bound by any of its terms;

74(b) Defendants shall have no obligations to make any payment to any Party, Class Member, Class Representative, the Labor and Workforce Development Agency or Class Counsel, except that the terminating Party shall pay the Settlement Administrator for services rendered up to the date the Settlement Administrator is notified the Settlement has been terminated;

74(c) The Preliminary Approval Order, Final Approval Order and Judgment, including an order of class certification, shall be vacated;

74(d) The Settlement Agreement and all negotiations, statements, and proceedings relating thereto shall be without prejudice to the right of any of the Parties, all of whom shall be restored to their respective positions prior to the Settlement; and

74(e) Neither this Settlement Agreement, nor any ancillary documents, actions, statements, or filings in furtherance of Settlement (including all matters associated with mediation) shall be admissible or offered into evidence in the Action or any other action for any purpose whatsoever.

The Parties further agree that in the event the Court declines to enter a Preliminary Approval Order, a Final Approval Order or a final judgment in substantially the form submitted by the Parties, or the Settlement Agreement as agreed upon does not become final because of an

1 appellate court order or decision, the Parties shall engage their best efforts in good faith to
2 negotiate a solution, and to amend the Agreement consistent with the ruling and/or guidance
3 from the Court in order to proceed with settlement.

4 75. Notices. Unless otherwise specifically provided herein, all notices, demands or
5 other communications given hereunder shall be in writing and shall be deemed to have been
6 duly given as of the third business day after mailing by United States registered or certified
7 mail, return receipt requested, *and* email notifications, as follows:

8 **To Plaintiffs and the Class:**

9 David R. Greifinger
10 Calvin A. Marshall
11 Law Offices of David R. Greifinger
12 15515 W. Sunset Boulevard, Unit 214
13 Pacific Palisades, California 90272
tracklaw@me.com
calvin@greifingerlaw.com

14 **To Defendants:**

15 Nancy Yaffe
16 Daniel Kitzes
17 FOX ROTHSCHILD LLP
18 10250 Constellation Blvd., Suite 900
19 Los Angeles, CA 90067
nyaffe@foxrothschild.com
dkitzes@foxrothschild.com

20 76. Other Lawsuits. To the fullest extent permissible under applicable law, and
21 solely for the purposes of this Settlement Agreement and not for any other purpose, counsel for
22 Plaintiffs represent and warrant on behalf of themselves and all others acting on their behalf,
23 that they: (i) have not been retained by any other individuals with claims against Defendants
24 (other than those of which Defendants and/or their counsel have been advised); (ii) are not
25 aware of, and have not been informed of, any other plaintiff, Class Member, or attorney who
26 intends to bring a claim against Defendants including, but not limited to any claim based on the
27 subject matter of the Action; and (iii) do not currently intend to bring any other claims against
28 Defendants. Nothing in the foregoing is intended to limit or restrict Plaintiffs' counsel's ability

1 to practice law, or to otherwise violate California Rules of Professional Conduct, Rule 1-500.

2 To the extent any portion of this paragraph is found to violate Rule 1-500, or any other Rule of
3 Professional Conduct, such offending language will be deemed stricken and will be treated as if
4 of no force and effect.

5 77. California Law Governs. All terms of this Settlement Agreement and Exhibits
6 hereto will be governed by and interpreted according to the laws of the State of California,
7 without regard for its conflict-of-laws principles.

8 78. Execution and Counterparts. This Settlement Agreement is subject only to the
9 execution of all Parties. However, the Settlement Agreement may be executed in one or more
10 counterparts. All executed counterparts and each of them, including electronic (e.g., DocuSign),
11 facsimile, and scanned copies of the signature page, will be deemed to be one and the same
12 instrument.

13 79. Acknowledgement that the Settlement is Fair and Reasonable. The Parties
14 believe this Settlement Agreement is a fair, adequate, and reasonable settlement of the Action
15 and have arrived at this Settlement after arm's-length negotiations and in the context of
16 adversarial litigation, taking into account all relevant factors, present and potential. The Parties
17 further acknowledge that they are each represented by competent counsel and that they have had
18 an opportunity to consult with their counsel regarding the fairness and reasonableness of this
19 Settlement.

20 80. Invalidity of Any Provision. Before declaring any provision of this Settlement
21 Agreement invalid, the Parties agree that the Court should first attempt to construe the provision
22 as valid to the fullest extent possible consistent with applicable precedents so as to define all
23 provisions of this Settlement Agreement valid and enforceable.

24 81. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to
25 class certification for purposes of this Settlement only; except, however, that Plaintiffs or Class
26 Counsel may appeal any reduction to the Attorneys' Fees and Costs below the amount they
27 request from the Court, and any Party may appeal any court order that materially alters the
28 Settlement Agreement's terms.

82. Class Action Certification for Settlement Purposes Only. The Parties agree to stipulate to class action certification for purposes of the Settlement only. If, for any reason, the Settlement is not approved, the stipulation to certification will be void. The Parties further agree that certification for purposes of the Settlement is not an admission that class action certification is proper under the standards applied to contested certification motions and that this Settlement Agreement will not be admissible in this or any other proceeding as evidence that either (i) a class action should be certified or (ii) Defendants are liable to Plaintiffs or any Class Member, other than according to the Settlement's terms.

83. Non-Admission of Liability. The Parties enter into this Settlement to resolve the dispute that has arisen between them and to avoid the burden, expense and risk of continued litigation. In entering into this Settlement, Defendants do not admit, and specifically deny, that they violated any federal, state, or local law; violated any regulations or guidelines promulgated pursuant to any statute or any other applicable laws, regulations or legal requirements; breached any contract; violated or breached any duty; engaged in any misrepresentation or deception; or engaged in any other unlawful conduct with respect to their employees. Neither this Settlement Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, will be construed as an admission or concession by Defendants of any such violations or failures to comply with any applicable law. Except as necessary in a proceeding to enforce the terms of this Settlement, this Settlement Agreement and its terms and provisions will not be offered or received as evidence in any action or proceeding to establish any liability or admission on the part of Defendants or to establish the existence of any condition constituting a violation of, or a non-compliance with, federal, state, local, or other applicable law.

84. No Public Comment: Plaintiffs agree not to publicize the Settlement in any way, including but not limited to communications with other class members by text, social media, or otherwise. Counsel for Plaintiffs agree not to publicize this settlement in any way, such as on their firm's website, or in any firm promotional materials, settlement periodicals, or social media posts.

85. Waiver. No waiver of any condition or covenant contained in this Settlement

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1 Agreement or failure to exercise a right or remedy by any of the Parties hereto will be
2 considered to imply or constitute a further waiver by such party of the same or any other
3 condition, covenant, right or remedy.

4 86. Enforcement Actions. In the event that one or more of the Parties institutes any
5 legal action or other proceeding against any other Party or Parties to enforce the provisions of
6 this Settlement or to declare rights and/or obligations under this Settlement, the successful Party
7 or Parties will be entitled to recover from the unsuccessful Party or Parties reasonable attorneys'
8 fees and costs, including expert witness fees incurred in connection with any enforcement
9 actions.

10 87. Mutual Preparation. The Parties have had a full opportunity to negotiate the
11 terms and conditions of this Settlement Agreement. Accordingly, this Settlement Agreement
12 will not be construed more strictly against one party than another merely by virtue of the fact
13 that it may have been prepared by counsel for one of the Parties, it being recognized that,
14 because of the arms-length negotiations between the Parties, all Parties have contributed to the
15 preparation of this Settlement Agreement.

16 88. Representation By Counsel. The Parties acknowledge that they have been
17 represented by counsel throughout all negotiations that preceded the execution of this
18 Settlement Agreement, and that this Settlement Agreement has been executed with the consent
19 and advice of counsel. Further, Plaintiffs and Class Counsel warrant and represent that there are
20 no liens on the Settlement Agreement.

21 89. All Terms Subject to Final Court Approval. All amounts and procedures
22 described in this Settlement Agreement herein will be subject to final Court approval.

23 90. Cooperation and Execution of Necessary Documents. All Parties will cooperate
24 in good faith and execute all documents to the extent reasonably necessary to effectuate the
25 terms of this Settlement Agreement.

26 91. Binding Agreement. The Parties warrant that they understand and have full
27 authority to enter into this Settlement Agreement, and further intend that this Settlement
28 Agreement will be fully enforceable and binding on all Parties and agree that it will be

admissible and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that otherwise might apply under federal or state law.

92. Preliminary and Permanent Injunction. Except as to Class Members who timely submit Requests for Exclusion, the Preliminary Approval Order and Final Judgment will contain provisions enjoining Plaintiffs and the Class Members from prosecuting the Released Claims and enjoining Plaintiffs and the Class Members from initiating or continuing other proceedings regarding the Released Claims, including but not limited to filing any claims for monetary relief of the Released Claims before the Division of Labor Standards and Enforcement (“DLSE”) or in any forum whatsoever. Inclusion of these provisions in the Order of Preliminary Approval Order and Final Judgment and Order of Final Approval is a material part of the consideration for this Settlement.

READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: Nov 1, 2022


Elim Yee (Nov 1, 2022 14:14 EDT)

ELIM YEE

PLAINTIFF

Dated: Nov 1, 2022

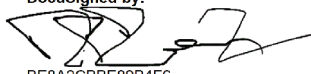

Denise Lai (Nov 1, 2022 09:06 EDT)

DENISE LAI

**DEFENDANT SAN ROQUE PET
HOSPITAL, INC.**

Dated: 11/17/22

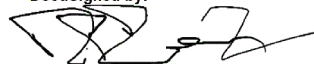
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Authorized Signatory:

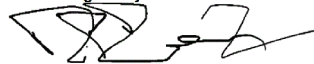
**DEFENDANT GOLETA AIRPORT PET
HOSPITAL, INC.**

Dated: 11/17/22

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Authorized Signatory:

**DEFENDANT MONTECITO PET
HOSPITAL, INC.**

Dated: 11/17/22

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Authorized Signatory:

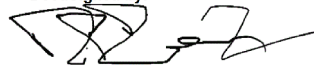
**DEFENDANT PETVET CARE CENTERS
(CALIFORNIA), INC.**

Dated:

Authorized Signatory:

DEFENDANT

Dated: 11/17/22

DocuSigned by:

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DAVID P. DAWSON, DVM

APPROVED AS TO FORM

**THE LAW OFFICES OF DAVID R.
GREIFINGER**

Dated: November 1, 2022

By: 
David R. Greifinger
Calvin A. Marshall
Attorneys for Plaintiffs DENISE LAI and ELIM
YEE

**DEFENDANT GOLETA AIRPORT PET
HOSPITAL, INC.**

Dated: _____

Authorized Signatory:

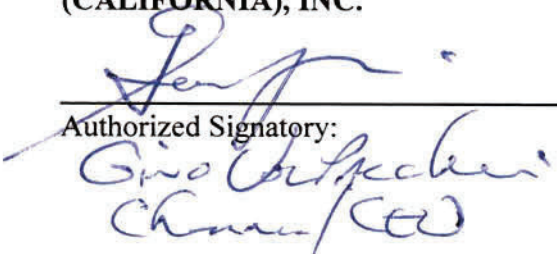
**DEFENDANT MONTECITO PET
HOSPITAL, INC.**

Dated: _____

Authorized Signatory:

**DEFENDANT PETVET CARE CENTERS
(CALIFORNIA), INC.**

Dated: November 7, 2022



Authorized Signatory:

DEFENDANT

Dated: _____

DAVID P. DAWSON, DVM

APPROVED AS TO FORM

**THE LAW OFFICES OF DAVID R.
GREIFINGER**

Dated: November 1, 2022

By: 

David R. Greifinger
Calvin A. Marshall
Attorneys for Plaintiffs DENISE LAI and ELIM
YEE

FOX ROTHSCHILD LLP



Dated: November 7, 2022

By: _____

Nancy Yaffe

Daniel Kitzes

Attorneys for Defendants *San Roque Pet Hospital, Inc., Goleta Airport Pet Hospital, Inc., Montecito Pet Hospital, Inc., PetVet Care Centers (California), Inc., David P. Dawson, and PetVet Care Centers (California), Inc.*

EXHIBIT A

Denise Lai, et al. v San Roque Pet Hospital, Inc., et al – 22CV00150
SUPERIOR COURT OF THE STATE OF CALIFORNIA, FOR THE COUNTY OF SANTA BARBARA
NOTICE OF CLASS ACTION SETTLEMENT

You are not being sued. This notice affects your rights. Please read it carefully.

To: Subclass A: All persons who are or were hourly paid employees of SAN ROQUE PET HOSPITAL, INC., GOLETA AIRPORT PET HOSPITAL, INC., MONTECITO PET HOSPITAL, INC. and / or DAVID P. DAWSON, in the State of California, at any time during the period commencing on January 13, 2018, and ending on August 25, 2020 (the “Subclass A Subclass Period”); and / or

Subclass B: All persons who are or were hourly paid employees of PETVET CARE CENTERS (CALIFORNIA), INC., in the State of California, at any time during the period commencing September 16, 2020, to [the date of Preliminary Approval] (the “Subclass B Subclass Period”) (Subclass A Members and Subclass B Members are collectively “Class Members”).

On _____, the Honorable Thomas P. Anderle of the Santa Barbara County Superior Court granted preliminary approval of this class action settlement and ordered the litigants to notify all Class Members of the settlement. **You have received this notice because Defendants’ records indicate that you are a Class Member, and therefore entitled to a payment from the settlement.** All checks will be negotiable for 120 days—checks that are not cashed within 120 days will be paid to the California State Controller to be deposited in the Unclaimed Property Fund in the Class Members’ name.

Unless you choose to opt out of the settlement by following the procedures described below, you will be deemed a Class Member and, if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement fund. The Final Fairness Hearing on the adequacy, reasonableness, and fairness of the Settlement will be held at ____:00 __.m. on _____, 2023 in SB Dept. 3 of the Santa Barbara County Superior Court located at 1100 Anacapa St. Santa Barbara, CA 93101. You are not required to attend the hearing.

Summary of the Litigation

Plaintiffs DENISE LAI and ELIM YEE (“Plaintiffs”), on their behalf and on behalf of other current and former hourly paid employees of Defendants, allege that Defendants violated California state labor laws including: failure to properly institute an alternative workweek schedule, failure to pay overtime compensation, failure to pay minimum wages, failure to provide meal periods, failure to provide rest periods, failure to provide itemized statements and maintain accurate payroll records, violations of the California Occupational Safety and Health Act of 1973, failure to timely pay wages upon termination of employment, failure to reimburse business expenses, failure to provide adequate seating, and for violations of the California Business & Professions Code §§ 17200, et seq. Plaintiffs also seek to recover civil penalties under the Private Attorneys General Act (“PAGA”) for alleged violations of the California Labor Code. After the exchange of relevant information and evidence, the parties agreed to enter into settlement negotiations in an attempt to informally resolve the claims in the case. Following weeks of negotiations, the parties were able to negotiate a complete settlement of Plaintiffs’ claims.

Counsel for Plaintiffs, and the attorneys appointed by the Court to represent the class, The Law Offices of David R. Greifinger (“Class Counsel”), have investigated and researched the facts and circumstances underlying the issues raised in the case and the applicable law. While Class Counsel believe that the claims alleged in this lawsuit have merit, Class Counsel also recognize that the risk and expense of continued litigation justify settlement. Based on the foregoing, Class Counsel believe the proposed settlement is fair, adequate, reasonable, and in the best interests of Class Members.

Defendants have denied, and continue to deny the factual and legal allegations in the case and believe that they have valid defenses to Plaintiffs’ claims. By agreeing to settle, Defendants are not admitting liability on any of the factual

allegations or claims in the case or that the case can or should proceed as a class action. Defendants have agreed to settle the case as part of a compromise with Plaintiffs.

The Court has not made any determination on the merits of Plaintiffs' claims.

Summary of The Proposed Settlement Terms

Plaintiffs and Defendants have agreed to settle the underlying class claims in exchange for a Class Settlement Amount of \$875,000 of which \$437,500 is allocated to Subclass A and \$437,500 is allocated to Subclass B. This amount is inclusive of: (1) individual settlement payments to all Participating Class Members; (2) Class Representative Enhancement Payments of \$7,500 to DENISE LAI and \$7,500 to ELIM YEE for their services on behalf of the class and for general releases of all claims; (3) \$291,667 in attorneys' fees and approximately \$18,000 in litigation costs and expenses to Class Counsel; (4) a \$20,000 payment to the California Labor and Workforce Development Agency ("LWDA"), Seventy-Five Percent (75%) of which, or \$15,000, will be paid to the LWDA, and Twenty-Five Percent (25%), or \$5,000, of which will be included in the Net Settlement Amount in connection and accordance with PAGA, and (5) reasonable Settlement Administrator's fees and expenses currently estimated at \$24,500. After deducting the Class Representative Enhancement Payments, attorneys' fees and costs, and the Settlement Administrator's fees and expenses, which are allocated equally between Subclass A and Subclass B, and after deducting the payment to the LWDA, which is allocated entirely to Subclass B, a total of approximately \$505,833 ("Net Settlement Amount") will be allocated to Class Members who do not opt out of the settlement. Approximately \$262,916.50 of the Net Settlement Amount will be allocated to Subclass A and approximately \$242,916.50 of the Net Settlement Amount will be allocated to Subclass B.

Each Subclass Member's settlement payment will be based on the number of Workweeks each Subclass Member worked during the Subclass A Subclass Period and / or Subclass B Subclass Period ("Subclass Periods"). The formula for calculating individual settlement payments is as follows:

- (a) The Settlement Administrator will calculate the total number of Workweeks worked by each Subclass Member based upon their dates of employment during each Subclass Period and the aggregate total number of Workweeks worked by all Subclass Members during each Subclass Period
- (b) Each Subclass Member's share of the Net Settlement Amount will be calculated according to the following formula: $\text{Subclass Member's Workweeks} \div \text{Entire Subclass' aggregate Workweeks} \times \text{Subclass's allocation of Net Settlement Amount}$.
- (c) The entire Net Settlement Amount will be disbursed to all Class Members who do not submit timely and valid Requests for Exclusion.

According to Defendants' records, you worked during a total of ____ Workweeks during the Subclass A Subclass Period and a total of ____ Workweeks during the Subclass B Subclass Period. Accordingly, your estimated payment is approximately \$ ____ for the Subclass A Subclass Period and \$ ____ for the Subclass B Subclass Period. Your estimated payment totals approximately \$ _____. If you believe the information provided above is incorrect, please contact the Settlement Administrator to dispute the calculation. You must attach all documentation in support of your dispute. All disputes should be postmarked or faxed on or before [insert date of Response Deadline] to:

CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606
Fax: (949) 419-3446

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

If you dispute the information stated above, Defendants' records will control unless you are able to provide documentation that establishes otherwise.

Class Members should consult their tax advisors concerning the tax consequences of the payments they receive under the Settlement. For purposes of this settlement, the Individual Settlement Payments will be allocated as follows: twenty percent (20%) as wages for which IRS Forms W-2 will be issued, sixty percent (60%) as non-wages penalties, for which IRS Forms 1099-MISC will be issued, and twenty percent (20%) as pre-judgment interests, for which IRS Forms 1099-MISC will be issued.

Your Options Under the Settlement

Option 1 – *Automatically Receive a Payment from the Settlement*

If you want to receive your payment from the settlement, then no further action is required on your part. You will automatically receive your settlement payment from the Settlement Administrator if and when the Settlement receives final approval by the Court.

If you choose **Option 1**, and if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement funds. In addition, you will be deemed to have released or waived the following claims ("Settlement Class Members' Released Claims"): Any and all present and past claims, actions, demands, causes of action, suits, debts, obligations, damages, rights or liabilities, of any nature and description whatsoever, known or unknown, existing or potential, recognized now or hereafter, expected or unexpected, pursuant to any theory of recovery (including those based in contract or tort, common law or equity, federal, state, or local law, statute, ordinance, or regulation, and for claims for compensatory, consequential, punitive or exemplary damages, statutory damages, penalties, interest, attorneys' fees, costs, or disbursements) based on or reasonably related to the conduct alleged in the Complaint during the Settlement Period, and specifically to claims pursuant to California Labor Code sections 226, 226.7, 510, 511, 512, 558, 1174, 1182.12, 1194; 1194.2; 1197; 1197.1 1198, 2800, 2802, 2698 et seq., and 6300 et seq.; Cal. Code of Regulations, tit. 8, § 11050; California Business and Professions Code sections 17200 et seq.; and any other similar California state or federal law claims, whether statutory, common law, or administrative, including those available under the federal Fair Labor Standards Act (FLSA), for failure to properly institute an alternative workweek schedule, failure to pay overtime compensation, failure to pay minimum wages, failure to provide meal periods, failure to provide rest periods, failure to provide itemized statements and maintain accurate payroll records, violations of the California Occupational Safety and Health Act of 1973, failure to timely pay wages upon termination of employment, failure to reimburse business expenses, failure to provide adequate seating, PAGA penalties, restitution, interest, costs and expenses, attorneys' fees, declaratory relief, injunctive relief, liquidated damages, exemplary or punitive damages, civil penalties, equitable remedies, and/or pre- or post-judgment interest. Settlement Class Members' Released Claims do not include claims that, as a matter of law cannot be released. The Settlement Class Members' Released Claims are released from January 13, 2018 to August 25, 2020, for Subclass A and from September 22, 2016, through [preliminary approval of this Settlement] for Subclass B.

Option 2 – *Opt Out of the Settlement*

If you do not wish to participate in the settlement, you may exclude yourself from participating by submitting a written request to the Settlement Administrator expressly and clearly indicating that you have received this Notice of Class Action Settlement, decided not to participate in the settlement, and desire to be excluded from the settlement. The written request for exclusion must include your name, signature (even if you have counsel), address, and telephone number. Sign, date, and mail the request for exclusion by First Class U.S. Mail or equivalent, to the address below.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606
Fax: (949) 419-3446

The written request to be excluded must be postmarked not later than _____, 2023. If you submit a request for exclusion which is not postmarked by _____, 2023, your request for exclusion will be rejected, and you will be included in the settlement class.

If you choose **Option 2**, you will no longer be a Class Member, and you will (1) be barred from participating in the settlement, but you will not give up any legal rights, (2) be barred from filing an objection to the settlement, and (3) not receive a payment from the settlement.

Option 3 – Object to the Settlement

If you decide to object to the settlement because you find it unfair or unreasonable, you may submit a written objection stating why you object to the settlement, or you may instead appear at the Final Fairness Hearing to object to the Settlement.

Written objections must provide: (1) your full name, signature (even if you have counsel), address, and telephone number, (2) a written statement of all grounds for the objection accompanied by any legal support for your objection; (3) copies of any papers, briefs, or other documents upon which the objection is based; and (4) a statement about whether you intend to appear at the Fairness Hearing. The objection must be mailed to the administrator at [administrator's address].

All written objections must be received by the administrator by not later than _____, 2023. By submitting an objection, you are not excluding yourself from the settlement. To exclude yourself from the settlement, you must follow the directions described above. Please note that you cannot both object to the settlement and exclude yourself. You must choose one option only.

You may also, if you wish, appear at the Final Fairness Hearing set for _____ at _____ a.m./p.m. in the Superior Court of the State of California, for the County of Santa Barbara and discuss your objection with the Court and the Parties at your own expense. You may appear at the Final Fairness Hearing in person at:

Superior Court of California
County of Santa Barbara
SB Dept. 3
1100 Anacapa Street
Santa Barbara, CA 93101

You may instead appear at the Final Fairness Hearing virtually by obtaining current Zoom login information for SB Dept. 3 at the following link: <https://www.sbcourts.org/gi/notices/ZoomMeetingCodes.pdf>

You may also retain an attorney to represent you at the hearing.

If you choose **Option 3**, you will still be entitled to the money from the settlement. If the Court overrules your objection, you will be deemed to have released the Settlement Class Members' Released Claims.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

Additional Information

This Notice of Class Action Settlement is only a summary of the case and the settlement. For a more detailed statement of the matters involved in the case and the settlement, you may refer to the pleadings, the settlement agreement, and other papers filed in the case. All inquiries by Class Members regarding this Class Notice and/or the settlement should be directed to the Settlement Administrator or Class Counsel.

David R. Greifinger, Esq. (SBN 105242)

Calvin A. Marshall, Esq. (SBN 318587)

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PLEASE DO NOT CONTACT THE CLERK OF THE COURT, THE JUDGE, DEFENDANTS, OR DEFENDANTS' ATTORNEYS WITH INQUIRIES.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******