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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF CONTRA COSTA**

CHELCIE M. GOEDKEN and HOPE HILTON
individually, and on behalf of other members of
the general public similarly situated,

Plaintiffs,

vs.

EAST BAY INTEGRATED CARE, INC., a
California corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No.: MSC21-02685

**JOINT STIPULATION OF CLASS ACTION
AND PAGA SETTLEMENT AND RELEASE**

JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT AND RELEASE

This Joint Stipulation of Class Action and PAGA Settlement and Release (“Settlement” or “Settlement Agreement”) is made and entered into by and between Plaintiffs Chelcie M. Goedken and Hope Hilton (“Plaintiffs” or “Class Representatives”), as individuals and on behalf of all others similarly situated, and Defendant East Bay Integrated Care, Inc. (“Defendant”) (collectively with Plaintiffs, the “Parties”).

DEFINITIONS

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

1. “Actions” means *Goedken v. East Bay Integrated Care, Inc.*, No. MSC21-02685 (Contra Costa County Superior Court) and *Goedken v. East Bay Integrated Care, Inc.*, No. MSC21-02686 (Contra Costa County Superior Court).

2. “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 Actions, and all out-of-pocket costs incurred and to be incurred by Class Counsel in the Actions, including but not limited to expert/consultant fees, investigation costs, and 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 Actions. Class Counsel will request attorneys’ fees not in excess of one-third (1/3) of the Gross Settlement Amount, or Three Hundred and Fifteen Thousand Dollars and Zero Cents (\$315,000). 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 Actions, up to Thirty Thousand Dollars (\$30,000), subject to the Court’s approval. Defendant has agreed not to oppose Class Counsel’s request for fees and reimbursement of costs as set forth above.

3. “Class Counsel” means Capstone Law APC and Lawyers *for* Justice, P.C.

4. “Class List” means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator and Class Counsel within twenty (20) 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 and telephone number; Social Security number; dates of employment; the respective number of Workweeks that each Class Member worked during the Class Period and PAGA Period; and any other relevant information needed to calculate settlement payments.

5. "Class Member(s)" or "Settlement Class" means all persons who worked for Defendant as non-exempt, hourly paid employees in the State of California at any time during the Class Period.

6. "Class Notice" means the Notice of Class Action Settlement, substantially in the form attached as Exhibit A.

7. "Class Period" means the period from December 28, 2017 through the earlier of September 12, 2025 or the date of Preliminary Approval.

8. "Class Representative Enhancement Payments" means the amounts to be paid to Plaintiffs in recognition of their effort and work in prosecuting the Actions 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 up to Ten Thousand Dollars (\$10,000), each.

9. "Court" means the Contra Costa County Superior Court.

10. "Defendant" means Defendant East Bay Integrated Care, Inc.

11. "Effective Date" means the later of: (a) if no timely objections are filed, or are withdrawn prior to Final Approval, then the date of Final Approval; or (b) if a Class Member files an objection to the Settlement, the Effective Date shall be the sixty-first (61st) calendar day after the date of Final Approval, provided no appeal is initiated by an objector; or (c) if a timely appeal is initiated by an objector, then the Effective Date will be 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.

12. "Final Approval" means the date on which the Court enters an order granting final approval of the Settlement Agreement.

13. "Gross Settlement Amount" means the Gross Settlement Amount of Nine Hundred and Forty-Five Thousand Dollars and Zero Cents (\$945,000), to be paid by Defendant in full satisfaction of all Released Class Claims and Released PAGA Claims, which includes all Individual Settlement Payments,

1 Attorneys' Fees and Costs, the Class Representative Enhancement Payments, the PAGA Settlement
2 Amount, and Settlement Administration Costs. This Gross Settlement Amount has been agreed to by
3 Plaintiffs and Defendant based on the aggregation of the agreed-upon settlement value of individual
4 claims. In no event will Defendant be liable for more than the Gross Settlement Amount except as
5 otherwise explicitly set forth herein. There will be no reversion of the Gross Settlement Amount to
6 Defendant. Defendant will be separately responsible for any employer side payroll taxes required by law,
7 including the employer FICA, FUTA, and SDI contributions, which shall not be paid from the Gross
8 Settlement Amount.

9 14. "Individual Settlement Payment" means each Participating Class Member's and PAGA
10 Member's respective shares of the Net Settlement Fund and PAGA Fund.

11 15. "Net Settlement Fund" means the portion of the Gross Settlement Amount remaining after
12 deducting the Attorneys' Fees and Costs, the Class Representative Enhancement Payments, the PAGA
13 Settlement Amount, and Settlement Administration Costs. The Net Settlement Fund will be distributed to
14 Participating Class Members. There will be no reversion of the Net Settlement Fund to Defendant.

15 16. "Notice of Objection" means a Class Member's valid and timely written objection to the
16 Settlement Agreement. For the Notice of Objection to be valid, it must include: (a) the objector's full name,
17 signature, address, and telephone number, (b) a written statement of all grounds for the objection
18 accompanied by any legal support for such objection; (c) copies of any papers, briefs, or other documents
19 upon which the objection is based; and (d) a statement whether the objector intends to appear at the final
20 fairness hearing.

21 17. "PAGA Members" means all persons who worked for Defendant as non-exempt, hourly
22 paid employees in the State of California at any time during the PAGA Period.

23 18. "PAGA Period" means the period from December 28, 2020, through the earlier of
24 September 12, 2025 or the date of Preliminary Approval.

25 19. "PAGA Settlement Amount" means the amount that the Parties have agreed to pay to the
26 Labor and Workforce Development Agency ("LWDA") and PAGA Members in connection with
27 Plaintiffs' claim under the Labor Code Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698,
28 *et seq.*, "PAGA") ("PAGA Settlement"). The Parties have agreed that Forty Thousand Dollars and Zero

1 Cents (\$40,000) of the Gross Settlement Amount will be allocated to the PAGA Settlement. Pursuant to
2 PAGA, Seventy-Five Percent (75%), or Thirty Thousand Dollars (\$30,000), of the PAGA Settlement
3 Amount will be paid to the California Labor and Workforce Development Agency (“Labor and Workforce
4 Development Agency Payment”), and Twenty-Five Percent (25%), or Ten Thousand Dollars (\$10,000)
5 (“PAGA Fund”), of the PAGA Settlement will be disbursed to PAGA Members, and regardless whether
6 they request to be excluded from the Settlement Class.

7 20. “Parties” means Plaintiffs and Defendant collectively.

8 21. “Participating Class Members” means all Class Members who do not submit timely and
9 valid Requests for Exclusion.

10 22. “Plaintiffs” means Plaintiffs Chelcie M. Goedken and Hope Hilton.

11 23. “Preliminary Approval” means the date on which the Court enters an order granting
12 preliminary approval of the Settlement Agreement.

13 24. “Released Class Claims” means all claims, rights, demands, liabilities, and causes of
14 action that are alleged in the operative Complaints, or which could have been alleged by reason of, or in
15 connection with, any matter or fact set forth or referred to in the operative Complaint, including claims for
16 violation of: (1) California Labor Code sections 510 and 1198 (unpaid overtime); (2) California Labor
17 Code sections 226.7 and 512(a) (unpaid meal period premiums); (3) California Labor Code section 226.7
18 (unpaid rest period premiums); (4) California Labor Code sections 1194, 1197, and 1197.1 (unpaid
19 minimum wages); (5) California Labor Code sections 201 and 202 (final wages not timely paid); (6)
20 California Labor Code section 204 (wages not timely paid during employment); (7) California Labor Code
21 section 226(a) (non-compliant wage statements); (8) California Labor Code section 1174(d) (failure to
22 keep requisite payroll records); (9) California Labor Code sections 2800 and 2802 (unreimbursed business
23 expenses); and (10) California Business & Professions Code sections 17200, *et seq.*

24 25. “Released PAGA Claims” means all claims for civil penalties under California Labor
25 Code §§ 2698, *et seq.*, that were brought or could reasonably have been brought based on the same facts
26 alleged in Plaintiffs’ LWDA letters during the PAGA Period.

27 26. “Released Parties” means Defendant, its past or present officers, directors, shareholders,
28 agents, principals, heirs, representatives, accountants, auditors, consultants, insurers and reinsurers, and its

respective successors and predecessors in interest, subsidiaries, affiliates, parents and attorneys, if any.

27. “Request for Exclusion” means a timely letter submitted by a Class Member indicating a request to be excluded from the Settlement Class. The Request for Exclusion must: (a) set forth the name, address, telephone number and last four digits of the Social Security Number of the Class Member requesting exclusion; (b) be signed by the Class Member; (c) be returned to the Settlement Administrator; (d) clearly state that the Class Member does not wish to be included in the Settlement; and (e) be faxed or postmarked on or before the Response Deadline.

28. “Response Deadline” means the deadline by which Class Members must postmark or fax to the Settlement Administrator Requests for Exclusion, postmark or fax disputes concerning the calculation of Individual Settlement Payments, 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 Class Notice 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.

29. “Settlement Administration Costs” means the costs payable from the Gross 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 Gross Settlement Amount, and providing necessary reports and declarations, as requested by the Parties. The Settlement Administration Costs will be paid from the Gross Settlement Amount, including, if necessary, any such 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 Six Hundred (600) Class Members, the Settlement Administration Costs are currently estimated to be Eleven Thousand Dollars (\$11,000).

30. “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.

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

32. Funding of the Gross Settlement Amount. Defendant will make a one-time deposit of the Gross Settlement Amount of Nine Hundred and Forty-Five Thousand Dollars and Zero Cents (\$945,000) into a Qualified Settlement Account to be established by the Settlement Administrator. Defendant will pay the employer's share of payroll taxes separately. After the Effective Date, the Gross Settlement Amount will be used for: (a) Individual Settlement Payments; (b) the Labor and Workforce Development Agency Payment; (c) the Class Representative Enhancement Payments; (d) Attorneys' Fees and Costs; and (e) Settlement Administration Costs. Defendant will deposit the Gross Settlement Amount and the employer's share of payroll taxes within thirty (65) calendar days of the Effective Date ("Funding Date").

33. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application or motion for attorneys' fees and costs by Class Counsel for Attorneys' Fees and Costs of not more than Three Hundred Fifteen Thousand Dollars (\$315,000), plus the reimbursement of all out-of-pocket costs and expenses associated with Class Counsel's litigation and settlement of the Actions (including expert/consultant fees, investigations costs, etc.), not to exceed Thirty Thousand Dollars (\$30,000), both of which will be paid from the Gross Settlement Amount. The award of attorneys' fees will be divided between Class Counsel as follows: (a) Seventy Percent (70%) to Capstone Law APC and (b) Thirty Percent (30%) to Lawyers for Justice, P.C. Class Counsel understand and agree that this Settlement Agreement shall remain in full force and effect even if the full amount of the Attorneys' Fees and Costs is not ultimately awarded by the Court.

34. Class Representative Enhancement Payments. In exchange for a general release, and in recognition of their effort and work in prosecuting the Actions on behalf of Class Members, Defendant agrees not to oppose or impede any application or motion for Class Representative Enhancement

1 Payments of up to Ten Thousand Dollars (\$10,000) to each Plaintiff. The Class Representative
2 Enhancement Payments will be paid from the Gross Settlement Amount and will be in addition to
3 Plaintiffs' Individual Settlement Payment paid pursuant to the Settlement. Plaintiffs will be solely and
4 legally responsible to pay any and all applicable taxes on the Class Representative Enhancement
5 Payments. Plaintiffs understand and agree that this Settlement Agreement shall remain in full force and
6 effect even if the full amount of Class Representative Enhancement Payments sought by Plaintiffs is not
7 ultimately awarded by the Court.

8 35. Settlement Administration Costs. The Settlement Administrator will be paid for the
9 reasonable costs of administration of the Settlement and distribution of payments from the Gross
10 Settlement Amount, which is currently estimated to be Eleven Thousand Dollars (\$11,000). These costs,
11 which will be paid from the Gross Settlement Amount, will include, *inter alia*, the required tax reporting
12 on the Individual Settlement Payments, the issuing of 1099 and W-2 IRS Forms, distributing Class
13 Notices, calculating and distributing the Gross Settlement Amount, and providing necessary reports and
14 declarations.

15 36. PAGA Settlement Amount. Subject to Court approval, the Parties agree that the amount
16 of Forty Thousand Dollars (\$40,000) from the Gross Settlement Amount will be designated for satisfaction
17 of Plaintiffs' PAGA claim. Pursuant to PAGA, Seventy-Five Percent (75%), or Thirty Thousand Dollars
18 (\$30,000), of this sum will be paid to the LWDA and Twenty-Five Percent (25%), or Ten Thousand
19 Dollars (\$10,000), will be paid to PAGA Members in proportion to the number of Workweeks worked
20 during the PAGA Period.

21 37. No Right to Exclusion or Objections to the PAGA Settlement. Because this settlement
22 resolves claims and actions brought pursuant to PAGA by Plaintiffs acting as proxies and as Private
23 Attorneys General of, and for, the State of California and the LWDA, the Parties agree that no PAGA
24 Member has the right to exclude himself or herself from the release of the Released PAGA Claims, and
25 all PAGA Members will receive their shares of the PAGA Fund. The Parties also agree that no PAGA
26 Member has the right to object to the PAGA Settlement Amount.

27 38. Net Settlement Fund. The entire Net Settlement Fund will be distributed to Participating
28 Class Members. No portion of the Net Settlement Fund will revert to or be retained by Defendant.

1 39. PAGA Fund. The entire PAGA Fund will be distributed to all PAGA Members. No
2 portion of the PAGA Fund will revert to or be retained by Defendant.

3 40. Individual Settlement Payment Calculations. Individual Settlement Payments will be
4 calculated and apportioned from the Net Settlement Fund and PAGA Fund based on the number of
5 Workweeks a Class Member worked during the Class Period and PAGA Period. Specific calculations of
6 Individual Settlement Payments will be made as follows:

7 40(a) Payments from the Net Settlement Fund. Defendant will calculate the total
8 number of Workweeks worked by each Class Member during the Class
9 Period and the aggregate total number of Workweeks worked by all Class
10 Members during the Class Period. To determine each Class Member's
11 estimated "Individual Settlement Payment" from the Net Settlement Fund,
12 the Settlement Administrator will use the following formula: The Net
13 Settlement Fund will be divided by the aggregate total number of Workweeks
14 during the Class Period, resulting in the "Workweek Value." Each Class
15 Member's "Individual Settlement Payment" will be calculated by
16 multiplying each individual Class Member's total number of Workweeks by
17 the Workweek Value. The Individual Settlement Payment will be reduced by
18 any required deductions for each Participating Class Member as specifically
19 set forth herein, including employee-side tax withholdings or deductions. The
20 entire Net Settlement Fund will be disbursed to all Class Members who do
21 not submit timely and valid Requests for Exclusion. If there are any valid and
22 timely Requests for Exclusion, the Settlement Administrator shall
23 proportionately increase the Individual Settlement Payment for each
24 Participating Class Member according to the number of Workweeks worked,
25 so that the amount actually distributed to the Settlement Class equals 100%
26 of the Net Settlement Fund.

27 40(b) Payments from the PAGA Fund. Defendant will calculate the total number
28 of Workweeks worked by each PAGA Member during the PAGA Period and

the aggregate total number of Workweeks worked by all PAGA Members during the PAGA Period. To determine each PAGA Member's estimated "Individual Settlement Payment," the Settlement Administrator will use the following formula: The PAGA Fund will be divided by the aggregate total number of Workweeks during the PAGA Period, resulting in the "PAGA Workweek Value." Each PAGA Member's "Individual Settlement Payment" will be calculated by multiplying each individual PAGA Member's total number of Workweeks by the PAGA Workweek Value. The entire PAGA Fund will be disbursed to all PAGA Members.

41. No Credit Toward Benefit Plans. The Individual Settlement Payments made to Participating Class Members under this Settlement, as well as any other payments made 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.

42. 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.

43. Delivery of the Class List. Within twenty (20) calendar days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator and to Class Counsel.

44. Notice by First-Class U.S. Mail. Within ten (10) calendar days after receiving the Class List from Defendant, the Settlement Administrator will mail a Class Notice to all Class Members via regular First-Class U.S. Mail, using the most current, known mailing addresses identified in the Class List.

45. Confirmation of Updated 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 Class Notices returned to the Settlement Administrator as non-deliverable on or before the Response Deadline will,

1 within five (5) business days of receipt, be sent promptly via regular First-Class U.S. Mail to the forwarding
2 address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on the
3 Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly attempt to
4 determine the correct address using a skip-trace, or other search using the name, address and/or Social
5 Security Number of the Class Member involved, and will then perform a single re-mailing. Those Class
6 Members who receive a re-mailed Class Notice, whether by skip-trace or by request, will have either (a)
7 an additional fifteen (15) calendar days or (b) until the Response Deadline, whichever is later, to submit a
8 Request for Exclusion or an objection to the Settlement.

9 46. Class Notices. All Class Members will be mailed a Class Notice. Each Class Notice will
10 provide: (a) information regarding the nature of the Actions; (b) a summary of the Settlement's principal
11 terms; (c) the Settlement Class and PAGA Member definitions; (d) the total number of Workweeks each
12 respective Class Member and PAGA Member worked for Defendant during the Class Period and PAGA
13 Period; (e) each Class Member's and PAGA Member's estimated Individual Settlement Payment and the
14 formula for calculating Individual Settlement Payments; (f) the dates which comprise the Class Period and
15 PAGA Period; (g) instructions on how to submit Requests for Exclusion or Notices of Objection; (h) the
16 deadlines by which the Class Member must postmark or fax Request for Exclusions, or postmark Notices
17 of Objection to the Settlement; and (i) the claims to be released.

18 47. Disputed Information on Class Notices. Class Members will have an opportunity to
19 dispute the information provided in their Class Notices. To the extent Class Members dispute their
20 employment dates or the number of Workweeks on record, Class Members may produce evidence to the
21 Settlement Administrator showing that such information is inaccurate. Defendant's records will be
22 presumed correct, but the Settlement Administrator shall contact the Parties regarding the dispute and the
23 Parties will work in good faith to resolve it. All disputes must be submitted by the Response Deadline, and
24 will be decided within ten (10) business days after the Response Deadline.

25 48. Defective Submissions. If a Class Member's Request for Exclusion is defective as to the
26 requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The
27 Settlement Administrator will mail the Class Member a cure letter within three (3) business days of
28 receiving the defective submission to advise the Class Member that his/her/their submission is defective

and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have until (a) the Response Deadline or (b) 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.

49. 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 within the Response Deadline. In the case of 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.

50. Escalator. At the time of the Parties' mediation, Defendant estimated that Class Members worked an aggregate total of approximately Eighty-Four Thousand Seven Hundred Eighty-One (84,781) Workweeks during the Class Period. If the actual aggregate total of Workweeks worked during the entire Class Period is greater than Ten Percent (10%) of this estimate, then Defendant, at its election, must either: (a) increase the Gross Settlement Amount proportionately for each Workweek above the Ten Percent (10%) allowance (e.g., if the total number of Workweeks increases by 11%, the Gross Settlement Amount will increase by 1%); or (b) advance the end date of the Class Period and PAGA Period to the last date on which the total number of Workweeks worked by Class Members in aggregate during the entire Class Period is no greater than Ninety-Three Thousand Two Hundred Sixty (93,260).

51. 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 Class Claims, as well as any Judgment that may be entered by the Court if it grants final approval to the Settlement.

52. Releases by Participating Class Members. Upon the Funding Date, and except as to such rights or claims as may be created by this Settlement Agreement, each Participating Class Member, together and individually, on their behalf and on behalf of their respective 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 Class Claims arising during the Class Period.

53. Releases by PAGA Members. Upon the Funding Date, and except as to such rights or

1 claims as may be created by this Settlement Agreement, each PAGA Member, together and individually,
2 on their behalf and on behalf of their respective heirs, executors, administrators, agents, and attorneys, shall
3 fully and forever release and discharge all of the Released Parties, or any of them, from each of the
4 Released PAGA Claims during the PAGA Period.

5 54. Defendant's Right to Rescind. Defendant will have, in its sole discretion, the right to void
6 and withdraw from the Settlement if, at any time prior to Final Approval, Ten Percent (10%) or more of
7 Class Members opt out of the settlement. Defendant must exercise this right of rescission in writing to
8 Class Counsel within fourteen (14) calendar days after the Response Deadline. If the option to rescind is
9 exercised, then Defendant will be solely responsible for all Settlement Administration Costs incurred to
10 the date of rescission.

11 55. Objection Procedures. To object to the Settlement Agreement, a Class Member may either
12 postmark a valid Notice of Objection to the Settlement Administrator on or before the Response Deadline,
13 or appear in person at the Final Approval Hearing. Class Members who fail to object either by submitting
14 a valid Notice of Objection or appearing in person at the Final Approval Hearing will be deemed to have
15 waived all objections to the Settlement and will be foreclosed from making any objections, whether by
16 appeal or otherwise, to the Settlement Agreement. At no time will any of the Parties or their counsel seek
17 to solicit or otherwise encourage Class Members to submit written objections to the Settlement Agreement
18 or appeal from the final approval order and judgment. Class Counsel will not represent any Class Members
19 with respect to any such objections to this Settlement. If a Class Member timely submits both a Notice of
20 Objection and a Request for Exclusion, the Request for Exclusion will be given effect and considered
21 valid, the Notice of Objection shall be rejected, and the Class Member shall not participate in or be bound
22 by the Settlement.

23 56. Certification Reports Regarding Individual Settlement Payment Calculations. The
24 Settlement Administrator will provide Defendant's counsel and Class Counsel a weekly report that
25 certifies the number of Class Members who have submitted valid Requests for Exclusion or objections to
26 the Settlement, and whether any Class Member has submitted a challenge to any information contained in
27 their Class Notice, including those received after the Response Deadline. Additionally, the Settlement
28 Administrator will provide to counsel for both Parties any updated reports regarding the administration of

1 the Settlement Agreement as needed or requested.

2 57. Distribution Timing of Individual Settlement Payments. Within ten (10) calendar days of
3 the Funding Date, the Settlement Administrator will issue payments to: (a) Participating Class Members
4 and PAGA Members; (b) the Labor and Workforce Development Agency; (c) Plaintiffs; and (d) Class
5 Counsel. The Settlement Administrator will also issue a payment to itself for Court-approved services
6 performed in connection with the Settlement.

7 58. Un-cashed Settlement Checks. Funds represented by Individual Settlement Payment
8 checks returned as undeliverable and Individual Settlement Payment checks remaining un-cashed for more
9 than one hundred and eighty (180) calendar days after issuance will be tendered to the State Controller's
10 Office, Unclaimed Property Division in the name of each Class Member who did not negotiate his or her
11 check, thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil
12 Procedure Section 384, subd. (b).

13 59. Certification of Completion. Upon completion of administration of the Settlement, the
14 Settlement Administrator will provide a written declaration under oath to certify such completion to the
15 Court and counsel for all Parties.

16 60. Treatment of Individual Settlement Payments. All Individual Settlement Payments will
17 be allocated as follows: (a) Ten Percent (10%) of each Individual Settlement Payment will be allocated as
18 wages for which IRS Forms W-2 will be issued; and (b) Ninety Percent (90%) will be allocated as non-
19 wages for which IRS Forms 1099-MISC will be issued. Payments issued to PAGA Members from the
20 PAGA Fund will be treated as non-wages for which IRS Forms 1099-MISC will be issued.

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

26 62. Tax Liability. The Parties make no representation as to the tax treatment or legal effect of
27 the payments called for hereunder, and Plaintiffs, Participating Class Members, and PAGA Members are
28 not relying on any statement, representation, or calculation by Defendant or by the Settlement

1 Administrator in this regard.

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

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

28 65. Nullification of Settlement Agreement. In the event that: (a) the Court does not finally

1 approve the Settlement as provided herein; or (b) the Settlement does not become final for any other reason,
2 then this Settlement Agreement, and any documents generated to bring it into effect, will be null and void.
3 Any order or judgment entered by the Court in furtherance of this Settlement Agreement will likewise be
4 treated as void from the beginning.

5 66. Preliminary Approval Hearing. Plaintiffs will obtain a hearing before the Court to request
6 the Preliminary Approval of the Settlement Agreement, and the entry of a Preliminary Approval Order
7 for: (a) conditional certification of the Settlement Class for settlement purposes only, (b) preliminary
8 approval of the proposed Settlement Agreement, (c) setting a date for a final fairness hearing. The
9 Preliminary Approval Order will provide for the Class Notice to be sent to all Class Members as specified
10 herein. In conjunction with the Preliminary Approval hearing, Plaintiffs will submit this Settlement
11 Agreement, which sets forth the terms of this Settlement, and will include the proposed Notice of Class
12 Action Settlement, attached as Exhibit A. Class Counsel will be responsible for drafting all documents
13 necessary to obtain preliminary approval.

14 67. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of the
15 deadlines to postmark Requests for Exclusion or objections to the Settlement Agreement, and with the
16 Court's permission, a final fairness hearing will be conducted to determine the Final Approval of the
17 Settlement Agreement along with the amounts properly payable for: (a) Attorneys' Fees and Costs; (b) the
18 Class Representative Enhancement Payments; (c) Individual Settlement Payments; (d) the Labor and
19 Workforce Development Agency Payment; (e) all Settlement Administration Costs. Class Counsel will
20 be responsible for drafting all documents necessary to obtain final approval. Class Counsel will also be
21 responsible for drafting the attorneys' fees and costs application to be heard at the final approval hearing.

22 68. Judgment and Continued Jurisdiction. Upon final approval of the Settlement by the Court
23 or after the final fairness hearing, the Parties will present the Judgment to the Court for its approval. After
24 entry of the Judgment, the Court will have continuing jurisdiction solely for purposes of addressing: (a)
25 the interpretation and enforcement of the terms of the Settlement, (b) Settlement administration matters,
26 and (c) such post-Judgment matters as may be appropriate under court rules or as set forth in this Settlement
27 Agreement. A copy of the Judgment will be posted to the Settlement Administrator's website.

28 69. Release by Plaintiffs. Upon the Funding Date, in addition to the claims being released by

all Participating Class Members, Plaintiffs will release and forever discharge the Released Parties, to the fullest extent permitted by law, of and from any and all claims, known and unknown, asserted and not asserted, which Plaintiffs have or may have against the Released Parties as of the date of execution of this Settlement Agreement. To the extent the foregoing release is a release to which Section 1542 of the California Civil Code or similar provisions of other applicable law may apply, Plaintiffs expressly waive any and all rights and benefits conferred upon them by the provisions of Section 1542 of the California Civil Code or similar provisions of applicable law which are as follows:

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

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

71. Entire Agreement. This Settlement Agreement and any attached Exhibits constitute the entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties expressly recognize California Civil Code Section 1625 and California Code of Civil Procedure Section 1856(a), which provide that a written agreement is to be construed according to its terms and may not be varied or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic oral or written representations or terms will modify, vary or contradict the terms of this Settlement Agreement.

72. Amendment or Modification. No amendment, change, or modification to this Settlement Agreement will be valid unless in writing and signed, either by the Parties or their counsel, and approved by the Court.

73. Authorization to Enter Into Settlement Agreement. Counsel for all Parties warrant and represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement

1 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant to
2 this Settlement Agreement to effectuate its terms and to execute any other documents required to effectuate
3 the terms of this Settlement Agreement. The Parties and their counsel will cooperate with each other and
4 use their best efforts to effect the implementation of the Settlement. If the Parties are unable to reach
5 agreement on the form or content of any document needed to implement the Settlement, or on any
6 supplemental provisions that may become necessary to effectuate the terms of this Settlement, the Parties
7 may seek the assistance of the Court to resolve such disagreement.

8 74. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
9 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

10 75. California Law Governs. All terms of this Settlement Agreement and Exhibits hereto will
11 be governed by and interpreted according to the laws of the State of California.

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

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

22 78. Invalidity of Any Provision. Before declaring any provision of this Settlement Agreement
23 invalid, the Court will first attempt to construe the provision as valid to the fullest extent possible consistent
24 with applicable precedents so as to define all provisions of this Settlement Agreement valid and
25 enforceable.

26 79. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class
27 certification for purposes of this Settlement only; except, however, that Plaintiffs or Class Counsel may
28 appeal any reduction to the Attorneys' Fees and Costs below the amount they request from the Court, and

1 either party may appeal any court order that materially alters the Settlement Agreement's terms.

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

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

22 82. No Public Comment: Prior to Preliminary Approval, the Parties and their counsel agree
23 that they will not issue any press releases, initiate any contact with the press, respond to any press inquiry,
24 or have any communication with the press about the fact, amount or terms of the Settlement.

25 83. Confidentiality. To the extent permitted by law, all agreements made, and orders entered
26 during the Actions and in this Agreement relating to the confidentiality of information shall survive the
27 execution of this Agreement.

28 84. Waiver. No waiver of any condition or covenant contained in this Settlement Agreement

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

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

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

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

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

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

90. Binding Agreement. The Parties warrant that they understand and have full authority to enter into this Settlement Agreement, and further intend that this Settlement 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.

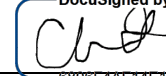
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READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: 12/19/2025

DocuSigned by:


Chelcie M. Goedken

PLAINTIFF

Dated: _____

Hope Hilton

**DEFENDANT EAST BAY INTEGRATED
CARE, INC.**

Dated: _____

Please Print Name of Authorized Signatory

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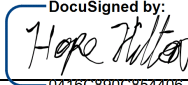
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Chelcie M. Goedken

PLAINTIFF

Dated: 12/18/2025 _____

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Hope Hilton

**DEFENDANT EAST BAY INTEGRATED
CARE, INC.**

Dated: _____

Please Print Name of Authorized Signatory

1 READ CAREFULLY BEFORE SIGNING

2 PLAINTIFF

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4 Dated: 12/19/2025

DocuSigned by:

Chelcie M. Goedken

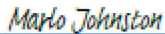
6 PLAINTIFF

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8 Dated: _____

Hope Hilton

10 DEFENDANT EAST BAY INTEGRATED
11 CARE, INC.

12 Dated: Jan 20, 2026


Marlo Johnston (LAW 20, 2026 11:00:01 PST)

13 Please Print Name of Authorized Signatory

Exhibit A

Goedken v. East Bay Integrated Care, Inc., No. C21-02685 (Contra Costa County Superior Court)
Goedken v. East Bay Integrated Care, Inc., No. C21-02686 (Contra Costa County Superior Court)
SUPERIOR COURT OF THE STATE OF CALIFORNIA, FOR THE COUNTY OF CONTRA COSTA
NOTICE OF CLASS ACTION SETTLEMENT

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

Si desea una traducción al Español de este Aviso, por favor llame al administrador al ***--*******

To: All persons who worked for Defendant East Bay Integrated Care, Inc. (“Defendant”) as non-exempt, hourly paid employees in the State of California at any time during the period from December 28, 2017 through September 12, 2025 (“Class Members”).

All persons who worked for Defendant as non-exempt, hourly paid employees in the State of California at any time during the period from December 28, 2020 through September 12, 2025 (“PAGA Members”).

On [REDACTED], the Honorable Benjamin T. Reyes II of the Contra Costa 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 Defendant’s records indicate that you are a Class Member, and therefore entitled to a payment from the settlement.**

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 Approval Hearing on the adequacy, reasonableness, and fairness of the Settlement will be held at [REDACTED]:00 [REDACTED]m. on [REDACTED], 2026 in Department 16 of the Contra Costa County Superior Court located at 725 Court Street, Martinez, CA 94553.

Please also note that the Final Approval Hearing may be rescheduled by the Court to another date and/or time. Please visit [settlement website] for any scheduling changes.

If you move, you must send the Settlement Administrator your new address; otherwise, you may never receive your settlement payment. It is your responsibility to keep a current address on file with the Settlement Administrator.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don’t Have to Do Anything to Participate in the Settlement	If you do nothing, you will be deemed a “Participating Class Member,” and will be eligible for a payment from the Net Settlement Fund and, if you are also a PAGA Member, the PAGA Fund. In exchange, you will be bound by the terms of the proposed Settlement and give up your right to assert wage and hour claims against Defendant based on the same facts alleged in the Action during the Class Period.
You Can Opt-out of the Class Settlement but not the PAGA Settlement	If you don’t want to participate in the proposed class settlement, you can opt-out of the class settlement by sending the Settlement Administrator a written Request for Exclusion. Once excluded, you will no longer be eligible for a payment from the Net Settlement Fund and will not be bound by the terms of the proposed class settlement.
The Opt-out Deadline is [DATE]	You cannot opt-out of the PAGA portion of the proposed Settlement. PAGA Members remain eligible to receive a payment from the PAGA Fund and must give up their rights to pursue PAGA penalty claims against Defendants based on the facts alleged in the Action during the PAGA Period.

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by [DATE]	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed class settlement, but not the PAGA settlement.
You Can Participate in the [DATE] Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on [DATE] in Department 16 of the Contra Costa County Superior Court located at 725 Court Street, Martinez, CA 94553. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. If the Court grants final approval of the Settlement despite your objection, you will receive a payment from the Net Settlement Fund and you will be bound by the terms of the Settlement and Release.

Summary of the Litigation

Plaintiffs Chelcie M. Goedken and Hope Hilton, on their behalf and on behalf of other current and former non-exempt employees, allege that Defendant violated California state labor laws as a result of its alleged failure to, among other things: (1) California Labor Code sections 510 and 1198 (unpaid overtime); (2) California Labor Code sections 226.7 and 512(a) (unpaid meal period premiums); (3) California Labor Code section 226.7 (unpaid rest period premiums); (4) California Labor Code sections 1194, 1197, and 1197.1 (unpaid minimum wages); (5) California Labor Code sections 201 and 202 (final wages not timely paid); (6) California Labor Code section 204 (wages not timely paid during employment); (7) California Labor Code section 226(a) (non-compliant wage statements); (8) California Labor Code section 1174(d) (failure to keep requisite payroll records); (9) California Labor Code sections 2800 and 2802 (unreimbursed business expenses); and (10) California Business & Professions Code sections 17200, *et seq.*

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. On July 11, 2025, the parties participated in a mediation with Daniel Turner, Esq., an experienced and well-respected class action mediator. With Mr. Daniel Turner’s guidance, 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, Capstone Law APC and Lawyers *for* Justice, P.C. (“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.

Defendant has denied, and continues to deny the factual and legal allegations in the case and believes that it has valid defenses to all of Plaintiffs’ claims. By agreeing to settle, Defendant is 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. Defendant has agreed to settle the case as part of a compromise with Plaintiffs.

Summary of The Proposed Settlement Terms

Plaintiffs and Defendant have agreed to settle the underlying class claims in exchange for a Gross Settlement Amount of \$945,000. This amount is inclusive of: (1) individual settlement payments to all Participating Class Members; (2) Class

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

Representative Enhancement Payments of \$10,000, each, to Chelcie M. Goedken and Hope Hilton; (3) \$315,000 in attorneys' fees and up to \$30,000 in litigation costs and expenses; (4) a \$40,000 settlement of claims under the Labor Code Private Attorneys General Act of 2004 ("PAGA"), inclusive of a \$30,000 payment to the California Labor and Workforce Development Agency ("LWDA") in connection with the PAGA, and a \$10,000 payment ("PAGA Fund") to all PAGA Members; and (5) reasonable Settlement Administrator's fees and expenses currently estimated at \$11,000. After deducting the above payments, a total of approximately \$529,000 will be allocated to Class Members who do not opt out of the Settlement Class ("Net Settlement Fund"). Additionally, all PAGA Members will receive a proportional share of the \$10,000 PAGA Fund, regardless of whether they opt out of the Settlement Class.

Payments from Net Settlement Fund. Defendant will calculate the total number of Workweeks worked by each Class Member from December 28, 2017 through September 12, 2025 ("Class Period") and the aggregate total number of Workweeks worked by all Class Members during the Class Period. To determine each Class Member's estimated share of the Net Settlement Fund, the Settlement Administrator will use the following formula: The Net Settlement Fund will be divided by the aggregate total number of Workweeks during the Class Period, resulting in the "Workweek Value." Each Class Member's share of the Net Settlement Fund will be calculated by multiplying each individual Class Member's total number of Workweeks by the Workweek Value. The Individual Settlement Payment will be reduced by any required deductions for each Class Members as specifically set forth herein, including employee-side tax withholdings or deductions. If there are any valid and timely Requests for Exclusion, the Settlement Administrator shall proportionately increase each Participating Class Member's share of the Net Settlement Fund according to the number of Workweeks worked, so that the amount actually distributed to the Settlement Class equals 100% of the Net Settlement Fund.

According to Defendant's records, you worked during the Class Period in a non-exempt position for a total of [REDACTED] Workweeks. Accordingly, your estimated payment from the Net Settlement Fund is approximately \$ [REDACTED].

Payments from PAGA Fund. Defendant will calculate the total number of Workweeks worked by each PAGA Member from December 28, 2020 through September 12, 2025 ("PAGA Period") and the aggregate total number of Workweeks worked by all PAGA Members during the PAGA Period. To determine each PAGA Member's estimated share of the PAGA Fund, the Settlement Administrator will use the following formula: The PAGA Fund will be divided by the aggregate total number of Workweeks during the PAGA Period, resulting in the "PAGA Workweek Value." Each PAGA Member's share of the PAGA Fund will be calculated by multiplying each individual PAGA Member's total number of Workweeks by the PAGA Workweek Value. A Request for Exclusion does not exclude a PAGA Member from the release of claims under California Labor Code §§ 2698, *et seq.* and the PAGA Member will receive their portion of the PAGA fund even if he/she/they submit a valid Request for Exclusion.

According to Defendant's records, you worked during the PAGA Period in a non-exempt position for a total of [REDACTED] Workweeks. Accordingly, your estimated payment from the PAGA Fund is approximately \$ [REDACTED].

Your Estimated Payment: Based on the above, your estimated payment from the settlement is approximately \$ [REDACTED]. If you believe the Workweek information provided above is incorrect, please contact the Settlement Administrator to dispute the calculation. You must attach all documentation in support of your dispute (such as check stubs, W2s, or letters from HR). All disputes must be postmarked or faxed on or before [insert date of Response Deadline] and must be sent to:

Settlement Administrator
c/o _____
Fax No. _____

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

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

Taxes on Settlement Payments. IRS Forms W-2 and 1099 will be distributed to participating Class Members and the appropriate taxing authorities reflecting the payments they receive under the settlement. Class Members should consult their tax advisors concerning the tax consequences of the payments they receive under the Settlement. For purposes of this settlement, 10% of each settlement payment will be allocated as wages for which IRS Forms W-2 will be issued, and 90% will be allocated as non-wages for which IRS Forms 1099-MISC will be issued. Payments issued to PAGA Members from the PAGA Fund will be treated as non-wages 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, on the date on which Defendant fully funds the Gross Settlement Amount, you will be deemed to have released or waived the Released Class Claims, and if you are also a PAGA Member, the Released PAGA Claims:

Released Class Claims: All claims, rights, demands, liabilities, and causes of action that are alleged in the operative Complaints, or which could have been alleged by reason of, or in connection with, any matter or fact set forth or referred to in the operative Complaint, including claims for violation of: (1) California Labor Code sections 510 and 1198 (unpaid overtime); (2) California Labor Code sections 226.7 and 512(a) (unpaid meal period premiums); (3) California Labor Code section 226.7 (unpaid rest period premiums); (4) California Labor Code sections 1194, 1197, and 1197.1 (unpaid minimum wages); (5) California Labor Code sections 201 and 202 (final wages not timely paid); (6) California Labor Code section 204 (wages not timely paid during employment); (7) California Labor Code section 226(a) (non-compliant wage statements); (8) California Labor Code section 1174(d) (failure to keep requisite payroll records); (9) California Labor Code sections 2800 and 2802 (unreimbursed business expenses); and (10) California Business & Professions Code sections 17200, *et seq.*

Released PAGA Claims: All claims for civil penalties under California Labor Code §§ 2698, *et seq.*, that were brought or could reasonably have been brought based on the same facts alleged in Plaintiffs' LWDA letters during the PAGA Period.

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, address, telephone number, and last four digits of your Social Security Number. Sign, date, and mail the request for exclusion by First Class U.S. Mail or equivalent, to the address below.

Settlement Administrator
c/o _____

The Request for Exclusion must be postmarked or faxed not later than [REDACTED], 2026. If you submit a Request for Exclusion which is not postmarked or faxed by [REDACTED], 2026, 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:

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

- Not Receive a Payment from the Net Settlement Fund.
- Not release the Released Class Claims.
- If you are a PAGA Member, you will still release the Released PAGA Claims and will receive a payment from the PAGA Fund.

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 Approval Hearing to object to the Settlement. Written objections must provide: (1) your full name, signature, address, and telephone number, (2) a written statement of all grounds for the objection accompanied by any legal support for such 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 [redacted] 2026. 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 Approval Hearing set for [redacted] at [redacted] a.m./p.m. in the Superior Court of the State of California, for the County of Contra Costa and discuss your objection with the Court and the Parties at your own expense. 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 Released Class Claims and Released PAGA Claims.

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.

Raul Perez
Capstone Law APC
 1875 Century Park E., Suite 1000
 Los Angeles, CA 90067
 Phone: Case-Specific Number

Arby Aiwarzian
 Joanna Ghosh
 Brian J. St. John
 Maria Halwadjian
Lawyers for Justice, P.C.
 450 North Brand Blvd., Suite 900,
 Glendale, CA 91203
 Phone: (818) 265-1020

PLEASE DO NOT CONTACT THE CLERK OF THE COURT, THE JUDGE, DEFENDANT’S ATTORNEYS WITH INQUIRIES.

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