

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN JOAQUIN**

SERGIO MANZO ANDRADE A.K.A. JOSE
CANDELARIO VALENZUELA ZAVALA,
individually and on behalf of others similarly
situated, and as an aggrieved employee and
Private Attorney General,

Plaintiff,

vs.

DIRT MOVERS INC., a California
corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. STK-CV-UOE-2021-0008346

*Assigned for all purposes to Honorable Judge
Barbara Kronlund, Dept. 10D*

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

Complaint filed: September 3, 2021
Trial: None Set

JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT

This Joint Stipulation of Class Action and PAGA Settlement is entered into by and between Plaintiff Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala, individually and on behalf of the Settlement Class and Defendant Dirt Movers Inc.

DEFINITIONS

1. “Agreement” or “Settlement Agreement” means this Joint Stipulation of Class Action and PAGA Settlement.

2. “Action” means the court action, entitled “*Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala v. Dirt Movers Inc.*” Case No. STK-CV-UOE-2021-0008346, pending before the San Joaquin County Superior Court.

3. “Class Counsel” means Heather Davis, Amir Nayebdadash, and D. Luke Clapp, of Protection Law Group, LLP.

4. “Class Counsel’s Fees and Costs” means attorneys’ fees for Class Counsel’s litigation and resolution of this Action and their expenses and costs incurred in connection with the Action, which shall be paid from the Gross Settlement Amount. Class Counsel will request attorneys’ fees not to exceed Thirty-Five Percent (35%) of the Gross Settlement Amount, i.e. One Hundred Five Thousand Dollars (\$105,000.00) and the reimbursement costs and expenses associated with the litigation and settlement of the Action, not to exceed Fifteen Thousand Dollars (\$15,000.00), subject to the Court’s approval. Defendant has agreed not to oppose Class Counsel’s request for fees and reimbursement of costs and expenses in the amount set forth above.

5. “Class List” means a complete list of all Class Members that Defendant will diligently and in good faith compile from their records and provide to the Settlement Administrator within fourteen (14) calendar days after Preliminary Approval of this Settlement. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet and will include Class Member’s: (1) full name; (2) last known home address; (3) last known telephone number; (4) social security number or employee ID number; (5) start and end dates of active employment as a non-exempt employee of Defendant in the State of California; (6) total Workweeks during the

1 Class Period; (7) total Workweeks during the PAGA Period; and (8) any other information
2 required by the Settlement Administrator in order to effectuate the terms of the Settlement.

3 6. "Class" or "Class Members" means all current and former non-exempt employees
4 of Defendant Dirt Movers, Inc. who were employed by Defendant in the State of California at any
5 time during the Class Period.

6 7. "Class Period" means the period from September 3, 2017, until the date of
7 preliminary approval of the settlement by the Court, or July 22, 2022, whichever date occurs
8 earlier.

9 8. "Class Representative" means Plaintiff Sergio Manzo Andrade a.k.a. Jose
10 Candelario Valenzuela Zavala in his capacity as representatives of the Participating Class
11 Members.

12 9. "Plaintiff's Incentive Payment" or "Incentive Payment to Plaintiff" means the
13 amount that the Court authorizes to be paid to Plaintiff Sergio Manzo Andrade a.k.a. Jose
14 Candelario Valenzuela Zavala, in addition to his Individual Settlement Payment, in recognition of
15 the efforts and risks he has taken in assisting with the prosecution of the Action and in exchange
16 for the General Release of his claims as provided herein.

17 10. "Court" means the Superior Court of the State of California for the County of San
18 Joaquin.

19 11. "Defendant" means Dirt Movers, Inc.

20 12. "Effective Date" means: the later of: (a) if no timely objections are filed or if all
21 objections are withdrawn, the date upon which the Court enters Final Approval; (b) if an objection
22 is filed and not withdrawn, the date for filing an appeal and no such appeal being filed (c) if any
23 timely appeals are filed, the date of the resolution (or withdrawal) of any such appeal in a way that
24 does not alter the terms of the settlement

25 13. "Final Approval" means the Court entering an order granting final approval of the
26 Settlement Agreement.

14. “Gross Settlement Amount” means the sum of Three Hundred Thousand Dollars (\$300,000.00). The Gross Settlement Amount is non-reversionary; no portion of the Gross Settlement Amount will return to Defendant.

15. “Individual Settlement Payment” means the amount payable from the Net Settlement Amount to each Participating Class Member and any payment a PAGA Member is eligible to receive from the employee portion of the PAGA Payment. Individual Settlement Payments shall be paid by a Settlement Check made payable to Participating Class Members and/or PAGA Members.

16. “Net Settlement Amount” means the funds available for payments to the Class, which shall be amount remaining after the following amounts are deducted from the Gross Settlement Amount: (1) Class Counsel’s fees, (2) Class Counsel’s costs, (3) Settlement Administration Costs, (4) Incentive Payment to Plaintiff Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala; and (5) the PAGA Penalties to the California Labor and Workforce Development Agency (“LWDA”) and PAGA Members.

17. “Notice” means the Notice of Class Action Settlement in a form substantially similar to the form attached hereto as Exhibit A, that will be mailed to Class Members’ last known addresses and which will provide Class Members with information regarding the Action and information regarding the settlement of the Action.

18. “PAGA” means the California Labor Code Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*, “PAGA”).

19. “PAGA Penalties” means the amount that the Parties have agreed to allocate in order to settle claims arising under the Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*)(“PAGA”). The Parties have agreed to allocate Fifteen Thousand Dollars (\$15,000.00) of the Gross Settlement Amount as PAGA Penalties. 75% of the PAGA Penalties (i.e., \$11,250.00) shall be paid directly to the LWDA. The remaining 25% the PAGA Penalties (i.e., \$3,750.00) shall be paid to PAGA Members on a pro rata basis, based on the total number of Workweeks worked by each PAGA member during the PAGA Period.

20. “PAGA Period” means the period from commencing on June 29, 2020, and ending on either the date of preliminary approval of the Settlement by the Court or on July 22, 2022, whichever date occurs earlier.

21. “PAGA Members” means all current and former non-exempt employees of Defendant Dirt Movers, Inc. who were employed by Defendant Dirt Movers, Inc. in the state of California at any time during the PAGA Period.

22. “Parties” means Plaintiff and Defendant, collectively, and “Party” shall mean either Plaintiff or Defendant, individually.

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

24. “Plaintiff” means Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala.

25. “Preliminary Approval” means the Court order granting preliminary approval of the Settlement Agreement.

26. “Objection” means a Class Member’s valid and timely written objection to the Settlement Agreement. For an Objection to be valid, it must include: (a) the objector’s full name, address, telephone number, last four digits of the employee’s social security number or employee ID number and (b) the name of the case and case number; and (c) a written statement of all grounds for the objection accompanied by legal support, if any, for such objection.

27. “Released Class Claims” means all , rights, demands, losses, damages, liquidated damages, penalties, interest, civil complaints, arbitration demands or suits, liabilities, and causes of actions that are alleged, or reasonably could have been alleged, based on the facts alleged in the operative complaint in the Action, including, but not limited to, factual claims regarding Defendant's alleged: (i) failure to pay all regular wages, minimum wages, overtime, and double time wages due; (ii) failure to provide meal periods or compensation in lieu thereof; (iii) failure to provide rest periods or compensation in lieu thereof; (iv) failure to reimburse necessary business expenses; (v) failure to provide complete, accurate wage statements; (vi) failure to pay wages timely at time of termination or resignation; (vii) failure to provide timely pay wages during

1 employment; and (viii) unfair business practices. This release shall apply to claims arising during
2 the Class Period.

3 28. “Released PAGA Claims” means all claims for civil penalties under the California
4 Labor Code Private Attorneys General Act of 2004 that could have been premised on the facts
5 alleged both in the PAGA Notices provided to the LWDA and in the operative complaint including
6 but not limited to penalties that could have been awarded pursuant to Labor Code sections
7 210,226.3, 1197.1, 558, and 2699.

8 29. “Released Parties” means Defendant Dirt Movers, Inc., and their past, present
9 and/or future, officers, directors, members, managers, agents, representatives, attorneys, insurers,
10 partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates,
11 divisions, predecessors, successors, assigns, exempt employees (current and former), any person
12 acting on behalf of Defendant Dirt Movers, Inc. pursuant to California Labor Code section 558.1,
13 insurers, and joint venturers.

14 30. “Request for Exclusion” means a valid and timely written statement submitted by
15 a Class Member requesting to be excluded from the Action. To be effective, the Request for
16 Exclusion must contain (a) the Class Member’s name, address, telephone number, and the last four
17 digits of the Class Member’s Social Security number and/or the Employee ID number and (b) a
18 clear statement requesting to be excluded from the settlement of the class claims similar to the
19 following: “I wish to exclude myself from the class settlement reached in the matter of *Andrade v.*
20 *Dirt Movers Inc.*” I understand that by excluding myself, I will not receive money from the
21 settlement of my individual claims.” To be effective, the Request for Exclusion must be post-
22 marked by the Response Deadline and received by the Settlement Administrator. The Request for
23 Exclusion shall not be effective as to the release of claims arising under the Private Attorneys
24 General Act.

25 31. “Response Deadline” means the date sixty (60) days after the Settlement
26 Administrator mails Notice to Class Members and the last date on which Class Members may
27 submit Requests for Exclusion, written objections to the Settlement, or Workweek Disputes. In the
28 event the 60th day falls on a Sunday or Federal holiday, the Response Deadline will be extended

1 to the next day on which the U.S. Postal Service is open. The Response Deadline for Requests for
2 Exclusion or objections will be extended fifteen (15) calendar days for any Class Member who is
3 re-mailed a Notice by the Settlement Administrator, unless the 15th day falls on a Sunday or
4 Federal holiday, in which case the Response Deadline will be extended to the next day on which
5 the U.S. Postal Service is open. The Response Deadline may also be extended by express
6 agreement between Class Counsel and Defendant. Under no circumstances, however, will the
7 Settlement Administrator have the authority to unilaterally extend the deadline for Class Members
8 to submit a Request for Exclusion or objection to the settlement.

9 32. "Settlement" means the disposition of the Action pursuant to this Agreement.

10 33. "Settlement Administrator" means Phoenix Settlement Administrators. The Parties
11 each represent that they do not have any financial interest in the Settlement Administrator or
12 otherwise have a relationship with the Settlement Administrator that could create a conflict of
13 interest.

14 34. "Settlement Administration Costs" mean the costs payable from the Gross
15 Settlement Amount to the Settlement Administrator for administering this Settlement, including,
16 but not limited to, printing, distributing, and tracking documents for this Settlement,
17 calculating/confirming the class member Workweeks from the information contained in the Class
18 List, calculating each Participating Class Member's Individual Settlement Payment, tax reporting,
19 distributing the Gross Settlement Amount, providing necessary reports and declarations, and other
20 duties and responsibilities set forth herein to process this Settlement, and as requested by the
21 Parties. Settlement Administration Costs shall not exceed Seven Thousand Five Hundred Dollars
22 (\$7,500.00)

23 35. "Workweek" shall mean any calendar week (i.e. a week beginning on Sunday and
24 ending on Saturday) in which a Class Member or PAGA Member worked at least 1 day.

25 **TERMS OF AGREEMENT**

26 36. Settlement Consideration: Defendant shall fund the Gross Settlement Amount and
27 all applicable employer-side payroll taxes following Final Approval by the Court and the
28 occurrence of the Effective Date. The following will be paid out of the Gross Settlement Amount:

the sum of the Individual Settlement Payments, the Class Counsel's Fees and Costs, Settlement Administration Costs, Incentive Payment to Plaintiff, and Payment of PAGA Penalties to the LWDA and PAGA Members as specified in this Agreement. Except for any employer-side taxes due on the Individual Settlement Payments Defendant shall not be required to pay more than the Gross Settlement Amount. The Gross Settlement Amount is non-reversionary; no portion of the Gross Settlement Amount will revert to Defendant.

37. Potential Increase in Number of Workweeks: Defendant has represented there are approximately 6,065 Workweeks within the Class Period and approximately 150 class members. Should the actual number of Workweeks increase by more than ten percent (10%) (i.e. by more than 607 Workweeks) the Class Period shall cut off on the date the weeks worked by the Class Members exceeds 6,672.

38. Funding of the Gross Settlement Amount: Within fourteen (14) calendar days of the Effective Date of the Settlement, Defendant will deposit the Gross Settlement Amount and all applicable employer-side payroll taxes into a Qualified Settlement Fund ("QSF") to be established by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement Administrator to calculate necessary payroll taxes including its official name, 8 digit state unemployment insurance tax ID number, and other information requested by the Settlement Administrator, no later than seven (7) calendar days of the Effective Date.

39. Distribution of the Gross Settlement Amount: Within fourteen (14) calendar days of the funding of the Settlement, the Settlement Administrator will issue payments for: (a) Individual Settlement Payments; (b) the Payment of PAGA Penalties to the LWDA; (c) the Incentive Payment to the Plaintiff; (d) Class Counsel's Fees and Costs and (e) Settlement Administration Costs.

40. Attorneys' Fees and Costs: Defendant agrees not to oppose any application or motion by Class Counsel for attorneys' fees of not more than One Hundred Five Thousand Dollars (\$105,000.00) and the reimbursement costs and expenses associated with the litigation and settlement of the Action, in an amount not to exceed Fifteen Thousand Dollars (\$15,000.00), both of which will be paid from the Gross Settlement Amount. Any portion of the requested fees or

costs that is not awarded to the Class Counsel shall be reallocated to the Net Settlement Amount and distributed to Participating Class Members as provided in this Agreement.

41. Incentive Payment to Plaintiff: Defendant agrees not to oppose or object to any application or motion by Plaintiff for Plaintiff's Incentive Payments of Five Thousand Dollars (\$5,000) for Plaintiff Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala. Plaintiff's Incentive Payment is in exchange for the General Release of the Plaintiff's individual claims and for his time, effort and risk in bringing and prosecuting the Action. Any portion of the requested Incentive Payment to Plaintiff that is not awarded to the Class Representative shall be reallocated to the Net Settlement Amount and distributed to Participating Class Members as provided in this Agreement.

42. Settlement Administration Costs: The Settlement Administrator will be paid for the reasonable costs of administration of the Settlement and distribution of payments from the Gross Settlement Amount as further set forth in this Agreement. Settlement Administration Costs shall not exceed Seven Thousand Five Hundred Dollars (\$7,500.00).

43. PAGA Penalties: Fifteen Thousand Dollars (\$15,000.00) shall be allocated from the Gross Settlement Amount for settlement of claims for civil penalties under the PAGA. The Settlement Administrator shall pay seventy-five percent (75%) of the PAGA Payment, or Eleven Thousand Two Hundred Fifty Dollars (\$11,250.00), to the California Labor and Workforce Development Agency ("LWDA"). The remaining 25% the PAGA Penalties or Three Thousand Seven Hundred and Fifty Dollars (i.e., \$3,750.00) shall be paid to PAGA Members on a pro rata basis, based on the total number of Workweeks worked by each PAGA member during the PAGA Period. PAGA Members shall receive their portion of the PAGA Payment regardless of their decision to opt-out of the class settlement.

44. Net Settlement Amount for Payment of Class Claims: The Net Settlement Amount will be used to satisfy the class portion of Participating Class Members' Individual Settlement Payments in accordance with the terms of this Agreement. The estimated Net Settlement Amount is as follows:

Gross Settlement Amount	\$	300,000.00
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1	Plaintiff's Incentive Payment:	\$	5,000.00
2	Class Counsel's Fees:	\$	105,000
3	Class Counsel's Costs:	\$	15,000.00
4	PAGA Penalties	\$	15,000.00
5	Settlement Administration Costs:	\$	7,500.00
6	Estimated Net Settlement Amount	\$	152,500.00

7
8 45. Individual Settlement Payment Calculations: Individual Settlement Payments will
9 be paid from the Net Settlement Amount and the 25% portion of the PAGA Payment allocated for
10 PAGA Members and shall be paid pursuant to the formula set forth herein:

11 a) Calculation of Class Portion of Individual Settlement Payments:

12 The Settlement Administrator will calculate the total Workweeks for all Participating Class
13 Members by adding the number of Workweeks worked by each Participating Class Member during
14 the Class Period. The respective Workweeks for each Participating Class Member will be divided
15 by the total Workweeks for all Participating Class Members, resulting in the Payment Ratio for
16 each Participating Class Member. Each Participating Class Member's Payment Ratio will then be
17 multiplied by the Net Settlement Amount to calculate each Settlement Class Member's estimated
18 share of the Net Settlement Amount.

19 b) Calculation of PAGA Portion of Individual Settlement Payments:

20 The Settlement Administrator will calculate the total Workweeks for all PAGA Members by
21 adding the number of Workweeks worked by each PAGA Member during the PAGA Period. The
22 respective Workweeks for each PAGA Member will be divided by the total Workweeks for all
23 PAGA Members, resulting in the Payment Ratio for each PAGA Member. Each PAGA Member's
24 Payment Ratio will then be multiplied by the employee portion of the PAGA Payment to calculate
25 each PAGA Member's estimated share of the PAGA Payment. PAGA Members shall receive this
26 portion of their Individual Settlement Payment regardless of whether they opt out of the
27 participation regarding the class claims.
28

b) Allocation of Individual Settlement Payments: All Individual Settlement Payments will be allocated as follows: twenty percent (20%) of each Individual Settlement Payment will be allocated as wages, forty percent (40%) shall be allocated as interest, and forty percent (40%) shall be allocated as penalties. The amounts paid as wages shall be subject to all tax withholdings customarily made from the employee's wages and all other authorized and required withholdings. The amounts paid as penalties and interest shall be subject to all authorized and required withholdings other than the tax withholdings customarily made from employees' wages. The Settlement Administrator will be responsible for issuing to Participating Class Members a form W-2 for amounts deemed "wages" and an IRS Form 1099 for the amounts deemed penalties and interest.

46. 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. The Individual Settlement Payments do not, for any reason, re-establish an employment relationship between any of the Class Members and Defendant.

47. Settlement 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. The Settlement Administrator will provide the following services:

- a) Establish and maintain a Qualified Settlement Fund.
- b) Calculate the Individual Settlement Payment each Participating Class Member is eligible to receive and the portion of the PAGA Penalties each PAGA Member shall receive.
- c) Print and mail the Notice.

- d) Conduct additional address searches for mailed Notices that are returned as undeliverable.
- e) Process Requests for Exclusion, field inquiries from Class Members,
- f) Print and issue and issue Settlement Payment Checks, prepare IRS W2 and 1099 Tax Forms and any other filings required by any governmental taxing authority.
- g) Provide declarations and/or other information to this Court as requested by the Parties and/or the Court regarding the settlement administration process.
- h) Provide weekly status reports to counsel for the Parties.
- i) Post a notice of final judgment online **Error! Hyperlink reference not valid.** at Settlement Administrator's website.
- j) Translate the Notice from English to Spanish

48. Delivery of the Class List: Within fourteen (14) calendar days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator. This is a material term of the Agreement, and if Defendant fails to comply, Plaintiff shall have the right to void the Agreement.

49. Notice by First-Class U.S. Mail: Within seven (7) calendar days after receiving the Class List from Defendant, the Settlement Administrator will mail the Notice to all Class Members via regular First-Class U.S. Mail, using the most current, known mailing addresses identified in the Class List.

50. Confirmation of Contact Information in the Class List: 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 returned to the Settlement Administrator as non-deliverable on or before the Response Deadline will be sent promptly via regular First-Class U.S. Mail to the forwarding address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on the Notice. If no forwarding address is provided, the Settlement Administrator will promptly attempt to determine the correct address using a skip-trace, or other search using the name, address and/or Social

1 Security number of the Class Member involved, and will then perform a single re-mailing. If any
2 notice sent to a Class Member by the Settlement Administrator is returned as undeliverable to a
3 current employee, then Defendant shall make all reasonable efforts to obtain the current address
4 from the Class Member and provide the same within seven (7) calendar days of notice from the
5 Settlement Administrator. Those Class Members who receive a re-mailed Notice, whether by skip-
6 trace or by request, will have between the later of (a) an additional fifteen (15) calendar days or
7 (b) the Response Deadline to postmark a Request for Exclusion, or an objection to the Settlement.

8 51. Notice: All Class Members will be mailed a Notice in both English and Spanish.
9 Each Notice will provide: (a) information regarding the nature of the Action; (b) a summary of the
10 Settlement's principal terms; (c) the Class definition; (d) the total number of Workweeks each
11 respective Class Member worked for Defendant during the Settlement Class Period; (e) each Class
12 Member's estimated Individual Settlement Payment and the formula for calculating Individual
13 Settlement Payments; (f) the dates which comprise the Class Period; (g) instructions on how to
14 opt-out of and object to the Settlement; (h) the deadlines by which the Class Member must
15 postmark Requests for Exclusion, Objections to the Settlement, or Workweek Disputes; (i) the
16 claims to be released, as set forth herein; and (j) the date for the final approval hearing.

17 52. Disputed Information on Notice: Class Members will have an opportunity to
18 dispute the information provided in their Notice. To the extent Class Members dispute the number
19 of Workweeks with which they have been credited or the amount of their Individual Settlement
20 Payment, Class Members may produce evidence to the Settlement Administrator showing that
21 such information is inaccurate. Absent evidence rebutting Defendant's records, Defendant's
22 records will be presumed determinative. However, if a Class Member produces evidence to the
23 contrary by the Response Deadline, the Parties will evaluate the evidence submitted by the Class
24 Member and the Parties will make the final decision as to the number of eligible Workweeks that
25 should be applied and/or the Individual Settlement Payment to which the Class Member may be
26 entitled. If the Parties do not agree, the dispute will be submitted to the Court.

27 53. Defective Submissions: If a Class Member's Request for Exclusion is defective as
28 to the requirements listed herein, that Class Member will be given an opportunity to cure the

1 defect(s). The Settlement Administrator will mail the Class Member a cure letter within three (3)
2 business days of receiving the defective submission to advise the Class Member that his or her
3 submission is defective and that the defect must be cured to render the Request for Exclusion valid.
4 The Class Member will have until the later of (a) the Response Deadline or (b) fifteen (15) calendar
5 days from the date of the cure letter, whichever date is later, to postmark a revised Request for
6 Exclusion. If a Class Member responds to a cure letter by filing a defective claim, then the
7 Settlement Administrator will have no further obligation to give notice of a need to cure. If the
8 revised Request for Exclusion is not postmarked within that period, it will be deemed untimely.

9 54. Request for Exclusion Procedures: Any Class Member wishing to opt-out from the
10 Action must sign and postmark a written Request for Exclusion to the Settlement Administrator
11 by the Response Deadline. The Request for Exclusion must include (a) the Class Member's name,
12 address, telephone number, and the last four digits of the Class Member's Social Security number
13 and/or the Employee ID number and (b) a clear statement requesting to be excluded from the
14 settlement of the class claims similar to the following: "I wish to exclude myself from the class
15 settlement reached in the matter of *Andrade v. Dirt Movers Inc.* I understand that by excluding
16 myself, I will not receive money from the settlement of my individual claims." The date of the
17 postmark on the return mailing envelope receipt confirmation will be the exclusive means to
18 determine whether a Request for Exclusion has been timely submitted. All Requests for Exclusion
19 will be submitted to the Settlement Administrator, who will certify jointly to Class Counsel and
20 Defendant's Counsel the Requests for Exclusion that were timely submitted. All Class Members
21 who do not request exclusion from the Action will be bound by all terms of the Settlement
22 Agreement if the Settlement is granted final approval by the Court. The Request for Exclusion
23 shall not be effective as to the release of claims arising under the Private Attorneys General Act.

24 55. Defendant's Right to Rescind: If ten percent (10%) or more of the Class Members
25 (rounded to the next whole number) elect not to participate in the Settlement, Defendant may, at
26 its election, rescind the Settlement Agreement and all actions taken in furtherance of it will be
27 thereby null and void. Defendant must meet and confer with Class Counsel prior to exercising this
28 right and must make clear their intent to rescind the Agreement within fourteen (14) calendar days

1 of the Settlement Administrator notifying the Parties of these opt-outs. If Defendant exercises its
2 right to rescind the Agreement, Defendant shall be responsible for all Settlement Administration
3 Costs incurred to the date of rescission.

4 56. Settlement Terms Bind All Class Members Who Do Not Opt-Out: Upon the
5 complete funding of the Gross Settlement Amount, any Class Member who does not affirmatively
6 opt-out of the Settlement by submitting a timely and valid Request for Exclusion will be bound by
7 all of its terms, including those pertaining to the Released Class Claims, as well as any Judgment
8 that may be entered by the Court if it grants final approval to the Settlement. Class Members who
9 opt-out of the Settlement shall not be bound by such Judgment or release. The names of Class
10 Members who have opted-out of the settlement shall be disclosed to the Counsel for Defendant.
11 The names of Class Members who have opted-out shall be noted in the final judgment only if
12 required by the Court and Defendant's Counsel shall be prepared to provide such names to the
13 Court upon request at the Final Approval Hearing.

14 57. Objection Procedures: To object to the Settlement, a Participating Class Member
15 must postmark a valid Objection to the Settlement Administrator on or before the Response
16 Deadline. The Objection must be signed by the Participating Class Member and contain all
17 information required by this Settlement Agreement including the employees full name, address,
18 telephone number, the last four digits of their social security number and/or Employee ID number,
19 the name of the case and case number, and the specific reason including any legal grounds for the
20 Participating Class Members objection. The postmark date will be deemed the exclusive means
21 for determining that the Notice of Objection is timely. Participating Class Members who fail to
22 object in the manner specified above will be foreclosed from making a written objection, but shall
23 still 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 encourage
25 Participating Class Members to submit written objections to the Settlement or appeal from the
26 Order and Judgment. Class Counsel will not represent any Class Members with respect to any
27 objections to this Settlement.

28 58. Certification Reports Regarding Individual Settlement Payment Calculations: The

1 Settlement Administrator will provide Defendant's Counsel and Class Counsel a weekly report
2 which certifies: (a) the number of Class Members who have submitted valid Requests for
3 Exclusion; (b) the number of Notices returned and re-mailed and (c) whether any Class Member
4 has submitted a challenge to any information contained in the Notice. 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 59. Uncashed Settlement Checks: Any checks issued by the Settlement Administrator
8 to Participating Class Members and PAGA Members will be negotiable for at least one hundred
9 eighty (180) calendar days. If a Participating Class Member or PAGA Member does not cash his
10 or her Settlement Check or PAGA payment check within 180 days, the uncashed funds, subject to
11 Court approval, shall be distributed to the Controller of the State of California to be held in trust
12 pursuant to the Unclaimed Property Law, California Civil Code §1500, *et. seq.* for the benefit of
13 those Participating Class Members and PAGA Members who did not timely cash their Settlement
14 checks until such time that they claim their property. The Parties agree that this disposition results
15 in no "unpaid residue" under California Civil Procedure Code § 384, as the entire Net Settlement
16 Amount will be paid out to Participating Class Members and PAGA Members, whether or not they
17 all cash their Settlement Checks or PAGA payment checks. Therefore, Defendant will not be
18 required to pay any interest on such amounts. The Individual Settlement Payments provided to
19 Participating Class Members and to PAGA Members shall prominently state the expiration date
20 or a statement that the Settlement Check will expire in one hundred eighty (180) days, or
21 alternatively, such a statement may be made in a letter accompanying the Individual Settlement
22 Payment. Expired Individual Settlement Payments will not be reissued, except for good cause and
23 as mutually agreed by the Parties in writing. The parties agree no unclaimed funds will result from
24 the settlement.

25 60. Administration of Taxes by the Settlement Administrator: The Settlement
26 Administrator will be responsible for issuing to Plaintiff, Participating Class Members, and Class
27 Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid pursuant
28 to this Settlement. The Settlement Administrator will also be responsible for forwarding all payroll

1 taxes and penalties to the appropriate government authorities.

2 61. Tax Liability: Defendant makes no representation as to the tax treatment or legal
3 effect of the payments called for hereunder, and Plaintiff and Participating Class Members are not
4 relying on any statement, representation, or calculation by Defendant or by the Settlement
5 Administrator in this regard. Plaintiff and Participating Class Members understand and agree that
6 they will be solely responsible for the payment of any taxes, interest, and penalties assessed on the
7 payments described herein. Defendant's share of any employer payroll taxes and other required
8 employer withholdings due on the Individual Settlement Payments, including, but not limited to,
9 Defendant's FICA and FUTA contributions, shall be paid separate and apart from the Gross
10 Settlement Amount.

11 62. Circular 230 Disclaimer: Each Party to this Agreement (for purposes of this section,
12 the "acknowledging party" and each Party to this Agreement other than the acknowledging party,
13 an "other party") acknowledges and agrees that: (1) no provision of this Agreement, and no written
14 communication or disclosure between or among the Parties or their attorneys and other advisers,
15 is or was intended to be, nor shall any such communication or disclosure constitute or be construed
16 or be relied upon as, tax advice within the meaning of United States Treasury Department circular
17 230 (31 CFR part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon
18 his, her or its own, independent legal and tax counsel for advice (including tax advice) in
19 connection with this Agreement, (b) has not entered into this Agreement based upon the
20 recommendation of any other Party or any attorney or advisor to any other Party, and (c) is not
21 entitled to rely upon any communication or disclosure by any attorney or adviser to any other party
22 to avoid any tax penalty that may be imposed on the acknowledging party, and (3) no attorney or
23 adviser to any other Party has imposed any limitation that protects the confidentiality of any such
24 attorney's or adviser's tax strategies (regardless of whether such limitation is legally binding) upon
25 disclosure by the acknowledging party of the tax treatment or tax structure of any transaction,
26 including any transaction contemplated by this Agreement.

27 63. No Prior Assignments: The Parties and their counsel represent, covenant, and
28 warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to

1 assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand,
2 action, cause of action or right herein released and discharged.

3 64. Release by Participating Class Members: Upon the complete funding of the Gross
4 Settlement Amount and all applicable employer-side payroll taxes by Defendant, Participating
5 Class Members shall fully release and discharge the Released Parties from the Released Class
6 Claims that arose during the Class Period. This release shall be binding on all Participating Class
7 Members.

8 65. Release by the State of California and LWDA: Upon the complete funding of the
9 Gross Settlement Amount and all applicable employer-side payroll taxes by Defendant the LWDA
10 and the State of California, through Plaintiff as its agent and/or proxy, shall release and discharge
11 the Released Parties from the Released PAGA Claims that arose during the PAGA Period. The
12 Parties intend for this PAGA settlement to have claim preclusion, issue preclusion, or otherwise
13 bar a representative action if an aggrieved employee were to bring a subsequent claim on behalf
14 of the LWDA based on the same factual predicate as this action and covering the same time period.

15 66. Release of Additional Claims & Rights by Plaintiff: Upon the funding of the Gross
16 Settlement Amount, Plaintiff Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala
17 agrees—on behalf of himself only—to the additional following General Release: In consideration
18 of Defendant's promises and agreements as set forth herein, Plaintiff hereby fully releases the
19 Released Parties from any and all Released Class Claims and Released PAGA Claims and also
20 generally releases and discharges the Released Parties from any and all claims, demands,
21 obligations, causes of action, rights, or liabilities of any kind which have been or could have been
22 asserted against the Released Parties arising out of or relating to his employment by Defendant or
23 termination thereof, including but not limited to claims for wages, restitution, penalties, retaliation,
24 defamation, discrimination, harassment or wrongful termination of employment. This release
25 specifically includes any and all claims, demands, obligations and/or causes of action for damages,
26 restitution, penalties, interest, and attorneys' fees and costs (except provided by the Settlement
27 Agreement) relating to or in any way connected with the matters referred to herein, whether or not
28 known or suspected to exist, and whether or not specifically or particularly described herein.

Specifically, Plaintiff Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala, waives, to the fullest extent permitted by law, all rights and benefits afforded by California Civil Code Section 1542, which provides:

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.

This release specifically excludes claims for unemployment insurance, disability, social security, and workers compensation (with the exception of claims arising pursuant to California Labor Code Sections 132(a) and 4553)

Plaintiff may hereafter discover facts in addition to or different from those Plaintiff now knows or believes to be true with respect to the subject matter of any claims, but shall be deemed to have, and by operation of the Judgment shall have, fully, finally, and forever settled and released any and all claims, whether known or unknown, suspected or unsuspected, contingent or non-contingent, which now exist, or heretofore have existed, upon any theory of law or equity now existing or coming into existence in the future, including, but not limited to, conduct that is negligent, intentional, with or without malice, or a breach of any duty, law or rule, without regard to the subsequent discovery or existence of such different or additional facts.

67. Neutral Employment Reference: Defendant agrees that it will adopt a neutral reporting policy regarding any future employment references related to Plaintiff. In the event that any potential or future employers of Plaintiff request a reference regarding Defendant's employment of Plaintiff Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala, Defendant shall only provide the requested Plaintiff's dates of employment, job titles during employment, and final rate of pay. Defendant shall not refer to the Action or this Settlement

68. Nullification of Settlement Agreement: In the event that: (a) the Court does not finally approve the Settlement as provided herein; (b) the Court strikes or does not approve any

1 material term of this Settlement Agreement; or (c) the Settlement does not become final as written
2 and agreed to by the Parties for any other reason, then this Settlement Agreement, and any
3 documents generated to bring it into effect, will be null and void, all amounts deposited into the
4 QSF will be returned to Defendant, and the Parties shall be returned to their original respective
5 positions. Any order or judgment entered by the Court in furtherance of this Settlement Agreement
6 will likewise be treated as void from the beginning.

7 69. Preliminary Approval Hearing: Plaintiff will obtain a hearing before the Court to
8 request Preliminary Approval of the Settlement Agreement, and the entry of a Preliminary
9 Approval Order for: (a) conditional certification of the Settlement Class for settlement purposes
10 only, (b) Preliminary Approval of the proposed Settlement Agreement, and (c) setting a date for a
11 Final Approval/Settlement Fairness Hearing. The Preliminary Approval Order will provide for the
12 Notice to be sent to all Class Members as specified herein. In conjunction with the Preliminary
13 Approval hearing, Plaintiff will submit this Agreement, which sets forth the terms of the
14 Settlement, and will include the proposed Notice attached as Exhibit A. Defendant agrees that it
15 will not oppose Plaintiff's motion for Preliminary Approval. Any failure by the Court to fully and
16 completely approve the Agreement as to the Action will result in this Settlement Agreement and
17 the Memorandum of Understanding entered into by the Parties, and all obligations under this
18 Settlement Agreement and the Memorandum of Understanding being nullified and voided.

19 70. Final Settlement Approval Hearing and Entry of Judgment: Upon expiration of the
20 deadlines to postmark Requests for Exclusion or objections to the Settlement Agreement, and with
21 the Court's permission, a Final Approval/Settlement Fairness Hearing will be conducted to
22 determine the Final Approval of the Settlement Agreement along with the amounts properly
23 payable for: (a) Individual Settlement Payments; (b) the Attorneys' Fees and Costs; (c) the
24 Plaintiff's Incentive Payment; and (d) the Settlement Administration Costs. Class Counsel will be
25 responsible for drafting all documents necessary to obtain Final Approval. Any failure by the Court
26 to fully and completely approve the Settlement Agreement as to all of the Action, or the entry of
27 any Order by another Court with regard to any of the Action which has the effect of modifying
28 material terms of this Agreement or preventing the full and complete approval of the Settlement

1 Agreement as written and agreed to by the Parties, will result in this Agreement and all obligations
2 under this Agreement being null and void. Defendant agrees it shall not oppose the granting of the
3 Motion for Final Approval, provided Defendant has not exercised its right to rescind pursuant to
4 the terms of this Agreement.

5 71. Judgment and Continued Jurisdiction: Upon Final Approval of the Settlement by
6 the Court or after the Final Approval/Settlement Fairness Hearing, the Parties will present the
7 Judgment to the Court for its approval. After entry of the Judgment, the Court will have continuing
8 jurisdiction solely for purposes of addressing: (a) the interpretation and enforcement of the terms
9 of the Settlement, (b) Settlement administration matters, and (c) such post-Judgment matters as
10 may be appropriate under court rules or as set forth in this Settlement.

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

14 73. Entire Agreement: This Settlement Agreement and any attached Exhibits constitute
15 the entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral
16 agreements may be deemed binding on the Parties.

17 74. Amendment or Modification: This Settlement Agreement may be amended or
18 modified only by a written instrument signed by counsel for all Parties or their successors-in-
19 interest.

20 75. Authorization to Enter Into Settlement Agreement: Counsel for all Parties warrant
21 and represent they are expressly authorized by the Parties whom they represent to negotiate this
22 Settlement Agreement and to take all appropriate action required or permitted to be taken by such
23 Parties pursuant to this Settlement Agreement to effectuate its terms and to execute any other
24 documents required to effectuate the terms of this Settlement Agreement. The Parties and their
25 counsel will cooperate with each other and use their best efforts to affect the implementation of
26 the Settlement. If the Parties are unable to reach agreement on the form or content of any document
27 needed to implement the Settlement, or on any supplemental provisions that may become
28 necessary to effectuate the terms of this Settlement, the Parties may seek the assistance of the Court

1 to resolve such disagreement.

2 76. Binding on Successors and Assigns: This Settlement Agreement will be binding
3 upon, and inure to the benefit of, the successors or assigns of the Parties hereto, as previously
4 defined.

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 78. Execution and Counterparts: This Settlement Agreement is subject only to the
8 execution of all Parties. However, the Settlement Agreement may be executed in one or more
9 counterparts. All executed counterparts and each of them, including facsimile and scanned copies
10 of the signature page, will be deemed to be one and the same instrument provided that counsel for
11 the Parties will exchange among themselves original signed counterparts.

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

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

23 81. Waiver of Certain Appeals: The Parties agree to waive appeals and to stipulate to
24 class certification for purposes of this Settlement only; except, however, that either party may
25 appeal any court order that materially alters the Settlement Agreement's terms.

26 82. Class Action Certification for Settlement Purposes Only: The Parties agree to
27 stipulate to class action certification only for purposes of the Settlement. If, for any reason, the
28 Settlement is not approved, the stipulation to certification will be void. The Parties further agree

1 that certification for purposes of the Settlement is not an admission that class action certification
2 is proper under the standards applied to contested certification motions and that this Agreement
3 will not be admissible in this or any other proceeding as evidence that either: (a) a class action
4 should be certified or (b) Defendant is liable to Plaintiff or any Class Member, other than according
5 to the Settlement's terms.

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

20 84. Captions: The captions and section numbers in this Agreement are inserted for the
21 reader's convenience, and in no way define, limit, construe or describe the scope or intent of the
22 provisions of this Agreement.

23 85. Waiver: No waiver of any condition or covenant contained in this Settlement
24 Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered
25 to imply or constitute a further waiver by such party of the same or any other condition, covenant,
26 right or remedy.

27 86. Enforcement Action: In the event that one or more of the Parties institutes any legal
28 action or other proceeding against any other Party or Parties to enforce the provisions of this

1 Settlement or to declare rights and/or obligations under this Settlement, the successful Party or
2 Parties will be entitled to recover from the unsuccessful Party or Parties reasonable attorneys' fees
3 and costs, including expert witness fees incurred in connection with any enforcement actions.

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

9 88. Representation By Counsel: The Parties acknowledge that they have been
10 represented by counsel throughout all negotiations that preceded the execution of this Agreement,
11 and that this Agreement has been executed with the consent and advice of counsel and reviewed
12 in full. Further, Plaintiff and Class Counsel warrant and represent that there are no liens on the
13 Agreement.

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

16 90. Cooperation and Execution of Necessary Documents: The Parties agree to
17 cooperate to promote participation in the Settlement, and in seeking court approval of the
18 Settlement. The Parties and their counsel agree not to take any action to encourage any Class
19 Members to opt out of and/or object to the Settlement. Defendant agrees not to obtain any
20 settlement agreement waivers, Pick Up Stix agreements or arbitration agreements from any Class
21 Member prior to the funding of the Gross Settlement Amount concerning claims released via this
22 Agreement, or enter into any arbitration agreement with any Class Member that covers the claims
23 released via this Agreement during the Settlement approval process prior to the funding of the
24 Gross Settlement Amount and that the Parties will work in good faith to reach an agreement
25 approved by the Court.

26 91. Confidentiality: The Parties and their counsel agree to keep the terms of the
27 Settlement confidential until the filing of Plaintiff's Motion for Preliminary Approval. Plaintiff,
28 Class Counsel, Defendant and their counsel agree that they will not issue any press releases, initiate

any contact with the press, respond to any press inquiry, have any communication with the press, or otherwise publicize the fact, amount or terms of the Settlement Agreement, except in Court filings. Nothing in this Settlement Agreement shall limit Defendant's ability to fulfill disclosure obligations reasonably required by law or in furtherance of business purposes, including the fulfillment of obligations stated in this Settlement Agreement or limit Class Counsel's communications with the Class Members in furtherance of approval of this Settlement.

92. Interim Stay of Proceedings: The Parties agree to stay all proceedings in the Action, except such proceedings necessary to implement and complete the Settlement, pending the Final Approval/Settlement Fairness Hearing to be conducted by the Court.

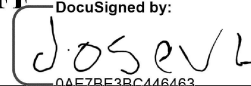
93. Binding Agreement: The Parties warrant that they understand and have full authority to enter into this Settlement, and further intend that this Settlement Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible and subject to disclosure in any proceeding to enforce its terms, notwithstanding any settlement confidentiality provisions that otherwise might apply under federal or state law.

Dated: 6/29/2022

PLAINTIFF

DocuSigned by:

By:



Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala

Dated: _____

DEFENDANT

DIRT MOVERS, INC.

By: _____

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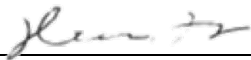
Name: _____

Title: _____

APPROVED AS TO FORM:

Dated: 6/30/2022

PROTECTION LAW GROUP, LLP

By: 
Heather Davis, Esq.
Amir Nayebdadash, Esq.
Luke Clapp, Esq.
Attorneys for Plaintiff

LAW OFFICES OF CORREN & CORREN

Dated: _____

By: _____
Spencer D. Sinclair, Esq.
Attorneys for Defendant

1 any contact with the press, respond to any press inquiry, have any communication with the press,
2 or otherwise publicize the fact, amount or terms of the Settlement Agreement, except in Court
3 filings. Nothing in this Settlement Agreement shall limit Defendant's ability to fulfill disclosure
4 obligations reasonably required by law or in furtherance of business purposes, including the
5 fulfillment of obligations stated in this Settlement Agreement or limit Class Counsel's
6 communications with the Class Members in furtherance of approval of this Settlement.

7 92. Interim Stay of Proceedings: The Parties agree to stay all proceedings in the Action,
8 except such proceedings necessary to implement and complete the Settlement, pending the Final
9 Approval/Settlement Fairness Hearing to be conducted by the Court.

10 93. Binding Agreement: The Parties warrant that they understand and have full
11 authority to enter into this Settlement, and further intend that this Settlement Agreement will be
12 fully enforceable and binding on all Parties, and agree that it will be admissible and subject to
13 disclosure in any proceeding to enforce its terms, notwithstanding any settlement confidentiality
14 provisions that otherwise might apply under federal or state law.

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19 Dated: _____

PLAINTIFF

20 By: _____

21 Sergio Manzo Andrade a.k.a. Jose
22 Candelario Valenzuela Zavala

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24
25 Dated: 6/20/22

DEFENDANT

26 DIRT MOVERS, INC.

27 By: John McDaniel

1 Name: John McDaniel
2 Title: President
3

4 **APPROVED AS TO FORM:**
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7 Dated: _____
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PROTECTION LAW GROUP, LLP

9 By: _____
10 Heather Davis, Esq.
11 Amir Nayebdadash, Esq.
12 Luke Clapp, Esq.
13 Attorneys for Plaintiff
14

15 **LAW OFFICES OF CORREN & CORREN**

16 Dated: 6/28/22
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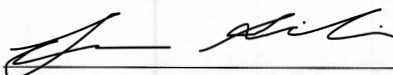
18 By: 
19 Spencer D. Sinclair, Esq.
20 Attorneys for Defendant
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EXHIBIT A

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala v. Dirt Movers Inc.” Case No. STK-CV-San Joaquin County Superior Court, Case No. STK-CV-UOE-2021-0008346

**THIS IS A COURT-AUTHORIZED NOTICE. IT IS NOT A SOLICITATION.
PLEASE READ THIS NOTICE CAREFULLY.
YOUR LEGAL RIGHTS ARE AFFECTED WHETHER YOU ACT OR DO NOT ACT.**

To:	All current and former non-exempt employees of Defendant Dirt Movers, Inc. who were employed by Defendant in the State of California at any time between September 3, 2017, and [REDACTED].
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BASIC INFORMATION

1. What is this settlement about?

A lawsuit was commenced by Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala (“Plaintiff”) a former employee of Dirt Movers, Inc. (“Defendant”) on September 3, 2021. The case is currently pending in the San Joaquin County Superior Court, Case No. STK-CV-UOE-2021-0008346.

The lawsuit claims that Defendant violated sections of the California Labor Code and California Business and Professions Code. Specifically, Plaintiff alleges that Defendant failed to provide compliant meal and rest periods and associated premium pay, did not properly pay employees all wages owed for time worked, did not properly compensate employees for all overtime worked, did not provide accurate wage statements, did not timely pay all wages during employment and all wages owed at termination of employment, failed to reimburse employees for necessary business expenses, and maintained unfair business practices. The settlement also seeks to recover penalties pursuant to the California Private Attorneys General Act (“PAGA”). The lawsuit claims that the Defendant violated the California Labor Code and the California Business and Professions Code, entitling Class Members to, *inter alia*, damages, penalties and restitution. Defendant denies all alleged violations and denies that it owes Class Members any remedies. The Court has not made a ruling on the merits of the case.

2. Why is this a class action?

In a class action, one or more people called the Class Representative (in this case Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala, also known as “Plaintiff”), sues on behalf of people who appear to have similar claims (in this case all individuals who were employed by Defendant Dirt Movers, Inc. in the state of California as non-exempt employees at any time between September 3, 2017, and [REDACTED]). All these people are referred to here as Class Members. In a class action one court resolves the issues for all Class Members in one lawsuit, except for those who exclude themselves from the Class. The San Joaquin County Superior Court is in charge of this class action.

3. Why is there a settlement?

The Court has not decided in favor of the Plaintiff or Defendant. Instead, both sides agreed to a settlement which is memorialized in the Joint Stipulation of Class Action and PAGA Settlement (“Agreement” or “Settlement”). On [DATE OF PRELIMINARY APPROVAL] the Court granted preliminary approval of the Settlement, appointed Plaintiff Sergio Manzo Andrade a.k.a. Jose Candelario Valenzuela Zavala, as the Class Representative, and appointed his attorneys at Protection Law Group as counsel for the Class (“Class Counsel”). The Class Representative and Class Counsel think the Settlement is best for the Class.

WHO IS IN THE SETTLEMENT?

4. How do I know if I am part of the settlement?

You are part of the Settlement, and a Class Member, if you were employed by Defendant as a non-exempt employee in the state of California at any time between September 3, 2017, and [REDACTED].

THE SETTLEMENT BENEFITS—WHAT YOU GET

5. What does the settlement provide?

The Settlement provides that Defendant will pay a maximum of Three Hundred Thousand Dollars (\$300,000.00) (“Gross Settlement Amount”). This includes all costs and attorneys’ fees for Class Counsel.

The “Net Settlement Amount” is the portion of the Gross Settlement Amount that will be available for distribution to Class Members who do not submit timely and valid requests for exclusion in exchange for the release of their class claims. The Net Settlement Amount is the Gross Settlement Amount less the following amounts (which are subject to Court approval):

- A. **Attorneys’ Fees to Class Counsel** not to exceed Thirty-Five Percent (35%) of the Gross Settlement Amount, i.e. One Hundred Five Thousand Dollars (\$105,000.00);
- B. **Litigation Costs/Expenses to Class Counsel** not to exceed Fifteen Thousand Dollars (\$15,000.00);
- C. **Enhancement Payment to the Class Representative** in an amount not to exceed Five Thousand Dollars (\$5,000);
- D. **Settlement Administrator’s Fees and Expenses** which are currently estimated to be Seven Thousand Five Hundred Dollars (\$7,500.00) and
- E. **PAGA Payment** in the amount of Fifteen Thousand Dollars (\$15,000.00) of the Gross Settlement Amount for the settlement of claims arising under the Private Attorney’s General Act of 2004 (PAGA). Seventy-Five percent (75%) of this amount, (\$11,250.00) shall be paid to the LWDA. The remaining twenty-five percent (25%) (\$3,750.00) will be distributed to non-exempt employees who worked for Defendant in California at any time between September 3, 2020, and [REDACTED], for the release of claims arising under PAGA.

The amount you are eligible to receive from the settlement, your “Individual Settlement Payment” will be determined on a *pro rata* basis, based on the number of weeks you worked in California as a non-exempt employee of Defendant between September 3, 2017, and [REDACTED]. (“Workweeks”). Your Individual Settlement Payment includes both your estimated share of the Net Settlement Amount and, if eligible, your share of the PAGA Payment.

Your Individual Settlement Payment will be apportioned as twenty percent (20%) wages, forty percent (40%) interest and forty percent (40%) penalties. The wage portion of the Individual Settlement Payment will be subject to withholding for the employee taxes and will be reported on a W-2 Form. Employer-side payroll taxes shall be paid separately from and in addition to the Gross Settlement Amount. The penalties and interest portions of each class member’s settlement payment will not be subject to any withholdings and will be reported on an IRS Form 1099.

You worked XXX workweeks during the class period. Your Individual Settlement Payment is \$XXX.XX. The amount of the payment may change depending on a number of factors including the other payments approved by the Court and the number of timely and valid requests for exclusions submitted to the Settlement, if any.

This Amount was determined based on Defendant’s record of your employment between September 3, 2017, and [REDACTED], and is presumed correct. If you dispute the accuracy of Defendant’s records as to the number of weeks

worked during the Class Period, you must contact the Settlement Administrator and provide any documentation you have supporting such dispute by [DATE]. All disputes regarding your workweeks will be resolved and decided by the Parties or if the Parties cannot agree, the Court, after you submit evidence to the Settlement Administrator. The Settlement Administrator's contact information is listed below:

[Settlement Administrator]
[Address]
[Telephone No].
[Fax No.]

HOW TO GET A PAYMENT FROM THE SETTLEMENT

6. How can I get a payment?

You do not have to do anything to qualify for a payment of your portion of the Settlement.

7. What am I giving up if I do not request to be excluded from the Settlement?

Upon the funding of the Gross Settlement Amount by Defendant, in exchange for the consideration set forth by the Settlement, Class Members who do not submit a timely request for exclusion will release the "Released Parties" from the "Released Class Claims" for the "Class Period."

The "Released Parties" include Defendant Dirt Movers, Inc., and their past, present and/or future, officers, directors, members, managers, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, exempt employees (current and former), any person acting on behalf of Defendant Dirt Movers, Inc. pursuant to California Labor Code section 558.1, insurers, and joint venturers.

The "Released Class Claims" means all claims, rights, demands, losses, damages, liquidated damages, penalties, interest, civil complaints, arbitration demands or suits, liabilities, and causes of actions that are alleged, or reasonably could have been alleged, based on the facts alleged in the operative complaint in the Action, including, including, but not limited to, factual claims regarding Defendant's alleged: (i) failure to pay all regular wages, minimum wages, overtime, and double time wages due; (ii) failure to provide meal periods or compensation in lieu thereof; (iii) failure to provide rest periods or compensation in lieu thereof; (iv) failure to reimburse necessary business expenses; (v) failure to provide complete, accurate wage statements; (vi) failure to pay wages timely at time of termination or resignation; (vii) failure to provide timely pay wages during employment; and (viii) unfair business practices.

The "Class Period" during which the release of Released Class Claims pertains is from September 3, 2017, through [REDACTED].

Additionally, upon the funding of the Gross Settlement Amount and all applicable employer-side payroll taxes by Defendant, the LWDA and the State of California, through Plaintiff as its agent and/or proxy, shall release and discharge the Released Parties from the Released PAGA Claims that arose during the PAGA Period. The Parties intend for this PAGA settlement to have claim preclusion, issue preclusion, or otherwise bar a representative action if an aggrieved employee were to bring a subsequent claim on behalf of the LWDA based on the same factual predicate as this action and covering the same time period.

EXCLUDING YOURSELF FROM THE RELEASE OF NON-PAGA CLAIMS

If you want to keep the right to sue or continue to sue Defendant with respect to the Released Class Claims (other than those which arise under the Private Attorney General Act (California Labor Code sections 2698 *et seq.*), then

you must submit a request for exclusion in conformity with the requirements set forth herein. If you exclude yourself, you will not receive payment from Net Settlement Amount. However, if eligible, you will still receive a payment in an amount equal to your estimated *pro rata* share of the PAGA Payment because the Request for Exclusion does not apply to this claim.

8. How can I not participate in the Settlement?

To exclude yourself from the release of Released Class Claims you must submit a written request for exclusion. You must include your name, address, telephone number and the last four digits of your social security number and/or Employee ID number. Your request for exclusion must also include a statement that you do not wish to be included in this action similar to the following: I wish to exclude myself from the class action settlement reached in the matter of *Andrade v Dirt Movers, Inc.* I understand that by excluding myself I will not receive money from the class portion of the settlement.”

The written for Exclusion must be mailed to the Settlement Administrator at the address listed below, post-marked by [DATE]. You cannot exclude yourself by phone.

[Settlement Administrator]

[Address]

[Telephone No.]

[Fax No.]

If you ask to be excluded, you will not receive payment of any portion of the Net Settlement Amount and you cannot object to the Settlement. You will not be legally bound by the release of Released Class Claims. You will still be affected by the release of the “Released PAGA Claims” as the request for exclusion does not apply to these claims.

You may be able to sue Defendant and/or the Released Parties or continue any suit you have pending against Defendant or the Released Parties regarding the Released Class Claims.

9. If I don’t exclude myself, can I sue Defendant for the same thing later?

No. Unless you submit a request for exclusion, you give up the right to sue Defendant and Released Parties for the Released Claims. If you have a pending lawsuit involving the Released Claims, speak to your lawyer in that lawsuit immediately.

10. If I exclude myself, can I get money from this settlement?

No. (except if you worked between September 3, 2020, and [REDACTED], in which case you will still receive the portion of your Individual Settlement Payment for penalties that arise under PAGA.). But if you submit a timely and valid request for exclusion, you retain any right that you may have to sue, continue to sue, or be part of a different lawsuit against Released Parties for Released Class Claims.

THE LAWYERS REPRESENTING YOU

11. Do I have a lawyer in this case?

The Court has approved PROTECTION LAW GROUP, LLP. as Class Counsel. The firm’s contact information is:

PROTECTION LAW GROUP LLP

Heather Davis, Esq.
Amir Nayebdadash, Esq.

Luke Clapp, Esq.
237 California St
El Segundo, California 90245
Telephone: (424) 290-3095
Facsimile: (866) 264-7880

Class Counsel will ask the Court for attorneys' fees of up to \$105,000 and reimbursement of litigation cost/expenses of up to \$15,000. These amounts are subject to Court approval and the Court may award less than these amounts.

OBJECTING TO THE SETTLEMENT

You can object to the Settlement or some part of it.

12. How do I tell the Court if I don't like the settlement?

If you are a Class Member, you can object to the Settlement and you can give reasons for why you think the Court should not approve it. The Court will consider your views. To object, you must mail your objection to the Settlement Administrator no later than [DATE]. Your objection must include your full name, address, telephone number, the last four digits of your social security number or employee ID number, and the specific reason for your objection. You may also come to the Final Approval Hearing on [DATE] and make an objection at that time, regardless of whether you submitted a written objection.

13. What is the difference between objecting and excluding?

Objecting is simply telling the Court that you do not like something about the Settlement. You can object only if you stay in the Class. Excluding yourself is telling the Court that you do not want to be part of the Settlement. If you exclude yourself, you have no basis to object because the case no longer affects you.

THE COURT'S FAIRNESS HEARING

The Court will hold a hearing to decide whether to grant final approval of the Settlement ("Final Approval Hearing"). You may attend, but you do not have to attend.

14. When and where will the Court decide whether to approve the settlement?

The Court will hold the Final Approval Hearing at [] a.m./p.m. on [], 2022], in Department 10D of the San Joaquin County Superior Court—Stockton Courthouse, located at 180 E Weber Ave., Stockton, CA 95202.

At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate, and determine whether to grant final approval of the Settlement. If there are objections, the Court will consider them.

15. Do I have to come to the hearing?

No. If you agree to the Settlement you do not have to come to Court to talk about it. However, you may attend. You may also retain your own lawyer at your expense to attend on your behalf. You may attend in person, but you may also attend remotely if you wish. To attend the hearing remotely: Call into (209) 992-5590, then follow the prompts and use the Bridge # and Pin # for the Department where your case is to be heard: Dept. 10D (Judge Kronlund): Bridge # 6940; Pin # 3782. (See <https://www.sjcourts.org/divisions/civil/>)

16. How will I learn if the settlement was approved

A notice of final judgment will be posted on the Settlement Administrator website located at [www. \[REDACTED\] .com](http://www. [REDACTED] .com)

IF YOU DO NOTHING

17. What happens if I do nothing at all?

If you do nothing, you will receive your share of the Settlement, and you will release Defendant and the Released Parties from the Released Class Claims and Released PAGA Claims. You will not be able to start a lawsuit, continue with a lawsuit, or be part of any other lawsuit against Defendant or Released Parties about the Released Class Claims, or Released PAGA Claims ever again. Your Individual Settlement Payment will be mailed to you and remain valid and negotiable for 180 days. If you do not cash your settlement check within 180 days, these funds will be transferred to the Controller of the State of California's Unclaimed Property Fund. You may then claim these funds from there.

GETTING MORE INFORMATION

18. How do I get more information?

This notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can get a copy of the Settlement Agreement by viewing the settlement located on the Settlement Administrator's website at [\[REDACTED\] .com](http:// [REDACTED] .com) or by contacting the Settlement Administrator or Class Counsel.

WHAT IF MY INFORMATION CHANGES?

19. What if my contact information changes ?

It is your responsibility to inform the Settlement Administrator of your updated information to ensure receipt of settlement payments or communications regarding this matter. You can change or update your contact information by contacting the Settlement Administrator.

DO NOT ADDRESS ANY QUESTIONS ABOUT THE SETTLEMENT OR THE LITIGATION TO THE CLERK OF THE COURT OR THE JUDGE