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and all aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF HUMBOLDT

GABRIEL GOMEZ, an individual, on behalf
of the State of California, as a private attorney
general; BARON QUIROS, an individual, on
behalf of himself and others similarly situated,

PLAINTIFFS,

v.

WAHID OF PENNSYLVANIA LLC; and
DOES 1 thru 50, inclusive,

DEFENDANTS.

CASE NO. CV2200078

[Case Assigned for All Purposes to Dept. 4]

**DECLARATION OF KELSEY M.
SZAMET IN SUPPORT OF PLAINTIFF'S
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**

*[Filed concurrently with Motion for
Preliminary Approval of Settlement and
[Proposed] Order Thereon]*

Date: April 26, 2023
Time: 10:30 A.M.
Dept.: 4

Complaint Filed: January 14, 2022
Trial Date: None Set

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I, Kelsey M. Szamet. state and declare as follows:

1. I am an attorney admitted before all courts of the State of California and a partner in law firm of Kingsley & Kingsley, APC, counsel of record for Plaintiff in this action. I am personally familiar with the present litigation, including the pleadings, discovery, and filings made in this matter. I make this Declaration from my own personal knowledge, and, if called upon, could and would competently testify to the following.

2. I graduated cum laude from the University of California, San Diego in 2004 with a B.A. in Human Development. I graduated from the University of California, Los Angeles in 2008 with a J.D. from the University of California, Los Angeles School of Law in 2008. I am admitted to practice before the following Courts: United States District Court, Northern District of California; United States District Court, Northern, Eastern, Southern and Central Districts of California; all California State Courts.

3. I make this Declaration in support of Plaintiff's Motion for Preliminary Approval of the Proposed Class Action Settlement in the above-captioned case.

RELEVANT PROCEDURAL HISTORY

4. On November 3, 2021, Plaintiff Gabriel Gomez filed a Class and Representative Complaint seeking recovery for: (1) failure to pay wages and/or overtime under Labor Code sections 510, 1194, 1194.2, and 1199; (2) failure to provide meal breaks pursuant to Labor Code sections 226.7 and 512; (3) failure to provide rest breaks pursuant to Labor Code section 226.7; (4) failure to provide accurate itemized wage statements pursuant to Labor Code section 226(a); (5) penalties under Labor Code section 203; and (6) violation of Business & Professions Code section 17200.

5. Also on November 3, 2021, Plaintiff Gabriel Gomez sent a notice letter, pursuant to PAGA, to the Labor Workforce Development Agency (“LWDA”) regarding his intent to seek civil penalties for the same Labor Code violations above, including an additional claim for Labor Code section 204(d) and 210.

6. Plaintiffs' Counsel later learned that Gabriel Gomez had entered into an individual agreement with Defendant with representation by the Abramson Firm.

1 7. Another potential class representative stepped forward around the same time, so on
2 December 22, 2021, Plaintiff Gomez dismissed his action without prejudice.

3 8. On January 14, 2022, Plaintiffs Gabriel Gomez and Baron Quiros filed a Class and
4 Representative Action Complaint seeking recovery for: (1) failure to pay wages and/or overtime
5 under Labor Code sections 510, 1194, 1194.2, and 1199; (2) failure to provide meal breaks
6 pursuant to Labor Code sections 226.7 and 512; (3) failure to provide rest breaks pursuant to Labor
7 Code section 226.7; (4) failure to provide accurate itemized wage statements pursuant to Labor
8 Code section 226(a); (5) penalties under Labor Code section 203; (6) violation of Business &
9 Professions Code section 17200; and (7) penalties pursuant to Labor Code § 2699, et seq., the
10 Private Attorneys General Act (“PAGA”).

11 9. Plaintiff Quiros brings the Class Action on behalf of a proposed class defined as
12 follows:

13 “All non-management employees of Wahid of Pennsylvania LLC, in the
14 State of California who worked one or more pay periods since four (4) years
15 prior to the filing of this action to the present.” (Hereafter, “Class
Members”.)

16 Plaintiff Gomez brings the Representative Action on behalf of a group of aggrieved employees
17 defined as follows:

18 “All non-management employees of Wahid of Pennsylvania LLC, in the
19 State of California who worked one or more pay periods since one (1) year
20 prior to the date of Plaintiff Gomez’s PAGA notice letter and continuing to
the present.” (Hereafter, “Aggrieved Employees”.)

21 **THE DISCOVERY PROCESS AND MEDIATION**

22 10. Although the Court stayed formal discovery and the Parties continued the discovery
23 stay pending mediation, the Parties engaged in informal discovery to assess potential liability,
24 risks, and to arrive at the Settlement now presented to the Court for preliminary approval.

25 11. Defendant informally produced its findings regarding a sampling of time and pay
26 data and wage statements for mediation purposes only.

27 12. Thereafter, the Parties attended a full-day mediation with respected wage and hour
mediator Todd A. Smith, Esq.

28 13. Defendant denies any liability or wrongdoing of any kind associated with the claims

1 alleged in the Action, disputes the damages and penalties claimed by Plaintiffs, and further
2 contends that, for any purpose other than settlement, Plaintiffs' claims are not appropriate for class
3 or representative action treatment. Defendant contends, among other things, that, at all times, it
4 has complied with the California Labor Code, and the Industrial Wage Commission Orders

5 14. Based on their own independent investigation and evaluation, Class/PAGA
6 Counsel is of the opinion that the Agreement with Defendant is fair, reasonable and adequate, and
7 in the best interest of the settlement classes in light of all known facts and circumstances, including
8 the risk of significant delay, defenses asserted by Defendant, uncertainties regarding a class and
9 representative action trial on the merits, and numerous potential appellate issues. Although
10 Defendant denies any liability, Defendant is agreeing to this Agreement solely to avoid the cost of
11 litigation. Accordingly, the Parties and their counsel desire to fully, finally, and forever settle,
12 compromise and discharge all disputes and claims arising from or relating to the Action on the
13 terms set forth here

14 **CERTIFICATION FOR SETTLEMENT PURPOSES**

15 15. Plaintiff Quiros maintains that the proposed settlement class is ascertainable for
16 several reasons: First, Defendant has agreed in the Agreement to provide a class list to the
17 Administrator containing the name, last known mailing address, social security number, and
18 number of Class Settlement Period Workweeks and PAGA Pay Periods for all putative class
19 members after issuance of the preliminary approval order.

20 16. Settlement Class Member consist of Defendant's hourly employees, and Defendant
21 is required to keep records of its hourly employees' names, home addresses, and social security
22 numbers.

23 17. Defendant informally produced Plaintiffs' personnel file and pay statements and a
24 sampling of shift data, pay data, and wage statements for Settlement Class Members containing
25 class member contact information, which confirms that all Settlement Class Member may be
26 readily identified based on Defendant's records.

27 18. Plaintiffs are confident they will be able to establish that the proposed settlement
28 class is ascertainable and sufficiently numerous.

1 19. Plaintiff Quiros contends that there are questions of law and fact common to the
2 proposed Settlement Class that predominate over any questions affecting only individual Class
3 Members.

4 20. These common questions include:

- 5 1) Whether Defendant failed to pay all wages and/or overtime compensation;
- 6 2) Whether Defendant failed to provide lawfully required meal periods and/or
7 failed to compensate employees one (1) hour's wages in lieu thereof;
- 8 3) Whether Defendant failed to provide lawfully required rest periods and/or
9 failed to compensate employees one (1) hour's wages in lieu thereof;
- 10 4) Whether Defendant failed to provide accurate itemized wage statements;
- 11 5) Whether Defendant failed to pay compensation due and owing upon
12 termination of employment;
- 13 6) Whether Defendant engaged in unfair competition; and,
- 14 7) Whether Defendant violated § 2699, et seq. of the Labor Code by engaging
15 in the acts previously alleged.

16 21. Plaintiff Quiros contends that Defendant maintained a company handbook
17 containing uniform meal and rest break policies for all hourly employees.

18 22. Plaintiff maintains that the policies in the handbook do not comply with California
19 law and the presence of a company-wide meal and rest policy suggests that Defendant applied the
20 same policies to all employees, which would weigh in favor of class certification.

21 23. Plaintiff's challenge to Defendant's uniform policies and practices involves
22 common factual and legal issues that are amenable to class treatment.

23 24. Plaintiff maintains that the proposed Settlement Class Members suffered the same
24 injuries, in the same manner: (1) Settlement Class Members were not properly paid all
25 wages/overtime; (2) Settlement Class Members did not receive their meal and rest periods as
26 required; (3) Settlement Class Members were not provided accurate itemized wage statements; (4)
27 Settlement Class Members did not receive timely wages; and (5) Settlement Class Members were
28 not paid all wages owed upon termination/resignation.

 25. Plaintiff alleges that Settlement Class Members worked in the same capacity for
the same employer and were subject to the same employment policies and practices, the questions

1 of fact and claims regarding the status of these employees are the same for each member of the
2 settlement class.

3 26. For purposes of settlement, the evidence reviewed by Class Counsel demonstrates
4 that common meal and rest policies and wage policies applied to the proposed Settlement Class
5 Members and certification for settlement purposes is appropriate.

6 27. Plaintiffs and Class Members were paid on an hourly basis. In addition to the base
7 hourly rate, Plaintiffs and other Class Members also received commission wages for each sale that
8 they closed.

9 28. Plaintiffs allege that they (1) worked without being paid all wages and/or overtime,
10 including minimum wage and commission pay; (2) worked without being paid wages in a timely
11 manner; (3) worked without being provided meal/rest periods as required by law; (4) worked
12 without being provided accurate itemized wage statements; and (5) worked without being paid all
13 wages due upon separation. They also allege that they experienced derivative claims for unfair
14 business competition (B&P Code §17200) and Labor Code §2699, et seq.

15 29. Plaintiffs also contend that they claims are typical of those of the settlement class.

16 30. Plaintiff Quiros believes that he is capable of fairly representing and adequately
17 protecting the interests of the proposed Settlement Class Members.

18 31. The members of the proposed settlement class all worked for Defendant during the
19 relevant time period and incurred the same type of alleged damages with regard to Defendant's
20 alleged violations of the law.

21 32. Plaintiff Baron Quiros has agreed to serve as Class Representative and has retained
22 qualified Counsel who is experienced in prosecuting wage and hour class actions.

23 33. This demonstrates his commitment to bringing about the best possible results for
24 the benefit of the proposed settlement class.

25 34. Plaintiff has provided his Counsel with all necessary and pertinent information.

26 35. He has been a very active participant in the litigation including having frequent
27 contact with Settlement Class Members and working closely with Class/PAGA Counsel to develop
28 the theories of liability.

1 36. Plaintiff Quiros provided his Counsel with all necessary and pertinent information.

2 37. Plaintiff believes that he has and will continue to adequately represent the proposed
3 Settlement Class Members.

4 38. Since the Parties agreed to a settlement in principal and now seek Court approval
5 of that Settlement, Plaintiff submits that there is not as much need as there would be in an ordinary
6 motion for class certification for the Court to determine that the case can be manageably tried.

7 39. Plaintiff maintains that class treatment would be the superior method of managing
8 this case.

9 40. The superiority of class treatment is evident here because individual pursuit of class
10 members' claims may not be economically viable.

11 41. The only alternative to certification would be to force over 81 employees to join
12 this action, file individual, uniform actions, or abandon their legal rights altogether.

13 42. Plaintiff maintains that this economic reality would result in a windfall for
14 Defendant if this case were not certified.

15 **THE PROPOSED SETTLEMENT**

16 43. The Settlement Class is defined as: "all non-management employees of Wahid of
17 Pennsylvania LLC, in the State of California who worked one or more pay periods during the Class
18 Settlement Period." ("Class") The "Settlement Class Members" means a member of the Class, as
19 either a Participating Class Member or Non-Participating Class Member (including a Non-
20 Participating Class Member who qualifies as an Aggrieved Employee).

21 44. The Class Settlement Period is November 1, 2020 through December 13, 2022.

22 45. As of October 14, 2022 (the date of mediation), based on documents and other
23 information produced by Defendant, there are approximately 81 Settlement Class Members.

24 46. For purposes of the Settlement Agreement, the Aggrieved Employees or PAGA
25 Members are defined as "all non-management employees of Wahid of Pennsylvania LLC, in the
26 State of California who worked one or more pay periods during the PAGA Settlement Period.

27 47. The PAGA Settlement Period is November 3, 2020 through December 13, 2022.

28 48. As detailed fully in the Agreement, the Settlement provides for Defendant to pay a

1 Gross Settlement Amount of \$90,000.00, which includes the sum of the Individual Class
2 Payments, the Class Representative service award, the Class/PAGA Counsel Award, PAGA
3 Payment, and the Settlement Administration Costs.

4 49. The Net Settlement Amount is the Gross Settlement Amount, less Class/PAGA
5 Counsel Award, Class Representative Enhancement, PAGA Payment, and Settlement
6 Administration Costs.

7 **KULLAR ANALYSIS**

8 50. The proposed settlement satisfies each of the *Kullar* factors.

9 51. This discovery permitted Class/PAGA Counsel to fairly evaluate the strength of
10 the case and the risks associated with ongoing litigation

11 52. Class/PAGA Counsel is experienced in handling wage and hour class actions and,
12 after weighing all of the following factors, supports this Agreement.

13 53. Plaintiff Quiros alleges that he and the Class Members earned commission pay for
14 each sale that they closed.

15 54. The operative Complaint alleges that Defendant failed to include their commission
16 pay in the regular rate calculation.

17 55. Plaintiff contends that Defendant underpaid Plaintiff Quiros and the Class Members
18 whenever they worked overtime and earned commission pay in the same pay period because
19 Defendant did not blend commission pay into the regular rate of pay when calculating overtime.

20 56. Plaintiff contends that Defendant owes unpaid overtime wages to Plaintiff Quiros
21 and the Class Members.

22 57. Because this claim can be readily analyzed from Defendant's time and pay records,
23 Plaintiff felt confident that this claim was certifiable and that she would likely prevail on the merits
24 at trial.

25 58. Defendant argued that it did properly blend, but to the extent that a trier of fact
26 found that it did not, the core wage exposure was quite minimal because any alleged failure to
27 blend would only result in only a few dollars being owed to any given Class Member during a
28 specific pay period when they worked overtime and also earned commission pay in the same pay

1 period.

2 59. Plaintiff Quiros alleges that he and the Class Members consistently worked shifts over
3 five (5) hours and Defendant failed to provide compliant meal periods of not less than thirty (30)
4 minutes as required by the Labor Code during the relevant time period.

5 60. Plaintiff alleges that Defendant informs employees that any “downtime” they have
6 during the day counts as their meal period, requires its employees to forgo meal periods to attend to
7 customers and/or require them to give up their commission pay if they do not forgo meal periods, and
8 routinely interrupted meal periods

9 61. Plaintiff Quiros alleges Defendant has a consistent policy of failing to pay Plaintiff
10 Quiros and the Class Members one (1) hour of pay at the employees’ regular rate of compensation for
11 each workday that the first meal period was not provided within the first (5) hours of the shift in
12 violation of Labor Code §§ 226.7 and 512.

13 62. Plaintiff contends that when Defendant paid meal period premiums, it did not pay them
14 at the properly blended rate.

15 63. Defendant argued that Class Members were provided with legally compliant meal
16 periods

17 64. Plaintiff anticipated that Defendant would assert that such an argument would pose
18 individual issues and Defendant would be entitled to inquire of each class member, on each day
19 whether or not they were provided with compliant meal periods.

20 65. Plaintiff was confident that Defendant would attempt to gather testimonial evidence
21 from class members indicating that Class Members were provided and took compliant meal breaks
22 or that Class Members chose to take late breaks or miss breaks on occasion.

23 66. Though Plaintiff does not believe this was the case, Plaintiff must acknowledge it
24 certainly poses risks for the Class.

25 67. There is risk as to both sides as to what declarations and depositions of class
26 members might reveal.

27 68. Plaintiff had to consider that Defendant could secure declarations from Class
28 Members giving Defendant an opportunity to disprove the allegations.

1 69. Plaintiff Quiros contends that the Class Members' rest period claims arise from a
2 common course of conduct wherein Defendant did not provide employees with the opportunity to
3 take first or second 10-minute rest breaks in compliance with California law.

4 70. Plaintiff Quiros alleges that he and the Class Members' consistently worked shifts
5 of 3.5+ hours and were not authorized or permitted to take rest breaks therefore Defendant violated
6 Labor Code §226.7.

7 71. The same risk analysis does not apply as with the meal periods, though, because
8 there generally are no records associated with rest periods.

9 72. Plaintiff had to acknowledge that it could potentially be easier for Defendant to
10 defeat certification of this claim if it was able to gather testimonial evidence from class members
11 indicating that they were able to take all required rest breaks each day.

12 73. Though Plaintiff does not believe this was the case, Plaintiff must acknowledge it
13 poses risks for the Class.

14 74. Just as with meal periods, there is risk as to both sides as to what declarations and
15 depositions of class members might reveal.

16 75. Plaintiff contends that Defendant issued wage statements that violate Labor Code
17 §§ 226(a)(2) and (9).

18 76. Plaintiff Quiros contends that he and Class Members are issued wage statements
19 that do not include the applicable overtime rate and the number of hours worked at the
20 corresponding rate.

21 77. Plaintiff anticipated that Defendants would argue its conduct was not "knowing and
22 intentional" and all required information was shown on the paystubs and if there were ever any
23 errors it was the result of clerical error, omission, or oversight.

24 78. It was anticipated that Defendant would argue that Plaintiffs' claims were merely
25 derivative of the underlying wage and meal period claims, but that all record of payment actually
26 received by a Class Member was shown on the paystubs as required.

27 79. Due to Defendant's failure to pay all wages and meal and rest period premiums as
28 detailed above, Plaintiff alleges that Defendant failed to pay all wages owed and due upon their

1 termination and/or resignation.

2 80. Plaintiff contends that Defendant's actions were willful, as they have intentionally
3 failed or refused to perform an act which was required to be done.

4 81. Plaintiff contends that Defendants were fully aware of its payment policies and
5 practices and intended to carry out said policies and practices, but this would certainly be a
6 vigorously contested issue.

7 82. Plaintiff believed that discounting this claim was appropriate for settlement
8 purposes.

9 83. Plaintiff Gomez also alleges an additional violation for timely wages under Labor Code
10 sections 204(d) and 210 as the basis for a PAGA claim on behalf of the aggrieved employees.

11 84. Plaintiff alleges that Defendant did not pay Plaintiff Gomez and the aggrieved
12 employees.

13 85. The Agreement's contemplated PAGA payment of \$5,000.00 is appropriate.

14 86. There is significant expense associated with the class certification process, which
15 the Parties can avoid by entering into the contemplated Agreement now.

16 87. If the Court did eventually certify a wage or meal period class, trial of a case
17 involving approximately 81 Settlement Class Members would require the retention of expensive
18 expert witnesses, the accrual of extensive litigation costs, and a significant time overlay by the
19 parties.

20 88. Given the complexity and unsettled nature of the issues in this case it is likely that
21 any outcome at trial would have resulted in a lengthy and costly appeal. An appeal would result
22 in further delay for the Settlement Class Members who are waiting for a resolution in this matter.

23 89. This case has not been certified to be tried as a class action. While Plaintiff believes
24 there is strong evidence to support certification of several possible subclasses, certification is
25 always hard fought and subject to judicial discretion. Moreover, in class actions, decertification
26 is always a possibility. In attempting to certify a class, the parties would need to conduct multiple
27 depositions, including of the Class Representative and of several person(s) most knowledgeable
28 regarding Defendant's wage, meal, and rest policies. There is a risk for both sides as to what these

depositions will reveal and whether they will support class certification to the extent expected.

90. It was very difficult for the Parties to reach this Settlement of \$90,000.00.

91. This Settlement is the result of adversarial, non-collusive, and arms-length negotiations. The Parties arrived at it after extensive investigation and discovery, careful evaluation of the law, risks, and all information substantiating the amount of penalties reasonably likely to be awarded to the class were the trier of fact to find Defendant liable, and the assistance of an experienced mediator, Todd A. Smith.

92. Plaintiff assessed the full value of the wage/overtime claim, without any discount, at approximately \$4,204.

93. This calculation was determined by looking at allegedly unpaid wages in the data stemming from commission pay earned during the same pay period as overtime.

94. Plaintiff acknowledges that any actual wages in dispute would be relatively small.

95. Plaintiff assessed the full value of the meal period claim, without any discount, at approximately \$35,248.

96. This amount is comprised of allegedly non-compliant meal periods (missed, late short) in the data.

97. The data showed that Defendant paid meal period premiums totaling \$4,709.

98. Plaintiff assessed the full value of the rest period claim, without any discount, at approximately \$32,871.80.

99. This amount assumes each Class Member had a rest period violation on 20% of shifts worked.

100. Plaintiff valued the wage statement claim, without discount, at \$98,950.

101. Plaintiff's analysis uses \$50 for the initial pay period and \$100 for each wage statement issued with a \$4,000 cap on wage statement penalties per employee pursuant to Labor Code §226(e)(1).

102. Plaintiff valued the waiting time penalty claim (Labor Code §203), without discount, at \$232,581.

103. This calculation assumes 65 former employees during the relevant three-year

1 statutory period.

2 104. Plaintiff calculated the value of the PAGA claim at \$197,900 for aggrieved
3 employees using \$100 for the initial per pay period and \$200 thereafter.

4 105. The main risk taken into account with PAGA is the discretionary nature of the
5 penalty award.

6 106. A judge can award the statutory maximum of \$100 for the initial violation and \$200
7 thereafter or – in theory – one cent per wage statement.

8 107. While there is a dearth of available authority, in Plaintiffs' view, were they to
9 succeed on any of the underlying Labor Code violations, it is not likely that a Judge would also
10 award a large amount of penalties of top of any damages recovered.

11 108. Per Plaintiff's assessment, the maximum potential value of all of the Settlement
12 Class Members' claims was approximately \$601,754.80.

13 109. Class/PAGA Counsel believes the Gross Settlement Amount of \$90,000.00 is fair
14 and reasonable.

15 110. One of the main risks taken into account and not already discussed above, was the
16 solvency issue.

17 111. Defendant operates a small chain of wireless/cellular phone stores.

18 112. The business operates locally and the Parties worked with the mediator to come to
19 a Settlement that was fair and reasonable, but that could be paid by Defendant's and still allow the
20 company to operate.

21 **ATTORNEY COMPETENCE**

22 113. Kingsley & Kingsley is extremely experienced in prosecuting employment
23 litigation, and since the year 2000 we have focused our practice on wage, hour, and working
24 condition violations. My firm is very well-versed in class action litigation and has diligently and
25 aggressively pursued this action. Kingsley & Kingsley currently serves as class counsel for several
26 dozens of pending class action lawsuits in Northern, Central, Eastern, and Southern California in
27 both State and Federal Court. Below is a small, but representative sampling of wage and hour
28 cases handled by my firm:

- 1 a. *Goodman v. Crystal Ventures, Inc.* (No. BC245561, L.A. Super. Ct.) In January
2 2002, Hon. Anthony Mohr granted final approval of settlement in the gross amount
3 of \$255,000 and the court approved the attorneys' fee request of 33 1/3%.
- 4 b. *Johnston v. The Cheesecake Factory* (No. BC316180, L.A. Super. Ct.) In
5 December 2005, Honorable Rita Miller granted final approval of Settlement in the
6 gross amount of \$4,000,000 and the court granted attorneys' fees request of 30%.
- 7 c. *Tumino v. HOB Entertainment* (No. BC327962, L.A. Super. Ct.) In May 2006, the
8 Honorable Conrad R. Aragon granted final approval of Settlement in the gross
9 amount of \$1,000,000 and the court granted attorneys' fees request of 30%.
- 10 d. *Ryan v. Hilton Hotels Corporation*, (No. BC364260, L.A. Super. Ct.) In March
11 2008, the Honorable Mary Thornton House granted final approval of Settlement in
12 the gross amount of \$1,675,000.00 and the court granted attorneys' fees request of
13 33 1/3%.
- 14 e. *Gerritson v. Styles For Less, Inc.*, (No. BC402921, L.A. Super. Ct.) In September
15 2010, the Hon. Kenneth R. Freeman granted final approval of Settlement in the
16 gross amount of \$2,000,000.00, and the court granted attorneys' fees request of
17 33.3%.
- 18 f. *Lewis v. Collabrus, Inc., et al.*, (No. 109CV-142927, Santa Clara Super. Ct.) In
19 March 2012, the Honorable James P. Kleinberg granted final approval of
20 Settlement in the gross amount of \$2,000,000.00, and the court granted attorneys'
21 fees request of 33.3%.
- 22 g. *Hirschinger v. Blue Cross of California*, Los Angeles Superior Court (No.
23 BC402739, L.A. Super. Ct.) In June 2013, the Honorable Lee Smally Edmund
24 granted final approval of Settlement in the gross amount of \$4,700,000.00, and the
25 court granted attorneys' fees request of 38%.
- 26 h. *Anderson v. Total Renal Care, Inc.*, (No. BC388335, L.A. Super. Ct.) In January
27 2014, the Honorable William F. Highberger granted final approval of Settlement in
28 the gross amount of \$1,500,000.00 and the court granted attorneys' fees request of

33.33%.

- i. *Rojas, et al. v. Sunview Vineyards of California, Inc.*, Eastern District (1:09-cv-00705 AWIJLT). This certified class action was approved for final settlement by the Honorable Anthony W. Ishii in October 2015, in the gross amount of \$4,550,000.00, with attorneys' fees approved in the amount of \$1,137,500.00.
- j. *Westbrook v. International Surfacing Systems*, (No. RG10510015, Alameda Super. Ct.) In August 2015, the Hon. Wynne Carvill granted final approval of Settlement in the gross amount of \$995,000.00, and the court granted attorney's fees request of 33.33%.
- k. *Kane et al. v. Valley Slurry Seal*, (No. CV08-2483, Yolo Super. Ct.) In March 2016 after a class trial with a verdict in the class's favor, the Honorable Daniel P. Maguire, awarded Kingsley & Kingsley and co-counsel \$996,232.72 in attorney's fees.
- l. *Aparacio v. Abercrombie & Fitch Stores, Inc.*, (No. BC499281, L.A. Super. Ct.) In June 2016, the Hon. Kenneth Freeman granted final approval of Settlement in the gross amount of \$2,000,000.00, and the court granted attorney's fees request of 33.33%.
- m. *Isaguirre v. Guess?, Inc., Los Angeles Superior Court (BC357631)*. The matter was proposed for final settlement by the Honorable Richard L. Fruin on February 19, 2016, in the gross amount of \$5,250,000.
- n. *Hirschinger v. Blue Cross of California*, Los Angeles Superior Court (BC402739). The matter was approved for final settlement by the Honorable Lee Smally Edmund in June 2013, in the gross amount of \$4,700,000.00, with attorney's fees request of 38%.
- o. *Munoz, et al. v. Giumarra Vineyards Corporation*, United States District Court for the Eastern District of California (Case No.: 1:09-cv-00703 - AWI – JLT). The matter was approved for final settlement by the Honorable Anthony W. Ishii in November 2017, in the gross amount of \$6,100,000.00, plus interest, with

attorney's fees benchmark award of \$1,525,000.

- p. *Pineda, et al. v. Grimmway Enterprises, Inc.*, Kern County Superior Court (BCV-15-101333). The matter was approved for final settlement before the Hon. Stephen D. Schuett, Dept. 10, in January 2018, in the gross amount of \$9,000,000 with attorneys' fees request of 33.33%.

114. Kingsley & Kingsley, APC filed its first class certification motion in the year 2000 and since that time has been appointed class counsel on dozens of wage and hour class actions that have been approved for class certification. Since 2012, Kingsley & Kingsley, APC has moved for class certification in 15 matters and has successfully obtained class certification in 15 of those cases. A brief sampling of which includes:

- a. *Lewis v. Collabrus, Inc., Santa Clara County Superior Court (109CV-142927)*, approved for Class Certification in 2011.
- b. *Melendrez v. JK Communications*, No. BC497692, (L.A. Super. Ct., filed December 19, 2012) (court granted contested class certification and appointed Kingsley & Kingsley as class counsel).
- c. *Amaro, et al v. Gerawan Farming, Inc.*, No. 1:14-cv-00147-DAD-SAB (E.D. Cal., filed February 3, 2014) (court granted contested class certification and appointed Kingsley & Kingsley as class counsel).
- d. *Suarez v. Mazatlan, Inc.*, No. 37-2015-00002978-CU-OE-CTL (S.D. Super. Ct., filed January 27, 2015) (court granted contested class certification and appointed Kingsley & Kingsley as class counsel).
- e. *Ruiz v. Daniel C. Salas Harvesting, Inc.*, Kings County Superior Court (16 C 0214). contested class certification granted in June 2020.
- f. *Weldon v. Geo Corrections & Detentions, LLC*, Kern County Superior Court (BCV-16-102833), contested class certification granted in 2018.
- g. *Patton v. Skyler Electric*, Nevada County Superior Court, (CU17-082544), contested class certification granted in June 2020.
- h. *Hameister v. Jaco Oil Company*, Kern County Superior Court (BCV-17-102876),

1 contested class certification granted in August 2020.

2 115. Class Counsel is experienced in the handling of wage and hour class actions and
3 supports this Settlement. Based on its analysis, Class Counsel believes that this settlement is fair
4 and reasonable and in the best interest of the Class.

5 116. After factoring in the risks explained above, Class Counsel believes that the
6 proposed settlement is fair and reasonable.

7 117. This allocation distributes Agreement funds proportionally to each class member's
8 potential damages and should therefore be approved as fair, adequate, and reasonable.

9 **SERVICE AWARD TO THE NAMED PLAINTIFF**

10 118. The Class Representative is entitled to an enhancement for his valiant effort and
11 time expended in this matter. The time spent by Baron Quiros is significant and includes
12 researching and retaining competent counsel; providing information to Class/PAGA Counsel
13 regarding the nature of the work at Defendant; compiling relevant documents; working closely
14 with Class/PAGA Counsel to develop the theories of liability and martial relevant evidence;
15 regularly discussing the status of the case with Class/PAGA Counsel; discussing the case via
16 telephone with many Settlement Class Members; making himself available to attend a full-day of
17 mediation; and responding promptly to Class/PAGA Counsel's communications regarding
18 settlement.

19 119. As set forth in the Agreement, Plaintiff will also be entering into a general release
20 of liability pursuant to Civil Code Section 1542.

21 120. Class/PAGA Counsel considers this to be a fair and reasonable enhancement. The
22 enhancement takes into consideration the time, effort, and expense incurred by Plaintiffs in coming
23 forward to litigate this matter on behalf of all Settlement Class Members. Plaintiffs will provide a
24 detailed declaration with the Final Approval Motion detailing their participation and further
25 justification for the enhancement.

26 **SUBMISSION TO THE LABOR WORKFORCE DEVELOPMENT AGENCY**

27 121. Proof of submission of Plaintiff's Motion, all related documents, and copy of the
28 email from the LWDA confirming receipt is attached to the Declaration of Kelsey M. Szamet as

Exhibit “2.”

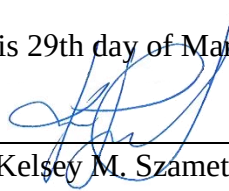
EXHIBITS

122. Attached hereto as Exhibit “1” is a true and correct copy of the fully-executed Class Action and PAGA Settlement Agreement (“Settlement” or “Agreement”).

123. Attached hereto as Exhibit “2” is a true and correct copy of the proof of submission of Plaintiff’s Motion, all related documents, and copy of the email from the LWDA confirming receipt.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

This Declaration was executed this 29th day of March, 2023, in Altadena, California.



Kelsey M. Szamet

EXHIBIT "1"

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiffs GABRIEL GOMEZ and BARON QUIROS (“Plaintiffs”) and defendant WAHID OF PENNSYLVANIA LLC (“Defendant”). The Agreement refers to Plaintiffs and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the Plaintiffs’ lawsuit alleging wage and hour violations against Defendant captioned *GABRIEL GOMEZ, an individual, on behalf of the State of California, as a private attorney general; BARON QUIROS, an individual, on behalf of themselves and others similarly situated v. WAHID OF PENNSYLVANIA LLC*, Case No. CV2200078 initiated on January 14, 2022 and pending in Superior Court of the State of California, County of Humboldt.
- 1.2. “Administrator” means Phoenix Class Action Administration Solutions, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” or “PAGA Member” means all non-management employees of Wahid of Pennsylvania LLC, in the State of California who worked one or more pay periods during the PAGA Settlement Period.
- 1.5. “Class” means all non-management employees of Wahid of Pennsylvania LLC, in the State of California who worked one or more pay periods during the Class Settlement Period.
- 1.6. “Class/PAGA Counsel” means Kingsley & Kingsley, APC.
- 1.7. “Class/PAGA Counsel Fees Payment” and “Class/PAGA Counsel Litigation Expenses Payment” mean the amounts allocated to Class/PAGA Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Class Settlement Period Workweeks and PAGA Pay Periods.

- 1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).
- 1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English [with a Spanish translation, if applicable] in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Settlement Period” means the period from November 1, 2020 through December 13, 2022.
- 1.13. “Class Representative” means named Plaintiff Baron Quiros’ in the operative complaint in the Action seeking Court approval to serve as a Class Representative.
- 1.14. “Class and PAGA Representative Service Payment” means the payment to Class Representative Baron Quiros and PAGA Representative Gabriel Gomez for initiating the Action and providing services in support of the Action.
- 1.15. “Court” means the Superior Court of California, County of Humboldt.
- 1.16. “Defendant” means named Defendant WAHID OF PENNSYLVANIA LLC.
- 1.17. “Defense Counsel” means Boutin Jones Inc.
- 1.18. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.
- 1.19. “Final Approval” means the Court’s order granting final approval of the Settlement.
- 1.20. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

- 1.21. “Final Judgment” means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.
- 1.22. “Gross Settlement Amount” means \$90,000.00 which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraph 10 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class/PAGA Counsel Fees, Class/PAGA Counsel Expenses, Class and PAGA Representative Service Payment and the Administrator’s Expenses.
- 1.23. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Settlement Period.
- 1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Settlement Period.
- 1.25. “Judgment” means the judgment entered by the Court based upon the Final Approval.
- 1.26. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.27. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class and PAGA Representative Service Payment, Class/PAGA Counsel Fees Payment, Class/PAGA Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments and Individual PAGA Payments.
- 1.29. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.30. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Settlement Period.
- 1.31. “PAGA Settlement Period” means the period from November 3, 2020 through December 13, 2022.
- 1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).

- 1.33. “PAGA Notice” means Plaintiff Gabriel Gomez’s November 3, 2021 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.34. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$1,250.00) and the 75% to LWDA (\$3,750.00) in settlement of PAGA claims.
- 1.35. “PAGA Representative” means named Plaintiff Gabriel Gomez in the operative complaint in the Action seeking Court approval to serve as a PAGA Representative.
- 1.36. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.37. “Plaintiffs” means GABRIEL GOMEZ and BARON QUIROS, the named plaintiff in the Action.
- 1.38. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.
- 1.39. "Preliminary Approval Order" means the proposed Order Granting Preliminary Approval and Approval of PAGA Settlement.
- 1.40. “Released Class Claims” means the claims being released as described in Paragraph 6.2 below.
- 1.41. “Released PAGA Claims” means the claims being released as described in Paragraph 6.3 below.
- 1.42. “Released Parties” means: Defendant WAHID OF PENNSYLVANIA LLC, and each of its former and present directors, officers, shareholders, owners, attorneys, insurers, predecessors, successors, parents, subsidiaries, affiliates, joint employers, insurers, reinsurers, and assigns and any other entity or person, known or unknown, that Plaintiffs, Class Members, and/or Aggrieved Employees might claim to be liable for the claims asserted in the Action.
- 1.43. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.44. "Response Deadline" means 60 days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail their Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.

1.45. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.

1.46. “Workweek” means any week during which a Class Member worked for Defendant for at least one day, during the Class Settlement Period.

2. RECITALS.

2.1. On November 3, 2021, Plaintiff Gabriel Gomez filed a Class and Representative Action Complaint in this Action, alleging causes of action against Defendant for 1) Failure to Pay Wages and/or Overtime Under Labor Code Sections 510, 1194, 1194.2, and 1199; 2) Failure to Provide Meal Breaks Pursuant to Labor Code §§ 226.7 and 512; 3) Failure to Provide Rest Breaks Pursuant to Labor Code § 226.7; 4) Violation of Labor Code Section 226(a); 5) Penalties Pursuant to Labor Code Section 203; and 6) Violation of Business & Professions Code Section 17200. . Also on November 3, 2021, pursuant to Labor Code section 2699.3, subd.(a), Plaintiff gave timely written notice to Defendant and the LWDA by sending the PAGA Notice regarding his intent to seek civil penalties for the same Labor Code violations above, including an additional claim for Labor Code §§ 204(d) and 210.

2.2. Plaintiff’s Counsel later learned that Plaintiff Gabriel Gomez had entered into an individual settlement with Defendant with representation by the Abramson Firm. Another potential class representative stepped forward around the same time, so on December 22, 2021, Plaintiff Gomez dismissed his action without prejudice.

2.3. On January 14, 2022, Plaintiffs Gabriel Gomez and Baron Quiros filed a Class and Representative Action Complaint, alleging causes of action against Defendant for (1) failure to pay wages and/or overtime under Labor Code sections 510, 1194, 1194.2, and 1199; (2) failure to provide meal breaks pursuant to Labor Code sections 226.7 and 512; (3) failure to provide rest breaks pursuant to Labor Code section 226.7; (4) failure to provide accurate itemized wage statements pursuant to Labor Code section 226(a); (5) penalties under Labor Code section 203; (6) violation of Business & Professions Code section 17200; and (7) penalties pursuant to Labor Code § 2699, *et seq.*, the Private Attorneys General Act (“PAGA”). (the “Operative Complaint”.) Defendant denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in in the Operative Complaint and denies any and all liability for the causes of action alleged.

2.4. Pursuant to Labor Code section 2699.3, subd.(a), Plaintiff Gabriel Gomez gave timely written notice to Defendant and the LWDA by sending the PAGA Notice.

2.5. On October 14, 2022, the Parties participated in an all-day mediation presided over by Todd Smith, Esq. which led to this Agreement to settle the Action.

2.6. Prior to mediation, Plaintiffs obtained, through informal discovery, pertinent documents and data for the Class and PAGA Members so that the Parties could fully

investigate the claims at issue and understand their strengths and weaknesses. Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").

- 2.7. The Court has not granted class certification.
- 2.8. The Parties, Class/PAGA Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS.

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 10 below, Defendant promises to pay \$90,000.00 and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.
- 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:
- 3.2.1. To Plaintiffs: Class and PAGA Representative Service Payment to Class Representative Baron Quiros and PAGA Representative Gabriel Gomez of not more than \$2,500.00 each (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative and PAGA Representative are entitled to receive as a Participating Class Member or PAGA Member). Defendant will not oppose Plaintiffs' request for a Class and PAGA Representative Service Payment that does not exceed this amount. As part of the motion for Class/PAGA Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiffs will seek Court approval for any Class and PAGA Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court does not approve, or approves a Class and PAGA Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class and PAGA Representative Service Payment using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class and PAGA Representative Service Payment.
- 3.2.2. To Class/PAGA Counsel: A Class/PAGA Counsel Fees Payment of not more than 33.33%, which is currently estimated to be \$30,000.00 and a Class/PAGA Counsel Litigation Expenses Payment of not more than \$15,000.00. Defendant will

not oppose requests for these payments provided that do not exceed these amounts. Plaintiffs and/or Class/PAGA Counsel will file a motion for Class/PAGA Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class/PAGA Counsel Fees Payment and/or a Class/PAGA Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class/PAGA Counsel or any other Plaintiffs' Counsel arising from any claim to any portion any Class/PAGA Counsel Fee Payment and/or Class/PAGA Counsel Litigation Expenses Payment. The Administrator will pay the Class/PAGA Counsel Fees Payment and Class/PAGA Counsel Expenses Payment using one or more IRS 1099 Forms. Class/PAGA Counsel assumes full responsibility and liability for taxes owed on the Class/PAGA Counsel Fees Payment and the Class/PAGA Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed \$5,000.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$5,000.00, the Administrator will retain the remainder in the Net Settlement Amount.

3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Settlement Period and (b) multiplying the result by each Participating Class Member's Workweeks.

3.2.4.1. Tax Allocation of Individual Class Payments. 20% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The 80% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$5,000.00 to be paid from the Gross Settlement Amount, with 75% (\$3,750.00)

allocated to the LWDA PAGA Payment and 25% (\$1,250.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$1,250.00) by the total number of PAGA Settlement Period Pay Periods worked by all Aggrieved Employees during the PAGA Settlement Period and (b) multiplying the result by each Aggrieved Employee's PAGA Settlement Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and PAGA Pay Periods. Based on a review of its records as of the October 14, 2022 mediation, Defendant estimated there were 81 individuals who collectively worked a total of 1,962 Workweeks.

4.2. Class Data. Not later than 20 days after the Court grants Preliminary Approval of the Settlement, Defendant will simultaneously deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class/PAGA Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 15 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 15 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class/PAGA Counsel Fees Payment, the Class/PAGA Counsel Litigation Expenses Payment, and the Class and PAGA

Representative Service Payment. Disbursement of the Class/PAGA Counsel Fees Payment, the Class/PAGA Counsel Litigation Expenses Payment and the Class and PAGA Representative Service Payment shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.4.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 120 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b). If the Court does not approve of such, the Parties will agree upon a cy pres recipient within the meaning of CCP §384.

4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

6. RELEASES OF CLAIMS. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of

the Individual Class Payments, Plaintiffs, Class Members, and Class/PAGA Counsel will release claims against all Released Parties as follows:

6.1 Plaintiffs' Release. Plaintiffs and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences that occurred during the Class Settlement Period/ PAGA Settlement Period, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, Plaintiffs' PAGA Notice, or ascertained during the Action and released under 6.2, below, as well as (c) all claims Plaintiffs' had or may ever have against the Released Parties arising from their employment with Defendant and the termination of such employment, including, but not limited to, claims for expenses, breach of contract, fraud, mental or emotional distress, misrepresentation, attorneys' fees, or any claim for harassment, discrimination, or retaliation under federal or state law. ("Plaintiffs' Release.") Plaintiffs' Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, workers' compensation benefits that arose at any time, or based on occurrences outside the Class Settlement Period/ PAGA Settlement Period. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

6.1.1 Plaintiffs' Waiver of Rights Under California Civil Code Section 1542. For purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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.

6.2 Release by Participating Class Members Who Are Not Aggrieved Employees: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from (i) any and all claims, debts, liabilities, demands, obligations, penalties, guarantees, costs, expenses, attorney's fees, damages, action or causes of action of whatever kind or nature, whether known or unknown, contingent or accrued, that are alleged, or that reasonably could have arisen out of the same facts alleged in the Action, including: (1) failure to pay wages and/or overtime under Labor Code sections 510, 1194, 1194.2, and 1199; (2) failure to provide meal breaks pursuant to Labor Code sections 226.7 and 512; (3) failure to provide rest breaks pursuant to Labor Code section 226.7; (4) failure to provide accurate itemized wage statements

pursuant to Labor Code section 226(a); (5) penalties under Labor Code section 203; (6) violation of Business & Professions Code section 17200; and (7) penalties pursuant to Labor Code § 2699, et seq., the Private Attorneys General Act (collectively, the “Released Class Claims”) during the Class Settlement Period. Except as set forth in Section 6.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Settlement Period.

- 6.3 Release by Non-Participating Class Members Who Are Aggrieved Employees: All Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Settlement Period facts stated in the Operative Complaint the PAGA Notice and ascertained in the course of the Action including, any and all claims involving any alleged failure to pay wages, overtime wages, meal and rest period premiums, wage statement violations, separation pay violations, and PAGA penalties (collectively, the “Released PAGA Claims”) during the PAGA Settlement Period.

7. MOTION FOR PRELIMINARY APPROVAL. The Parties agree to jointly prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”) that complies with the Court’s current checklist for Preliminary Approvals.

- 7.1 Defendant’s Declaration in Support of Preliminary Approval. Within 14 days of the full execution of this Agreement, Defendant will prepare and deliver to Class/PAGA Counsel a signed Declaration from Defendant and Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator. In their Declarations, Defense Counsel and Defendant shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.
- 7.2 Plaintiff’s Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiffs, Class/PAGA Counsel or Defense Counsel; (v) a signed declaration from Class Representatives confirming willingness and

competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members/Aggrieved Employees, and/or the Administrator; (v) a signed declaration from each Class/PAGA Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (1)(1)), this Agreement (Labor Code section 2699, subd. (1)(2)); and all facts relevant to any actual or potential conflict of interest with Class Members, the Administrator and/or the Cy Pres Recipient. In their Declarations, Class Representatives and Class/PAGA Counsel Declaration shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

7.3 Responsibilities of Counsel. Class/PAGA Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class/PAGA Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

7.4 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class/PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class/PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

8. SETTLEMENT ADMINISTRATION.

8.1 Selection of Administrator. The Parties have jointly selected Phoenix Class Action Administration Solutions to serve as the Administrator and verified that, as a condition of appointment, Phoenix Class Action Administration Solutions agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

8.2 Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.

8.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.

8.4 Notice to Class Members.

- 8.4.1 No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class/PAGA Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and PAGAG Pay Periods in the Class Data.
- 8.4.2 Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
- 8.4.3 Not later than 3 business days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.
- 8.4.4 The deadlines for Class Members’ written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the 60 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- 8.4.5 If the Administrator, Defendant or Class/PAGA Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.

8.5 Requests for Exclusion (Opt-Outs).

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

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

8.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under Paragraphs 6.2 and 6.3 of this Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement. Aggrieved Employees shall not have an opportunity to opt-out.

8.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 6.3 of this Agreement and are eligible for an Individual PAGA Payment.

8.6 Challenges to Calculation of Workweeks. Each Class Member shall have 60 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the

Administrator is entitled to presume that the Workweeks and PAGA Pay Periods contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or PAGA Pay Periods shall be final and not appealable or otherwise susceptible to challenge.

8.7 Objections to Settlement.

8.7.1 Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class/PAGA Counsel Fees Payment, Class/PAGA Counsel Litigation Expenses Payment and/or Class and PAGA Representative Service Payment.

8.7.2 Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 60 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

8.7.3 Non-Participating Class Members have no right to object to any of the class action components of the Settlement.

8.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.

8.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class/PAGA Counsel Fees Payment, Class/PAGA Counsel Litigation Expenses Payment and Class and PAGA Representative Service Payment, the Final Approval and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.

8.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class/PAGA Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion

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

8.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class/PAGA Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include provide the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

8.8.4 Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge.

8.8.5 Administrator’s Declaration. Not later than 14 days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class/PAGA Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class/PAGA Counsel is responsible for filing the Administrator’s declaration(s) in Court.

8.8.6 Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class/PAGA Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline set by the Court, the Administrator will prepare, and submit to Class/PAGA Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class/PAGA Counsel is responsible for filing the Administrator's declaration in Court.

9. CLASS SIZE ESTIMATES AND ESCALATOR CLAUSE Based on its records, Defendant estimates that, as of the October 14, 2022 mediation, (1) there were 81 Class Members and 1,962 total Compensable Work Weeks during the Class Settlement Period.

9.1 Increase in Compensable Workweeks. Upon receipt of the Class Data, in the event that the number of Workweeks exceeds this estimate by more than 7.5% (i.e., , the Administrator shall notify the Parties, and Defendant shall have the option to either (i) increase the Gross Settlement Amount proportionally by the workweeks in excess of 2,109.15 multiplied by the Workweek value (for example, if there were 12,000 workweeks represented to exist during the Class Settlement Period, but there are actually 13,000 workweeks in the Class Period (100 workweeks in excess of the 12,000 + 7.5% (or 900)), and the actual workweek value is \$5.00 per workweek, Defendant would have to increase the Gross Settlement Amount by \$500.00); or (ii) agree that the Class Settlement Period and PAGA Settlement Period shall only run through that date at which the workweeks reach 2,109.15.

10. DEFENDANT’S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendant may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Settlement Administration Expenses incurred to that point. Defendant must notify Class/PAGA Counsel and the Court of its election to withdraw not later than thirty days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

11. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the calendared Final Approval Hearing, Plaintiffs will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiffs shall provide drafts of these documents to Defense Counsel not later than seven days prior to filing the Motion for Final Approval. Class/PAGA Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

11.1 Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than five court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

11.2 Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final Approval. The Court’s decision to award less than the amounts requested for the Class and PAGA Representative Service Payment, Class/PAGA Counsel Fees Payment, Class/PAGA Counsel Litigation Expenses Payment and/or Administrator Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

11.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

11.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class/PAGA Counsel Fees Payment and Class/PAGA Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

11.5 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class and PAGA Representative Service Payment or any payments to Class/PAGA Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

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

13. ADDITIONAL PROVISIONS.

13.1 No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does grant Preliminary Approval, Final

Approval or enter Judgment, Defendant reserves the right to contest certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the Action, and Plaintiff Baron Quiros reserves the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

- 13.2 Confidentiality Prior to Preliminary Approval. Plaintiffs, Class/PAGA Counsel, Defendant and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class/PAGA Counsel, Defendant and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, any with third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class/PAGA Counsel's communications with Class Members in accordance with Class/PAGA Counsel's ethical obligations owed to Class Members.
- 13.3 No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class/PAGA Counsel's ability to communicate with Class Members in accordance with Class/PAGA Counsel's ethical obligations owed to Class Members.
- 13.4 Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 13.5 Attorney Authorization. Class/PAGA Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

- 13.6 Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 13.7 No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 13.8 No Tax Advice. Neither Plaintiffs, Class/PAGA Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 13.9 Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 13.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 13.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 13.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 13.13 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 13.14 Use and Return of Class Data. Information provided to Class/PAGA Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class/PAGA Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiffs shall destroy,

all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class/PAGA Counsel for the return, rather than the destructions, of Class Data.

- 13.15 Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 13.16 Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 13.17 Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiffs:

Kingsley & Kingsley, APC
Eric B. Kingsley
Kelsey M. Szamet
16133 Ventura Blvd., Suite 1200
Encino, CA 91436

To Defendant:

Boutin Jones Inc.
Bruce M. Timm
555 Capitol Mall, Suite 1500
Sacramento, CA 95814

- 13.18 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.
- 13.19 Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

Plaintiffs

Dated: January 9, 2023

DocuSigned by:



PAGA Representative, GABRIEL GOMEZ

Dated: _____

Class Representative, BARON QUIROS

Defendant

Dated: _____

WAHID OF PENNSYLVANIA LLC

Plaintiffs

Dated: _____

PAGA Representative, GABRIEL GOMEZ

Dated: January 10, 2023

DocuSigned by:


Class Representative, BARON QUIROS

Defendant

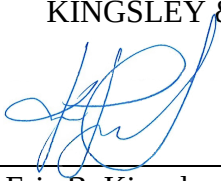
Dated: _____

WAHID OF PENNSYLVANIA LLC

APPROVED AS TO FORM:

Dated: January 10, 2023

KINGSLEY & KINGSLEY, APC

By: 

Eric B. Kingsley
Kelsey M. Szamet
Attorneys for Plaintiff, the Proposed Class and
the Aggrieved Employees

Plaintiffs

Dated: _____

PAGA Representative, GABRIEL GOMEZ

Dated: _____

Class Representative, BARON QUIROS

Defendant

Dated: 1/12/23



WAHID OF PENNSYLVANIA LLC

EXHIBIT A

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

GABRIEL GOMEZ, an individual, on behalf of the State of California, as a private attorney general; BARON QUIROS, an individual, on behalf of himself and others similarly situated, Plaintiffs, v. WAHID OF PENNSYLVANIA LLC; and DOES 1 thru 50, inclusive, Defendants, Case No. CV2200078

The Superior Court for the State of California authorized this Notice. Read it carefully! It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.

You may be eligible to receive money from an employee class action lawsuit ("Action") against WAHID OF PENNSYLVANIA LLC ("Defendant" or "WAHID" is used herein as a placeholder) for alleged wage and hour violations. The Action was filed by a former WAHID employees, GABRIEL GOMEZ ("PAGA Representative") and BARON QUIROS ("Class Representative") (collectively, "Plaintiffs") and seek payment of (1) back wages and other relief for:

- a) all non-management employees of WAHID OF PENNSYLVANIA LLC, in the State of California who worked one or more pay periods during the Class Settlement Period (November 1, 2020 to _____) ("Class" or "Class Members"); and,
- b) and (2) penalties under the California Private Attorney General Act ("PAGA") for all non-management employees of WAHID OF PENNSYLVANIA LLC, in the State of California who worked one or more pay periods during the PAGA Settlement Period (November 3, 2020 to _____) ("Aggrieved Employees" or "PAGA Members").

The proposed Settlement has two main parts: (1) a Class Settlement under which Defendant has agreed to fund Individual Class Payments, and (2) a PAGA Settlement under which Defendant has agreed to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency ("LWDA"). However, Defendant denies all of the claims asserted in the Action and has agreed to fund these settlements in order to avoid the costs and time associated with litigation.

Based on Defendant's records, and the Parties' current assumptions, **your Individual Class Payment is estimated to be \$_____ (less withholding) and your Individual PAGA Payment is estimated to be \$_____**. The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant's records you are not eligible for an Individual PAGA Payment under the Settlement because you didn't work during the PAGA Settlement Period.)

The above estimates are based on Defendant's records showing that **you worked _____ workweeks** during the Class Settlement Period and **you worked _____ pay periods** during the

PAGA Settlement Period. If you believe that you worked more workweeks during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs' attorneys ("Class/PAGA Counsel"). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is [date]	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released Claims (defined below).
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 Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class/PAGA Counsel and Plaintiffs who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class/PAGA Counsel or Plaintiffs, but every dollar paid to Class/PAGA Counsel and Plaintiffs reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class/PAGA Counsel or Plaintiffs if you think they are unreasonable. See Section 7 of this Notice.

You Can Participate in the [date] Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on [date]. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by [date]	The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many workweeks you worked at least one day during the Class Settlement Period and how many Pay Periods you worked at least one day during the PAGA Settlement Period, respectively. The number Class Settlement Period Workweeks and number of PAGA Settlement Period Pay Periods you worked according to Defendant's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by [date]. See Section 4 of this Notice.

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

1. WHAT IS THE ACTION ABOUT?

Plaintiffs are former WAHID employees. The Action accuses Defendant of violating California labor laws by failing to pay wages and/or overtime under Labor Code sections 510, 1194, and 1199; failing to provide proper meal and rest periods pursuant to Labor Code section 512 and 226.7; failing to provide accurate itemized wage statements pursuant to Labor Code section 226(a); waiting time penalties pursuant to Labor Code section 203; and violation of Business & Professions Code section 17200. Based on the same claims, Plaintiff Gabriel Gomez has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, *et seq.*) ("PAGA"). Plaintiffs are represented by attorneys in the Action: Kingsley & Kingsley, APC ("Class/PAGA Counsel.")

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

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

So far, the Court has made no determination whether Defendant or Plaintiffs are correct on the merits. In the meantime, Plaintiffs and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement") and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiffs and Defendant have negotiated a proposed Settlement that is subject to the Court's Final Approval.

Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims.

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

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

1. Defendant will pay \$90,000.00 as the Gross Settlement Amount (Gross Settlement). Defendant has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class and PAGA Representative Service Payment, Class/PAGA Counsel's attorney's fees and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Defendant will fund the Gross Settlement not more than 15 days after the Judgment entered by the Court become final. The Judgment will be final on the date the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.
2. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiffs and/or Class/PAGA Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - A. Up to \$30,000.00 (33.33%% of the Gross Settlement) to Class/PAGA Counsel for attorneys' fees and up to \$15,000.00 for their litigation expenses. To date, Class/PAGA Counsel have worked and incurred expenses on the Action without payment.
 - B. Up to \$2,500.00 as a Class Representative Award for Class Representative Baron Quiros and \$2,500.00 as a PAGA Representative Award for PAGA Representative Gabriel Gomez (this shall be known as the "Class and PAGA Representative Service Award") for filing the Action, working with Class/PAGA Counsel and representing the Class and Aggrieved Employees. A Class and PAGA Representative Service Award will be the only monies Plaintiffs will receive other than Plaintiffs' Individual Class Payment and any Individual PAGA Payment.
 - C. Up to \$5,000.00 to the Administrator for services administering the Settlement.

- D. Up to \$5,000.00 for PAGA Penalties, allocated 75% to the LWDA PAGA Payment and 25% in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Settlement Period Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the “Net Settlement”) by making Individual Class Payments to Participating Class Members based on their Class Settlement Period Workweeks.
4. Taxes Owed on Payments to Class Members. Plaintiffs and Defendant are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages (“Wage Portion”) and 80% to interest and penalties. (“Non-Wage Portion.”) The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

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

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you don’t cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name. If the monies represented by your check is sent to the Controller’s Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.
6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than [date], that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the [date] Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member’s name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments, but will preserve their rights to personally pursue wage and hour claims against Defendant.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Defendant based on the PAGA Settlement Period facts alleged in the Action.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendant have agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.
8. Administrator. The Court has appointed a neutral company, Phoenix Class Action Administration Solutions (the “Administrator”) to send this Notice, calculate and make payments, and process Class Members’ Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator’s contact information is contained in Section 9 of this Notice.
9. Participating Class Members’ Release. After the Judgment is final and Defendant has fully funded the Gross Settlement (and separately paid all employer payroll taxes), Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or related entities for wages based on the Class Settlement Period facts and PAGA penalties based on PAGA Settlement Period facts, as alleged in the Action and resolved by this Settlement.

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

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from (i) any and all claims, debts, liabilities, demands, obligations, penalties, guarantees, costs, expenses, attorney’s fees, damages, action or causes of action of whatever kind or nature, whether known or unknown, contingent or accrued, that are alleged, or that reasonably could have arisen out of the same facts alleged in the Action, including: (1) failure to pay wages and/or overtime under Labor Code sections 510, 1194, 1194.2, and 1199; (2) failure to provide meal breaks pursuant to Labor Code sections 226.7 and 512; (3) failure to provide rest breaks pursuant to Labor Code section 226.7; (4) failure to provide accurate itemized wage statements pursuant to Labor Code section 226(a); (5) penalties under Labor Code section 203; (6) violation of Business & Professions Code section 17200; and (7) penalties pursuant to Labor Code § 2699, et seq., the Private Attorneys General Act (collectively, the “Released Class Claims”) during the Class Settlement Period Except as set forth in Section 6.3 of the Settlement Agreement, Participating Class Members do not release any other claims, including

claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Settlement Period.

10. Aggrieved Employees' PAGA Release. After the Court's judgment is final, and Defendant has paid the Gross Settlement (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against Defendant, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendant or its related entities based on the PAGA Settlement Period facts alleged in the Action and resolved by this Settlement.

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

All Participating and Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties, from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint the PAGA Notice and ascertained in the course of the Action including, failure to pay wages, overtime wages, meal and rest period premiums, wage statement violations, separation pay violations, and PAGA penalties (collectively, the "Released PAGA Claims") during the PAGA Settlement Period.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$1,250.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Settlement Period Pay Periods worked by each individual Aggrieved Employee.
3. Workweek/Pay Period Challenges. The number of Class Workweeks you worked during the Class Settlement Period and the number of PAGA Pay Periods you worked during the PAGA Settlement Period, as recorded in Defendant's records, are stated in the first page of this Notice. You have until [date] to challenge the number of Workweeks and/or Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email or fax. Section 9 of this Notice has the Administrator's contact information.

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

5. HOW WILL I GET PAID?

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

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

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

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as GABRIEL GOMEZ; BARON QUIROS v. WAHID OF PENNSYLVANIA LLC, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must be sent your request to be excluded by [date], or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiffs and Defendant are asking the Court to approve. At least [insert] days before the [date] Final Approval Hearing, Class/PAGA Counsel and/or Plaintiffs will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation

Expenses and Service Award stating (i) the amount Class/PAGA Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as a Class and PAGA Representative Service Award. Upon reasonable request, Class/PAGA Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website **[need details]** or the Court's website **[need details]**.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class/PAGA Counsel or Plaintiffs are too high or too low. **The deadline for sending written objections to the Administrator is [date].** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action GABRIEL GOMEZ; BARON QUIROS v. WAHID OF PENNSYLVANIA LLC and include your name, current address, telephone number, and approximate dates of employment for Defendant and sign the objection. Section 9 of this Notice has the Administrator's contact information.

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

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on **[date]** at **[time]** in Department 2 of the Humboldt Superior Court, located at 825 5th Street, Eureka, CA 95501. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class/PAGA Counsel, Plaintiffs, and the Administrator.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website **[www.etc.]** beforehand or contact Class/PAGA Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendant and Plaintiffs have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to the administrator's website at **[URL of website]**. You can also telephone or send an email to Class/PAGA Counsel or the Administrator using the contact information listed below.

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

Class/PAGA Counsel:

Eric B. Kingsley
Kelsey M. Szamet
eric@kingsleykingsley.com
kelsey@kingsleykingsley.com
Kingsley & Kingsley, APC
16133 Ventura Blvd., Suite 1200
Encino, CA 91436
(818) 990-8300

Counsel for Defendant

Bruce M. Timm
Boutin Jones Inc.
555 Capitol Mall, Suite 1500
Sacramento, CA 95814
(916) 321-4444

Settlement Administrator:

[Name of Company]

[Email Address]

[Mailing Address]

[Telephone]

[Fax Number]

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund [\[website\]](#) for instructions on how to retrieve the funds you will have no way to recover the money.

11. WHAT IF I CHANGE MY ADDRESS?

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

(Proof of Submission to the LWDA)

EXHIBIT "2"

(PROOF OF SERVICE)
[CCP 1013(a)(3)]
STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite 1200, Encino, California 91436.

On March 29, 2023, I served all interested parties in this action the following documents described as: **DECLARATION OF KELSEY M. SZAMET IN SUPPORT OF PLAINTIFF'S MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

BOUTIN JONES INC. Bruce M. Timm btimm@boutinjones.com 555 Capitol Mall, Suite 1500 Sacramento, CA 95814 <i>Attorneys for Defendant</i>	ABRAMSON LABOR GROUP William Zev Abramson Wza@abramsonlabor.com 3580 Wilshire Blvd., Ste 1260 Los Angeles, CA 90010-2513 <i>Attorneys for Plaintiff</i>
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☐ **(BY MAIL)** I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. Under that practice it would be deposited with U.S. postal service on that same day with postage fully prepaid at Encino, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

☒ **(BY ELECTRONIC SERVICE)** I caused a true and correct copy thereof to be electronically filed using the Labor and Workforce Development Agency Electronic Filing("EF") System (<https://dir.tfaforms.net/308>) and service was completed by electronic means by transmittal of the documents referenced herein on the EF System.

☒ **(STATE)** I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on March 29, 2023, at Encino, California.



Michelle Tanzer