

PRIVATE ATTORNEYS GENERAL ACT SETTLEMENT
AGREEMENT AND LIMITED RELEASE

This Private Attorneys General Act Settlement Agreement and Release (“Agreement”) is made by and between William Davis and Sabrina Pellegrini (“Plaintiffs”), on behalf of themselves and as a proxy/agent for the California Labor Workforce Development Agency (“LWDA”), and Pebble Beach Company (“PBC”). Plaintiffs and PBC are collectively referred to herein as the “Parties” and each may be individually referred to as a “Party.”

I. REPRESENTATIONS AND DEFINITIONS

1. “Actions” collectively means and refers to the civil actions filed by Plaintiffs in the Superior Court of the State of California for the County of Monterey entitled *Davis v. Pebble Beach Company, et al.*, Case No. 21CV003628 (singularly, “the *Davis* Action”), and the action entitled *Pellegrini v. Pebble Beach Company, et al.*, Case No. 22CV000194 (singularly, “the *Pellegrini* Action”).

2. “Agreement” or “Settlement” means the arm’s-length settlement agreement reached between the Parties as set forth in this Private Attorneys General Act Settlement Agreement and Release, and the terms, conditions and requirements set forth herein, including any attached exhibits.

3. “Counsel for Defendants” means and refers to Littler Mendelson, P.C..

4. “Court” means and refers to the Superior Court of California for the County of Monterey. Court shall also mean any other Court that acquires proper jurisdiction of the Actions.

5. “Defendants” means and refers to Pebble Beach Company, Pebble Beach Realty Company, and The Pebble Beach Company Foundation.

6. “Effective Date” means and refers to the first day after the latter of: (1) 60 days after the Court has signed and entered the Approval Order and Judgment (as defined below); and (2) in the event of a timely appeal, the date of final dismissal of any appeal from the Approval Order and Judgment or the final dismissal of any proceeding on certiorari to review the Approval Order and Judgment.

7. “LWDA” means and refers to the California Labor and Workforce Development Agency.

8. “Operative Complaints” collectively means and refers to the operative First Amended Complaint in the *Davis* Action, filed on January 20, 2022, and the complaint in the *Pellegrini* Action, filed on January 20, 2022.

9. “PAGA” means and refers to the Private Attorneys General Act of 2004, codified at California Labor Code § 2698, *et seq.*

10. “PAGA Employees” or singularly “PAGA Employee” means and refers to Plaintiffs and all current and former non-exempt employees who worked for Defendant Pebble Beach Company within the State of California during the PAGA Period.

11. “PAGA Period” means the time period from November 15, 2020, and the date on which this settlement is approved by the Court, or July 6, 2022, whichever is sooner.

12. “Parties” means and refers to, collectively, Plaintiffs and Defendants, and “Party” means and refers to Parties individually.

13. “Pay Periods” means and refers to the total number of pay periods that each PAGA Employee worked as a non-exempt employee for Defendants during the PAGA Period.

14. “Plaintiffs” means William Davis and Sabrina Pellegrini.

15. “Plaintiffs’ Counsel” collectively means and refers to Kashif Haque, Samuel Wong, Jessica L. Campbell, and Joseph M. Szilagyi of AEGIS LAW FIRM, PC; and Manny M. Starr and Sarah Sterling of FRONTIER LAW CENTER.

16. “Released Claims” means and refers to claims for civil penalties under the PAGA, California Labor Code § 2698, *et seq.*, that are based upon or arise from the factual allegations in the operative complaint in the Actions and/or Plaintiffs’ PAGA notice to the California Labor and Workforce Development Agency, arising during the PAGA Period, including for the failure to properly pay all minimum wages, overtime wages, provide lawful meal periods or compensation in lieu thereof, authorize or permit lawful rest breaks or provide compensation in lieu thereof, provide accurate itemized wage statements, reimburse all business expenses, properly distribute all tips, and timely pay all wages during employment and upon separation of employment, and for violation of and/or based on California Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 351, 356, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, 2802, 3752, 6401, and 6403, and all claims for attorneys’ fees and costs in connection therewith.

17. “Released Parties” means and refers to (i) Defendant PBC; (ii) PBC’s past and current parents, subsidiaries and affiliates including without limitation any corporation, limited liability company, partnership, trust, foundation and non-profit entity which controls, is controlled by, or is under common control with PBC; (iii) the other Defendants in this matter – the Pebble Beach Realty Company and the Pebble Beach Company Foundation; (iv) the past and current shareholders, directors, officers, agents, employees, members, and owners of any of the foregoing; and (v) any individual or entity that could be jointly liable with any of the foregoing.

18. “Settlement Administrator” means and refers to Phoenix Settlement Administrators.

II. NATURE OF ACTIONS

1. On November 15, 2021, Plaintiff Davis sent a letter to the LWDA and Defendants giving notice of his intent to pursue a representative action pursuant to the PAGA, on behalf of himself and the State of California, as well as on behalf of a proposed group of aggrieved employees. On November 16, 2021, Plaintiff Pellegini sent a letter to the LWDA and Defendants giving notice of her intent to pursue a representative action pursuant to the PAGA, on behalf of herself and the State of California, as well as on behalf of a proposed group of aggrieved employees. The letters are jointly referred to as “Notice to the LWDA.”

2. On November 15, 2021, Plaintiff Davis filed his Complaint as a class action lawsuit, alleging that, Defendants failed to: properly pay minimum and overtime wages, provide lawful meal periods or compensation in lieu thereof, authorize or permit lawful rest breaks or provide compensation in lieu thereof, provide accurate itemized wage statements, reimburse all business expenses, and timely pay all wages during employment and upon separation of employment as applied to non-exempt employees employed by Defendants in California. On January 20, 2022, Plaintiff Davis filed the First Amended Complaint to add a cause of action under PAGA. Pursuant to this Agreement, Plaintiff Davis will voluntarily request dismissal of his class and individual claims, without prejudice.

3. On January 20, 2022, Plaintiff Pellegrini filed her Complaint alleging violations of PAGA.

4. The parties engaged in significant investigation and exchange of data and documents, as well as private mediation that took place on April 7, 2022 with mediator Deborah Crandall Saxe, Esq., and with the benefit of the mediator’s evaluation, the Parties reached the settlement described herein.

5. This Settlement relates solely to the PAGA claims on behalf of Plaintiffs and the State of California with respect to Plaintiffs and all PAGA Employees. Defendants deny any liability or wrongdoing of any kind associated with the claims alleged in the Actions, deny liability for the Released Claims, and further deny that the Actions are appropriate for representative treatment for any purpose other than settling the Actions. Defendants contend, among other things, that they have complied at all times with the California Labor Code and the related Industrial Welfare Commission Wage Orders, all other state and federal wage laws, and further contend that all of their respective employees were and are paid properly and that the Actions are without merit. Defendants have denied and continue to deny each and every material factual allegation and all alleged claims asserted against it in the Actions.

6. The Parties recognize that the issues presented in the Actions are likely only to be resolved with extensive and costly pretrial and trial proceedings, and that further litigation will cause inconvenience, distraction, disruption, delay and expense disproportionate to the potential benefits of litigation. The Parties have taken into account the risk and uncertainty of the outcome inherent in any litigation.

7. Based on their own independent investigations and evaluations, the Parties and their respective counsel are of the opinion that the settlement for the consideration and on the terms set forth in this Agreement is fair, reasonable, adequate, and is in the best interests of Plaintiffs, PAGA Employees, the State of California, and Defendants in light of all known facts and circumstances and the risks inherent in litigation, including the potential appellate issues. Further, Plaintiffs' Counsel believes that the settlement amount entered into is in the best interests of the PAGA Employees and the State of California, and fair, reasonable, and adequate given the inherent risk of litigation.

III. TERMS OF SETTLEMENT

1. In consideration of the mutual covenants, promises and representations set forth in this Agreement, Plaintiffs, on behalf of themselves, the State of California, and all PAGA Employees, and Defendants agree to settle and compromise the Actions and the Released Claims.

2. The Gross Settlement Amount. As consideration for the settlement described herein and the release provided herein, Defendant PBC agrees to pay the all inclusive total amount of Six Hundred Thirty Thousand Dollars and zero cents (\$630,000.00) ("Gross Settlement Amount"). Defendant PBC shall fund the Gross Settlement Amount as set forth herein. The Gross Settlement Amount will include payments as follows, which Plaintiffs will seek approval of from the Court, in conformity with this Agreement:

- a. Payment to the Settlement Administrator in the amount of up to Ten Thousand Seven Hundred Fifty Dollars and zero cents (\$10,750.00) (“Settlement Administration Costs”);
- b. Payment of Attorneys’ Fees and Costs to Plaintiffs’ Counsel, as set forth herein; and
- c. The PAGA Penalties to be paid to the LWDA and PAGA Employees, as set forth herein.

3. Plaintiffs’ Individual Settlement. Plaintiffs and Defendant PBC will enter into a separate settlement of Plaintiffs’ individual Released Claims . The individual settlement will be contingent upon approval of the PAGA Settlement.

4. Pro Rata Increase. Defendant PBC estimated the number of pay periods to be 41,295. If it is determined that the number of pay periods exceeds 41,295 by more than 10%, then, at their option, Defendant PBC may elect to (A) end the PAGA period on the date on which the number reaches 45,425, or (B) increase the Net Settlement Amount in proportion to the increased percentage over 10%.

5. Allocation and Calculation of the PAGA Penalties. The amount available for distribution to the LWDA and PAGA Employees (“PAGA Penalties” or “Net Settlement Amount”) is the Gross Settlement Amount less the Court-approved Attorneys’ Fees and Costs to Plaintiffs’ Counsel and the Settlement Administration Costs to the Settlement Administrator. Seventy Five Percent (75%) of the PAGA Penalties will be paid to the LWDA (“LWDA Payment”), and Twenty Five Percent (25%) of the PAGA Penalties will be paid to the PAGA Employees (“Employee Amount”), as required by California Labor Code § 2699(i).

6. Allocation and Calculation of the Individual Settlement Payments. Each PAGA Employee will receive a *pro rata* portion of the Employee Amount, determined based on the pay periods that he or she worked for Defendant PBC in the State of California during the PAGA Period, to be calculated as follows: the Employee Amount will be divided by the total number of Pay Periods of all PAGA Employees to yield the “Per Pay Period Amount,” and then each PAGA Employee’s individual number of Pay Periods will be multiplied by the Per Pay Period Amount to yield his or her “Individual Settlement Payment.” Individual Settlement Payments shall be paid to PAGA Employees by way of a single check to each PAGA Employee (“Individual Settlement Check”).

7. Tax Treatment of Individual Settlement Payments to PAGA Employees. The Parties agree that Individual Settlement Payments sent to PAGA Employees will be characterized One Hundred Percent (100%) as penalties and Form 1099s will be issued. Nothing in this Agreement is intended to constitute legal advice regarding federal, state, and/or local tax obligations. Plaintiffs and PAGA Employees shall be deemed to acknowledge that they have not obtained any tax advice from Defendants, Counsel for Defendants, or Plaintiffs' Counsel, and that neither Defendants, Counsel for Defendants, nor Plaintiffs' Counsel have made any representation concerning the tax consequences, if any, of any payments made pursuant to this Agreement. To the extent that this Agreement or its attachment(s) are interpreted to contain or constitute advice regarding any U.S. or Federal tax issue, such advice is not intended or written to be used, and cannot be used, by any person for the purpose of avoiding penalties under the Internal Revenue Code.

8. Plaintiffs' Counsel's Attorneys' Fees and Costs. As part of the request for approval of this Settlement, Plaintiffs will request that the Court award the following to Plaintiffs' Counsel: up to thirty-five percent (35%) of the Gross Settlement Amount, or Two Hundred Twenty Thousand Five Hundred Dollars and zero cents (\$220,500.00), for attorneys' fees and of up to Twenty Two Thousand Dollars and zero cents (\$22,000.00) for reimbursement of actual costs and expenses of litigating the Actions (together, "Attorneys' Fees and Costs"). The Attorneys' Fees and Costs shall be paid from the Gross Settlement Amount, subject to approval by the Court. Should Plaintiffs' Counsel request a lesser amount for attorneys' fees and costs and/or the Court approve a lesser amount, the difference shall be a part of the PAGA Penalties to be distributed to the LWDA and PAGA Employees as described above. Payment of Attorneys' Fees and Costs will be reflected in a Form 1099 to Plaintiffs' Counsel who shall assume full responsibility and liability for the payment of taxes due on such payments.

9. No Effect on Employee Benefits. The payments made to Plaintiffs and other PAGA Employees pursuant to this Agreement are not intended to count as earnings by Plaintiffs or the PAGA Employees, and will not entitle Plaintiffs or the PAGA Employees to any additional compensation and/or benefits under any retirement, benefit, bonus, incentive, pension, welfare, and/or any other plan of or sponsored by Defendant PBC. Defendant PBC shall not make as part of this Agreement, nor be required to make, any deductions, nor pay any monthly contributions for any insurance, retirement, bonuses, 403(b), or profit sharing plans related to monies paid as a result of this Agreement. The Individual Settlement Payments paid to PAGA Employees shall not have any effect on the eligibility for, or calculation of, any of the employee benefits (e.g. bonuses, vacation, holiday pay, retirement plans, etc.) of PAGA Employees. The Parties agree that any Individual Settlement Payments paid to PAGA Employees under the terms of this Agreement do

not represent any modification of PAGA Employees' previously credited hours of service or other eligibility criteria under an employee benefit plan sponsored by Defendant PBC. Further, any Individual Settlement Payments are penalties and thus shall not be considered "compensation" in any year for purposes of determining eligibility for, or benefit accrual within, and employee benefit plan or bonus plan sponsored by Defendant PBC.

IV. RELEASE OF CLAIMS

1. Release by Plaintiffs, PAGA Employees and LWDA. Upon the Effective Date, Plaintiffs, each PAGA Employee, and the State of California, shall fully release and forever discharge Released Parties from the Released Claims during the PAGA Period.

2. It is understood and agreed that this Agreement neither releases the Released Parties from liability, if any, to Plaintiffs and PAGA Employees for violations of any predicate statutes other than PAGA, nor effects a waiver of claims by PAGA Employees against the Released Parties for the same.

V. DUTIES OF THE PARTIES PRIOR TO COURT APPROVAL

1. Settlement Approval by Court. The Parties recognize that Court approval is required in the event of any settlement of a PAGA action, in accordance with California Labor Code § 2699(1)(2), and that a judgment with respect to the PAGA action is binding with respect to non-party aggrieved employees upon Court approval, pursuant to California Labor Code § 2699(1) and *Arias v. Superior Ct.* (2009) 46 Cal.4th 969. The Parties further recognize that a settlement of a PAGA action is not subject to class action procedural rules, and that PAGA Employees do not have the right to opt-out of or otherwise exclude themselves from the Settlement, or object to the Settlement, and upon approval of the Settlement by the Court and funding of the Settlement, all PAGA Employees will have released the Released Parties of and for the Released Claims and PAGA Employees will be entitled to receive payment, in conformity with the Settlement. In order to comply with the requirements of California Labor Code § 2699, promptly upon execution of this Agreement, Plaintiffs' Counsel shall prepare, file and serve a motion or application requesting that the Court approve the Settlement, including and not limited to the PAGA Penalties, Attorneys' Fees and Costs, and Settlement Administration Costs, and apply to the Court for the entry of an order approving the Settlement and all of the requested payments and entering judgment ("Approval Order and Judgment"). The motion or application shall advocate that the penalties are fair, adequate, and reasonable, which will draw no opposition from Defendants or Defendants' Counsel. Before Plaintiffs apply to the Court for approval of the Settlement, Plaintiffs' Counsel shall submit the Agreement to the LWDA in conformity with California Labor Code § 2699(1)(2).

2. With Plaintiffs' motion or application for approval of Settlement, Plaintiffs shall submit a proposed Approval Order and Judgment which shall seek approval of this Settlement and the terms herein. Upon entry of the Approval Order and Judgment by the Court, Plaintiffs' Counsel shall submit the Approval Order and Judgment to the LWDA in conformity with California Labor Code § 2699(1)(2).

VI. ADMINISTRATION OF THE SETTLEMENT

1. PAGA Employee List. Defendant PBC shall compile a list containing the following information regarding each of the PAGA Employees: (1) full name; (2) last known mailing address; (4) Social Security number; and (5) the total number of pay periods worked during the PAGA Period ("PAGA Employee List"). The PAGA Employee List will be provided to the Settlement Administrator within ten (10) calendar days after the the Court has signed and entered the Approval Order and Judgment. This information shall be treated as and remain confidential and shall be used solely to manage the notice and payment process described herein, shall not be disclosed to anyone other than the Settlement Administrator, except to applicable taxing authorities, or pursuant to express written authorization of Defendant PBC, the individual in question, or by order of the Court.

2. Funding of Settlement. Defendant PBC shall fund the Gross Settlement Amount by way of electronic transfer to the account to be established by the Settlement Administrator for purposes of administration of the Settlement ("Settlement Administration Account") within ten (10) calendar days after the Effective Date.

3. Payments to LWDA, Plaintiffs' Counsel, Plaintiffs, and Settlement Administraor. Within fifteen (15) calendar days after Defendant PBC funds the Gross Settlement Amount, the Settlement Administrator shall pay the Court-approved LWDA Payment to the LWDA, Attorneys' Fees and Costs to Plaintiffs' Counsel, and Settlement Administration Costs to itself.

4. Employee Notices and Payments to PAGA Employees. Within fifteen (15) calendar days after Defendant PBC funds the Gross Settlement Amount, the Settlement Administrator shall mail via U.S. First Class mail to each PAGA Employee his or her Individual Settlement Check at the last known address in the PAGA Employee List or a more updated address from the National Change of Address Database. A notice letter explaining why the check is being sent ("Employee Notice"), in a mutually-agreed upon form that has been approved by the Court, in substantially the form that is attached hereto as "Exhibit A," will be included in the mailing of each PAGA Employee's Individual Settlement Check. Together, an Individual Settlement Check that is mailed to a PAGA Employee with the Employee Notice is referred to as a "Payment Packet."

Prior to mailing the Payment Packets, the Settlement Administrator shall check the addresses provided using the National Change of Address database. Should any of the Employee Notices be returned as undeliverable, the Settlement Administrator will have ten (10) calendar days after it receives the returned undeliverable mail to search for a more current address for the PAGA Employee (via a skip trace or other reasonable method) and to re-mail Employee Notices to the traced address.

5. Within twenty (20) calendar days of distributing the Gross Settlement Fund, the Settlement Administrator shall provide to Plaintiffs' and Defendants' Counsel written confirmation verifying that it effected disbursement of the Gross Settlement Fund pursuant to the terms of this Agreement.

6. Expiration of Settlement Checks. All Individual Settlement Checks will expire one hundred and eighty (180) calendar days after the initial mailing of the original Payment Packets to the PAGA Employees, and thereafter, shall be cancelled. If any funds remain in the Settlement Administration Account as a result of cancelled Individual Settlement Checks, such funds shall be transmitted to the State Controller's Office Unclaimed Property Fund in the name of each PAGA Employee whose check is voided. All duties set forth herein shall be included in the Settlement Administration Costs and paid from the Gross Settlement Amount.

7. Disputes Relating to Settlement Administration. Any disputes concerning administration of the Settlement which cannot be resolved by the Parties shall be submitted to and resolved by the Court.

8. Settlement Administrator's Tax Reporting. The Settlement Administrator shall be responsible for providing the requisite Form 1099's as required by this Agreement, and the completion of any other steps necessary for compliance with any tax obligations of the Settlement under federal, state, and/or local law, as applicable.

9. As soon as practicable after execution of this Agreement, Plaintiffs' Counsel shall, with the assistance and cooperation of Defendants and their counsel, take all necessary steps to secure the approval of this Settlement from the Court. Irrespective of whether a PAGA Employee's Individual Settlement Check has been cashed, he or she will be deemed to be bound to this Settlement, the release provided herein, and the Court's Approval Order and Judgment.

VII. ADDITIONAL TERMS.

1. No Prior Assignments. The Parties hereto represent, covenant, and warrant that they have not directly or indirectly, assigned, transferred, encumbered, or purported to assign, transfer,

or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or rights herein released and discharged except as set forth herein.

2. No Admission. Nothing contained herein, nor is the consummation of this Settlement, to be construed or deemed an admission with respect to liability, culpability, negligence, or wrongdoing on the part of Defendants, Released Parties, Plaintiffs, Plaintiffs' Counsel, PAGA Employees, or the LWDA. Each of the Parties hereto has entered into this Agreement with the intention to avoid further disputes and litigation with the attendant inconvenience and expenses. Defendants deny that they have engaged in any unlawful activity, that they have failed to comply with the law in any respect, that they have any liability to anyone under the claims asserted in the Actions. The Parties agree that this Agreement does not constitute an admission by Defendants or any of the Released Parties of any of the matters alleged in the Actions or of any violation by any of them of any federal, state or local law, ordinance or regulation, or of any violation of any policy or procedure, or of any liability or wrongdoing whatsoever. This Agreement is entered into solely for the purpose of compromising highly disputed claims. Neither this Agreement nor anything in this Agreement shall be construed to be or shall be admissible in any proceeding as evidence of liability or wrongdoing by Plaintiffs, Defendants or any of the Released Parties.

3. Nullification. If the Court should fail to approve the Settlement as agreed upon by the Parties, the Parties shall coordinate efforts to address the Court's questions or concerns and work jointly to make reasonable efforts to remedy the Settlement in order to obtain the Court's approval. If the Parties cannot resolve the issues identified by the Court in denying approval, the Parties shall be restored to their litigation positions. If, after the Parties make a second attempt to obtain approval of the material terms of the Settlement, unless the Parties specifically agree to continue with their coordinated efforts to obtain Court approval, the Court fails to approve the material terms of the settlement in the form agreed to by the Parties (except for the amount of Attorneys' Fees and Costs requested by Plaintiffs' Counsel), or if the Court's approval of this Agreement is reversed, modified, or declared or rendered void, then: (a) this Agreement shall be considered null and void; (b) neither this Agreement nor any of the related negotiations or proceedings shall be of any force or effect; and (c) all Parties to this Agreement shall stand in the same position, without prejudice, as if the Agreement had been neither entered into nor filed with the Court. Invalidation of any material portion of this Agreement, except for the amount of the Attorneys' Fees and Costs, shall invalidate this Agreement in its entirety unless the Parties shall subsequently agree in writing that the remaining provisions shall remain in full force and effect.

4. Attorneys' Fees, Costs And Expenses. Except as specifically set forth herein, each Party shall bear its/his/her own attorneys' fees, costs and expenses, taxable or otherwise, incurred by him/her/it/them arising out of the Action, and shall not seek reimbursement thereof from any other party to this Agreement, unless otherwise specifically stated.

5. Enforcement And Continuing Jurisdiction Of The Court. The Parties agree that upon approval by the Court, this Agreement shall be enforceable by the Court, and the Court shall retain exclusive and continuing equity jurisdiction pursuant to California Code of Civil Procedure § 664.6 of this action over all Parties and PAGA Employees to interpret and enforce the terms, conditions, and obligations set forth in this Agreement.

6. Severability. The Parties agree that if any immaterial provision of this Agreement is held to be invalid by a court of competent jurisdiction, that provision shall be deemed severed and deleted from this Agreement, and neither that provision nor its severance and deletion shall affect the validity of the remaining provisions, and the remaining provisions shall be deemed enforceable.

7. Construction. The Parties hereto agree that the terms and conditions of this Agreement are the result of lengthy, intensive arm's-length negotiations between the Parties and that this Agreement constitutes the entire agreement between Plaintiffs and Defendants regarding the settlement of the Released Claims and that this Agreement supersedes all prior agreements, written or oral, between or among the Parties regarding the resolution of the Released Claims.

8. Given that all Parties hereto had the opportunity to draft, review, and edit the language of this Agreement, no presumption for or against any Party arising out of drafting all or any part of this Agreement may be applied in any action relating to, connected to, or involving this Agreement. Accordingly, the Parties hereby waive the benefit of any legal principle or rule providing that, in cases of uncertainty, the language of a contract should be interpreted against the Party who caused the uncertainty to exist

9. Non-Evidentiary Use. Neither the existence of this Agreement, the terms of this Agreement, the negotiation and execution of this Agreement, all acts performed or documents executed pursuant to or in furtherance of this Agreement, nor the settlement of the Actions shall be: (a) construed as, offered, or admitted in evidence as, received as, or deemed to be evidence for any purpose adverse to Plaintiffs, the LWDA, Defendants or any other of the Released Parties, including but not limited to, evidence of a presumption, concession, indication, or admission by any of the Released Parties of any liability, culpability, fault, wrongdoing, omission, concession, or damage, or of the truth of any of the factual allegations in the Operative Complaint in the

Actions; (b) disclosed, referred to, or offered in evidence against Plaintiffs, the LWDA, or any of the Released Parties in any further proceeding in the Actions, or any other civil, criminal, or administrative action or proceeding in any court, administrative agency or other tribunal except for the purposes of effectuating the Settlement pursuant to this Agreement or for Defendants to attempt to establish that a PAGA Employee has resolved or been compensated for any claims made by that employee; and (c) deemed to be, nor used as, an admission or evidence of the appropriateness of these or similar claims for representative treatment, class certification or administration other than for purposes of administering this Settlement. Nothing herein shall constitute an admission by Defendants that the Actions were properly brought as a representative action other than for settlement purposes.

10. Choice of Law. The rights and obligations of the Parties under this Agreement shall be construed and enforced in accordance with, and governed by, the laws of the State of California. California law shall govern the interpretation of this Agreement even if a choice of law analysis under state or federal law would dictate that another forum's law be applied.

11. Cooperation. Each Party, on behalf of themselves, and their respective business entities, heirs, executors, and assigns, agrees that they will abide by this Agreement and will do all such acts, and prepare, execute, and deliver all such documents, as may be reasonably required to carry out the stated objectives of this Agreement.

12. Captions and Headings. Paragraph titles, captions, or headings contained herein are inserted as a matter of convenience and for reference, and in no way define, limit, extend, or describe the scope of this Agreement or any provision hereof.

13. Modification. This Agreement may not be changed, altered, waived, or modified, except in writing and signed by counsel for the Parties hereto, and approved by the Court. This Agreement may not be discharged except by performance in accordance with its terms or by a writing signed by the Parties hereto.

14. Binding. This Agreement is binding upon, and shall inure to the benefit of, the Parties hereto and their respective agents, employees, representatives, officers, directors, parents, subsidiaries, assigns, heirs, executors, administrators, insurers, and successors in interest.

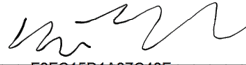
15. No Publication. The Parties will, and will cause all their respective current or past counsel to: (i) maintain in confidence and not publish or otherwise disclose to any third party the terms of this Agreement or any related information, except as necessary to obtain Court approval as contemplated by this Agreement; (ii) not publish the fact and/or terms of this Agreement or any

related information on their website(s), for advertising purposes and/or in publication materials generally available to the public. Notwithstanding the foregoing, the Parties acknowledge and agree that this Agreement will be admissible and subject to disclosure in any proceeding to enforce its terms.

16. Electronic Signatures and Counterparts. This Agreement may be executed in counterparts, and when each Party has signed and delivered at least one such counterpart, each counterpart shall be deemed an original, and, when taken together with other signed counterparts, shall constitute one Agreement, which shall be binding upon and effective as to all Parties. The counterparts may be executed and/or transmitted electronically or by facsimile.

IN WITNESS WHEREOF, the parties knowingly and voluntarily executed this Private Attorneys General Act Settlement Agreement and Release as of the date set forth below.

Dated: June 2, 2022

DocuSigned by:

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 Sabrina Pellegrini

Dated: _____, 2022

 William Davis

Dated: _____, 2022

PEBBLE BEACH COMPANY

 By:

Title:

related information on their website(s), for advertising purposes and/or in publication materials generally available to the public. Notwithstanding the foregoing, the Parties acknowledge and agree that this Agreement will be admissible and subject to disclosure in any proceeding to enforce its terms.

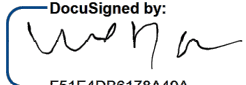
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Dated: _____, 2022

Sabrina Pellegrini

Dated: June 2, 2022

DocuSigned by:

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William Davis

Dated: _____, 2022

PEBBLE BEACH COMPANY

By:

Title:

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Dated: _____, 2022

Sabrina Pellegrini

Dated: _____, 2022

William Davis

Dated: _____, 2022

PEBBLE BEACH COMPANY

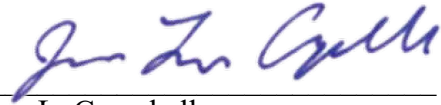


By: **David L. Stivers**
Title: **President & CEO**

APPROVED AS TO FORM AND CONTENT

Dated: 6/2/2022

AEGIS LAW FIRM, PC



Jessica L. Campbell
Attorneys for Plaintiff William Davis

Dated: _____

FRONTIER LAW CENTER

Manny M. Starr
Attorneys for Plaintiff Sabrina Pellegrini

Dated: _____

LITTLER MENDELSON, P.C.

Attorneys for Defendants

APPROVED AS TO FORM AND CONTENT

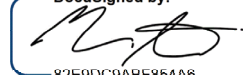
Dated: _____

AEGIS LAW FIRM, PC

Jessica L. Campbell
Attorneys for Plaintiff William Davis

Dated: 06/02/22 | 6:44 PDT

FRONTIER LAW CENTER

DocuSigned by:

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Manny M. Starr
Attorneys for Plaintiff Sabrina Pellegrini

Dated: July 5, 2022

LITTLER MENDELSON, P.C.



Attorneys for Defendants

Exhibit A
Employee Notice

<<Mailing Date>>

To: <<First Name>><<Last Name>>
<<Address>>
<<City>> <<State>> <<Zip>>

Re: Individual Settlement Payment from *Davis and Pellegrini v. Pebble Beach Company, et al.*
Monterey County Superior Court, Case Nos. 21CV003628 and 22CV000194

Dear <<First Name>><<Last Name>>:

Please find enclosed a check in the amount of <<amount of payment>> (“Individual Settlement Check”). This check is your payment from the settlement of the lawsuits entitled *Davis v. Pebble Beach Company, et al.*, Case No. 21CV003628 and *Pellegrini v. Pebble Beach Company, et al.*, Case No. 22CV000194 (“the Actions”), pending in the Superior Court of California for the County of Monterey (“Court”).

The lawsuits were filed by William Davis and Sabrina Pellegrini (“Plaintiffs”), former employees of Pebble Beach Company, on behalf of the State of California with respect to themselves and other alleged aggrieved employees, to seek recovery of civil penalties pursuant to the California Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq.* (“PAGA”) from Pebble Beach Company, Pebble Beach Realty Company and The Pebble Beach Company Foundation (jointly “Defendants”). Plaintiffs alleged that Defendants violated the California Labor Code and Industrial Welfare Commission Wage Orders by failing to properly pay all wages, provide lawful meal periods or compensation in lieu thereof, authorize or permit lawful rest breaks or provide compensation in lieu thereof, reimburse all business expenses, provide accurate itemized wage statements, and timely pay all wages during employment and upon separation of employment. Defendants deny these allegations and deny any wrongdoing of any kind associated with these allegations.

A settlement was reached between Plaintiffs and Defendant Pebble Beach Company, on behalf of Plaintiffs, the State of California, and the following aggrieved employees: all current and former non-exempt employees who worked for Defendant Pebble Beach Company within the State of California between November 15, 2020, and [DATE OF APPROVAL OF SETTLEMENT] (“PAGA Employees”).

On <<Approval Date>>, the settlement was approved by the Court, with a portion to be paid to the State of California and a portion to be paid to the PAGA Employees. You are receiving a portion of the settlement (the enclosed Individual Settlement Check) because you have been identified as a PAGA Employee. Your Individual Settlement Check is based on the total number of pay periods that you worked as a PAGA Employee during the period between November 15, 2020 through [DATE OF APPROVAL] (“PAGA Period”). The Individual Settlement Check is considered to be 100% penalties, which will be reported on an IRS Form 1099. You are responsible for paying any and all taxes that may be due as a result of any payment issued to you under the settlement and should consult a tax advisor regarding the tax consequences of such payment.

By way of the settlement, you are deemed to fully release and forever discharge the Released Parties from the Released Claims. The “Released Parties” means: (i) Defendant Pebble Beach Company (“PBC”); (ii) PBC’s past and current parents, subsidiaries and affiliates including without limitation any corporation, limited liability company, partnership, trust, foundation and non-profit entity which controls, is controlled by, or is under common control with PBC; (iii) the other Defendants in the Actions – the Pebble Beach Realty Company and the Pebble Beach Company Foundation; (iv) the past and current shareholders, directors, officers, agents, employees, members, and owners of any of the foregoing; and (v) any individual or entity that could be jointly liable with any of the foregoing. The “Released Claims” means and refers to claims for civil penalties under the PAGA, California Labor Code § 2698, *et seq.*, that are based upon or arise from the factual allegations in the operative Complaint(s) in the Actions and/or each Plaintiff’s PAGA notice to the California Labor and Workforce Development Agency, arising during the PAGA Period, including, for the failure to properly pay all minimum wages, overtime wages, provide lawful meal periods or compensation in lieu thereof, authorize or permit lawful rest breaks or provide compensation in lieu thereof, reimburse all business expenses, provide accurate itemized wage statements, and timely pay all wages during employment and upon separation of employment, and for violation of and/or based on California Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, 2802, and all claims for attorneys’ fees and costs in connection therewith.

Exhibit A

Employee Notice

Your Individual Settlement Check is valid for 180 calendar days from the date of issuance, and if you do not cash, deposit, or otherwise negotiate the check within the 180-day timeframe, your Individual Settlement Check will be cancelled and the funds will be transmitted to the State Controller's Office Unclaimed Property Fund in the name of the PAGA Employee whose check is voided.

Do not call or write the Court or Office of the Clerk of the Court to ask questions about the settlement. If you have any questions concerning the settlement, you may contact the Settlement Administrator at <<INSERT CONTACT INFORMATION>>.