

PAGA SETTLEMENT AGREEMENT

This PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Rodney Johnson (“Plaintiff”) and defendant Sushi Nozawa, LLC (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1 “Action” means the Plaintiff’s PAGA lawsuit alleging wage-and-hour violations against Defendant captioned *Rodney Johnson v. Sushi Nozawa, LLC*, initiated on March 14, 2022 and pending in the Superior Court of the State of California, County of Los Angeles, Case No. 22STCV08949.
- 1.2 “Administrator” means Atticus Administration, LLC, 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, presently estimated to be \$9,19.00, in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with approval of this Settlement.
- 1.4 “Covered Employee” means all current and former hourly employees of Defendant who performed work in California at any time during the period from January 8, 2021 to the date the Court approves this Settlement (the “Covered Period”).
- 1.5 “Covered Employee Data” means Covered Employee identifying information in Defendant’s possession including the Covered Employee’s name, last-known mailing address, Social Security number, and number of PAGA Pay Periods.
- 1.6 “Covered Employee Address Search” means the Administrator’s investigation and search for current Covered Employee 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 Covered Employees.
- 1.7 “Approval Order” means the proposed Court Order Granting Approval of PAGA Settlement.
- 1.8 “Court” means the Superior Court of California, County of Los Angeles.
- 1.9 “Defense Counsel” means Chris A. Jalian, Esq. of Paul Hastings, LLP.
- 1.10 “Effective Date” means the earliest date, following entry by the Court of the Judgment, upon which one of the following has occurred: (i) expiration of all potential appeal periods without a filing of a notice of appeal of the Judgment; (ii) final affirmance of the Judgment by an appellate court as a result of any appeal(s); or (iii) final dismissal or denial of all such appeals (including any

petitions for review, rehearing, *certiorari*, etc.) such that the Judgment is no longer subject to further judicial review.

- 1.11 “Gross Settlement Amount” means \$325,000.00, which is the total amount Defendant agrees to pay under the Settlement. The Gross Settlement Amount will be used to pay Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, PAGA Representative Payment, and the Administrator’s Expenses Payment.
- 1.12 “Individual PAGA Payment” means the Covered Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of Pay Periods the Covered Employee worked during the PAGA Period.
- 1.13 “Judgment” means the judgment entered by the Court based upon the Court’s approval of the settlement.
- 1.14 “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- 1.15 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.16 “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, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, PAGA Representative Payment, and the Administration Expenses Payment. The remainder (\$50,166.66) is to be paid to Covered Employees as Individual PAGA Payments.
- 1.17 “Notice of PAGA Settlement” means the letter, substantially similar to the form attached hereto as **Exhibit A**, explaining the Settlement to the Covered Employees, which will accompany each settlement check.
- 1.18 “PAGA Counsel” means Zachary Crosner, Esq., Jamie Serb, Esq., and Sepideh Ardestani, Esq. of Crosner Legal P.C., the attorneys representing the Plaintiff in the Action.
- 1.19 “PAGA Counsel Fees Payment” means the amounts allocated to PAGA Counsel for reimbursement of reasonable attorneys’ fees incurred to prosecute the Action.
- 1.20 “PAGA Counsel Litigation Expenses Payment” means the amount allocated to PAGA Counsel for reimbursement of reasonable expenses incurred to prosecute the Action.
- 1.21 “PAGA Pay Period” means any Pay Period during which a Covered Employee actively worked for Defendant for at least one day during the PAGA Period.

- 1.22 “PAGA Period” means the period from January 8, 2021 to the date the Court approves this Settlement.
- 1.23 “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698, *et seq.*).
- 1.24 “PAGA Notice” means Plaintiff’s January 3, 2022 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd. (a).
- 1.25 “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Covered Employees (\$50,166.66) and the 75% to LWDA (\$150,500.01) in settlement of PAGA claims.
- 1.26 “PAGA Representative” means the named Plaintiff in the Complaint in the Action.
- 1.27 “PAGA Representative Payment” means the payment to the PAGA Representative for initiating the Action and providing services in support of the Action.
- 1.28 “Released PAGA Claims” means the claims being released by the Plaintiff and PAGA Counsel and as described in Paragraph 5 below.
- 1.29 “Released Parties” means: Sushi Nozawa, LLC, and its respective current and former, direct and indirect owners, parents, subsidiaries, brother-sister companies, entities under common ownership or control, and all other affiliates and related entities, and each of its respective current and former partners, officers, directors, employees, attorneys, agents, and other related parties.
- 1.30 “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.

2. RECITALS.

- 2.1 On March 14, 2022, Plaintiff commenced this Action by filing a Complaint alleging causes of action against Defendant for failure to keep accurate records, meal period violations, rest period violations, failure to provide suitable resting facilities, minimum and overtime wage violations, statutory wage violations, refusal to make payment, seating violations, business expense violations, wage statement violations, standard conditions of labor violations, sick leave violations, violations of Labor Code sections 351 through 353, untimely payment of final wages, and unlawful criminal and financial background checks. Defendant denies the allegations in the Complaint, deny any failure to comply with the laws identified in the Complaint and deny any and all liability for the causes of action alleged.
- 2.2 Pursuant to Labor Code section 2699.3, subd. (a), Plaintiff purports to have given timely written notice to Defendant and the LWDA by sending the PAGA Notice.
- 2.3 On April 4, 2023, the Parties participated in an all-day mediation presided over by Ann Klotarski, Esq., which led to this Agreement to settle the Action on June 9, 2023.

- 2.4 Prior to mediation, Plaintiff obtained, through informal discovery, a sampling of time and corresponding pay records of Covered Employees, Defendant's employee handbook, relevant policies, arbitration agreements, and wage statements, Plaintiff's employment file, the total number of Covered Employees and pay periods worked during the PAGA Period.
- 2.5 Amended PAGA Notice: Plaintiff shall submit an amended PAGA notice with the LWDA and simultaneously serve a copy on Defense Counsel, to conform to the claims raised prior to and during the mediation and mediated, including claims for civil penalties arising from or relating to allegedly unpaid split shift premiums ("Amended PAGA Notice").
- 2.6 Amended Complaint: For purposes of this Settlement only, and provided that no notice is received from the LWDA consistent with California Labor Code section 2699.3(a)(2) in response to the Amended PAGA Notice, Plaintiff will add, through amendment, a claim for civil penalties under PAGA for allegedly unpaid split shift premiums. All claims asserted in the Amended Complaint shall relate back to the filing of the original Complaint, and Defendant agrees, for purposes of this Settlement only, not to challenge the asserted limitations period. Within fourteen days (14) of submission of the Amended PAGA Notice, Plaintiff will email the proposed Amended Complaint to Defense Counsel for review and approval. Once the Amended Complaint is prepared and agreed to and this Agreement is signed, Plaintiff shall file it with the Court. Should the LWDA serve notice under California Labor Code section 2699.3(a)(2) in response to the Amended PAGA Notice or should, for whatever reason, the Settlement set forth in this Agreement not be approved by the Court and/or the Effective Date not triggered, the Amended PAGA Notice and the Amended Complaint shall be deemed stricken, null and void *ab initio*, with the previously filed complaint in the Action remaining the operative pleadings in the Action.
3. The Parties, PAGA Counsel, and Defense Counsel represent that they are not aware of any other pending matters or actions asserting claims that will be extinguished or affected by the settlement.
4. **MONETARY TERMS.**
- 4.1 Gross Settlement Amount. Defendant promises to pay \$325,000 and no more as the Gross Settlement Amount. Defendant has no obligation to pay the Gross Settlement Amount prior to the deadline stated in Paragraph 5.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Covered Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.
- 4.2 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:

- 4.2.1 To PAGA Counsel: A PAGA Counsel Fees Payment of not more than 33.3% which is currently estimated to be \$108,333.33 and PAGA Counsel Litigation Expenses Payment not to exceed \$11,000. Defendant will not oppose requests for Court approval of these payments, provided that they do not exceed these amounts. As part of the Settlement approval motion, Plaintiff and/or PAGA Counsel will request approval for PAGA Counsel Fees Payment and PAGA Litigation Expenses Payment. If the Court approves a PAGA Counsel Fees Payment and/or a 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 PAGA Counsel or any other Plaintiff's Counsel arising from any claim to any portion of any PAGA Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment. The Administrator will pay the PAGA Counsel Fees Payment and PAGA Counsel Expenses Payment using one or more IRS 1099 Forms. PAGA Counsel assumes full responsibility and liability for taxes owed on the PAGA Counsel Fees Payment and the 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.
- 4.2.2 To the Administrator: An Administrator Expenses Payment not to exceed \$9,190 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 \$9,190, the Administrator will retain the remainder in the Net Settlement Amount.
- 4.2.3 To the LWDA and Covered Employees: PAGA Penalties in the amount of \$200,666.67 to be paid from the Gross Settlement Amount, with 75% (\$150,500.01) allocated to the LWDA PAGA Payment and 25% (\$50,166.66) allocated to the Individual PAGA Payments.
- 4.2.3.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Covered Employees' 25% share of PAGA Penalties (\$50,166.66) on a pro rata basis according to their respective pay periods in which they actually worked one or more days according to Defendant's time records during the PAGA Period Pay Periods. Covered Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.
- 4.2.3.2 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.

5. SETTLEMENT FUNDING AND PAYMENTS.

- 5.1 Covered Employee Pay Periods. Based on a review of its records through May 7, 2023, Defendant estimates there are 1,690 Covered Employees who worked a total 28,980 PAGA Pay Periods.
- 5.2 Covered Employee Data. Within five (5) days of the Effective Date, Defendant will provide solely to the Settlement Administrator the names, last known addresses, Social Security numbers, and PAGA Period Pay Periods of all Covered Employees. Under no circumstances shall Plaintiff's Counsel (or any third-party) be entitled to this information. To protect Covered Employees' privacy rights, the Administrator must maintain the Covered Employee Data in confidence, use the Covered Employee Data only for purposes of this Settlement and for no other purpose, and restrict access to the Covered Employee Data to Administrator employees who need access to the Covered Employee Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify PAGA Counsel if it discovers that the Covered Employee Data omitted employee identifying information and to provide corrected or updated Covered Employee Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Covered Employee 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 Covered Employee Data.
- 5.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator no later than (21) twenty-one business days after the Effective Date.
- 5.4 Payments from the Gross Settlement Amount. Within fourteen (14) days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the PAGA Representative Payment, and the PAGA Counsel Expenses Payment. Disbursement of the PAGA Counsel Litigation Expenses Payment shall not precede disbursement of Individual PAGA Payments.
- 5.4.1 The Administrator will issue checks for the Individual PAGA Payments and send them to the Covered Employees via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than one-hundred-eighty (180) days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.
- 5.4.2 The distribution of Individual PAGA Payments shall be accompanied by the Notice of PAGA Settlement.

- 5.4.3 The Administrator must conduct a Covered Employee Address Search for all Covered Employees whose checks are returned undelivered without USPS forwarding address. Within seven (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 Covered Employee Address Search. The Administrator need not take further steps to deliver checks to Covered Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Covered Employee whose original check was lost or misplaced, requested by the Covered Employee prior to the void date.
- 5.4.4 For any Covered Employee whose 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 Covered Employee.
- 5.4.5 The payment of Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to the Covered Employees (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 Plaintiff and PAGA Counsel will release claims against all Released Parties as follows:

- 6.1 **Release by Covered Employees.** The Plaintiff, on behalf of herself, the State of California, the LWDA, and the Covered Employees, fully releases and discharges Defendant and the Released Parties from any and all claims for relief under PAGA, of whatever kind or nature, whether known or unknown, arising during the Covered Period, based on the facts alleged by Plaintiff in the Action and Plaintiff's notice letters to the LWDA including, but not limited to, Labor Code sections 201, 202, 203, 210, 216, 218.5, 221, 222, 225.5, 223, 226, 226.3, 226.6, 226.7, 233, 234, 245, 245.5, 246, 246.5, 247, 247.5, 248, 248.5, 256, 351, 352, 353, 432, 432.5, 432.7, 510, 512, 558, 558.1, 1024.5, 1174, 1174.5, 1194, 1197, 1197.1, 1198, 1198.3, 1198.5, 1199, 2699, 2699.3, 2802, 2804, and 2810.5, the applicable IWC Wage Orders, the Investigative Consumer Reporting Agencies Act, the Fair Credit Reporting Act, and any resulting claim for attorneys' fees and costs under PAGA (the "Released Claims").

7. **MOTION OR APPLICATION FOR APPROVAL OF SETTLEMENT.** The Parties agree to jointly prepare and file an application or motion for approval of this Settlement.

- 7.1 **Plaintiff's Responsibilities.** Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining approval of this Settlement under Labor Code Section 2699, subd. (f)(2) including (i) a draft proposed Order Granting Approval of PAGA Settlement; (ii) 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 Covered Employee 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 Covered Employees or the LWDA; and the nature and extent of any financial relationship with Plaintiff, PAGA Counsel, or Defense Counsel; (iii) a signed declaration from PAGA Counsel’s firm attesting to its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); (iv) a redlined version of the parties’ Agreement showing all modifications made to the Model Agreement ready for filing with the Court; and (v) all facts relevant to any actual or potential conflict of interest with Covered Employees and/or the Administrator. In their Declarations, Plaintiff and PAGA 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 Responsibilities of PAGA Counsel. PAGA Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the application or motion for approval of this Settlement no later than thirty (30) days after the full execution of this Agreement and, if necessary, obtaining a prompt hearing date for the motion and appearing in Court to advocate in favor of the motion. PAGA Counsel is responsible for delivering the Court’s Order Granting Approval of PAGA Settlement to the Administrator.
- 7.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed application or motion for approval of this Settlement and/or the supporting declarations and documents, 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 the motion for approval of this Settlement or conditions its approval on any material change to this Agreement, 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 Atticus Administration, LLC to serve as the Administrator and verified that, as a condition of appointment, Atticus Administration, LLC 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 under U.S. Treasury Regulation section 468B-1.
- 8.4 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.

9. COVERED EMPLOYEE SIZE ESTIMATES.

- 9.1 Based on its records, Defendant estimates that as of May 7, 2023, there are 1,690 Covered Employees who worked a total 28,980 PAGA Pay Periods.

10. 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 under California Civil Procedure Code Section 664.6.

- 10.1 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment, the Parties, and their respective counsel, 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 another party 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.
- 10.2 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 Covered Employees), 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 approval of the Settlement 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 PAGA Representative Payment or any payments to 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.

11. ADDITIONAL PROVISIONS.

- 11.1 No Admission of Liability 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 Complaint have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that representative treatment is for purposes of this Settlement only. If for any reason the Court does not approve this Settlement, Defendant reserves all available defenses to the claims in the Action, and Plaintiff reserves the right 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).
- 11.2 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.
- 11.3 Attorney Authorization. PAGA Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff 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.
- 11.4 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.
- 11.5 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.
- 11.6 No Tax Advice. Neither Plaintiff, 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 C.F.R. Part 10, as amended) or otherwise.

- 11.7 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.
- 11.8 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 11.9 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.
- 11.10 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.
- 11.11 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during the Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 11.12 Use and Return of Covered Employee Data. Information provided to PAGA Counsel pursuant to Cal. Evid. Code § 1152, and all copies and summaries of the Covered Employee Data provided to 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 ninety (90) days after the Administrator discharges its obligation to pay out of all Settlement funds, Plaintiff shall destroy all paper and electronic versions of Covered Employee Data received from Defendant unless, prior to the Administrator's payment of all Settlement Funds, Defendant makes a written request to PAGA Counsel for the return, rather than the destruction, of Covered Employee Data.
- 11.13 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.
- 11.14 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.
- 11.15 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 Plaintiff:

Zachary Crosner
zach@crosnerlegal.com
Jamie Serb
jamie@crosnerlegal.com
Sepideh Ardestani
sepideh@crosnerlegal.com
CROSNER LEGAL, PC
9440 Santa Monica Blvd., Suite 301
Beverly Hills, California 90210

To Defendant:

Chris A. Jalian
chrisjalian@paulhastings.com
PAUL HASTING, LLP
515 S. Flower Street, Floor 25
Los Angeles, California 90071

- 11.16 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.
- 11.17 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 California Civil Procedure Code section 583.330 to extend the date to bring a case to trial under California Civil Procedure Code section 583.310 for the entire period of this settlement process.

Dated: 07 / 18 / 2023



Plaintiff RODNEY JOHNSON

Dated: 8.4.23



Jerry Greenberg
Defendant Sushi Nozawa, LLC

Approved As to Content:

Dated: 07/28/2023

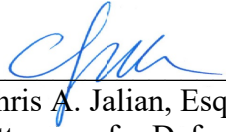
CROSNER LEGAL, PC



Zachary Crosner, Esq.
Jamie Serb, Esq.
Sepideh Ardestani, Esq.
Attorneys for Plaintiff

Dated: 08/07/2023

PAUL HASTINGS, LLP



Chris A. Jalian, Esq.
Attorneys for Defendant

EXHIBIT A

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES**

You are receiving this Notice because you are entitled to money as a result of a court approved settlement in *Rodney Johnson v. Sushi Nozawa, LLC*, Los Angeles County Superior Court, Case No. 22STCV08949 (the “**Lawsuit**”).

What is this case about?

In the Lawsuit, Plaintiff Johnson asserted representative claims against Defendant Sushi Nozawa, LLC, on behalf of all current and former hourly employees of Defendant who performed work in California at any time during the period from January 8, 2021 to [DATE] (the “**Settlement Period**”). Plaintiff alleges claims for civil penalties pursuant to the Private Attorneys General Act of 2004, Labor Code section 2698 *et seq.*, based on the alleged failure to: (1) keep accurate records, (2) provide lawful meal and rest periods, (3) pay meal-and-rest period premium wages, (4) provide suitable resting facilities, (5) properly pay all minimum and overtime wages due, (6) refusal to pay wages or pay them at the correct rate, (7) provide adequate seating, (8) reimburse necessary business expenses, (9) provide accurate wage statements, (10) properly accrue and pay sick-leave, (11) properly handle employee gratuities, (12) timely pay final wages, and (13) conduct lawful background checks. Defendant denies each of the claims and contentions alleged by Plaintiff in the Lawsuit, and maintains that it fully complied with the law.

What are the terms of the Settlement?

Plaintiff and Defendant reached a settlement which was reviewed and approved by the Court. Defendant’s records show that you were employed by Defendant in a covered position during the Settlement Period. Accordingly, you are entitled to an Individual Settlement Payment based on your percentage share of pay periods during the Settlement Period.

What should I do now?

You are automatically included in this Settlement. You may immediately deposit your enclosed settlement check and need not take any further action at this time.

Title	Settlement Agreement - Johnson v Sushi Nozawa
File name	Settlement Agreement.pdf
Document ID	31b4b8926b70e0bf70251291af5494c9e738a80d
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History



SENT

07 / 18 / 2023

17:09:16 UTC

Sent for signature to Rodney Johnson
(rodneyjohnson0921@icloud.com) from mathew@crosnerlegal.com
IP: 72.197.107.44



VIEWED

07 / 18 / 2023

17:47:03 UTC

Viewed by Rodney Johnson (rodneyjohnson0921@icloud.com)
IP: 107.127.56.13



SIGNED

07 / 18 / 2023

17:53:21 UTC

Signed by Rodney Johnson (rodneyjohnson0921@icloud.com)
IP: 107.127.56.13



COMPLETED

07 / 18 / 2023

17:53:21 UTC

The document has been completed.