

CASE NAME: Reyes v. Backpack Boyz	CASE NUMBER:
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**PROOF OF ELECTRONIC SERVICE
PROPOSED ORDER**

1. I am at least 18 years old and **not a party to this action**.

a. My residence or business address is (*specify*):

DA VEGA FISHER MECHTENBERG LLP, 232 E. Anapamu St., Santa Barbara, CA 93101

b. My electronic service address is (*specify*): mdavega@mdmflaw.com

2. I electronically served the *Proposed Order (Cover Sheet)* with a proposed order in PDF format attached, and a proposed order in an editable word-processing format as follows:

a. On (*name of person served*) (*If the person served is an attorney, the party or parties represented should also be stated.*):

b. To (*electronic service address of person served*):

c. On (*date*): October 27, 2022

☐ Electronic service of the *Proposed Order (Cover Sheet)* with the attached proposed order in PDF format and service of the proposed order in an editable word-processing format on additional persons are described in an attachment.

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

Date: October 27, 2022

Matthew S. Da Vega

(TYPE OR PRINT NAME OF DECLARANT)



Matthew S. Da Vega

(SIGNATURE OF DECLARANT)

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

KRISTINA REYES, on behalf of herself
and all similarly situated,

Plaintiff,

v.

BACKBACK BOYZ LOS ANGELES,
LLC; LOS ANGELES INDUSTRY, INC.;
and DOES 1-100, inclusive,

Defendants.

Case No. 22STCV05435

CLASS and REPRESENTATIVE ACTION

**[PROPOSED] ORDER RE PRELIMINARY
APPROVAL OF CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT AND PROVISIONAL
CLASS CERTIFICATION ORDER**

[Assigned To Hon. William Highberger
Dept. 10]

Date: December 20, 2022

Time: 10 a.m.

Location: Dept. 10 (Hon. William Highberger)

Action Filed: February 14, 2022

On December 20, 2022 at 10 a.m., this Court heard Plaintiff's Motion for Preliminary Approval of Class Action Settlement and provisional class certification under California Rule of Court 3.769, as filed by Plaintiff Kristina Reyes (the "Plaintiff"). This Court reviewed the motion, including the Joint Stipulation of Class Action Settlement and Release (the "Agreement," "Settlement," or "Settlement Agreement"). Based on this review, the hearing, and the findings below, the Court finds good cause to GRANT the motion.

1 **FINDINGS:**

2 **1.** Unless otherwise specified, defined terms in this Preliminary Approval of Class
3 and Representative Action Settlement and Provisional Class Certification Order (the
4 “Preliminary Approval Order”) have the same definition as the defined terms in the Agreement.

5 **2.** The Court determines there is sufficient evidence to suggest that the Agreement
6 (including the Class Representative Enhancement Payment, Class Counsel’s fees and costs, the
7 Settlement Administration Costs, and the allocation of payments to Settlement Class Members)
8 falls within the range of possible approval that could ultimately be given final approval by this
9 Court as fair, reasonable, and adequate, and that the final determination of these issues will be
10 made at the Final Approval Hearing (referred to in the Agreement as the “Fairness Hearing”).
11 More specifically, the Court finds on a preliminary basis that:

12 **(a)** The Settlement provides for a **Gross Settlement Amount of \$350,000**
13 that Defendants will pay into the settlement fund pursuant to the terms and timing specified in
14 the Agreement. The Settlement further provides that the Net Settlement Fund shall be calculated
15 by subtracting the following amounts from the total of the Gross Settlement Amount:

16 (1) the Class Counsel Award (estimated at **\$115,500 in attorneys’ fees [33% of**
17 **\$350,000 Gross Settlement Amount]** and **\$25,000 in attorney costs**);

18 (2) all Settlement Administration Costs (estimated not to exceed **\$10,000**);

19 (3) the Class Representative Enhancement Payment (estimated at **\$10,000**); and

20 (4) the amount allocated to the California Labor Workforce and Development Agency
21 (“LWDA”) under the Private Attorneys General Act of 2004 (“PAGA”) (75% of
22 \$35,000 total PAGA Penalty equals **\$26,250**).

23 The **Net Settlement Fund**, to be disbursed to Settlement Class Members (estimated at **93**
24 **individual class members**) who have not excluded themselves from the Settlement, is presently
25 anticipated to be **approximately \$163,250**. If the Settlement is approved, the full amount of the
26 Net Settlement Fund will be paid out to Settlement Class Members who do not exclude
27 themselves from the Settlement in accordance with the terms of the Agreement.
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1 (b) The Agreement is fair, adequate and reasonable as to all Class Members
2 when balanced against the probable outcome of further litigation relating to liability and
3 damages issues.

4 (c) Settlement at this time will avoid substantial additional costs by all parties,
5 as well as avoid the delay and risks that would be presented by the further prosecution of this
6 class action.

7 (d) The Settlement does not improperly grant preferential treatment to class
8 representatives or segments of the class, supporting a presumption of fairness.

9 (e) Adequate inquiry, investigation and discovery have been conducted so
10 that counsels for the Parties are able to reasonably evaluate their respective positions, supporting
11 a presumption of fairness.

12 (f) The Agreement has been reached as a result of intensive, serious and non-
13 collusive, arms-length negotiations, supporting a presumption of fairness.

14 3. The Court finds that distribution of the Notice of Class Action Settlement,
15 substantially in the form attached hereto as “**Exhibit 1**”, via first class U.S. postal mail to
16 Class Members (a) constitutes the best notice practicable under the circumstances, (b)
17 constitutes valid, due, and sufficient notice to all members of the Class, and (c) complies fully
18 with the requirements of California Code of Civil Procedure section 382, California Rules of
19 Court 3.766 and 3.769, the California and United States Constitutions, and other applicable law.

20 4. For settlement purposes only, the Court finds the Class is so numerous that
21 joinder of all Class Members is impracticable, Plaintiff’s claims are typical of the Class’s claims,
22 there are questions of law and fact common to the Class, which predominate over any questions
23 affecting only individual Class Members, the Plaintiff is an adequate representative of the Class,
24 and class certification is superior to other available methods for the fair and efficient
25 adjudication of the controversy.

26 5. Pursuant to Labor Code section 2699, subdivision (1)(2), the Court notes that
27 Plaintiff provided a copy of the Agreement to the LWDA at the same time that Plaintiff provided
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1 it to the Court, and the Court has reviewed the Settlement’s provisions relating to settlement of
2 claims under PAGA. The Court tentatively finds that the **payment of \$35,000 for settlement of**
3 **any and all claims for which civil penalties under PAGA may be sought** or are otherwise
4 available (the “PAGA Penalty Payment”), is fair and adequate. Further, the Court tentatively
5 finds that the PAGA Penalty Payment satisfies the requirements of California Labor Code
6 section 2699, subdivision (i), because **\$26,250 (75%) of the PAGA Penalty Amount is**
7 **allocated to the LWDA** for the enforcement of labor laws and education of employers, and
8 **\$8,750 (25%) is allocated for distribution to the PAGA Group**, i.e., the allegedly “aggrieved
9 employees.”

10 **IT IS ORDERED THAT:**

11 **1. Settlement Preliminary Approval.** The Settlement Agreement and the Notice of
12 Class Action Settlement are preliminarily approved. The Court further preliminarily approves
13 the formulas provided in the Settlement for calculating Individual Settlement Payments to the
14 Class Members using a shift-based calculation methodology.

15 **1.1 Provisional Certification.** The Settlement Class is provisionally certified for
16 settlement purposes only as a class of: “All current and former non-exempt employees who
17 worked for Defendants in the State of California from February 14, 2018, through the date the
18 Court grants preliminary approval of the Settlement.” The “Class Period” refers to the period of
19 time from February 14, 2018 through the date the Court grants preliminary approval of the
20 Settlement. As a practical matter, there were no shifts worked by any Class Member prior to
21 March 10, 2021. Excluded from the Settlement Class are putative Class Members who submit a
22 timely and valid Request for Exclusion (as defined by the Settlement Agreement).

23 **2. Appointment of Class Representative and Class Counsel.** Plaintiff Kristina
24 Reyes is conditionally appointed as the Class Representative to implement the Parties’
25 Settlement in accordance with the Agreement. Matthew S. Da Vega and Matthew Fisher of
26 Da Vega Fisher Mechtenberg LLP are conditionally appointed as Class Counsel. Class Counsel
27 is conditionally authorized to act on behalf of the Class with respect to all acts or consents
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1 required by, or which may be given, pursuant to the Settlement, and such other acts necessary to
2 finalize the Settlement Agreement and its terms. Any Class Member may enter an appearance
3 through his or her own counsel at such Class Member's own expense. Any Class Member who
4 does not enter an appearance or appear on his or her own behalf will be represented by Class
5 Counsel for settlement purposes only. Plaintiff and Class Counsel must fairly and adequately
6 protect the Class's interests.

7 **3. Appointment of Settlement Administrator.** CPT Group, Inc. is hereby
8 appointed as the Settlement Administrator for this case.

9 **4. Provision of Class Notice.** Within ten (10) calendar days after entry of this
10 Preliminary Approval Order, Defendant shall provide the Class List to the Settlement
11 Administrator. On or before thirty (30) calendar days of entry of this Preliminary Approval
12 Order, the Settlement Administrator shall mail the Notice of Class Action Settlement (which
13 shall be substantially similar to the form attached hereto as **Exhibit 1** to all Class Members via
14 regular First-Class U.S. Mail in the manner specified under the Settlement Agreement.

15 **5. Response Deadline.** The Response Deadline shall be **forty-five (45) calendar**
16 **days** from the initial mailing of the Class Notice to Class Members pursuant to Settlement
17 Agreement. In the event of a re-mailed Class Notice, the Response Deadline will be extended
18 an additional fifteen (15) calendar days for that individual Class Member.

19 **6. Objection to Settlement.** Settlement Class Members who have not submitted a
20 timely and valid Request for Exclusion pursuant to the Settlement Agreement and who want to
21 object to the Agreement must sign and submit by U.S. Mail or other delivery service a valid
22 written Objection to the Settlement Administrator on or before the Response Deadline. The
23 Settlement Administrator will provide copies of all such Objections to Class Counsel and
24 Defendant's counsel weekly and will also provide a Final Response Report within five (5)
25 calendar days of the Response Deadline. For an Objection to be valid, it must: (a) state the case
26 name and number of the Action (b) contain the Class Member's name, current mailing address,
27 most current telephone number, and last four digits of his or her Social Security number, (c)
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1 state the basis for the objection, (d) be signed by the Class Member, (e) be submitted to the
2 Settlement Administrator at the address specified in the Class Notice; and (f) be submitted
3 with proof of the submission date (such as a U.S. Postal Service postmark or another delivery
4 service date stamp) on or before the Response Deadline. The date the Objection is sent, as
5 evidenced by the postmark or other delivery service date stamp, shall be the exclusive means to
6 determine whether an Objection has been timely submitted. If a Class Member intends to
7 speak at the Final Approval Hearing, he or she should (although they are not required to) file a
8 “notice of intention to appear” with the Court and provide a copy of this notice and their
9 Objection to counsel for both Parties. Any Settlement Class Member will be permitted to
10 appear and speak at the Final Approval Hearing in order to have an Objection heard by the
11 Court.

12 **7. Failure to Object to Settlement.** Class Members who fail to timely object to the
13 Settlement Agreement in the manner specified above will: (1) be deemed to have waived their
14 right to object to the Agreement; and (2) be foreclosed from objecting (whether by appeal or
15 otherwise) to the Agreement.

16 **8. Requesting Exclusion (Opt Out).** Any Class Member wishing to be excluded
17 (aka “opt-out”) from the Class Settlement must sign and submit by U.S. Mail or other delivery
18 service a valid written Request for Exclusion to the Settlement Administrator on or before the
19 Response Deadline containing all the information required by the Agreement. To be valid, the
20 Request for Exclusion must: (a) state the case name and number of the Action; (b) set forth the
21 name, address, and telephone number of the Class Member requesting exclusion; (c) be signed
22 by the Class Member; (d) be addressed to the Settlement Administrator; and (e) be postmarked
23 on or before the Response Deadline. The date the Request for Exclusion is sent, as evidenced
24 by the postmark or other delivery service date stamp, shall be the exclusive means to determine
25 whether a Request for Exclusion has been timely submitted.

26 **9. Shift Disputes.** If a Settlement Class Member wishes to dispute the number of
27 Shifts with which he or she has been credited, the Settlement Class Member must submit to the
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1 Settlement Administrator, by U.S. Mail or other delivery service, a Shift Dispute on or before
2 the Response Deadline. The Shift Dispute must: (a) state the case name and number of the
3 Action (b) set forth the Class Member's name, address, and telephone number; (c) be signed by
4 the Class Member; (d) include any documentary evidence showing that the Shift information is
5 inaccurate, and (e) be postmarked or submitted to the Settlement Administrator on or before
6 the Response Deadline. The submission date is deemed to be, in the case of submission by U.S.
7 Mail or other delivery service, the date the Shift Dispute is sent, as evidenced by the postmark or
8 other delivery service date stamp.

9 **10. Termination.** If the Agreement terminates, the following will occur: (a) the
10 Preliminary Approval Order, and/or Final Approval Order and Judgment, and all of its or their
11 provisions will be vacated by its or their own terms, including, but not limited to, vacating
12 conditional certification of the Class; (b) Plaintiff will stop functioning as the Class
13 Representative and Class Counsel will stop serving as counsel for the proposed class; and (c) the
14 Action will revert to its previous status in all respects as it existed immediately before the Parties
15 executed the Memorandum of Understanding. No term or draft of the Memorandum of
16 Understanding or the Settlement Agreement, or any part of the Parties' settlement discussions,
17 negotiations or documentation will have any effect or be admissible into evidence for any
18 purpose in the Action or any other proceeding. This Preliminary Approval Order will not waive
19 or otherwise impact the Parties' rights or arguments.

20 **11. No Admissions.** Nothing in this Preliminary Approval Order is, or may be
21 construed as, an admission or concession on any point of fact or law by or against any Party.

22 **12. Stay of Dates and Deadlines.** All discovery and pretrial proceedings and
23 deadlines in the Action are stayed and suspended until further notice from the Court, except for
24 such actions as are necessary to implement the Agreement and this Preliminary Approval Order.

25 **13. Final Approval Hearing.** On _____, at _____am/pm,
26 this Court will hold a Final Approval Hearing to determine whether the Agreement should be
27 finally approved as fair, reasonable, and adequate. Plaintiff's Motion for Final Approval of the
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1 Settlement and all papers supporting the Class Counsel Award and Class Representative
2 Enhancement Payment must be filed by _____.

3 Any additional papers supporting final approval, including the Settlement Administrator
4 declaration and any response to Objections to the Agreement must be filed by no later than
5 _____.

6 **14.** The Court reserves the right to adjourn or continue the date of the Final Approval
7 Hearing and all dates provided for in the Agreement without further notice to the Class, and
8 retains jurisdiction to consider further applications concerning the Settlement.

9 **IT IS SO ORDERED.**

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11
12 DATED: _____

JUDGE OF THE SUPERIOR COURT

EXHIBIT 1
CLASS NOTICE

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

KRISTINA REYES,

v.

BACKPACK BOYZ LOS ANGELES, LLC, LOS
ANGELES INDUSTRY, INC.

Case No. 22STCV05435

NOTICE OF CLASS ACTION AND PROPOSED SETTLEMENT

TO: All current and former non-exempt employees who worked for Defendants in the State of California from February 14, 2018, until (Date of Order re Preliminary Approval):

**IF YOU ARE A MEMBER OF THIS CLASS OF PERSONS, YOU SHOULD READ THIS NOTICE CAREFULLY BECAUSE IT
WILL AFFECT YOUR LEGAL RIGHTS AND OBLIGATIONS.**

A settlement ("Settlement") has been proposed in a class action lawsuit pending in Los Angeles County Superior Court ("Court") titled *Kristina Reyes v. Backpack Boyz*, Case No. 22STCV05435 (the "Action"). If the Court gives final approval to the Settlement, Backpack Boyz, Los Angeles Industry, Inc., et al. ("Defendants") will provide each Settlement Class Member a payment as set forth in this notice. Here is a summary of your rights and options; they are described in more detail later in this document. If you have any questions, please contact the *Reyes v. Backpack Boyz* c/o CPT Group Inc. 50 Corporate Park, Irvine, CA 92606.

Your Estimated Settlement Payment is \$<<estAmount>> based on the <<Shifts>> Shifts you worked during the Class Period, as shown in Defendants' records.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

GET A PAYMENT	If you do nothing, you will automatically receive a payment if the Settlement is finally approved by the Court.	N/A
SUBMIT A SHIFT DISPUTE	If you believe that the number of Shifts with which you have been credited is incorrect, you must submit a Shift Dispute to the Settlement Administrator. Detailed instructions for this option are set forth in Section 10 below.	Deadline: Date of Response Deadline - 45 days post mailing
EXCLUDE YOURSELF	If you wish to exclude yourself from the Settlement, you must submit to the Settlement Administrator a valid Request for Exclusion. If you exclude yourself from the Settlement, you will not receive an Individual Settlement Amount payment under the Settlement. Detailed instructions for this option are set forth in Section 17 below.	Deadline: Date of Response Deadline - 45 days post mailing
OBJECT	If you wish to object to the Settlement, you must submit your objections to the Settlement Administrator. Submitting an objection does not exclude you from the Settlement. Detailed instructions for this option are set forth in Section 18 below.	Deadline: Date of Response Deadline - 45 days post mailing
APPEAR AT THE "FINAL APPROVAL HEARING"	The Court will hold a "Final Approval Hearing" to consider the Settlement, the request for attorneys' fees and costs by counsel representing the Class in the Action, and the Representative Plaintiff's request for service award for bringing the Action. You may, but are not required to, speak at the Final Approval Hearing about any objection to the Settlement that you submitted. If you intend to speak at the Final Approval Hearing, we ask that you also provide to the Settlement Administrator a "Notice of Intention to Appear" indicating your intent to do so. Instructions for this option are set forth in Section 18 below.	Hearing Date: 2022 at AM/ PM

The Court in charge of this Action has preliminarily approved the Settlement and must decide whether to give final approval to the Settlement. The relief provided to Class Members will be provided only if the Court gives final approval to the Settlement and, if there are any appeals, after the appeals are resolved in favor of the Settlement. ***Please be patient.***

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BACKGROUND INFORMATION**1. Why did I get this notice?**

You received this Notice because a Settlement has been reached in this Action. According to Defendants' available records you are a member of the Class and may be eligible for the relief detailed below.

This Notice explains the nature of the Action, the general terms of the proposed Settlement, and your legal rights and obligations. To obtain more information about the Settlement, including information about how you can see a copy of the Settlement Agreement (which defines the capitalized terms used in this Notice), see Section 23 below.

2. What is this lawsuit about?

Plaintiff Kristina Reyes (the "Plaintiff" or "Representative Plaintiff") filed a lawsuit against Backpack Boyz Los Angeles, LLC, and Los Angeles Industry, Inc. ("Defendants") on behalf of herself and all others similarly situated. The lawsuit alleges that Defendants violated California law by, among other things, failing to pay overtime and minimum wage, failing to provide meal and rest breaks, failing to timely pay wages, including at termination, failing to provide expense reimbursement, and failing to provide compliant wage statements. The lawsuit also asserts claims under the California Private Attorneys General Act of 2004, Labor Code section 2698, et seq. ("PAGA").

Defendants deny each and every one of the allegations of unlawful conduct, any wrongdoing, and any liability whatsoever, and no court or other entity has made any judgment or other determination of any liability. Defendants further deny that any Class Member is entitled to any relief and, other than for Settlement purposes, that this Action is appropriate for certification as a class action.

The issuance of this Notice is not an expression of the Court's opinion on the merits or the lack of merits of Plaintiff's claims in the Action.

For information about how to learn about what has happened in the Action to date, please see Section 23 below.

3. Why is this a class action?

In a class action lawsuit, one or more people called "Plaintiff" (in this Action, Kristina Reyes) sues on behalf of other people who allegedly have similar claims. For purposes of this proposed Settlement, one court will resolve the issues for all Class Members. The named Defendants in this Lawsuit are Backpack Boyz Los Angeles, LLC and Los Angeles Industry, Inc.

4. Why is there a Settlement?

The Plaintiff has made claims against Defendants. Defendants deny that they have done anything wrong or illegal and admit no liability. **The**

Court has not decided that Plaintiff or Defendants should win this Action. Instead, both sides agreed to a Settlement. That way, they avoid the cost of a trial, and the Class Members will receive payment now rather than years from now, if at all.

5. How do I know if I am part of the Settlement?

The Court has decided that everyone who fits the following description is a Class Member for purposes of the proposed Settlement: "All current and former non-exempt employees who worked for Defendants in the State of California from February 14, 2018, through the date the Court grants preliminary approval of the Settlement, including but not limited to individuals holding the job titles of Budtenders, Cashiers, Inventory Managers, Joint Rollers, Managers, Floor Lead, Floater, and Receptionist." "Class Period" refers to the period of time from February 14, 2018 through (date of order re preliminary approval). As a practical matter, there were no shifts worked by any Class Member prior to March 10, 2021.

6. I'm still not sure if I am included.

If you are still not sure whether you are included, you can write to the Settlement Administrator for free help. The address of the Settlement Administrator is: *Reyes v. Backpack Boyz*, c/o CPT Group Inc., 50 Corporate Park, Irvine, CA 92606.

THE PROPOSED SETTLEMENT**7. What relief does the Settlement provide to the Class Members?**

Defendants have agreed to fund a Settlement with a maximum value of **\$350,000 (three hundred and fifty thousand dollars)**. The Settlement amount will be used to pay the claims of Settlement Class Members, the cost of providing notice to the Class and administering the Settlement (i.e., \$10,000); to pay any awards of the Court for attorneys' fees (i.e., \$115,500) and costs (i.e., \$25,000) to Plaintiff's counsel; any service award the Court awards to the Representative Plaintiff (i.e., \$10,000); and the amount allocated under the California Private Attorneys General Act of 2004, California Labor Code section 2698 et seq. ("PAGA") (i.e., \$35,000, the "PAGA Penalty Amount"), which includes the 75% payment to the California Labor Workforce and Development Agency ("LWDA Payment") (i.e., \$26,250) and the 25% "PAGA Group Amount" distributed to the PAGA Group (i.e., \$8,750).

Your Estimated Settlement Payment is \$<<estAmount>> based on the <<Shifts>> Shifts you worked during the Class Period, as shown in Defendants' records. Your estimated payment was calculated using Defendants' records. Individual Settlement Payments will be calculated and apportioned as follows:

- (a) The "Net Settlement Fund" shall be calculated by subtracting, from the total of \$350,000, the payments to Class Counsel, the Representative Plaintiff, and the Settlement Administrator, and the PAGA Penalty Amount.
- (b) For each Class Member, the Settlement Administrator shall determine the number of Shifts worked by them during the Class Period based on Defendants' records. The sum of the Shifts for all Class Members shall be the "Total Shifts."
- (c) The Net Settlement Fund shall be divided by the number of Total Shifts; the resulting figure is the "Shift Point Value."
- (d) For each Settlement Class Member (i.e., Class Members who do not request to be excluded from the Settlement), the Settlement Administrator will multiply the number of Shifts he or she worked during the Class Period by the Shift Point Value. The resulting figure shall be the "Individual Settlement Amount" for each such Settlement Class Member.
- (e) The Settlement Administrator shall divide the PAGA Group Amount by the total number of PAGA Group members (i.e., the total number of Class Members who worked for Defendants during the Class Period); the resulting figure shall be each PAGA Group member's pro rata share of the PAGA Group Amount.

PAYMENT TO THE CLASS**8. How can I get a payment?**

If you wish to remain a Settlement Class Member and obtain any share of the Settlement that you may be entitled to receive, then you do not have to do anything and you will automatically receive a Settlement Payment check in the mail if the Court approves the proposed Settlement. You are not required to go to court or pay anything to the lawyers in this case. The Settlement Payment you will receive will be a full and final settlement of your Released Claims described below.

9. When will I get a payment?

As described in Sections 20 and 21, the Court will hold a hearing on _____ at _____ AM/PM, to decide whether to approve the Settlement. If the Court approves the Settlement, after that, there may be appeals. It is always uncertain whether these appeals can be resolved, and resolving them can take time, perhaps more than a year. *Please be patient.*

10. What if I disagree with Defendants' calculation regarding my estimated Settlement payment?

If you believe that the number of Shifts with which you have been credited is incorrect, you may produce evidence to the Settlement Administrator by **(Date of Response Deadline - 45 days post mailing)** showing that such information is inaccurate. The Settlement Administrator shall decide the dispute. Defendants' records will be presumed correct, but the Settlement Administrator will evaluate the evidence submitted by you and will make the final decision as to the merits of the dispute. You can submit a Shift Dispute by mail to the Settlement Administrator at: *Reyes v. Backpack Boyz, c/o CPT Group Inc., 50 Corporate Park, Irvine, CA 92606.*

11. If I receive a Settlement payment will I have to pay taxes on it?

Your Settlement payment will be reported on IRS Form 1099. You should consult a tax professional for more information about your own specific situation.

12. No retaliation or discrimination.

Defendants respect your right to participate in this lawsuit and will take no adverse action against you should you accept payment under the Settlement.

THE LAWYERS IN THIS CASE AND THE REPRESENTATIVE PLAINTIFF**13. Do I have a lawyer in this case?**

The Court has ordered that the law firm of Da Vega, Fisher, Mechtenberg LLP ("Class Counsel") will represent the interests of all Class Members. You will not be separately charged for these lawyers. If you have a question about the Settlement, you may contact the Class Counsel by writing them at 232 E. Anapamu Street, Santa Barbara, California 93101, or emailing them at (mdavega@mdmflaw.com) or (mfisher@mdmflaw.com), or calling them at (805) 232-4471. If you want to be represented by your own lawyer, you may hire one at your own expense.

14. How will the lawyers be paid?

Defendants have agreed to pay Class Counsel's attorneys' fees up to **\$115,500** and costs and expenses of up to **\$25,000** for their services in litigating the Action, subject to approval by the Court. You will not be required to pay any attorneys' fees or costs yourself.

15. Will the Representative Plaintiff receive any compensation for their efforts in bringing this Action?

The Representative Plaintiff will request a service award (also known as an "incentive" award) of up to **\$10,000** for her service as class representative and her effort in bringing the Action. The Court will make the final decision as to the amount to be paid to the class representative.

RELEASE OF ALL CLAIMS**16. What am I giving up to obtain relief under the Settlement?**

If the Court approves the proposed Settlement, unless you exclude yourself from the Settlement, you will be releasing your claims against Defendants. This generally means that you will not be able to file a lawsuit, continue prosecuting a lawsuit, or be part of any other lawsuit against Defendants regarding the allegations in the Action. The Settlement Agreement, which is available by contacting the Settlement Administrator as described in Section 23 below, contains the full terms of the release.

HOW TO EXCLUDE YOURSELF FROM THE SETTLEMENT**17. How do I exclude myself from the Settlement?**

You may exclude yourself from the Settlement Class and the Settlement. If you want to be excluded, you must send a letter or postcard (also known as a "Request for Exclusion") via U.S. Mail or other delivery service that states: **(a)** the case name and number of the Action "*Kristina Reyes v. Backpack Boyz*, Case No.22STCV05435"; **(b)** your full name, address, and telephone number; and **(c)** a statement that you do not wish to participate in the Settlement. You must sign and date the letter or postcard for it to be valid. The letter or postcard must be sent (i.e., postmarked or delivery date stamped) by no later than **(Date of Response Deadline - 45 days post mailing)** and sent to the Settlement Administrator at: *Reyes v. Backpack Boyz*, c/o CPT Group Inc., 50 Corporate Park, Irvine, CA 92606.

If you timely request exclusion from the Settlement Class, you will be excluded from the Settlement Class, you will not be bound by the judgment entered in the Action with respect to the Release of Claims by Class Members, you will not be precluded from prosecuting any timely, individual claim against Defendants based on the conduct complained of in the Action (excepting PAGA claims), and you will not receive an Individual Settlement Payment.

Even if you request exclusion from the Settlement Class, however, you will still be bound by the Settlement Agreement's release of PAGA Claims upon final approval of the Settlement Agreement and judgment. Requests for Exclusion do not apply to PAGA Claims. All Class Members will be sent a check for their pro rata share of the PAGA Group Amount, which are civil penalties enforced on behalf of the State of California.

HOW TO OBJECT TO THE SETTLEMENT**18. How do I tell the Court that I do not like the Settlement?**

At the date, time, and location stated in Section 21 below, the Court will hold a Final Approval Hearing to determine if the Settlement is fair, reasonable, and adequate, and to also consider Class Counsel's request for an award of attorneys' fees and costs, and service award to the Representative Plaintiff.

If you wish to object to the fairness, reasonableness, or adequacy of the Settlement Agreement or the proposed Settlement, you must submit via U.S. Mail or other delivery service a valid, written Objection to the Settlement Administrator at the address set forth below by no later than (i.e., postmarked or delivery date stamped by) **(Date of Response Deadline)**.

SETTLEMENT ADMINISTRATOR
<i>Reyes v. Backpack Boyz,</i> c/o CPT Group Inc., 50 Corporate Park Irvine, CA 92606

To be valid, any objections must: **(a)** state the name and case number of the Action "*Kristina Reyes v. Backpack Boyz* Case No. 22STCV05435"; **(b)** state your full name, current mailing address, most current telephone number, and last four digits of your Social Security number; **(c)** state your objection to the Settlement and the legal and/or factual arguments supporting the objection; **(d)** be submitted to the Settlement Administrator via U.S. Mail or other delivery service with proof of submission date (such as a U.S. Postal Service postmark or another delivery service date stamp) no later than **(Response Deadline)**. You must sign and date the objection for it to be valid. You may, but need not, submit your objection through counsel of your choice. If you make your objection through counsel, you will be responsible for your attorney's fees and costs. **If you wish to appear at the Final Approval Hearing to object to the Settlement**, either in person or through personal counsel hired at your expense, we ask that you include in your Objection the statement, "Notice of Intention to Appear at Final Approval Hearing," or that you otherwise provide to the Settlement Administrator a "Notice of Intention to Appear" indicating your intent to appear at the Final Approval Hearing. Doing so, however, does not obligate you to appear.

IF YOU DO NOT TIMELY MAKE YOUR OBJECTION, YOU WILL BE DEEMED TO HAVE WAIVED ALL OBJECTIONS.**19. What is the difference between excluding myself and objecting to the Settlement?**

Objecting is telling the Court that you don't like something about the Settlement. You can object only if you stay in the Settlement Class. Excluding yourself is telling the Court that you don't want to be part of the Settlement Class. If you exclude yourself, you have no basis to object because the Settlement, with exception of PAGA, no longer affects you.

FINAL APPROVAL HEARING**20. What is the Final Approval Hearing?**

The Court has preliminarily approved the Settlement meaning only that it concluded that there is sufficient evidence to suggest that the Agreement falls within the range of possible approval as fair, reasonable, and adequate, and that the final determination of these issues will be made at the Final Approval Hearing. The purpose of the Final Approval Hearing will be for the Court to determine whether the Settlement should be approved as fair, reasonable, adequate, and in the best interests of the Settlement Class; to consider the award of attorneys' fees and expenses to Class Counsel; and to consider the request for service awards to the Representative Plaintiff.

21. When and where is the Final Approval Hearing?

On _____ at _____ AM/PM, a hearing will be held on the fairness of the proposed Settlement. At the hearing, the Court will be available to hear any objections and arguments concerning the proposed Settlement's fairness. The hearing will take place before the Honorable William Highberger in Department 10 of the California Superior Court, for the County of Los Angeles, located at the Spring Street Courthouse - 312 North Spring Street, Los Angeles, CA 90012. The hearing may be postponed to a different date or time or location without notice.

22. May I speak at the hearing?

At that hearing, the Court will be available to hear any Objections and arguments concerning the fairness of the Settlement. You may attend, but you do not have to.

ADDITIONAL INFORMATION**23. How do I get more information?**

To see a copy of the Settlement Agreement, the Court's Preliminary Approval Order, and the operative Complaint filed in the Action, please contact Class Counsel by writing them at 232 E. Anapamu Street, Santa Barbara, California 93101, or emailing them at (mdavega@mdmflaw.com) or (mfisher@mdmflaw.com), or calling them at (805) 232-4471.

This description of this Action is general and does not cover all of the issues and proceedings that have occurred. In order to see the complete file you may visit the Clerk's office at the Spring Street Courthouse - 312 North Spring Street, Los Angeles, CA 90012, to obtain the file for inspection and copying at your own expense. Some documents and information may also be available online at: <https://www.lacourt.org/>

24. What if my address or other information has changed?

It is your responsibility to inform the Settlement Administrator of your updated information. You may make corrections to your address by contacting the Settlement Administrator at: *Reyes v. Backpack Boyz*, c/o CPT Group Inc. 50 Corporate Park, Irvine, CA 92606.

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