

BIBIYAN LAW GROUP, P.C.

David D. Bibiyan (SBN 287811)

david@tomorrowlaw.com

Vedang J. Patel (SBN 328647)

vedang@tomorrowlaw.com

Brandon M. Chang (SBN 316197)

brandon@tomorrowlaw.com

1460 Westwood Boulevard

Los Angeles, California 90024

Tel: (310) 438-5555; Fax: (310) 300-1705

Attorneys for Plaintiffs, JOSE PEREZ VENTURA and
IRIS ARASELI HERNANDEZ on behalf of
themselves and all others similarly situated and aggrieved,

STRAUSS LAW GROUP

Anthony Strauss

ars@strausslawgroup.com

215 E. Oak Street Unit B

Ojai, CA 93023

Phone: 805-207-7447; Fax: 805-641-9993

Attorneys for Defendant, BOSKOVICH FARMS, INC.

CHESLER MCCAFFREY LLP

Timothy B. McCaffrey, Jr. (SBN 192114)

tbm@cmlegal.com

11661 San Vicente Boulevard, Suite 304

Los Angeles, CA 90049

Phone: (310) 882-6407; Fax: (310) 882-6359

Attorneys for Defendant, LABOR NOW, INC.

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF VENTURA

JOSE PEREZ VENTURA, an
individual and on behalf of all others
similarly situated,

Plaintiffs,

v.

BOSKOVICH FARMS, INC., a California
corporation; LABORNOW, INC., a
Massachusetts corporation; and DOES 1
through 100, inclusive,

Defendants.

CASE NO.: 56-2022-00564058-CU-OE-
VTA

[Assigned for all purposes to Honorable
Matthew P. Guasco in Dept. 20]

**CLASS AND PAGA SETTLEMENT
AGREEMENT**

Action Filed: March 29, 2022

Trial Date: None Set

1 This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and
2 between plaintiffs Jose Perez Ventura (“Plaintiff Ventura”) and Iris Araseli Hernandez (“Plaintiff
3 Hernandez”, and together with Plaintiff Ventura, the “Plaintiffs”) and defendants Boskovich
4 Farms, Inc. (“Boskovich”), and LaborNow, Inc. (“LaborNow”, and together with Boskovich,
5 “Defendants”). The Agreement refers to Plaintiffs and Defendants collectively as “Parties,” or
6 individually as “Party.”

7 **1. DEFINITIONS**

8 1.1. “Action” means the Plaintiffs’ lawsuits alleging wage and hour violations against
9 Defendants, captioned *Jose Perez Ventura v. Boskovich Farms, Inc., et al.*, Case No. 56-2022-
10 00564058-CU-OE-VTA, initiated on March 29, 2022, and pending in Superior Court of the State
11 of California, County of Ventura (“Ventura Class Action”) and *Jose Perez Ventura v. Boskovich*
12 *Farms, Inc., et al.*, Case No. 22STCV18179, initiated on June 2, 2022, and pending in Superior
13 Court of the State of California, County of Los Angeles (“Ventura PAGA Action”) and
14 *Hernandez v. Boskovich Farms, Inc., et al.*, Case No. 2023CUOE016223, initiated on October
15 10, 2023 (“Hernandez Class Action”) and *Hernandez v. Boskovich Farms, Inc., et al.*, Case No.
16 2024CUOE019201, initiated on January 10, 2024 (“Hernandez PAGA Action”) and pending in
17 Superior Court of the State of California, County of Ventura. The Ventura Class Action, Ventura
18 PAGA Action, Hernandez Class Action, and the Hernandez PAGA Action are to be consolidated
19 by the filing of a First Amended Complaint in the Ventura Class Action as described in Paragraph
20 2.12 below.

21 1.2. “Administrator” means ILYM Group, Inc. (“ILYM”), the neutral entity the Parties have
22 agreed to appoint to administer the Settlement.

23 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid
24 from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance
25 with the Administrator’s “not to exceed” bid submitted to the Court in connection with
26 Preliminary Approval of the Settlement.

27 1.4. “Aggrieved Employee” means a person employed by Defendants, either directly or
28 through any subsidiary, affiliated companies, staffing agency, or professional employer

organization, in California and classified as a non-exempt, hourly-paid employee who worked for Defendants during the PAGA Period.

1.5. “Class” means all persons employed by Boskovich, either directly or through any subsidiary or affiliated companies and classified as a non-exempt, non-agricultural hourly-paid employee who worked for Boskovich in California during the Class Period; and all persons employed by LaborNow, either directly or through any subsidiary, affiliated companies, staffing agency, or professional employer organization, and classified as a non-exempt, hourly-paid employee who worked at any facility owned or operated by Boskovich in California during the Class Period.

1.6. “Class Counsel” means David D. Bibiyan and Vedang J. Patel of Bibiyan Law Group, P.C.

1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.

1.8. “Class Data” means Class Member identifying information in Defendants’ custody, possession, or control, including the Class Member’s (1) name; (2) last known address(es); (3) last known telephone number(s); (4) last known Social Security Number(s); and (5) the dates of employment (i.e., hire dates, and, if applicable, re-hire date(s) and/or separation date(s)).

1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee).

1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.

1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English and Spanish in the form, without material variation, attached as Exhibit

A and incorporated by reference into this Agreement.

1.12. “Class Period” means the period from April 22, 2018 through July 9, 2024.

1.13. “Class Representatives” means the named Plaintiffs in the Operative Complaint in the Action seeking Court approval to serve as Class Representatives.

1.14. “Class Representatives Service Payment” means the payment to the Class Representatives for initiating the Action and providing services in support of the Action.

1.15. “Court” means the Superior Court of California, County of Ventura.

1.16. “Defendants” means named defendants Boskovich Farms, Inc. and LaborNow, Inc.

1.17. “Defense Counsel” means Anthony Strauss of Strauss Law Group and Timothy B. McCaffrey, Jr. of Chesler McCaffrey LLP.

1.18. “Effective Date” means the later of: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) 60 days after the Court enters Notice of Entry of Judgment; (b) or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.19. “Final Approval” means the Court’s order granting final approval of the Settlement.

1.20. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

1.21. “Final Judgment” means the Judgment entered by the Court based upon the Final Approval.

1.22. “Gross Settlement Amount” means \$1,450,000.00 (One Million Four Hundred Fifty Thousand Dollars and Zero Cents) which is the total amount Defendants agree to pay under the Settlement, except as provided in Paragraph 8.1 below and any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representatives Service Payment, and Administrator’s Expenses.

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1.23. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of Workweeks worked during the PAGA Period.

1.25. “Judgment” means the judgment entered by the Court based upon Final Approval.

1.26. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).

1.27. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

1.28. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representatives Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.29. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.30. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendants for at least one day during the PAGA Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

1.31. “PAGA Period” means the period from March 29, 2021 through the end of the Class Period.

1.32. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).

1.33. “PAGA Notice” means Plaintiff Ventura’s March 29, 2022 letter to defendants and the LWDA, providing notice pursuant to Labor Code section 2699.3 subd. (a).

1.34. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, \$72,500.00, allocated 25% to the Aggrieved Employees (\$18,125.00)

and the 75% to the LWDA (\$54,375.00) in settlement of PAGA claims.

1.35. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.36. “Plaintiffs” means Jose Perez Ventura and Iris Araeli Hernandez the named plaintiffs in the Action.

1.37. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

1.38. “Preliminary Approval Order” means the proposed Order granting Preliminary Approval and Approval of PAGA Settlement.

1.39. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.

1.40. “Released PAGA Claims” means the claims being released as described in Paragraph 5.4 below.

1.41. “Released Parties” means: Defendants, LaborNow, Inc., Boskovich Farms, Inc. and its and their affiliated companies including Knight Management Group, Inc., Fresh Prep, LLC, Boskovich Family Farms, LLC and GOPROfessional, LLC, and each of their former, present and future owners, parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

1.42. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.43. “Response Deadline” means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) mail Requests for Exclusion from the Settlement, or (b) mail his or her Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 15 days beyond the Response Deadline has expired.

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

1.45. “Workweek” means any week during which a Class Member worked for Defendants, for at least one day during the Class Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

2. RECITALS

2.1. On March 29, 2022, Plaintiff Ventura filed with the LWDA and served on Defendants a notice under Labor Code section 2699.3 stating Plaintiff Ventura intended to serve as a proxy of the LWDA to recover civil penalties on behalf of Aggrieved Employees for various Labor Code violation (“PAGA Notice”).

2.2. Also on March 29, 2022, Plaintiff Ventura filed his wage and hour class action against Defendants on behalf of himself and those similarly situated in the Superior Court of California for the County of Ventura, Case No. 56-2022-00564058-CU-OE-VTA, alleging: (1) failure to pay overtime and minimum wages; (2) failure to provide meal breaks, or compensation in lieu thereof; (3) failure to provide rest breaks, or compensation in lieu thereof; (4) waiting time penalties; (5) wage statement violations; (6) failure to timely pay wages; (7) failure to indemnify, (8) failure to pay interest on deposits; and (9) unfair competition (the “Ventura Class Action”).

2.3. On June 2, 2022, Plaintiff Ventura filed a separate representative action under PAGA in the Superior Court of California for the County of Los Angeles, Case No. 22STCV18179, seeking civil penalties under PAGA or allegations in the notice letter (the “Ventura PAGA Action”).

2.4. On October 10, 2023, the PAGA Notice was amended adding in Plaintiff Hernandez. Defendants refused to allow Plaintiffs to amend the Ventura Class Action to add in Plaintiff Hernandez. Therefore, On November 3, 2024, Plaintiff Hernandez filed her separate wage and hour class action in the Superior Court of California for the County of Ventura, Case No. 2023CUOE016223, alleging: (1) failure to pay overtime wages; (2) failure to pay minimum wages; (3) failure to provide meal breaks; (4) failure to provide rest periods; (5) waiting time

1 penalties; (6) wage statement violations; (7) failure to timely pay wages; (8) failure to
2 indemnify, (9) failure to pay interest on deposits; and (10) unfair competition (the “Hernandez
3 Class Action”).

4 2.5. On January 10, 2024, Plaintiff Hernandez filed a separate representative action under
5 PAGA in the Superior Court of California for the County of Ventura, Case No.
6 2024CUOE019201, seeking civil penalties under PAGA or allegations in the notice letter (the
7 “Hernandez PAGA Action”).

8 2.6. Thereafter, the Parties agreed to exchange informal discovery and attend mediation.

9 2.7. Prior to mediation Plaintiffs obtained, through informal discovery, a sampling of time and
10 pay records for putative class members for the period from September 2018 to the date of
11 mediation, a purported Employee Handbook form Boskovich with policies allegedly in effect
12 during the Class Period, and purported arbitration agreements.

13 2.8. Plaintiffs’ investigation was sufficient to satisfy the criteria for court approval set forth in
14 Dunk v. Foot Locker Retail, Inc. (1996) 48 Cal.App.4th 1794, 1801 and Kullar v. Foot Locker
15 Retail, Inc. (2008) 168 Cal.App.4th 116, 129-130 (“Dunk/Kullar”).

16 2.9. On July 9, 2024, the Parties participated in an all-day mediation presided over by
17 Katherine J. Edwards, Esq. The mediation was successful, and the Parties agreed to globally
18 resolve all class and PAGA claims in the Action.

19 2.10. As part of the Settlement, the Parties agree that, before filing the Preliminary Approval
20 of the Settlement, the Parties will stipulate to Plaintiffs filing an amended complaint in the
21 Ventura Class Action that effectively consolidates the allegations of the Ventura Class Action,
22 Ventura PAGA Action, Hernandez Class Action and Hernandez PAGA Action within the
23 Ventura Class Action for the purpose of settlement approval (“First Amended Complaint”). The
24 First Amended Complaint will add Plaintiff Hernandez as a named plaintiff in the Ventura Class
25 Action. Upon the acceptance of the filing of the amended complaint in the Ventura Class Action,
26 Plaintiffs shall dismiss the Ventura PAGA Action, Hernandez Class Action and Hernandez
27 PAGA Action, without prejudice. The First Amended Complaint will be the Operative Complaint
28 in the Action. LaborNow, Inc., will thereafter dismiss without prejudice its appeal of the trial

1 court's order denying its motion to compel arbitration.

2 2.11. The Court has not granted class certification.

3 2.12. The Parties, Class Counsel, and Defense Counsel represent that they are not aware of any
4 other pending matter or action asserting claims that will be extinguished or affected by the
5 Settlement.

6 **3. MONETARY TERMS**

7 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8.1 below,
8 Defendants promise to collectively pay \$1,450,000.00 (\$725,000 to be paid by Defendant
9 Boskovich and \$725,000 to be paid by Defendant LaborNow) as the Gross Settlement Amount,
10 unless increased pursuant to Paragraph 8.1 of this Agreement, and to separately pay any and all
11 employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendants
12 have no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the
13 deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire
14 Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved
15 Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount
16 will revert to Defendants.

17 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct
18 the following payments from the Gross Settlement Amount, in the amounts specified by the Court
19 in the Final Approval:

20 3.2.1. To Plaintiffs: Class Representatives Service Payment to Plaintiffs of not more
21 than \$7,500.00 each, for a total amount of \$15,000.00, in addition to any Individual
22 Class Payment and any Individual PAGA Payment Plaintiffs are entitled to receive as
23 Participating Class Members. Defendants will not oppose Plaintiffs' request for a Class
24 Representatives Service Payment that does not exceed this amount. As part of the
25 motion for Class Counsel Fees Payment and Class Litigation Expenses Payment,
26 Plaintiffs will seek Court approval for any Class Representatives Service Payments prior
27 to the Final Approval Hearing. If the Court approves a Class Representatives Service
28 Payment less than the amount requested, the Administrator will retain the remainder in

1 the Net Settlement Amount. The Administrator will pay the Class Representatives
2 Service Payment using IRS Form 1099. Plaintiffs assume full responsibility and
3 liability for employee taxes owed on the Class Representatives Service Payment.

4 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 35% of the
5 Gross Settlement Amount, which, unless escalated pursuant to Paragraph 8.1 of this
6 Agreement, is currently estimated to be \$507,500.00 and a Class Counsel Litigation
7 Expenses Payment of not more than \$50,000.00. Defendants will not oppose requests
8 for these payments provided that do not exceed these amounts. Plaintiff and/or Class
9 Counsel will file a motion for Class Counsel Fees Payment and Class Litigation
10 Expenses Payment prior to the Final Approval Hearing. If the Court approves a Class
11 Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than
12 the amounts requested, the Administrator will allocate the remainder to the Net
13 Settlement Amount. The Released Parties shall have no liability to Class Counsel or
14 any other Plaintiffs' Counsel arising from any claim to any portion any Class Counsel
15 Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator
16 will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using
17 one or more IRS 1099 Forms. Class Counsel assume full responsibility and liability for
18 taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation
19 Expenses Payment and holds Released Parties harmless, and indemnifies Released
20 Parties, from any dispute or controversy regarding any division or sharing of any of
21 these Payments. There will be no additional charge of any kind to either the Settlement
22 Class Members or request for additional consideration from Defendants for such work
23 unless, Defendants materially breach this Agreement, including any term regarding
24 funding, and further efforts are necessary from Class Counsel to remedy said breach,
25 including, without limitation, moving the Court to enforce the Agreement. Should the
26 Court approve attorneys' fees and/or litigation costs and expenses in amounts that are
27 less than the amounts provided for herein, then the unapproved portion(s) shall be a part
28 of the Net Settlement Amount.

3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed \$15,750.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$15,750.00, the Administrator will retain the remainder in the Net Settlement Amount.

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

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

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

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$72,500.00 to be paid from the Gross Settlement Amount, with 75% (\$54,375.00) allocated to the LWDA PAGA Payment and 25% (\$18,125.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share

of PAGA Penalties \$18,125.00 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

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

4. SETTLEMENT FUNDING AND PAYMENTS

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendants estimate there are 2,355 Class Members who collectively worked a total of 133,406 Workweeks, and 1,715 of Aggrieved Employees who worked a total of 54,178 PAGA Pay Periods. Of the 133,406 estimated Workweeks, 28,212 are estimated for Boskovich Class Members and 105,194 for LaborNow Class Members.

4.2. Class Data. Not later than 21 days after the Court grants Preliminary Approval of the Settlement, Defendants will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendants have a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendants must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

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1 4.3. Funding of Gross Settlement Amount. Defendants shall fully fund the Gross Settlement
2 Amount, and also fund the amounts necessary to fully pay Defendants' share of payroll taxes by
3 transmitting the funds to the Administrator no later than November 1, 2025 or 21 days after the
4 Effective Date, whichever is the last to occur.

5 4.4. Payments from the Gross Settlement Amount. Within 7 days after Defendants fund the
6 Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments,
7 all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses
8 Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and
9 the Class Representatives Service Payment. Disbursement of the Class Counsel Fees Payment,
10 the Class Counsel Litigation Expenses Payment and the Class Representatives Service Payment
11 shall not precede disbursement of Individual Class Payments, and the Individual PAGA
12 Payments.

13 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or
14 Individual PAGA Payments and send them to the Class Members via First Class U.S.
15 Mail, postage prepaid. The face of each check shall prominently state the date (not less
16 than 180 days after the date of mailing) when the check will be voided. The
17 Administrator will cancel all checks not cashed by the void date. The Administrator
18 will send checks for Individual Settlement Payments to all Participating Class Members
19 (including those for whom Class Notice was returned undelivered). The Administrator
20 will send checks for Individual PAGA Payments to all Aggrieved Employees including
21 Non-Participating Class Members who qualify as Aggrieved Employees (including
22 those for whom Class Notice was returned undelivered). The Administrator may send
23 Participating Class Members a single check combining the Individual Class Payment
24 and the Individual PAGA Payment. Before mailing any checks, the Settlement
25 Administrator must update the recipients' mailing addresses using the National Change
26 of Address Database.

27 4.4.2. The Administrator must conduct a Class Member Address Search for all other
28 Class Members whose checks are returned undelivered without USPS forwarding

1 address. Within 7 days of receiving a returned check the Administrator must re-mail
2 checks to the USPS forwarding address provided or to an address ascertained through
3 the Class Member Address Search. The Administrator need not take further steps to
4 deliver checks to Class Members whose re-mailed checks are returned as undelivered.
5 The Administrator shall promptly send a replacement check to any Class Member whose
6 original check was lost or misplaced, requested by the Class Member prior to the void
7 date.

8 4.4.3. For any Class Member whose Individual Class Payment check or Individual
9 PAGA Payment check is uncashed and cancelled after the void date, the Administrator
10 shall transmit the funds represented by such checks to the *cy pres* recipient, Legal Aid
11 at Work, for use in Ventura County.

12 4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall
13 not obligate Defendants to confer any additional benefits or make any additional
14 payments to Class Members (such as 401(k) contributions or bonuses) beyond those
15 specified in this Agreement.

16 **5. RELEASE OF CLAIMS**

17 Effective upon entry of Judgment, the Order granting Final Approval of this Settlement,
18 and on the date when Defendants fully fund the entire Gross Settlement Amount and fund all
19 employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs,
20 Class Members, and Class Counsel will release claims against all Released Parties as follows:

21 5.1. Plaintiffs' Release. Plaintiffs and their respective former and present spouses,
22 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release
23 and discharge Released Parties from all claims, transactions, or occurrences, including, but not
24 limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts
25 contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could
26 have been, alleged based on facts contained in the Operative Complaint and Plaintiffs' PAGA
27 Notice ("Plaintiffs' Release"). Plaintiffs' Release does not extend to any claims or actions to
28 enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability

benefits, social security benefits, workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiffs acknowledge that they may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agrees, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

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

A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release, and that if known by him or her would have materially affected his or her settlement with the debtor or Released Party.

5.2. Release of Class Claims: For the duration of the Class Period, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint including: (1) failure to pay overtime and minimum wages; (2) failure to provide meal breaks, (3) rest breaks, or compensation in lieu thereof; (4) waiting time penalties; (5) wage statement violations; (6) failure to timely pay wages; (7) failure to indemnify, (8) failure to pay interest on deposits; and (9) unfair competition; and (10) all claims asserted through California Business & Professions Code section 17200, *et seq.* arising out of the Labor Code violations referenced in the Operative Complaint.

5.3. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.\

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1 5.4. Release of PAGA Claims: For the duration of the PAGA Period, the LWDA and the State
2 of California, and to the extent permitted by law, Plaintiff and all Aggrieved Employees, are
3 deemed to release the Released Parties from any and all claims for PAGA penalties that were
4 alleged, or reasonably could have been alleged, based on the facts stated in the Operative
5 Complaint and the PAGA Notice.

6 **6. MOTION FOR PRELIMINARY APPROVAL**

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

10 6.1. Plaintiffs’ Responsibilities. Plaintiffs will prepare and endeavor to deliver to Defense
11 Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the
12 notice, and memorandum in support, of the Motion for Preliminary Approval that includes an
13 analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement
14 under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary
15 Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed
16 declaration from the Administrator attaching its “not to exceed” bid for administering the
17 Settlement and attesting to its willingness to serve; competency; operative procedures for
18 protecting the security of Class Data; amounts of insurance coverage for any data breach,
19 defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of
20 interest with Class Members; and the nature and extent of any financial relationship with
21 Plaintiffs, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiffs confirming
22 willingness and competency to serve and disclosing all facts relevant to any actual or potential
23 conflicts of interest with Class Members; (v) a signed declaration from each Class Counsel firm
24 attesting to its competency to represent the Class Members; its timely transmission to the LWDA
25 of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd.
26 (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code
27 section 2699, subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest
28 with Class Members and the Administrator.

6.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

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

7. SETTLEMENT ADMINISTRATION

7.1. Selection of Administrator. The Parties have jointly selected ILYM to serve as the Administrator and verified that, as a condition of appointment, ILYM 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.

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

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

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1 7.4. Notice to Class Members

2 7.4.1. No later than three (3) business days after receipt of the Class Data, the
3 Administrator shall notify Class Counsel that the list has been received and state the
4 number of Class Members, Aggrieved Employees, Workweeks, and Pay Periods in the
5 Class Data.

6 7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14
7 days after receiving the Class Data, the Administrator will send to all Class Members
8 identified in the Class Data, via first-class United States Postal Service (“USPS”) mail,
9 the Class Notice with Spanish translation, substantially in the form attached to this
10 Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the
11 dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable
12 to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable)
13 used to calculate these amounts. Before mailing Class Notices, the Administrator shall
14 update Class Member addresses using the National Change of Address database.

15 7.4.3. Not later than 3 business days after the Administrator’s receipt of any Class Notice
16 returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice
17 using any forwarding address provided by the USPS. If the USPS does not provide a
18 forwarding address, the Administrator shall conduct a Class Member Address Search,
19 and re-mail the Class Notice to the most current address obtained. The Administrator
20 has no obligation to make further attempts to locate or send Class Notice to Class
21 Members whose Class Notice is returned by the USPS a second time.

22 7.4.4. The deadlines for Class Members’ written objections, Challenges to Workweeks
23 and/or Pay Periods, and Requests for Exclusion will be extended an additional 15 days
24 beyond the 45 days otherwise provided in the Class Notice for all Class Members whose
25 notice is re-mailed. The Administrator will inform the Class Member of the extended
26 deadline with the re-mailed Class Notice.

27 7.4.5. If the Administrator, Defendants or Class Counsel is contacted by or otherwise
28 discovers any persons who believe they should have been included in the Class Data

1 and should have received Class Notice, the Parties will expeditiously meet and confer,
2 and in good faith. in an effort to agree on whether to include them as Class Members.
3 If the Parties agree, such persons will be Class Members entitled to the same rights as
4 other Class Members, and the Administrator will send, via email or overnight delivery,
5 a Class Notice requiring them to exercise options under this Agreement not later than
6 15 days after receipt of Class Notice, or the deadline dates in the Class Notice, which
7 ever are later.

8 **7.5. Requests for Exclusion (Opt-Outs).**

9 7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement
10 must send the Administrator, by mail, a signed written Request for Exclusion not later
11 than 45 days after the Administrator mails the Class Notice (plus an additional 15 days
12 for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter
13 from a Class Member or his/her representative that reasonably communicates the Class
14 Member's election to be excluded from the Settlement and includes the Class Member's
15 name, address and email address or telephone number. To be valid, a Request for
16 Exclusion must be timely postmarked by the Response Deadline.

17 7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it
18 fails to contain all the information specified in the Class Notice. The Administrator
19 shall accept any Request for Exclusion as valid if the Administrator can reasonably
20 ascertain the identity of the person as a Class Member and the Class Member's desire
21 to be excluded. The Administrator's determination shall be final and not appealable or
22 otherwise susceptible to challenge. If the Administrator has reason to question the
23 authenticity of a Request for Exclusion, the Administrator may demand additional proof
24 of the Class Member's identity. The Administrator's determination of authenticity shall
25 be final and not appealable or otherwise susceptible to challenge.

26 7.5.3. Every Class Member who does not submit a timely and valid Request for
27 Exclusion is deemed to be a Participating Class Member under this Agreement, entitled
28 to all benefits and bound by all terms and conditions of the Settlement, including the

1 Participating Class Members' Releases under Paragraphs 5.2 and 5.3 of this Agreement,
2 regardless whether the Participating Class Member actually receives the Class Notice
3 or objects to the Settlement.

4 7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a
5 Non-Participating Class Member and shall not receive an Individual Class Payment or
6 have the right to object to the class action components of the Settlement. Because future
7 PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-
8 Participating Class Members who are Aggrieved Employees are deemed to release the
9 claims identified in Paragraph 5.4 of this Agreement and are eligible for an Individual
10 PAGA Payment.

11 7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after
12 the Administrator mails the Class Notice (plus an additional 15 days for Class Members whose
13 Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods
14 (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge
15 the allocation by communicating with the Administrator via mail. The Administrator must
16 encourage the challenging Class Member to submit supporting documentation. In the absence
17 of any contrary documentation, the Administrator is entitled to presume that the Workweeks
18 contained in the Class Notice are correct so long as they are consistent with the Class Data. The
19 Administrator's determination of each Class Member's allocation of Workweeks and/or Pay
20 Periods shall be final and not appealable or otherwise susceptible to challenge. The
21 Administrator shall promptly provide copies of all challenges to calculation of Workweeks
22 and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination
23 the challenges.

24 7.7. Objections to Settlement

25 7.7.1. Only Participating Class Members may object to the class action components of
26 the Settlement and/or this Agreement, including contesting the fairness of the
27 Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class
28 Counsel Litigation Expenses Payment and/or Class Representatives Service Payment.

1 7.7.2. Participating Class Members may send written objections to the Administrator, by
2 mail. In the alternative, Participating Class Members may appear in Court (or hire an
3 attorney to appear in Court) to present verbal objections at the Final Approval Hearing.
4 A Participating Class Member who elects to send a written objection to the
5 Administrator must do so not later than 45 days after the Administrator's mailing of the
6 Class Notice (plus an additional 15 days for Class Members whose Class Notice was re-
7 mailed).

8 7.7.3. Non-Participating Class Members have no right to object to any of the class action
9 components of the Settlement.

10 7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be
11 performed or observed by the Administrator contained in this Agreement or otherwise.

12 7.8.1. Website, Email Address and Toll-Free Number. The Administrator will maintain
13 and use an internet website to post information of interest to Class Members including
14 the date, time and location for the Final Approval Hearing and copies of the Settlement
15 Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class
16 Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment,
17 Class Counsel Litigation Expenses Payment and Class Representatives Service
18 Payment, the Final Approval and the Judgment. The Administrator will also maintain
19 and monitor an email address and a toll-free telephone number to receive Class Member
20 calls and emails.

21 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
22 promptly review on a rolling basis Requests for Exclusion to ascertain their validity.
23 Not later than 5 days after the expiration of the deadline for submitting Requests for
24 Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel
25 containing (a) the names and other identifying information of Class Members who have
26 timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and
27 other identifying information of Class Members who have submitted invalid Requests
28 for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted

(whether valid or invalid).

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

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

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

7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by

employee identification number only of all payments made under this Agreement. At least 7 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. CLASS SIZE ESTIMATES AND ESCALATOR CLAUSE

8.1. Based on its records, Defendants estimates that, as of the date of this Settlement Agreement, (1) there are 2,355 Class Members and 133,406 Total Workweeks during the Class Period and (2) there are 1,715 Aggrieved Employees who worked 54,178 Pay Periods during the PAGA Period. . Of the 133,406 estimated Workweeks, 28,212 are estimated for Boskovich Class Members and 105,194 for LaborNow Class Members.

8.2. Increase in Workweeks. Defendants represent that there are no more than 133,406 Workweeks worked during the Class Period. In the event the number of Workweeks worked by Class Members during the Class Period increases by more than 5%, or 6,670 Workweeks, then the Gross Settlement Amount shall be increased proportionally by the Workweeks in excess of 133,406. For example, should there be 141,000 Workweeks in the Class Period, then the Gross Settlement Amount shall be increased by \$82,539.77 $[(141,000 \text{ Workweeks} / 133,406 \text{ Workweeks} \times \$1,450,000.00) - \$1,450,000.00]$. Any such increase in the Gross Settlement Amount shall be divided between Boskovich and LaborNow based upon the source of the increase. Using the example above, the number of Workweeks was underestimated by 7,594. If 75% of that increase (5,696 Workweeks) is as the result of Boskovich's underestimation and 25% (1,898 Workweeks) is as a result of LaborNow's underestimation, Boskovich would pay 75% of the \$82,539.77 increase of the Gross Settlement Amount (\$61,904.83) and LaborNow would pay 25% (\$20,634.94).

9. MOTION FOR FINAL APPROVAL

Prior to the calendared Final Approval Hearing, Plaintiffs will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (I), a Proposed Final Approval Order and a proposed

Judgment (collectively “Motion for Final Approval”). Plaintiffs shall endeavor to provide drafts of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

9.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

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

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

9.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver

of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

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

10. AMENDED JUDGMENT

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

11. ADDITIONAL PROVISIONS

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

1 certification on any grounds available and to contest Defendants' defenses. The Settlement, this
2 Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be
3 admissible in connection with, any litigation (except for proceedings to enforce or effectuate the
4 Settlement and this Agreement).

5 11.2. Confidentiality Prior to Preliminary Approval. Plaintiffs, Class Counsel, Defendants and
6 Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement
7 is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit
8 another person to disclose, disseminate or publicize, any of the terms of the Agreement directly
9 or indirectly, specifically or generally, to any person, corporation, association, government
10 agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom
11 will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the
12 extent necessary to report income to appropriate taxing authorities; (4) in response to a court
13 order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal
14 government agency. Each Party agrees to immediately notify each other Party of any judicial or
15 agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel,
16 Defendants and Defense Counsel separately agree not to, directly or indirectly, initiate any
17 conversation or other communication, before the filing of the Motion for Preliminary Approval,
18 any with third party regarding this Agreement or the matters giving rise to this Agreement except
19 to respond only that "the matter was resolved," or words to that effect. This paragraph does not
20 restrict Class Counsel's communications with Class Members in accordance with Class
21 Counsel's ethical obligations owed to Class Members.

22 11.3. No Solicitation. The Parties separately agree that they and their respective counsel and
23 employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal
24 from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's
25 ability to communicate with Class Members in accordance with Class Counsel's ethical
26 obligations owed to Class Members.

27 11.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement
28 together with its attached exhibits shall constitute the entire agreement between the Parties

1 relating to the Settlement, superseding any and all oral representations, warranties, covenants, or
2 inducements made to or by any Party.

3 11.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
4 represent that they are authorized by Plaintiffs and Defendants, respectively, to take all
5 appropriate action required or permitted to be taken by such Parties pursuant to this Agreement
6 to effectuate its terms, and to execute any other documents reasonably required to effectuate the
7 terms of this Agreement including any amendments to this Agreement.

8 11.6. Cooperation. The Parties and their counsel will cooperate with each other and use their
9 best efforts, in good faith, to implement the Settlement by, among other things, modifying the
10 Settlement Agreement, submitting supplemental evidence and supplementing points and
11 authorities as requested by the Court. In the event the Parties are unable to agree upon the form
12 or content of any document necessary to implement the Settlement, or on any modification of the
13 Agreement that may become necessary to implement the Settlement, the Parties will seek the
14 assistance of a mediator and/or the Court for resolution.

15 11.7. No Prior Assignments. The Parties separately represent and warrant that they have not
16 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
17 encumber to any person or entity and portion of any liability, claim, demand, action, cause of
18 action, or right released and discharged by the Party in this Settlement.

19 11.8. No Tax Advice. Neither Plaintiffs, Class Counsel, Defendants nor Defense Counsel are
20 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied
21 upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR
22 Part 10, as amended) or otherwise.

23 11.9. Modification of Agreement. This Agreement, and all parts of it, may be amended,
24 modified, changed, or waived only by an express written instrument signed or agreed to by all
25 Parties or their representatives, and approved by the Court. Plaintiffs and Defendants expressly
26 agree that should the Parties agree to amend, modify, change, or waive this Agreement, or any
27 part of it, Class Counsel and Defense Counsel are authorized to submit to the Court any
28 amendments of this Agreement, amended Agreements, or amendments to the Agreement, on

behalf of the Parties once fully executed, which includes, but is not limited to, authorization of the use of signatures previously provided by the Parties.

11.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.

11.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.

11.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.

11.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.

11.14. Use of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendants 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.

11.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.

11.16. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

11.17. 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.

11.18. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

11.19. Severability. In the event that one or more of the provisions contained in this Agreement shall for any reason be held invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall in no way effect any other provision if Defendants' Counsel and Class Counsel, on behalf of the Parties and the Settlement Class, mutually elect in writing to proceed as if such invalid, illegal, or unenforceable provision had never been included in this Agreement.

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IT IS SO AGREED:


Jose Perez Ventura (Jun 25, 2025 17:14 PDT)

Plaintiff, Jose Perez Ventura

DocuSigned by:



7/22/2025

For Defendant, Boskovich Farms, Inc.


Iris Hernandez (Jun 26, 2025 06:31 PDT)

Plaintiff, Iris Araseli Hernandez

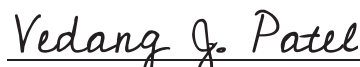
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For Defendant, LaborNow, Inc.

AGREED AS TO FORM ONLY:


David D. Bibiyan
Vedang J. Patel
Counsel for Plaintiffs

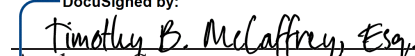
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DocuSigned by:



Anthony Strauss
Timothy B. McCaffrey, Jr.
Counsel for Defendants