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NADIA ESTRADA

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE**

NADIA ESTRADA, individually, and on behalf
of other members of the general public similarly
situated and on behalf of other aggrieved
employees pursuant to the California Private
Attorneys General Act,

Plaintiff,

vs.

BELSHIRE ENVIRONMENTAL SERVICES,
INC., a California corporation; and DOES 1
through 100, inclusive,

Defendants.

Case No.: 30-2022-01262282-CU-OE-CXC

*Assigned for all purposes to the Honorable Lon
F. Hurwitz, Dept. CX103*

**SECOND AMENDED JOINT
STIPULATION OF CLASS ACTION AND
PAGA SETTLEMENT**

Complaint Filed: May 31, 2022
Trial Date: Not set

SECOND AMENDED JOINT STIPULATION OF CLASS ACTION AND PAGA
SETTLEMENT

This Second Amended Joint Stipulation of Class Action and PAGA Settlement is entered into by and between Plaintiff Nadia Estrada, individually and on behalf of the Class, and Defendant Belshire Environmental Services, Inc.

DEFINITIONS

1. “Agreement” or “Settlement Agreement” means this Second Amended Joint Stipulation of Class Action and PAGA Settlement.

2. “Action” refers to the court action entitled *Nadia Estrada v. Belshire Environmental Services, Inc.*, Orange County Superior Court Case No. 30-2022-01262282-CU-OE-CXC.

3. “Class Counsel” means S. Emi Minne and Jill J. Parker of Parker & Minne, LLP and Edwin Aiwazian, Arby Aiwazian, Joanna Ghosh, and Yasmin Hosseini of Lawyers for Justice, PC, who will seek to be appointed as counsel for the Class.

4. “Class Counsel’s Fees and Costs” means attorneys’ fees for Class Counsel’s litigation and resolution of the Action and their expenses and costs incurred in connection with the Action, which shall be paid from the Gross Settlement Amount. Class Counsel will request attorneys’ fees not to exceed Thirty-Five Percent (35%) of the Gross Settlement Amount (i.e., \$262,500.00), and the reimbursement costs and expenses associated with the litigation and settlement of the Action, not to exceed \$30,000.00, subject to the Court’s approval. Defendant has agreed not to oppose Class Counsel’s request for fees and reimbursement of costs and expenses in the amount set forth above.

5. “Class List” means a complete list of all Class Members and PAGA Members that Defendant will diligently and in good faith compile from their records and provide to the Settlement Administrator within twenty-one (21) calendar days after Preliminary Approval of this Settlement. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet and will include all Class Members’ and PAGA Members’: (1) full name; (2) last known home address; (3) last known telephone number; (4) social security number; (5) start and end dates of active employment as a non-exempt employee of Defendant in the State of California; (6) total Workweeks during the Class Period; (7) total Workweeks during the PAGA Period; and (8) any other information required by the

1 Settlement Administrator in order to effectuate the terms of the Settlement. The Class List will be
2 treated as confidential, disclosed only to the Settlement Administrator, and used for Settlement
3 purposes only.

4 6. “Class” or “Class Members” means all current and former hourly-paid, non-exempt
5 employees of Defendant who were employed by Defendant in the State of California at any time during
6 the Class Period.

7 7. “Class Period” means the period commencing on May 31, 2018, and ending on May
8 31, 2023.

9 8. “Class Representative Enhancement Payment” means the amount that the Court
10 authorizes to be paid to Plaintiff Nadia Estrada, in addition to her Individual Class Payment and
11 Individual PAGA Payment, in recognition of the efforts and risks she has taken in assisting with the
12 prosecution of the Action and in exchange for the General Release of her claims as provided herein.

13 9. “Court” means the Superior Court of the State of California for the County of Orange.

14 10. “Defendant” refers to Belshire Environmental Services, Inc.

15 11. “Defendant’s counsel” means Katherine C. DenBleyker of O’Hagan Meyer LLP.

16 12. “Effective Date” means the date by when both of the following have occurred: (a) the
17 Court enters the Final Approval Order and Judgment; and (b) the Final Approval Order and Judgment
18 is final. The Final Approval Order and Judgment is final as of the latest of the following occurrences:
19 (a) if no Participating Class Member objects to the Settlement, the day the Court enters Final Approval
20 Order and Judgment; (b) if one or more Participating Class Members objects to the Settlement, the
21 day after the deadline for filing a notice of appeal from the Final Approval Order and Judgment; or if
22 a timely appeal from the Final Approval Order and Judgment is filed, the day after the appellate court
23 affirms the Final Approval Order and Judgment and issues a remittitur.

24 13. “Final Approval” means the date the Court enters an order granting final approval of
25 the Settlement Agreement.

26 14. “Final Approval Order and Judgment” mean the judgment and order entered by the
27 Court upon Final Approval of the Settlement Agreement, which will be a judgment for purposes of
28

California Rule of Court, Rule 3.771(a) and constitute approval pursuant to California Rule of Court, Rule 3.769(a).

15. “Gross Settlement Amount” means the sum of Seven Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00) which is the total amount Defendant agrees to pay under the Settlement, including Class Counsel’s Fees and Costs, Class Representative Enhancement Payments, Payments to Class Members, PAGA Penalties, and Settlement Administration Costs. The Gross Settlement Amount does not include any employer-side taxes and withholdings, which will be calculated by the Settlement Administrator and separately paid for by Defendant.

16. “Individual Class Payment” means a Participating Class Members’ pro-rata share of the Net Settlement Amount.

17. “Individual PAGA Payment” means a PAGA Member’s pro-rata share of the 25% portion of PAGA Penalties to be paid to PAGA Members.

18. “Net Settlement Amount” means the funds available for payments to Class Members, which shall be the amount remaining after the following amounts are deducted from the Gross Settlement Amount: (1) Class Counsel’s fees, (2) Class Counsel’s costs, (3) Settlement Administration Costs, (4) Class Representative Enhancement Payment to Plaintiff; and (5) the PAGA Penalties to the LWDA and PAGA Members.

19. “Notice” means the Notice of Class Action Settlement in a form substantially similar to the form attached hereto as Exhibit A, that will be mailed to Class Members’ and PAGA Members’ last known addresses and which will provide Class Members and PAGA Members with information regarding the Action and information regarding the settlement of the Action.

20. “PAGA” means the California Labor Code Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698, *et seq.*

21. “PAGA Penalties” means the amount that the Parties have agreed to allocate in order to settle claims arising under the Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*)(“PAGA”). The Parties have agreed that Fifty Thousand Dollars (\$50,000.00) of the Gross Settlement Amount will be allocated to the resolution of Plaintiff’s PAGA Claims. Seventy Five Percent (75%) of this amount (\$37,500.00) will be paid to the California Labor and Workforce

1 Development Agency in accordance with Labor Code §§ 2698 *et seq.* Twenty Five Percent (25%) of
2 this amount (\$12,500.00), will be distributed to PAGA Members. PAGA Members will receive
3 payment from the employee portion of the PAGA Penalties regardless of their decision to participate
4 in the class action if the PAGA Penalties are approved by the Court.

5 22. “PAGA Members” means all current and former non-exempt employees of Defendant
6 who were employed by Defendant in the state of California at any time during the PAGA Period.

7 23. “PAGA Notice” refers to the notice letter submitted to the LWDA by Plaintiff on
8 March 23, 2022.

9 24. “PAGA Period” means the period commencing on March 23, 2021, and ending on May
10 31, 2023.

11 25. “Parties” means Plaintiff and Defendant, collectively, and “Party” shall mean either
12 Plaintiff or Defendant, individually.

13 26. “Participating Class Members” means all Class Members who do not submit valid and
14 timely Requests for Exclusion.

15 27. “Plaintiff” means Plaintiff Nadia Estrada, who will seek to be appointed as
16 representatives for the Class.

17 28. “Preliminary Approval” means the date the Court enters an order granting preliminary
18 approval of the Settlement Agreement.

19 29. “Objection” means a Class Member’s valid and timely written objection to the
20 Settlement Agreement. For an Objection to be valid, it must include: (a) the objector’s full name,
21 address, telephone number, last four digits of the employee’s social security number or employee ID
22 number and (b) a written statement of all grounds for the objection accompanied by legal support, if
23 any, for such objection.

24 30. “Released Class Claims” means all claims, rights, demands, liabilities and causes of
25 action that are alleged, or reasonably could have been alleged based on the factual allegations and
26 claims asserted in the operative Complaint in this action arising during the Class Period, including
27 the following claims: (i) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime); (2)
28 Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums); (3)

1 Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (4) Violation of
2 California Labor Code §§ 1194, 1197, and 1197.1. (Unpaid Minimum Wages); (5) Violation of
3 California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid); (6) Violation of California
4 Labor Code § 204 (Wages Not Timely Paid During Employment); (7) Violation of California Labor
5 Code § 226(a) (Non-Compliant Wage Statements); (8) Violation of California Labor Code § 1174(d)
6 (Failure to Keep Requisite Payroll Records); (9) Violation of California Labor Code §§ 2800 and 2802
7 (Unreimbursed Business Expenses); and (10) Violation of California Business & Professions Code §§
8 17200, et seq. based on violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510,
9 512(a), 1174(d), 1194, 1197, 1197.1, 2800, and 2802.

10 31. “Released PAGA Claims” means any and all claims for the recovery for civil penalties,
11 attorneys’ fees and costs permissible under PAGA which Plaintiff and/or the PAGA Members had, or
12 may claim to have, against Released Parties, arising out of the violations alleged in the Complaint or
13 the PAGA Notice during the PAGA Period, including failure to pay overtime compensation, failure
14 to pay minimum wages, failure to provide compliant meal and rest breaks, failure to pay meal and rest
15 period premiums, failure to pay all wages owed at discharge or resignation; failure to timely pay wages
16 during employment; failure to provide complete and accurate wage statements; failure to keep
17 complete and accurate payroll records; failure to reimburse necessary business-related expenses; and
18 violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.3, 226.7, 510, 512(a), 1174(d),
19 1194, 1197, 1197.1, 1198, 2698, *et seq.*, 2800, and 2802 and the Industrial Welfare Commission
20 Orders.

21 32. “Released Parties” means Defendant Belshire Environmental Services, Inc. and its
22 past, present and/or future, direct and/or indirect, officers, directors, members, managers, employees,
23 agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent
24 companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

25 33. “Request for Exclusion” means a valid and timely written statement submitted by a
26 Class Member requesting to be excluded from the Action.

27 34. “Response Deadline” means the date sixty (60) days after the Settlement Administrator
28 mails Notice to Class Members, which shall be the last date on which Class Members may submit

1 Requests for Exclusion, written Objections to the Settlement, or Workweek Disputes to the Settlement
2 Administrator via mail, facsimile, or e-mail. In the event the 60th day falls on a Sunday or Federal
3 holiday, the Response Deadline will be extended to the next day on which the U.S. Postal Service is
4 open. Any Class Members whose Notice is re-mailed by the Settlement Administrator shall have the
5 later of the following deadlines to submit an Request for Exclusion, written Objection, or Workweek
6 Dispute to the Settlement Administrator: (i) forty-five calendar (45) days after the Settlement
7 Administrator re-mails the Notice; or (ii) fifteen (15) calendar days after the original 60-day Response
8 Deadline (“Extended Response Deadline”). If the Extended Response Deadline falls on a Sunday or
9 Federal holiday, the Extended Response Deadline will be extended to the next day on which the U.S.
10 Postal Service is open. The Response Deadline may also be extended by express agreement between
11 Class Counsel and Defendant’s Counsel. Under no circumstances, however, will the Settlement
12 Administrator have the authority to unilaterally extend the deadline for Class Members to submit a
13 Request for Exclusion or Objection to the Settlement.

14 35. “Settlement” means the disposition of the Action pursuant to this Agreement.

15 36. “Settlement Administrator” means ILYM Group, Inc. The Parties each represent that
16 they do not have any financial interest in the Settlement Administrator or otherwise have a relationship
17 with the Settlement Administrator that could create a conflict of interest.

18 37. “Settlement Administration Costs” mean the costs payable from the Gross Settlement
19 Amount to the Settlement Administrator for administering this Settlement, including, but not limited
20 to, printing, distributing, and tracking documents for this Settlement, calculating/confirming the class
21 member Workweeks from the information contained in the Class List, calculating each Participating
22 Class Member’s Individual Class Payment, calculating each PAGA Member’s Individual PAGA
23 Payment, tax reporting, distributing the Gross Settlement Amount, providing necessary reports and
24 declarations, and other duties and responsibilities set forth herein to process this Settlement. It is
25 currently estimated that Settlement Administration Costs shall not exceed \$10,000.00.

26 38. “Workweek” shall mean any calendar week (i.e. a week beginning on Sunday and
27 ending on Saturday) in which a Class Member or PAGA Member worked at least 1 day for Defendant.

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RECITALS

39. On March 23, 2022, Plaintiff gave timely written notice to the California Labor Workforce Development Agency of Defendant's alleged violations of the California Labor Code and of her intent to seek civil penalties pursuant to PAGA.

40. On May 31, 2022, Plaintiff filed a putative class action complaint against Defendant in the Superior Court for the State of California, County of Orange entitled *Nadia Estrada v. Belshire Environmental Services, Inc.*, Case No. 30-2022-01262282-CU-OE-CXC, alleging the following eleven (11) causes of action: (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime Wages); (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums); (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages); (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid); (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment); (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements); (8) Violation of California Labor Code § 1174(d) (Failure to Keep Requisite Payroll Records); (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); (10) Violation of California Business and Professions Code §§ 17200, et seq.; and (11) Violation of California Labor Code § 2698, et seq.

41. Defendant denies the allegations in the complaint in the Action and PAGA Notice, denies any failure to comply with the laws identified in in the operative complaints in the Action and PAGA Notice, and denies any and all liability for any of the causes of action pled and facts asserted in the Action and PAGA Notice.

42. Following the filing of the Action, the Parties met and conferred with respect to potential resolution of this Action, and agreed to engage in private mediation. Prior to mediation, Class Counsel diligently investigated the claims against Defendant, including any and all applicable defenses and the applicable law. This investigation included, *inter alia*, the exchange of informal discovery, review of numerous corporate policies and practices, interviewing putative class members regarding the alleged violations, and analyzing a 20% sampling of the time and payroll records for the putative class. Class Counsel's investigation was sufficient to satisfy the criteria for court approval set forth in

1 *Dunk v. Foot Locker Retail, Inc.*, 48 Cal.App.4th 1794, 1801 (1998) and *Kullar v. Foot Locker Retail,*
2 *Inc.*, 168 Cal.App.4th 116, 129-130 (2008).

3 43. On March 27, 2023, the Parties participated in a private mediation with Steven J.
4 Rottman, Esq., a respected mediator with extensive experience in complex wage and hour litigation.
5 Mr. Rottman's supervision of the mediation and negotiations was critical in managing the expectations
6 of the Parties, and in providing a useful and neutral analysis of the case to both sides. After a full day
7 of negotiations, the Parties reached an agreement to settle this matter on a class-wide basis, the material
8 terms of which are now fully memorialized in this Agreement.

9 44. The settlement discussions during and after mediation were conducted at arms-length,
10 and this Agreement is the result of an informed and detailed analysis of Defendant's potential liability
11 in relation to the costs and risks associated with continued litigation.

12 45. Based on data produced pursuant to formal and informal discovery, as well as Class
13 Counsel's own independent investigation and evaluation, Plaintiff and Class Counsel believe that the
14 Settlement for the consideration and terms set forth in this Agreement is fair, reasonable and adequate,
15 and is in the best interests of the Class in light of all known facts and circumstances.

16 46. This Agreement is made and entered into by and between Plaintiff individually and on
17 behalf of the Settlement Class, and Defendant, and is subject to the terms and conditions hereof, and
18 to the Court's approval. The Parties expressly acknowledge that this Agreement is entered solely for
19 the purpose of compromising significantly disputed claims and that nothing herein is an admission of
20 liability or wrongdoing by Defendant. If for any reason this Agreement is not approved, it will be of
21 no force or effect, and the Parties shall be returned to their original respective positions.

22 **TERMS OF AGREEMENT**

23 NOW, THEREFORE, in consideration of the mutual covenants, promises and agreements set
24 forth herein, the Parties agree, subject to the Court's approval, as follows:

25 47. Class Certification for Settlement Purposes Only: Solely for purposes of Settlement of
26 the Action, the Parties stipulate and agree that the requirements for establishing class certification with
27 respect to the Class have been satisfied, and stipulate and agree to certification of the Class. The Parties
28 further agree to the designation of Parker & Minne, LLP and Lawyers for Justice, P.C. as counsel for

1 the Class. Should the Settlement not be approved or is terminated, the fact that the Parties were willing
2 to stipulate to class certification as part of the Settlement shall have no bearing on, and shall not be
3 admissible in connection with, the issue of whether a class should be certified in a non-settlement
4 context in this Action.

5 48. Settlement Consideration: Defendant shall fund the Gross Settlement Amount and all
6 applicable employer-side payroll taxes following Final Approval by the Court and the occurrence of
7 the Effective Date. The following will be paid out of the Gross Settlement Amount: the sum of the
8 Individual Class Payments, the Class Representative Enhancement Payment, Class Counsel's Fees
9 and Costs, the PAGA Penalties, and the Settlement Administration Costs, as specified in this
10 Agreement. Except for any employer-side taxes due on the Individual Class Payments, or as a result
11 of an increase in the number of workweeks as set forth in Paragraph 49 below, Defendant shall not be
12 required to pay more than the Gross Settlement Amount. The Gross Settlement Amount is non-
13 reversionary; no portion of the Gross Settlement Amount will revert to Defendant.

14 49. Potential Increase to the Gross Settlement Amount: The Gross Settlement Amount is
15 based on Defendant's representation that Class Members worked a total of 21,361 Workweeks
16 between May 31, 2018 to March 27, 2023 ("Certified Workweek Amount"). Should the actual number
17 of Workweeks for Class Members between May 31, 2018 to March 27, 2023 exceed the Certified
18 Workweek Amount by more than ten percent (10%) (i.e., Workweeks increased by more than 2,136
19 Workweeks, then the Gross Settlement Amount shall increase proportionally to the percentage
20 increase between the Certified Workweek Amount and the number of actual Workweeks worked by
21 the Class Members (e.g., if the number of Workweeks increases by 11% to 23,711 Workweeks, the
22 Gross Settlement Amount will increase by 1%). In the event this escalator clause is triggered,
23 Defendant shall provide Class Counsel with a declaration which provides: (i) the specific number of
24 Workweeks as of March 27, 2023; and (ii) the total number of Workweeks as of May 31, 2023.

25 50. Funding of the Gross Settlement Amount: Within thirty (30) calendar days of the
26 Effective Date of the Settlement, Defendant will deposit the Gross Settlement Amount (and all
27 applicable employer-side payroll taxes into a Qualified Settlement Fund ("QSF") to be established by
28 the Settlement Administrator. Defendant shall provide all information necessary for the Settlement

1 Administrator to calculate necessary payroll taxes. The Settlement Administrator will be responsible
2 for forwarding all payroll taxes and penalties to the appropriate government authorities.

3 51. Distribution of the Gross Settlement Amount: Within fourteen (14) calendar days of
4 the funding of the Settlement, the Settlement Administrator will issue payments for: (a) Individual
5 Class Payments; (b) Individual PAGA Payments; (c) the PAGA Penalties to the Labor and Workforce
6 Development Agency; (d) the Class Representative Enhancement Payments; (e) Class Counsel's Fees
7 and Costs; and (f) Settlement Administration Costs.

8 52. Attorneys' Fees and Costs: Defendant agrees not to oppose any application or motion
9 by Class Counsel for attorneys' fees of not more than thirty-five percent (35%) of the Gross Settlement
10 Amount, i.e. Two Hundred Sixty-Two Thousand Five Hundred Dollars and Zero Cents (\$262,500.00),
11 plus the reimbursement of costs and expenses associated with the litigation and settlement of the
12 Action, in an amount not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00), both of
13 which will be paid from the Gross Settlement Amount. Any portion of the requested fees or costs that
14 is not awarded to the Class Counsel shall be reallocated to the Net Settlement Amount and distributed
15 to Participating Class Members as provided in this Agreement.

16 53. Class Representative Enhancement Payment: Defendant agrees not to oppose or object
17 to any application or motion by Plaintiff for a Class Representative Enhancement Payment of Seven
18 Thousand Five Hundred Dollars and Zero Cents (\$7,500.00). The Class Representative Enhancement
19 Payment is in to recognize the Plaintiff's time, effort and risk in bringing and prosecuting the Action,
20 as well as the General Release of Plaintiff's individual claims against Defendant. Any portion of the
21 requested Class Representative Enhancement Payment that is not awarded to Plaintiff shall be
22 reallocated to the Net Settlement Amount and distributed to Participating Class Members as provided
23 in this Agreement.

24 54. Settlement Administration Costs: The Settlement Administrator will be paid for the
25 reasonable costs of administration of the Settlement and distribution of payments from the Gross
26 Settlement Amount as further set forth in this Agreement. Settlement Administration Costs are
27 currently estimated not the exceed \$10,000.00. The Parties acknowledge that Settlement
28 Administration Costs may increase above the current estimate of \$10,000.00 and that any such

additional Settlement Administration Costs will be taken out of the Gross Settlement Amount. Any portion of the requested Settlement Administration Costs that are not awarded to the Settlement Administrator or which are not ultimately required to complete administration of the Settlement shall be reallocated to the Net Settlement Amount and distributed to Participating Class Members as provided in this Agreement.

55. PAGA Penalties: Fifty Thousand Dollars and Zero Cents (\$50,000.00) shall be allocated from the Gross Settlement Amount for settlement of claims for civil penalties under the PAGA. The Settlement Administrator shall pay seventy-five percent (75%) of the PAGA Penalties, or Seventy-Five Thousand Five Hundred Dollars (\$37,500.00), to the California Labor and Workforce Development Agency (“LWDA”). Twelve Thousand Five Hundred Dollars (\$12,500.00), will be distributed to PAGA Members on a *pro rata* basis based on the total number of Workweeks worked by each PAGA Member during the PAGA Period. PAGA Members shall receive their portion of the PAGA Penalties even if they request to be excluded from the class settlement.

56. Net Settlement Amount for Payment of Class Claims: The Net Settlement Amount will be used to satisfy the class portion of Participating Class Members’ Individual Class Payments in accordance with the terms of this Agreement. The estimated Net Settlement Amount is as follows:

Gross Settlement Amount	\$	750,000.00
Enhancement Payment:	\$	7,500.00
Class Counsel’s Fees:	\$	262,500.00
Class Counsel’s Costs:	\$	30,000.00
PAGA Penalties	\$	50,000.00
Settlement Administration Costs:	\$	10,000.00
Estimated Net Settlement Amount	\$	\$390,000.00

57. Individual Class Payment Calculations: Individual Class Payments will be paid from the Net Settlement Amount on a pro-rata basis based on the total Workweeks worked by Participating Class Members during the Class Period. Specifically, the Settlement Administrator will calculate the total Workweeks for all Participating Class Members by adding the number of Workweeks worked by each Participating Class Member during the Class Period. The respective Workweeks for each

Participating Class Member will be divided by the total Workweeks for all Participating Class Members, resulting in the payment ratio for each Participating Class Member. Each Participating Class Member's payment ratio will then be multiplied by the Net Settlement Amount to calculate each Settlement Class Member's estimated Individual Class Payment.

58. Tax Allocation of Individual Class Payments: Individual Class Payments will be allocated as follows: twenty percent (20%) of each Individual Class Payment will be allocated as wages, forty percent (40%) shall be allocated as interest, and forty percent (40%) shall be allocated as penalties. The portion of the Individual Class Payment allocated to wages will be reported by the Settlement Administrator on an IRS Form W-2. The remaining non-wage payments will be reported on an IRS Form-1099 by the Settlement Administrator

59. Individual PAGA Payment Calculations: Individual PAGA Payments will be paid on a pro-rata basis based on the total Workweeks worked by PAGA Members during the PAGA Period. Specifically, the Settlement Administrator will calculate the total Workweeks for all PAGA Members by adding the number of Workweeks worked by each PAGA Member during the PAGA Period. The respective Workweeks for each PAGA Member will be divided by the total Workweeks for all PAGA Members, resulting in the payment ratio for each PAGA Member. Each PAGA Member's payment ratio will then be multiplied by the 25% employee portion of the PAGA Penalties to calculate each PAGA Member's estimated Individual PAGA Payment. PAGA Members shall receive an Individual PAGA Payment regardless of whether submit a Request for Exclusion.

60. Tax Allocation of Individual PAGA Payments: Individual PAGA Payments are not subjected to withholdings and will be reported on an IRS Form 1099 by the Settlement Administrator.

61. No Credit Toward Benefit Plans: The Individual Class Payments made to Participating Class Members under this Settlement, as well as any other payments made pursuant to this Settlement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties' intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

1 62. Settlement Administration Process: The Parties agree to cooperate in the administration
2 of the Settlement and to make all reasonable efforts to control and minimize the costs and expenses
3 incurred in administration of the Settlement. The Settlement Administrator will provide the following
4 services:

- 5 a) Establish and maintain a Qualified Settlement Fund.
- 6 b) Calculate the Individual Class Payment each Participating Class Member is
7 eligible to receive.
- 8 c) Calculate the Individual PAGA Payment each PAGA Member shall receive.
- 9 d) Print and mail the Notice in both Spanish and English.
- 10 e) Conduct additional address searches for mailed Notices that are returned as
11 undeliverable.
- 12 f) Process Objections and Requests for Exclusion.
- 13 g) Field inquiries from Class Members.
- 14 h) Print and issue and issue Settlement Payment Checks.
- 15 i) Prepare IRS W2 and 1099 Tax Forms and any other filings required by any
16 governmental taxing authority.
- 17 j) Provide declarations and/or other information to this Court as requested by the
18 Parties and/or the Court.
- 19 k) Provide weekly status reports to counsel for the Parties.
- 20 l) Posting copies of the operative Complaint, Settlement, Notice, Preliminary
21 Approval Order, and Final Approval Order and Judgment online at Settlement
22 Administrator's website.

23 63. Delivery of the Class List: Within twenty-one (21) calendar days of Preliminary
24 Approval, Defendant will provide the Class List to the Settlement Administrator. This is a material
25 term of the Agreement, and if Defendant fails to comply, Plaintiff shall have the right to void the
26 Agreement.

27 64. Notice by First-Class U.S. Mail: Within seven (7) calendar days after receiving the
28 Class List from Defendant, the Settlement Administrator will mail the Notice to all Class Members

via regular First-Class U.S. Mail, using the most current, known mailing addresses identified in the Class List.

65. Confirmation of Contact Information in the Class List: Prior to mailing, the Settlement Administrator will perform a search based on the National Change of Address Database for information to update and correct for any known or identifiable address changes. Any Notice returned to the Settlement Administrator as non-deliverable on or before the Response Deadline will be sent promptly via regular First-Class U.S. Mail to the forwarding address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on the Notice. If no forwarding address is provided, the Settlement Administrator will promptly attempt to determine the correct address using a skip-trace, or other search using the name, address and/or Social Security number of the Class Member involved, and will then perform a single re-mailing. Those Class Members who receive a re-mailed Notice, whether by skip-trace or by request, will have until their Extended Response Deadline, as set forth in paragraph 34 above, to submit a Request for Exclusion, Objection, or Workweek Dispute to the Settlement Administrator via mail, facsimile, or email.

66. Notice: All Class Members will be mailed a Notice in English and Spanish, substantially in the form attached hereto as Exhibit A. Each Notice will provide: (a) information regarding the nature of the Action; (b) a summary of the Settlement's principal terms; (c) the Class definition; (d) the total number of Workweeks each respective Class Member worked for Defendant during the Settlement Class Period; (e) each Class Member's estimated Individual Class Payment and the formula for calculating Individual Class Payments; (f) each PAGA Members' estimated Individual PAGA Payment and the formula for calculating Individual PAGA Payments; (g) the dates which comprise the Class Period; (h) the deadlines by which the Class Member must email, fax, or postmark Requests for Exclusion, Objections to the Settlement, or Workweek Disputes; (i) the claims to be released, as set forth herein; and (j) the date for the Final Approval hearing.

67. Disputed Information on Notice: Class Members will have an opportunity to dispute the number of Workweeks credited to them in their Notice. Any Class Member wishing to dispute the Workweeks reported in their Notice must provide a written dispute to the Settlement Administrator by the Response Deadline (or, in the event the Notice is re-mailed, by the Extended Response Deadline

as set forth in paragraph 34, above) via email, facsimile or mail. The written dispute must include (a) the Class Member's name, address, telephone number, and the last four digits of the Class Member's Social Security number and/or the Employee ID number; (b) a statement explaining why they believe the number of Workweeks in their Notice is inaccurate; and (c) any evidence showing that the number of Workweeks credited to them in their Notice is inaccurate. Absent evidence rebutting Defendant's records, Defendant's records will be presumed determinative. However, if a Class Member produces evidence to the contrary by the Response Deadline, the Parties will evaluate the evidence submitted by the Class Member and the Parties will make the final decision as to the number of eligible Workweeks that should be applied and/or the Individual Class Payments to which the Class Member may be entitled. If the Parties are unable to resolve the dispute, the Settlement Administrator will be the determine the Workweeks for each Class Member during the Class Period, based on the information provided to it. The Court retains authority to review the Administrator's decisions on any such disputes.

68. Defective Submissions: If a Class Member's Request for Exclusion is defective as to the requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The Settlement Administrator will mail the Class Member a cure letter within three (3) business days of receiving the defective submission to advise the Class Member that his or her submission is defective and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have until the later of (a) the Response Deadline or (b) fifteen (15) calendar days from the date of the cure letter, whichever date is later, to email, fax, or postmark a revised Request for Exclusion. If a Class Member responds to a cure letter by filing a defective claim, then the Settlement Administrator will have no further obligation to give notice of a need to cure. If the revised Request for Exclusion is not emailed, faxed, or postmarked within that period, it will be deemed untimely.

69. Request for Exclusion Procedures: Any Class Member wishing to opt-out from the Action must sign and return a written Request for Exclusion to the Settlement Administrator by the Response Deadline (or, in the event the Notice is re-mailed, by the Extended Response Deadline as set forth in paragraph 34, above) via email, facsimile or mail. The Request for Exclusion must include (a) the Class Member's name, address, telephone number, and the last four digits of the Class

1 Member's Social Security number and/or the Employee ID number and (b) a clear statement
2 requesting to be excluded from the settlement of the class claims similar to the following: "I wish to
3 exclude myself from the class settlement reached in the matter of *Estrada v. Belshire Environmental*
4 *Services, Inc.* I understand that by excluding myself, I will not receive money from the settlement of
5 my individual claims." The date of the email, fax, or postmark will be the exclusive means to determine
6 whether a Request for Exclusion has been timely submitted. All Requests for Exclusion will be
7 submitted to the Settlement Administrator, who will certify jointly to Class Counsel and Defendant's
8 Counsel the Requests for Exclusion that were timely submitted. All Class Members who do not request
9 exclusion from the Action will be bound by all terms of the Settlement Agreement if the Settlement is
10 granted final approval by the Court. The Court shall ultimately decide the validity and authenticity of
11 all Requests for Exclusion submitted by Class Members. The Request for Exclusion shall not be
12 effective as to the release of claims arising under the Private Attorneys General Act.

13 70. Defendant's Right to Rescind: If more than ten percent (10%) of the Class Members
14 (rounded to the next whole number) elect not to participate in the Settlement, Defendant may, at its
15 election, rescind the Settlement Agreement and all actions taken in furtherance of it will be thereby
16 null and void. Defendant must meet and confer with Class Counsel prior to exercising this right. If
17 Defendant exercises its right to rescind the Agreement, Defendant shall be responsible for all
18 Settlement Administration Costs incurred to the date of rescission.

19 71. Settlement Terms Bind All Class Members Who Do Not Opt-Out: Any Class Member
20 who does not affirmatively opt-out of the Settlement by submitting a timely and valid Request for
21 Exclusion will be bound by all of its terms, including those pertaining to the Released Claims, as well
22 as any Final Approval Order and Judgment that may be entered by the Court if it grants final approval
23 to the Settlement. Class Members who opt-out of the Settlement shall not be bound by such Final
24 Approval Order and Judgment or release. The names of Class Members who have opted-out of the
25 settlement shall be disclosed to the Counsel for both Plaintiff and Defendant and noted in the proposed
26 Final Approval Order and Judgment submitted to the Court.

27 72. Objection Procedures: To object to the Settlement, a Participating Class Member must
28 email, fax, or postmark a valid Objection to the Settlement Administrator on or before the Response

1 Deadline (or, in the event the Notice is re-mailed, by the Extended Response Deadline as set forth in
2 paragraph 34, above). The Objection must be signed by the Participating Class Member and contain
3 all information required by this Settlement Agreement including the employees full name, address,
4 telephone number, the last four digits of their social security number and/or Employee ID number, and
5 the specific reason including any legal grounds for the Participating Class Members' Objection. The
6 email, facsimile, or postmark date will be deemed the exclusive means for determining that the Notice
7 of Objection is timely. Participating Class Members who fail to object in the manner specified above
8 will be foreclosed from making a written Objection, but shall still have a right to appear at the Final
9 Approval Hearing in order to have their objections heard by the Court. The Court shall retain final
10 authority as to the consideration and admissibility of any and all objections to the Settlement. At no
11 time will any of the Parties or their counsel seek to solicit or otherwise encourage Participating Class
12 Members to submit written Objections to the Settlement or appeal from the Final Approval Order and
13 Judgment. Class Counsel will not represent any Class Members with respect to any Objections to this
14 Settlement.

15 73. Reminders: Not earlier than twenty (20) days or later than thirty (30) days after the
16 initial mailing, the Settlement Administrator will send a Reminder Postcard to all Class Members who
17 have not returned a Request for Exclusion. All Reminder Postcards will include the Response
18 Deadline, and the contact information for Class Counsel and the Settlement Administrator.

19 74. Weekly Reports Regarding Settlement Administration: The Settlement Administrator
20 will provide Defendant's Counsel and Class Counsel a weekly report which certifies: (a) the number
21 of Class Members who have submitted valid Requests for Exclusion; (b) the number of Notices
22 returned and re-mailed; and (c) whether any Class Member has submitted any Objections, Requests
23 for Exclusions, or any challenges to any information contained in the Notice. Additionally, the
24 Settlement Administrator will provide to counsel for both Parties any updated reports regarding the
25 administration of the Settlement Agreement as needed or requested.

26 75. Compliance Declaration by Settlement Administrator: Within two weeks of the
27 Response Deadline, the Settlement Administrator will provide to a signed declaration to Class Counsel
28 and Defendant's counsel attesting to its due diligence and compliance with all of its obligations under

1 this Agreement, including, but not limited to, the mailing of Notice, the Notices returned as
2 undelivered, the re-mailing of Notices, attempts to locate Class Members, the names of the individuals
3 who submitted timely and valid Requests for Exclusion from Settlement, and the number of written
4 Objections to the Settlement. The Administrator shall also provide to Class Counsel and Defense
5 Counsel authenticated copies of every written Objection and Request for Exclusion that it received.
6 The Administrator shall also provide a copy of its final invoice to Class Counsel and Defense Counsel
7 for submission in conjunction with Plaintiff's Motion for Final Approval. The Administrator will
8 supplement its declaration as needed or requested by the Parties and/or the Court.

9 76. Payment Schedule for All Court Approved Settlement payments: Within three (3)
10 business days of the Court granting Final Approval, the Settlement Administrator will calculate all
11 payments due, and shall provide Defendant's Counsel and Class Counsel with a report on all
12 disbursements to be made under the Settlement.

13 77. Uncashed Settlement Checks: Any checks issued by the Settlement Administrator to
14 Participating Class Members and PAGA Members will be negotiable for at least one hundred eighty
15 (180) calendar days. If a Participating Class Member or PAGA Member does not cash his or her
16 Individual Class Payment check or Individual PAGA Payment check within 180 days, the uncashed
17 funds, subject to Court approval, shall be distributed to the Controller of the State of California to be
18 held pursuant to the Unclaimed Property Law, California Civil Code §1500, *et. seq.* for the benefit of
19 those Participating Class Members and PAGA Members who did not cash their checks until such time
20 that they claim their property. The Parties agree that this disposition results in no "unpaid residue"
21 under California Civil Procedure Code § 384, as the entire Net Settlement Amount will be paid out to
22 Participating Class Members and PAGA Members, whether or not they all cash their Individual Class
23 Payment checks or Individual PAGA Payment checks. Therefore, Defendant will not be required to
24 pay any interest on such amounts. The Individual Class Payment checks provided to Participating
25 Class Members and Individual PAGA Payment checks provided to PAGA Members shall prominently
26 state the expiration date or a statement that the Settlement Check will expire in one hundred eighty
27 (180) days, or alternatively, such a statement may be made in a letter accompanying the Individual
28 Class Payment and/or Individual PAGA Payment. Expired Individual Class Payments and expired

Individual PAGA Payments will not be reissued, except for good cause and as mutually agreed by the Parties in writing. The parties agree no unclaimed funds will result from the settlement.

78. Administration of Taxes by the Settlement Administrator: The Settlement Administrator will be responsible for issuing to Plaintiff, Participating Class Members, and Class Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid pursuant to this Settlement. The Settlement Administrator will also be responsible for forwarding all payroll taxes and penalties to the appropriate government authorities.

79. Final Distribution Report and Declaration by Settlement Administrator: Within 10 days after the Settlement 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 14 days before any deadline set by the Court, the Settlement Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration under oath suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Settlement Administrator's Declaration with the Court.

80. Tax Liability: Defendant makes no representation as to the tax treatment or legal effect of the payments called for hereunder, and Plaintiff and Participating Class Members are not relying on any statement, representation, or calculation by Defendant or by the Settlement Administrator in this regard. Plaintiff and Participating Class Members understand and agree that they will be solely responsible for the payment of any taxes and penalties assessed on the payments described herein. Defendant's share of any employer payroll taxes and other required employer withholdings due on the Individual Class Payments, including, but not limited to, Defendant's FICA and FUTA contributions, shall be paid separate and apart from the Gross Settlement Amount.

81. Circular 230 Disclaimer: Each Party to this Agreement (for purposes of this section, the "acknowledging party" and each Party to this Agreement other than the acknowledging party, an "other party") acknowledges and agrees that: (1) no provision of this Agreement, and no written communication or disclosure between or among the Parties or their attorneys and other advisers, is or was intended to be, nor shall any such communication or disclosure constitute or be construed or be

1 relied upon as, tax advice within the meaning of United States Treasury Department circular 230 (31
2 CFR part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his, her or its
3 own, independent legal and tax counsel for advice (including tax advice) in connection with this
4 Agreement, (b) has not entered into this Agreement based upon the recommendation of any other Party
5 or any attorney or advisor to any other Party, and (c) is not entitled to rely upon any communication
6 or disclosure by any attorney or adviser to any other party to avoid any tax penalty that may be imposed
7 on the acknowledging party, and (3) no attorney or adviser to any other Party has imposed any
8 limitation that protects the confidentiality of any such attorney's or adviser's tax strategies (regardless
9 of whether such limitation is legally binding) upon disclosure by the acknowledging party of the tax
10 treatment or tax structure of any transaction, including any transaction contemplated by this
11 Agreement.

12 82. No Prior Assignments: The Parties and their counsel represent, covenant, and warrant
13 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
14 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause
15 of action or right herein released and discharged.

16 83. Release by Participating Class Members: Upon the complete funding of the Gross
17 Settlement Amount and all applicable employer-side payroll taxes by Defendant, Participating Class
18 Members shall fully release and discharge the Released Parties from any and all Released Class Claims
19 for the Class Period. This release shall be binding on all Participating Class Members.

20 84. Release by PAGA Members, the LWDA and the State of California: Upon the complete
21 funding of the Gross Settlement Amount, all PAGA Members, the LWDA, and State of California
22 shall fully release and discharge the Released Parties from any and all Released PAGA Claims for the
23 PAGA Period. In light of the binding nature of a PAGA judgment on non-party employees pursuant
24 to *Arias v. Superior Ct. (Dairy)*, 46 Cal. 4th 969 (2009), all PAGA Members shall release claims
25 arising under PAGA regardless of their decision to participate in the class settlement. PAGA Members
26 who exclude themselves from the settlement of class claims, shall still receive an Individual PAGA
27 Payment and release all claims for penalties pursuant to the PAGA during the PAGA Period.

28 85. Release of Additional Claims & Rights by Plaintiff: Upon the funding of the Gross

1 Settlement Amount, Plaintiff agrees—on behalf of herself only—to the additional following General
2 Release: In consideration of Defendant’s promises and agreements as set forth herein, Plaintiff hereby
3 fully releases the Released Parties from any and all Released Claims and also generally releases and
4 discharges the Released Parties from any and all claims, demands, obligations, causes of action, rights,
5 or liabilities of any kind which have been or could have been asserted against the Released Parties
6 arising out of or relating to her employment by Defendant, including but not limited to claims for
7 wages, restitution, or penalties. This release specifically includes any and all claims, demands,
8 obligations and/or causes of action for damages, restitution, penalties, interest, and attorneys’ fees and
9 costs (except provided by the Settlement Agreement) relating to or in any way connected with the
10 matters referred to herein, whether or not known or suspected to exist, and whether or not specifically
11 or particularly described herein. Specifically, Plaintiff waives all rights and benefits afforded by
12 California Civil Code Section 1542, which provides:

13 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR
14 RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER
15 FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY
16 HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT
17 WITH THE DEBTOR OR RELEASED PARTY.

18 **Notwithstanding the foregoing, this release specifically excludes any claims Plaintiff has**
19 **or may have that are not waivable by law, including claims for unemployment insurance,**
20 **disability, social security, and workers compensation (with the exception of claims arising**
21 **pursuant to California Labor Code Sections 132(a) and 4553), and the right to receive benefits**
22 **under any retirement plan.**

23 86. Neutral Employment Reference: Defendant agrees that it will adopt a neutral reporting
24 policy regarding any future employment references related to Plaintiff. Specifically, should Plaintiff
25 seek an employment reference from Defendant, Plaintiff must direct all such inquiries to Defendant’s Human
26 Resources department. Defendant shall communicate to any prospective employer Plaintiff’s title and dates of
27 employment, and no characterization of employment or separation from employment will be provided.

28 87. Preliminary Approval Hearing: Promptly upon execution of this Settlement

1 Agreement, Plaintiff shall file a Motion for Preliminary Approval requesting the entry of an order as
2 follows:

- 3 a. Granting preliminary approval of the Settlement Agreement
- 4 b. Certifying the Class for the purpose of Settlement;
- 5 c. Approving, as to form and content, the proposed Notice;
- 6 d. Approving the manner and method for Class Members to request exclusion from
7 the Stipulation of Settlement as contained herein and within the Notice;
- 8 e. Directing the mailing of the Notice and Reminder Postcards to the Class
9 Members, in accordance with the Agreement; and
- 10 f. Setting a date for a Final Approval/Settlement Fairness Hearing.

11 In conjunction with the Preliminary Approval hearing, Plaintiff will submit this Agreement, which
12 sets forth the terms of the Settlement, and will include the proposed Notice attached as Exhibit A.
13 Defendant agree that they will not oppose Plaintiff's motion for preliminary approval or delay the
14 hearing thereon.

15 88. Final Settlement Approval Hearing and Entry of Judgment: Upon expiration of the
16 deadlines to email, fax, or postmark Requests for Exclusion or Objections to the Settlement
17 Agreement, and with the Court's permission, a Final Approval/Settlement Fairness Hearing will be
18 conducted to determine the Final Approval of the Settlement Agreement along with the amounts
19 properly payable for: (a) Individual Class Payments; (b) PAGA Penalties; (c) the Attorneys' Fees and
20 Costs; (d) the Class Representative Enhancement Payments; and (e) the Settlement Administration
21 Costs. Class Counsel will be responsible for drafting all documents necessary to obtain Final
22 Approval. Class Counsel will also be responsible for drafting the attorneys' fees and costs application
23 to be heard at the final approval hearing and shall submit to the Court a Proposed Final Approval Order
24 as follows:

- 25 a. Approving the Agreement, adjudging the terms thereof to be fair, reasonable and
26 adequate, and directing consummation of its terms and provisions;
- 27 b. Approving Class Counsel's application for an award of attorneys' fees and costs;
- 28 c. Approving the Class Representative Enhancement Payments to Plaintiff;

- 1 d. Setting a date when the parties shall report to the Court the total amount that was
2 actually paid to the Class Members; and
3 e. Entering Final Approval Order and Judgment in this Action consistent with this
4 Agreement.

5 Defendant agrees that it will not oppose Plaintiff's Motion for Final Approval and Attorneys' Fees
6 and Costs.

7 89. Judgment and Continued Jurisdiction: Upon Final Approval of the Settlement by the
8 Court or after the Final Approval/Settlement Fairness Hearing, the Parties will present the Final
9 Approval Order and Judgment to the Court for its approval. After entry of the Final Approval Order
10 and Judgment, the Court will have continuing jurisdiction pursuant to Code of Civil Procedure § 664.6
11 and California Rules of Court, Rule 3.769(h) for purposes of addressing: (a) the interpretation and
12 enforcement of the terms of the Settlement, (b) Settlement administration matters, and (c) such post-
13 judgment matters as may be appropriate under court rules or as set forth in this Settlement.

14 90. Nullification of Settlement Agreement: The Parties, Class Counsel and Defendant's
15 counsel pledge their good faith and fair dealing in supporting the approval of the Settlement by the
16 Court. In the event that: (a) the Court does not grant preliminary or final approval of the Settlement as
17 provided herein; (b) the Court strikes or does not approve any material term of this Settlement
18 Agreement; or (c) the Settlement does not become final as written and agreed to by the Parties for any
19 other reason, then this Settlement Agreement, and any documents generated to bring it into effect, will
20 be null and void, all amounts deposited into the QSF will be returned to Defendant, and the Parties
21 shall be returned to their original respective positions prior to the Settlement and shall proceed in all
22 respects as if this Settlement Agreement had not been executed. Any order or judgment entered by the
23 Court in furtherance of this Settlement Agreement will likewise be treated as void from the beginning.
24 Notwithstanding this provision, the Parties agree that they shall make a good faith effort to resolve
25 any issues raised by the Court prior to invoking their right to nullify the Settlement under this
26 provision. The Parties further agree that they will return to and attend mediation with Monique Ngo-
27 Bonnici in an effort to reach a settlement that may be approved by the Court.

28 91. Exhibits Incorporated by Reference: The terms of this Settlement include the terms set

1 forth in any attached Exhibits, which are incorporated by this reference as though fully set forth herein.
2 Any Exhibits to this Settlement are an integral part of the Settlement.

3 92. Entire Agreement: This Settlement Agreement and any attached Exhibits constitute the
4 entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements
5 may be deemed binding on the Parties.

6 93. Amendment or Modification: This Settlement Agreement may be amended or modified
7 only by a written instrument signed by counsel for all Parties or their successors-in-interest.

8 94. Authorization to Enter Into Settlement Agreement: Counsel for all Parties warrant and
9 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
10 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
11 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
12 effectuate the terms of this Settlement Agreement. The Parties and their counsel will cooperate with
13 each other and use their best efforts to affect the implementation of the Settlement. If the Parties are
14 unable to reach agreement on the form or content of any document needed to implement the
15 Settlement, or on any supplemental provisions that may become necessary to effectuate the terms of
16 this Settlement, the Parties may seek the assistance of the Court to resolve such disagreement.

17 95. Binding on Successors and Assigns: This Settlement Agreement will be binding upon,
18 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

19 96. California Law Governs: All terms of this Settlement Agreement and Exhibits hereto
20 will be governed by and interpreted according to the laws of the State of California.

21 97. Execution and Counterparts: This Settlement Agreement is subject only to the
22 execution of all Parties. However, the Settlement Agreement may be executed in one or more
23 counterparts. All executed counterparts and each of them, including facsimile and scanned copies of
24 the signature page, will be deemed to be one and the same instrument provided that counsel for the
25 Parties will exchange among themselves original signed counterparts.

26 98. Acknowledgement that the Settlement is Fair and Reasonable: The Parties believe this
27 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
28 this Settlement after arm's-length negotiations and in the context of adversarial litigation, taking into

1 account all relevant factors, present and potential. The Parties further acknowledge that they are each
2 represented by competent counsel and that they have had an opportunity to consult with their counsel
3 regarding the fairness and reasonableness of this Settlement.

4 99. Invalidity of Any Provision: Before declaring any provision of this Agreement invalid,
5 the Court will first attempt to construe the provision as valid to the fullest extent possible consistent
6 with applicable precedents so as to define all provisions of this Agreement valid and enforceable.

7 100. Waiver of Certain Appeals: The Parties agree to waive appeals and to stipulate to class
8 certification for purposes of this Settlement only; except, however, that either party may appeal any
9 court order that materially alters the Settlement Agreement's terms.

10 101. Class Action Certification for Settlement Purposes Only: The Parties agree to stipulate
11 to class action certification only for purposes of the Settlement. If, for any reason, the Settlement is
12 not approved, the stipulation to certification will be void. The Parties further agree that certification
13 for purposes of the Settlement is not an admission that class action certification is proper under the
14 standards applied to contested certification motions and that this Agreement will not be admissible in
15 this or any other proceeding as evidence that either: (a) a class action should be certified or (b)
16 Defendant is liable to Plaintiff or any Class Member, other than according to the Settlement's terms.

17 102. Non-Admission of Liability: The Parties enter into this Agreement to resolve the
18 dispute that has arisen between them and to avoid the burden, expense and risk of continued litigation.
19 In entering into this Agreement, Defendant does not admit, and specifically denies, it has violated any
20 federal, state, or local law; violated any regulations or guidelines promulgated pursuant to any statute
21 or any other applicable laws, regulations or legal requirements; breached any contract; violated or
22 breached any duty; engaged in any misrepresentation or deception; or engaged in any other unlawful
23 conduct with respect to their employees. Neither this Agreement, nor any of its terms or provisions,
24 nor any of the negotiations connected with it, shall be construed as an admission or concession by
25 Defendant of any such violations or failures to comply with any applicable law. Except as necessary
26 in a proceeding to enforce the terms of this Agreement, this Agreement and its terms and provisions
27 shall not be offered or received as evidence in any action or proceeding to establish any liability or
28 admission on the part of Defendant or to establish the existence of any condition constituting a

violation of, or a non-compliance with, federal, state, local or other applicable law.

103. Captions: The captions and section numbers in this Agreement are inserted for the reader's convenience, and in no way define, limit, construe or describe the scope or intent of the provisions of this Agreement.

104. Waiver: No waiver of any condition or covenant contained in this Settlement Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

105. Enforcement Action: In the event that one or more of the Parties institutes any legal action or other proceeding against any other Party or Parties to enforce the provisions of this Settlement or to declare rights and/or obligations under this Settlement, the successful Party or Parties will be entitled to recover from the unsuccessful Party or Parties reasonable attorneys' fees and costs, including expert witness fees incurred in connection with any enforcement actions.

106. Mutual Preparation: The Parties have had a full opportunity to negotiate the terms and conditions of this Agreement. Accordingly, this Agreement will not be construed more strictly against one Party than another merely by virtue of the fact that it may have been prepared by counsel for one of the Parties, it being recognized that, because of the arms-length negotiations between the Parties, all Parties have contributed to the preparation of this Settlement Agreement.

107. Representation By Counsel: The Parties acknowledge that they have been represented by counsel throughout all negotiations that preceded the execution of this Agreement, and that this Agreement has been executed with the consent and advice of counsel and reviewed in full. Further, Plaintiff and Class Counsel warrant and represent that there are no liens on the Agreement.

108. All Terms Subject to Final Court Approval: All amounts and procedures described in this Settlement Agreement herein will be subject to final Court approval.

109. Cooperation and Execution of Necessary Documents: The Parties agree to cooperate in seeking court approval of the Settlement.

110. Confidentiality: The Parties and their counsel agree to keep the terms of the Settlement confidential until the filing of Plaintiff's Motion for Preliminary Approval. Plaintiff, Class Counsel,

Defendant and its counsel agree that they will not issue any press releases, initiate any contact with the press, respond to any press inquiry or have any communication with the press about the fact, amount or terms of the Settlement Agreement. Nothing in this Settlement Agreement shall limit Defendant's ability to fulfill disclosure obligations reasonably required by law or in furtherance of business purposes, including the fulfillment of obligations stated in this Settlement Agreement or limit Class Counsel's communications with the Class Members in furtherance of approval of this Settlement. Furthermore, nothing in this provision shall be construed as preventing Class Counsel from referring to the Settlement or the Action in support of their adequacy as counsel for putative class or to justify an award of attorneys' fees.

111. Binding Agreement: The Parties warrant that they understand and have full authority to enter into this Settlement, and further intend that this Settlement Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible and subject to disclosure in any proceeding to enforce its terms, notwithstanding any settlement confidentiality provisions that otherwise might apply under federal or state law.

[Signatures on following page]

1 **APPROVED AS TO FORM AND CONTENT:**

2
3 Dated: 10/12/2023

By:


Nadia Estrada (Oct 12, 2023 19:26 PDT)

Plaintiff Nadia Estrada

4
5
6 Dated:

By:

Name: Karen Cass

Title: President

For Defendant Belshire Environmental Services,
Inc.

7
8
9
10
11 **APPROVED AS TO FORM ONLY:**

12
13 Dated: 10/12/2023

PARKER & MINNE, LLP

14
15 By:



S. Emi Minne

Attorneys for Plaintiff Nadia Estrada

16
17 Dated:

O'HAGAN MEYER LLP

18
19 By:

Katherine C. DenBleyker

Attorneys for Defendant

Belshire Environmental Services

1 **APPROVED AS TO FORM AND CONTENT:**

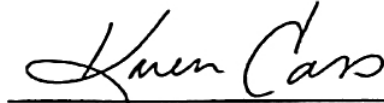
2
3 Dated:

By:

Plaintiff Nadia Estrada

4
5
6 Dated: 10/24/23

By:



Name: Karen Cass

Title: President

For Defendant Belshire Environmental Services,
Inc.

7
8
9
10
11 **APPROVED AS TO FORM ONLY:**

12
13 Dated:

PARKER & MINNE, LLP

14
15 By:

S. Emi Minne

Attorneys for Plaintiff Nadia Estrada

16
17 Dated: October 25, 2023

O'HAGAN MEYER LLP

18
19 By:



Katherine C. DenBleyker

Attorneys for Defendant

Belshire Environmental Services

EXHIBIT A

NOTICE OF PROPOSED CLASS ACTION AND PAGA SETTLEMENT

Nadia Estrada v. Belshire Environmental Services, Inc.

Orange County Superior Court, Case No. 30-2022-01262282-CU-OE-CXC

**THIS IS A COURT-AUTHORIZED NOTICE. IT IS NOT A SOLICITATION.
PLEASE READ THIS NOTICE CAREFULLY.
YOUR LEGAL RIGHTS ARE AFFECTED WHETHER YOU ACT OR DO NOT ACT.**

To:	All current and former non-exempt or hourly-paid employees who are or were employed by Belshire Environmental Services, Inc. in the State of California at any time from May 31, 2018, through May 31, 2023.
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BASIC INFORMATION

1. What is this settlement about?

A lawsuit was commenced by a former employee of Belshire Environmental Services, Inc. (“Defendant”) on May 31, 2022 in the Orange County Superior Court, Case No. 30-2022-01262282-CU-OE-CXC (“Lawsuit”). The Lawsuit claims that Defendant violated sections of the California Labor Code and California Business and Professions Code. Specifically, the Plaintiff alleges that Defendant failed to provide meal and rest periods and associated premium pay, did not timely pay employees all wages owed during and upon termination of their employment, did not provide accurate wage statements, failed to maintain required payroll records, failed to reimburse employees for necessary business expenses, and engaged in unfair business practices. The Lawsuit claims that the Defendant violated the California Labor Code and the California Business and Professions Code, entitling Class Members to, *inter alia*, damages, statutory penalties, and restitution. The Lawsuit also seeks to recover civil penalties pursuant to the California Private Attorneys General Act of 2004 (“PAGA”). Defendant expressly denies any wrongdoing or liability to Plaintiff or any current or former non-exempt employee of Defendant. Defendant is confident that it has strong legal and factual defenses to the above claims, but it recognizes the risks, distractions, and costs associated with litigation. Defendant contends that its conduct has been lawful at all times relevant, that Plaintiff’s claims do not have merit and do not meet the requirements for class certification. The Court has not made a ruling on the merits of the case.

2. Why is this a class action?

In a class action, one or more people called the Class Representative (in this case, Nadia Estrada, also known as “Plaintiff”), sue on behalf of people who appear to have similar claims (in this case all current and former non-exempt or hourly-paid employees who are or were employed by Defendant in the State of California at any time from May 31, 2018 through May 31, 2023. All these people are referred to in this Notice as Class Members. In a class action one court resolves the issues for all Class Members in one Lawsuit, except for those who exclude themselves from the Class. The Orange County Superior Court is in charge of this class action.

3. Why is there a settlement?

The Court has not decided in favor of the Plaintiff or Defendant. Instead, both sides agreed to a settlement which is memorialized in the Joint Stipulation of Class Action and PAGA Settlement (“Agreement” or “Settlement”). This Settlement is not an admission of liability on the part of Defendant. Both sides agree that in light of the risks and expenses associated with continued litigation, this Settlement is fair, adequate, and reasonable. On [DATE OF PRELIMINARY APPROVAL] the Court granted preliminary approval of the Settlement, appointed Plaintiff Nadia Estrada as the Class Representative, and appointed their attorneys at Parker & Minne, LLP and Lawyers for Justice, PC as counsel for the Class (“Class Counsel”). The Class Representative and Class Counsel think the Settlement is best for the Class.

WHO IS PART OF THE SETTLEMENT?

4. How do I know if I am part of the settlement?

You are part of the Settlement, and a Class Member, if you were employed by Defendant as a non-exempt or hourly-paid employee in the state of California at any time between May 31, 2018 through May 31, 2023.

WHAT DO I GET FROM THE SETTLEMENT?

5. What does the settlement provide?

The Settlement provides that Defendant will pay a maximum of Seven Hundred Fifty Thousand Dollars (\$750,000.00) (“Gross Settlement Amount”). This includes all costs and attorneys’ fees for Class Counsel.

The “Net Settlement Amount” is the portion of the Class Settlement Amount that will be available for distribution to Class Members who do not submit timely and valid requests for exclusion in exchange for the release of their class claims. The Net Settlement Amount is the Class Settlement Amount less the following amounts (which are subject to Court approval):

- A. **Attorneys’ Fees to Class Counsel** not to exceed 35% of the Class Settlement Amount or Two Hundred Sixty-Two Thousand Five Hundred Dollars (\$262,500.00);
- B. **Litigation Costs/Expenses to Class Counsel** not to exceed Thirty Thousand Dollars (\$30,000.00);
- C. **Class Representative Enhancement Payment** in an amount not to exceed Seven Thousand Five Hundred Dollars (\$7,500.00) to Plaintiff;
- D. **Settlement Administration Costs** which are currently estimated not to exceed Ten Thousand Dollars (\$10,000.00); and
- E. **PAGA Penalties** in the amount of Fifty Thousand Dollars (\$50,000.00) for the settlement of claims arising under the Private Attorney’s General Act of 2004 (PAGA). Seventy-Five percent (75%) of this amount, (\$37,500.00) shall be paid to the LWDA. The remaining twenty-five percent (25%) (\$12,500.00) will be distributed to hourly-paid, non-exempt employees of Defendant in the state of California at any time from March 23, 2021, to May 31, 2023 (“PAGA Members”) for the release of their claims arising under PAGA.

Class Members are entitled to receive an Individual Class Payment from the Net Settlement Amount, which is determined on a *pro rata* basis based on the number of weeks each Class Member worked for Defendant as an hourly-paid, non-exempt employee of Defendant from May 31, 2018 through May 31, 2023 (“Workweeks”). Your Individual Class Payment will be apportioned as twenty percent (20%) wages, forty percent (40%) interest and forty percent (40%) penalties. The wage portion of the Individual Class Payment will be subject to withholding for the employee taxes and will be reported on a W-2 Form. Employer-side payroll taxes shall be paid separately from and in addition to the Gross Settlement Amount. The penalties and interest portions of each class member’s settlement payment will not be subject to any withholdings and will be reported on an IRS Form 1099.

PAGA Members are eligible to receive an Individual PAGA Settlement from the 25% portion of the PAGA Penalties allocated towards payment of employees, which is determined on a *pro rata* basis based on the number of weeks each PAGA Member worked for Defendant as an hourly-paid, non-exempt employee of Defendant from March 23, 2021, through May 31, 2023. Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, which will be reported on an IRS Form 1099 (if applicable). PAGA Members will receive an Individual PAGA Settlement even if they submit a Request for Exclusion.

5. How Much Will I Receive From the Settlement?

According to Defendant’s Records, you worked:

[] workweeks during the Class Period (May 31, 2018, through May 31, 2023); and
[] workweeks during the PAGA Period (March 23, 2021, through May 31, 2023).

Based on the number of Workweeks credited to you, your Individual Class Payment is estimated to be \$_____, and your Individual PAGA Payment (if applicable) is estimated to be \$_____.

The settlement approval process may take multiple months. Your Individual Class Payment and/or Individual PAGA Payment (if applicable) reflected in this Notice is only an estimate. Your actual Individual Class Payment and/or Individual PAGA Payment (if applicable) may be higher or lower. Payments will be distributed only after the Court grants final approval of the Settlement, and after the Settlement goes into effect.

Your Individual Class Payment and/or Individual PAGA Payment was determined based on Defendant's record of your employment, and are presumed correct. If you dispute the accuracy of Defendant's records as to the number of weeks worked during the Class Period, you must submit a written dispute to the Settlement Administrator. The written dispute must include: (i) your name, address, telephone number, and last four digits of your social security number and/or employee ID number; (ii) a state explaining why you believe the number of workweeks listed in this notice; and (iii) any documentation you have supporting such dispute. All disputes regarding workweeks must be mailed, emailed, or faxed to the Settlement Administrator **by no later than [DATE]**. All disputes regarding your workweeks will be resolved and decided by the Parties or if the Parties cannot agree, the Settlement Administrator, after you submit evidence to the Settlement Administrator. The Court may review the Administrator's decision on any workweek disputes.

If the Court grants final approval of the Settlement, Individual Class Payments and Individual PAGA Payments will be mailed to at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure your receipt of payment that you may be entitled to under the Settlement.**

The Settlement Administrator's contact information is listed below:

ILYM GROUP
[Address]
[Telephone No].
[Fax No.]
[Email Address]

6. How can I get a payment?

You do not have to do anything to receive payment of your portion of the Settlement.

7. What am I giving up if I do not request to be excluded from the Settlement?

Upon the funding of the Gross Settlement Amount, in exchange for the consideration set forth by the Settlement, Plaintiff and all Class Members who do not submit a timely request for exclusion shall release the "Released Parties" from the "Released Class Claims" for the Class Period.

The "Released Parties" include Defendant Belshire Environmental Services, Inc. and its past, present and/or future, direct and/or indirect, officers, directors, members, managers, employees, agents, representatives, attorneys, insurers, partners, investors, shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors, assigns, and joint venturers.

The "Released Class Claims" means all claims, rights, demands, liabilities and causes of action that are alleged, or reasonably could have been alleged based on the factual allegations and claims asserted in the operative Complaint in this

action, including the following claims: (i) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime); (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums); (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (4) Violation of California Labor Code §§ 1194, 1197, and 1197.1 (Unpaid Minimum Wages); (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid); (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment); (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements); (8) Violation of California Labor Code § 1174(d) (Failure to Keep Requisite Payroll Records); (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); and (10) Violation of California Business & Professions Code §§ 17200, et seq. based on violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 2800, and 2802. The Released Class Claims pertains to the period of May 31, 2018, through May 31, 2023.

In addition, All PAGA Members will be deemed to have fully, finally and forever released, settled, compromised, relinquished, and discharged any and all claims for the recovery for civil penalties, attorneys' fees and costs permissible under PAGA which PAGA Members had, or may claim to have, against Released Parties, arising out of the violations alleged in the Complaint or the PAGA Notice, including failure to pay overtime compensation, failure to pay minimum wages, failure to provide compliant meal and rest breaks, failure to pay meal and rest period premiums, failure to pay all wages owed at discharge or resignation; failure to timely pay wages during employment; failure to provide complete and accurate wage statements; failure to keep complete and accurate payroll records; failure to reimburse necessary business-related expenses; and violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.3, 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2698, *et seq.*, 2800, and 2802 and the Industrial Welfare Commission Order ("Released PAGA Claims"). The Released PAGA Claims pertains to the period of March 23, 2021, through May 31, 2023. All PAGA Members will have been deemed to have released the Released PAGA Claims against the Released Parties irrespective of whether they submit a request for exclusion from the Class settlement.

EXCLUDING YOURSELF FROM THE RELEASE OF NON-PAGA CLAIMS

If you want to keep the right to sue or continue to sue Defendant with respect to the Released Class Claims, then you must submit a request for exclusion in conformity with the requirements set forth herein. If you exclude yourself, you will not receive payment from the Net Settlement Amount. However, if eligible, you will still receive a payment in an amount equal to your estimated *pro rata* share of the PAGA Penalties because the Request for Exclusion does not apply to the PAGA claim.

8. How can I not participate in the Settlement?

To exclude yourself from the release of Released Class Claims you must submit a written request for exclusion. You must include your name, address, telephone number and the last four digits of your social security number and/or Employee ID number. Your request for exclusion must also include a statement that you do not wish to be included in this action similar to the following: I wish to exclude myself from the class action settlement reached in the matter of *Estrada v. Belshire Environmental Services, Inc.* I understand that by excluding myself I will not receive money from the class portion of the settlement."

The written request for exclusion must be mailed, emailed, or faxed to the Settlement Administrator at the address listed below, by U.S. mail, facsimile, or e-mail **by [Response Deadline]**. You cannot exclude yourself by phone.

ILYM Group
[Address]
[Telephone No.
[Fax No.]
[E-mail address]

If you ask to be excluded, you will not receive payment of any portion of the Net Settlement Amount and you cannot object to the Settlement. You will not be legally bound by the release of Released Class Claims. You may be able to sue Defendant and/or the Released Parties or continue any suit you have pending against Defendant and/or the Released Parties, regarding the Released Class Claims. The Court will ultimately decide the validity and authenticity of any requests to be excluded from the Settlement.

9. If I don't exclude myself, can I sue Defendant for the same thing later?

No. Unless you submit a request for exclusion, you give up the right to sue Defendant and the Released Parties for the Released Class Claims. If you have a pending lawsuit involving the Released Class Claims, speak to your lawyer in that lawsuit immediately.

10. If I exclude myself, can I get money from the Settlement?

No (except if you worked between May 23, 2021, through May 31, 2023, in which case you will still receive your Individual PAGA Payment for Released PAGA Claims.). But if you submit a timely and valid request for exclusion, you retain any right that you may have to sue, continue to sue, or be part of a different lawsuit against and/or the Released Parties for Released Class Claims.

THE LAWYERS REPRESENTING YOU

11. Do I have a lawyer in this case?

The Court has approved PARKER & MINNE, LLP and LAWYERS FOR JUSTICE, P.C. as counsel for the Class for Settlement purposes. The firms' contact information is:

PARKER & MINNE, LLP
S. Emi Minne
Jill J. Parker
700 South Flower Street, Suite 1000
Los Angeles, California 90017
Telephone: (310) 882-6833
Facsimile: (310) 889-0822

LAWYERS FOR JUSTICE, PC
Edwin Aiwazian
Arby Aiwazian
Joanna Ghosh
Yasmin Hosseini
410 West Arden Avenue, Suite 203
Glendale, California 91023
Telephone: (818) 265-1020
Facsimile: (818) 265-1021

Class Counsel will ask the Court for attorneys' fees of up to \$262,500.00 and reimbursement of litigation cost/expenses of up to \$30,000.00. These amounts are subject to Court approval and the Court may award less than these amounts.

OBJECTING TO THE SETTLEMENT

12. How do I tell the Court if I don't like the settlement?

If you are a Class Member, you can object to the Settlement and you can give reasons for why you think the Court should not approve it. The Court will consider your views. To object, you must mail, email, or fax your objection to the Settlement Administrator **no later than [DATE]**. Your objection must include your full name, address, telephone number, the last four digits of your social security number or employee ID number, and the specific reason for your objection. You may also come to the Final Approval Hearing at _____ a.m./p.m. on _____, in Department CX103 of the Orange County Superior Court, 751 W. Santa Ana Boulevard, Santa Ana, California 92701, and make an objection at that time, regardless of whether you submitted a written objection. The Court has final authority as to the consideration and admissibility of any objections to the Settlement.

13. What is the difference between objecting and requesting to be excluded?

Objecting is simply telling the Court that you do not like something about the Settlement. You can object only if you stay in the Class. Excluding yourself is telling the Court that you do not want to be part of the Settlement. If you exclude yourself, you have no basis to object because the case no longer affects you.

THE COURT’S FAIRNESS HEARING

The Court will hold a hearing to decide whether to grant final approval of the Settlement (“Final Approval Hearing”). You may attend, but you do not have to attend.

14. When and where will the Court decide whether to approve the settlement?

The Court will hold the Final Approval Hearing at _____ a.m./p.m. on _____, in Department CX103 of the Orange County Superior Court, located at 751 W. Santa Ana Boulevard, Santa Ana, California 92701. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate, and determine whether to grant final approval of the Settlement. If there are objections, the Court will consider them.

15. Do I have to come to the hearing?

No. If you agree to the Settlement you do not have to come to Court to talk about it. However, you may attend. You may also retain your own lawyer at your expense to attend on your behalf. You may attend in person, but you may also attend remotely if you wish. The link for remote appearances can be found by clicking on the link for Department CXC103 at <https://www.occourts.org/media-relations/aci.html>. A copy of the Court’s tentative ruling on the Motion for Final Approval may be posted at <https://www.occourts.org/directory/civil/tentative-rulings/>. Tentative rulings are typically posted the day before the hearing.

16. How will I learn if the settlement was approved?

A notice of final judgment will be posted on the Settlement Administrator website located at www.ilymgroup.com.

IF YOU DO NOTHING

17. What happens if I do nothing at all?

If you do nothing, you will receive your share of the Settlement, and you will release the Released Class Claims. You will not be able to start a lawsuit, continue with a lawsuit, or be part of any other lawsuit against Defendant and/or the Released Parties about the Released Claims, ever again. Your Individual Class Payment and Individual PAGA Payment (if applicable) will be mailed to you and remain valid and negotiable for 180 days. If you do not cash the check for your Individual Class Payment and Individual PAGA Payment (if applicable) within 180 days, these funds will be transferred to the Controller of the State of California’s Unclaimed Property Fund. You may then claim these funds from there.

GETTING MORE INFORMATION

18. How do I get more information?

This notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can get a copy of the Settlement Agreement, as well as other important documents in the case, such as the operative Complaint, this notice, and the Court’s order granting preliminary approval of the Settlement, from the Settlement Administrator’s website at [Insert URL], or by contacting the Settlement Administrator or Class Counsel by phone or email. You may also download copies of the Settlement Agreement by accessing the Court’s Case Access Portal at <https://www.occourts.org/online-services/case-access/>, and searching for case number 30-2022-01262282-CU-OE-CXC. If you use the Court’s Case Access Portal, the Settlement Agreement is attached as Exhibit 1 to the Supplemental Declaration of S. Emi Minne in Support of Plaintiff’s Motion for Preliminary Approval of Class Action Settlement.

WHAT IF MY INFORMATION CHANGES?

19. What if my contact information changes?

It is your responsibility to inform the Settlement Administrator of your updated information to ensure receipt of settlement payments or communications regarding this matter. You can change or update your contact information by contacting the Settlement Administrator.

**DO NOT ADDRESS ANY QUESTIONS ABOUT THE SETTLEMENT OR THE LAWSUIT TO THE CLERK
OF THE COURT OR THE JUDGE**