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

MACK BIRCH, an individual, on behalf of
himself and others similarly situated,

Plaintiff,

vs.

CATHOLIC CHARITIES OF LOS
ANGELES, INC., a California non-profit
organization; and DOES 1 through 50,
inclusive,

Defendants.

Case No. 22STCV16220

Assigned for All Purposes To:
Hon. Elihu M. Berle
Dept.: 6

**CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT**

Original Complaint filed: May 16, 2022
First Amended Complaint: August 19, 2022
Trial Date: None set

1 This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between
2 plaintiffs Mack Birch and Juan Rosas (“Plaintiffs”) and Catholic Charities of Los Angeles, Inc.
3 (“Defendant”). The Agreement refers to Plaintiffs and Defendant collectively as “Parties,” or
4 individually as “Party.”

5 1. **DEFINITIONS.**

6 1.1 “Action” means the Plaintiffs’ lawsuit alleging wage and hour violations against
7 Defendant captioned *Mack Birch v. Catholic Charities of Los Angeles, Inc.*, No. 22STCV16220,
8 filed on May 16, 2022, in Los Angeles County Superior Court.

9 1.2 “Administrator” means CPT Group, Inc., the neutral entity the Parties have agreed
10 to appoint to administer the Settlement.

11 1.3 “Administration Costs” means the amount the Administrator will be paid from the
12 Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the
13 Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary
14 Approval of the Settlement.

15 1.4 “Aggrieved Employee” means and includes all persons employed by Defendant in
16 California and classified as non-exempt or hourly employee who worked for Defendant during
17 the PAGA Period .

18 1.5 “Class” means all persons employed by Defendant in California and classified as
19 non-exempt hourly employee who worked for Defendant during the Class Period.

20 1.6 “Class Counsel” means D.LAW, INC. and DAVID YEREMIAN & ASSOCIATES,
21 INC.

22 1.7 “Class Counsel Fees Payment” means an award of attorneys’ fees granted to Class
23 Counsel and paid from the Gross Settlement Amount. The Parties have agreed Plaintiffs will
24 request approval from the Court of up to one-third (1/3) of the GSA or \$616,666.67 (six hundred
25 sixteen thousand six hundred sixty-six dollars and sixty-seven cents).

26 1.8 “Class Counsel Litigation Expenses Payment” means the amount allocated to Class
27 Counsel for reimbursement of reasonable expenses and costs incurred to prosecute the Action,
28

not to exceed \$25,000.00 (twenty-five thousand dollars and zero cents) and paid from the Gross Settlement Amount.

1.9 “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Workweeks and PAGA Pay Periods.

1.10 “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).

1.11 “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.

1.12 “Class Notice” means the Court approved Notice of Settlement and hearing date for Final Approval, to be mailed to Class Members in English, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.13 “Class Period” or “Class Settlement Period” means the period from May 16, 2018 through August 14, 2024.

1.14 “Class Representatives” means the named Plaintiffs Mack Birch and Juan Rosas in the Action seeking Court approval to serve as a Class Representative.

1.15 “Class Representative Service Payment” or “Enhancement Award” means the payment to each Class Representative for initiating the Action and providing services in support of the Action.

1.16 “Court” means the Superior Court of California, County of Los Angeles.

1.17 “Defendant” means named Defendant Catholic Charities of Los Angeles, Inc.

1.18 “Defense Counsel” means Ballard Rosenberg Golper & Savitt, LLP.

1.19 “Effective Date” means the date by which both of the following have occurred: (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) if no

1 Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if
2 one or more Participating Class Members objects to the Settlement, the day after the deadline for
3 filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the
4 day after the appellate court affirms the Judgment and issues a remittitur.

5 1.20 "Final Approval" means the Court's order granting final approval of the Settlement.

6 1.21 "Final Approval Hearing" means the Court's hearing on the Motion for Final
7 Approval of the Settlement.

8 1.22 "Final Judgment" means the Judgment entered by the Court upon granting Final
9 Approval of the Settlement.

10 1.23 "Gross Settlement Amount" or "GSA" means \$1,850,000.00 (one million eight
11 hundred fifty thousand dollars and zero cents), which is the total amount Defendant agrees to pay
12 under the Settlement, except as provided in Paragraph 9 below.

13 1.24 "Individual Class Payment" means the Participating Class Member's pro rata share
14 of the Net Settlement Amount calculated according to the number of Workweeks worked during
15 the Class Period.

16 1.25 "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of
17 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked
18 during the PAGA Period.

19 1.26 "Judgment" means the judgment entered by the Court based upon the Final
20 Approval.

21 1.27 "LWDA" means the California Labor and Workforce Development Agency, the
22 agency entitled, under Labor Code section 2699, subd. (i).

23 1.28 "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the
24 LWDA under Labor Code section 2699, subd. (i).

25 1.29 "Net Settlement Amount" means the Gross Settlement Amount, less the following
26 payments in the amounts approved by the Court: PAGA Penalties payment, Class Representative
27 Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment,
28

and the Administration Costs Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.30 “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.

1.31 “Operative Complaint” means the operative Second Amended Complaint Plaintiff Birch will be filing which amends the First Amended Complaint by adding Plaintiff Rosas as a named plaintiff.

1.32 “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.

1.33 “PAGA Period” means the period from May 16, 2021 through August 14, 2024.

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

1.35 “PAGA Notice” means Plaintiff Birch’s May 16, 2022 letter to LWDA and the Defendant providing notice pursuant to Labor Code section 2699.3, subd.(a).

1.36 “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount (\$150,000.00), allocated 25% to the Aggrieved Employees (\$37,500.00) and 75% to LWDA (\$112,500.00) in settlement of PAGA claims.

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

1.38 “Plaintiffs” means Mack Birch and Juan Rosas, the named plaintiffs in the Action.

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

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

1.41 “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

1.42 “Released Parties” means: Defendant and all of Defendant’s subsidiaries, affiliates, shareholders, members, agents, predecessors, successors, owners, and assigns.

1.43 "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.

1.44 "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) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or 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 fourteen (14) calendar days beyond the Response Deadline has expired.

1.45 "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.

1.46 "Workweek" means any week during which a Class Member worked for Defendant for at least one day, during the Class Period.

2. **RECITALS.**

2.1 On May 16, 2022, Plaintiff Birch commenced a Class Action by filing a complaint alleging causes of action against Defendant for (1) Failure to Pay Minimum Wages; (2) Failure to Pay Wages and Overtime Under Labor Code § 510; (3) Meal Period Liability Under Labor Code § 226.7; (4) Rest-Break Liability Under Labor Code § 226.7; (5) Violation of Labor Code § 226(a); (6) Violation of Labor Code § 203; (7) Violation of Labor Code § 204; (8) Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5; (9) Failure to Reimburse Necessary Business Expenses § 2802; and (10) Violation of Business & Professions Code § 17200 *et seq.* Simultaneously, on May 16, 2022, and pursuant to Labor Code §2699.3, subd.(a), Plaintiff Birch gave timely notice to the LWDA and Defendant that Plaintiff Birch intended to proceed with a representative action under PAGA (LWDA-CM-968289-23). On August 19, 2022, after the 65-day statutory period passed, Plaintiff Birch filed his First Amended Complaint, which added claims for penalties under PAGA, Labor Code §2698. Plaintiff Birch intends on filing a Second Amended Complaint adding Juan Rosas as a named plaintiff.

1 2.2 Defendant denies the allegations in the Operative Complaint, denies any failure to
2 comply with the laws identified in the Operative Complaint, and denies any and all liability for
3 the causes of action alleged.

4 2.3 On May 15, 2024, the Parties participated in an all-day mediation presided over by
5 Mediator Tripper Ortman and were able to reach an agreement on general settlement terms. The
6 Parties memorialized their agreement in a Memorandum of Understanding on May 21, 2024.

7 2.4 In advance of mediation, Class Counsel conducted a thorough investigation into the
8 facts of, and applicable law to, the Action, including speaking to current and former employees
9 of Defendant regarding Defendant's employment policies and practices. Prior to mediation,
10 Plaintiffs also obtained and analyzed a representative sampling of time and payroll data for Class
11 Members and the necessary policy documents through informal discovery to properly evaluate
12 the strengths and weakness of the claims and engage in meaningful settlement discussions.
13 Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk*
14 *v. Foot Locker Retail, Inc.*, 48 Cal.App.4th 1794, 1801 (1996) and *Kullar v. Foot Locker Retail,*
15 *Inc.*, 168 Cal.App.4th 116, 129-130 (2008) ("*Dunk/Kullar*").

16 2.5 The Court has not granted class certification because the Parties engaged in
17 mediation before any class certification.

18 2.6 The Parties, Class Counsel and Defense Counsel represent that they are not aware
19 of any other pending matter or action asserting claims that will be extinguished or affected by the
20 Settlement.

21 3. **MONETARY TERMS.**

22 3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below,
23 Defendant will pay \$1,850,000.00 (one million eight hundred fifty thousand dollars with zero
24 cents) to fully settle, resolve, and extinguish all claims asserted in the Action, including without
25 limitation all claims asserted in the PAGA Notice. The GSA is non-reversionary and does not
26 include employer payroll taxes owed on the wage portions of the Individual Class Payments,
27 which Defendant will pay separately.

1 3.2 Payments from the Gross Settlement Amount. The Administrator will make and
2 deduct the following payments from the GSA, in the amounts specified by the Court in the Final
3 Approval:

4 3.2.1 To Plaintiffs: A payment for the Class Representative Service Payments to the Class
5 Representatives, Mack Birch and Juan Rosas, of not more than \$5,000.00 (five thousand dollars
6 and zero cents) each in addition to any Individual Class Payment and any Individual PAGA
7 Payment the Class Representative is entitled to receive as a Participating Class Member.
8 Defendant will not oppose Plaintiffs' request for Class Representative Service Payments that do
9 not exceed this amount. As part of the motion for the Class Counsel Fees and Litigation Expenses
10 Payments, Plaintiffs will seek Court approval for any Class Representative Service Payments no
11 later than 16 (sixteen) court days prior to the Final Approval Hearing, or as otherwise ordered by
12 the Court. If the Court approves a Class Representative Service Payment less than the amount
13 requested, the Administrator will retain the remainder in the Net Settlement Amount to be
14 distributed to Participating Class Members. The Administrator will pay the Class Representative
15 Service Payments using IRS Form 1099. Plaintiffs assume full responsibility and liability for
16 employee taxes owed on the Class Representative Service Payments.

17 3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third of the
18 GSA, which is currently estimated to be \$616,666.67 (six hundred sixteen thousand six hundred
19 sixty-six dollars and sixty-seven cents) and a Class Counsel Litigation Expenses Payment for
20 actual costs, not to exceed \$25,000.00 (twenty-five thousand dollars and zero cents). Defendant
21 will not oppose requests for these payments. Plaintiffs and/or Class Counsel will file a motion for
22 Class Counsel Fees and Litigation Expenses Payment no later than 16 (sixteen) court days prior
23 to the Final Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
24 Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts
25 requested, the Administrator will allocate the remainder to the Net Settlement Amount for
26 distribution to Participating Class Members. Released Parties shall have no liability to Class
27 Counsel or any other Plaintiffs' counsel arising from any claim to any portion of Class Counsel
28 Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the

Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.3 To the Administrator: An Administrator Costs Payment not to exceed \$11,500.00 (eleven thousand five hundred and zero cents) except for a showing of good cause and as approved by the Court. To the extent the Administration Costs are less or the Court approves payment of less than \$11,500.00, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

3.2.4 To Each Participating Class Member: An Individual Class Payment is 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 individual Participating Class Member's Workweeks.

3.2.4.1 Tax Allocation of Individual Class Payments. Twenty percent (20%) of each Participating Class Member's Individual Class Payment will be allocated to the Settlement of wage claims (the "Wage Portion"). The Wage Portion is subject to tax withholding and will be reported on an IRS W-2 Form. The remaining 80% of each Participating Class Member's Individual Class Payment will be allocated to the 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 \$150,000.00 (one hundred fifty thousand dollars and zero cents) to be paid from the Gross

Settlement Amount, with 75% (\$112,500.00) allocated to the LWDA PAGA Payment and 25% (\$37,500.00) 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 of \$37,500.00 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 individual Aggrieved Employee's PAGA 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 to be distributed to Participating Class Members. 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, Defendant represents there are **748** Class Members who collectively worked a total of **75,117** Workweeks from May 16, 2018 through May 15, 2024, and **530** Aggrieved Employees who worked a total of **18,198** PAGA Pay Periods from May 16, 2021 through May 15, 2024.

4.2 Class Data. Not later than twenty (20) days after the Court grants Preliminary Approval of the Settlement, Defendant 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. Defendant has 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 Defendant 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.

4.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount and the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 14 (fourteen) days after the Effective Date.

4.4 Payments from the Gross Settlement Amount. Within 14 (fourteen) days after Defendant fully funds the GSA, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Costs Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payments. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payments shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.4.1 The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail. The face of each check shall prominently state the date (180 days after the date of mailing) when the check will be voided ("Void Date"). The Administrator will cancel all checks not cashed by the Void Date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom the Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2 The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within seven (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS

forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

4.4.3 For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and canceled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).

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

5. **RELEASES OF CLAIMS.** Effective on the date when Defendant fully funds the Gross Settlement Amount and all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs, Class Members, Aggrieved Employees, and Class Counsel will release claims against all Released Parties as follows:

5.1 **Plaintiffs' Release.** Plaintiffs and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, releases and discharges Released Parties from all claims, transactions, or occurrences, that occurred during the Class Period, including all claims that were, or reasonably could have been, alleged, based on the facts contained in the Operative Complaint; and claims under the Fair Employment and Housing Act, Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, the California Labor Code, and all equivalent claims under federal law ("Plaintiffs' Release"). Plaintiffs' Release does not extend to any claims or actions to 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 Plaintiffs may discover facts or law different from,

1 or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree,
2 nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding
3 such different or additional facts or Plaintiffs' discovery of them.

4 5.1.1 Plaintiffs' Waiver of Rights Under California Civil Code Section 1542. For
5 purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish the provisions, rights,
6 and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

11 5.2 Released Class Claims: All Participating Class Members, on behalf of themselves
12 and their respective former and present representatives, agents, attorneys, heirs, administrators,
13 successors, and assigns, release the Released Parties from all claims alleged, or reasonably could
14 have been alleged, based on the facts stated in the Operative Complaint that arose during the Class
15 Period, including claims for: (1) Failure to Pay Minimum Wages; (2) Failure to Pay Wages and
16 Overtime Under Labor Code § 510; (3) Meal Period Liability Under Labor Code § 226.7; (4)
17 Rest-Break Liability Under Labor Code § 226.7; (5) Violation of Labor Code § 226(a); (6)
18 Violation of Labor Code § 203; (7) Violation of Labor Code § 204; (8) Failure to Keep Required
19 Payroll Records under Labor Code §§ 1174 and 1174.5; (9) Failure to Reimburse Necessary
20 Business Expenses § 2802; (10) Violation of Business & Professions Code § 17200 *et seq.*; and
21 (11) violation of Labor Code § 2698, *et. seq.* (collectively, the "Released Class Claims"). The
22 Released Class Claims applies to claims arising during the Class Period. Except as set forth in
23 Paragraph 5.3 of this Agreement, Participating Class Members do not release any other claims,
24 including claims for vested benefits, wrongful termination, violation of the Fair Employment and
25 Housing Act, unemployment insurance, disability, social security, workers' compensation, or
26 claims based on facts occurring outside the Class Period.

27 5.3 Released PAGA Claims: All Aggrieved Employees, including Non-Participating
28 Class Members who are Aggrieved Employees, are deemed to release, on behalf of themselves

1 and their respective former and present representatives, agents, attorneys, heirs, administrators,
2 successors, and assigns, the Released Parties from all claims for PAGA penalties that were
3 alleged, or reasonably could have been alleged, based on the facts stated in the Operative
4 Complaint and the PAGA Notice including for, but not limited to any and all claims involving
5 any (1) failure to pay minimum wages; (2) failure to pay overtime wages; (3) failure to provide
6 meal periods or timely meal periods; (4) failure to provide rest periods; (5) failure to provide
7 accurate itemized wage statements; (6) failure to pay wages due upon termination; (7) failure to
8 timely pay wages; (8) failure to maintain accurate records; (9) failure to pay reimbursable
9 expenses; (10) violation of Business & Professions Code § 17200, *et. seq.*; and (11) violation of
10 Labor Code § 2698, *et. seq.* (“Released PAGA Claims”). The Released PAGA claims applies to
11 claims arising during the PAGA Period only.

12 6. **MOTION FOR PRELIMINARY APPROVAL**. Plaintiffs will prepare and file a
13 motion for preliminary approval (“Motion for Preliminary Approval”).

14 6.1 **Defendant’s Declaration in Support of Preliminary Approval**. Within 10 (ten) days
15 of the full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a
16 signed Declaration from Defendant and Defense Counsel disclosing all facts relevant to any actual
17 or potential conflicts of interest with the Administrator. In their Declarations, Defense Counsel
18 and Defendant shall aver that they are not aware of any other pending matter or action asserting
19 claims that will be extinguished or adversely affected by the Settlement.

20 6.2 **Plaintiffs’ Responsibilities**. Plaintiffs will prepare all documents necessary for
21 obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support,
22 of the Motion for Preliminary Approval that includes an analysis of the Settlement under
23 *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699,
24 subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA
25 Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from Plaintiffs confirming
26 willingness and competency to serve and disclosing all facts relevant to any actual or potential
27 conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from
28 Class Counsel firm attesting to its competency to represent the Class Members; its timely

transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class Members, and/or the Administrator. In their Declarations, Plaintiffs and Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.3 Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing the Motion for Preliminary Approval. Class Counsel will obtain a prompt hearing date for the Motion for Preliminary Approval, file the Motion for Preliminary Approval no later than 16 (sixteen) court days before the hearing, unless otherwise ordered by the Court, and deliver the Court's Preliminary Approval Order to the Administrator.

6.4 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 in person or by telephone, 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 in person or by telephone, 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 CPT Group, Inc. to serve as the Administrator and verified that, as a condition of appointment, the Administrator 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 Costs. 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.

1 7.2 Employer Identification Number. The Administrator shall have and use its own
2 Employer Identification Number for purposes of calculating payroll tax withholdings and
3 providing reports to state and federal tax authorities.

4 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that
5 meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation
6 section 468B-1 for the funding of the GSA. Any interest that accrues on the GSA sums paid into
7 the QSF prior to distribution by the Administrator will become part of the NSA for distribution
8 to Participating Class Members.

9 7.4 Notice to Class Members.

10 7.4.1 No later than five (5) calendar days after receipt of the Class Data, the Administrator
11 shall notify Class Counsel that the list has been received and state the number of Class Members,
12 Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

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

22 7.4.3 Not later than five (5) calendar days after the Administrator’s receipt of any Class
23 Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice
24 using any forwarding address provided by the USPS. If the USPS does not provide a forwarding
25 address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class
26 Notice to the most current address obtained. The Administrator has no obligation to make further
27 attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the
28 USPS a second time.

1 7.4.4 The deadlines for Class Members' written objections, challenges to Workweeks
2 and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen days (14)
3 days beyond the forty-five (45) days otherwise provided in the Class Notice for all Class Members
4 whose notice is re-mailed. The Administrator will inform the Class Member of the extended
5 deadline with the re-mailed Class Notice.

6 7.4.5 If the Administrator, Defendant, or Class Counsel is contacted by or otherwise
7 discovers any persons who believe they should have been included in the Class Data and should
8 have received Class Notice, the Parties will expeditiously meet and confer in person or by
9 telephone, and in good faith in an effort to agree on whether to include them as Class Members.
10 If the Parties agree, such persons will be Class Members entitled to the same rights as other Class
11 Members, and the Administrator will send, via email or overnight delivery, a Class Notice
12 requiring them to exercise options under this Agreement not later than 14 (fourteen) days after
13 receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

14 7.5 Requests for Exclusion (Opt-Outs).

15 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement
16 must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not
17 later than 45 (forty-five) days after the Administrator mails the Class Notice (plus an additional
18 14 (fourteen) days for Class Members whose Class Notice is re-mailed). A Request for Exclusion
19 is a letter from a Class Member or his/her representative that reasonably communicates the Class
20 Member's election to be excluded from the Settlement and includes the Class Member's name,
21 address and email address or telephone number. To be valid, a Request for Exclusion must be
22 timely faxed, emailed, or postmarked by the Response Deadline.

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

1 Administrator may demand additional proof of the Class Member's identity. The Administrator's
2 determination of authenticity shall be final and not appealable or otherwise susceptible to
3 challenge.

4 7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion
5 is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and
6 bound by all terms and conditions of the Settlement, including the Participating Class Members'
7 Releases under paragraphs 5.2 and 5.3 of this Agreement, regardless of whether the Participating
8 Class Member actually receives the Class Notice or objects to the Settlement.

9 7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a
10 Non-Participating Class Member and shall not receive an Individual Class Payment or have the
11 right to object to the class action components of the Settlement. Because future PAGA claims are
12 subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who
13 are Aggrieved Employees are deemed to release the Released PAGA Claims identified in
14 Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

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

1 7.7 Objections to Settlement.

2 7.7.1 Only Participating Class Members may object to the class action components of the
3 Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or
4 amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses
5 Payment and/or Class Representative Service Payments.

6 7.7.2 Participating Class Members may send written objections to the Administrator, by
7 fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire
8 an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A
9 Participating Class Member who elects to send a written objection to the Administrator must do
10 so not later than 45 (forty-five) days after the Administrator's mailing of the Class Notice (plus
11 an additional 14 (fourteen) days for Class Members whose Class Notice was re-mailed).

12 7.7.3 Non-Participating Class Members have no right to object to any of the class action
13 components of the Settlement.

14 7.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks
15 to be performed or observed by the Administrator contained in this Agreement or otherwise.

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

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

for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests 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 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. Not later than 14 (fourteen) days 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 signed 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 (ten) 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 15 (fifteen) 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.** Based on its records, Defendant represents there are **748** Class Members who collectively worked a total of **75,117** Workweeks from May 16, 2018 through May 15, 2024, and **530** Aggrieved Employees who worked a total of **18,198** PAGA Pay Periods from May 16, 2021 through May 15, 2024. If it is determined that the total number of Workweeks during the Class Period is greater than **82,628** (i.e., a 10% increase) as of August 14, 2024, then Defendant may either (1) increase the GSA on a proportional basis above 10% (i.e. if the number of Workweeks increases by 11% the GSA will be increased by 1%) or (2) end the Class Period on the date the number of Workweeks reaches 82,628 Workweeks.

9. **DEFENDANT'S RIGHT TO WITHDRAW.** Defendant represents, as of the date of this Settlement Agreement, there are 748 Class Members. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 7.5% of the total of all Class Members (i.e. more than 56 (fifty-six) opt-outs), Defendant may, but is not obligated, to elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be *void ab initio*, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Settlement Administration Costs incurred to that point. Defendant must notify Class Counsel and the Court of its election to withdraw not later than 20 (twenty) days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

10. **MOTION FOR FINAL APPROVAL.** Not later than 16 (sixteen) court days before the calendared Final Approval Hearing, unless otherwise scheduled by the Court, Plaintiffs will file in Court, a Motion for Final Approval of the Settlement that includes a request for

1 approval of the PAGA settlement under Labor Code section 2699, subd. (l); a Proposed Final
2 Approval Order; and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiffs
3 shall provide drafts of these documents to Defense Counsel prior to filing the Motion for Final
4 Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or
5 by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final
6 Approval.

7 10.1 Response to Objections. Each Party retains the right to respond to any objection
8 raised by a Participating Class Member, including the right to file responsive documents in Court
9 no later than five (5) court days prior to the Final Approval Hearing, or as otherwise ordered or
10 accepted by the Court.

11 10.2 Duty to Cooperate. If the Court does not grant Final Approval or conditions Final
12 Approval on any material change to the Settlement (including, but not limited to, the scope of
13 release to be granted by Class Members), the Parties will expeditiously work together in good
14 faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final
15 Approval. The Court’s decision to award less than the amounts requested for the Class
16 Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation
17 Expenses Payment, and/or Administrator Costs Payment shall not constitute a material
18 modification to the Agreement within the meaning of this paragraph.

19 10.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the
20 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of
21 (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters,
22 and (iii) addressing such post-Judgment matters as are permitted by law.

23 10.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
24 conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class
25 Counsel Litigation Expenses Payment as set forth in this Settlement, the Parties, their respective
26 counsel, and all Participating Class Members who did not object to the Settlement as provided in
27 this Agreement, waive all rights to appeal from the Judgment, including all rights to post-
28 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.

10.5 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 Costs reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payments 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.

11. **AMENDED JUDGMENT**. If any amended judgment is required under Code of Civil Procedure §384, the Parties will work together in good faith to jointly submit a proposed amended judgment.

12. **ADDITIONAL PROVISIONS**.

12.1 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 Defendant that any of the allegations in the Operative Complaint has merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendant's 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, Defendant reserves the right to contest certification of any class for any reason, Defendant reserves all

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

6 12.2 Confidentiality Prior to Preliminary Approval. Plaintiffs, Class Counsel, Defendant,
7 and Defense Counsel separately agree that, until the Motion for Preliminary Approval of
8 Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause
9 or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement
10 directly or indirectly, specifically or generally, to any person, corporation, association,
11 government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses,
12 all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter;
13 (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a
14 court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal
15 government agency. Each Party agrees to immediately notify the other Party of any judicial or
16 agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel,
17 Defendant, and Defense Counsel separately agree not to, directly or indirectly, initiate any
18 conversation or other communication, before the filing of the Motion for Preliminary Approval,
19 with any third party regarding this Agreement or the matters giving rise to this Agreement except
20 to respond only that "the matter was resolved," or words to that effect. This paragraph does not
21 restrict Class Counsel's communications with Class Members in accordance with Class Counsel's
22 ethical obligations owed to Class Members.

23 12.3 No Solicitation. The Parties separately agree that they and their respective counsel
24 and employees will not solicit any Class Member to opt out of or object to the Settlement, or
25 appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's
26 ability to communicate with Class Members in accordance with Class Counsel's ethical
27 obligations owed to Class Members.

1 12.4 Integrated Agreement. Upon execution by all Parties and their counsel, this
2 Agreement together with its attached exhibits shall constitute the entire agreement between the
3 Parties relating to the Settlement, superseding any and all oral representations, warranties,
4 covenants, or inducements made to or by any Party.

5 12.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
6 represent that they are authorized by Plaintiffs and Defendant, respectively, to take all appropriate
7 action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate
8 its terms, and to execute any other documents reasonably required to effectuate the terms of this
9 Agreement including any amendments to this Agreement.

10 12.6 Cooperation. The Parties and their counsel will cooperate with each other and use
11 their best efforts, in good faith, to implement the Settlement by, among other things, modifying
12 the Settlement Agreement, submitting supplemental evidence and supplementing points and
13 authorities as requested by the Court. In the event the Parties are unable to agree upon the form
14 or content of any document necessary to implement the Settlement, or on any modification of the
15 Agreement that may become necessary to implement the Settlement, the Parties will seek the
16 assistance of a mediator and/or the Court for resolution.

17 12.7 No Prior Assignments. The Parties separately represent and warrant that they have
18 not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
19 encumber to any person or entity and portion of any liability, claim, demand, action, cause of
20 action, or right released and discharged by the Party in this Settlement.

21 12.8 No Tax Advice. Neither Plaintiffs, Class Counsel, Defendant nor Defense Counsel
22 are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be
23 relied upon as such within the meaning of United States Treasury Department Circular 230 (31
24 CFR Part 10, as amended) or otherwise.

25 12.9 Modification of Agreement. This Agreement, and all parts of it, may be amended,
26 modified, changed, or waived only by an express written instrument signed by all Parties or their
27 representatives, and approved by the Court.
28

1 12.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure
2 to the benefit of, the successors of each of the Parties.

3 12.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be
4 governed by and interpreted according to the internal laws of the state of California, without
5 regard to conflict of law principles.

6 12.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation
7 of this Agreement. This Agreement will not be construed against any Party on the basis that the
8 Party was the drafter or participated in the drafting.

9 12.13 Confidentiality. To the extent permitted by law, all agreements made, and orders
10 entered during Action and in this Agreement relating to the confidentiality of information shall
11 survive the execution of this Agreement.

12 12.14 Headings. The descriptive heading of any section or paragraph of this Agreement is
13 inserted for convenience of reference only and does not constitute a part of this Agreement.

14 12.15 Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement
15 shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a
16 weekend or federal legal holiday, such date or deadline shall be on the first business day
17 thereafter.

18 12.16 Notice. All notices, demands, or other communications between the Parties in
19 connection with this Agreement will be in writing and deemed to have been duly given as of the
20 third business day after mailing by United States mail, or the day sent by email or messenger,
21 addressed as follows:

22
23 To Plaintiffs:

24 D.LAW, INC.
25 Emil Davtyan
26 Emil@d.law
27 Natalie Haritoonian
28 n.haritoonian@d.law
450 N. Brand Blvd., Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Fax: (818) 962-6469

DAVID YEREMIAN & ASSOCIATES,
INC.
David Yeremian
david@yeremianlaw.com
450 N. Brand Blvd., Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Fax: (818) 962-6469

To Defendant:

BALLARD ROSENBERG GOLPER & SAVITT, LLP
David J. Fishman (SBN 217608)
dfishman@brgslaw.com
Jessica Gomez (SBN 299903)
jgomez@brgslaw.com
15760 Ventura Blvd., 18th Floor
Encino, CA 91436
Telephone: (818) 508-3700
Facsimile: (818) 506-4827

12.17 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or by 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.

12.18 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 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.

IT IS SO AGREED.

By the Parties:

DocuSigned by:



DATED: September 25, 2024

BE284B7140074D6...

Plaintiff MACK BIRCH

DATED: September __, 2024

Plaintiff JUAN ROSAS

To Defendant:

BALLARD ROSENBERG GOLPER & SAVITT, LLP
 David J. Fishman (SBN 217608)
 dfishman@brgslaw.com
 Jessica Gomez (SBN 299903)
 jgomez@brgslaw.com
 15760 Ventura Blvd., 18th Floor
 Encino, CA 91436
 Telephone: (818) 508-3700
 Facsimile: (818) 506-4827

12.17 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or by 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.

12.18 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 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.

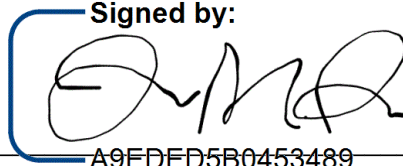
IT IS SO AGREED.

By the Parties:

DATED: September __, 2024

Plaintiff MACK BIRCH

Signed by:



DATED: September 26, 2024

A9EDED5B0453489...

Plaintiff JUAN ROSAS

1
2 DATED: September ²⁷ __, 2024

Msgr. Gregory A. Cox
Msgr. Gregory A. Cox (549 27, 2024 13:36 PDT)

3 Defendant CATHOLIC CHARITIES OF LOS ANGELES,
4 INC.

5 By: Msgr. Gregory A. Cox

6 Position: Executive Director

7
8 Approved by counsel:

9
10 DATED: September __, 2024

D.LAW, INC.

11
12 BY: _____

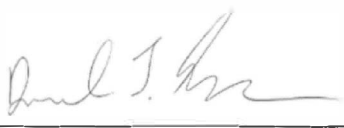
David Yeremian

13 Natalie Haritonian

14 Counsel for Plaintiffs

15 DATED: September 27, 2024

BALLARD ROSENBERG GOLPER & SAVITT, LLP

16
17
18 BY: 

David Fishman

19 Jessica Gomez

20 Attorneys for Defendant Catholic Charities of Los
21 Angeles, Inc.

1 DATED: September __, 2024

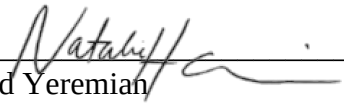
2 _____
3 Defendant CATHOLIC CHARITIES OF LOS ANGELES,
4 INC.

5 By: _____
6 Position: _____
7

8 Approved by counsel:

9 DATED: September 25, 2024

D.LAW, INC.

11 BY: 
12 David Yermian
13 Natalie Haritounian
14 Counsel for Plaintiffs

15 DATED: September 25, 2024

BALLARD ROSENBERG GOLPER & SAVITT, LLP

17 BY: _____
18 David Fishman
19 Jessica Gomez
20 Attorneys for Defendant Catholic Charities of Los
21 Angeles, Inc.
22
23
24
25
26
27
28

**COURT APPROVED NOTICE OF CLASS ACTION AND PAGA SETTLEMENT AND
HEARING DATE FOR FINAL COURT APPROVAL**

*Mack Birch v. Catholic Charities of Los Angeles, Inc.,
Case No. 22STCV16220 (Los Angeles Superior Court)*

***The Los Angeles County Superior Court authorized this notice.
It is not junk mail, spam, an advertisement, or solicitation by a lawyer.
Please read it carefully! You are not being sued.***

You may be eligible to receive money from an employee class action lawsuit (“Action”) against Catholic Charities of Los Angeles, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by former employees, Mack Birch and Juan Rosas and seeks payment of (1) back wages and other relief for a class of non-exempt or hourly-paid employees (“Class Members”) who worked for Defendant during the Class Period (May 16, 2018 to August 14, 2024); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all Class Members who worked for Defendant during the PAGA Period (May 16, 2021 to August 14, 2024) (“Aggrieved Employees”)

The proposed Settlement has two main parts: (1) a Class settlement requiring Defendant to fund Individual Class Payments, and (2) a PAGA settlement requiring Defendant to fund Individual PAGA Payments and pay PAGA Penalties to the California Labor and Workforce Development Agency (“LWDA”).

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$_____ (less withholding) and your Individual PAGA Payment is estimated to be \$_____**. The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant’s records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendant’s records showing that **you worked _____ workweeks during the Class Period and you worked _____ Pay Periods during the PAGA Period**. If you believe that you worked more during either period, you can submit a challenge by the deadline date.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval of the Settlement. Your legal rights are affected whether you act or not act. **READ THIS NOTICE CAREFULLY**. You will be deemed to have read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs’ attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	Receive money. Give up rights to sue Defendant for claims released in the Settlement.
EXCLUDE YOURSELF	Receive no money from the Class settlement. You will retain the right to pursue your own legal claims against Defendant. However, even if you exclude yourself from the Class settlement, you will still receive a portion of the PAGA settlement and be bound by it if you worked during the PAGA Period.
OBJECT	Write to the Court about why you object to the Settlement. If the Settlement receives Final Approval, you will receive money and give up rights to sue Defendant for claims released in the Settlement.
CHALLENGE YOUR NUMBER OF WORKWEEKS AND/OR PAY PERIODS	Challenge your number of Workweeks or Pay Periods listed in this Notice and provide supporting evidence. If you challenge your workweeks or pay periods, you will still be part of the Settlement and will give up rights to sue Defendant for claims released in the Settlement.

BASIC INFORMATION

1. WHY AM I RECEIVING THIS NOTICE?

Defendant's records indicate that you worked for Defendant Catholic Charities of Los Angeles, Inc. at some point(s) between May 16, 2018 through August 14, 2024, and are therefore a member of the Class for purposes of this Settlement.

You received this Notice because you have a right to know about a proposed Settlement of the lawsuit, and about all of your options, before the Court decides whether to finally approve the Settlement. The Settlement will resolve all Class Members' claims, which are described below, during the Class Period. The Settlement will also resolve claims for civil penalties brought under the California Private Attorneys' General Act ("PAGA"). If you are a Class Member, you are also an "Aggrieved Employee" if you worked for Defendant during the "PAGA Period," which is May 16, 2021 through August 14, 2024.

If the Court grants Final Approval to the Settlement, a settlement Administrator appointed by the Court will issue the payments provided for by the Settlement to Class Members. You are encouraged to always keep your address up to date with the Administrator (the Administrator's contact information can be found in Section 12, below).

This Notice package explains the allegations and background regarding the lawsuit, the Settlement, your legal rights, what benefits are available, who is eligible for them, and how to receive those benefits.

The Court in charge of the lawsuit is the Los Angeles County Superior Court, and the case is titled, "*Mack Birch v. Catholic Charities of Los Angeles, Inc.*," Case No. 22STCV16220. The persons who sued, Mack Birch and Juan Rosas, are the Plaintiffs, and the company sued, Catholic Charities of Los Angeles, Inc., is the Defendant.

2. WHAT IS THE LAWSUIT ABOUT?

The Plaintiffs in the lawsuit claim that Defendant: (1) failed to pay workers for all minimum wages owed; (2) failed to pay workers for all overtime hours worked; (3) failed to provide workers with lawful meal periods; (4) failed to provide workers with lawful rest breaks; (5) failed to provide workers with accurate itemized wage statements; (6) failed to timely pay all wages owed to workers upon termination; (7) failed to pay wages timely during employment; (8) failed to maintain accurate employment records; (9) failed to reimburse workers for necessary business expenses; and (10) violated California's Unfair Competition Law. In addition, the Plaintiffs are seeking to recover civil penalties pursuant to PAGA ("PAGA Penalties") based on the alleged violations of the California Labor Code listed above. Defendant denies Plaintiffs' claims and denies any wrongdoing.

3. WHY IS THIS A CLASS ACTION?

In an employment class action, one or more people called Class Representatives (in this case, the Plaintiffs) sue on behalf of all workers who they contend have similar claims. All of these workers are a Class or Class Members. Bringing one lawsuit, as opposed to many small ones, saves money, time and court resources. The court resolves the issues for all Class Members, except for those who exclude themselves from the Class.

4. WHY IS THERE A SETTLEMENT?

The Court did not decide in favor of the Plaintiffs or Defendant on the merits of the claims alleged in the lawsuit. Plaintiffs believe they would win at trial. Defendant thinks that Plaintiffs' lawsuit would not proceed to a trial and/or that Plaintiffs would not win at trial. However, there has been no trial. Instead, in acknowledgement of the risk that both Parties face should the case proceed, the Parties have agreed to a negotiated settlement. This way, all Parties avoid the cost of preparing for and conducting a trial, the risk of losing the right to a trial, and the workers affected by the alleged violations receive compensation. The Settlement represents a compromise and settlement of highly disputed claims. The Plaintiffs, as well as their lawyers (called "Class Counsel"), believe the Settlement is fair and reasonable and in the best interests of all Class Members.

WHO IS INCLUDED IN THE SETTLEMENT?

5. WHO IS INCLUDED IN THE SETTLEMENT?

If you received this Notice, you are a Class Member for settlement purposes. The Class includes: all persons employed by Defendant in California and classified as a non-exempt hourly employee who worked for Defendant at any time from May 16, 2018 through August 14, 2024.

6. ARE THERE EXCEPTIONS TO BEING INCLUDED?

You are not a Class Member if you already have resolved the claims asserted in this lawsuit, whether by settlement or a separate legal proceeding (i.e., another lawsuit).

THE SETTLEMENT BENEFITS—WHAT YOU GET

7. WHAT DOES THE SETTLEMENT PROVIDE?

Defendant has agreed to pay a Gross Settlement Amount (“GSA”) of \$1,850,000.00 (one million eight hundred and fifty thousand dollars and zero cents) to settle the lawsuit. From the GSA, Class Counsel will apply to the Court for attorneys’ fees of \$616,666.67 and up to \$25,000.00 in costs; a Class Representative service Payment of \$5,000.00 to each Plaintiff (for their work and efforts prosecuting this case); a PAGA Penalties payment of \$150,000.00 to resolve the PAGA claims; and Settlement Administration Costs to CPT Group, Inc., not to exceed \$11,500.00. The exact amount of the Class Counsel’s Fees and Litigation Expenses, Class Representative Service Payments, and Administration Costs will be determined by the Court at the Final Approval hearing. The remaining portion of the Settlement amount, the “Net Settlement Amount” or the “NSA,” is currently estimated to be approximately **\$XXXXXXX**. The NSA will be apportioned and paid out as Individual Class Payments to the Settlement Class Members, who are the Class Members that do not request to be excluded (“opt out”) of the Settlement.

PAGA Penalties payment: As part of the PAGA portion of the Settlement, the Parties will ask the Court to approve a \$150,000.00 PAGA Penalties payment in settlement of claims for civil penalties under PAGA. As required under PAGA, 75% of the PAGA Penalties payment, or \$112,500.00, will be paid to the California Labor and Workforce Development Agency. The remaining 25% of the PAGA Penalties payment, or \$37,500.00, will be distributed to the Aggrieved Employees as Individual PAGA Payments.

8. HOW MUCH WILL MY PAYMENT BE?

An approximation of your Individual Class Payment appears on the first page of this Notice. If you are also an Aggrieved Employee, an approximation of your Individual PAGA Payment will also appear on the first page of this Notice.

Individual Class Payment: Your Individual Class Payment is based on the number workweeks you worked, as represented in Defendant’s records, in comparison to the total number of workweeks worked by all Class Members during the Class Period (May 16, 2018 to August 14, 2024). Eighty percent (80%) of each Class Member’s Individual Class Payment will be treated as a payment in settlement of the alleged claims for penalties and interest and will be reported on a Form 1099 by the Settlement Administrator, and twenty percent (20%) of each Class Member’s Individual Class Payment will be treated as a payment in settlement of alleged claims for unpaid wages. The 20% allocated as unpaid wages will be reduced by applicable payroll tax withholdings and deductions and reported on a Form W-2.

Individual PAGA Payment: If you worked for Defendant from May 16, 2021 to August 14, 2024 (“PAGA Period”), you are also an “Aggrieved Employee” and will receive an Individual PAGA Payment in addition to your Individual Class Payment. The Individual PAGA Payments are based on the number of PAGA Pay Periods worked by each Aggrieved Employee in comparison to the total amount of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period. One hundred percent (100%) of each Aggrieved Employees’ Individual PAGA Payment will be characterized as penalties and will not be reduced by payroll tax withholdings and deductions. The Individual PAGA Payment will be reported on a Form 1099 by the Settlement Administrator. An approximation of your anticipated Individual PAGA Payment appears on the first page of this Notice.

For the Class Members who are also Aggrieved Employees, their Individual Class Payment will be combined with their Individual PAGA Payment, and they will receive a single check for the combined

payments. If a Class Member chooses to opt-out of the Settlement, they will still receive an Individual PAGA Payment, as Aggrieved Employees cannot opt-out of the PAGA portion of the Settlement. *See, e.g., Robinson v So. County Oil*, 53 Cal. App. 476 (2020).

HOW YOU GET A PAYMENT

9. HOW DO I RECEIVE A PAYMENT?

You do not need to do anything to receive a payment. However, if you believe that the number of Workweeks or PAGA Pay Periods you worked is incorrect, please correct it and provide any supporting evidence to the settlement Administrator, whose contact information is listed in Section 12 below.

10. WHEN WOULD I GET MY PAYMENT?

The Court will hold a Final Fairness Hearing on _____, 2024 to decide whether to approve the Settlement. If the Judge approves the Settlement, and anyone objects, there may be appeals. It is always uncertain when these objections and appeals can be resolved and resolving them can take time. If there is no objection, the Effective Date of the Settlement will be the date of entry of the Court's Order granting final approval.

Following the Effective Date, Individual Class Payments and Individual PAGA Payments will be mailed to Participating Class Members and Aggrieved Employees approximately 30 days after the Court's approval of the Settlement becomes final so long as there are no appeals.

Settlement checks should be cashed promptly upon receipt. Proceeds of checks which remain uncashed after 180 days from the date of issuance will be forwarded to the State of California Unclaimed Property Fund in the name of each Participating Class Member and/or Aggrieved Employee who did not cash his or her settlement check. If your settlement check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

For an update on the status of payments, please contact the Settlement Administrator (see Section 12).

11. WHAT AM I GIVING UP TO GET A PAYMENT?

If the Court approves this Settlement and unless you exclude yourself, you will become a Participating Class Member, and that means that you cannot sue, continue to sue, or be part of any other lawsuit against Defendant concerning the legal claims being resolved in this Settlement. Specifically, you will be giving up or "releasing" the Released Class Claims described below against Defendant and all of Defendant's subsidiaries, affiliates, shareholders, members, agents, predecessors, successors, owners, and assigns ("Released Parties"). The releases become effective once the GSA is fully funded by Defendant.

Released Class Claims: The "Released Class Claims" shall include all claims alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint that arose during the Class Period, including all statutes on which those claims are based in the Operative Complaint, including claims for: (1) Failure to Pay Minimum Wages; (2) Failure to Pay Wages and Overtime Under Labor Code § 510; (3) Meal Period Liability Under Labor Code § 226.7; (4) RestBreak Liability Under Labor Code § 226.7; (5) Violation of Labor Code § 226(a); (6) Violation of Labor Code § 203; (7) Violation of Labor

Code § 204; (8) Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5; (9) Failure to Reimburse Necessary Business Expenses § 2802; (10) Violation of Business & Professions Code § 17200 *et seq.*; and (11) Violation of Labor Code § 2698 *et seq.* (collectively, the “Released Class Claims”). The Released Class Claims applies to claims arising during the Class Period.

Released PAGA Claims: If you are an Aggrieved Employee (i.e. if you worked for Defendant during the PAGA Period), you will also release all claims for PAGA civil penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint and the PAGA Notice, including for any (1) failure to pay minimum wages; (2) failure to pay overtime wages; (3) failure to provide meal periods or timely meal periods; (4) failure to provide rest periods; (5) failure to provide accurate itemized wage statements; (6) failure to pay wages due upon termination; (7) failure to timely pay wages; (8) failure to maintain accurate records; (9) failure to pay reimbursable expenses; (10) violation of Business & Professions Code § 17200, *et. seq.*; and (11) violation of Labor Code § 2698, *et. seq.* (“Released PAGA Claims”). The Released PAGA claims applies to claims arising during the PAGA Period only.

EXCLUDING YOURSELF FROM THE SETTLEMENT

12. HOW DO I EXCLUDE MYSELF FROM THE SETTLEMENT?

To exclude yourself from the Settlement, you must send the Settlement Administrator a written and signed request for exclusion which must be postmarked no later than _____, 2024. Be sure to include your name, address, and telephone number, and any other information you think would be helpful to the settlement Administrator to identify you. You can send your request for exclusion to the settlement Administrator at:

CPT Group, Inc.
Mack Birch v. Catholic Charities of Los Angeles, Inc. Settlement
XXXXXX
City, State, XXXXX
Email:
Fax:

If you ask to be excluded from the Settlement, you will not be legally bound by anything that happens in the lawsuits, except as it relates to settlement of the PAGA claim. If you ask to be excluded from the Settlement you will not be able to object to the Settlement and you will not receive an Individual Class Payment, but you will still receive an Individual PAGA Payment if you worked for Defendant during the PAGA Period (May 16, 2021 through August 14, 2024). If you ask to be excluded, you may be able to sue (or continue to sue) Defendant in the future.

13. IF I DON'T EXCLUDE MYSELF, CAN I SUE DEFENDANT FOR THE SAME THING LATER?

No. Unless you exclude yourself, you give up any right to sue Defendant for the claims that this Settlement resolves. If you have a pending lawsuit, speak to your lawyer in that case immediately. You must exclude yourself from this Class to continue your own lawsuit. Remember, the exclusion deadline is _____, 2024.

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

14. IF I EXCLUDE MYSELF, CAN I GET MONEY FROM THIS SETTLEMENT?

No. If you exclude yourself, you will not receive any money from this Settlement. However, if you timely exclude yourself from the Settlement, you will retain the right to pursue your own legal action against Defendant, if you desire.

THE LAWYERS REPRESENTING YOU IN THIS LAWSUIT

15. DO I HAVE A LAWYER IN THIS CASE?

The Court has determined that D.Law, Inc. and David Yeremian & Associates, Inc. are qualified to represent you and the Class Members in the lawsuit. These lawyers are called Class Counsel and their contact information is listed below. If you want to be represented by your own lawyer, you may hire one at your own expense.

D.LAW, INC.

Emil Davtyan (SBN 299363)
Emil@d.law
Natalie Haritounian (SBN 324318)
n.haritounian@d.law
450 N. Brand Blvd., Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Fax: (818) 962-6469

DAVID YEREMIAN & ASSOCIATES, INC.

David Yeremian (SBN 226337)
david@yeremianlaw.com
450 N. Brand Blvd., Suite 840 Glendale,
CA 91203
Telephone: (818) 962-6465
Fax: (818) 962-6469

16. HOW WILL THE LAWYERS BE PAID?

Class Counsel will ask the Court to approve \$616,666.67 (or 1/3 of the GSA) for attorneys' fees incurred in investigating the facts, litigating the case, and negotiating the Settlement. Class Counsel will also seek Court-approval of up to \$25,000.00 in litigation expenses incurred in this matter. The Court may award Class Counsel less than what they request. Class Counsel will also ask the Court to approve payments to Plaintiffs Mack Birch and Juan Rosas in the amount of \$5,000 each in addition to their Individual Class Payments and Individual PAGA Payments for the initiative, risk, and time and energy they have spent in service to the Class as the Class Representatives. The Court may award the Class Representatives less than what is requested.

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

OBJECTING TO THE SETTLEMENT

You can and have the right to tell the Court you do not agree with the Settlement or some part of it.

17. HOW DO I TELL THE COURT THAT I OBJECT TO THE SETTLEMENT?

If you don't think the Settlement is fair, you can object to some or all of the Settlement. You can either object to the Settlement in person at the Final Approval Hearing or you can submit a written objection. Written objections and notices of intent to appear at the Final Approval Hearing must be mailed to the Settlement Administrator and postmarked on or before _____, 2024, at the following address:

CPT Group, Inc.
Mack Birch v. Catholic Charities of Los Angeles, Inc. Settlement
XXXXX
City, State, XXXXX
Email:
Fax

The written objection should state your name and address and describe all legal and factual reasons that you object to the terms of the Settlement. You should also include or attach any documents upon which your objection is based. If the Court overrules the objection at the Final Approval hearing, the Settlement Agreement will be approved, and you will receive your payment. If you do not submit a written objection, you may still appear at the Final Approval hearing to voice your objection or to otherwise observe the proceedings.

18. WHAT'S THE DIFFERENCE BETWEEN OBJECTING AND REQUESTING EXCLUSION?

Objecting is simply telling the Court that you do not agree with something about the Settlement. You can object only if you stay in the Class.

Requesting exclusion is telling the Court that you do not want to be part of the Class. If you exclude yourself, you have no basis to object because the case no longer affects you, and you do not get any money from this Settlement. If you submit both an objection and a request to be excluded from the settlement, the request to be excluded will control and you will not get any money from this settlement.

THE COURT'S FAIRNESS HEARING

The Court will hold a Final Approval Hearing to decide whether to approve the Settlement. You may attend and you may ask to speak, but you don't have to.

19. WHEN AND WHERE WILL THE COURT DECIDE WHETHER TO APPROVE THE SETTLEMENT?

The Court will hold a Final Approval Hearing at _____ on _____, 2024 in Department 6 of the Los Angeles County Superior Court located at 312 North Spring Street, Los Angeles, CA 90012, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. If there are objections, the Court will consider them at that time. The Court will also be asked to approve the

requests for the Class Representative Service Payments and the Class Counsel Fees and Litigation Expenses Payments.

20. DO I HAVE TO COME TO THE HEARING?

No. Class Counsel will answer questions the Court may have. However, you are welcome to attend. If you send an objection, you do not have to come to the Court to talk about it. As long as you mailed your written objection to the settlement administrator on time, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

IF YOU DO NOTHING

21. WHAT IF I DO NOTHING AT ALL?

If you do nothing, you will receive a Settlement payment, and you will be bound by the terms of Settlement, which means that you will not be able to start a lawsuit, continue a lawsuit, or be a part of any other lawsuit against the Defendant about the legal issues in the lawsuits.

GETTING MORE INFORMATION

22. HOW DO I GET MORE INFORMATION?

You may contact Class Counsel at the contact information listed above in Section 15 if you have any questions about the Settlement. You may also contact the Court-appointed Settlement Administrator, CPT Group, Inc. by calling toll free 1-800_____, or you can write to the Administrator at the following address:

CPT Group, Inc.
Mack Birch v. Catholic Charities of Los Angeles, Inc. Settlement
XXXXX
City, State, XXXXX
Email:
Fax

PLEASE DO NOT TELEPHONE THE COURT OR CATHOLIC CHARITIES OF LOS ANGELES INC.'S COUNSEL FOR INFORMATION REGARDING THIS SETTLEMENT OR THE CLAIM PROCESS. YOU MAY, HOWEVER, CALL CLASS COUNSEL OR THE SETTLEMENT ADMINISTRATOR, LISTED ABOVE.