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Attorneys for Plaintiff and the Putative Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SUTTER

FERNANDO LOPEZ, on behalf of himself and
all others similarly situated,

Plaintiff,

v.

US LBM SERVICE CO., a Delaware Limited
Liability Company; and DOES 1-50, inclusive.

Defendants.

CASE NO.: CVCS25-0000492

**DECLARATION OF MEHRDAD
BOKHOUR IN SUPPORT OF
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

HEARING INFORMATION

Date: May 4, 2026
Time: 9:00 a.m.
Dept.: 1

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Seervice Co. (“Defendant”) (collectively, the “Parties”) entered into a Class Action and PAGA Settlement Agreement resolving the wage and hour claims of the Settlement Class (“Settlement Agreement” and/or “Settlement”), and Class Notice which is attached hereto as **Exhibit “A”**. The Settlement Agreement seeks to fully release and discharge Defendant from the claims brought against it in this matter in exchange for Defendant’s agreement to pay \$715,000 on a non-reversionary, non-claim made basis (each Settlement Class Member will receive his/her share of the Net Settlement Amount without having to submit a claim form or taking action, except for those who opt-out).

8. Plaintiff seeks to represent a Class of all persons who are or were employed by Defendant in California and classified as non-exempt hourly employees at any time during the Class Period, defined as May 17, 2024 through February 13, 2026 (the “Class” or “Class Members”). Likewise, the PAGA Members include all persons who are or were employed by Defendant in California and classified as non-exempt hourly employees at any time during the PAGA Period, defined as May 17, 2024 through February 13, 2026 (“PAGA Members”).

9. Under the terms of the Settlement Agreement, Defendant will not oppose Class Counsel’s application for an award of attorneys’ fees not to exceed \$238,333.33, representing one third of the Gross Settlement Amount, reimbursement of Class Counsel’s litigation expenses not to exceed \$30,000, Settlement Administration Expenses not to exceed \$7,500, PAGA penalties in the total amount of \$50,000, of which \$32,500 or 65 percent will be paid to the California Labor and Workforce Development Agency and \$17,500 or 35 percent will be paid to the PAGA Members, and a Class Representative Service Payment not to exceed \$10,000 to Plaintiff Fernando Lopez:

	Total Amount
<i>Gross Settlement Amount</i>	\$715,000
Class Counsel Fees Payment	\$238,333.33
Class Counsel Litigation Expenses Payment	\$30,000.00
Administration Expenses Payment	\$7,500.00
PAGA Penalties to LWDA (65% of \$50,000 award)	\$32,500.00
PAGA Penalties to PAGA Members	\$17,500.00
Class Representative Service Payment	\$10,000.00
<i>Net Settlement Amount</i>	\$379,166.67

Plaintiff has concurrently submitted the Settlement to the LWDA in accordance with Labor Code Section 2699(1)(2). The proof of submission is attached hereto as **Exhibit “B.”**

1 10. The Settlement Class consists of approximately 735 non-exempt hourly employees
2 who worked for Defendant US LBM Service Co. in California during the Class Period. Plaintiff
3 alleges that, regardless of job title or position, all non-exempt hourly employees were subject to the
4 same wage and hour policies and practices. Based on Defendant's records as of December 15, 2025,
5 Class Members collectively worked approximately 37,227 Workweeks during the Class Period. After
6 deductions approved by the Court, the Net Settlement Amount will be distributed on a pro rata basis
7 according to each Participating Class Member's number of Workweeks. Based on these figures, the
8 average Individual Class Payment is conservatively estimated at \$500 to \$600. A Class Member who
9 worked the entire Class Period would receive the highest Individual Class Payment, estimated at
10 approximately \$900 to \$1000. Class Members who worked fewer Workweeks will receive
11 proportionally smaller payments.

12 11. The Settlement is non-reversionary, and Settlement Class Members are not required
13 to submit Claim Forms to receive payment. Each Settlement Class Member will be mailed a Notice
14 Packet containing information about their estimated Individual Settlement Amount, the opportunity
15 to dispute the number of Workweeks credited to them during the Class Period, and instructions on
16 how to submit a Request for Exclusion or an Objection to the Settlement. All Settlement Class
17 Members who do not timely submit a valid Request for Exclusion will automatically receive their
18 Individual Settlement Payment after the Court grants Final Approval. PAGA Members eligible for
19 payments under the PAGA portion of the Settlement may not opt out and will receive their share of
20 the PAGA Amount regardless of participation in the class settlement.

21 12. Because the Settlement is fair, reasonable, and adequate, and is the result of arm's
22 length negotiations between experienced counsel with the assistance of an experienced mediator,
23 following a thorough exchange of relevant information and documents, it warrants preliminary
24 approval. Plaintiff respectfully requests that the Court enter an order: (1) preliminarily approving the
25 Settlement; (2) conditionally certifying the Settlement Class pursuant to California Code of Civil
26 Procedure section 382 for settlement purposes only; (3) approving the form and manner of
27 dissemination of the proposed Class Notice; (4) appointing Plaintiff Fernando Lopez as Class
28 Representative and appointing Mehrdad Bokhour of Bokhour Law Group, P.C. and Joshua S.

1 Falakassa of Falakassa Law, P.C. as Class Counsel for settlement purposes only; (5) appointing CPT
2 Group as the Settlement Administrator; and (6) scheduling a Final Approval Hearing.

3 13. Defendant US LBM Service Co. is a building materials distributor serving both
4 residential and commercial construction markets. Defendant operates several locations in Northern
5 California, offering specialty building materials like windows, doors, roofing, and trusses to builders.

6 14. Plaintiff was employed by Defendant as a warehouse worker from June 6, 2024, to
7 February 21, 2025. Plaintiff, along with other non-exempt hourly employees, including, but not
8 limited to, Truck Drivers, Warehouse Workers, Forklift Operators, Delivery Helpers, Sales
9 Representatives, Account Coordinators, Assemblers, Sawyers, Machine Operators, Production
10 Associates, and other non-exempt positions, was responsible for supporting various aspects of
11 Defendant's business operations in California. Plaintiff alleges that, in performing these duties,
12 Defendant failed to consistently provide Plaintiff and other non-exempt hourly employees with all
13 wages, meal and rest periods, and other protections required by the California Labor Code and
14 applicable wage orders.

15 15. On February 24, 2025, Plaintiff provided notice to the California Labor and Workforce
16 Development Agency pursuant to Labor Code section 2699.3, subdivision (a).

17 16. On February 24, 2025, Plaintiff filed a Class Action in Sutter County Superior Court,
18 asserting class claims based on Defendant's alleged: (1) failure to pay overtime wages; (2) failure to
19 provide meal periods; (3) failure to provide rest breaks; (4) failure to pay sick time; (5) failure to
20 provide accurate itemized wage statements; (6) failure to pay all wages due upon separation of
21 employment; (7) failure to reimburse necessary business expenses; and (8) violation of California's
22 Unfair Competition Law. On April 30, 2025, Plaintiff filed a First Amended Complaint adding a
23 PAGA cause of action.

24 17. Based upon Class Counsel's independent investigation and detailed data obtained
25 through informal discovery and information exchanges, and factoring in claim certification
26 probabilities and liability probabilities, Class Counsel formulated detailed damages models to
27 evaluate the claims in preparation for mediation and in order to reach a realistic and reasonable
28 resolution, as further detailed below.

1 18. On December 9, 2025, the Parties participated in a full-day private mediation before
2 experienced mediator Steve Serratore, Esq., which resulted in the proposed Settlement.

3 19. Plaintiff alleges various wage and hour violations on behalf of non-exempt hourly
4 employees who worked for Defendant in California during the Class Period.

5 20. Plaintiff alleged that Defendant failed to accurately record and pay for all time worked,
6 including the time non-exempt employees were under the employer's control. This included a policy
7 and practice of failing to properly record non-exempt employees' time worked, including all time
8 spent working off-the-clock or under employer control. As a result of this company-wide
9 policy/practice, Plaintiff alleged that he and other non-exempt employees were not compensated for
10 all the hours that they worked "regular rate of pay."

11 21. Defendant disputed these allegations and asserted that Plaintiff and non-exempt
12 employees were not required to work off the clock, and even if Plaintiff and non-exempt employees
13 worked off the clock, they were compensated for any and all time spent working off the clock at the
14 correct regular rate of pay.

15 22. Plaintiff further alleges that Defendant maintained unlawful meal and rest period
16 policies and practices that failed to provide Settlement Class Members with timely, duty-free, and
17 compliant meal periods or premium wages in lieu thereof, and failed to provide duty-free rest periods
18 of at least ten minutes for every four hours worked or a major fraction thereof. Plaintiff alleges that
19 these policies required employees to remain on duty and/or on the premises during rest periods.
20 Plaintiff alleges that Defendant failed to pay meal and/or rest period premiums at the "regular rate of
21 pay."

22 23. Plaintiff also alleges that Defendant failed to reimburse Settlement Class Members for
23 necessary business expenses, including the required use of personal cell phones for work-related
24 purposes.

25 24. Finally, Plaintiff asserts representative claims under the Private Attorneys General
26 Act, seeking civil penalties for the alleged Labor Code violations described above.

27 25. Plaintiff alleged that Defendant failed to properly compensate Plaintiff and other non-
28 exempt employees at the correct overtime rate for hours worked in excess of eight hours per shift.

1 26. Defendant disputed these allegations and asserted that it made adjustments and offset
2 payments where appropriate, that overtime pay was lawfully calculated and paid in good faith, and
3 that any potential underpayments, to the extent they occurred at all, were limited, de minimis, and not
4 widespread across the Class.

5 27. While Plaintiff maintains that certain bonuses and incentive payments were non-
6 discretionary and should have been included in the regular rate of pay, Plaintiff also acknowledges
7 the significant litigation risks associated with this claim. Those risks include the possibility that the
8 Court could deny class certification due to individualized variations in compensation structures and
9 incentive programs, as well as risks on the merits, including summary judgment or an unfavorable
10 trial result. Plaintiff further acknowledges that the estimated lost wages attributable to this theory
11 were relatively modest. In light of these risks and uncertainties, Plaintiff applied a substantial discount
12 to the estimated value of this claim in evaluating the Settlement.

13 28. Plaintiff alleged that Defendant failed to timely pay all wages due upon separation of
14 employment, entitling former employees to waiting time penalties under Labor Code sections 201
15 through 203. Based on Defendant's records as of December 15, 2025, approximately 325 Settlement
16 Class Members separated from employment during the applicable statutory period. Assuming the
17 statutory maximum penalty of thirty days, an 8-hour workday, and an average hourly rate of \$24,
18 Plaintiff estimated a maximum theoretical exposure of approximately \$1,872,000 for waiting time
19 penalties. (325 employees × 8 hours per day × \$24 per hour × 30 days.)

20 29. Defendant disputed this claim and asserted that any alleged failure to timely pay wages
21 at separation was not willful and therefore did not give rise to waiting time penalties. Defendant
22 further contended that it maintained compliant payroll practices and that any waiting time penalties
23 claim was derivative of underlying wage claims. Defendant contended that the claims lacked merit
24 or were unsuitable for class treatment.

25 30. To account for these risks, including the risk of denial of class certification and the
26 risk of an adverse ruling at summary judgment or trial, Plaintiff applied a combined 75% percent
27 discount to the maximum theoretical exposure. Applying this discount, Plaintiff estimates a risk-
28 adjusted value of approximately \$468,000 for the waiting time penalties claim.

1 31. With respect to Plaintiff's meal and rest period claims, Settlement Class Members
2 collectively worked approximately 169,547 shifts during the Class Period. Based on an analysis of a
3 representative sample of Defendant's timekeeping and payroll records produced prior to mediation,
4 Plaintiff applied an estimated 15 percent violation rate for meal periods and a 33 percent violation
5 rate for rest periods. Using an applicable premium rate of \$24 per missed break, Plaintiff estimated a
6 maximum theoretical exposure of approximately \$610,369.20 for the meal period claim (169,547
7 shifts $\times$ 15 percent $\times$ \$24) and approximately \$1,342,812.24 for the rest period claim (169,547 shifts
8 $\times$ 33 percent $\times$ \$24).

9 32. Defendant disputed liability for both claims and asserted that meal and rest period
10 compliance presented highly individualized issues that were inappropriate for class treatment.
11 Defendant maintained that its written policies were facially compliant with California law, that
12 employees were afforded flexibility to take breaks, and that compliance varied based on job duties,
13 location, management practices, and individual employee choice. Defendant further argued that these
14 individualized issues created a substantial risk that the Court would deny class certification.

15 33. Defendant also contended that, even if certification were granted, it would prevail on
16 the merits by demonstrating that compliant meal and rest periods were provided or that premium
17 compensation was paid when required. Defendant asserted that Plaintiff would be unable to present
18 reliable representative evidence sufficient to establish liability or damages on a classwide basis. In
19 light of these risks, Plaintiff applied a 75% discount to the maximum theoretical exposure for these
20 claims. Applying this discount, Plaintiff estimates a risk-adjusted value of approximately
21 \$152,592.30 for the meal period claims and approximately \$335,703.06 for the rest period claims.

22 34. Plaintiff further alleged that Defendant issued non-compliant itemized wage
23 statements in violation of Labor Code section 226, based on the same alleged conduct underlying
24 Plaintiff's claims for unpaid wages, meal and rest period premiums, and failure to include all required
25 forms of compensation in the regular rate of pay. Based on Defendant's records, Plaintiff estimates
26 that approximately 37,529 allegedly non-compliant wage statements were issued during the Class
27 Period.

28 35. In calculating Defendant's maximum potential exposure, Plaintiff conservatively

1 assumed that only the initial statutory penalty of fifty dollars per violation would apply, consistent
2 with Labor Code section 226(e) and authority holding that higher penalties apply only after notice of
3 a violation. Using this conservative assumption, Plaintiff estimated a maximum theoretical exposure
4 of approximately \$1,876,450 (37,529 wage statements multiplied by \$50).

5 36. Defendant disputed this claim and asserted that its wage statements fully complied
6 with Labor Code section 226. Defendant further argued that, even if any technical deficiencies
7 existed, they were not knowing and intentional and did not result in the injury required to recover
8 penalties. Defendant also relied on its defenses to the underlying wage and hour claims and to class
9 certification.

10 37. In light of these risks, including the risk of denial of class certification and the risk of
11 an adverse ruling on the merits, Plaintiff applied a 80% discount to the maximum theoretical
12 exposure. Applying this discount, Plaintiff estimates a risk-adjusted value of approximately \$375,290
13 for the wage statement penalty claim.

14 38. Plaintiff also sought civil penalties under the Private Attorneys General Act of 2004
15 for alleged Labor Code violations for which PAGA penalties are available, and asserted that such
16 penalties could be assessed on a cumulative basis. Assuming application of the default penalty of
17 \$100 per pay period under Labor Code section 2699(f)(2), and assuming no reduction or exercise of
18 judicial discretion, Plaintiff estimated a maximum theoretical exposure of approximately \$3,752,900,
19 based on approximately 37,529 pay periods.

20 39. This theoretical maximum, however, does not account for significant legal and
21 practical uncertainties. Courts are divided as to whether PAGA penalties may be stacked across
22 multiple violations within a single pay period, particularly where the violations are derivative of one
23 another. In addition, Labor Code section 2699(e)(2) grants courts broad discretion to reduce civil
24 penalties where necessary to avoid awards that are unjust, arbitrary, oppressive, or confiscatory.
25 Courts routinely exercise this discretion, particularly where an employer did not act willfully or where
26 the legal obligations were unsettled.

27 40. In light of these risks, the Parties agreed to allocate \$50,000 of the Gross Settlement
28 Amount to the resolution of the PAGA claim, which Plaintiff submits is fair, reasonable, and adequate

1 under the circumstances.

2 41. In sum, when factoring in defenses and risks of ongoing litigation, Plaintiff estimates
3 the risk-adjusted class recovery as follows:

4	• Regular Rate of Pay Claim:	\$0 (discounted)
5	• Labor Code §§ 201 – 203 Claims:	\$468,000
6	• Meal Period Claims:	\$152,592.30
7	• Rest Break Claims:	\$335,703.06
8	• Wage Statement Claims:	\$375,290
9	• PAGA Penalties	\$50,000
10	• <u>Total Risk-Adjusted Penalties and Damages:</u>	\$1,381,585.36

11 Given the realistic value of Plaintiff's claims, the \$715,000 Settlement Amount is an excellent
12 result for the Class, considering that the Settlement Amount totals approximately 51.7% of Plaintiff's
13 risk-adjusted value of the case. Preliminary approval is appropriate since the Settlement will provide
14 significant monetary relief to the Class.

15 42. The Settlement was the product of extensive arm's length negotiations between
16 counsel and was facilitated by an experienced wage-and-hour class action mediator. Though cordial
17 and professional, the Settlement negotiations were adversarial and non-collusive. The Settlement
18 reached is the product of substantial effort by the Parties and their counsel. Although Plaintiff and
19 their counsel believe that there was a possibility of certifying the claims, they recognized the potential
20 risk, expense, and complexity posed by litigation, such as unfavorable decisions on class certification,
21 summary judgment, at trial and/or on the damages awarded, and/or on an appeal that can take several
22 more years to litigate. In addition, if Defendant prevailed on any of their defenses, the employees
23 may not have received any substantial monetary recovery.

24 43. The Settlement will result in a fair payment to each Settlement Class Member based
25 on the number of Weeks Worked during the Class Period. As set forth hereinabove, Plaintiff and their
26 counsel have diligently investigated the claims and defenses on behalf of the Settlement Class
27 Members and worked to achieve a resolution of the claims to maximize the recovery by avoiding
28 further expenditure of Attorneys' Fees and Costs. After evaluating the significant risks attendant with

1 further litigation described above and weighing them against the benefits of a known compromise
2 and settlement as set forth in the Settlement Agreement, settlement on the terms agreed to is believed
3 to be in the best interest of Plaintiff and the Settlement Class, and is a fair and reasonable resolution
4 of the claims alleged.

5 44. Plaintiff's counsel brought to bear a great deal of collective experience in negotiating
6 the settlement of this case. As detailed herein, Plaintiff's counsel engaged in necessary informal
7 discovery, investigation, sampling, and expert evaluation, making it possible to exercise informed
8 judgment throughout the settlement process, including significant document review (e.g., documents
9 pertaining to Defendant's policies and procedures, personnel documents, wage statements, time
10 records, among others) and conducted an extensive analysis and extrapolation of the sampling of
11 class-wide data provided by Defendant.

12 45. Based on our experience in other cases, including wage and hour matters, I believe
13 our office, along with Joshua Falakassa, is qualified to evaluate the class claims and viability of
14 defenses in this class action. In this case, the recovery for each Settlement Class Member is
15 reasonable, fair, and adequate, and a settlement at this time is in the best interest of the Settlement
16 Class. The Settlement provides each Settlement Class Member with compensation for the alleged
17 violations when viewed in relation to the costs and risks inherent in obtaining class certification and
18 proceeding to trial.

19 46. Plaintiff's counsel, as well as Defendant's counsel, fully endorse the terms and
20 conditions of the Settlement as set forth in the above-mentioned Settlement Agreement.

21 47. Of course, the Settlement Amount represents a compromise figure, taking into account
22 the various risks surrounding class certification and the merits of Defendant's asserted defenses.
23 Nevertheless, the Settlement provides for fair and adequate payments to the Settlement Class
24 Members, with no reversion to Defendant.

25 48. Plaintiff seeks a Service Award of \$10,000, which we believe is fair and warranted.
26 Plaintiff agreed to come forward in an effort to effectuate a policy and practice change that benefitted
27 all other Settlement Class Members, and to recover unpaid wages and penalties. Plaintiff assumed a
28 significant risk in bringing this litigation, namely, that if he lost, he could have been ordered to pay

1 the Defendant's costs.

2 49. Plaintiff provided invaluable assistance to the investigation and prosecution of this
3 case, including: providing factual background for the Class Complaint; reviewing the litigation
4 documents; providing information and documentation about Defendant's policies and practices;
5 participating in phone calls to discuss litigation and settlement strategy; and reviewing the settlement
6 documents. Plaintiff agreed to participate in this case with no guarantee of personal benefit. Plaintiff's
7 comprehensive declaration setting forth all of the reasons why she believes that the Service Award
8 should be approved has been filed herewith.

9 50. When this case was taken on a contingency fee basis, with our firm agreeing to assume
10 responsibility for all litigation costs, the ultimate result was far from certain. In the course of this
11 litigation, we paid all costs, including the filing fees, mediation costs, and expert costs. There was
12 never a guarantee that our firms would recoup these expenditures. In fact, had Plaintiff lost, he could
13 have been ordered to pay Defendant's costs

14 51. It is our experience that attorneys' fee awards of one-third of a common fund
15 settlement are the standard in California. Plaintiff's counsel agreed to seek one-third of the Settlement
16 Amount for Attorneys' Fees in this case. Defendant does not oppose this fee request. The fee is further
17 warranted because it is within the range of reasonableness typically awarded in class actions. Our
18 firm's Costs will not exceed \$30,000 and will be based on the actual amount incurred at the time of
19 final approval.

20 52. Subject to the Court's approval, the parties stipulated that CPT Group, Inc. serve as
21 the Settlement Administrator. CPT is experienced in administering class action settlements and will
22 not exceed \$7,500 to administer this class action Settlement.

23 53. In compliance with California Rules of Professional Conduct section 1.5.1, Plaintiff
24 signed a fee split agreement that provides fees will be allocated between Class Counsel as follows:
25 fifty percent (50%) to the Bokhour Law Group, P.C., and fifty percent (50%) to the Falakassa Law,
26 P.C.

27 54. For the foregoing reasons, it is respectfully requested that the Court grant preliminary
28 approval of the Settlement as being fair, reasonable, and in the best interests of the Settlement Class,

1 and to preliminarily approve the notice plan and set a final approval hearing. Plaintiff will seek final
2 approval of attorneys' fees, costs, and service awards at the final approval stage.

3 I declare under penalty of perjury under the laws of California that the foregoing is true and
4 correct on this 1st day of April 2026, in Los Angeles, California.

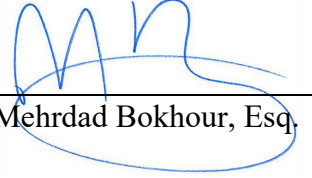
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6 By: 
Mehrdad Bokhour, Esq.

EXHIBIT “A”

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiff Fernando Lopez (“Plaintiff”) and Defendant US LBM Service Co. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties” or individually as “Party.”

1. DEFINITIONS.

- 1.1 “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant, captioned *Lopez v. US LBM Service Co.*, filed on February 24, 2025, and currently pending in the Superior Court of the State of California, County of Sutter, Case No. CVCS25-000492.
- 1.2 “Administrator” means CPT Group, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3 “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4 “Class” means all individuals who are or were employed by Defendant as non-exempt hourly employees in California during the Class Period.
- 1.5 “Class Counsel” means Mehrdad Bokhour of Bokhour Law Group, P.C., and Joshua S. Falakassa of Falakassa Law, P.C.
- 1.6 “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.7 “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 Class Period Workweeks and PAGA Pay Periods.
- 1.8 “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 a PAGA Member).
- 1.9 “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.
- 1.10 “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to

be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

- 1.11 “Class Period” means the period from May 17, 2024 through February 13, 2026.
- 1.12 “Class Representative” means Fernando Lopez, the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as a Class Representative.
- 1.13 “Class Representative Service Payment” means the payment to the Class Representative for initiating the Action and providing services in support of the Action and in exchange for a general release of claims.
- 1.14 “Court” means the Superior Court of California, County of Sutter.
- 1.15 “Defendant” means the named Defendant, US LBM Service Co.
- 1.16 “Defense Counsel” means Michele Haydel Gehrke and Rae Chung of Reed Smith LLP.
- 1.17 “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 Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.
- 1.18 “Final Approval” means the Court’s order granting final approval of the Settlement.
- 1.19 “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.
- 1.20 “Gross Settlement Amount” means \$715,000, which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraph 8 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payment, and the Administrator’s Expenses. Defendant shall be separately responsible for the cost of its share of employer-side payroll taxes. The Settlement is non-reversionary.
- 1.21 “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.22 “Individual PAGA Payment” means the PAGA Member’s pro rata share of 35% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

- 1.23 “Judgment” means the judgment entered by the Court based upon the Final Approval.
- 1.24 “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code § 2699, subd. (m).
- 1.25 “LWDA PAGA Payment” means 65% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (m).
- 1.26 “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The Net Settlement Amount is to be paid to Participating Class Members as Individual Class Payments.
- 1.27 “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.
- 1.28 “Operative Complaint” means the First Amended Complaint filed in the Action on or about April 30, 2025.
- 1.29 “PAGA Member” means any non-exempt hourly employee who works or worked for Defendant in California at any time during the PAGA Period.
- 1.30 “PAGA Pay Period” means any pay period during which a PAGA Member worked for Defendant for at least one day during the PAGA Period.
- 1.31 “PAGA Period” means the period from May 17, 2024 through February 13, 2026.
- 1.32 “PAGA” means the Private Attorneys General Act (Labor Code § 2698 et seq.).
- 1.33 “PAGA Notice” or “PAGA Notices” means Plaintiff’s February 24, 2025 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.34 “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 35% to the PAGA Members (\$17,500) and 65% to the LWDA (\$32,500) in settlement of the PAGA claims.
- 1.35 “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.36 “Plaintiff” means Fernando Lopez, the named plaintiff in the Action.
- 1.37 “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

- 1.38 “Preliminary Approval Order” means the proposed Order Granting Preliminary Approval and Approval of PAGA Settlement.
- 1.39 “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.
- 1.40 “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.
- 1.41 “Released Parties” means Defendant and its operating companies, predecessors, successors, d/b/a’s, parent companies, subsidiaries, affiliates, corporations in common control, and entities doing business under any assumed name, and each of their current and former officers, directors, employees, agents, representatives, insurers, shareholders, partners, members, managers, investors, attorneys, and assigns.
- 1.42 “Request for Exclusion” means a Class Member’s submission of a timely written request to be excluded from the Class Settlement signed by the Class Member pursuant to the terms of this Agreement.
- 1.43 “Response Deadline” means 45 days after the Administrator mails the Class Notice to Class Members and PAGA Members 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 their Objection to the Settlement. Class Members to whom Notice Packets are resent after being returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline.
- 1.44 “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.45 “Workweek” means any week during which a Class Member worked for Defendant for at least one day, during the Class Period.

2. RECITALS.

- 2.1 On February 24, 2025, Plaintiff filed a Class Action in Sutter County Superior Court, asserting class claims based on Defendant’s alleged: (1) failure to pay overtime wages; (2) failure to provide meal periods; (3) failure to provide rest breaks; (4) failure to pay sick time; (5) failure to provide accurate itemized wage statements; (6) failure to pay all wages due upon separation of employment; (7) failure to reimburse necessary business expenses; and (8) violation of California’s Unfair Competition Law (“UCL”).
- 2.2 On February 24, 2025, Plaintiff gave notice to the LWDA and Defendant that Plaintiff intended to proceed with a representative action under PAGA pursuant to Labor Code § 2699.3, subd.(a) based on the same alleged wage and hour violations as the Class Action.

- 2.3 On April 30, 2025, Plaintiff filed a First Amended Complaint adding a PAGA cause of action.
- 2.4 Defendant denies the allegations in the Operative Complaint and the Action, denies any failure to comply with the laws identified in the Operative Complaint, and denies any and all liability for the causes of action alleged.
- 2.5 On December 9, 2025, the Parties participated in an all-day mediation presided over by Steve Serratore, Esq. A resolution of the action was reached through a Mediator's proposal. The Mediator's proposal was memorialized in a Memorandum of Understanding ("MOU"), which was executed on December 29, 2025 by Plaintiff and January 6, 2026 by Defendant. The MOU is superseded in all respects by this Agreement upon execution by Plaintiff and Defendant.
- 2.6 Prior to mediation, Plaintiff obtained, through informal discovery, a sampling of time and corresponding pay records belonging to approximately 25% of Class Members, relevant Defendant policies, Plaintiff's time and payroll records, wage statements, and the total number of Class Period Employees and workweeks worked during the Class Period. In these and other ways, the Parties investigated the facts and analyzed the relevant legal issues with regard to the claims in the Action and Defendant's defenses to them. The Parties represent that this investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*") Based on this investigation and analysis, Plaintiff believes the Action has merit, while Defendant believes the Action has no merit.
- 2.7 The Parties, through their counsel, have engaged in arm's-length negotiations with the assistance of a respected mediator concerning a resolution of the Action. The Parties have each considered the uncertainties of continued litigation and the benefits to be obtained under the proposed settlement, and have considered the costs, risks, and delays associated with the continued prosecution of this Action and the likely appeals of any ruling in favor of any of the Plaintiff or Defendant. It is the Parties' intention and the objective of this Settlement Agreement to avoid the costs of further litigation and trial, and to settle and dispose of, fully and completely and forever, the claims released herein and described below.
- 2.8 The Court has not granted class certification.

3. MONETARY TERMS.

- 3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 8 below, Defendant promises to pay \$715,000, and no more as the Gross Settlement Amount, and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement

Amount without asking or requiring Participating Class Members or PAGA Members to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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

3.2.1 To Plaintiff:

3.2.1.1 Class Representative Service Payment to the Class Representative of not more than \$10,000 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments by no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment. In the event the Court does not approve the entirety of the requested Class Representative Service Payment, such ruling shall not entitle Plaintiff to revoke the Settlement.

- 3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than \$238,333.33 (representing one third of the Gross Settlement Amount), and a Class Counsel Litigation Expenses Payment of not more than \$30,000. Defendant will not oppose requests for these payments provided that they do not exceed these amounts. Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion of any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and the Class Counsel Expenses Payment using one or more IRS Form 1099s. 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. In the event the Court does not approve the entirety of the requested Class Counsel Fees Payment and/or Class Counsel Litigation Expenses payment, such ruling shall not entitle Class Counsel to revoke the Settlement. However, Class Counsel reserves the right to appeal any reduction by the Court.

3.2.3 To the Administrator: An Administrator Expenses Payment not to exceed \$7,500, except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less, or the Court approves payment of less than \$7,500, the Administrator will retain the remainder in the Net Settlement Amount.

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 Participating Class Member's Workweeks.

3.2.4.1 Tax Allocation of Individual Class Payments. 30% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 70% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for all interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholding and will be reported on IRS Form 1099. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

3.2.5 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 according to their respective workweeks.

3.2.6 To the LWDA and PAGA Members: PAGA Penalties in the amount of \$50,000 will be paid from the Gross Settlement Amount, with 65% allocated to the LWDA PAGA Payment and 35% allocated to the Individual PAGA Payments.

3.2.6.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the PAGA Member's 35% share of PAGA Penalties (\$17,500) by the total number of PAGA Pay Periods

worked by all PAGA Members during the PAGA Period and (b) multiplying the result by each PAGA Member's PAGA Pay Periods. PAGA Members assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

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

4. **SETTLEMENT FUNDING AND PAYMENTS.**

- 4.1 Class Workweeks and PAGA Pay Periods. As of December 15, 2025, Defendant represents that the Settlement Class consists of approximately 735 class members who worked approximately 37,227 workweeks during the Class Period.
- 4.2 Class Data. No later than twenty (21) days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator in 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 members' 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. The Settlement Administrator will provide Defendant with wire transfer information no more than three (3) days after the Effective Date. Defendant shall fully fund the Gross Settlement Amount and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than thirty (30) days after the Effective Date.
- 4.4 Payments from the Gross Settlement Amount. Within fourteen (14) days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment and the Class Representative Service Payment 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, postage prepaid. The face of each check shall prominently state the date (no less than 180 days after the date of mailing) on which the check will be voided. 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 Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all PAGA Members including Non-Participating Class Members who qualify as PAGA Members (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 a 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 cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the 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 entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

- 5.1 Release by Plaintiff. Plaintiff and his respective former and present spouses, beneficiaries, representatives, agents, attorneys, heirs, administrators, successors,

and assigns generally release and forever discharge Released Parties from all claims, transactions, omissions or occurrences, known or unknown, that occurred from the beginning of time through the end of the Class Period, including, but not limited to: (a) all claims, rights, demands, liabilities and causes of action that were or reasonably could have been alleged based on the facts, Labor Code and/or IWC Wage Order sections contained in the Operative Complaint; (b) all PAGA claims that were or reasonably could have been alleged based on facts, Labor Code and/or IWC Wage Order sections contained in the Operative Complaint and/or Plaintiffs' PAGA Notice; and (c) any and all claims that Plaintiffs could now bring or could have brought against any of the Released Parties under any local, state or federal law, ordinance or regulation ("Plaintiff's Release"). Plaintiff's 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 claims that cannot be released by law. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

- 5.1.1 Plaintiff's Waiver of Rights Under California Civil Code Section 1542. With respect to the Plaintiff's Release, the Parties stipulate and agree that the Plaintiff shall have, by operation of the Judgment and approval order entered by the Court, waived and relinquished, to the fullest extent permitted by law, the provisions, rights, and benefits of section 1542 of the California Civil Code, which provides:

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

The Plaintiff shall be deemed to have acknowledged that this Settlement Agreement is intended to waive and release all released claims that he does not know or suspect to exist in his favor at the time of the approval of this Settlement Agreement.

- 5.2 Release by Participating Class Members. All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, beneficiaries and assigns, release Released Parties from the Released Class Claims and that arose during the Class Period.

5.3 Release by PAGA Members. All PAGA Members and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, beneficiaries and assigns, the Released Parties from the Released PAGA Claims and that arose during the PAGA period.

6. **MOTION FOR PRELIMINARY APPROVAL.** Plaintiff will prepare and file a motion for preliminary approval of the Settlement (“Motion for Preliminary Approval”) that complies with the Court’s procedures and instructions.

6.1 Plaintiff’s Responsibilities. Plaintiff will prepare all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (s)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; and (vi) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members, and 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. (s)(1)), and this Agreement (Labor Code section 2699, subd. (s)(2)). Plaintiff shall provide a copy of the notice and memorandum in support of the Motion and proposed Order no later than five (5) business days prior to its submission and shall not file the Motion without Defendant’s approval.

6.2 Responsibilities of Counsel. Class Counsel is responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 10 days after the Parties’ execution of the Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court’s Preliminary Approval order to the Administrator.

6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting 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 ("CPT") to serve as the Administrator and verified that, as a condition of appointment, CPT agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising from prior experiences in administering settlements.
- 7.2 **Employer Identification Number.** The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.
- 7.3 **Qualified Settlement Fund.** The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund under U.S. Treasury Regulation section 468B-1.
- 7.4 **Notice to Class Members.**
 - 7.4.1 No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, PAGA Members, Workweeks, and PAGA Pay Periods in the Class Data.
 - 7.4.2 Using best efforts to perform as soon as possible, and in no event later than 15 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
 - 7.4.3 Not later than five (5) business days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search and re-mail the Class Notice to the most current address obtained. The Administrator

has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.

- 7.4.4 The deadlines for Class Members' written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the 45 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline by re-mailing the Class Notice.
- 7.4.5 If the Administrator, Defendant or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

7.5 Requests for Exclusion (Opt-Outs)

- 7.5.1 Class Members who wish to exclude themselves from (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than 45 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address, and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.
- 7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

- 7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Release under Paragraph 5.2 of this Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.
- 7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are PAGA Members are deemed to release the claims identified in Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.
- 7.5.5 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review Requests for Exclusion on a rolling basis to ascertain their validity. Not later than 10 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names 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). The administrator shall not provide the parties with contact information beyond full names for any members of the Exclusion List. Class Counsel and Defense Counsel agree to limit their use of any information provided by the Administrator from the Exclusion List to the furtherance of this Settlement.
- 7.6 Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination of the challenges.
- 7.7 Objections to Settlement.

- 7.7.1 Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class Representative Service Payment.
- 7.7.2 Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 45 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).
- 7.7.3 Non-Participating Class Members have no right to object to any of the class action components of the Settlement.
- 7.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.
 - 7.8.1 Email Address and Toll-Free Number. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails and to provide the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval order, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval order and the Judgment.
 - 7.8.2 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.
 - 7.8.3 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.

7.8.4 Administrator's Declaration. Not later than 14 days before the date by which Plaintiff is 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.

7.8.5 Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing, by employee identification number only, all payments made under this Agreement. At least 15 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. ESCALATOR CLAUSE. If the total number of workweeks through the end of the Class Period exceeds 37,500 workweeks by more than ten (10) percent, Defendant shall have the option, at its election, to either: (a) increase the Gross Settlement Amount proportionally by one (1) percent for each one (1) percent increase in workweeks above ten percent over 37,500 workweeks; or (b) designate a Class Period end date such that the total number of workweeks does not exceed ten (10) percent above 37,500 workweeks.

9. DEFENDANT'S RIGHT TO WITHDRAW. If 10% or more of the Class Members validly elect not to participate in the Settlement, Defendant will have the right to rescind the Settlement, and the Settlement and all actions taken in its furtherance will be null and void. Defendant must exercise this right within 15 days after the Settlement Administrator notifies the parties of the number of opt-outs, which the Settlement Administrator will do within 10 days after the deadline for submission of opt-outs. If Defendant exercises the right to rescind, it will be responsible for the costs of administration of the Settlement incurred through that time.

10. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the scheduled Final Approval Hearing, Plaintiff will file in Court a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (s), a Proposed Final Approval Order and a Proposed Judgment (collectively "Motion for Final Approval"). Plaintiff shall provide drafts of these

documents to Defense Counsel not later than 5 business days prior to filing the Motion for Final Approval, and shall not file without Defendant's approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

- 10.1 Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than five (5) court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.
- 10.2 Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to attempt to address the Court's concerns. The Court's decision to award less than the amounts requested for the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administrator Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.
- 10.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.
- 10.4 Waiver of Right to Appeal. The Parties and all Participating Class Members who did not object to the Settlement as provided in this Agreement waive all appeals from the final approval of the Settlement unless the Court materially modifies the Settlement, except that Plaintiff and Class Counsel may appeal from an order by the Court that reduces the amounts sought for the Class Representative Payment or the Class Counsel Fees or Expenses Payment. Such an order or affirmance of such an order will not entitle Plaintiff or the Class to avoid the Settlement. Defendant's payment obligation under the Settlement will be suspended pending an appeal of the Judgment.
- 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 attempt to address the appellate court's concerns, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

11. **AMENDED JUDGMENT.** If an amended judgment is required under Code of Civil Procedure section 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 have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval, Final Approval or enter Judgment, Defendant reserves the right to contest certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and the Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

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

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

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

12.5 **Cooperation.** The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement as agreed by the Parties, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the

Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

- 12.6 No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 12.7 No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 12.8 Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 12.9 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 12.10 Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 12.11 Compliance with Pending LWDA Regulations. The Parties acknowledge that the LWDA has issued proposed regulations governing procedures and requirements applicable to settlements under the PAGA, which regulations are currently pending review and have not yet become effective. If any LWDA regulations governing PAGA settlements become effective during the pendency of Court approval of the Preliminary or Final Approval, the Parties agree to cooperate in good faith to implement any procedural, notice, filing, or reporting requirements imposed thereby, including by submitting supplemental filings, amended notices, or revised forms of proposed orders, as reasonably necessary to comply with such regulations. The Parties further agree that any such compliance efforts shall not serve as a basis to reopen negotiations or alter the substantive consideration exchanged under this Agreement, including but not limited to the Gross Settlement Amount, allocation, or release, except as may be strictly necessary to comply with any mandatory requirements imposed by such regulations.
- 12.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 12.13 Confidentiality. Plaintiff and his attorneys agree not to issue any press or other media releases or talk to the press or media regarding the Settlement, and Plaintiff's attorneys agree not to publicize the Settlement on their website or social media. In addition, prior to filing of the Motion for Preliminary Approval, Plaintiff and his

attorneys will not have any communication with anyone other than family members, clients, Class Members, financial advisors, retained experts, and vendors related to settlement administration, regarding the Settlement. If, before the filing of the Motion for Preliminary Approval, Plaintiff or his attorneys disclose to any unauthorized party (a) that a settlement has been reached or (b) any of the terms of the Settlement except as required by law or to effect the Settlement, Defendant may rescind the Settlement, rendering it null and void.

- 12.14 Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 30 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than the destruction of, Class Data.
- 12.15 Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 12.16 Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter:
- 12.17 Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff and the Settlement Class:

Joshua S. Falakassa
josh@falakassalaw.com
FALAKASSA LAW, P.C.
1901 Avenue of the Stars, Suite 520
Los Angeles, California 90067

Mehrdad Bokhour
mehrdad@bokhourlaw.com
BOKHOUR LAW GROUP, P.C.
1901 Avenue of the Stars, Suite 520

Los Angeles, California 90067

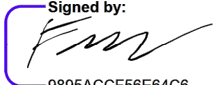
To Defendant:

Michele Haydel Gehrke
mgehrke@reedsmith.com
Rae Y. Chung
raechung@reedsmith.com
REED SMITH LLP
101 Second Street, Suite 1800
San Francisco, California 94105

12.18 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (e.g., DocuSign), or email, which, for purposes of this Agreement, shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

12.19 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 upon signing this Agreement, pursuant to California Civil Procedure Code section 583.330, to extend the date to bring a case to trial under California Civil Procedure Code section 583.310 for the entire period of this settlement process.

Dated: 2/24/2026

Signed by:

9895ACCF56E64C6...
Plaintiff Fernando Lopez

Dated: 3/25/2026


Defendant US LBM Service Co.

Approved As to Content:

Dated: 2/24/2026

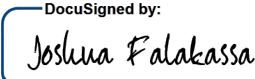
BOKHOUR LAW GROUP, P.C.

Signed by:

D8D3643F271940F...
Mehrdad Bokhour
Attorneys for Plaintiff

Dated: 2/24/2026

FALAKASSA LAW, P.C.

DocuSigned by:

15A628B2C5A149C...

Joshua Falakassa
Attorneys for Plaintiff

Dated: 3/25/2026

REED SMITH LLP


Michele Haydel Gehrke
Rae Y. Chung
Attorneys for Defendant

EXHIBIT “A”

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SUTTER**

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

Fernando Lopez v. US LBM Service Co.

Case No. CVCS25-000492

*The Superior Court for the State of California authorized this Notice. Read it carefully!
It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.*

You may be eligible to receive money from an employee class action lawsuit (“Action”) against US LBM Service Co. (“Defendant”) for alleged wage and hour violations. The Action was filed by a former Defendant employee, Fernando Lopez (“Plaintiff”), and seeks payment of (1) back and premium wages, statutory penalties, and interest for a class of non-exempt hourly employees who work or worked for Defendant in California during the Class Period (May 17, 2024 through February 13, 2026.) (“Class Members”); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all non-exempt hourly employees who work or worked for Defendant in California during the PAGA Period (May 17, 2024 through February 13, 2026) (“PAGA Members”).

Defendant expressly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

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 to make a payment 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 workweeks/pay periods during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully 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 Plaintiff and Plaintiff’s 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 PAGA Members to give up their rights to assert certain claims against Defendant.

If you worked for Defendant during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert individual Class Period wage claims against Defendant.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period individual wage claims against Defendant. You cannot opt-out of the PAGA portion of the proposed Settlement, and thus, if you are a PAGA member, remain eligible for an Individual PAGA Payment regardless of whether you opt out of the Class Settlement.

Defendant will not retaliate against you for any actions you take with respect to the proposed Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is _____	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion by the Opt-out Deadline. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all PAGA Members and the PAGA Members must give up their rights to pursue Released Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by _____	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice.
You Can Participate in the _____ Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on _____. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by _____	The amounts of your Individual Class Payment and PAGA Payment (if any) depend on how many workweeks you worked at least one day during the Class Period and how many Pay Periods you worked at least one day during the PAGA Period, respectively. The number of Class Period Workweeks and number of PAGA Period Pay Periods you worked according to Defendant’s records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by _____. See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former Defendant employee. The Action accuses Defendant of violating California labor laws, asserting claims based on Defendant’s alleged: (1) failure to pay overtime wages; (2) failure to provide meal periods or pay meal premiums; (3) failure to provide rest breaks or pay rest premiums; (4) failure to pay all sick time; (5) failure to provide compliant wage statements; (6) failure to pay all wages at termination; (7) failure to reimburse for necessary business expenses; and (8) unfair competition. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) (“PAGA”) (the “Operative Complaint”). Plaintiff is represented by attorneys in the Action: Mehrdad Bokhour of Bokhour Law Group, P.C., and Joshua S. Falakassa of Falakassa Law, P.C. (“Class Counsel.”)

Defendant strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendant or Plaintiff is correct on the merits. In the meantime, Plaintiff and Defendant hired an experienced, neutral mediator to

resolve the Action by negotiating a settlement rather than continuing the expensive and time-consuming litigation. The negotiations were successful. By signing a written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree that the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and PAGA Members. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Defendant Will Pay \$715,000 as the Gross Settlement Amount (Gross Settlement). Defendant has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, the Class Representative Service Payment, Class Counsel’s attorney’s fees and expenses, the Administrator’s expenses, and penalties to be paid to the LWDA. Assuming the Court grants Final Approval, Defendant will fund the Gross Settlement not later than the first Court-day at least 15 days after the Effective Date.
2. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - A. Up to \$238,333.33 (33.33% of the Gross Settlement) to Class Counsel for attorneys’ fees and up to \$30,000 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
 - B. Up to \$10,000 as a Class Representative Service Payment for filing the Action, working with Class Counsel, and representing the Class. A Class Representative Award will be the only money Plaintiff will receive other than Plaintiff’s Individual Class Payment and any Individual PAGA Payment.
 - C. Up to \$7,500 to the Administrator for services administering the Settlement.
 - D. Up to \$50,000 for PAGA Penalties, allocated 65% to the LWDA PAGA Payment and 35% in Individual PAGA Payments to the PAGA Members based on their PAGA Period Pay Periods. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the PAGA Member’s 35% share

of PAGA Penalties by the total number of PAGA Pay Periods worked by all PAGA Members during the PAGA Period and (b) multiplying the result by each PAGA Member's PAGA Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.
4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 30% of each Individual Class Payment to taxable wages ("Wage Portion") and 70% to interest and penalties ("Non-Wage Portion."). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay the employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiff and Defendant have agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor, at your own expense, if you have any questions about the tax consequences of the proposed Settlement.

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

If the monies represented by your check are sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than _____, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the _____ Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating

Class Members) will not receive Individual Class Payments.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Defendant based on the PAGA Period facts alleged in the Action.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and Defendant have agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.
8. Administrator. The Court has appointed a neutral company, CPT Group, Inc. (the “Administrator”), to send this Notice, calculate and make payments, and process Class Members’ Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator’s contact information is contained in Section 9 of this Notice.
9. Participating Class Members’ Release. As of the Effective Date and upon full funding of the Gross Settlement Amount by Defendant, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, beneficiaries and assigns, release the Released Parties from the Released Class Claims.

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

“Released Parties” means Defendant and its operating companies, predecessors, successors, d/b/a’s, parent companies, subsidiaries, affiliates, corporations in common control, and entities doing business under any assumed name, and each of their current and former officers, directors, employees, agents, representatives, insurers, shareholders, partners, members, managers, investors, attorneys, and assigns.

“Released Class Claims” are all claims, rights, demands, liabilities and causes of action that were alleged, or reasonably could have been alleged, based on the facts, Labor Code and/or IWC Wage Order sections stated in the Operative Complaint which occurred during the Class Period while employed by one or more Defendant(s) in a non-exempt

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

The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, beneficiaries and assigns, release Released Parties from the Released Class Claims. PAGA Members' PAGA Release. As of the Effective Date and upon full funding of the Gross Settlement Amount by Defendant, all PAGA Members will be barred from asserting PAGA claims against Defendant, whether or not they exclude themselves from the Settlement. This means that all PAGA Members, including those who are Participating Class Members and those who opt out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendant or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The PAGA Members' Releases for Participating and Non-Participating Class Members are as follows:

All PAGA Members and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, beneficiaries and assigns, the Released Parties from the Released PAGA Claims.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$17,500.00 by the total number of PAGA Pay Periods worked by all PAGA Members and (b) multiplying the result by the number of PAGA Period Pay Periods worked by each individual PAGA Member.
3. Workweek/Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendant's records, are stated in the first page of this Notice. You have until _____ to challenge the number of Workweeks and/or Pay Periods

credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks and/or Pay Periods based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek and/or Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant's Counsel. The Administrator's decision is final. You cannot appeal or otherwise challenge its final decision.

5. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't opt out), including those who also qualify as PAGA Members. The single check will combine the Individual Class Payment and the Individual PAGA Payment.
2. Non-Participating Class Members. The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every PAGA Member who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice has the Administrator's contact information.

6. HOW DO I OPT OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as *Lopez v. US LBM Service Co.*, Case No. CVCS25-000492, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must be sent your request to be excluded by ____, or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendant are asking the Court to approve. At least 16 days before the _____ Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes,

among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses and Service Award stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff is requesting as a Class Representative Service Award. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The deadline for sending written objections to the Administrator is _____.** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action *Lopez v. US LBM Service Co.*, Case No. CVCS25-000492, and include your name, current address, telephone number, and approximate dates of employment for Defendant and sign the objection. Section 9 of this Notice has the Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing _____ at _____ (time) in Department 1 of the Sutter County Superior Court, located at Sutter County Superior Court, 1175 Civic Center Blvd, Yuba, CA 95993. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer, at your own expense, to attend) either personally or virtually via Zoom. Check the Court's website for the most current information.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website _____ beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendant and Plaintiff have promised to do under the proposed Settlement. You can telephone or send an email to Class Counsel or the Administrator using the contact information listed below or consult the Superior Court website by going to ([Online Case Access](#) | [Superior Court of California](#) | [County of Sutter](#)) and entering the Case Number for the Action, Case No. CVCS25-000492.

**DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN
INFORMATION ABOUT THE SETTLEMENT.**

Class Counsel:

Joshua S. Falakassa josh@falakassalaw.com FALAKASSA LAW, P.C. 1901 Avenue of the Stars, Suite 520 Los Angeles, California 90067	Mehrdad Bokhour mehrdad@bokhourlaw.com BOKHOUR LAW GROUP, P.C. 1901 Avenue of the Stars, Suite 520 Los Angeles, California 90067 (310) 975-1493
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Settlement

Administrator:

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.

EXHIBIT “B”