

CLASS ACTION SETTLEMENT AGREEMENT

Subject to court approval, this Class Action Settlement Agreement (“Agreement”) is made by and between Kevin Dougan, individually and on behalf of all others similarly situated (collectively, “Plaintiffs”), and Defendants Centerplate, Inc. (“Centerplate”); Sodexo, Inc.; and Centerplate of Delaware, Inc. (collectively, “Defendants”). The Agreement refers to Plaintiffs and Centerplate collectively as “Parties” or individually as a “Party.”

RECITALS

A. On August 2, 2022, Plaintiff filed his class action complaint in the action entitled *Dougan v. Centerplate, Inc. et al*, San Diego Superior Court Case No. 37-2022-00030603-CU-OE-CTL alleging on behalf of individuals employed by Defendants as nonexempt employees in California during the time period of August 2, 2018 through trial six (6) causes of action: (1) meal period violations; (2) rest period violations; (3) untimely payment of wages; (4) wage statement violations; (5) waiting time penalties; and (6) unfair competition pursuant to Business & Professions Code section 17200 *et seq.* (“UCL”) (the “Class Action”).

B. On October 3, 2022, Defendants removed the Class Action to the District Court, which is now pending as Case No. 22-CV-1496 JLS (BLM).

C. On October 11, 2022, Plaintiff filed a separate lawsuit entitled *Dougan v. Centerplate, Inc. et al*, San Diego Superior Court Case No. 37-2022-00040792-CU-OE-CTL, alleging claims for civil penalties pursuant to PAGA based upon six (6) alleged violations based upon the same facts alleged in the class action: (1) civil penalties for meal period violations; (2) civil penalties for rest period violations; (3) civil penalties for untimely payment of wages; (4) civil penalties for failure to apay all wages upon separation; (5) civil penalties for wage statement violations; and (6) civil penalties for recordkeeping violations (the “PAGA Action”). The PAGA Action remains pending in the Court.

D. On September 11, 2023, following a full-day mediation with renowned wage and hour class action mediator Steve Rottman, the Parties agreed to the Settlement memorialized herein.

E. On October 4, 2023, the District Court stayed the Class Action pending this Settlement. The Parties agree that they shall seek dismissal of the Class Action pending in the District Court. If the District Court declines to dismiss the Class Action prior to approval of the Settlement, the Parties agree that, as a term and condition of the Settlement, that the Class Action shall be stayed in District Court and shall be dismissed upon granting of final approval of this Settlement and entry of Judgment.

F. As a term and condition of the Settlement, the Parties agree that Plaintiff will amend the complaint in the PAGA Action to assert the class claims alleged in the Class Action. Additionally, Plaintiff’s amended complaint will include claims for failure to pay wages and failure to pay overtime, as negotiated, and the amended complaint shall become the Operative Complaint. The Parties shall file a stipulation to amend the complaint in the PAGA Action to the Operative Complaint within seven (7) days of the full execution of this Agreement.

G. The Parties agree that this Settlement is contingent upon the Court's approval of the settlement of the claims on behalf of the Class and the PAGA claim. If the Court does not approve amending the complaint in the PAGA Action to effectuate the Operative Complaint, the Settlement shall become null and void, unless otherwise agreed by the Parties in writing. Further, if the Court does not approve the Settlement or any portion thereof, including settlement of the PAGA claim, or if the Settlement becomes null and void in any way, the Parties agree that the class claims asserted in the Operative Complaint shall be dismissed and the Operative Complaint shall revert to the original complaint in the PAGA Action.

H. If, for any reason, the District Court declines to dismiss the Class Action based upon the Parties' stipulation and/or the Judgment, the Settlement shall not become effective and the Parties shall take all necessary steps to modify and/or nullify the Judgment or otherwise seek relief from the Court in the interest of comity, unless otherwise agreed by the Parties in writing.

1. DEFINITIONS.

1.1. "Action" means, collectively, both (1) Plaintiffs' lawsuit(s) alleging wage and hour violations against Defendants captioned *Kevin Dougan et al. v. Centerplate, Inc. et al.*; Case No. 22-CV-1496 JLS (BLM), currently pending in the U.S. District Court, Southern District of California but originally filed in San Diego County Superior Court, and (2) separate action alleging related claims pursuant to the California Private Attorneys General Act, Labor Code section 2698 *et seq.* ("PAGA") currently pending in San Diego Superior Court, Case No. 37-2022-00040792-CU-OE-CTL.

1.2. "Administrator" means Phoenix Class Action Administration Solutions.

1.3. "Class" or "Class Member(s)" means all individuals currently or formerly employed by Centerplate in California as hourly, non-exempt employees during the Class Period, excluding those who previously released all of their respective Released Claims in their entirety against Released Parties, including by way of the prior class action settlement in the action entitled *Rodrigo Raquedan, v. Centerplate of Delaware, Inc.*, U.S. District Court, Northern District of California, Case No. 17-cv-03828-LHK ("*Raquedan Settlement*"), as further set forth in Paragraph 2.2.5.1 below.

1.4. "Class Counsel" means Ferraro Vega Employment Lawyers, Inc.

1.5. "Class Counsel Attorneys' Fees" and "Class Counsel Litigation Costs" mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys' fees and expenses, respectively, incurred to prosecute the Action. Class Counsel Attorneys' Fees shall be thirty-five percent (35%) of the Gross Settlement Amount (Three Hundred Fifty Thousand Dollars and Zero Cents (\$350,000.00)) and Class Counsel Litigation Costs shall not exceed Twenty-Seven Thousand Five Hundred Dollars and Zero Cents (\$27,500.00).

1.6. "Class Data" means Class Member identifying information in Centerplate's possession, including the Class Member's name, last-known mailing address, Social Security number, and number of Workweeks and PAGA Pay Periods.

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

1.8. “Class Notice” means the Notice of Class Action Settlement, attached as **Attachment A** and including the Request for Exclusion, attached as **Attachment B**, to be mailed to Class Members and incorporated by reference into this Agreement.

1.9. “Class Period” means the period from August 2, 2018, through October 26, 2023, or the date of preliminary approval, whichever is earlier.

1.10. “Class Representative” refers to Kevin Dougan.

1.11. “Class Representative Service Payment” means the payment to the Class Representative for initiating and providing services in support of the Action in an amount up to Ten Thousand Dollars and Zero Cents (\$10,000.00), subject to Court approval.

1.12. “Court” means the San Diego County Superior Court.

1.13. “Defense Counsel” means captioned counsel of record from the law firm of Jackson Lewis P.C.

1.14. “District Court” means the United States District Court, Southern District of California.

1.15. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its order granting final approval of the Settlement, including approval of the release of the PAGA claim; (b) the Judgment is final; and (c) the U.S. District Court, Southern District of California, dismisses Case No. 22-CV-1496 JLS (BLM). The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the date that is sixty-five (65) days after the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, seven (7) days after the deadline for filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed, the seven (7) days after the appellate court affirms the judgment and issues a remittitur.

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

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

1.18. “Gross Settlement Amount” means One Million Dollars and Zero Cents (**\$1,000,000.00**), which is the total amount Defendants agree to pay under the Settlement, subject to the terms and conditions of this Settlement.

1.19. “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.

1.20. “Individual PAGA Payment” means the PAGA Members’ pro rata share of the Net PAGA Payment, calculated according to the number of each PAGA Member’s PAGA Pay Periods .

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

1.22. “LWDA” means the California Labor Workforce and Development Agency.

1.23. “LWDA PAGA Payment” means the seventy-five percent (75%) share of the PAGA Payment paid to the LWDA under Labor Code section 2699(i).

1.24. “Net PAGA Payment” means the twenty-five percent (25%) share of the PAGA Payment to be distributed amongst PAGA Members on a *pro rata* basis based upon the number of PAGA Pay Periods worked by each PAGA Member during the PAGA Period.

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

1.26. “Non-Participating Class Member” means any Class Member who submits a valid and timely Request for Exclusion from the Settlement. PAGA Members are not permitted to request exclusion from the settlement and release of the PAGA claim, and any Non-Participating Class Member who is also a PAGA Member will be bound by the release of the PAGA Claim.

1.27. “Operative Complaint” means the amended complaint that shall be filed in the PAGA Action (San Diego Superior Court Case No. 37-2022-00040792-CU-OE-CTL) to include the class action claims asserted in the Class Action and additionally classwide claims for failure to pay wages and failure to pay overtime as set forth in Paragraph E above.

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

1.29. “PAGA” means California’s Private Attorneys General Act of 2004.

1.30. “PAGA Members” means all current and former non-exempt hourly employees who worked for Centerplate in the State of California during the PAGA Period.

1.31. “PAGA Period” means July 8, 2021 through October 26, 2023, or the date of preliminary approval, whichever is earlier.

1.32. “PAGA Pay Period” means any pay period during which a PAGA Member worked for at least one day during the PAGA Period.

1.33. “PAGA Payment” means the sum of Twenty Thousand Dollars and Zero Cents (\$20,000.00), provided in exchange for a release of the PAGA claims addressed in this Settlement, which shall be allocated from the Gross Settlement Amount to pay all applicable penalties under PAGA. Seventy-five percent (75%) (Fifteen Thousand Dollars and Zero Cents (\$15,000.00)) of the total PAGA Payment shall be paid to the LWDA, with the remaining twenty-five percent (25%) (Five Thousand Dollars and Zero Cents (\$5,000.00)) to be distributed amongst PAGA Members on a pro rata basis based upon the number of PAGA Pay Periods worked. No PAGA Member is permitted to object to or request exclusion from the settlement and release of the PAGA claim, and each PAGA Member shall receive an Individual PAGA Payment.

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

1.35. “Released Claims” means the claims being released in connection with this Settlement, as set forth in full below.

1.36. “Released Parties” means: Defendants, including Sodexo, Inc., Centerplate of Delaware, Inc., and Centerplate, Inc., and each former and present parent companies, subsidiaries, divisions, concepts, related or affiliated companies, shareholders, owners, officers, directors, employees, agents, attorneys, insurers, predecessors, successors and assigns, and any individual or entity (including, but not limited to, Centerplate Ultimate Holdings Corp.; Centerplate Holdings Corp.; KPLT Holdings, Inc.; Volume Services, Inc.; Volume Services America, Inc.; and Service America Corporation) which could be liable for the claims asserted in the Operative Complaint and/or what could have been asserted predicated on the factual allegations of the Operative Complaint during the respective Class Period and PAGA Period.

1.37. “Request for Exclusion” means a Class Member’s submission of a signed written request to be excluded from the Class Settlement, which must include all the information on the form provided with the Class Notice.

1.38. “Response Deadline” means forty-five (45) days after the Administrator mails Notice to Class 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 the Class Notice is resent after being returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline expiry.

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

1.40. “Settlement Administration Costs” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable costs in accordance with the Administrator’s bid to be submitted to the Court in connection with preliminary approval of the Settlement. The Administration Expenses shall not exceed Twenty-Two Thousand Dollars and Zero Cents (\$22,000.00), except for a showing of good cause and as approved by the Court.

1.41. “Workweek” means any week during which a Class Member worked for Centerplate for at least one day during the Class Period, excluding any Workweek covered by a prior settlement and release, including by way of the *Raqueden* Settlement as set forth in Paragraph 2.2.5.1.

1.42. “Workweek Estimate” means, based on a review of Centerplate’s as of September 1, 2023, a total of 86,116 Workweeks worked by Class Members during the Class Period.

2. MONETARY TERMS.

2.1. Gross Settlement Amount. Subject to all terms of this Agreement, Centerplate shall pay the Gross Settlement Amount in connection with this Settlement. The Gross Settlement Amount does not include any employer payroll taxes owed on the Wage Portion of the Individual Class Payments, which shall be paid separately. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members and/or PAGA Members to submit any claim as a condition of payment. The Gross Settlement Amount is non-reversionary.

2.2. 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:

2.2.1. To Class Representative: The Class Representative Service Payment to the Class Representative, in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative may be entitled to receive as a Participating Class Member. 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. An award of less than the requested amount for the Class Representative Service Payment will not give rise to a basis to abrogate the Settlement Agreement and the Court has authority under this Agreement to reduce (or increase) the Class Representative Service Payment, at its discretion at the final approval stage. The Class Representative assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment.

2.2.2. To Class Counsel: Class Counsel Attorneys’ Fees of not more than thirty-five percent (35%) (or Three Hundred Fifty Thousand Dollars and Zero Cents (\$350,000.00)) and Class Counsel Litigation Costs, of not more than Twenty-Five Thousand Dollars and Zero Cents (\$27,500.00), to Class Counsel. Defendants will not oppose requests for these payments, provided the requests do not exceed these amounts. If the Court approves a Class Counsel Attorneys’ Fees and/or a Class Counsel Litigation Costs 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 Plaintiffs’ Counsel arising from any claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Costs. The Administrator will pay the Class Counsel Attorneys’ Fees and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Attorneys’ Fees Payment and the Class Counsel Litigation Costs Payment and

holds Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these payments.

2.2.3. To the Administrator: Administration Expenses to the Administrator. To the extent the Administration Expenses are less or the Court approves payment less than the Administration Expenses set forth in this Agreement, the Administrator will retain the remainder in the Net Settlement Amount.

2.2.4. PAGA Payments To the LWDA & PAGA Members: Subject to Court approval, the PAGA Payment will be allocated to cover any and all claims for civil penalties associated with the Released Claims that were, or could have been, brought in the Actions under PAGA, seventy-five percent (75%) of which will be paid to the LWDA (i.e., the LWDA PAGA Payment) and the remaining twenty-five percent (25%) to be distributed as Individual PAGA Payments to PAGA Members on a pro rata basis as penalties in exchange for a full and final release of PAGA claims. The Court has authority under this Agreement to increase (or reduce) the PAGA Payment up to and including at the final approval stage, and the Parties respectfully reserve the right to increase (or reduce) the PAGA Payment up to and including at the final approval stage, which may be done only through written amendment fully executed by both Parties. If the Court approves a PAGA Payment 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. No PAGA Members may object or request exclusion from the settlement and release of the claim pursuant to PAGA.

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

2.2.5.1 Any Class Member whose Workweeks are covered in part by the *Raquedan* Settlement, any such covered Workweeks shall not be counted as Workweeks for purpose of this Settlement.

2.2.5.2 Any Class Members who have executed a full release of claims in favor of Defendants for all Released Claims in their entirety shall not receive an Individual Class Payment in this Action and such Individual Class Payments to which they otherwise would have been entitled shall be added to the Net Settlement Amount, to be redistributed to the remainder of the Class.

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

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

3. SETTLEMENT FUNDING AND PAYMENTS.

3.1. Delivery of Class Data to Administrator. Not later than twenty-one (21) days after Centerplate receives notice that the Court has granted Preliminary Approval of the Settlement, Centerplate will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Centerplate has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the foregoing deadline the Parties and their counsel must expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

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

3.3. Payments from the Gross Settlement Amount. Within ten (10) days after Centerplate funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, Individual PAGA Payments, the Administration Expenses, the LWDA's portion of the PAGA Payment, Class Counsel Attorneys' Fees, Class Counsel Litigation Costs, and Class Representative Service Payment.

3.3.1. 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 (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Class Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

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

3.3.3. For any Class Member whose Individual Class Payment and/or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds, in the name of the Class Member, to the State of California's Unclaimed Property Division.

3.3.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Centerplate to confer any additional benefits or make any additional payments to Class Members beyond those specified in this Agreement.

3.3.5. 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.

3.4. Payments to the Responsible Tax Authorities. The Administrator will pay the Participating Class Members' portion of normal payroll withholding taxes out of each person's Individual Class Payment. The Administrator shall also pay Centerplate's portion of payroll taxes as the current or former employer (including the employer's payment of applicable FICA, FUTA, and SUI contributions, etc.) to the appropriate local, state, and federal taxing authorities. The Administrator will calculate the amount of the Participating Class Members' and Centerplate's portion of payroll withholding taxes and forward those amounts to the appropriate taxing authorities.

3.4.1. The Administrator shall inform Defendants of the final funding amount for the settlement, including the Gross Settlement Amount and amount of employer taxes owed in addition to the Gross Settlement Amount, within seven (7) days of the Effective Date.

4. RELEASES OF CLAIMS.

Upon the Effective Date, the following releases of claims will take effect:

4.1. Class Representative's General Release. As consideration for the Class Representative Service Payment, Class Representative and Class Representative's respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint or ascertained during the Action; and (b) any other claims, debts, liabilities, demands, damages, obligations, actions and causes of actions, of any nature whatsoever, whether known or unknown, or suspected or unsuspected, arising out of or in connection with their employment with Centerplate, the separation of such employment, or any other act, omission or event occurring between the Parties at any time prior to the date the Class Representative executes this Agreement. This General Release includes, without limitation: (1) all claims for violation of any federal, state or local statute, ordinance or regulation relating to employment benefits, leaves of absence, or discrimination, harassment, retaliation, or whistleblowing in employment, specifically including, without limitation, the California Fair Employment and Housing Act, the California Family Rights Act, Title VII of the

Civil Rights Act of 1964, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the Older Workers Benefit Protection Act, the Genetic Information Nondiscrimination Act, the Americans with Disabilities Act, and the Employee Retirement Income Security Act, the Consolidated Omnibus Budget Reconciliation Act, the Securities Act, the Immigration Reform and Control Act the Worker Adjustment and Retraining Notification Act of 1988, the California Worker Adjustment and Retraining Notification Act, the Uniformed Service Employment and Reemployment Rights Act, and any regulation of any administrative agency or governmental authority relating to employment benefits or discrimination or harassment or retaliation in employment; (2) all claims for failure to pay minimum or overtime wages, failure to timely pay wages, failure to provide accurate itemized wage statements, failure to maintain accurate records, failure to reimburse business expenses, failure to provide meal periods or rest breaks, failure to provide paid sick leave, failure to post notice of paydays and time and place of payment, and any claim for violations of the California Labor Code, California's Business and Professions Code § 17200 et seq., and the applicable California Industrial Welfare Commission Wage Order; (3) any non-statutory tort or contractual claim, including all claims for breach of oral, implied or written contract, breach of implied covenant of good faith and fair dealing, negligent or intentional infliction of emotional distress, and conversion; (4) all claims for wrongful termination of employment; (5) all claims for wages, penalties and/or benefits; and (6) all claims for attorneys' fees and costs. Class Representative's General 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. Class Representative acknowledges that he 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 Class Representative's General Release shall be and remain effective in all respects, notwithstanding such different or additional facts or his discovery of them.

4.1.1. Class Representative's Section 1542 Waiver. For purposes of Class Representative's General Release, Class Representative expressly waives and relinquishes the provisions, rights, and benefits, if any, of Section 1542 of the California Civil Code, which reads:

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

4.2. 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, and assigns, release Released Parties from any and all claims, damages, and penalties alleged in the Operative Complaint, or which could have reasonably been asserted predicated on the factual allegations in the operative complaints, and arising out of the facts in the Operative Complaint during the Class Period, including, without limitation, claims for: (1) meal period violations, (2) rest period violations, (3) untimely payment of wages, (3) failure to pay wages, (4) failure to pay overtime, (5) wage statement violations, (6) waiting time penalties, (7) unfair competition, and (8) civil penalties under the Private Attorneys General Act. Participating Class Members **do not** release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment

insurance, disability, social security, workers' compensation, or claims based on facts outside of the Operative Complaint or outside the Class Period.

4.3. Release by PAGA Members: All PAGA Members and the LWDA release Released Parties from, and are forever barred from pursuing such against Released Parties for, the PAGA claims alleged in and/or arising out of the facts alleged in the Operative Complaint during the PAGA Period, including, without limitation penalties predicated on the underlying alleged violations for: (1) meal period violations, (2) rest break violations, (3) untimely payment of wages during employment, (4) failure to pay wages, including overtime, (5) untimely payment of wages upon separation of employment, (6) non-compliant wage statements, and (6) failure to maintain accurate records.

5. MOTION FOR PRELIMINARY APPROVAL.

5.1. Preliminary Approval. Plaintiff shall move for an order conditionally certifying the Class for settlement purposes only, granting Preliminary Approval of the Settlement, setting a date for the Final Approval Hearing, and approving the Class Notice. Class Counsel shall provide Defense Counsel a draft of the Motion for Preliminary Approval seven (7) days prior to the deadline to file to allow Defense Counsel an opportunity to review and comment in order to ensure the motion adequately describes the Settlement in order to obtain Preliminary Approval. Defendants shall accept service of the Motion for Preliminary Approval (and any other motions, declarations, proposed orders, exhibits, or other documents filed therewith) via electronic service at the addresses set forth in this Agreement or, if an electronic service agreement is already in place, pursuant to the Parties' electronic service agreement.

5.2. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Settlement or forthcoming Motion for Preliminary Approval, Class Counsel and Defense Counsel will expeditiously work together in good faith on behalf of the Parties 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 in good faith on behalf of the Parties to modify the Agreement and satisfy the Court's concerns. Should the Court decline to conditionally certify the Class or to Preliminarily Approve all material aspects of the Settlement, the Settlement will be null and void, and the Parties will have no further obligations under it.

6. SETTLEMENT ADMINISTRATION.

6.1. Selection of Administrator. The Parties have jointly selected the Administrator to administer this Settlement. The Administrator agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

6.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number to calculate payroll tax withholdings and report to state and federal tax authorities.

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

6.4. Notice to Class Members.

6.4.1. 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 and Workweeks in the Class Data.

6.4.2. Using best efforts to perform as soon as possible, and no later than fourteen (14) 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 **Attachment A**. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment payable to the Class Member, and the number of Workweeks used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

6.4.3. Not later than three (3) 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.

6.4.4. The deadlines for Class Members’ written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen (14) days beyond the time 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 with the re-mailed Class Notice.

6.4.5. If the Administrator, Centerplate, Defense Counsel, or Class Counsel are 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 a good-faith 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 fourteen (14) days after receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.

6.5. Requests for Exclusion (Opt-Outs).

6.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than forty-five (45) days after the Administrator mails the Class Notice (plus an additional fourteen (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, last four (4) digits of their social security number, 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.

6.5.2. 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.

6.5.3. 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' Releases paragraph of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

6.5.4. 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, nor shall they have the right to object to the class action components of the Settlement.

6.6. Challenges to Calculation of Workweeks. Each Class Member shall have until the Response Deadline (plus an additional fourteen (14) days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks 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. Centerplate's employment history data will be presumed correct unless the Class Member otherwise proves to the Administrator by providing written documentation to support the correction. The Administrator's determination of each Class Member's allocation of Workweeks shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks to Defense Counsel and Class Counsel and the Administrator's determination of the challenges.

6.7. Objections to Settlement.

6.7.1. Only Participating Class Members may object to the Settlement, including contesting the fairness of the Settlement.

6.7.2. Participating Class Members may send written objections to the Administrator, by fax, email or mail. Alternatively, 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 the Response Deadline (plus an additional fourteen (14) days for Class Members whose Class Notice was re-mailed).

6.7.3. Non-Participating Class Members have no right to object to any of the class action components of the Settlement. Additionally, PAGA Members have no right to object to the settlement and release of the PAGA Claim.

6.8. 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.

6.8.1. Website, Email Address, and Toll-Free Number. The Administrator will establish, maintain, and use an internet website with their contact information included so that Class Members may find the Administrator on the World Wide Web. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes, and emails.

6.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than five (5) days after the Response Deadline, the Administrator shall email a list to Defense Counsel containing (a) the names and other identifying information, including Workweek and/or PAGA Pay Period calculations, of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information, including Workweek and/or PAGA Pay Period calculations, 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 contemporaneously provide to Class Counsel a **redacted** version of the Exclusion List with names and contact information of Class Members excluded, but containing the employee identification number(s) or other applied unique identifier(s) for the individuals on the Exclusion list, along with number of Workweeks and/or PAGA Pay Periods at issue in the Request(s) for Exclusion. Plaintiff will include in the Final Approval Order the employee identification numbers/unique identifiers of the individuals who duly opted out.

6.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that 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 received and/or resolved, and checks mailed for Individual Class Payments. The Weekly Reports must provide the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

6.8.4. Workweek 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. The Administrator's decision shall be final and not appealable or otherwise susceptible to challenge.

6.8.5. Administrator's Declaration. Not later than fourteen (14) days before the date by which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections with their employee identification numbers or other unique identifier(s). 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.

6.8.6. Final Report by Settlement Administrator. Within ten (10) days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number (or other unique identifier assigned by the Administrator) only of all payments made under this Agreement. At least fifteen (15) days before any deadline set by the Court, if applicable and if requested by either Party, 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.

7. CLASS SIZE ESTIMATES AND ESCALATION CLAUSE. Based on its records, Centerplate has provided a Workweek Estimate of 86,116 workweeks during the Class Period as of September 1, 2023. In the event the total Workweeks exceeds 86,116 by more than ten percent (10%), Centerplate will have the option to either increase the Gross Settlement Amount above the ten percent (10%) (e.g., if the number of workweeks increase by eleven percent (11%), Centerplate shall increase the Gross Settlement Amount by one percent (1%)) or cut off the Class Period as of the date the workweeks increased by more than ten percent (10%), but in no case shall the Class Period be permitted to revert back prior to September 1, 2023.

8. DEFENDANT'S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds ten percent (10%) of the total of all Class Members or Workweeks, Centerplate may, but is not obligated to, elect to withdraw from the Settlement. If Centerplate withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and neither Party shall have any further obligation to perform under this Agreement; provided, however, Centerplate will remain responsible for paying all Settlement Administration Expenses incurred to that point. To elect to withdraw, Centerplate must notify Class Counsel and the Court of its election to withdraw not later than seven (7) days after the Administrator sends the final Exclusion List to Defense Counsel.

9. MOTION FOR FINAL APPROVAL. Not later than sixteen (16) court days before the Final Approval Hearing, Class Representative will file in Court a motion for final approval of the Settlement that includes a Proposed Final Approval Order and a proposed Judgment, which shall include a request for approval of the PAGA settlement under Labor Code

§ 2699 (l) (collectively “Motion for Final Approval”). Class Counsel will provide drafts of these documents to Defense Counsel seven (7) days in advance of filing for Defense Counsel’s review. Defendants shall accept service of the Motion for Final Approval (and any other motions, declarations, proposed orders, exhibits, or other documents filed therewith) via electronic service at the addresses set forth in this Agreement or, if an electronic service agreement is already in place, pursuant to the Parties’ electronic service agreement.

9.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court prior to the Final Approval Hearing, or as otherwise by the Court.

9.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final Approval.

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

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

9.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If a reviewing Court, including the District 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 agree to expeditiously work together in good faith to address the appellate court’s concerns and to obtain Final Approval and entry of Judgment, sharing, on a fifty-fifty (50-50) basis, any additional Administration Expenses reasonably incurred after remittitur.

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

11. ADDITIONAL PROVISIONS.

11.1. No Admission of Liability, Class Certification, or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an

admission by the Parties that any of the allegations or the defenses in the Operative Complaint have merit or that there is any liability for any claims asserted. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does grant Preliminary Approval, Final Approval, or enter Judgment, all Parties reserve the right to prosecute and/or contest certification of any class for any reason, reserve all available claims and defenses in the Action, among reservation of all other relevant rights. 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).

11.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Centerplate, and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate, and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; (5) in response to an inquiry or subpoena issued by a state or federal government agency; or (6) to the Court in connection with this Settlement. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Centerplate, and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, any with third-party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect.

11.3. 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.

11.4. No Public Comment. Plaintiff and Class Counsel agree they will not issue any press releases, publish any information relating to the Settlement on their website, or have any communications with the media, other than to direct the media to the public records of the Action on file with the Court or to respond with statements that have been previously agreed upon in writing by the Parties. Class Counsel will take reasonable steps to ensure Plaintiff is aware of, and will adhere to, the restriction against any media comment on the Settlement and its terms. Further, Class Counsel will not include, reference, or use this Settlement for any marketing or promotional purposes, or for attempting to influence business relationships of Defendants, either before or after the Motion for Preliminary Approval is filed. However, for the limited purpose of allowing Class Counsel to prove adequacy as class counsel in other actions, Class Counsel may disclose the names of the Parties in this Action, the venue/case number of this Action, the settlement amounts, and a general description of the Action, to a court in a declaration by Class Counsel.

11.5. 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.

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

11.7. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by the Parties, 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.

11.8. Cooperation. The Parties and their counsel will cooperate and use their best efforts, in good faith, to implement the Settlement by modifying the Settlement Agreement, submitting supplemental evidence, and supplementing points and authorities as requested by the Court, among other things. 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.

11.9. 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.

11.10. No Tax Advice. Neither the Parties, Class Counsel, 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. Class Members and Class Counsel understand and agree that Class Members shall be responsible for the payment of all of their taxes and penalties assessed on the payments specified herein, and shall hold the Parties, Class Counsel, and Defense Counsel free and harmless from and against any claims resulting from their treatment of such payments as non-taxable, including the treatment of such payments as not subject to withholding or deduction for payroll and employment taxes.

11.11. 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 Class Counsel and Defense Counsel, as their legal representatives. Without further order of the Court, the Parties hereto may agree in writing to reasonable extensions of time to carry out any of the provisions of this Settlement if such extension does not materially impact prior orders of the Court.

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

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

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

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

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

11.17. 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, state, or federal legal holiday, such date or deadline shall be on the first business day thereafter.

11.18. Notice. All notices or other communications between the Parties required in connection with this Agreement shall be in writing and shall be deemed to have been duly given as of the 3rd business day after mailing by U.S. Mail or the same day if sent by email, addressed as follows:

To Plaintiffs:

Ferraro Vega Employment Lawyers, Inc.

Attn: Nicholas J. Ferraro

3160 Camino del Rio South, Suite 308

San Diego, CA 92108 USA

nick@ferrarovega.com / classactions@ferrarovega.com

www.ferrarovega.com

To Defendants:

Jackson Lewis P.C.

Attn: Adam Siegel

725 South Figueroa Street

Suite 2500

Los Angeles, CA 90017

Adam.Siegel@jacksonlewis.com

Attn: John P. Nordlund & Annalyse E. Butler
225 Broadway, Suite 1800
San Diego, CA 92101
John.Nordlund@jacksonlewis.com
Annalyse.Butler@jacksonlewis.com

11.19. Execution in Counterparts. This Agreement may be executed using physical and/or electronic signatures (i.e. DocuSign, SignRequest, Adobe Sign, etc.), which shall be accepted as originals for purposes of this Agreement. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

11.20. Use and Return of Class Data. Information provided to Class Counsel pursuant to California Evidence Code section 1152, and all copies and summaries of the Class Data provided to Class Counsel by Centerplate 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 ninety (90) 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, Class Counsel shall destroy, all paper and electronic versions of Class Data received from Centerplate unless, prior to the Court's discharge of the Administrator's obligation, Centerplate makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.

11.21. Approved as to Form. This Agreement has been approved as to form by counsel of record for the Parties.

Signatures on following page

SIGNATURES

I have read this Agreement and agree to its terms.

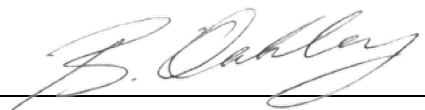
Plaintiff Kevin Dougan

Date: _____

Kevin Dougan

Defendant Centerplate, Inc.

Date: November 28, 2023



Name: Belinda Oakley

Title: CEO, Sodexo Live! North America

SIGNATURES

I have read this Agreement and agree to its terms.

Plaintiff Kevin Dougan

Date: Nov 14, 2023

Kevin Dougan
Kevin Dougan

Defendant Centerplate, Inc.

Date: _____

Name: _____

Title: _____

Attachment A

Notice of Class Action Settlement

NOTICE OF CLASS ACTION SETTLEMENT

Kevin Dougan et al. v. Centerplate, Inc. et al.

Superior Court of the State of California for the County of San Diego

Case No. 37-2022-00040792-CU-CTL

This notice is to the following individuals in connection with a pending class action settlement:

“Class” or “Class Member(s)” means all individuals currently or formerly employed by Centerplate in California as hourly, non-exempt employees during the Class Period from August 2, 2018, through October 26, 2023, or the date of preliminary approval, whichever is earlier.

Read this notice carefully. Your legal rights could be affected whether you act or not.

The Superior Court of the State of California for the County of San Diego (the “Court”) has preliminarily approved this class and representative action lawsuit filed by Kevin Dougan (“Class Representative”) against Centerplate, Inc. (“Centerplate”); Sodexo, Inc.; and Centerplate of Delaware, Inc. (collectively, “Defendants”) for alleged wage and hour violations (the “Lawsuit”).

The Lawsuit is based on various causes of action: (1) meal period violations, (2) rest period violations, (3) untimely payment of wages, (4) failure to pay wages, (5) failure to pay overtime, (6) wage statement violations, (7) waiting time penalties, (8) unfair competition, and (9) civil penalties under the Private Attorneys General Act, Labor Code section 2698 *et seq.* (“PAGA”). Defendants deny all claims and maintains they have fully complied with the law.

To avoid the burden, expense, and risk of further litigation, the Parties have agreed to settle the claims alleged as to Class Representative and other employees of Centerplate as further discussed below. By agreeing to settle, Defendants are not admitting liability on any of the factual allegations or claims in the case or that the case can or should proceed as a class action. Defendants have agreed to settle the case as part of a compromise with Plaintiff solely because of the risk and expense of continued litigation.

By granting preliminary approval of the settlement, the Court has determined only that there is sufficient evidence to suggest that the proposed settlement might be fair, adequate, and reasonable, though any final determination of those issues will be made at the Final Approval Hearing.

Centerplate’s records reflect you worked **[[Individual Workweeks]]** eligible Workweeks during the Class Period of **August 2, 2018, through October 26, 2023**. Based on this information, your Individual Class Payment is estimated to be **\$[[Individual Class Payment]]** (less any applicable state and federal withholdings). The actual amount you may receive will likely be different and will depend on multiple factors, such as how many other individuals decide to opt out. Your estimated Workweeks may be discounted based upon whether you previously entered into a settlement and release of claims asserted in the Lawsuit, including by way of being a class member in the prior class action entitled *Rodrigo Raquedan, v. Centerplate of Delaware*,

Inc., U.S. District Court, Northern District of California, Case No. 17-cv-03828-LHK (“*Raquedan Settlement*”).

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	You do not have to do anything in response to this notice. If you do nothing, you will remain eligible to automatically receive an Individual Class Payment if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement.
OPT OUT	You may opt out of the Settlement by submitting a Request for Exclusion form. If you opt out, you may not object to the Settlement, you will not receive an Individual Class Payment, and you shall not be bound by the release provisions in the settlement. You cannot opt-out of the release of the PAGA claim. If you are a PAGA Member, you will receive Individual PAGA Payment regardless of whether you opt-out.
OBJECT	You may object to the Settlement by submitting a written objection. If the Court grants final approval of the settlement despite your objection, you will remain eligible to automatically receive an Individual Class Payment if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement. You cannot object to the release of the PAGA claim.

The Court’s final approval hearing is scheduled to take place on **[[Final Approval Hearing Date]]** at **[[Final Approval Hearing Time]]** in Dept. 70 of the San Diego Superior Court, located at 330 W. Broadway, San Diego, CA 92101. You do not have to attend but you do have the right to appear. ***For more information, please carefully read this notice.***

1. WHAT IS THE ACTION ABOUT?

The Class Representative is former employee of Centerplate. The Class Representative alleged Centerplate violated California labor and employment laws as follows: (1) meal period violations, (2) rest period violations, (3) untimely payment of wages, (3) failure to pay wages, (4) failure to pay overtime, (5) wage statement violations, (6) waiting time penalties, (7) unfair competition, and (8) civil penalties under the Private Attorneys General Act. Plaintiff is represented by Ferraro Vega Employment Lawyers (“Class Counsel.”)

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

2. WHAT ARE PROPOSED SETTLEMENT TERMS?

At the Final Approval Hearing, the Class Representative, through Class Counsel, will ask the Court to approve a Gross Settlement Amount of \$1,000,000 and authorize the following deductions: Class Representative Service Payment (\$10,000.00), Class Counsel Attorneys’ Fees in the amount of thirty-five percent (35%) of the Gross Settlement (\$350,000.00), Class Counsel Litigation Costs (not to exceed \$27,500.00), the PAGA Payment (\$20,000), and the Administration Expenses to be paid to the third-party settlement administrator (not to exceed \$22,000.00).

After making the above deductions in amounts approved by the Court, the Administrator will calculate and distribute making Individual Class Payments to Participating Class Members based on their Class Period Workweeks. Twenty percent (20%) of each Individual Class Payment shall constitute taxable wages (“Wage Portion”) and eighty percent (80%) shall constitute interest and penalties (“Non-Wage Portion.”). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms.

Centerplate will separately pay employer payroll taxes it owes on the Wage Portion. The Administrator will report the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

You will be treated as a Participating Class Member, participating fully in the settlement, unless you submit a signed Request for Exclusion by the **[[Response Deadline]]** “Response Deadline”.

After the Judgment is final, Participating Class Members will be legally barred from asserting any of the claims released under the settlement, as follows:

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, and assigns, release Released Parties from any and all claims, damages, and penalties alleged in the Operative Complaint, or which could have reasonably been asserted predicated on the factual allegations in the operative complaints, and arising out of the facts in the Operative Complaint during the Class Period, including, without limitation, claims for: (1) meal period violations, (2) rest period violations, (3) untimely payment of wages, (3) failure to pay wages, (4) failure to pay overtime, (5) wage statement violations, (6) waiting time penalties, (7) unfair competition, and (8) civil penalties under the Private Attorneys General Act. Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts outside of the Operative Complaint or outside the Class Period.

Release by PAGA Members: All PAGA Members and the LWDA release Released Parties from, and are forever barred from pursuing such against Released Parties for, the PAGA claims alleged in and/or arising out of the facts alleged in the Operative Complaint during the PAGA Period, including, without limitation penalties predicated on the underlying alleged violations for: (1) meal period violations, (2) rest period violations, (3) untimely payment of wages during employment, (4) failure to pay wages, including overtime, (5) untimely payment of wages upon separation of employment, (6) non-compliant wage statements, and (7) failure to maintain accurate records.

3. HOW IS MY INDIVIDUAL CLASS SETTLEMENT CALCULATED?

The number of eligible Workweeks you worked during the class period are stated on the first page of this notice. The Administrator will calculate Individual Class Payments by (1) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and then (2) multiplying the result by the number of Workweeks worked by each respective Participating Class Member. In other words, you will receive a proportional recovery based on your eligible Workweeks in relation to other Class Members. Qualifying Class Members who are

PAGA Members shall be paid Individual PAGA Payments on a pro rata basis based upon their respective number PAGA Pay Periods during the PAGA Period.

4. HOW CAN I CORRECT THE NUMBER OF WORKWEEKS?

You have until the Response Deadline to correct or challenge the number of Workweeks. You can submit your challenge by signing and sending a letter to the Administrator via mail or email to the Administrator at the following address:

Administrator:

Phoenix Settlement Administrators

P.O. Box 7208

Orange, CA, 92863

(800) 523-5773

info@phoenixclassaction.com

The Administrator will accept Centerplate's calculation of Workweeks 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.

5. HOW WILL I GET PAID?

The Administrator will send, by U.S. mail, a single check to every Participating Class Member following the Effective Date of this Settlement. Your check will be sent to the same address as this notice. If you change your address, notify the Administrator as soon as possible.

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

Complete the attached Request for Exclusion form and mail or email it to the Administrator before the Response Deadline. You cannot opt-out of the settlement and release of the PAGA Claim.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement by submitting a written objection to the Administrator before the Response Deadline. To object, please provide a written statement to the Administrator advising what you object to, why you object, and any facts that support your objection. Please sign the objection and identify the Action and include your name, current address, telephone number, and your approximate dates of employment.

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.

You cannot object to the settlement and release of the PAGA claim.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You may, but are not required to, attend the Final Approval Hearing on [\[\[Final Approval Hearing Date\]\]](#) at [\[\[Final Approval Hearing Time\]\]](#) in Dept. 70 of the San Diego County Superior Court, located at 330 W Broadway, San Diego, CA 92101. 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 the PAGA Payment, Class Counsel, the Class Representative(s), and the Administrator. The Court will invite comment from objectors, Class Counsel, and Defense Counsel before making a decision.

It is possible the Court will reschedule the Final Approval Hearing. Please review the Court's online docket or contact the Administrator or Class Counsel to verify the date and time of the Final Approval Hearing if you believe it may have been continued or otherwise changed.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendants and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment, or any other Settlement documents is to go to the Court's website, access the Register of Actions, and search for the case using the case number at the top of this notice. You can also telephone or send an email to the Administrator, or to Defense Counsel or Class Counsel at the address below:

Class Counsel

Nicholas J. Ferraro (State Bar No. 306528)
Lauren N. Vega (State Bar No. 306525)
Ferraro Vega Employment Lawyers, Inc.
3160 Camino del Rio South, Suite 308
San Diego, California 92108
(619) 693-7727 telephone
classactions@ferrarovega.com
ferrarovega.com

Defense Counsel:

Jackson Lewis P.C.
Attn: Adam Siegel
725 South Figueroa Street
Suite 2500
Los Angeles, CA 90017
Adam.Siegel@jacksonlewis.com
[Direct: \(213\) 630 8241](tel:(213)6308241)

Attn: John P. Nordlund & Annalyse E. Butler
225 Broadway, Suite 1800
San Diego, CA 92101
John.Nordlund@jacksonlewis.com
Direct: (619) 573 4904
Annalyse.Butler@jacksonlewis.com
Direct: (619) 573 4926

10. WHAT IF I LOSE MY SETTLEMENT CHECK OR FAIL TO CASH IT?

If you lose or misplace your settlement check, the Administrator will replace it if you request a replacement before the void date on the face of the original check. If your check is already void or you have otherwise failed to cash it, it will be provided to the State of California's Unclaimed Property Division in your name. For more information, please review how to process a claim for your funds with the State of California, https://www.sco.ca.gov/upd_form_claim.html.

Attachment B

Request for Exclusion Form

Request for Exclusion Form

Kevin Dougan et al. v. Centerplate, Inc. et al.
Superior Court of the State of California for the County of San Diego
Case No. 37-2022-00040792-CU-CTL

By signing and returning this form, I confirm that I do not want to be included in the Settlement or receive a settlement check in the class action lawsuit referenced above.

I understand that by opting out, I am giving up my right to receive any Individual Class Settlement Payment in this Settlement.

To “opt out,” this form must be postmarked no later than **[[Response Deadline]]** and mailed via U.S. Mail to the following address:

Phoenix Settlement Administrators
P.O. Box 7208
Orange, CA, 92863

I confirm I have reviewed the Notice of Class Action Settlement. I have decided to be excluded from the class and **not** participate in the proposed settlement or receive an individual settlement check I am otherwise entitled to receive. I understand that, if I am an eligible PAGA Member, I cannot opt-out of the settlement and release of the PAGA claim, and I will receive an Individual PAGA Payment regardless of whether I opt-out.

Dated: _____

(Signature)

(Last Four Digits of SSN)

(Type or print name and former name(s))

(Telephone Number)

(Address)