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Attorneys for Plaintiff TED T. PHILLIPS,
individually, and on behalf of others similarly
situated employees and aggrieved employees
pursuant to the California Private Attorneys General
Act

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

TED T. PHILLIPS, individually and on behalf
of other similarly situated employees and
aggrieved employees pursuant to the
California Private Attorneys General Act,

Plaintiff,

vs.

PROFESSIONAL PLASTICS, INC;
SPECTRA360, INC.; and DOES 1 through 25,
inclusive,

Defendants.

Case No. 25CV116316

Assigned for All Purposes to the Honorable
S. Raj Chatterjee, Dept. 21

**DECLARATION OF ANNABEL BLANCHARD
IN SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Reservation No.: 807752875747

Date: October 20, 2026

Time: 2:30 p.m.

Dept.: 21

Complaint Filed: March 21, 2024

FAC Filed: May 27, 2025

Trial Date: Not Set

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I, Annabel Blanchard, declare and state as follows:

1. I am an attorney duly licensed to practice before all courts of the State of California. I am a member of Blackstone Law, APC, counsel of record for Plaintiff Ted Phillips. I have personal knowledge of the matters set forth in this declaration and, if called as a witness, could and would competently testify thereto.

7

2. Blackstone Law, APC was started in February 2018, representing plaintiffs in individual and representative employment litigation. The firm has grown exponentially over the past eight-plus years, now maintaining over thirty highly pedigreed attorneys working on almost exclusively labor and employment class actions, California Labor Code Private Attorney General Act of 2004 (“PAGA”) cases, and individual matters, with roughly 15% of the firm focused on other complex general litigation matters. Below is a summary of the experience and qualifications of the attorneys from Blackstone Law, APC who primarily have been responsible for the representation of Plaintiff in connection with the resolution of the above-captioned matter.

3. Jonathan M. Genish is the founder of Blackstone Law, APC. He received his law degree from Benjamin N. Cardozo School of Law and was admitted to the California State Bar in 2008. During law school, he clerked at the litigation firm Oved & Oved, LLP and was published several times in various small publications. Upon graduation, he was rehired by Freedman & Taitelman, LLP as an associate and remained employed there from September 2008 through August 2015. During his tenure, he managed hundreds (perhaps thousands) of complex litigation cases, ranging from employment, corporate, entertainment, and general business litigation matters, though his primary area of expertise was employment, both single plaintiff and representative actions. On the vast majority of those cases, he was the only or primary attorney managing the case and thus obtained extensive experience. In that capacity, he conducted wage and hour and wrongful termination labor and employment intakes; was the primary contact for all clients; took and defended hundreds (if not thousands) of depositions; propounded and responded to all discovery; prepared and opposed all motions and pleadings, including dispositive and certification motions; strategized on all cases;

1 attended all hearings; attended all mediations; coordinated with class action administrators; prepared
2 and worked with experts; first and second chaired multiple trials and arbitrations; and engaged in all
3 other intricate facets of litigation. During that time, he represented a wide range of clients from sole
4 proprietorships to Fortune 500 companies in state, federal, complex, and appellate courts. Many of
5 the cases he managed were highly publicized, with articles written about them in the Los Angeles
6 Times, Deadline, The Hollywood Reporter, Business Insider, Law360, and others. Super Lawyers has
7 regularly honored him as a Southern California Rising Star since 2012.

8 4. Karen I. Gold graduated cum laude from UCLA in 2005 with a Bachelor of Science
9 degree in Cognitive Science and a Specialization in Computing. She received her law degree from
10 Boston University School of Law and was admitted to the California State Bar in 2008. Upon
11 graduation, she joined Cox Castle & Nicholson, LLP, and worked there for approximately a decade as
12 a general litigation attorney focused primarily on high-stakes sophisticated cases including class action
13 defense matters. Thereafter, she spent approximately five years working for Marlin & Saltzman, LLP,
14 which is a well-known plaintiff-side wage and hour law firm in Los Angeles, before transitioning over
15 to Blackstone Law, APC as a Senior Trial Attorney and Team Lead. Throughout her career, she has
16 managed over one hundred complex litigation cases, ranging from employment matters to corporate
17 and general business litigation matters. On many of those cases, she was the only or primary attorney
18 managing the case and thus obtained extensive experience overseeing these types of actions. In that
19 capacity, she was the primary contact for clients; took and defended many depositions; propounded
20 and responded to discovery; prepared and opposed motions and pleadings, including dispositive and
21 certification motions; strategized on all cases; attended hearings; attended mediations; coordinated
22 with class action administrators; prepared and worked with experts; participated in trial prep and trials;
23 and engaged in all other intricate facets of litigation. Super Lawyers honored her as a Southern
24 California Rising Star from 2015 through 2018. As the Senior Trial Attorney and Team Lead, she
25 oversees and handles over 100 wage-and-hour putative class actions and/or representative actions
26 under PAGA seeking relief on behalf of California employees. She has considerable experience in
27 handling class and representative action lawsuits throughout her career and has been approved as
28 counsel in a number of cases.

1 5. Noam Y. Reiffman joined Blackstone Law, APC with extensive litigation experience
2 and currently specializes in employment class action and representative claims. Prior to working at
3 Blackstone Law, APC, he represented clients across a wide range of fields including complex
4 litigation and white-collar criminal defense in both state and federal courts. He spent time as a law
5 clerk for the Honorable Katherine Mader, Judge of the Los Angeles County Superior Court, as well
6 as at the Los Angeles County District Attorney's Office. He earned his Juris Doctorate from
7 Southwestern Law School in 2014, where he graduated summa cum laude and was a member of the
8 Southwestern Law Review, Dean's Fellow, and Dean's List honoree. He has been selected repeatedly
9 as Super Lawyers Southern California Rising Star since 2019.

10 6. Marissa A. Mayhood is a Senior Associate Attorney at Blackstone Law, APC. She
11 graduated from Pepperdine University School of Law with a Juris Doctorate and a certificate in dispute
12 resolution from Pepperdine's Straus Institute. Ms. Mayhood spent approximately five years working
13 for Marlin & Saltzman, LLP, which is a well-known plaintiff-side wage and hour law firm in Los
14 Angeles. While working for Marlin & Saltzman, LLP, she litigated and helped settle a \$72.5 million
15 case, *Utne v. Home Depot U.S.A., Inc.*, United States District Court for the Northern District of
16 California, Case No. 3:16-cv-01854-RS, and was approved as class counsel.

17 7. Sara Pezeshkpour is a 2008 graduate of UCLA Law School and is part of the team at
18 Blackstone Law, APC that litigated this matter. She was admitted to practice law in California that
19 same year. Since passing the California bar, Ms. Pezeshkpour has exclusively represented plaintiffs
20 in civil rights litigation, including wage-and-hour disputes, as well as harassment, discrimination, and
21 retaliation litigation.

22 8. I joined Blackstone Law, APC from a highly reputable employment law firm. I
23 graduated from University of California at Berkeley with a Bachelor of Arts degree in 2001, and from
24 Southwestern University School of Law with a Juris Doctorate in 2008. I was admitted to the State
25 Bar of California in December of 2008. I have worked on many wage and hour class action and PAGA
26 representative matters, and my work has included, *inter alia*, researching and drafting pleadings,
27 administrative notice exhaustion, drafting, negotiating, and finalizing stipulations and settlement
28 agreements, engaging in motion practice, claims evaluation and analysis, and making court

appearances.

9. Blackstone Law, APC, has been counsel of record on several class action and PAGA actions that have since been resolved, the most recent of which are attached hereto as **Exhibit 1**.

Procedural History of the Action

10. On March 20, 2025, Plaintiff Ted T. Phillips provided written notice to the California Labor and Workforce Development Agency (“LWDA”) by online submission and to Defendant Professional Plastics, Inc. by U.S. Certified Mail, pursuant to California Labor Code section 2699.3, identifying the specific provisions of the California Labor Code alleged to have been violated by Defendant (“PAGA Letter”). A true and correct copy of the PAGA Letter is attached hereto as **Exhibit 2**.

11. On March 21, 2025, Plaintiff filed a Class Action Complaint in the action entitled *Phillips v. Professional Plastics, Inc., et al.*, Alameda County Superior Court Case No. 25CV116316 (“Action”), thereby commencing a putative class action against Defendant and former defendant Spectra 360, Inc. (“Spectra 360”).

12. On May 27, 2025, Plaintiff filed a First Amended Class and Representative Action Complaint (“Operative Complaint”) in the Action, which added a cause of action under the Private Attorneys General Act of 2004, California Labor Code section 2698, et seq. The Operative Complaint alleges ten (10) causes of action for violations of the California Labor Code for failure to pay minimum wages, failure to pay overtime wages, failure to provide compliant meal periods and premium payments in lieu thereof, failure to provide compliant rest periods and premium payments in lieu thereof, failure to timely pay wages during employment, failure to provide compliant wage statements, failure to timely pay wages upon termination, and failure to reimburse necessary business expenses; for violations of California Business and Professions Code section 17200, et seq. based on the foregoing alleged Labor Code violations; and for civil penalties under PAGA based on the foregoing alleged Labor Code violations.

13. On July 15, 2025, Plaintiff served written discovery on Defendant Professional Plastics, Inc., including Requests for Production of Documents, Set One, and Special Interrogatories, Set One. Plaintiff also served a proposed Belaire-West notice, a stipulated protective order, and a stipulation

1 and proposed order regarding the Belaire-West notice.

2 14. On July 18, 2025, Plaintiff served written discovery on Spectra360, including Special
3 Interrogatories, Set One, and Requests for Production of Documents, Set One, and provided a
4 proposed Belaire-West notice for review.

5 15. On July 31, 2025, Defendant Professional Plastics, Inc. served responses to Plaintiff's
6 Special Interrogatories, Set One, and Requests for Production of Documents, Set One.

7 16. On August 18, 2025, Spectra360 served responses and objections to Plaintiff's Special
8 Interrogatories, Set One, and Requests for Production of Documents, Set One.

9 17. On October 1, 2025, Defendant filed a Motion to Compel Arbitration and Dismiss Class
10 Claims and Stay PAGA Claims ("Motion to Compel Arbitration").

11 18. On October 6, 2025, the Court entered an order dismissing Spectra 360 from the Action,
12 *without prejudice*.

13 19. On February 3, 2026, the Court granted Defendant's Motion to Compel Arbitration,
14 noting that Plaintiff had opted out of the Class Action waiver contained in the arbitration agreement,
15 and so Plaintiff retained the option to pursue claims on behalf of a class in arbitration.

16 20. On March 26, 2026, the Parties participated in mediation with Brandon McKelvey, a
17 respected mediator of complex wage and hour actions (the "Mediator"). With the assistance of the
18 Mediator's evaluations, the Parties reached a settlement to resolve the Action on a class and
19 representative basis. The Parties then worked to negotiate and memorialize the settlement terms in a
20 long-form settlement agreement.

21 21. On July 23, 2026, the Parties executed the Joint Stipulation of Class Action and PAGA
22 Settlement ("Settlement" or "Settlement Agreement"). A true and correct copy of the Settlement
23 Agreement is attached hereto as **Exhibit 3**.

24 **Summary of the Terms of the Settlement Agreement**

25 22. For purposes of settlement only, the Parties have agreed that the Class shall be defined
26 as "all current and former hourly-paid and/or non-exempt employees who worked for Defendant in
27 the State of California at any time during the Class Period" ("Class" or "Class Member(s)"). The Class
28 Period is defined as the period from March 21, 2021, through May 25, 2026. Based on information

provided by Defendant, it is estimated that there are approximately two hundred thirty-one (231) Class Members.

23. The Parties have agreed to settle the class and PAGA claims at issue in the Operative Complaint for a non-reversionary Gross Settlement Amount of Six Hundred Fifteen Thousand Dollars (\$615,000), exclusive of employer-side payroll taxes. The Gross Settlement Amount is a common fund and includes all requested costs, fees, and other allocations. The Gross Settlement Amount includes: (1) Class Counsel's attorneys' fees in an amount up to thirty-five percent (35%) of the Gross Settlement Amount, i.e., Two Hundred Fifteen Thousand Two Hundred Fifty Dollars (\$215,250); (2) Class Counsel's actual litigation costs and expenses, not to exceed Thirty Thousand Dollars (\$30,000); (3) Settlement Administration Costs, currently estimated not to exceed Eight Thousand Five Hundred Dollars (\$8,500); (4) an Enhancement Payment to Plaintiff Ted T. Phillips in an amount up to Ten Thousand Dollars (\$10,000); and (5) a PAGA Amount of Thirty Thousand Dollars (\$30,000). After the foregoing estimated amounts are deducted from the Gross Settlement Amount, the Net Settlement Amount available for distribution to Class Members is currently estimated to be Three Hundred Twenty-One Thousand Two Hundred Fifty Dollars (\$321,250). Additionally, thirty-five percent (35%) of the PAGA Amount, i.e., Ten Thousand Five Hundred Dollars (\$10,500), will be distributed to "all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period" ("PAGA Employee(s)"). The PAGA Period is defined as the period from March 20, 2024, through May 25, 2026.

24. The Net Settlement Amount will be distributed to all Class Members who do not submit a timely and valid Request for Exclusion ("Settlement Class Member(s)") on a pro rata basis according to the number of weeks each Settlement Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period ("Workweeks"). Each Settlement Class Member's pro rata share of the Net Settlement Amount ("Individual Settlement Share") will be calculated by the Settlement Administrator in accordance with the Settlement Agreement.

25. The PAGA Employee Amount will be distributed to all PAGA Employees on a pro rata basis according to the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period ("Pay Periods"). Each

PAGA Employee's pro rata share of the PAGA Employee Amount ("Individual PAGA Payment") will be calculated by the Settlement Administrator in accordance with the Settlement Agreement.

26. Each Individual Settlement Share will be allocated as fifteen percent (15%) wages and eighty-five percent (85%) penalties, interest, and non-wage damages. The wage portion will be reported on an IRS Form W-2, and the portions allocated to penalties, interest, and non-wage damages will be reported on an IRS Form 1099, if applicable, by the Settlement Administrator. The Settlement Administrator will withhold the employee's share of taxes and withholdings from the wage portion and issue checks to Settlement Class Members for the net payment of their Individual Settlement Shares ("Individual Settlement Payment"). Defendant will pay the employer's share of taxes and contributions on the wage portion separately and in addition to the Gross Settlement Amount. Each Individual PAGA Payment will be allocated entirely as penalties and reported on an IRS Form 1099, if applicable.

27. The Settlement Agreement is a non-reversionary, non-claims-made settlement. The Net Settlement Amount will be fully distributed to Settlement Class Members, and the PAGA Amount will be distributed to the LWDA and PAGA Employees in accordance with the Settlement Agreement. No portion of the Gross Settlement Amount will revert to Defendant.

28. Each Individual Settlement Payment and Individual PAGA Payment check will be valid and negotiable for one hundred twenty (120) calendar days from the date the checks are issued, after which any uncashed checks will be canceled. For any checks that remain uncashed or canceled after the void date, or for any envelope that is returned and no forwarding address can be located after reasonable efforts, the Settlement Administrator will transmit the funds represented by such checks to the California Labor and Workforce Development Agency in the name of the Class Member and/or PAGA Employee, thereby leaving no unpaid residue.

The Settlement is Reasonable

Informed Arms-Length Negotiations

29. The Parties' settlement negotiations were conducted at arm's length and in an adversarial context. On March 26, 2026, the Parties participated in mediation with Brandon McKelvey, a respected mediator of complex wage and hour actions. With the assistance of the Mediator's

1 evaluations, the Parties reached a settlement, and thereafter continued negotiating the terms of the
2 long-form Settlement Agreement presently before the Court.

3 30. The Parties engaged in extensive formal and informal discovery prior to reaching the
4 Settlement. Prior to mediation, Defendant produced a random sampling of putative class members'
5 time and pay records as well as Defendant's relevant wage and hour policies, and information
6 regarding the total number of putative class members, the number of current versus former employees,
7 the total workweeks worked by the putative class members, and the average rate of pay for the putative
8 class members.

9 31. The information exchanged allowed Class Counsel to conduct an informed assessment
10 of the strengths and weaknesses of Plaintiff's claims, Defendant's defenses, the risks of continued
11 litigation, and Defendant's potential class-wide and PAGA exposure.

12 32. Based on the information exchanged and the Parties' respective analyses, the Parties
13 were able to meaningfully evaluate and debate the strengths and weaknesses of their positions with
14 the assistance of the Mediator. At all times, Plaintiff was willing and prepared to continue litigating
15 this matter, including through class certification and trial, if the Parties had been unable to reach a fair
16 and favorable resolution.

17 ***Estimate of Potential Value of Claims***

18 33. Class Counsel analyzed all available data and estimated Defendant's maximum
19 potential exposure to be approximately \$2,712,846, assuming the litigation was successful at trial on
20 all claims at issue and every employee had a violation for each claim on every shift worked. This
21 maximum potential analysis was then reduced based on the challenges facing the likelihood of
22 obtaining class certification, prevailing at trial, and other attendant risks. This estimate is based off an
23 estimated maximum liability for all claims at issue and the total aggregate workweeks during the
24 relevant time period, less interest, and based on the analysis of the data which was extrapolated out
25 for all putative class members across the entire putative class period, which included: \$41,011 for meal
26 period violations (less meal period premiums paid); \$1,777,434 for rest period violations at a 100%
27 violation rate; \$371,001 for unpaid off-the-clock work for 1 hour per workweek of off-the-clock work;
28 \$101,250 for unreimbursed business expenses; \$139,300 for waiting time penalties; and \$282,850 for

1 wage statement penalties. Plaintiff further estimated that Defendant faced an additional exposure of
2 \$503,600 in potential, non-stacked (i.e., one penalty, per employee, per pay period during the PAGA
3 statutory period) PAGA penalties. Together with the PAGA penalties, Defendant's maximum
4 potential exposure totaled \$3,216,446 in damages.

5 ***Specific Risks Considered***

6 34. Although Class Counsel's investigation and the information exchanged support
7 Plaintiff's claims, Defendant raised defenses and arguments that created litigation risk, particularly
8 with respect to class certification, liability, damages, and representative proof. These risks were
9 carefully considered during settlement negotiations and informed Plaintiff's decision to enter into the
10 Settlement.

11 35. Class Counsel is aware of Defendant's defenses and has considered the uncertainty,
12 expense, delay, and risk of continued litigation, including the risks associated with class certification,
13 representative adjudication, dispositive motion practice, trial, and any potential appeal. Plaintiff also
14 considered the burden of proving liability and damages on a class-wide and representative basis,
15 Defendant's asserted defenses, and the difficulties inherent in establishing entitlement to monetary
16 recovery. In evaluating the Settlement, Plaintiff and Class Counsel also considered the Parties' arm's-
17 length settlement negotiations and the evaluations of the Mediator, Brandon McKelvey.

18 36. Defendant denied and continues to deny any liability and wrongdoing of any kind
19 associated with the claims alleged in the Action, and further denies that class certification is
20 appropriate for any purpose other than the Settlement. Defendant believes that it would ultimately
21 prevail in the Action. Defendant proffered defenses to both certification and to the merits of Plaintiff's
22 claims. Defendant contended that Plaintiff's claims are not suitable for class certification because
23 individual issues would predominate should this case go to trial. As with all class actions, these
24 complex cases raise difficult management and proof issues and, accordingly, there is a significant risk
25 that the Court may deny class certification.

26 37. For example, Plaintiff's meal period claims involved allegations that Defendant failed
27 to provide lawful meal periods and failed to implement practices that allowed Class Members to take
28 meal periods in the manner required by California law. Defendant disputed these allegations and

1 contended that its written policies and actual practices complied with California law throughout the
2 Class Period. Indeed, even Plaintiff's analysis reflected an estimated violation rate of less than 5% for
3 unique meal period violations, net of premiums. Defendant argued that any documented violations
4 would require individualized inquiry into the circumstances of each purported violation. Defendant
5 asserted that it had valid meal break waivers in place as well. Plaintiff therefore considered the risk
6 that the Court could credit Defendant's arguments and decline to certify, or later decertify, the meal
7 period claim.

8 38. Plaintiff also considered the risks associated with the rest period claims. Defendant
9 contended that it maintained a lawful written rest period policy, authorized and permitted compliant
10 rest periods, and relieved Class Members of all duties as required by California law. Plaintiff
11 recognized that this claim presented additional proof challenges because employers are generally not
12 required to record rest periods, meaning there were limited records from which to establish rest period
13 violations on a class-wide basis. Given the lack of records directly showing rest period violations,
14 Plaintiff faced a meaningful risk that the Court could decline to certify the rest period claim, limit
15 representative proof, or find that damages could not be established with sufficient certainty.

16 39. Plaintiff also faced challenges in certifying and proving liability for the minimum wage
17 and overtime claims. These claims were based, in part, on allegations that Class Members performed
18 unpaid, off-the-clock work before and after shifts and during purported meal periods, such as
19 unloading deliveries, responding to customer and supervisor calls, and attending trainings. Plaintiff
20 contended that these practices resulted in unpaid minimum wages and overtime wages, while
21 Defendant disputed that any compensable off-the-clock work occurred and contended that any such
22 alleged work would require individualized inquiry. The reasons any employee may have worked off
23 the clock, whether Defendant knew or should have known of the alleged work, and the amount of any
24 unpaid time presented substantial manageability and proof concerns. Plaintiff therefore considered the
25 risk that the Court could find these individualized issues prevented certification or reduced the value
26 of the claim. Plaintiff's estimated damages for this claim were based on the assumption that Class
27 Members worked at least one hour off the clock per week.

28 40. Plaintiff also alleged that Defendant failed to reimburse Plaintiff and Class Members

1 for necessary business-related expenses, including expenses associated with personal cell phone use
2 for work-related purposes. Defendant disputed these allegations and contended that it maintained
3 policies and practices for reimbursing employees for necessary business expenses. Defendant further
4 contended that, for expenses never submitted for reimbursement, it lacked knowledge and had no
5 reason to know that such expenses were incurred. Plaintiff recognized that this claim presented
6 certification and merits risks because the reason a Class Member incurred a particular expense,
7 whether the expense was necessary, whether reimbursement was requested, and whether Defendant
8 knew or should have known about the expense could require individualized inquiries.

9 41. Plaintiff also considered substantial risks associated with the waiting time penalties and
10 wage statement claims. These claims were derivative, in significant part, of Plaintiff's underlying
11 claims for unpaid meal period premiums, unpaid rest period premiums, unpaid minimum wages, and
12 unpaid overtime wages. If certification were denied as to the underlying claims, or if Plaintiff were
13 unable to prove the underlying violations, the derivative penalty claims would likely be substantially
14 reduced or fail altogether. Even if Plaintiff prevailed on the underlying wage claims, Plaintiff would
15 still need to prove that any failure to timely pay final wages was willful and that any alleged wage
16 statement violations were knowing and intentional. Defendant disputed those elements and maintained
17 that any alleged violations were not willful, knowing, or intentional. Accordingly, these derivative
18 claims, which comprised a meaningful portion of Defendant's estimated exposure, presented
19 significant litigation risk.

20 42. Class Counsel also recognized that, even if Plaintiff prevailed at class certification,
21 proving liability and damages for each Class Member would be expensive, time-consuming, and
22 uncertain. Class Counsel would likely need to obtain and analyze substantial records, obtain Class
23 Member contact information, contact Class Members, secure declarations or testimony, and present
24 representative proof capable of satisfying class-wide standards. Obtaining cooperation from current
25 employees could also be difficult because current employees may be reluctant to participate in
26 litigation against their employer. Defendant, by contrast, may have greater practical access to its
27 current employees and business records. In addition, even if Plaintiff prevailed at certification and
28 trial, post-trial motions and appeals could substantially delay any recovery to the Class.

43. Class Counsel separately considered the risks associated with the PAGA claims as part of the global resolution. The PAGA claims depended on the same alleged wage-and-hour violations underlying Plaintiff's class claims and were therefore subject to many of the same proof, liability, manageability, and defense risks. Class Counsel also considered that, even if Plaintiff proved one or more PAGA violations, the Court could reduce civil penalties if it found the requested cumulative penalties unjust, arbitrary and oppressive, confiscatory, or disproportionate to the alleged violations. Class Counsel further anticipated that Defendant would argue it acted in good faith, attempted to comply with its legal obligations, and that any violations per pay period were limited, which could support a reduction in penalties. Finally, Class Counsel considered that PAGA penalties are primarily intended to enforce California labor laws, deter non-compliance, and support state enforcement efforts, rather than to serve as purely compensatory relief to employees.

44. Accordingly, after considering this multitude of factors, we concluded that it was in the best interest of the State of California and the PAGA Employees to enter into the Settlement, and to allocate Thirty Thousand Dollars (\$30,000) of the Gross Settlement Amount towards the PAGA claims, which represents approximately 4.88% of the Gross Settlement Amount **Error! Reference source not found..** This percentage of the settlement is well-within the range of wage and hour settlements regularly approved in both state and federal court for cases that include both a class and PAGA action. Typically, such hybrid cases allocate only 1% of the gross settlement value to resolve PAGA claims, and, indeed, settlements allocations as little as 0.22% of the gross settlement amount have been approved as reasonable by courts. Moreover, the overall relief obtained by the Settlement is significant, not only from a monetary perspective, but also because it fulfills the public policy objectives of PAGA—to promote enforcement of California's labor laws, provide funds to the state, and deter future non-compliance by the employer.

45. Therefore, taking into account how each of the above risks potentially effected Plaintiff's ability to first obtain class certification, and then prove the underlying violations, the Court's broad discretion in civil penalties, plus the cost and delay in recovering the alleged potential damages, Class Counsel discounted Defendant's estimated liability based on the challenges facing his ability to succeed on class certification by 60% to \$1,286,578.40. The merits-based risk factors further

1 reduced Defendant's estimated liability by an additional 50%. This resulted in an adjusted estimated
2 liability of \$643,289.20. In light thereof, the settlement amount of \$615,000.00 is a significant
3 settlement.

4 46. Class Counsel therefore submits that the Settlement is fair, reasonable, and adequate.
5 The Settlement is in the best interest of the Class Members, the PAGA Employees, and the State of
6 California and is within the accepted range of recoveries for this type of litigation given the inherent
7 risk of litigation, the risk of obtaining and maintaining class certification, and the costs of further
8 litigation.

9 ***Enhancement Payment***

10 47. As part of the Settlement Agreement, Plaintiff is requesting a reasonable Enhancement
11 Payment of Ten Thousand Dollars (\$10,000) to Plaintiff Ted T. Phillips. This Enhancement Payment
12 is reasonable given the time and effort Plaintiff devoted to this case, the risks he undertook by serving
13 as the named Plaintiff, Class Representative, and PAGA Representative, the broader release he is
14 providing, and the benefit obtained for the Class Members and PAGA Employees as a result of his
15 participation. Notice of the requested Enhancement Payment will be disclosed to the Class Members
16 in the Class Notice.

17 ***Attorneys' Fees and Costs***

18 48. The attorneys' fees requested by Class Counsel are consistent with the common fund
19 obtained. The Settlement Agreement provides that Class Counsel may apply for attorneys' fees in an
20 amount up to thirty-five percent (35%) of the Gross Settlement Amount, i.e., Two Hundred Fifteen
21 Thousand Two Hundred Fifty Dollars (\$215,250), and reimbursement of actual litigation costs and
22 expenses in an amount not to exceed Thirty Thousand Dollars (\$30,000). These amounts will be paid
23 from the Gross Settlement Amount, subject to Court approval. Class Counsel has borne the risks and
24 costs of litigating this matter on a contingent basis and will not receive compensation unless recovery
25 is obtained.

26 49. Blackstone Law, APC's prosecution of this matter has resulted in tangible monetary
27 benefits, including: (1) Class Members, PAGA Employees, and the State of California will receive
28 monetary relief without waiting additional years for trial, post-trial proceedings, and potential appeals;

1 (2) the Settlement provides a guaranteed recovery that compares favorably to the risks, strengths, and
2 weaknesses of the case; and (3) the Settlement avoids substantial additional attorneys' fees and
3 litigation costs that would likely be incurred if the case proceeded through class certification, trial, and
4 any appeal.

5 50. Class Counsel has litigated this matter for more than one year and was actively
6 preparing the matter for continued litigation, including class certification and trial. The Motion for
7 Final Approval will provide further detail regarding the legal services performed, the time incurred,
8 Class Counsel's hourly rates, and the litigation costs for which reimbursement is sought. Notice of the
9 requested Attorneys' Fees and Costs will be disclosed to Class Members in the Class Notice.

10 ***Notice to the Class***

11 51. The Parties have agreed to retain Apex Class Action Administration ("Apex" or
12 "Settlement Administrator") to handle the notice and settlement administration process, subject to
13 Court approval. The Parties respectfully request that the Court appoint Apex to administer the
14 Settlement. Defendant will provide Apex with the Class List, and Apex will calculate each Class
15 Member's estimated Individual Settlement Share and each PAGA Employee's estimated Individual
16 PAGA Payment in accordance with the Settlement Agreement. Apex will also receive and process
17 Requests for Exclusion, Notices of Objection, and Disputes; provide necessary reports and
18 declarations; calculate, withhold, and transmit necessary taxes and withholdings with respect to the
19 wage portion of the Individual Settlement Shares; prepare and submit required tax filings and
20 documents; issue and transmit all payments required under the Settlement, including Individual
21 Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees,
22 the LWDA Payment, the Enhancement Payment, Attorneys' Fees and Costs, and Settlement
23 Administration Costs; and perform any other usual and customary duties necessary to administer a
24 class and PAGA settlement.

25 52. I am not aware of an alternative method of providing notice to the Class which would
26 result in a higher likelihood of actual notice. The original source of the mailing addresses is from each
27 Class Member, who provided the information to Defendant. As a fail-safe to this highly reliable
28 method, skip tracing will be performed, if necessary.

Notice of Settlement to the LWDA

53. In accordance with California Labor Code section 2699(s)(2), on September 16, 2026, a copy of the proposed Settlement was submitted to the LWDA via online submission through the LWDA's website. A true and correct copy of the email from the LWDA confirming receipt is attached hereto as **Exhibit 4**.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on September 23, 2026, at Los Angeles, California.

A. Blanchard

Annabel Blanchard

EXHIBIT 1

- *Miguel Avila v. Weber Metals, Inc.*, Los Angeles County Superior Court, Case No. 24STCV04071, approved as counsel in final settlement of wage and hour class action.
- *Juan Campos-Ledezma, et al. v. Institute for Environmental Health, Inc.*, Stanislaus County Superior Court, Case No. CV-23-006693, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jeanne Boudreau v. Intelliswift Software, Inc.*, San Francisco County Superior Court, Case No. CGC-23-611128, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Munguia v. Moog Inc.*, Los Angeles County Superior Court, Case No. 24STCV11688, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Francisco Javier Sanchez, Jr. v. Jim Crawford Construction Company, Inc.*, Fresno County Superior Court, Case No. 24CECG01421, approved as counsel in final settlement of wage and hour class action.
- *Jose Ramirez v. A.J. Kirkwood & Associates, Inc.*, San Diego County Superior Court, Case No. 24CU012580C, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Kirstie Deveaux, et al. v. Motorola Solutions, Inc.*, Santa Clara County Superior Court, Case No. 23CV427798, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Geri Gates, et al. v. SD & A Teleservices, Inc.*, Los Angeles County Superior Court, Case No. 23STCV29390, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Bryan Zuniga v. Inova Diagnostics, Inc., et al.*, San Diego County Superior Court, Case No. 37-2023-00055201-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Ivorya Geneve v. Mikuni Restaurant Group, Inc.*, Contra Costa County Superior Court, Case No. C23-02732, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Amira Fakira, et al. v. CSL Plasma, Inc.*, Alameda County Superior Court, Case No. 23CV057131, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Vadim Savin, et al. v. Fleetlogix Inc.*, San Diego County Superior Court, Case No. 37-2023-00051984-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Grace Weissmuller, et al. v. Astrix Technology, LLC*, Los Angeles County Superior Court, Case No. 21STCV45436, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Gabriel Perez, et al. v. Kimberlite Corporation, et al.*, Alameda County Superior Court, Case No. 24CV073959, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Armida Marquez v. The Nielsen Company (US), LLC*, Los Angeles County Superior Court, Case No. 23STCV06394, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Sergio Valdez v. Ampere Computing, LLC, et al.*, Santa Clara County Superior Court, Case No. 24CV438808, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mario Mendoza v. Mingei International, Inc.*, San Diego County Superior Court, Case No. 37-2024-00015385-CU-OE-CTL, approved as counsel in final settlement of wage and hour class action.
- *Vivian Huynh v. Technical Safety Services, LLC*, Alameda County Superior Court, Case No. 23CV053505, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Connor Brown v. Bi-Rite Management Services LLC, et al.*, San Francisco County Superior Court, Case No. CGC-24-611385, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Joshua Gilmore v. Golden Bolt, LLC*, Los Angeles County Superior Court, Case No. 24STCV11281, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tony Jones v. Saddle Creek Corporation dba Saddle Creek Logistics Services*, Orange County Superior Court Case No. 30-2024-01379065-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Armida Burton v. Mercury Mission Systems, LLC*, Los Angeles County Superior Court, Case No. 24STCV02628, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Triada Pallidou v. TJB Geary's, LLC dba Geary's Beverly Hills*, Los Angeles County Superior Court, Case No. 24STCV15627, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Joey Ruiz, et al. v. Southern Tire Mart, LLC*, Los Angeles County Superior Court, Case No. 24STCV12037, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Salomon Garcia, et al. v. Atlas Freight Forwarding, Inc.*, San Diego County Superior Court, Case No. 37-2022-00039724-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Chardriana Jean v. Woodruff-Sawyer & Co.*, Alameda County Superior Court, Case No. 24CV102594, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Stephanie Leon v. Fulgent Therapeutics, LLC, et al.*, Los Angeles County Superior Court, Case No. 24STCV14168, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *Emma Romero v. Charles Abbott Associates, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2322374, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Karen Hartstein v. Hyatt Corporation*, Los Angeles County Superior Court, Case No. 20STCV15895, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Michael Casas, et al. v. Encorr Sheets, LLC*, San Bernardino County Superior Court, Case No. CIVSB2319925, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Quincy O'Neal v. Included Health, Inc., formerly known as Grand Rounds Health, Inc.*, San Francisco County Superior Court, Case No. CGC-23-608391, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Javario Datrail Luna v. A-Check America, Inc., et al.*, Riverside County Superior Court, Case No. CVRI2306180, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Kevin Werner, et al. v. Greystar Management Services, LP, et al.*, Los Angeles County Superior Court, Case No. 23STCV08498, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jully Mullings v. Antelope Ambulance Service*, Los Angeles County Superior Court, Case No. 23STCV30241, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Maria Martina Aleman v. Holding Hands OPCO LLC dba Holding Hands, Inc.*, Los Angeles County Superior Court, Case No. 24STCV25240, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jesus Herrera v. Reeve Store Equipment Company*, Los Angeles County Superior Court, Case No. 22STCV04239, approved as counsel in settlement of representative

wage and hour action pursuant to PAGA.

- *Vanessa Vazquez v. Cliffs Resort LLC*, San Luis Obispo County Superior Court, Case No. 24CV-0025, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Javier Hernandez, Jr. v. DGDG I, LLC, et al.*, Santa Clara County Superior Court, Case No. 23CV416770, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Juan Manuel Munoz v. MGA Entertainment, Inc.*, Los Angeles County Superior Court, Case No. 23STCV06386, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mayra Campos Molina, et al. v. Harbor Hotels, LLC*, Los Angeles County Superior Court, Case No. 23STCV10683, approved as counsel in final settlement of wage and hour class and PAGA action.
- *William Sykes, IV, et al. v. Wente Bros.*, Alameda County Superior Court, Case No. 23CV048758, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Padilla, et al. v. WEHO Hospitality Sunset, LLC*, Los Angeles County Superior Court, Case No. 23STCV01072, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Marvin Morales v. Skurka Aerospace, Inc.*, Los Angeles County Superior Court, Case No. 24STCV12893, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Krug, et al. v. EKC Enterprises, Inc.*, Kern County Superior Court, Case No. BCV-23-103975, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Joseph Amyot v. Silverthorn Resort, Inc.*, Shasta County Superior Court, Case No. 23CV-0203487, approved as counsel in final settlement of wage and hour class and

PAGA action.

- *Marissa Hartman v. Napa LP Hospitality Corporation*, Napa County Superior Court, Case No. 23CV00116, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Lesly Arreguin, et al. v. Intercare Therapy, Inc.*, Los Angeles County Superior Court, Case No. 23STCV27972, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alma Lopez, et al. v. Advanced Manufacturing and Development, Inc.*, Mendocino County Superior, Case No. 23CV000673, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Brittini Aghedo, et al. v. Villa Esperanza Services*, Los Angeles County Superior Court, Case No. 23STCV27362, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Robin Jennings v. Mizuho Orthopedic Systems, Inc. dba Mizuho OSI*, Alameda County Superior Court, Case No. 24CV070891, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jonathan Martin v. Atlas Digital, LLC*, Los Angeles County Superior Court, Case No. 23STCV30498, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cynthia Molt v. Los Angeles Film School, LLC*, Los Angeles County Superior Court, Case No. 23STCV30757, approved as counsel in final settlement of wage and hour class and PAGA action.
- *William Ramirez v. Employer Solutions Staffing Group LLC*, Los Angeles County Superior Court, Case No. 23STCV24735, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Anu Verma v. SingerLewak LLC*, Los Angeles County Superior Court, Case No. 24STCV11344, approved as counsel in settlement of representative wage and hour

action pursuant to PAGA.

- *Toby Lanzarin, et al. v. Building Material Distributors, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00330343-CU-OE-GDS, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Kassandra Herndon, et al. v. Agreeya Solutions, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0002783, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Damon Siler, et al. v. Call-The-Car dba Call the Car*, Los Angeles County Superior Court, Case No. 24STCV07514, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Daniel Ochoa-Lopez v. CorTech West Staffing, LLC, et al.*, Los Angeles County Superior Court, Case No. 23STCV19480, approved as counsel in settlement of representative wage and hour action pursuant to PAGA
- *Juan Escobedo v. Block Tops, Inc.*, Orange County Superior Court, Case No. 30-2023-01356309-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Antonio Quintero v. Weyerhaeuser NR Company*, Los Angeles County Superior Court, Case No. 23STCV02624, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cristo Hernandez v. Eldorado National (California), Inc.*, Riverside County Superior Court, Case No. CVRI2201056, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rigoberto Tecaliz v. National Restaurant Inc. dba Black Bear Diner*, San Diego County Superior Court, Case No. 37-2023-00046906-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cecilia Estrada v. The Roman Catholic Archbishop of Los Angeles*, Los Angeles County Superior Court, Case No. 24STCV07184, approved as counsel in final

settlement of wage and hour class and PAGA action.

- *Alexander Davis v. JAJ Roofing dba Citadel Roofing and Solar*, Sacramento County Superior Court, Case No. 23CV011004, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Aurelio Aguilar v. Supreme Car Wash, Inc.*, Los Angeles County Superior Court, Case No. 21STCV29696, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Aaron Coffey v. Catalina Channel Express, Inc.*, Los Angeles County Superior Court, Case No. 21STCV41396, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Djuana Shanella Hale, et al. v. Welbe Health, LLC, et al.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0006866, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mario Fosados v. Drew Chain Security Corp.*, Los Angeles County Superior Court, Case No. 24STCV00519, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jose Manuel Amaro Bernal v. Joseph Holt Plastering, Inc.*, Los Angeles County Superior Court, Case No. 24STCV15637, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Brandon Geston v. FRTO LLC, et al.*, Fresno County Superior Court, Case No. 24CECG01292, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Alfonso Herrera v. W.L. Butler Construction, Inc., et al.*, Orange County Superior Court, Case No. 30-2023-01335445-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Marcos Ojendiz, et al. v. Jonathan Louis International*, Los Angeles County Superior Court, Case No. 21STCV35253, approved as counsel in in settlement of

representative wage and hour action pursuant to PAGA.

- *Emmanuel Caldera v. Zeb's World Famous Boathouse Inc. dba Goat Hill Tavern*, Orange County Superior Court, Case No. 30-2023-01310801-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alex Javier Nakamoto v. Skydio, Inc.*, Alameda County Superior Court, Case No. 24CV062913, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jason McEntee v. Roche Molecular Systems, Inc.*, Alameda County Superior Court, Case No. 23CV041360, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexzander Roberts, et al. v. Lemonade Restaurant Group*, Los Angeles County Superior Court, Case No. 22STCV38302, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Halla Knotts v. Launch Technical Workforce Solutions, LLC*, San Bernardino County Superior Court, Case No. CIVSB2332568, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Armando Gastelum v. Premier Trailer Manufacturing, Inc.*, Tulare County Superior Court, Case No. VCU300333, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Tiffany Patterson v. Black Mountain Healthcare, LLC., d/b/a Seaport Home Health & Hospice*, San Diego County Superior Court, Case No. 37-2023-00037563-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Angel Rodriguez v. American Textile Maintenance*, Los Angeles County Superior Court, Case No. 22STCV17855, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.

- *Rita Ray v. Families Together of Orange County*, Orange County Superior Court, Case No. 30-2023-01324555-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Ly Hai v. Sunroad HS Auto, Inc.*, San Diego County Superior Court, Case No. 37-2022-00025788-CU-OE-CTL, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Anabel Perez v. Eureka Specialties, Inc.*, Los Angeles County Superior Court, Case No. 22STCV35940, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Galicia v. Virco, Inc., et al.*, Los Angeles County Superior Court, Case No. 23STCV29425, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Rene Umana v. Columbus Technologies*, Los Angeles County Superior Court, Case No. 22STCV16432, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Sitara Nayabhil v. San Francisco SPCA (dba SFSPCA), a California 501(c)(3) non-profit organization*, San Francisco County Superior Court, Case No. CGC-23-609950, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Fernando Solis v. Tuff Shed, Inc.*, Los Angeles County Superior Court, Case No. 24VECV00368, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Emery v. Santa Cruz Bicycles, LLC*, Santa Cruz Superior Court, Case No. 24CV00244, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Odalys Montejo v. Team Nissan LLC*, Ventura County Superior Court, Case No. 2023CUOE017853, approved as counsel in settlement of representative wage and

hour action pursuant to PAGA

- *Vanessa Cortes v. Giti Tire (USA) LTD*, San Bernardino County Superior Court, Case No. CIVSB2332578, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Travis Sanford v. Santa Cruz Seaside Company*, Santa Cruz County Superior Court, Case No. 23CV01762, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jered Ortega v. YMCA of San Diego County*, San Diego County Superior Court, Case No. 37-2023-00043645-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Corina Martinez v. Stagnaro Bros. Seafood, Inc.*, Santa Cruz County Superior Court, Case No. 24CV00082, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alejandra Jimenez v. ClearFreight, Inc.*, Los Angeles County Superior Court, Case No. 23STCV28938, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jazzmin Cortez v. Millard Mall Services, Inc.*, Riverside County Superior Court, Case No. CVRI2104010, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Christa Morton, et al. v. PSI Services, LLC*, Fresno County Superior Court, Case No. 24CECG00039, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Michael Bravo v. Michels Pacific Energy, Inc.*, Santa Clara County Superior Court, Case No. 22CV403427, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Rodriguez v. Republique, LLC*, Los Angeles County Superior Court, Case No. 23STCV14521, approved as counsel in settlement of representative wage and

hour action pursuant to PAGA.

- *Theresa Bendorf, et al. v. Sea World LLC, et al.*, San Diego County Superior Court, Case No. 37-2021-00034922-CU-OE-CTL, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Victor De La Cruz v. Northwest Pipe Company*, San Bernardino County Superior Court, Case No. CIVSB2211140, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Bobby Birdi v. Lucid USA, Inc.*, Alameda County Superior Court, Case No. 21CV003541, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Trujillo, et al. v. Producers Dairy Foods, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00313753, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *David Williams v. Rancho Nicasio, LLC*, Marin County Superior Court, Case No. CIV2203067, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Alexander Jackson v. Lifecare Assurance Company*, Los Angeles County Superior Court, Case No. 23STCV26579, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alexis Cardoza v. BHFC Operating LLC*, Los Angeles County Superior Court, Case No. 21STCV34040, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Maria Ayala, et al. v. SDH Services West, LLC*, Kern County Superior Court, Case No. BCV-21-101933, approved as class counsel in final settlement of wage and hour class action.
- *Alfredo Sanchez v. Greenworld, Inc.*, Riverside County Superior Court, Case No.

CVRI2105756, approved as class counsel in final settlement of wage and hour class and PAGA action.

- *Oscar Bryant v. Midwest Construction Services, Inc. dba Trillium*, San Bernardino County Superior Court, Case No. CIVSB2121529, approved as class counsel in final settlement of wage and hour class action.
- *Matthew Savattieri v. AMI Expeditionary Healthcare, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV33372, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Lexy Barajas, et al. v. H. W. Hunter, Inc.*, Los Angeles County Superior Court, Case No. 22STCV01892, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alejandro Valdez v. C.H.I. Automart, Inc.*, Los Angeles County Superior Court, Case No. 21STCV40168, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Sheizan Bawa v. Meathead Movers, Inc.*, Orange County Superior Court, Case No. 30-2021-01211895-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tanisha Lopez, et al. v. Restorix Health, Inc.*, Los Angeles County Superior Court, Case No. 21STCV33067, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Perla Soto, et al. v. Nippon Express U.S.A., Inc.*, Los Angeles County Superior Court, Case No. 21STCV24902, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Angel Garcia, et al. v. J&B Investments, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2208601, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Sindy Aviles, et al. v. Freeway Insurance Services America, LLC*, Los Angeles

County Superior Court, Case No. 21STCV34864, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.

- *Alexander Gnaedig, et al. v. Favorite Healthcare Staffing, Inc.*, Los Angeles County Superior Court, Case No. 21STCV20904, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Richard Evans v. My Paint Stop, LLC, et al.*, Contra Costa County Superior Court, Case No. MSC21-01812, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Parada George v. Main Electric Supply Company, LLC, et al.*, Orange County Superior Court, Case No. 30-2021-01220136-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Samia Salazar Yunis v. Sharif Jewelers*, Sacramento County Superior Court, Case No. 34-2020-00290080, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Analco v. Felix Chevrolet, LP, et al.*, Los Angeles County Superior Court, Case No. 21STCV36654, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Sasha Aiono v. Benefit Cosmetics*, Los Angeles County Superior Court, Case No. 21STCV33719, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

EXHIBIT 2



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Beverly Hills, CA 90211
Phone: (310) 622-4278
Fax: (855) 786-6356

Karen Gold, Esq.
kgold@blackstonepc.com

March 20, 2025

PAGA Claim Notice Via Online Electronic Submission

California Labor & Workforce Development Agency

800 Capitol Mall, Suite 5000 (MIC-55)

Sacramento, CA 95814

<https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

RE: *Ted T. Phillips v. Professional Plastics, Inc.*

To Whom It May Concern:

This office represents Ted T. Phillips (“Claimant”) with respect to their claims under the California Labor Code against Professional Plastics, Inc. (including all affiliates, subsidiaries, parents, directors, and officers) (collectively referred to herein as “Employers”). This letter is being sent simultaneously to Employers by certified mail.

Employers employed Ted T. Phillips from approximately September 2020 to February 2025 as a non-exempt, hourly-paid employee. Ted T. Phillips worked as a Warehouse Associate for Employers.

Claimant intends to bring a representative action seeking penalties for violations of the California Labor Code which are recoverable under the Labor Code Private Attorneys General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”). Claimant is seeking penalties on behalf of themselves and in a representative capacity on behalf of the State of California and all current and former hourly-paid and/or non-exempt employees who worked for Employers in the State of California during the relevant statutory period who suffered the violations alleged (“Aggrieved Employees”). This letter is being sent in compliance with California Labor Code section 2699.3 and shall serve as Claimant’s notice of the provisions of the California Labor Code alleged to have been violated, including the facts and theories in support thereof.

As detailed below, Employers violated several of California’s wage and hour laws during Claimant’s employment, including but not limited to California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, 2802, and the applicable Industrial Welfare Commission Wage Order (“IWC Wage Order”). Employers’ conduct giving rise to the violations detailed below was malicious, fraudulent, and/or oppressive within the meaning of PAGA.

The claims made on behalf of Claimant and Aggrieved Employees are based upon the

following facts and theories:

1. FAILURE TO PAY FOR ALL TIME WORKED AT CORRECT RATES OF PAY, INCLUDING MINIMUM WAGES, STRAIGHT TIME WAGES, AND OVERTIME COMPENSATION

Employers engaged in numerous unlawful practices which resulted in the failure to pay Claimant and other Aggrieved Employees for all time worked at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation.

California Labor Code sections 1194, 1197, and 1197.1 and the applicable IWC Wage Order require employers to pay at least the legal minimum wage to their employees. California Labor Code sections 510 and 1198 and the applicable IWC Wage Order further require employers to pay no less than one and one-half times an employee's regular rate of pay for hours worked in excess of eight (8) hours in one workday, for hours worked in excess of forty (40) hours in one workweek, and for the first eight (8) hours worked on the seventh day of work in any one workweek, and to pay no less than twice an employee's regular rate of pay of the employee for hours worked in excess of twelve (12) hours in one workday and for any work in excess of eight (8) hours on any seventh day of a workweek.

Throughout the relevant time, Employers regularly required Claimant and other Aggrieved Employees to perform work off-the-clock. Employers failed to compensate Claimant and other Aggrieved Employees for any of this off-the-clock work, in violation of California law.

This uncompensated work often resulted in the total number of hours worked by Claimant and other Aggrieved Employees exceeding the daily and/or weekly triggers for overtime wages, yet Employers failed to pay Claimant and Aggrieved Employees applicable overtime rate(s) for these hours.

Employers also failed to accurately record the actual time worked by Claimant and Aggrieved Employees.

Employers also failed to pay overtime to Claimant and Aggrieved Employees for all overtime hours worked based on regular rates of pay correctly calculated to include all applicable remuneration, including non-discretionary commissions, non-discretionary bonuses, and non-discretionary performance pay.

As a result of the foregoing practices, Employers failed to pay Claimant and other Aggrieved Employees for all wages earned at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 204, 510, 1194, 1197, 1197.1 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558, 1197.1, and 1199; injunctive relief; and attorneys' fees and costs.

2. MEAL BREAK VIOLATIONS

California law requires employers to provide employees with an opportunity to take an uninterrupted meal period of no less than thirty (30) minutes before the end of the fifth hour of work when an employee works more than five (5) hours in a day. Cal. Lab. Code §§ 226.7 & 512(a). Employers must provide a second meal period of no less than thirty (30) minutes before the end of the tenth hour of work when an employee works more than ten (10) hours in a day. *Id.* For each day that an employer fails to provide compliant meal period(s), the employer must pay the employee a meal penalty equal to one hour of pay at the employee's regular rate of compensation. *Id.*

During the relevant time period, Employers failed to provide Claimant and other Aggrieved Employees with legally compliant 30-minute meal periods. Claimant and other Aggrieved Employees were required by Employers to work more than five (5) hours per day but were not provided with uninterrupted 30-minute meal periods. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted 30-minute meal period when they worked over ten (10) hours per day. Employers regularly required Claimant and other Aggrieved Employees to work through their first and second meal periods, to take their first meal period after their fifth (5th) hour of work, and/or to take their second meal periods after their tenth (10th) hour of work. Meal breaks, when provided, were oftentimes interrupted and/or cut short.

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely, complete and duty-free meal periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of meal periods or systematically disregarded their own purported meal period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant meal period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free meal periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant meal periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free meal periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during meal periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free meal periods because of the priority placed on maximizing profits over employees' right to receive timely, uninterrupted, and duty-free meal periods.

Employers fraudulently adjusted Claimant's and other Aggrieved Employees' timesheets and/or required Claimant and other Aggrieved Employees to adjust their timesheets to appear as if compliant meal periods were taken. Employers fraudulently required Claimant and other Aggrieved Employees to clock-out for purported meal periods but continue working to appear as if compliant meal periods were taken.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their

regular rate of pay for each day a compliant meal period was not provided to them in compliance with California law.

Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7, 512(a) and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to penalties paragraph of the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558 and 1199; injunctive relief; and attorneys' fees and costs.

3. REST BREAK VIOLATIONS

California law requires employers to authorize and permit employees to take an uninterrupted rest period of no less than ten (10) minutes for every four (4) hours, or major fraction thereof, worked. Cal. Lab. Code § 226.7. For each day that an employer fails to authorize and permit a compliant rest period, the employer owes the employee one hour of pay at the employee's regular rate of compensation. Cal. Lab. Code § 226.7(c).

Employers failed to authorize and permit Claimant and other Aggrieved Employees to take compliant 10-minute rest periods. Employers required Claimant and other Aggrieved Employees to work through rest periods. Claimant and Aggrieved Employees were not provided with uninterrupted, duty-free rest periods when they worked more than four (4) hours or a major fraction thereof. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted, duty-free rest period when they worked more than six (6) hours in a day, or a third uninterrupted, duty-free rest period after working more than ten (10) hours in day. In the rare event that a rest period was taken, it was frequently interrupted or cut short. Moreover, Claimant and other Aggrieved Employees were not completely relieved of duty as required by *Augustus v. ABM Security Services, Inc.*, 2 Cal.5th 257 (2016).

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely and complete rest periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of rest periods or systematically disregarded its own purported rest period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant rest period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free rest periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant rest periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free rest periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during rest periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free rest periods because of the priority placed on completing job requirements over employees' right to receive rest periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a rest period was not provided to them in compliance with California law. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; Labor Code sections 558 and 1199 penalties; injunctive relief; and attorneys' fees and costs.

4. FAILURE TO TIMELY PAY WAGES DURING EMPLOYMENT

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, Employers willfully and intentionally failed to timely pay all wages earned because Claimant and other Aggrieved Employees were not paid all the wages they were owed including, *inter alia*, overtime compensation, straight time wages, minimum wages, and meal and rest period premiums. Accordingly, Employers violated California Labor Code section 204(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to Labor Code section 2699; penalties pursuant to California Labor Code sections 210 and 1199; injunctive relief; and attorneys' fees and costs.

5. FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

California Labor Code section 226(a) requires an employer semimonthly or at the time of each payment of wages to furnish wage statements to its employees setting forth, *inter alia*, (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, and (8) the name and address of the legal entity that is the employer.

As a result of the practices described above, the wage statements provided to Claimant and other Aggrieved Employees failed to include the actual hours worked (including time spent working off-the-clock), the actual gross wages earned (including wages owed for time spent

working off the clock and meal and rest period premiums), and the correct rates of pay. Employers' failure to provide accurate itemized wage statements was knowing and intentional. Accordingly, Employers violated California Labor Code section 226(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties; penalties pursuant to California Labor Code section 226.3; injunctive relief; and attorneys' fees and costs.

6. FAILURE TO MAINTAIN ACCURATE RECORDS

California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, Employers have failed to maintain accurate records relating to Claimant and other Aggrieved Employees' work periods, meal periods, total daily hours worked, and total hours worked per payroll period. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 1198.5 and 1174(d).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to penalties paragraph of the applicable IWC Wage Orders; California Labor Code section 1174.5 penalties; injunctive relief; and attorneys' fees and costs.

7. FAILURE TO REIMBURSE NECESSARY EXPENDITURES

California Labor Code sections 2800 and 2802 require an employer to reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. The applicable IWC Wage Order requires employers to provide employees with the tools or equipment necessary for the performance of their job. During the relevant time period, Claimant and Aggrieved Employees incurred necessary business-related expenses and costs that were not fully reimbursed by Employers.

Accordingly, Employers violated the applicable IWC Order **¡Error! No se encuentra el origen de la referencia.** and California Labor Code sections 2800 and 2802. Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to penalties paragraph of the applicable IWC Wage Orders; injunctive relief; and attorneys' fees and costs.

8. FAILURE TO TIMELY PAY ALL WAGES UPON TERMINATION

California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable

not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

During the relevant time period, upon the termination of employment (including but not limited to when they were temporarily laid off, laid off, discharged, and/or resigned), Employers failed to pay all wages due to their employees within twenty-four (24) hours of termination or even within seventy-two (72) hours for those who resigned. Specifically, as a result of Employers' practices of requiring Claimant and Aggrieved Employees to work off-the-clock without compensation, failing to pay proper overtime compensation, failure to properly calculate regular rates, and failure to accurately record all hours actually worked, Employers failed to pay Claimant and Aggrieved Employees for all straight time wage, minimum wages and overtime compensation owed to them upon termination of their employment. Employers also failed to pay Claimant and Aggrieved Employees for meal period premiums and rest period premiums they were owed, amongst other wages. Accordingly, Employers violated California Labor Code sections 201 and 202.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to California Labor Code sections 203 and 1199; and attorneys' fees and costs.

9. CONCLUSION

Claimant hereby provides notice to the LWDA under the California Labor Code Private Attorneys General Act of 2004, California Labor Code Sections 2698, *et seq.*, and specifically asks for an investigation, or if the agency does not intend to investigate the alleged violations, a letter confirming the same so that Claimant may allege a cause of action under PAGA against Employers for the violations discussed in this letter.

This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3. By law, an employee alleging a violation of one of the above referenced sections must notify his or her employer and the Labor and Workforce Development Agency (LWDA) before he or she can invoke the provisions of Sections 2699, *et seq.*, by seeking redress in court. Cal. Lab. Code § 2699.3(a)(1). The LWDA must then notify the employer and the employee within 60 calendar days regarding whether it intends to investigate the alleged violation. Cal. Lab. Code § 2699.3(a)(2)(B). If the LWDA advises it will not investigate, or if no notice is provided within 65 calendar days, the employee may file a lawsuit invoking the provisions under Labor Code § 2699. Cal. Lab. Code § 2699.3(a)(2)(A). It is Claimant's intention to file a civil complaint and to bring the appropriate claims under California Labor Code § 2699 on behalf of themselves, the State of California and all Aggrieved Employees should your office not address Employers' alleged violations within this timeframe.

If you have any questions or require additional information, please do not hesitate to contact my office. Thank you for your attention to this matter.



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BLACKSTONE LAW

Karen Gold
Karen Gold, Esq.

cc: By U.S. Certified Mail, Return Receipt Requested

Professional Plastics, Inc.
Agent For Service, Barth Agency Services, Inc.
333 City Blvd West #2010,
Orange, CA 92868

Professional Plastics, Inc.
1810 E. Valencia Dr
Fullerton, CA 92831

EXHIBIT 3

JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT

This Joint Stipulation of Class Action and PAGA Settlement (“Settlement,” “Agreement,” or “Settlement Agreement”) is made and entered into by and between Plaintiff Ted T. Phillips (“Plaintiff” or “Class Representative”), individually, and on behalf of all others similarly situated and on behalf of the State of California with respect to aggrieved employees, and Defendant Professional Plastics, Inc. (“Defendant”) (together, Plaintiff and Defendant are referred to as “Parties” and individually as “Party”).

This Settlement Agreement shall be binding on Plaintiff, Settlement Class Members (as defined herein), the State of California as to the employment of PAGA Employees (as defined herein), and Defendant, subject to the terms and conditions hereof and the approval of the Court.

RECITALS

1. On March 20, 2025, Plaintiff provided written notice to the Labor and Workforce Development Agency (“LWDA”) by online submission and to Defendant by U.S. Certified Mail, pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor Code alleged to have been violated by Defendant (“PAGA Letter”).

2. On March 21, 2025, Plaintiff filed a Class Action Complaint in the action entitled *Phillips v. Professional Plastics, Inc, et al.*, Alameda County Superior Court Case No. 25CV116316 (“Action”), thereby commencing a putative class action against Defendant.

3. On May 27, 2025, Plaintiff filed a First Amended Class and Representative Action Complaint (“Operative Complaint”) in the Action, which added a cause of action under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698 *et seq.* (“PAGA”) to the Action.

4. The Operative Complaint alleges ten (10) causes of action for violations of the California Labor Code for failure to pay minimum wages, failure to pay overtime wages, failure to provide compliant meal periods and premium payments in lieu thereof, failure to provide compliant rest periods and premium payments in lieu thereof, failure to timely pay wages during employment, failure to provide compliant wage statements, failure to timely pay wages upon termination, and failure to reimburse necessary business expenses, for violations of California Business & Professions Code

1 Section 17200, *et seq.* based on the aforementioned California Labor Code violations, and for civil
2 penalties under PAGA based on the aforementioned California Labor Code violations.

3 5. Defendant denies all material allegations set forth in the Action and has asserted
4 numerous affirmative defenses. Notwithstanding, in the interest of avoiding further litigation,
5 Defendant desires to fully and finally settle the Action, Released Class Claims (as defined herein), and
6 Released PAGA Claims (as defined herein).

7 6. Class Counsel diligently investigated the class and PAGA claims against Defendant,
8 including any and all applicable defenses and the applicable law. The investigation included, *inter*
9 *alia*, the exchange of information, data, and documents, and review of corporate policies and practices.
10 The Parties have engaged in sufficient formal and informal discovery and investigation to assess the
11 relative merits of the claims and contentions of the Parties.

12 7. On March 26, 2026, the Parties participated in mediation with Brandon McKelvey (the
13 “Mediator”), a respected mediator of complex wage and hour actions, and with the assistance of the
14 Mediator’s evaluations, the Parties reached the settlement that is memorialized herein. The Parties’
15 settlement discussions were conducted at arms’ length, and the Settlement is the result of an informed
16 and detailed analysis of Defendant’s potential liability and exposure in relation to the costs and risks
17 associated with continued litigation. Based on Class Counsel’s investigation and evaluation, Class
18 Counsel believes that the settlement with Defendant for the consideration and on the terms set forth in
19 this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Class
20 Members, State of California, and PAGA Employees in light of all known facts and circumstances,
21 including the risk of significant delay and uncertainty associated with litigation and various defenses
22 asserted by Defendant.

23 8. The Parties expressly acknowledge that this Settlement Agreement is entered into
24 solely for the purpose of compromising significantly disputed claims and that nothing herein is an
25 admission of liability or wrongdoing by Defendant. If for any reason this Settlement Agreement is
26 not approved, it will be of no force or effect, and the Parties shall be returned to their original respective
27 positions.
28

DEFINITIONS

9. The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective.

a. “Attorneys’ Fees and Costs” means attorneys’ fees approved by the Court for Class Counsel’s litigation and resolution of the Action and all actual costs and expenses incurred and to be incurred by Class Counsel in connection with the Action, as set forth in Paragraph 13.

b. “Class” or “Class Member(s)” means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period.

c. “Class Counsel” means Jonathan M. Genish, Karen Gold, Noam Reiffman, Marissa Mayhood, Sara Pezeshkpour, and Annabel Blanchard of Blackstone Law, APC, who will seek to be appointed counsel for the Class.

d. “Class List” means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following information for each Class Member: (1) full name; (2) last known mailing address; (3) Social Security number; (4) dates worked for Defendant during the Class Period; and (5) such other information as is necessary for the Settlement Administrator to calculate Workweeks and Pay Periods.

e. “Class Notice” means the Notice of Class Action Settlement, substantially in the form attached hereto as “**Exhibit A**.”

f. “Class Period” means the period from March 21, 2021 through May 25, 2026.

g. “Class Settlement” means the settlement and resolution of all Released Class Claims.

h. “Court” means the Superior Court of the State of California for the County of Alameda.

i. “Defendant’s Counsel” means Dina Glucksman and Emilie MacLean of Gordon Rees Scully Mansukhani, LLP.

j. “Dispute” means a letter submitted by a Class Member disputing the number of

1 Workweeks and/or Pay Periods which have been credited to them, which must: (a) contain the case
2 name and number of the Action; (b) contain the Class Member's full name, signature, address,
3 telephone number, and the last four (4) digits of the Class Member's Social Security number; (c)
4 clearly state that the Class Member disputes the number of Workweeks and/or Pay Periods credited to
5 the Class Member and what the Class Member contends is the correct number; and (d) be returned by
6 mail to the Settlement Administrator at the specified address, postmarked on or before the Response
7 Deadline.

8 k. "Effective Date" means the following: (i) if no Settlement Class Member
9 objects to the Class Settlement, then the Effective Date will be the date of Final Approval; or (ii) if
10 any Settlement Class Member objects to the Class Settlement, the Effective Date will be the sixty-first
11 (61st) calendar day after the date of Final Approval, provided no appeal is initiated by an objector; or
12 (iii) if a timely appeal is initiated by an objector, then the Effective Date will be the day after final
13 resolution of that appeal (including any requests for rehearing and/or petitions for certiorari), resulting
14 in final judicial approval of the Settlement.

15 l. "Employer Taxes" means the employer's share of taxes and contributions in
16 connection with the wages portion of Individual Settlement Shares, which shall be paid by Defendant
17 in addition to the Gross Settlement Amount.

18 m. "Enhancement Payment" means the amount to be paid to Plaintiff, in
19 recognition of his effort and work in prosecuting the Action on behalf of Class Members and PAGA
20 Employees, and general release of claims, as set forth in Paragraph 14.

21 n. "Final Approval" means the determination by the Court that the Settlement is
22 fair, reasonable, and adequate, and entry of the Final Approval Order and Judgment based thereon.

23 o. "Final Approval Hearing" means the hearing at which the Court will consider
24 and determine whether the Settlement should be granted Final Approval.

25 p. "Final Approval Order and Judgment" means the order granting final approval
26 of the Settlement and entering judgment thereon, in a form and content mutually agreed to by the
27 Parties, and subject to approval by the Court.

28 q. "Gross Settlement Amount" means the amount of Six Hundred Fifteen

1 Thousand Dollars (\$615,000) to be paid by Defendant in full satisfaction of the Action, Released Class
2 Claims, and Released PAGA Claims, which includes all Attorneys' Fees and Costs, Enhancement
3 Payment, PAGA Amount, Settlement Administration Costs, and Net Settlement Amount to be paid to
4 the Settlement Class Members. Defendant shall pay the Employer Taxes separately and in addition to
5 the Gross Settlement Amount. The Gross Settlement Amount is non-reversionary; no portion of the
6 Gross Settlement Payment will return to Defendant. The Gross Settlement Amount is subject to
7 increase, as provided in Paragraph 17.

8 r. "Individual PAGA Payment" means the *pro rata* share of the PAGA Employee
9 Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement, to be
10 calculated in accordance with Paragraph 19.

11 s. "Individual Settlement Payment" means the net payment of each Settlement
12 Class Member's Individual Settlement Share, after reduction for the employee's share of taxes and
13 withholdings with respect to the wages portion of the Individual Settlement Share, as provided in
14 Paragraph 20.

15 t. "Individual Settlement Share" means the *pro rata* share of the Net Settlement
16 Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated
17 in accordance with Paragraph 18.

18 u. "LWDA Payment" means the amount of Nineteen Thousand Five Hundred
19 Dollars (\$19,500), i.e., 65% of the PAGA Amount, that the Parties have agreed to pay to the LWDA
20 under the PAGA Settlement, as set forth in Paragraph 15.

21 v. "Net Settlement Amount" means the portion of the Gross Settlement Amount
22 that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount
23 less the Court-approved Attorneys' Fees and Costs, Enhancement Payment, PAGA Amount, and
24 Settlement Administration Costs.

25 w. "Notice of Objection" means a Settlement Class Member's written objection to
26 the Class Settlement, which must: (a) contain the case name and number of the Action; (b) contain the
27 objector's full name, signature, address, telephone number, and the last four (4) digits of the objector's
28 Social Security number; (c) contain a written statement of all grounds for the objection accompanied

by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

x. “PAGA Amount” means the allocation of Thirty Thousand Dollars (\$30,000) from the Gross Settlement Amount for the PAGA Settlement. Sixty-five percent (65%) of the PAGA Amount, or \$19,500, will be paid to the LWDA (i.e., the LWDA Payment) and the remaining thirty-five percent (35%), or \$10,500, will be distributed to the PAGA Employees (i.e., the PAGA Employee Amount).

y. “PAGA Employee(s)” means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period.

z. “PAGA Employee Amount” means the amount of Ten Thousand Five Hundred Dollars (\$10,500), i.e., 35% of the PAGA Amount, to be distributed to PAGA Employees on a *pro rata* basis based on their Pay Periods.

aa. “PAGA Period” means the period from March 20, 2024 through May 25, 2026.

bb. “PAGA Settlement” means the settlement and resolution of all Released PAGA Claims.

cc. “Pay Periods” means the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period. Pay Periods will be calculated by the Settlement Administrator.

dd. “Preliminary Approval” means the date on which the Court enters the Preliminary Approval Order.

ee. “Preliminary Approval Order” means the order granting preliminary approval of the Settlement, in a form and content mutually agreed to by the Parties, and subject to approval by the Court.

ff. “Released Class Claims” means any and all claims which were alleged or which could have been reasonably alleged based on the factual allegations in the Operative Complaint, arising during the Class Period, which shall specifically include claims for Defendant’s alleged failure

1 to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium
2 payments, timely pay wages during employment and upon termination, provide accurate wage
3 statements, and reimburse necessary business-related expenses in violation of California Labor Code
4 Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1194, 1197, 1197.1, 1198, 2800, and
5 2802, the applicable Industrial Welfare Commission Wage Order, and California Business and
6 Professions Code sections 17200, *et seq.*

7 gg. “Released PAGA Claims” means any and all claims arising from any of the
8 factual allegations in the PAGA Letter, arising during the PAGA Period, for civil penalties under the
9 Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which shall
10 specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages,
11 provide compliant meal and rest periods and associated premium payments, timely pay wages during
12 employment and upon termination, provide compliant wage statements, maintain complete and
13 accurate payroll records, and reimburse necessary business-related expenses in violation of California
14 Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1,
15 1198, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order.

16 hh. “Released Parties” means Defendant and its current and former officers,
17 directors, members, insurers, shareholders, subsidiaries, affiliates, predecessors, successors, and
18 assigns.

19 ii. “Request for Exclusion” means a letter submitted by a Class Member indicating
20 a request to be excluded from the Class Settlement, which must: (a) contain the case name and number
21 of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and
22 last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class
23 Member does not wish to be included in the Class Settlement; and (d) be returned by mail to the
24 Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

25 jj. “Response Deadline” means the deadline by which Class Members must submit
26 a Request for Exclusion, Notice of Objection, and/or Dispute, which shall be the date that is forty-five
27 (45) calendar days from the initial mailing of the Class Notice by the Settlement Administrator to
28 Class Members, unless the 45th day falls on a Sunday or Federal holiday, in which case the Response

1 Deadline will be extended to the next day on which the United States Postal service is open. The
2 Response Deadline may also be extended by express agreement between Class Counsel and
3 Defendant's Counsel. In the event that a Class Notice is re-mailed to a Class Member, the Response
4 Deadline for that Class Member shall be extended fifteen (15) calendar days from the original
5 Response Deadline.

6 kk. "Settlement Administrator" means Apex Class Action Administration, or any
7 other third-party class action settlement administrator agreed to by the Parties and approved by the
8 Court for purposes of administering the Settlement. The Parties and their counsel each represent that
9 they do not have any financial interest in the Settlement Administrator or otherwise have a relationship
10 with the Settlement Administrator that could create a conflict of interest.

11 ll. "Settlement Administration Costs" means the costs payable from the Gross
12 Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in
13 Paragraph 16.

14 mm. "Settlement Class" or "Settlement Class Member(s)" means all Class Members
15 who do not submit a timely and valid Request for Exclusion.

16 nn. "Workweeks" means the number of weeks each Class Member worked for
17 Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period.
18 Workweeks will be calculated by the Settlement Administrator.

19 **CLASS CERTIFICATION**

20 10. For the purposes of this Settlement only, the Parties stipulate to the certification of the
21 Class.

22 11. The Parties agree that certification for the purpose of settlement is not an admission
23 that certification is proper under Section 382 of the California Code of Civil Procedure. Should, for
24 whatever reason, the Court not grant Final Approval, the Parties' stipulation to class certification as
25 part of the Settlement shall become null and void ab initio and shall have no bearing on, and shall not
26 be admissible in connection with, the issue of whether or not certification would be inappropriate in a
27 non-settlement context.
28

TERMS OF THE AGREEMENT

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

12. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application or motion by Class Counsel for attorneys' fees in the amount up to thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$215,250 if the Gross Settlement Amount is \$615,000) and reimbursement of actual costs and expenses associated with Class Counsel's litigation and settlement of the Action, in an amount not to exceed Thirty Thousand Dollars (\$30,000), both of which will be paid from the Gross Settlement Amount. These amounts will cover any and all work performed and any and all costs incurred by Class Counsel in connection with the litigation of the Action, including without limitation all work performed and costs incurred to date, and all work to be performed and all costs to be incurred in connection with obtaining the Court's approval of this Settlement Agreement, including any objections raised and any appeals necessitated by those objections. Class Counsel shall be solely and legally responsible for correctly characterizing this compensation for tax purposes and for paying any taxes on the amounts received. The Settlement Administrator shall issue an IRS Form 1099 to Class Counsel for the Attorneys' Fees and Costs. Any portion of the requested Attorneys' Fees and Costs that is not awarded by the Court to Class Counsel shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members. The Parties agree that the Court's approval of any request for attorneys' fees or litigation costs is not a condition of the Settlement Agreement, and an award of less than the amounts requested would not give rise to a basis to abrogate the Settlement Agreement. Class Counsel holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

13. Enhancement Payment. Defendant agrees not to oppose or impede any application or motion by Plaintiff for an Enhancement Payment in the amount up to Ten Thousand Dollars (\$10,000). The Enhancement Payment, which will be paid from the Gross Settlement Amount, subject to Court approval, will be in addition to their Individual Settlement Payment as a Settlement Class Member and Individual PAGA Payment as a PAGA Employee. Plaintiff shall be solely and legally responsible

1 for correctly characterizing this compensation for tax purposes and for paying any taxes on the
2 amounts received and shall hold Defendant harmless from any claim or liability for taxes, penalties, or
3 interest arising as a result of the payment. Defendant makes no representations as to the tax treatment or
4 legal effect of the payment called for herein, and Plaintiff is not relying on any statement or
5 representation by Defendant or its counsel in this regard. The Settlement Administrator shall issue an
6 IRS Form 1099 to Plaintiff for the Enhancement Payment. Any portion of the requested Enhancement
7 Payment that is not awarded by the Court to Plaintiff shall be reallocated to the Net Settlement Amount
8 for the benefit of the Settlement Class Members. The Class Representative Service Award will not
9 be a material term of the Settlement Agreement, and if the Court approves an award of less than
10 the requested amount, such a change will not give rise to a basis to abrogate the Settlement
11 Agreement.

12 14. PAGA Amount. Subject to approval by the Court, the Parties agree that the amount of
13 Thirty Thousand Dollars (\$30,000) shall be allocated from the Gross Settlement Amount toward
14 penalties under the Private Attorneys General Act, California Labor Code Section 2698, *et seq.* (i.e.,
15 the PAGA Amount), of which sixty-five percent (65%), or \$19,500, will be paid to the LWDA (i.e.,
16 the LWDA Payment) and thirty-five percent (35%), or \$10,500, will be distributed to PAGA
17 Employees (i.e., the PAGA Employee Amount) on a *pro rata* basis, based on the total number of Pay
18 Periods worked by each PAGA Employee during the PAGA Period (i.e., the Individual PAGA
19 Payments).

20 15. Settlement Administration Costs. The Settlement Administrator will be paid for the
21 reasonable costs of administration of the Settlement and distribution of payments under the Settlement,
22 which is currently estimated not to exceed Eight Thousand Five Hundred Dollars (\$8,500). These
23 costs, which will be paid from the Gross Settlement Amount, subject to Court approval, will include,
24 *inter alia*, translating the Class Notice to Spanish, printing, distributing, and tracking Class Notices
25 and other documents for the Settlement, calculating and distributing payments due under the
26 Settlement, issuing of 1099 and W-2 IRS Forms and all required tax reporting, filings, withholdings,
27 and remittances, providing necessary reports and declarations, and other duties and responsibilities set
28 forth herein to process the Settlement, and as requested by the Parties. To the extent the actual

Settlement Administrator's costs are greater than the estimated amount stated herein, such excess amount will be deducted from the Gross Settlement Amount, subject to approval by the Court. Any portion of the estimated, designated, and/or awarded Settlement Administration Costs which are not in fact required to fulfill payment to the Settlement Administrator to undertake the required settlement administration duties shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members.

16. Escalator Clause. Defendant has represented that the Class Members worked a total of 26,238 Workweeks from March 21, 2021 through March 26, 2026. If it is determined by the Settlement Administrator that the total number of Workweeks worked by the Class Members during the Class Period actually exceeds 26,238 by more than 10% (i.e., if the Workweeks exceed 28,862), then the Gross Settlement Amount will be increased on a *pro rata* basis equal to the percentage increase in the number of Workweeks worked by the Class Members above 10%. For example, if the number of Workweeks increases by 11% to 29,124 Workweeks, then the Gross Settlement Amount will increase by 1%.

17. Individual Settlement Share Calculations. Individual Settlement Shares will be calculated and apportioned from the Net Settlement Amount based on the Class Members' number of Workweeks, as follows:

a. After Preliminary Approval, the Settlement Administrator will divide the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiply each Class Member's individual Workweeks by the Estimated Workweek Value to yield each Class Member's estimated Individual Settlement Share that the Class Member may be entitled to receive under the Class Settlement.

b. After Final Approval, the Settlement Administrator will divide the final Net Settlement Amount by the Workweeks of all Settlement Class Members to yield the "Final Workweek Value," and multiply each Settlement Class Member's individual Workweeks by the Final Workweek Value to yield each Settlement Class Member's final Individual Settlement Share.

18. Individual PAGA Payment Calculations. Individual PAGA Payments will be calculated and apportioned from the PAGA Employee Amount based on the PAGA Employees'

number of Pay Periods, as follows: The Settlement Administrator will divide the PAGA Employee Amount, i.e., 35% of the PAGA Amount, by the Pay Periods of all PAGA Employees to yield the “Pay Period Value,” and multiply each PAGA Employee’s individual Pay Periods by the Pay Period Value to yield each PAGA Employee’s Individual PAGA Payment.

19. Tax Treatment of Individual Settlement Shares and Individual PAGA Payments. Each Individual Settlement Share will be allocated as follows: twenty percent (15%) wages and eighty percent (85%) penalties, interest, and non-wage damages. The portion allocated to wages will be reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement Administrator will withhold the employee’s share of taxes and withholdings with respect to the wages portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their Individual Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes and withholdings). The Employer Taxes will be paid separately and in addition to the Gross Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

20. Administration of Taxes by the Settlement Administrator. The Settlement Administrator will be responsible for issuing to Plaintiff, Settlement Class Members, PAGA Employees, and Class Counsel any tax forms (i.e., IRS Forms W-2, IRS Forms 1099, etc.) as may be required by law for all amounts paid pursuant to this Settlement Agreement. The Settlement Administrator will also be responsible for calculating the Employer Taxes and forwarding all payroll taxes and other legally required withholdings to the appropriate government authorities.

21. Tax Liability. Plaintiff, Class Counsel, Defendant, and Defendant’s Counsel do not intend anything contained in this Settlement Agreement to constitute advice regarding taxes or taxability, nor shall anything in this Settlement Agreement be relied on as such. Plaintiff, Settlement Class Members, and PAGA Employees are not relying on any statement, representation, or calculation by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff, Settlement Class Members, and PAGA Employees understand and agree that Plaintiff, Settlement Class Members, and PAGA Employees will be solely responsible for the payment of any taxes and penalties

assessed on the payments described in this Settlement Agreement. Plaintiff, Settlement Class Members, and PAGA Employees should consult with their tax advisors concerning the tax consequences of any payment they receive under the Settlement. Settlement Class Members, and PAGA Employees assume full responsibility and liability for employee taxes owed on their Individual Payment.

22. Circular 230 Disclaimer. EACH PARTY TO THIS SETTLEMENT AGREEMENT (FOR PURPOSES OF THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY TO THIS SETTLEMENT AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN “OTHER PARTY”) ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS SETTLEMENT AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISORS, IS OR WAS INTENDED TO BE, NOR WILL ANY SUCH COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY UPON HIS, HER, OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS SETTLEMENT AGREEMENT, (B) HAS NOT ENTERED INTO THIS SETTLEMENT AGREEMENT BASED UPON THE RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR DISCLOSURE BY ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR ADVISOR TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY’S OR ADVISOR’S TAX STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY THIS SETTLEMENT AGREEMENT.

23. Settlement Awards Do Not Trigger Additional Benefits. All payments made under the Settlement shall be deemed to be paid to the payee solely in the year in which such payments actually are issued to the payee. It is expressly understood and agreed that payments made under this Settlement shall not in any way entitle Plaintiff, Settlement Class Members, or any PAGA Employee to additional compensation or benefits under any new or additional compensation or benefits, or any bonus, contest, or other compensation or benefit plan or agreement in place during the Class Period, nor will it entitle Plaintiff, Settlement Class Members, or any PAGA Employee to any increased retirement, 401K benefits or matching benefits, or deferred compensation benefits (notwithstanding any contrary language or agreement in any benefit or compensation plan document that might have been in effect during the Class Period).

24. Duties of the Parties with Respect to Obtaining Preliminary Approval of the Settlement. Plaintiff will obtain a hearing date from the Court for Plaintiff's motion for preliminary approval of the Settlement, which Class Counsel will be responsible for drafting, and submit this Settlement Agreement to the Court in support of said motion. Class Counsel will provide Defendant's Counsel a draft of the preliminary approval motion before filing it with the Court. Defendant agrees not to oppose the motion for preliminary approval of the Settlement consistent with this Settlement Agreement. By way of said motion, Plaintiff will apply for the entry of the Preliminary Approval Order seeking the following:

- a. Conditionally certifying the Class for settlement purposes only;
- b. Granting Preliminary Approval of the Settlement;
- c. Preliminarily appointing Plaintiff as the representative of the Class;
- d. Preliminarily appointing Class Counsel as counsel for the Class;
- e. Approving as to form and content, the mutually-agreed upon and proposed Class Notice and directing its mailing by First Class U.S. Mail;
- f. Approving the manner and method for Class Members to request exclusion from or object to the Class Settlement as contained herein and within the Class Notice; and
- g. Scheduling a Final Approval Hearing at which the Court will determine whether Final Approval of the Settlement should be granted.

25. Notice of Settlement to the LWDA. Pursuant to California Labor Code § 2699(s)(2), Class Counsel shall notify the LWDA of the Settlement.

26. Delivery of Class List. Within fourteen (14) calendar days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator.

27. Notice by First-Class U.S. Mail.

a. Within ten (10) business days after receiving the Class List from Defendant, the Settlement Administrator will perform a search based on the National Change of Address Database or any other similar services available, such as provided by Experian, for information to update and correct for any known or identifiable address changes, and will mail a Class Notice in English and Spanish (in the form attached as **Exhibit A** to this Settlement Agreement) to all Class Members via First-Class U.S. Mail, using the most current, known mailing addresses identified by the Settlement Administrator.

b. Any Class Notice returned to the Settlement Administrator as undeliverable on or before the Response Deadline will be sent promptly via First-Class U.S. Mail to the forwarding address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on the Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly attempt to determine the correct address using a skip-trace or other search, using the name, address, and/or Social Security number of the Class Member, and perform a single re-mailing within five (5) calendar days.

c. Compliance with the procedures described herein above shall constitute due and sufficient notice to Class Members of the Settlement and shall satisfy the requirements of due process. Nothing else shall be required of or done by the Parties, Class Counsel, or Defendant's Counsel to provide notice of the Settlement.

28. Disputes Regarding Workweeks and/or Pay Periods. Class Members will have an opportunity to dispute the number of Workweeks and/or Pay Periods which have been credited to them, as reflected in their respective Class Notices, by submitting a timely and valid Dispute to the Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing envelope will be the exclusive means to determine whether a Dispute

has been timely submitted. Absent evidence rebutting the accuracy of Defendant's records and data as they pertain to the number of Workweeks and/or Pay Periods to be credited to a disputing Class Member, Defendant's records will be presumed to be correct and determinative of the dispute. However, if a Class Member produces information and/or documents to the contrary, the Settlement Administrator will evaluate the materials submitted by the Class Member and the Settlement Administrator will resolve and determine the number of eligible Workweeks and/or Pay Periods that the disputing Class Member should be credited with under the Settlement. The Settlement Administrator's decision on such disputes will be final and non-appealable.

29. Requesting Exclusion from the Class Settlement. Any Class Member wishing to be excluded from the Class Settlement must submit a timely and valid Request for Exclusion to the Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing envelope will be the exclusive means to determine whether a Request for Exclusion has been timely submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's Counsel the number of timely and valid Requests for Exclusion that are submitted, and also identify the individuals who have submitted a timely and valid Request for Exclusion in a declaration that is to be filed with the Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members to request exclusion from the Class Settlement. Any Class Member who submits a Request for Exclusion is prohibited from making any objection to the Class Settlement. Any Class Member who submits a timely and valid Request for Exclusion will not be bound by the Class Settlement and will not be issued an Individual Settlement Payment. Any Class Member who does not affirmatively request exclusion from the Class Settlement by submitting a timely and valid Request for Exclusion will be bound by all of the terms of the Class Settlement, including and not limited to those pertaining to the Released Class Claims, as well as any judgment that may be entered by the Court if it grants Final Approval to the Settlement. Notwithstanding the above, all PAGA Employees will be bound to the PAGA Settlement and will be issued their Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

30. Objecting to the Class Settlement. To object to the Class Settlement, Settlement Class

Members must submit a timely and complete Notice of Objection to the Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing envelope will be the exclusive means to determine whether a Notice of Objection has been timely submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's Counsel the number of Notices of Objection that are submitted (specifying which ones were timely and complete and which were not), and also attach them to a declaration that is to be filed with the Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Settlement Class Members to object to the Class Settlement or appeal from the Final Approval Order and Judgment. Settlement Class Members, individually or through counsel, may also present their objection orally at the Final Approval Hearing, regardless of whether they have submitted a Notice of Objection.

31. Reports by the Settlement Administrator. The Settlement Administrator shall provide weekly reports to counsel for the Parties providing: (a) the number of undeliverable and re-mailed Class Notices; (ii) the number of Class Members who have submitted Disputes; (iii) the number of Class Members who have submitted Requests for Exclusion; and (iv) the number of Settlement Class Members who have submitted Notices of Objection. Additionally, the Settlement Administrator will provide to counsel for the Parties any updated reports regarding the administration of the Settlement Agreement as needed or requested, and immediately notify the Parties when it receives a request from an individual or any other entity regarding inclusion in the Class and/or Settlement or regarding a Dispute.

32. Defendant's Right to Rescind. If more than ten percent (10%) of the Class Members submit timely and valid Requests for Exclusion, Defendant may elect to rescind the Settlement Agreement. Defendant must exercise this right of rescission in writing that is provided to Class Counsel within seven (7) calendar days of the Settlement Administrator notifying the Parties of the number of Class Members who have submitted timely and valid Requests for Exclusion following the Response Deadline. If Defendant exercises this option, Defendant shall pay any costs of settlement administration owed to the Settlement Administrator incurred up to that date.

33. Certification of Completion. Upon completion of administration of the Settlement, the

Settlement Administrator will provide a written declaration under oath to certify such completion to the Court and counsel for all Parties.

34. Duties of the Parties with Respect to Obtaining Final Approval of the Settlement. After the Response Deadline, a Final Approval Hearing will be conducted to determine whether Final Approval of the Settlement should be granted, along with the amounts properly payable for: (a) Individual Settlement Shares; (b) Individual PAGA Payments; (c) LWDA Payment; (d) Attorneys' Fees and Costs; (e) Enhancement Payment; and (f) Settlement Administration Costs. Plaintiff and Class Counsel will be responsible for drafting the motion seeking Final Approval of the Settlement. Class Counsel will provide Defendant's Counsel a draft of the final approval motion before filing it with the Court. By way of said motion, Plaintiff will apply for the entry of the Final Approval Order and Judgment, which will provide for, in substantial part, the following:

- a. Approval of the Settlement as fair, reasonable, and adequate, and directing consummation of its terms and provisions;
- b. Certification of the Settlement Class;
- c. Approval of the application for Attorneys' Fees and Costs to Class Counsel;
- d. Approval of the application for Enhancement Payment to Plaintiff;
- e. Directing Defendant to fund all amounts due under the Settlement Agreement and ordered by the Court; and
- f. Entering judgment in the Action, while maintaining continuing jurisdiction, in conformity with California Rules of Court 3.769 and the Settlement Agreement.

35. Funding of the Gross Settlement Amount. No later than fourteen (14) business days after the Effective Date, Defendant will deposit the Gross Settlement Amount and Employer Taxes into a Qualified Settlement Fund ("QSF") within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be established by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement Administrator to calculate necessary payroll taxes including its official name, 8-digit state unemployment insurance tax ID number, and other information requested by the Settlement Administrator, no later than five (5) business days after the Effective Date.

36. Distribution of the Gross Settlement Amount. Within five (5) business days of the funding of the Gross Settlement Amount, the Settlement Administrator will issue the Individual

1 Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees,
2 LWDA Payment to the LWDA, Enhancement Payment to Plaintiff, Attorneys' Fees and Costs to Class
3 Counsel, and Settlement Administration Costs to itself. The Settlement Administrator shall also set
4 aside the Employer Taxes and all employee-side payroll taxes, contributions, and withholding, and
5 timely forward these to the appropriate government authorities.

6 37. Settlement Checks. The Settlement Administrator will be responsible for undertaking
7 appropriate deductions, required tax reporting, and issuing the Individual Settlement Payments by way
8 of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the
9 PAGA Employees in accordance with this Settlement Agreement. When issuing payments, the
10 Settlement Administrator may combine the Individual Settlement Payment and Individual PAGA
11 Payment into one check if the intended recipient for both payments is one individual. Settlement Class
12 Members and PAGA Employees are not required to submit a claim to be issued an Individual
13 Settlement Payment and/or Individual PAGA Payment. Each Individual Settlement Payment and
14 Individual PAGA Payment check will be valid and negotiable for one hundred and twenty (120)
15 calendar days from the date the checks are issued, and thereafter, shall be canceled. For any checks
16 that remain uncashed or cancelled after the void date, or for any envelope that is returned and no
17 forwarding address can be located after reasonable efforts have been made, the Administrator shall
18 transmit the funds represented by such checks to the California Labor and Workforce Development
19 Agency in the name of the Class Member, thereby leaving no "undue residue" subject to California
20 Civil Procedure Code Section 384, as the entire Net Settlement Amount will be paid out to Settlement
21 Class Members, whether or not they cash their settlement checks. Therefore, Defendant will not be
22 required to pay any interest on such amounts. The Settlement Administrator shall undertake amended
23 and/or supplemental tax filings and reporting required under applicable local, state, and federal tax
24 laws that are necessitated due to the cancelation of any Individual Settlement Payment and/or
25 Individual PAGA Payment checks. Settlement Class Members whose Individual Settlement Payment
26 checks are canceled shall, nevertheless, be bound by the Class Settlement, and PAGA Employees
27 whose Individual PAGA Payment checks are canceled shall, nevertheless, be bound by the PAGA
28 Settlement.

38. Class Settlement Release. Upon the Effective Date and full funding of the Gross

Settlement Amount and Employer Taxes, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims. Class Members do not release any other claims, including for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, Social Security, workers' compensation, claims of the LWDA under PAGA, Labor Code section 2698, et seq., or claims based on facts occurring outside of the Class Period.

39. PAGA Settlement Release. Upon the Effective Date and full funding of the Gross Settlement Amount and Employer Taxes, Plaintiff, and the State of California with respect to all PAGA Employees, will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims. The Released PAGA Claims do not release any Aggrieved Employees' claims for wages or statutory penalties, and the Aggrieved Employees may not opt-out of the Released PAGA Claims.

40. Plaintiff's General Release. Upon the Effective Date and full funding of the Gross Settlement Amount and Employer Taxes, Plaintiff, individually and on his own behalf, will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties from any and all claims, debts, liabilities, demands, obligations, guarantees, costs, expenses, attorneys' fees, damages, or causes of action of any kind or nature whatsoever, known or unknown, suspected or unsuspected, asserted or unasserted, arising out of, relating to, or resulting from his employment and/or separation of employment with Defendant, which Plaintiff, at any time up until the execution of the Settlement Agreement, had or claimed to have or may have. It is agreed that this is a general release and is to be broadly construed as a release of all claims, provided that, notwithstanding the foregoing, this Paragraph expressly does not include a release of any claims that cannot be released hereunder by law. Any and all rights granted under any state or federal law or regulation limiting the effect of the Settlement Agreement, including the provisions of Section 1542 of the California Civil Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542 of the California Civil Code reads as follows:

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.

41. Final Approval Order and Judgment. The Parties shall provide the Settlement Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court, and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the Class will be required.

42. Continued Jurisdiction. After entry of the judgment pursuant to the Settlement, the Court will have continuing jurisdiction pursuant to Rule 3.769 of the California Rules of Court and Section 664.6 of the California Code of Civil Procedure, for purposes of addressing: (a) the interpretation and enforcement of the terms of the Settlement, (b) settlement administration matters, and (c) such post-judgment matters as may be appropriate under court rules or as set forth in this Settlement Agreement.

43. Effects of Termination or Rescission of Settlement. Termination or rescission of the Settlement Agreement shall have the following effects:

a. The Settlement Agreement shall be void and shall have no force or effect, and no Party shall be bound by any of its terms;

b. In the event the Settlement Agreement is terminated, Defendant shall have no obligation to make any payments to any Party, Class Member, or attorney, except that the terminating Party shall pay the Settlement Administrator for services rendered up to the date the Settlement Administrator is notified that the Settlement has been terminated;

c. The Preliminary Approval Order and Final Approval Order and Judgment, including any order certifying the Class, shall be vacated;

d. The Settlement Agreement and all negotiations, statements, and proceedings relating thereto shall be without prejudice to the rights of any of the Parties, all of whom shall be

restored to their respective positions in the Action prior to the execution of the Settlement Agreement;

e. Neither this Settlement Agreement, nor any ancillary documents, actions, statements, or filings in furtherance of the Settlement (including all matters associated with the mediation) shall be admissible or offered into evidence in the Action or any other action for any purpose whatsoever; and

f. Any documents generated to bring the Settlement into effect, will be null and void, and any order or judgment entered by the Court in furtherance of this Settlement Agreement will likewise be treated as void from the beginning.

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

45. Exhibits Incorporated by Reference. The terms of this Settlement include the terms set forth in any attached exhibits, which are incorporated by this reference as though fully set forth herein. Any exhibits to this Settlement Agreement are an integral part of the Settlement.

46. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the entirety of the Parties' agreement relating to the settlement and transaction completed thereby, and all prior or contemporaneous agreements, understandings, representations, and statements, whether oral or written and whether by a Party or such Party's legal counsel, are merged herein. No other prior or contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties expressly recognize California Civil Code Section 1625 and California Code of Civil Procedure Section 1856(a), which provide that a written agreement is to be construed according to its terms and may not be varied or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic oral or written representations or terms will modify, vary, or contradict the terms of this Settlement Agreement.

47. Interim Stay of Proceedings. The Parties agree to hold in abeyance all proceedings in the Action (including with respect to California Code of Civil Procedure Section 583.310), except such proceedings necessary to implement and complete this Settlement Agreement, pending the Final Approval Hearing to be conducted by the Court.

1 48. Amendment or Modification. Prior to the filing of the motion for preliminary approval
2 of the Settlement, the Parties may not amend or modify any provision of this Settlement Agreement
3 except by written agreement signed by counsel for all Parties. After the filing of the motion for
4 preliminary approval of the Settlement, the Parties may not amend or modify any provision of this
5 Settlement Agreement except by written agreement signed by counsel for all the Parties and subject
6 to Court approval. A waiver or amendment of any provision of this Settlement Agreement will not
7 constitute a waiver of any other provision.

8 49. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
9 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
10 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
11 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
12 effectuate the terms of this Settlement Agreement. The Parties warrant that they understand and have
13 full authority to enter into this Settlement Agreement, and further intend that this Settlement
14 Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible
15 and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation
16 confidentiality provisions that otherwise might apply under state or federal law.

17 50. Signatories. It is agreed that because the members of the Class are so numerous, it is
18 impossible or impractical to have each Settlement Class Member or PAGA Employee execute this
19 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
20 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
21 as to the PAGA Employees, and the releases provided for by this Settlement Agreement shall have
22 the same force and effect as if this Settlement Agreement were executed by each Settlement Class
23 Member and PAGA Employee.

24 51. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
25 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

26 52. California Law Governs. All terms of this Settlement Agreement and attached exhibits
27 hereto will be governed by and interpreted according to the laws of the State of California.

28 53. Execution and Counterparts. This Settlement Agreement is subject only to the
execution of all Parties. However, this Settlement Agreement may be executed in one or more
counterparts. All executed counterparts and each of them, including facsimile, electronic, and scanned

1 copies of the signature page, will be deemed to be one and the same instrument.

2 54. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
3 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
4 this Settlement after arm's length negotiations and in the context of adversarial litigation, taking into
5 account all relevant factors, present and potential. The Parties further acknowledge that they are each
6 represented by competent counsel and that they have had an opportunity to consult with their counsel
7 regarding the fairness and reasonableness of this Settlement Agreement. In addition, if necessary to
8 obtain approval of the Settlement, the Mediator may execute a declaration supporting the Settlement
9 and the reasonableness of the Settlement and the Court may, in its discretion, contact the Mediator to
10 discuss the Settlement and whether or not the Settlement is objectively fair and reasonable.

11 55. Invalidity of Any Provision. Before declaring any provision of this Settlement
12 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
13 possible consistent with applicable precedents so as to define all provisions of this Settlement
14 Agreement valid and enforceable.

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

20 57. Plaintiff's Cooperation. Plaintiff agrees to sign this Settlement Agreement and, by
21 signing this Settlement Agreement, is hereby bound by the terms herein and agrees to fully cooperate
22 to implement the Settlement.

23 58. Non-Admission of Liability. The Parties enter into this Settlement Agreement to
24 resolve the dispute that has arisen between them and to avoid the burden, expense, and risk of
25 continued litigation. In entering into this Settlement Agreement, Defendant does not admit, and
26 specifically denies, it has violated any federal, state, or local law; violated any regulations or guidelines
27 promulgated pursuant to any statute or any other applicable laws, regulations, or legal requirements;
28 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception;

1 or engaged in any other unlawful conduct with respect to its employees. Neither this Settlement
2 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be
3 construed as an admission or concession by Defendant of any such violations or failures to comply
4 with any applicable law. Except as necessary in a proceeding to enforce the terms of this Settlement
5 Agreement, this Settlement Agreement and its terms and provisions shall not be offered or received
6 as evidence in any action or proceeding to establish any liability or admission on the part of Defendant
7 or to establish the existence of any condition constituting a violation of, or a non-compliance with,
8 federal, state, local, or other applicable law.

9 59. Captions. The captions and paragraph numbers in this Settlement Agreement are
10 inserted for the reader's convenience, and in no way define, limit, construe, or describe the scope or
11 intent of the provisions of this Settlement Agreement.

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

18 61. Representation By Counsel. The Parties acknowledge that they have been represented
19 by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and
20 that this Settlement Agreement has been executed with the consent and advice of counsel, and
21 reviewed in full.

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

24 63. Notices. All notices, demands, and other communications to be provided concerning
25 the Settlement Agreement shall be in writing and deemed to have been duly given as of the third
26 business day after mailing by First Class U.S. Mail, or the day sent by email or messenger, addressed
27 as follows:
28

To Plaintiff and Class Counsel:

Jonathan M. Genish

jgenish@blackstonepc.com

Karen Gold

kgold@blackstonepc.com

Noam Reiffman

nreiffman@blackstonepc.com

Marissa Mayhood

mmayhood@blackstonepc.com

Sara Pezeshkpour

spezeshkpour@blackstonepc.com

Annabel Blanchard

ablanchard@blackstonepc.com

BLACKSTONE LAW, APC

8383 Wilshire Boulevard, Suite 745

Beverly Hills, California 90211

Tel: (310) 622-4278 / Fax: (855) 786-6356

To Defendant:

GORDON REES SCULLY MANSUKHANI, LLP

Dina Glucksman (SBN 245646)

dglucksman@grsm.com

Emilie Maclean (SBN 349539)

emaclean@grsm.com

633 West Fifth Street, 52nd Floor

Los Angeles, California 90071

Tel; (213) 576-5000; Fax: (213) 680-4470

64. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

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IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint Stipulation of Class Action and PAGA Settlement between Plaintiff and Defendant:

IT IS SO AGREED.

APPROVED AS TO FORM AND CONTENT:

PLAINTIFF TED T. PHILLIPS

Dated: _____

Plaintiff, Ted T. Phillips

DEFENDANT PROFESSIONAL PLASTICS, INC.

Dated: July 16, 2026

Signed by:

368ABF3710F949D...

Full Name: Jonathan Gulsvig

Title: General Counsel on behalf of PP
On behalf of Defendant, Professional Plastics, Inc.

APPROVED AS TO FORM ONLY:

Dated: _____

BLACKSTONE LAW, APC

By: Karen Gold
Annabel Blanchard
Attorneys for Plaintiff,
Ted T. Phillips

Dated: July 17, 2026

**GORDON & REES, SCULLY
MANSUKHANI, LLP**


By:
Dina Glucksman
Emilie MacLean

Attorneys for Defendant,
PROFESSIONAL PLASTICS, INC.

1 **IN WITNESS WHEREOF**, the Parties hereto knowingly and voluntarily executed this Joint
2 Stipulation of Class Action and PAGA Settlement between Plaintiff and Defendant:

3 **IT IS SO AGREED.**

4
5 **APPROVED AS TO FORM AND CONTENT:**

6 **PLAINTIFF TED T. PHILLIPS**

7 *Ted T Phillips*

8 Dated: 07/22/2026

Plaintiff, Ted T. Phillips

9
10 **DEFENDANT PROFESSIONAL PLASTICS, INC.**

11 Dated: _____

12 Full Name: _____

13 Title: _____
14 On behalf of Defendant, Professional Plastics,
15 Inc.

16 **APPROVED AS TO FORM ONLY:**

17 Dated: 07/23/2026

18 **BLACKSTONE LAW, APC**

19 *Annabel Blanchard*

20 By: Karen Gold
Annabel Blanchard

21 *Attorneys for Plaintiff,*
Ted T. Phillips

22 Dated: _____

23 **GORDON & REES, SCULLY**
24 **MANSUKHANI, LLP**

25 By: _____
26 Dina Glucksman
Emilie MacLean

27 *Attorneys for Defendant,*
28 PROFESSIONAL PLASTICS, INC.

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Ted Phillips v. Professional Plastics, Inc. **Superior Court of California for the County of Alameda, Case No. 25CV116316**

PLEASE READ THIS CLASS NOTICE CAREFULLY.

You have received this Class Notice because Defendant's records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Class Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks and/or Pay Periods that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Ted T. Phillips ("Plaintiff") and Defendant Professional Plastics, Inc. ("Defendant") (Plaintiff and Defendant are collectively referred to as the "Parties") in the case entitled *Ted T. Phillips v. Professional Plastics, Inc.*, Alameda County Superior Court, Case No. 25CV116316 ("Action"), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

"Class" or "Class Member(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period.

"Class Period" means the period from March 21, 2021 through May 25, 2026.

"Class Settlement" means the settlement and resolution of all Released Class Claims.

"PAGA Employee(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period.

"PAGA Period" means the period from March 20, 2024 through May 25, 2026.

"PAGA Settlement" means the settlement and resolution of all Released PAGA Claims.

II. BACKGROUND OF THE ACTION

On March 20, 2025, Plaintiff provided written notice to the California Labor and Workforce Development Agency ("LWDA") and Defendant of the specific provisions of the California Labor Code that Plaintiff contends were violated ("PAGA Letter"). On March 21, 2025, Plaintiff commenced a putative class action lawsuit by filing a Class Action Complaint in the Action. On May 27, 2025, Plaintiff filed a First Amended Class and Representative Action Complaint. ("Operative Complaint") in the Action.

Plaintiff contends that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during employment and upon termination of employment and associated waiting-time penalties, provide accurate wage statements, and reimburse business expenses, and thereby engaged in unfair business practices in violation of the California Business and Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq.* ("PAGA"). Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant denies all of the allegations in the Action or that it violated any law.

The Parties participated in mediation with a respected class action mediator, and as a result, the Parties reached a settlement.

The Parties have since entered into a Joint Stipulation of Class Action and PAGA Settlement (“Settlement” or “Settlement Agreement”).

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed Apex Class Action Administration as the administrator of the Settlement (“Settlement Administrator”), Plaintiff Ted T. Phillipst as representative of the Class (“Class Representative”), and the following Plaintiff’s attorneys as counsel for the Class (“Class Counsel”):

Jonathan M. Genish
Karen I. Gold
Noam Reiffman
Marissa Mayhood
Sara Pezeshkpour
Annabel Blanchard
Blackstone Law, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks and/or Pay Periods credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Employee, you do not need to take any action to receive an Individual PAGA Payment; you will not have the opportunity to object or seek exclusion from the PAGA Settlement and all PAGA Employees will be bound to the PAGA Settlement if the Court grants final approval of the Settlement.

The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Action have merit or that Defendant has any liability to Plaintiff, Class Members, or PAGA Employees. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, the State of California, and PAGA Employees.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The total gross settlement amount is Six Hundred Fifteen Thousand Dollars (\$615,000) (the “Gross Settlement Amount”). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the “Net Settlement Amount.” The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys’ fees, in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$215,250), and reimbursement of litigation costs and expenses, in an amount not to exceed thirty thousand dollars (\$30,000) to Class Counsel; (2) Enhancement Payment in an amount not to exceed ten thousand dollars (\$10,000) to Plaintiff for his services in the Action; (3) the amount of thirty thousand dollars (\$30,000) allocated toward civil penalties under the Private Attorneys General Act (“PAGA Amount”), of which the LWDA will be paid 65% (\$19,500) (“LWDA Payment”) and the remaining 35% (\$10,500) will be distributed to PAGA Employees (“PAGA Employee Amount”); and (4) Settlement Administration Costs in an amount not to exceed eight thousand five hundred dollars (\$8,500) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount (“Individual Settlement Share”) based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period (“Workweeks”). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the “Estimated Workweek Value,” and multiplied each Class Member’s individual Workweeks by the Estimated Workweek Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion

("Settlement Class Members") will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as fifteen percent (15%) as wages, which will be reported on an IRS Form W-2, and eighty-five percent (85%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee's share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member ("Individual Settlement Payment"). The employer's share of taxes and contributions in connection with the wages portion of Individual Settlement Shares ("Employer Taxes") will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Employees are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the PAGA Employee Amount ("Individual PAGA Payment") based on the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period ("Pay Periods"). The Settlement Administrator had divided the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the Pay Periods of all PAGA Employees to yield the "PAGA Pay Period Value," and multiplied each PAGA Employee's individual Pay Periods by the Pay Period Value to yield each PAGA Employee's Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, will not be subject to taxes or withholdings, and will be reported on IRS Form 1099 (if applicable).

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

B. Your Workweeks and Pay Periods (if applicable) Based on Defendant's Records

According to Defendant's records:

- From [redacted] through [redacted] (i.e., the Class Period), you are credited as having worked [redacted] Workweeks.
- From [redacted] through [redacted] (i.e., the PAGA Period), you are credited as having worked [redacted] Pay Periods.

If you wish to dispute the Workweeks and/or Pay Periods credited to you, you must submit your dispute in writing to the Settlement Administrator ("Dispute"). The Dispute must: (a) contain the case name and number of the Action (*Phillips v. Professional Plastics*, Case No. 25CV116316); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks and/or Pay Periods credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before [Response Deadline]**.

C. Your Estimated Individual Settlement Share and Individual PAGA Payment (if applicable)

As explained above, your estimated Individual Settlement Share and Individual PAGA Payment (if applicable) is based on the number of Workweeks and Pay Periods (if applicable) credited to you.

Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$ [redacted]. The Individual Settlement Share is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$ [redacted] and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

The settlement approval process may take multiple months. Your Individual Settlement Share and Individual PAGA Payment (if applicable) reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and

Individual PAGA Payment (if applicable) may be higher or lower.

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount and Employer Taxes, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims.

Upon the Effective Date and full funding of the Gross Settlement Amount and Employer Taxes, Plaintiff, the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims.

“Released Class Claims” means any and all claims which were alleged or which could have been reasonably alleged based on the factual allegations in the Operative Complaint, arising during the Class Period, which shall specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide accurate wage statements, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1194, 1197, 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, and California Business and Professions Code sections 17200, *et seq.*

“Released PAGA Claims” means any and all claims arising from any of the factual allegations in the PAGA Letter, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which shall specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide compliant wage statements, maintain complete and accurate payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order.

“Released Parties” means Defendant and its current and former officers, directors, members, insurers, shareholders, subsidiaries, affiliates, predecessors, successors, and assigns.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$215,250) and reimbursement of litigation costs and expenses in an amount not to exceed thirty thousand dollars (\$30,000) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. The Attorneys’ Fees and Costs granted by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of Plaintiff, Class Members, and PAGA Employees on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

F. Enhancement Payment to Plaintiff

Plaintiff will seek the amount of ten thousand dollars (\$10,000) (“Enhancement Payment”), in recognition of his services in connection with the Action. The Enhancement Payment will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, it will be paid to Plaintiff in addition to his Individual Settlement Payment and Individual PAGA Payment that he is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed eight thousand five hundred dollars (\$8,500) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and Disputes, calculating Individual Settlement Shares, Individual Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement and if the Court grants final approval of the Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released Class Claims against the Released Parties as described in Section III.D above.

If you are a PAGA Employee and the Court grants final approval of the Settlement, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims against the Released Parties as described in Section III.D above.

As a Class Member and PAGA Employee (if applicable), you will not be separately responsible for the payment of attorney's fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney's fees and expenses.

B. Request Exclusion from the Class Settlement

Class Members may request to be excluded from the Class Settlement by submitting a letter ("Request for Exclusion") to the Settlement Administrator, at the following address:

[Settlement Administrator]

[Mailing Address]

A Request for Exclusion must: (a) contain the case name and number of the Action (*Phillips v. Professional Plastics*, Case No. 25CV116316); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) clearly state that you do not wish to be included in the Class Settlement; and (d) be returned by mail to the Settlement Administrator at the specified address above, postmarked **on or before** [Response Deadline].

If the Court grants final approval of the Settlement, any Class Member who submits a timely and valid Request for Exclusion will not be issued an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid Request for Exclusion will be deemed Settlement Class Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. PAGA Employees will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

C. Object to the Class Settlement

You can object to the Class Settlement as long as you have not submitted a Request for Exclusion by submitting a written objection ("Notice of Objection") to the Settlement Administrator.

The Notice of Objection must: (a) contain the case name and number of the Action (*Phillips v. Professional Plastics*, Case No. 25CV116316); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B above, postmarked **on or before** [Response Deadline].

You may also appear at the Final Approval Hearing and present your objection orally, regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department 21 of the Alameda County Superior Court, located at 1221 Oak Street, Oakland, California 94612, on [date], at [time], to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys' Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, and Settlement Administration Costs to the Settlement Administrator.

The Final Approval Hearing may be continued without further notice to the Class Members and PAGA Employees. It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You may view the Settlement Agreement and other documents filed in the Action by logging into the Court's online system and entering the case number in the search.

You may also visit the Settlement Administrator's website at [redacted] for key documents in the Action.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: [INSERT], OR YOU MAY ALSO CONTACT CLASS COUNSEL.

EXHIBIT 4



Outlook

Thank you for your Proposed Settlement Submission

From no-reply@formassembly.com <no-reply@formassembly.com>**Date** Wed 9/16/2026 5:08 PM**To** Bany Funez <bfunez@blackstonepc.com>

[External Email].

09/16/2026 05:08:28 PM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Proposed Settlement

On 09/16/2026 05:08:28 PM your Proposed Settlement was successfully processed for case number LWDA-CM-1087451-25

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.DIR PAGA Unit on behalf of
Labor and Workforce Development AgencyWebsite: <http://labor.ca.gov/Private Attorneys General Act.htm>