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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

JAMES BONO, individually, on a representative basis, and on behalf of all others similarly situated; Plaintiff, vs. MIZKAN AMERICA PARTNERS, INC., a California Corporation; and DOES 1 through 20, inclusive; Defendants.	Case No.: CIVSB2515554 *[Assigned to Hon. Nicole Quintana Winter, Dept S29, for all purposes]* **DECLARATION OF MAYRA GONZALEZ ON BEHALF OF PHOENIX SETTLEMENT ADMINISTRATORS REGARDING NOTICE AND SETTLEMENT ADMINISTRATION**

DECLARATION OF MAYRA GONZALEZ

I, Mayra Gonzalez declare as follows:

1. I am a Case Manager at Phoenix Settlement Administrators ("Phoenix"), the Court-appointed Class Action Settlement Administrator for *Bono v. Mizkan America Partners, Inc.* (the "Action"). I have personal knowledge of the facts stated herein and, if called upon to testify, I could and would testify competently to such facts.

2. Phoenix was selected by the Parties to provide notice of the Settlement and perform class administration duties in this Action. Pursuant to the Class Action and PAGA Settlement Agreement and Release of Claims ("Settlement Agreement" or "Settlement") for this matter, Phoenix was responsible for: (i) preparing, translating, printing, and mailing the *Court Approved Notice of Class Action Settlement* ("Notice"); (ii) responding to inquiries from Class Members; (iii) calculating the number of weeks each Class Member worked during the period from May 27, 2021 to May 19, 2026 ("Class Period") and the number of weeks that each Aggrieved Employee worked during the time period from May 27, 2024, to May 19, 2026 ("PAGA Period"); (iv) determining the validity of letters indicating a request to be excluded from the Class Settlement ("Requests for Exclusion"), written objections to the Class Settlement ("Objections"), and/or dispute regarding the number of Workweeks submitted by Class Members; (v) calculating the Net Settlement Amount and the Individual Settlement Shares to Class Members; (vi) calculating and issuing the Individual Settlement Payments and distributing them to Settlement Class Members and Individual PAGA Payments to Aggrieved Employees; (vii) issuing the payment to Class Counsel for attorneys' fees and costs, the Enhancement Payment to Plaintiff, and the employer/employee payroll taxes to the appropriate taxing authorities; and (viii) such other tasks as set forth in the Settlement Agreement or as the Parties mutually agree or as the Court orders.

3. On July 20, 2026, Phoenix received a data file from Defense Counsel that contained names, last known mailing addresses, Social Security numbers, and workweeks for each Class Member ("Class List") during the Class Period. The final mailing list contained seven hundred sixty-six (766) individuals identified as Class Members.

4. On August 2, 2026, Phoenix conducted a National Change of Address ("NCOA") search in an attempt to update the class list of addresses as accurately as possible. A search of this database provides updated addresses for any individual who has moved in the previous four (4) years and notified the U.S. Postal Service of their change of address.

5. On August 10, 2026, Phoenix mailed the Notice via U.S. first class mail, in English and Spanish, to all seven hundred sixty-six (766) Class Members on the Class List. A true and correct copy of the mailed Notice is attached hereto as **Exhibit A**.

6. As of the date of this declaration, zero (0) Notices have been returned to Phoenix.

7. As of the date of this declaration, Phoenix has received zero (0) Request for Exclusion from Class Members. The deadline to request exclusion from the Class Settlement was September 9, 2026.

8. As of the date of this declaration, Phoenix has received zero (0) Notices of Objection from Class Members. The deadline for objecting to the Class Settlement was September 9, 2026.

9. As of the date of this declaration, Phoenix has received zero (0) Workweek disputes from Class Members. The deadline for submitting a dispute was September 9, 2026.

10. There are seven hundred sixty-six (766) Class Members who did not submit timely and valid Requests for Exclusion and are therefore deemed Settlement Class Members, representing 100% of the Class. Settlement Class Members have worked a collective total of twenty-eight thousand, one hundred seventy-two (28,172) Workweeks during the Class Period, consisting of twenty thousand seven hundred sixty-nine (20,769) Direct Hires Workweeks and seven thousand four hundred three (7,403) Staffed Employee Workweeks. The Direct Hire Workweeks are valued at approximately $19.64 per Workweek, while the Staffed Employee Workweeks are valued at approximately $6.89 per Workweek.

11. The Escalator Clause of the Settlement Agreement provides that, if the actual number of Workweeks exceeds the agreed-upon cap of thirty thousand eight hundred (30,800) Workweeks, the Gross Settlement Amount shall be increased on a pro rata basis for each Workweek above the cap, or the end date of the Class Period shall be adjusted until the applicable threshold is reached.

The total number of Workweeks during the Class Period was twenty-eight thousand one hundred seventy-two (28,172). Because the total number of Workweeks did not exceed this threshold, the Escalator Clause was not triggered.

12. The estimated Net Settlement Amount of $458,893.72 available to pay Settlement Class Members was determined by subtracting the requested Class Counsel attorneys' fees ($264,500.00), and Class Counsel costs ($26,106.28), requested Enhancement Payment to Plaintiff Bono ($10,000.00), the PAGA Amount ($20,000.00), and the requested Settlement Administration Costs ($14,000.00) from the Gross Settlement Amount ($793,500.00).

13. Based upon the calculations stipulated in the Settlement, the highest estimated Individual Settlement Share to be paid is approximately $5,126.07, the lowest estimated Individual Settlement Share to be paid is approximately $6.89, while the average estimated Individual Settlement Share to be paid is approximately $599.08. Settlement Class Members will be issued payment of their Individual Settlement Shares subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share (the net payment is their "Individual Settlement Payment").

14. Additionally, $20,000.00 of the Gross Settlement Amount has been allocated toward penalties under the Private Attorneys General Act ("PAGA Amount"), of which 65%, or $13,000.00, shall be paid to the Labor and Workforce Development Agency ("LWDA"), and 35%, or $7,000.00, of which shall be paid to all current and former hourly non-exempt individuals who are or were employed by Defendant during the PAGA Period. There are three hundred fifty-six (356) Aggrieved Employees who worked a total of eleven thousand three hundred thirty-two (11,332) weeks during the PAGA Period. The highest Individual PAGA Payment to be paid is approximately $64.86, the lowest Individual PAGA Payment to be paid is approximately $0.62, and the average Individual PAGA Payment to be paid is approximately $19.66.

15. Pursuant to the Settlement, Defendant has agreed to fund the employer-side taxes due separately and apart from the Gross Settlement Amount.

16. Phoenix's costs associated with the administration of this matter are $14,000.00. This includes all costs incurred to date, as well as estimated costs involved in completing the settlement distribution. A true and correct copy of the invoice from Phoenix is attached hereto as **Exhibit B**.

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

Executed this 28th day of October 2026, at Orange, California.

Mayra Gonzalez

MAYRA GONZALEZ

Exhibit A

«PSA_ID»
«Pre_Sort_Tray_ID»
«Pre_Sort_Order»

COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT

Bono v. Mizkan America Partners, Inc.

(San Bernardino County Superior Court, Case No. CIVSB2515554)

The San Bernardino County Superior Court authorized this Notice. Read it carefully!

It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.

You may be eligible to receive money from an employee class action lawsuit filed by James Bono ("Plaintiff" or "Class Representative") against Defendant Mizkan America Partners, Inc. ("Defendant") (Plaintiff and Defendant shall be collectively referred to as the "Parties") for alleged violations of the California Labor Code (the "Action").

Plaintiff brought the Action on behalf of the "Class Members," defined to include two distinct groups of workers: (1) the "Direct Hires", which means all individuals who were nonexempt employees hired directly by Defendant and employed to work for Defendant in California during the "Class Period" (which Class Period is May 27, 2021, through May 19, 2026), and (2) the "Staffed Employees", which means all individuals who were nonexempt employees employed by the Relevant Staffing Agencies and assigned to work at Defendant's facilities in California during the Class Period.

The Action seeks payment of (1) unpaid wages, statutory damages and penalties, interest and attorneys' fees on behalf of all Class Members during the Class Period, and (2) penalties under the California Private Attorneys General Act ("PAGA") on behalf of all Aggrieved Employees, who are defined as "all Direct Hires and Staffed Employees who worked at Defendant's locations in California during the PAGA Period" (which PAGA Period is May 27, 2024, through May 19, 2026).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendant to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring Defendant to fund Individual PAGA Payments to Aggrieved Employees and pay penalties to the California Labor and Workforce Development Agency ("LWDA"). Based on Defendant's records, and the Parties' current assumptions, your Individual Class and PAGA Payments are shown in the charts below, along with the applicable data points from which these estimates are derived.

«First_Name» «Last_Name» «PSA_ID»

Calculations and Data Points for Estimated Payments			
Direct Hire **Workweeks during Class Period**	«Direct_»	***Estimated*** **Individual Class Payment**	«ESA_Before_Paga»
Staffed Employee **Workweeks during Class Period**	«Temp»		
Workweeks during PAGA Period	«PAGA_Work_Weeks»	***Estimated*** **Individual PAGA Payment**	«PAGA_Amount»

Please note that the actual amount you receive may be different from the above and will depend on several factors. (If no amount is stated as an estimated Individual PAGA Payment, then according to Defendant's records, you are not eligible for an Individual PAGA Payment under the Settlement because you didn't work for Defendant in California during the PAGA Period.) If you believe that you worked a different number of weeks during the time periods than are shown in the chart above, you can submit a challenge by September 9, 2026 ("**Response Deadline**"). See **Section 4** of this Notice.

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

If you worked for Defendant in California during the Class Period and/or the PAGA Period, you have a few options as shown in the Chart below:

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING AND RECEIVE A SETTLEMENT PAYMENT	If you want to receive your full settlement payment, then no further action is required on your part. You will automatically receive a settlement payment if the Settlement receives final approval by the Court. You will be bound by the terms of the Settlement Agreement and will give up your right to sue on the Released Class Claims described in **Section 3**.
EXCLUDE YOURSELF	If you do not wish to participate in the settlement of the Class Claims, you may "opt-out" of the settlement of the Class Claims. If you choose to opt-out, you must submit a Request for Exclusion by September 9, 2026 (see **Section 6** for more details on how to opt-out). If you opt-out, you will no longer be a Class Member, and you will (1) not receive an Individual Class Payment, but you will preserve your right to pursue the Released Class Claims described below subject to applicable statutes of limitations, and (2) be barred from filing an objection to the settlement. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims. See **Section 6** of this Notice.
OBJECT	If you decide to object to the settlement with respect to the Class Claims because you find it unfair or unreasonable, you must submit an Objection stating why you object to the settlement by September 9, 2026 (see **Section 7** for more details on how to object).
DISPUTE THE NUMBER OF WEEKS WORKED	If you believe the number of Workweeks that you were credited with working in the chart above is incorrect, you may submit a written dispute to the Administrator (see **Section 4** for more details on how to submit a dispute). Defendant's records will be presumed correct, but you may provide evidence to the Administrator showing how many Work Weeks you believe you should be credited.

YOU MAY ATTEND THE FINAL APPROVAL HEARING, BUT IT'S NOT REQUIRED	
DATE: NOVEMBER 30, 2026 **TIME: 9:00 A.M.**	At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. See **Section 8** of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former employee of Defendant. The Action accuses Defendant of violating California labor laws by failing to pay minimum and overtime wages, failure to provide meal and rest breaks, failure to reimburse business expenses, failure to pay vested vacation, failure to timely pay wages upon separation of employment, and failure to provide accurate itemized wage statements. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under PAGA.

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

Both Parties are represented by attorneys in the Action. See Section 9 below for their contact information.

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

So far, the Court has made no determination whether Defendant or Plaintiff are correct on the merits. In the meantime, the Parties engaged with an experienced, neutral mediator in an effort to resolve the Action by negotiating to end the case by agreement (*i.e.,* settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement"), Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court's Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims.

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

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

1. Defendant Will Pay $793,500 as the "Settlement Amount." Defendant has agreed to pay a total Settlement Amount of $793,500 and will deposit the Settlement Amount into an account controlled by the Administrator. The Administrator will use the Settlement Amount to pay the Individual Class Payments, Individual PAGA Payments, Class Representatives' Service Payments, Class Counsel's attorney's fees and expenses, the Administrator's Costs, and PAGA Penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Defendant will fund the Settlement Amount within thirty (30) days after the Judgment entered by the Court becomes final. The Judgment will be final on the date the Court enters Judgment, or a later date if the Judgment is appealed.

2. Court Approved Deductions from Settlement Amount. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:

A. Up to one-third of the Settlement Amount to Class Counsel for attorneys' fees ($264,500) and up to $30,000 for their litigation expenses. To date, Class Counsel assert that they have invested many hundreds of hours into the case and incurred expenses on the Action without payment.

B. Service Payment for litigating the Action, working with Class Counsel, and representing the Class, in an amount up to $10,000 for Plaintiff.

C. $14,000 to the Settlement Administrator for services administering the Settlement.

D. Up to $20,000 for PAGA Penalties, allocated 65% to the LWDA PAGA Payment and 35% in Individual PAGA Payments to the Aggrieved Employees based on their share of Weeks Worked during the PAGA Period.

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

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the remainder (the "Net Settlement Amount") by making Individual Class Payments to Participating Class Members based on their pro rata share of total Weeks Worked during the Class Period.

4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of one-third of each Individual Class Payment to taxable wages ("Wage Portion") and two-thirds to penalties and interest ("Non-Wage Portion"). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay employer-side payroll taxes on the Wage Portion. The Individual PAGA Payments are counted as penalties, not wages, for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

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

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

6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Settlement, unless you opt-out of the Settlement no later than the Response Deadline. See Section 6 of this Notice for details on how to Opt-Out.

7. The Proposed Settlement Will be Void If the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendant have agreed that, in either case, the Settlement will be void: Defendant would thus not pay any money and Class Members would not release any claims against Defendant.

8. Settlement Administrator. The Court has appointed a neutral company, Phoenix Settlement Administrators (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Settlement Administrator will also decide any Disputes over weeks worked, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Settlement Administrator's contact information is contained in Section 9 of this Notice.

9. Participating Class Members' Release. After the Judgment is final and Defendant has fully funded the Settlement Amount and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or related entities for claims based on the facts alleged in

the Action for the duration of the Class Period and PAGA Period, which are resolved by this Settlement.

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

All Participating Class Members release the "Released Parties" (which includes Defendant Mizkan America Partners, Inc., along with its related entities Mizkan America, Inc., Mizkan America Holdings, Inc., Mizkan Holdings Co., Ltd., insurers, and all of Defendant's past, present, and future direct or indirect parents, subsidiaries, affiliates, divisions, brand entities, operating companies, holding companies, internal affairs entities, successors, assigns, insurers, benefit plans, and related entities worldwide, whether or not specifically named, as well as Relevant Staffing Agencies, with the "Relevant Staffing Agencies" defined to include the following staffing agency entities: One Source 4 Labor (OS4 Labor, LLC), Priority Workforce, Inc., Supreme HR Service LLC, United Staffing Associates, LLC, AppleOne Employment Services, Inc., and San Gabriel Temporary Staffing Services, LLC dba LaborMax Staffing) from all claims alleged in the Complaint, or those that reasonably could have been alleged based upon the facts stated in the Complaint, including the following causes of action and all statutory support thereof: (1) failure to pay minimum wages, (2) failure to pay overtime wages, (3) failure to provide meal periods, (4) failure to provide rest breaks, (5) failure to reimburse business expenses, (6) failure to pay vested vacation, (7) failure to timely pay final wages, (8) failure to provide accurate itemized wage statements, and (9) unfair and unlawful competition (the "Released Class Claims"). Additionally, the "Released Class Claims" expressly excludes all claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, claims while classified as exempt, and claims outside of the Class Period.

10. Release of Released PAGA Claims. After the Court's judgment is final, and Defendant has paid the Settlement Amount and separately paid the employer-side payroll taxes, all Aggrieved Employees shall release the Released Parties of the PAGA claims alleged in the Complaint, or that reasonably could have been alleged based on the facts stated in the Complaint and in the relevant LWDA notice letters, including all PAGA claims seeking civil penalties premised upon: (1) failure to pay minimum wages, (2) failure to pay overtime wages, (3) failure to provide meal periods, (4) failure to provide rest breaks, (5) failure to reimburse business expenses, (6) failure to pay vested vacation, (7) failure to timely pay final wages, (8) failure to provide accurate itemized wage statements, and (9) all other claims for civil penalties recoverable under the Private Attorneys General Act, Labor Code §§ 2698 et seq. based on the facts or claims alleged in the LWDA notice letters and Complaint. The time period governing the Released PAGA Claims shall be the PAGA Period.

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

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by: (A) multiplying each Participating Class Members' Direct Hire Workweeks by the Direct Hire Workweek Rate, (B) multiplying each Participating Class Members' Staffed Employee Workweeks by the Staffed Employee Workweek Rate, and then (C) adding those two numbers together to determine the Individual Class Payment.

2. Individual PAGA Payments. The Settlement Administrator will calculate Individual PAGA Payments by (a) dividing $7,000 by the total number of Weeks Worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by the number of Weeks Worked by each individual Aggrieved Employee during the PAGA Period.

3. Disputing Weeks Worked. The number of weeks you worked during the Class Period and PAGA Period, as recorded in Defendant's records, are stated in the tables on page 1 of this Notice. You have until September 9, 2026 ("Response Deadline") to dispute the number of Workweeks credited to you by timely submitting evidence to the Settlement Administrator. Section 9 of this Notice has the Administrator's contact information.

You need to support your dispute by sending copies of pay stubs or other records. Unless copies of records containing contrary information are timely received and then accepted by the Administrator, it will accept Defendant's calculation of weeks worked based on Defendant's records as accurate. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve challenges based on your submission and on input from Class Counsel and Defendant's Counsel. The Administrator's decision is final, barring intervention from the Court as to any workweek challenge. You can't appeal or otherwise challenge the final decision.

5. HOW WILL I GET PAID?

1. Participating Class Members and Aggrieved Employees. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (which includes every Class Member who does not opt-out) and Aggrieved Employee. The single check will combine the Individual Class Payment and the Individual PAGA Payment.

2. Aggrieved Employees Only. If you opted out of the Class settlement, but qualify as an Aggrieved Employee, then the Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee, including those who opt out of the Class Settlement.

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

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

You will be treated as a Participating Class Member, participating fully in the Settlement, unless you opt-out of the Settlement, not later than the Response Deadline.

If you **do not** wish to take part in the release of the Class Claims in the Settlement, you may exclude yourself by sending to the Administrator a "Request for Exclusion" letter/card postmarked no later than September 9, 2026, with your full name, address, telephone number, last four digits of your social security number or your date of birth, and signature. The Request for Exclusion should state:

"I WISH TO BE EXCLUDED FROM THE CLASS IN THE *BONO V. MIZKAN AMERICA* LAWSUIT, SAN BERNARDINO COUNTY SUPERIOR COURT CASE NO. CIVSB2515554. I UNDERSTAND THAT IF I ASK TO BE EXCLUDED FROM THE SETTLEMENT, I WILL NOT RECEIVE MY INDIVIDUAL CLASS PAYMENT FROM THIS LAWSUIT."

Any person who submits a timely Request for Exclusion from the Class Claims (1) will not have any rights under this Settlement, including the right to object, appeal or comment on the Settlement; (2) will not be entitled to receive an Individual Class Payment; (3) will preserve the right to pursue the Released Class Claims, and (4) will not be bound by the Class portion of this Settlement or Judgment.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Claims remain eligible to receive an Individual PAGA Payment.

If you do not want to participate in the Settlement, the Administrator will exclude you based on timely receipt of a writing communicating your request to be excluded. Be sure to personally sign your request, identify the Action as *Bono v. Mizkan America Partners, Inc.* and include your identifying information (full name, address, telephone number, approximate dates of employment, and last four digits of social security number or your date of birth for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **Send your request to be excluded to the Administrator by September 9, 2026 (the "Response Deadline"), or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. A Participating Class Member who disagrees with any aspect of the Settlement may wish to object. **The deadline for sending written objections to the Administrator is September 9, 2026 (the "Response Deadline")**.

If you wish to object to the proposed Settlement, you or your own attorney must submit a written objection, and the objection must include your full name, address, telephone number, last four digits of the social security number or date of birth, signature, and dates of employment with Defendant, in addition to the case name and number (*Bono v. Mizkan America Partners, Inc.*, Case No. CIVSB2515554), the basis for the objection, including any legal support and each specific reason in support of the objection, as well as any documentation or evidence in support thereof. Additionally, if you are represented by an attorney, the objection must include the name and address of your attorney. This objection and all supporting information must be sent to the Administrator at the address listed in Section 9, **postmarked** on or before **September 9, 2026**.

If you do not comply with these procedures and the deadline for objections, the Court may not consider your objection at the Final Approval Hearing, and you may lose the right to contest the approval of the Settlement. You are still eligible to receive a settlement payment should the settlement become Final even if you object to the settlement. Submitting an objection does not preserve the right to appeal a final judgment. Rather, the right to appeal is preserved by becoming a party of record by timely and properly intervening or filing a motion to vacate the judgment before entry of judgment.

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

8. WHEN IS THE FINAL APPROVAL HEARING?

On November 30, 2026, the Court will hold a public hearing in Department S29 of the Superior Court for the State of California, County of San Bernardino, 247 West 3rd Street, San Bernardino, CA 92415, for the purposes of determining whether the proposed Settlement is fair, adequate and reasonable and should be approved, whether to approve Class Counsel's applications for attorneys' fees and costs, whether to approve the payments to the LWDA, and whether to approve Plaintiff's request for the service awards. This hearing may be continued or rescheduled by the Court. Anyone who has timely objected in writing to the proposed settlement will be provided notice in the event that the Final Approval Hearing is continued to a later date. Class Members who support the proposed Settlement do not need to appear at the hearing and do not need to take any other action to indicate their approval. Class Members who object to the proposed Settlement are not required to attend the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

If you have questions about this Notice, the process to Opt-Out or Object, or the Settlement, or if you did not receive this Notice in the mail and you believe that you are or may be a member of the Class, you may contact the Administrator for more information or

to request that a copy of this Notice be sent to you in the mail. And you may also contact Class Counsel. Contact information for both the Administrator and Class Counsel is provided here:

Settlement Administrator	Class Counsel
Settlement Administrator P.O. Box 7208 Orange, CA 92863 Telephone: (800) 523-5773 Facsimile: (949) 209-2503 Email: info@phoenixclassaction.com bono-v-mizkan-america-partners.phoenixcases.com	Brian Mankin, Esq. *brian@LMLfirm.com* Peter Carlson, Esq. *peter@LMLfirm.com* Lauby Mankin Lauby LLP 5198 Arlington Ave, PMB 513 Riverside, CA 92504 Tel: (951) 320-1444

You may also seek advice and guidance from your own private attorney at your own expense, if you so desire.

This Notice is only a summary. For more detailed information, you may review the Settlement Agreement, containing the complete terms of the proposed Settlement, which is on file with the Court and attached to the Declaration of Brian Mankin in Support of Motion for Preliminary Approval of Class Action Settlement filed on June 18, 2026, and available to be inspected at any time during regular business hours at the Office of the Clerk, San Bernardino County Superior Court, located at 247 West Third Street, San Bernardino, CA 92415.

DO NOT TELEPHONE THE COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

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

11. WHAT IF I CHANGE MY ADDRESS?

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

«PSA_ID»
«Pre_Sort_Tray_ID»
«Pre_Sort_Order»

AVISO DE DEMANDA COLECTIVA APROBADO POR EL TRIBUNAL

Bono v. Mizkan America Partners, Inc.

(Tribunal Superior del Condado de San Bernardino, Caso No. CIVSB2515554)

El Tribunal Superior del Condado de San Bernardino autorizó este Aviso. ¡Léalo cuidadosamente!

No es correo basura, spam, un anuncio publicitario ni una solicitud de un abogado. Usted no está siendo Demandado.

Es posible que usted sea elegible para recibir dinero de una Demanda colectiva de empleados presentada por James Bono ("el Demandante" o "el Representante de la Demanda Colectiva") en contra del Demandado Mizkan America Partners, Inc. ("el Demandado") (el Demandante y el Demandado serán referidos colectivamente como las "Partes") por presuntas violaciones del Código Laboral de California (la "Demanda").

El Demandante presentó la Demanda en nombre de los "Miembros de la Demanda Colectiva", definidos para incluir de Clases distintas de trabajadores: (1) los "Contratados Directamente", que significa todas las personas que fueron empleados no exentos contratados directamente por el Demandado y empleados para trabajar para el Demandado en California durante el "Período de la Demanda Colectiva" (cuyo Período de la Demanda Colectiva es del 27 de mayo de 2021 al 19 de mayo de 2026), y (2) los "Empleados Asignados por Agencia", que significa todas las personas que fueron empleados no exentos empleados por las Agencias de Personal Correspondientes y asignados para trabajar en las instalaciones del Demandado en California durante el Período de la Demanda Colectiva.

La Demanda busca el pago de (1) salarios no pagados, daños y perjuicios legales y sanciones, intereses y honorarios de abogados en nombre de todos los Miembros de la Demanda Colectiva durante el Período de la Demanda Colectiva, y (2) sanciones conforme a la Ley de Fiscales Generales Privados de California ("PAGA") en nombre de todos los Empleados Perjudicados, quienes se definen como "todos los Contratados Directamente y Empleados Asignados por Agencia que trabajaron en las instalaciones del Demandado en California durante el Período PAGA" (cuyo Período PAGA es del 27 de mayo de 2024 al 19 de mayo de 2026).

El Acuerdo propuesto tiene dos partes principales: (1) un Acuerdo Colectivo que exige que el Demandado financie los Pagos Individuales de la Demanda Colectiva a los Miembros de la Demanda Colectiva, y (2) un Acuerdo PAGA que exige que el Demandado financie los Pagos Individuales PAGA a los Empleados Perjudicados y pague sanciones a la Agencia de Desarrollo de la Fuerza Laboral y Relaciones Laborales de California ("LWDA"). Con base en los registros del Demandado y en los supuestos actuales de las Partes, sus Pagos Individuales de la Demanda Colectiva y PAGA se muestran en las tablas a continuación, junto con los datos aplicables de los cuales se derivan estas estimaciones.

«First_Name» «Last_Name» «PSA_ID»

Cálculos y Datos para los Pagos Estimados			
Empleado Contratado Directamente: **Semanas Laboradas durante el Período de la Demanda Colectiva**	«Direct_»	***Estimado*** **Pago Individual de la Demanda Colectiva**	«ESA_Before_Paga»
Empleado Asignado por Agencia: **Semanas Laboradas durante el Período de la Demanda Colectiva**	«Temp»		
Semanas Laboradas durante el Período PAGA	«PAGA_Work_Weeks»	***Estimado*** **Pago Individual PAGA**	«PAGA_Amount»

Tenga en cuenta que la cantidad real que reciba puede ser diferente de la indicada anteriormente y dependerá de varios factores. (Si no se indica ninguna cantidad como Pago Individual PAGA estimado, entonces, según los registros del Demandado, usted no es elegible para un Pago Individual PAGA conforme al Acuerdo porque no trabajó para el Demandado en California durante el Período PAGA.) Si usted cree que trabajó un número diferente de semanas durante los períodos indicados en la tabla anterior, puede presentar una impugnación a más tardar el 9 de septiembre de 2026 ("**Fecha Límite de Respuesta**"). Consulte la **Sección 4** de este Aviso.

El Tribunal ya aprobó preliminarmente el Acuerdo propuesto y aprobó este Aviso. El Tribunal aún no ha decidido si otorgará la aprobación final. Sus derechos legales se ven afectados ya sea que usted actúe o no actúe. Lea este Aviso cuidadosamente. Se considerará que usted lo ha leído y comprendido cuidadosamente. En la Audiencia de Aprobación Final, el Tribunal decidirá si aprueba finalmente el Acuerdo y cuánto del Acuerdo se pagará al Demandante y a los abogados del Demandante ("Abogados de la Demanda Colectiva"). El Tribunal también decidirá si dicta una sentencia que exija que el Demandado realice pagos conforme al Acuerdo y que exija que los Miembros de la Demanda Colectiva y los Empleados Perjudicados renuncien a sus derechos de hacer valer ciertos reclamos

en contra del Demandado.

Si usted trabajó para el Demandado en California durante el Período de la Demanda Colectiva y/o el Período PAGA, tiene algunas opciones, tal como se muestra en la siguiente tabla:

SUS DERECHOS LEGALES Y OPCIONES EN ESTE ACUERDO	
NO HACER NADA Y RECIBIR UN PAGO DEL ACUERDO	Si desea recibir su pago completo del Acuerdo, no se requiere ninguna otra acción de su parte. Usted recibirá automáticamente un pago del Acuerdo si el Acuerdo recibe la aprobación final del Tribunal. Usted quedará vinculado por los términos del Acuerdo y renunciará a su derecho de Demandar por los Reclamos Colectivos Liberados descritos en la **Sección 3**.
EXCLUIRSE	Si no desea participar en el Acuerdo de los Reclamos Colectivos, puede "excluirse" del Acuerdo de los Reclamos Colectivos. Si decide excluirse, debe presentar una Solicitud de Exclusión a más tardar el 9 de septiembre de 2026 (consulte la **Sección 6** para más detalles sobre cómo excluirse). Si se excluye, dejará de ser Miembro de la Demanda Colectiva, y usted (1) no recibirá un Pago Individual de la Demanda Colectiva, pero conservará su derecho a hacer valer los Reclamos Colectivos Liberados descritos a continuación, sujeto a los plazos de prescripción aplicables, y (2) quedará impedido de presentar una objeción al Acuerdo. Usted no puede excluirse de la parte PAGA del Acuerdo propuesto. El Demandado debe pagar los Pagos Individuales PAGA a todos los Empleados Perjudicados, y los Empleados Perjudicados deben renunciar a sus derechos de hacer valer los Reclamos PAGA Liberados. Consulte la **Sección 6** de este Aviso.
OBJETAR	Si decide objetar el Acuerdo con respecto a los Reclamos Colectivos porque lo considera injusto o irrazonable, debe presentar una Objeción indicando por qué objeta el Acuerdo, a más tardar el 9 de septiembre de 2026 (consulte la **Sección 7** para más detalles sobre cómo objetar).
IMPUGNAR EL NÚMERO DE SEMANAS LABORADAS	Si usted cree que el número de Semanas Laboradas que se le acreditaron en la tabla anterior es incorrecto, puede presentar una impugnación por escrito al Administrador (consulte la **Sección 4** para más detalles sobre cómo presentar una impugnación). Se presumirá que los registros del Demandado son correctos, pero usted puede proporcionar al Administrador evidencia que demuestre cuántas Semanas Laboradas cree que se le deben acreditar.

USTED PUEDE ASISTIR A LA AUDIENCIA DE APROBACIÓN FINAL, PERO NO ES OBLIGATORIO	
FECHA: 18 DE NOVIEMBRE DE 2026 **HORA: 8:30 A.M.**	En la Audiencia de Aprobación Final, el Tribunal decidirá si aprueba finalmente el Acuerdo. Usted no tiene que asistir, pero sí tiene derecho a comparecer (o contratar a un abogado que comparezca en su nombre a su propio costo), en persona, por teléfono o mediante la plataforma de comparecencia virtual del Tribunal. Consulte la **Sección 8** de este Aviso.

1. ¿DE QUÉ TRATA LA DEMANDA?

El Demandante es un antiguo empleado del Demandado. La Demanda acusa al Demandado de violar las leyes laborales de California al no pagar el salario mínimo ni las horas extras, no otorgar periodos de comida y descanso, no reembolsar gastos comerciales, no pagar las vacaciones acumuladas, no pagar oportunamente los salarios al término del empleo, y no proporcionar comprobantes de pago detallados y exactos. Con base en los mismos reclamos, el Demandante también ha hecho valer un reclamo de sanciones civiles conforme a PAGA.

El Demandado niega enfáticamente haber violado alguna ley o haber dejado de pagar salario alguno, y sostiene que cumplió con todas las leyes aplicables.

Ambas Partes están representadas por abogados en la Demanda. Consulte la Sección 9 a continuación para obtener su información de contacto.

2. ¿QUÉ SIGNIFICA QUE LA DEMANDA SE HAYA RESUELTO MEDIANTE UN ACUERDO?

Hasta el momento, el Tribunal no ha determinado si el Demandado o el Demandante tienen la razón en cuanto al fondo del asunto. Mientras tanto, las Partes contrataron a un mediador neutral y experimentado en un esfuerzo por resolver la Demanda negociando para poner fin al caso mediante un Acuerdo (*es decir,* transigir el caso) en lugar de continuar con el costoso y prolongado proceso de litigio. Las negociaciones tuvieron éxito. Al firmar un extenso Acuerdo por escrito ("Acuerdo"), el Demandante y el Demandado han negociado un Acuerdo propuesto que está sujeto a la Aprobación Final del Tribunal. Ambas partes coinciden en que el Acuerdo

propuesto es una transacción de reclamos en disputa. Al aceptar transigir, el Demandado no admite haber cometido ninguna violación ni reconoce el fundamento de ningún reclamo.

El Demandante y los Abogados de la Demanda Colectiva creen firmemente que el Acuerdo es beneficioso para usted porque consideran que: (1) el Demandado ha aceptado pagar una cantidad justa, razonable y adecuada, considerando la solidez de los reclamos y los riesgos e incertidumbres de continuar el litigio; y (2) el Acuerdo beneficia los mejores intereses de los Miembros de la Demanda Colectiva y de los Empleados Perjudicados. El Tribunal aprobó preliminarmente el Acuerdo propuesto por considerarlo justo, razonable y adecuado, autorizó este Aviso, y programó una audiencia para determinar la Aprobación Final.

3. ¿CUÁLES SON LOS TÉRMINOS IMPORTANTES DEL ACUERDO PROPUESTO?

1. El Demandado Pagará $793,500 como el "Monto del Acuerdo." El Demandado ha aceptado pagar un Monto del Acuerdo total de $793,500 y depositará el Monto del Acuerdo en una cuenta controlada por el Administrador. El Administrador utilizará el Monto del Acuerdo para pagar los Pagos Individuales de la Demanda Colectiva, los Pagos Individuales PAGA, los Pagos de Servicio de los Representantes de la Demanda Colectiva, los honorarios y gastos de los Abogados de la Demanda Colectiva, los Costos del Administrador, y las Sanciones PAGA que se pagarán a la Agencia de Desarrollo de la Fuerza Laboral y Relaciones Laborales de California ("LWDA"). Suponiendo que el Tribunal otorgue la Aprobación Final, el Demandado financiará el Monto del Acuerdo dentro de los treinta (30) días posteriores a que la Sentencia dictada por el Tribunal quede firme. La Sentencia quedará firme en la fecha en que el Tribunal la dicte, o en una fecha posterior si la Sentencia es apelada.

2. Deducciones Aprobadas por el Tribunal del Monto del Acuerdo. En la Audiencia de Aprobación Final, el Demandante y/o los Abogados de la Demanda Colectiva solicitarán al Tribunal que apruebe las siguientes deducciones del Monto del Acuerdo, cuyos montos serán decididos por el Tribunal en la Audiencia de Aprobación Final:

A. Hasta un tercio del Monto del Acuerdo para los Abogados de la Demanda Colectiva por concepto de honorarios de abogados ($264,500) y hasta $30,000 por sus gastos de litigio. Hasta la fecha, los Abogados de la Demanda Colectiva afirman haber invertido muchos cientos de horas en el caso y haber incurrido en gastos en la Demanda sin recibir pago alguno.

B. Pago de Servicio por litigar la Demanda, colaborar con los Abogados de la Demanda Colectiva y representar a la Demanda Colectiva, por una cantidad de hasta $10,000 para el Demandante.

C. $14,000 para el Administrador del Acuerdo por los servicios de administración del Acuerdo.

D. Hasta $20,000 en Sanciones PAGA, asignadas en un 65% al Pago PAGA para la LWDA y un 35% en Pagos Individuales PAGA a los Empleados Perjudicados, en función de su proporción de Semanas Laboradas durante el Período PAGA.

E. Los Miembros Participantes de la Demanda Colectiva tienen derecho a objetar formalmente cualquiera de estas deducciones. El Tribunal considerará todas esas objeciones.

3. Acuerdo Neto Distribuido a los Miembros de la Demanda Colectiva. Después de realizar las deducciones anteriores en las cantidades aprobadas por el Tribunal, el Administrador distribuirá el resto del remanente (el "Monto Neto del Acuerdo") mediante Pagos Individuales de la Demanda Colectiva a los Miembros Participantes de la Demanda Colectiva, con base en su proporción prorrateada del total de Semanas Laboradas durante el Período de la Demanda Colectiva.

4. Impuestos Adeudados sobre los Pagos a los Miembros de la Demanda Colectiva. El Demandante y el Demandado solicitan al Tribunal que apruebe una asignación de un tercio de cada Pago Individual de la Demanda Colectiva a salarios sujetos a impuestos ("Porción de Salario") y dos tercios a sanciones e intereses ("Porción No Salarial"). La Porción de Salario está sujeta a retenciones y se reportará en los Formularios W-2 del IRS. El Demandado pagará por separado los impuestos de nómina correspondientes al empleador sobre la Porción de Salario. Los Pagos Individuales PAGA se consideran sanciones, no salarios, para efectos fiscales. El Administrador reportará los Pagos Individuales PAGA y las Porciones No Salariales de los Pagos Individuales de la Demanda Colectiva en los Formularios 1099 del IRS.

Aunque el Demandante y el Demandado han acordado estas asignaciones, ninguna de las partes le está brindando asesoría sobre si sus Pagos están sujetos a impuestos o cuánto podría adeudar en impuestos. Usted es responsable de pagar todos los impuestos (incluyendo sanciones e intereses sobre impuestos atrasados) sobre cualquier pago recibido del Acuerdo propuesto. Debe consultar a un asesor fiscal si tiene alguna pregunta sobre las consecuencias fiscales del Acuerdo propuesto.

5. Necesidad de Cobrar Prontamente los Cheques de Pago. El anverso de cada cheque emitido para los Pagos Individuales de la Demanda Colectiva y los Pagos Individuales PAGA mostrará la fecha en que el cheque vence (la fecha de caducidad). Si no lo cobra antes de la fecha de caducidad, su cheque será cancelado automáticamente, y el dinero será depositado a su nombre en el Fondo de Propiedad No Reclamada del Contralor del Estado de California. Si el dinero representado por su cheque es enviado al Fondo de Propiedad No Reclamada del Contralor, usted deberá consultar las normas del Fondo para obtener instrucciones sobre cómo recuperar su dinero.

6. Solicitudes de Exclusión del Acuerdo Colectivo (Exclusiones Voluntarias). Usted será tratado como un Miembro Participante de la Demanda Colectiva, participando plenamente en el Acuerdo, a menos que se excluya del Acuerdo a más tardar en la

Fecha Límite de Respuesta. Consulte la Sección 6 de este Aviso para obtener detalles sobre cómo Excluirse.

7. El Acuerdo Propuesto Quedará Sin Efecto Si el Tribunal Niega la Aprobación Final. Es posible que el Tribunal se niegue a otorgar la Aprobación Final del Acuerdo o se niegue a dictar una Sentencia. También es posible que el Tribunal dicte una Sentencia que sea revocada en apelación. El Demandante y el Demandado han acordado que, en cualquiera de esos casos, el Acuerdo quedará sin efecto: por lo tanto, el Demandado no pagaría ningún dinero y los Miembros de la Demanda Colectiva no liberarían ningún reclamo en contra del Demandado.

8. Administrador del Acuerdo. El Tribunal ha designado a una empresa neutral, Phoenix Settlement Administrators (el "Administrador"), para enviar este Aviso, calcular y realizar los pagos, y procesar las Solicitudes de Exclusión de los Miembros de la Demanda Colectiva. El Administrador del Acuerdo también resolverá cualquier Impugnación sobre las semanas laboradas, enviará y reenviará por correo los cheques del Acuerdo y los formularios fiscales, y realizará otras tareas necesarias para administrar el Acuerdo. La información de contacto del Administrador del Acuerdo se encuentra en la Sección 9 de este Aviso.

9. Liberación de los Miembros Participantes de la Demanda Colectiva. Una vez que la Sentencia sea firme y el Demandado haya financiado en su totalidad el Monto del Acuerdo y haya pagado por separado todos los impuestos de nómina del empleador, los Miembros Participantes de la Demanda Colectiva quedarán legalmente impedidos de hacer valer cualquiera de los reclamos liberados conforme al Acuerdo. Esto significa que, a menos que usted se haya excluido válidamente del Acuerdo Colectivo, no podrá Demandar, continuar Demandando, ni formar parte de ninguna otra Demanda en contra del Demandado o de entidades relacionadas por reclamos basados en los hechos alegados en la De durante la duración del Período de la Demanda Colectiva y del Período PAGA, que quedan resueltos mediante este Acuerdo.

Los Miembros Participantes de la Demanda Colectiva quedarán vinculados por la siguiente liberación:

> Todos los Miembros Participantes de la Demanda Colectiva liberan a las "Partes Liberadas" (que incluyen al Demandado Mizkan America Partners, Inc., junto con sus entidades relacionadas Mizkan America, Inc., Mizkan America Holdings, Inc., Mizkan Holdings Co., Ltd., aseguradoras, y todas las matrices, subsidiarias, afiliadas, divisiones, entidades de marca, compañías operadoras, compañías tenedoras, entidades de asuntos internos, sucesoras, cesionarias, aseguradoras, planes de beneficios y entidades relacionadas del Demandado, pasadas, presentes y futuras, directas o indirectas, en todo el mundo, estén o no específicamente nombradas, así como a las Agencias de Personal Correspondientes, definiéndose las "Agencias de Personal Correspondientes" para incluir las siguientes entidades de agencias de personal: One Source 4 Labor (OS4 Labor, LLC), Priority Workforce, Inc., Supreme HR Service LLC, United Staffing Associates, LLC, AppleOne Employment Services, Inc., y San Gabriel Temporary Staffing Services, LLC dba LaborMax Staffing) de todos los reclamos alegados en la Demanda, o aquellos que razonablemente pudieron haberse alegado con base en los hechos expuestos en la Demanda, incluyendo las siguientes causas de acción y todo su fundamento legal: (1) falta de pago del salario mínimo, (2) falta de pago de horas extras, (3) no otorgar periodos de comida, (4) no otorgar periodos de descanso, (5) no reembolsar gastos comerciales, (6) no pagar las vacaciones acumuladas, (7) no pagar oportunamente los salarios finales, (8) no proporcionar comprobantes de pago detallados y exactos, y (9) competencia desleal e ilícita (los "Reclamos Colectivos Liberados"). Adicionalmente, los "Reclamos Colectivos Liberados" excluyen expresamente todos los reclamos por beneficios adquiridos, despido injustificado, seguro de desempleo, incapacidad, seguro social, compensación laboral, reclamos mientras se estuvo clasificado como exento, y reclamos fuera del Período de la Demanda Colectiva.

10. Liberación de los Reclamos PAGA Liberados. Una vez que la sentencia del Tribunal sea firme, y el Demandado haya pagado el Monto del Acuerdo y haya pagado por separado los impuestos de nómina correspondientes al empleador, todos los Empleados Perjudicados liberarán a las Partes Liberadas de los reclamos PAGA alegados en la Demanda, o de aquellos que razonablemente pudieron haberse alegado con base en los hechos expuestos en la Demanda y en las cartas de notificación pertinentes a la LWDA, incluyendo todos los reclamos PAGA que buscan sanciones civiles fundamentadas en: (1) falta de pago del salario mínimo, (2) falta de pago de horas extras, (3) no otorgar periodos de comida, (4) no otorgar periodos de descanso, (5) no reembolsar gastos comerciales, (6) no pagar las vacaciones acumuladas, (7) no pagar oportunamente los salarios finales, (8) no proporcionar comprobantes de pago detallados y exactos, y (9) todos los demás reclamos por sanciones civiles recuperables conforme a la Ley de Fiscales Generales Privados, Código Laboral §§ 2698 y siguientes, con base en los hechos o reclamos alegados en las cartas de notificación a la LWDA y en la Demanda. El período de tiempo que rige los Reclamos PAGA Liberados será el Período PAGA.

4. ¿CUÁLES SON LOS TÉRMINOS IMPORTANTES DEL ACUERDO PROPUESTO?

1. Pagos Individuales de la Demanda Colectiva. El Administrador calculará los Pagos Individuales de la Demanda Colectiva de la siguiente manera: (A) multiplicando las Semanas Laboradas como Contratado Directamente de cada Miembro Participante de la Demanda Colectiva por la Tasa de Semana Laborada de Contratado Directamente, (B) multiplicando las Semanas Laboradas como Empleado Asignado por Agencia de cada Miembro Participante de la Demanda Colectiva por la Tasa de Semana Laborada de Empleado Asignado por Agencia, y luego (C) sumando esas dos cantidades para determinar el Pago Individual de la Demanda Colectiva.

2. Pagos Individuales PAGA. El Administrador del Acuerdo calculará los Pagos Individuales PAGA (a) dividiendo $7,000 entre el número total de Semanas Laboradas por todos los Empleados Perjudicados durante el Período PAGA, y (b) multiplicando el resultado por el número de Semanas Laboradas por cada Empleado Perjudicado individual durante el Período PAGA.

3. Impugnación de las Semanas Laboradas. El número de semanas que usted trabajó durante el Período de la Demanda

Colectiva y el Período PAGA, según lo registrado en los registros del Demandado, se indica en las tablas de la página 1 de este Aviso. Usted tiene hasta el 9 de septiembre de 2026 ("Fecha Límite de Respuesta") para impugnar el número de Semanas Laboradas que se le acreditaron, presentando oportunamente evidencia al Administrador del Acuerdo. La Sección 9 de este Aviso contiene la información de contacto del Administrador.

Usted debe respaldar su impugnación enviando copias de recibos de pago u otros registros. A menos que se reciban oportunamente copias de registros con información contraria y sean aceptadas por el Administrador, este aceptará como exacto el cálculo de semanas laboradas del Demandado con base en sus registros. Debe enviar copias, no originales, ya que los documentos no le serán devueltos. El Administrador resolverá las impugnaciones con base en su presentación y en la información proporcionada por los Abogados de la Demanda Colectiva y los Abogados del Demandado. La decisión del Administrador es definitiva, salvo intervención del Tribunal respecto de cualquier impugnación de semanas laboradas. Usted no puede apelar ni impugnar de otro modo la decisión final.

5. ¿CÓMO RECIBIRÉ MI PAGO?

1. Miembros Participantes de la Demanda Colectiva y Empleados Perjudicados. El Administrador enviará, por correo postal de los Estados Unidos, un único cheque a cada Miembro Participante de la Demanda Colectiva (lo cual incluye a todo Miembro de la Demanda Colectiva que no se excluya) y a cada Empleado Perjudicado. El cheque único combinará el Pago Individual de la Demanda Colectiva y el Pago Individual PAGA.

2. Únicamente Empleados Perjudicados. Si usted se excluyó del Acuerdo colectivo, pero califica como Empleado Perjudicado, entonces el Administrador enviará, por correo postal de los Estados Unidos, un único cheque de Pago Individual PAGA a cada Empleado Perjudicado, incluidos aquellos que se excluyan del Acuerdo Colectivo.

Su cheque será enviado a la misma dirección de este Aviso. Si cambia de dirección, asegúrese de notificar al Administrador lo antes posible. La Sección 9 de este Aviso contiene la información de contacto del Administrador del Acuerdo.

6. ¿CÓMO ME EXCLUYO DEL ACUERDO COLECTIVO?

Usted será tratado como un Miembro Participante de la Demanda Colectiva, participando plenamente en el Acuerdo, a menos que se excluya del Acuerdo a más tardar en la Fecha Límite de Respuesta.

Si usted **no** desea formar parte de la liberación de los Reclamos Colectivos en el Acuerdo, puede excluirse enviando al Administrador una carta/tarjeta de "Solicitud de Exclusión" con matasellos a más tardar el 9 de septiembre de 2026, con su nombre completo, dirección, número de teléfono, los últimos cuatro dígitos de su número de seguro social o su fecha de nacimiento, y su firma. La Solicitud de Exclusión debe indicar:

"DESEO SER EXCLUIDO DE LA DEMANDA COLECTIVA EN EL CASO *BONO V. MIZKAN AMERICA*, TRIBUNAL SUPERIOR DEL CONDADO DE SAN BERNARDINO, CASO NO. CIVSB2515554. ENTIENDO QUE SI SOLICITO SER EXCLUIDO DEL ACUERDO, NO RECIBIRÉ MI PAGO INDIVIDUAL DE LA DEMANDA COLECTIVA DE ESTA DEMANDA."

Cualquier persona que presente oportunamente una Solicitud de Exclusión de los Reclamos Colectivos (1) no tendrá ningún derecho conforme a este Acuerdo, incluyendo el derecho a objetar, apelar o comentar sobre el Acuerdo; (2) no tendrá derecho a recibir un Pago Individual de la Demanda Colectiva; (3) conservará el derecho a hacer valer los Reclamos Colectivos Liberados, y (4) no quedará vinculada por la parte Colectiva de este Acuerdo o de la Sentencia.

Usted no puede excluirse de la parte PAGA del Acuerdo. Los Miembros de la Demanda Colectiva que se excluyan de los Reclamos Colectivos permanecen elegibles para recibir un Pago Individual PAGA.

Si usted no desea participar en el Acuerdo, el Administrador lo excluirá con base en la recepción oportuna de un escrito que comunique su solicitud de exclusión. Asegúrese de firmar personalmente su solicitud, identificar la Demanda como *Bono v. Mizkan America Partners, Inc.* e incluir su información de identificación (nombre completo, dirección, número de teléfono, fechas aproximadas de empleo, y los últimos cuatro dígitos del número de seguro social o su fecha de nacimiento para fines de verificación). Usted debe presentar la solicitud personalmente. Si otra persona presenta la solicitud en su nombre, no será válida. **Envíe su solicitud de exclusión al Administrador a más tardar el 9 de septiembre de 2026 (la "Fecha Límite de Respuesta"), o no será válida.** La Sección 9 del Aviso contiene la información de contacto del Administrador.

7. ¿CÓMO OBJETO EL ACUERDO?

Únicamente los Miembros Participantes de la Demanda Colectiva tienen derecho a objetar el Acuerdo. Un Miembro Participante de la Demanda Colectiva que no esté de Acuerdo con algún aspecto del Acuerdo puede optar por objetar. **La fecha límite para enviar objeciones por escrito al Administrador es el 9 de septiembre de 2026 (la "Fecha Límite de Respuesta")**.

Si desea objetar el Acuerdo propuesto, usted o su propio abogado deben presentar una objeción por escrito, la cual debe incluir su nombre completo, dirección, número de teléfono, los últimos cuatro dígitos del número de seguro social o fecha de nacimiento, firma, y fechas de empleo con el Demandado, además del nombre y número del caso (*Bono v. Mizkan America Partners, Inc.*, Caso No. CIVSB2515554), el fundamento de la objeción, incluyendo todo sustento legal y cada razón específica en apoyo de la objeción, así como cualquier documentación o evidencia en su apoyo. Además, si usted está representado por un abogado, la objeción debe incluir el

nombre y la dirección de su abogado. Esta objeción y toda la información de respaldo deben enviarse al Administrador a la dirección indicada en la Sección 9, **con matasellos** a más tardar el **9 de septiembre de 2026**.

Si usted no cumple con estos procedimientos y la fecha límite para las objeciones, el Tribunal podría no considerar su objeción en la Audiencia de Aprobación Final, y podría perder el derecho a impugnar la aprobación del Acuerdo. Usted seguirá siendo elegible para recibir un pago del Acuerdo si este llega a ser Final, aun si objeta el Acuerdo. Presentar una objeción no preserva el derecho a apelar una sentencia final. Más bien, el derecho a apelar se preserva al convertirse en parte del registro mediante una intervención oportuna y adecuada, o presentando una moción para dejar sin efecto la sentencia antes de que esta se dicte.

Alternativamente, un Miembro Participante de la Demanda Colectiva puede objetar (o contratar personalmente a un abogado para objetar a su propio costo) asistiendo a la Audiencia de Aprobación Final. Usted (o su abogado) debe estar preparado para explicar al Tribunal a qué objeta, por qué objeta, y los hechos que respaldan su objeción. Consulte la Sección 8 de este Aviso para más detalles sobre la Audiencia de Aprobación Final.

8. ¿CUÁNDO SE LLEVARÁ A CABO LA AUDIENCIA DE APROBACIÓN FINAL?

El 18 de noviembre de 2026, el Tribunal llevará a cabo una audiencia pública en el Departamento S29 del Tribunal Superior del Estado de California, Condado de San Bernardino, 247 West 3rd Street, San Bernardino, CA 92415, con el propósito de determinar si el Acuerdo propuesto es justo, adecuado y razonable y debe ser aprobado, si se deben aprobar las solicitudes de los Abogados de la Demanda Colectiva por honorarios y costos, si se deben aprobar los pagos a la LWDA, y si se debe aprobar la solicitud del Demandante para los pagos de servicio. Esta audiencia puede ser continuada o reprogramada por el Tribunal. A cualquier persona que haya objetado oportunamente por escrito el Acuerdo propuesto se le notificará en caso de que la Audiencia de Aprobación Final sea continuada a una fecha posterior. Los Miembros de la Demanda Colectiva que apoyen el Acuerdo propuesto no necesitan comparecer en la audiencia ni tomar ninguna otra acción para manifestar su aprobación. Los Miembros de la Demanda Colectiva que objeten el Acuerdo propuesto no están obligados a asistir a la Audiencia de Aprobación Final.

9. ¿CÓMO PUEDO OBTENER MÁS INFORMACIÓN?

Si tiene preguntas sobre este Aviso, el proceso para Excluirse u Objetar, o sobre el Acuerdo, o si no recibió este Aviso por correo y cree que es o podría ser miembro de la Demanda Colectiva, puede comunicarse con el Administrador para obtener más información o para solicitar que se le envíe por correo una copia de este Aviso. También puede comunicarse con los Abogados de la Demanda Colectiva. La información de contacto tanto del Administrador como de los Abogados de la Demanda Colectiva se proporciona a continuación:

Administrador del Acuerdo	Abogados de la Demanda Colectiva
Administrador del Acuerdo P.O. Box 7208 Orange, CA 92863 Teléfono: (800) 523-5773 Fax: (949) 209-2503 Correo electrónico: info@phoenixclassaction.com bono-v-mizkan-america-partners.phoenixcases.com	Brian Mankin, Esq. *brian@LMLfirm.com* Peter Carlson, Esq. *peter@LMLfirm.com* Lauby Mankin Lauby LLP 5198 Arlington Ave, PMB 513 Riverside, CA 92504 Tel: (951) 320-1444

Usted también puede buscar asesoría y orientación de su propio abogado privado a su propio costo, si así lo desea.

Este Aviso es solo un resumen. Para obtener información más detallada, puede revisar el Acuerdo, que contiene los términos completos del Acuerdo propuesto, el cual obra en el expediente del Tribunal y se encuentra adjunto a la Declaración de Brian Mankin en Apoyo de la Moción de Aprobación Preliminar del Acuerdo de la Demanda Colectiva, presentada el 18 de junio de 2026, y disponible para su inspección en cualquier momento durante el horario regular de atención en la Oficina del Secretario del Tribunal Superior del Condado de San Bernardino, ubicada en 247 West Third Street, San Bernardino, CA 92415.

NO LLAME POR TELÉFONO AL TRIBUNAL PARA OBTENER INFORMACIÓN SOBRE EL ACUERDO

10. ¿QUÉ SUCEDE SI PIERDO MI CHEQUE DEL ACUERDO?

Si pierde o extravía su cheque del Acuerdo antes de cobrarlo, el Administrador lo reemplazará siempre que usted solicite un reemplazo antes de la fecha de caducidad indicada en el anverso del cheque original. Si su cheque ya venció, deberá consultar al Fondo de Propiedad No Reclamada para obtener instrucciones sobre cómo recuperar los fondos.

11. ¿QUÉ SUCEDE SI CAMBIO DE DIRECCIÓN?

Para recibir su cheque, debe notificar de inmediato al Administrador si se muda o cambia de algún otro modo su dirección postal.

Exhibit B

PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

April 10, 2026

CASE ASSUMPTIONS	
Class Members	700
Opt Out Rate	1%
Opt Outs Received	14
Total Class Claimants	686
Subtotal Admin Only	**$14,422.80**

Flat Fee Total **$14,000.00**

For 700 Class Members

Pricing Good for Scope of Estimate Only

All Aspects of Escheating to the State of CA Included

Language Translation, Printing & Mailing Included

Mulitple Tax Entites

Case: Bono v. Mizkan, Opt-Out & PAGA Administration

Phoenix Contact: Michael E. Moore
Contact Number: 949.331.0131
Email: mike@phoenixclassaction.com

Requesting Attorney: Brian J. Mankin
Firm: Lauby, Mankin & Lauby, LLP
Contact Number: (951) 320-1444
Email: brian@lmlfirm.com

Assumptions and Estimate are based on information provided by counsel. If class size changes, PHX will need to adjust this Estimate accordingly. Estimate is based on **700** Class Members. Class data **Must** be sent in Microsoft Excel or uploaded in the same format. Class Data Must be sent in one spreadsheet, with no additional programming needed. A rate of $150 per hour will be charged for any additional analysis or programming. Pricing good for 90 day

Case & Database Setup / Toll Free Setup & Call Center / NCOA (USPS)			
Administrative Tasks:	**Rate**	**Hours/Units**	**Line Item Estimate**
Programming Manager	$100.00	2	$200.00
Programming Database & Setup	$100.00	2	$200.00
Toll Free Setup*	$100.00	1	$100.00
Call Center & Long Distance	$2.00	98	$196.00
NCOA (USPS)	$104.00	1	$104.00
		Total	**$800.00**

* Up to 120 days after disbursement

Data Merger & Scrub / Notice Packet, Opt-Out Form & Postage / Language Translation / Website			
Project Action	**Rate**	**Hours/Units**	**Line Item Estimate**
Notice Packet Formatting	$100.00	2	$200.00
Language Translation	$900.00	1	$900.00
Data Merge & Duplication Scrub	$0.10	700	$70.00
Notice Packet & Opt-Out Form	$1.20	700	$840.00
Estimated Postage (up to 2 oz.)*	$0.90	700	$630.00
Static Website	$200.00	1	$200.00
		Total	**$2,840.00**

* Prices good for 90 days. Subject to change with the USPS Rate or change in Notice pages or Translation, if any.

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CLASS ACTION ADMINISTRATION SOLUTIONS

Skip Tracing & Remailing Notice Packets / Tracking & Programming Undeliverables			
Project Action:	**Rate**	**Hours/Units**	**Line Item Estimate**
Case Associate	$85.00	2	$170.00
Skip Tracing Undeliverables	$1.00	105	$105.00
Remail Notice Packets	$1.00	102	$102.00
Estimated Postage	$0.90	102	$91.80
Programming Undeliverables	$50.00	2	$100.00
		Total	**$568.80**

Database Programming / Processing Opt-Outs, Deficiencies or Disputes			
Project Action:	**Rate**	**Hours/Units**	**Line Item Estimate**
Programming Database	$150.00	1	$150.00
Non Opt-Out Processing	$200.00	1	$200.00
Case Associate	$55.00	7	$385.00
Deficiency & Dispute Letters	$10.00	3	$30.00
Case Manager	$85.00	5	$425.00
		Total	**$1,190.00**

Calculation & Disbursement Programming/ Create & Manage QSF/ Mail Checks			
Project Action:	**Rate**	**Hours/Units**	**Line Item Estimate**
Programming Calculations	$135.00	1	$135.00
Disbursement Review	$135.00	2	$270.00
Programming Manager	$95.00	3	$285.00
QSF Bank Account & EIN	$135.00	1	$135.00
Check Run Setup & Printing	$135.00	7	$945.00
Mail Class Checks *	$0.80	686	$548.80
Estimated Postage	$0.70	686	$480.20
		Total	**$2,799.00**

* Checks are printed on 8.5 x 11 in. sheets with W2/1099 Tax Filing & Instructions for dowloading tax forms from PHX secure portal

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CLASS ACTION ADMINISTRATION SOLUTIONS

Tax Reporting & Reconciliation / Re-Issuance of Checks / Conclusion Reports and Declarations			
Project Action:	**Rate**	**Hours/Units**	**Line Item Estimate**
Case Supervisor	$80.00	2	$160.00
Remail Checks (Postage Included)	$2.00	115	$230.00
Case Associate	$55.00	4	$220.00
Reconcile Uncashed Checks	$85.00	3	$255.00
Conclusion Reports	$115.00	3	$345.00
Case Manager Conclusion	$85.00	2	$170.00
Final Reporting & Declarations	$115.00	3	$345.00
IRS & QSF Annual Tax Reporting * (1 State Tax Reporting & Escheating to the State of CA Included)	$750.00	6	$4,500.00
		Total	**$6,225.00**

* All applicable California State & Federal taxes, which include SUI, ETT, and SDI, and FUTA filings. Additional taxes are Defendant's responsibilty.

Estimate Total: $14,422.80

PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

TERMS AND CONDITIONS

Provisions: The case estimate is in good faith and does not cover any applicable taxes and fees. The estimate does not make any provision for any services or class size not delineated in the request for proposal or stipulations. Proposal rates and amounts are subject to change upon further review, with Counsel/Client, of the Settlement Agreement. Only pre-approved changes will be charged when applicable. No modifications may be made to this estimate without the approval of PSA (Phoenix Settlement Administrators). All notifications are mailed in English language only unless otherwise specified. Additional costs will apply if translation into other language(s) is required. Rates to prepare and file taxes are for Federal and California State taxes only. Additional charges will apply if multiple state tax filing(s) is required. **Pricing is good for ninety (90) days.**

Data Conversion and Mailing: The proposal assumes that data provided will be in ready-to-use condition and that all data is provided in a single, comprehensive Excel spreadsheet. PSA cannot be liable for any errors or omissions arising due to additional work required for analyzing and processing the original database. A minimum of two (2) business days is required for processing prior to the anticipated mailing date with an additional two (2) business days for a National Change of Address (NCOA) update. Additional time may be required depending on the class size, necessary translation of the documents, or other factors. PSA will keep counsel apprised of the estimated mailing date.

Claims: PSA's general policy is to not accept claims via facsimile. However, in the event that facsimile filing of claims must be accepted, PSA will not be held responsible for any issues and/or errors arising out of said filing. Furthermore, PSA will require disclaimer language regarding facsimile transmissions. PSA will not be responsible for any acts or omissions caused by the USPS. PSA shall not make payments to any claimants without verified, valid Social Security Numbers. All responses and class member information are held in strict confidentiality. Additional class members are $10.00 per opt-out.

Payment Terms: All postage charges and 50% of the final administration charges are due at the commencement of the case and will be billed immediately upon receipt of the data and/or notice documents. PSA bills are due upon receipt unless otherwise negotiated and agreed to with PSA by Counsel/Client. In the event the settlement terms provide that PSA is to be paid out of the settlement fund, PSA will request that Counsel/Client endeavor to make alternate payment arrangements for PSA charges that are due at the onset of the case. The entire remaining balance is due and payable at the time the settlement account is funded by Defendant, or no later than the time of disbursement. Amounts not paid within thirty (30) days are subject to a service charge of 1.5% per month or the highest rate permitted by law.

Tax Reporting Requirements

PSA will file the necessary tax returns under the EIN of the QSF, including federal and state returns. Payroll tax returns will be filed if necessary. Under the California Employment Development Department, all taxes are to be reported under the EIN of the QSF with the exception of the following taxes: Unemployment Insurance (UI) and Employment Training Tax (ETT), employer-side taxes, and State Disability Insurance (SDI), an employee-side tax. These are reported under Defendant's EIN. Therefore, to comply with the EDD payroll tax filing requirements we will need the following information:

1. Defendant's California State ID and Federal EIN.

2. Defendant's current State Unemployment Insurance (UI) rate and Employment Training Tax (ETT) rate. This information can be found in the current year DE 2088, Notice of Contribution Rates, issued by the EDD.

3. Termination dates of the class members, or identification of current employee class members, so we can account for the periods that the wages relate to for each class member.

4. An executed Power of Attorney (Form DE 48) from Defendant. This form is needed so that we may report the UI, SDI, and ETT taxes under Defendant's EIN on their behalf. If this form is not provided we will work with the EDD auditors to transfer the tax payments to Defendant's EIN.

5. Defendant is responsible for reporting the SDI portion of the settlement payments on the class member's W-2. PSA will file these forms on Defendant's behalf for an additional fee and will issue an additional W-2 for each class member under Defendant's EIN, as SDI is reported under Defendant's EIN rather than the EIN of the QSF. The Power of Attorney (Form DE 48) will be needed in order for PSA to report SDI payments.