



FILED

Superior Court of California
County of San Francisco

FEB 24 2026

CLERK OF THE COURT

BY: *Sam Kane*
Deputy Clerk

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN FRANCISCO

AMY REECE, an individual, on behalf of
herself and all others similarly situated,

Plaintiff,

v.

WALKME, INC., a Delaware corporation, and
DOES 1-50, inclusive,

Defendants.

Case No. CGC-22-602550

ORDER GRANTING PLAINTIFF'S
RENEWED MOTION FOR PRELIMINARY
APPROVAL

Before the court is an unopposed, renewed motion by plaintiff Amy Reece for preliminary approval of the settlement of wage-and-hour claims, including a PAGA claim, reached with defendant WalkMe, Inc. This matter was scheduled for hearing on February 27, 2026, at 3:30 p.m. in Department 613, the Honorable Jeffrey S. Ross presiding. The court has thoroughly considered all briefing and evidence, including the latest supplemental declaration from attorney Daniel Valle filed on February 20, 2026. IT IS HEREBY ORDERED that the February 27, 2026, hearing is **VACATED**, the renewed motion for preliminary approval of the latest, revised settlement agreement (attached here as Exhibit A) is **GRANTED**, a final approval hearing is **RESERVED** for **July 9, 2026, at 10:00 a.m.**, and the court otherwise **ORDERS** as follows:

1. Except as otherwise specified here, the court adopts and incorporates by reference the terms and definitions of the settlement agreement.

2. The following Settlement Classes are conditionally certified for settlement purposes (ASA, §§ 6, 11, 41):

- a. Expense Reimbursement Settlement Class: *All California employees who worked for Defendant in the State of California at any time from October 24, 2018, through the later of January 29, 2026, or the date of preliminary approval.*
- b. Sales & Customer Success Employee Settlement Class: *All current and former exempt employees of Defendant who worked in the State of California as commissioned sales or customer success employees who did not manage two or more other employees more than 50 percent of the time from October 24, 2018, through the later of January 29, 2026, or the date of preliminary approval.*

3. The court finds that the Settlement Classes meet the requirements for certification under Code of Civil Procedure section 382 because: (1) the proposed Settlement Classes are numerous and ascertainable; (2) there are predominant common questions of law or fact; (3) Reece's claims are typical of the claims of the members of the proposed Settlement Classes; and (4) a class action is superior to other methods to efficiently adjudicate this controversy.

4. The court has considered the *Dunk/Kullar* factors and preliminarily approves the settlement because it appears to be within the range of possible final approval as a fair, adequate, and reasonable settlement.

5. For settlement purposes only, Amy Reece is appointed as class representative. The court preliminarily finds she will adequately represent the Settlement Classes for settlement purposes.

6. For settlement purposes only, Valles Law, P.C. is appointed as Class Counsel. The court preliminarily finds that Class Counsel will fairly and adequately represent the Settlement Classes for settlement purposes.

7. CPT Group, Inc. is appointed as settlement administrator. CPT Group, Inc. shall carry out all of the duties and responsibilities as set forth in the settlement agreement and this order, including the provision of notice to the Settlement Classes, at a cost of approximately \$11,500 and no more than \$15,000.

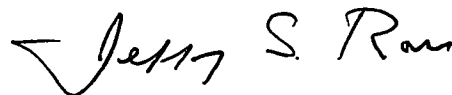
8. The court approves the proposed form of notice attached to the February 20, 2026,

1 supplemental declaration of Daniel Valle. The court finds that distribution of the approved notice in
2 accordance with the plan set forth in the settlement agreement (a) constitutes the best notice practicable
3 under the circumstances, (b) constitutes valid, due, and sufficient notice to all members of the Settlement
4 Classes, and (c) complies fully with the requirements of California Code of Civil Procedure section 382
5 and California Rules of Court 3.766 and 3.769.

6 9. On **July 9, 2026, at 10:00 a.m.**, in Department 613 this court will hold a final approval
7 hearing to determine whether the settlement agreement should be finally approved as fair, reasonable, and
8 adequate as well as the attorney's fees, costs, and service award that should be approved. All briefing and
9 evidence for the motion for final approval and the motion for attorney's fees, costs, and service awards
10 shall be filed no later than **June 15, 2026**, with two paper courtesy copies of all briefing and evidence
11 promptly delivered to Department 613. Electronic courtesy copies of the proposed order and proposed
12 final form of judgment (in Word format) shall be delivered to the Department 613 email inbox
13 contemporaneously with e-filing. Class Counsel shall promptly inform the court of contemplated
14 appearances by members of the Settlement Classes, including whether an interpreter is needed. The court
15 may change the date or time of the final approval hearing without further notice to the Settlement Classes.

16 10. Class Counsel shall serve the LWDA with a copy of this order within **5 court days**.

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18 Dated: February 24, 2026



JEFFREY S. ROSS
Judge of the Superior Court

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EXHIBIT A

1 Chad Greeson, Bar No. 251928
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6 Attorneys for Defendant WALKME, INC.

7 *Additional Counsel Listed on Following Page*
8

9 SUPERIOR COURT OF THE STATE OF CALIFORNIA
10 COUNTY OF SAN FRANCISCO
11

12 AMY REECE, an individual, on behalf of
herself, and all others similarly situated,

13 Plaintiff,

14 vs.

15 WALKME, INC. a Delaware corporation, and
16 DOES 1-50, inclusive,

17 Defendants.
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Case No. CGC-22-602550

**JOINT STIPULATION AND
SETTLEMENT AGREEMENT OF
CLASS AND PAGA ACTION CLAIMS**

Trial Date: N/A
Complaint Filed: October 27, 2022

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6 Attorneys for Plaintiff AMY REECE
On behalf of herself and all others situated
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1 This Joint Stipulation of Class and PAGA Representative Action Settlement and Release
2 ("Settlement" or "Settlement Agreement") is made and entered into by and between Plaintiff Amy
3 Reece ("Plaintiff" or "Class Representative"), as an individual and on behalf of all others similarly
4 situated and allegedly aggrieved, and Defendant WalkMe, Inc. ("Defendant").

5 **DEFINITIONS**

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

8 1. "Action" means *Amy Reece v. WalkMe, Inc.*, San Francisco County Superior Court
9 of California, Case No. CGC-22-602550.

10 2. "Attorneys' Fees and Costs" means attorneys' fees approved by the Court for Class
11 Counsel's litigation and resolution of the Action, and all Court approved costs incurred and to be
12 incurred by Class Counsel in the Action, including but not limited to, costs associated with
13 documenting the Settlement, providing any notices to governmental agencies required as part of
14 the Settlement or Court Order, securing the Court's approval of the Settlement, administering the
15 Settlement, obtaining entry of a Judgment terminating the Action, and expenses for any experts.
16 Class Counsel will request attorneys' fees not in excess of one third of the Final Gross Settlement
17 Amount, which is \$433,333.33. Class Counsel will request costs not in excess of \$15,000.00.
18 Attorneys' Fees and Costs shall be paid from the Final Gross Settlement Amount.

19 3. "Class Counsel" means Daniel Valles and Kayla Rathjen of Valles Law, P.C.

20 4. "Class List" means a complete list of all Class Members that Defendant will
21 diligently and in good faith compile from Defendant's records and provide to the Settlement
22 Administrator within fifteen (15) business days after Preliminary Approval of this Settlement. The
23 Class List will be formatted in Microsoft Excel and will include each Class Member's full name,
24 most recent mailing address, social security number, number of workweeks that each Class Member
25 worked during the Class Period and the PAGA Period, and any other relevant information needed
26 to calculate settlement payments.

27 5. "Class/PAGA Representative Enhancement Payment" means the amount to be paid
28 to Plaintiff in the Action in recognition of her efforts and work in prosecuting the Action on behalf

1 of Class Members, and for Plaintiff's general release of claims. Subject to the Court granting final
2 approval of this Settlement Agreement and subject to the exhaustion of any and all appeals, Plaintiff
3 will request Court approval of a Class/PAGA Representative Enhancement Payment of up to
4 Fifteen Thousand Dollars and Zero Cents (\$15,000.00).

5 6. "Class Period" means the time period from October 24, 2018, through the later of
6 January 29, 2026, or the date of preliminary approval, subject to further revision pursuant to the
7 escalator clause at section 61 if later than January 29, 2026.

8 7. "Class Member(s)" means members of the Settlement Classes.

9 8. "Court" means the California Superior Court for the County of San Francisco.

10 9. "Defendant" means WalkMe, Inc.

11 10. "Effective Date" means the latter of (1) five calendar days after the final judgment
12 by which a notice of appeal of the order granting final approval or the final judgment may be timely
13 filed, and none is filed (i.e., 65 days after the date of entry of the order granting final approval); or
14 (2) if a notice of appeal from the order granting final approval or the final judgment is filed, five
15 business days after the date on which the Superior Court's order granting final approval or final
16 judgment is finally affirmed or upheld without any further right of appeal by any party or third
17 party and following the expiration of any such period for such further appeal that may be available.
18 The Effective Date is a condition of performance of the obligations under this Settlement.

19 11. "Expense Reimbursement ("ER") Settlement Class" means all California employees
20 who worked for Defendant in the State of California at any time from October 24, 2018, through
21 the later of January 29, 2026 or the date of Preliminary Approval.

22 12. "ER Settlement Class Member(s)" means any individual who is a member of the ER
23 Settlement Class.

24 13. "Initial Gross Settlement Amount" means the agreed amount of One Million One
25 Hundred Thousand Dollars and Zero Cents (\$1,100,000.00), to be paid by Defendant in full
26 satisfaction of all Released Claims by the Settlement Classes and PAGA Settlement Groups arising
27 from the Action, which includes all Individual Settlement Payments to Class Members, Attorneys'
28 Fees and Costs to Class Counsel, the Class/PAGA Representative Enhancement Payment to

1 Plaintiff, the Labor and Workforce Development Agency ("LWDA") Payment, and Settlement
2 Administration Costs to the Settlement Administrator. The "Final Gross Settlement Amount"
3 means the Initial Gross Settlement Amount plus the *pro rata* increase pursuant to section 61 of
4 \$176,738.11 through January 29, 2026, in the amount of \$1,276,738.11 as well as an additional
5 \$23,261.89 to file a Second Amended Complaint expressly adding claims under the Fair Labor
6 Standards Act, 29 U.S.C. §§ 206 and 207, and a claim under Cal. Labor Code § 246(i), giving a
7 total Final Gross Settlement Amount \$1,300,000, subject to section 61 if later than January 29,
8 2026. The Final Gross Amount to be paid by Defendant is in full satisfaction of all Released Claims
9 by the Settlement Classes and PAGA Settlement Groups arising from the Action, which includes
10 all Individual Settlement Payments to Class Members, Attorneys' Fees and Costs to Class Counsel,
11 the Class/PAGA Representative Enhancement Payment to Plaintiff, the Labor and Workforce
12 Development Agency ("LWDA") Payment, and Settlement Administration Costs to the Settlement
13 Administrator. This Final Gross Settlement Amount has been agreed to by Plaintiff and Defendant
14 based on the aggregation of the agreed-upon settlement value of individual claims in the Action.
15 In no event will Defendant be liable for more than the Final Gross Settlement Amount. The Final
16 Gross Settlement Amount includes employee payroll taxes. However, Defendant shall pay the
17 employer's portion of payroll taxes on all wage allocation in addition to the Final Gross Settlement
18 Amount. There will be no reversion of the Final Gross Settlement Amount to Defendant..

19 14. "Individual Settlement Payment" means each Qualified Class Members' share of
20 the Net Class Settlement Amount and Net PAGA Settlement Amount.

21 15. "LWDA Payment" means the amount that the Parties have agreed to pay to the
22 LWDA in connection with the Labor Code Private Attorneys General Act of 2004 (Cal. Lab. Code
23 § 2698 *et seq.*) ("PAGA") out of the PAGA Settlement Amount. The Parties have agreed that
24 Seventy-Six Thousand Dollars and Zero Cents (\$76,000.00) of the Final Gross Settlement Amount
25 will constitute the PAGA Settlement Amount and be remitted in consideration for the resolution of
26 PAGA Settlement Groups' claims arising under PAGA during the PAGA Period. Per PAGA, 75%
27 (\$57,000.00) of the PAGA Settlement Amount will be distributed to the LWDA as a PAGA
28 payment.

1 16. “Net Class Settlement Amount” means the portion of the Net Settlement Amount
2 that will be automatically distributed to Qualified Class Members (*i.e.*, S&CS Settlement Class
3 Members and ER Settlement Class Members who do not opt-out of the Settlement). There will be
4 no reversion of the Net Class Settlement Amount to Defendant if any funds cannot be distributed.

5 17. “Net PAGA Settlement Amount” refers to the 25% portion of the PAGA Settlement
6 Amount available for distribution to the PAGA Settlement Groups. The Net PAGA Settlement
7 Amount will be automatically distributed to all PAGA Settlement Groups per the methodologies in
8 this Settlement, even if they opt out of the class portion of the Settlement. There will be no
9 reversion of the Net PAGA Settlement Amount to Defendant if any funds cannot be distributed.

10 18. “Net Settlement Amount” means the portion of the Final Gross Settlement Amount
11 remaining after deducting the Attorneys’ Fees and Costs, the Class/PAGA Representative
12 Enhancement Payment, the LWDA Payment, and Settlement Administration Costs. There will be
13 no reversion of the Net Settlement Amount to Defendant if any funds cannot be distributed.

14 19. “Notice of Objection” means a Class Member’s valid and timely written objection
15 to the Settlement Agreement. For the Notice of Objection to be valid, it must include: (i) the
16 objector’s full name, signature, address, and telephone number, (ii) a written statement of all
17 grounds for the objection accompanied by any legal support for such objection, and (iii) copies of
18 any papers, briefs, or other documents upon which the objection is based, if any documents are a
19 basis of the objection.

20 20. “Notice Packet” or “Class Notice” means the Notice of Class Action Settlement,
21 substantially in the format attached as **Exhibit A**.

22 21. “PAGA Claims” means the claims for the imposition of civil penalties pursuant to
23 the PAGA arising out of alleged violations of the California Labor Code and/or wage orders as
24 outlined in the Released Claims by the PAGA Settlement Groups.

25 22. “PAGA Settlement Amount” means the amount the Parties have agreed to allocate
26 to the resolution of PAGA Claims during the PAGA Period. The Parties have agreed that Seventy-
27 Six Thousand Dollars and Zero Cents (\$76,000.00) of the Final Gross Settlement Amount will
28 constitute the PAGA Settlement Amount and be remitted in consideration for the resolution of the

aggrieved employees' claims arising under PAGA during the PAGA Period. The PAGA Settlement Amount is allocated as follows: Sixty-Four Thousand Dollars and Zero Cents (\$64,000.00) attributed to the S&CS PAGA Settlement Group, of which 75% (\$48,000.00) will be distributed to the LWDA as a PAGA payment with the remaining 25% (\$16,000.00) distributed to S&CS PAGA Settlement Group Employees per PAGA ("S&CS PAGA Net Settlement Amount"), and Twelve Thousand Dollars and Zero Cents (\$12,000.00) attributed to the ER PAGA Settlement Group, of which 75% (\$9,000.00) will be distributed to the LWDA as a PAGA payment with the remaining 25% (\$3,000.00) distributed to ER PAGA Settlement Group Employees per PAGA ("ER PAGA Net Settlement Amount"). In the event that the Court requires additional amounts allocated to the resolution of PAGA Claims during the PAGA Period, the Parties have agreed to allocate up to \$100,000.00 of the Final Gross Settlement Amount to constitute the PAGA Settlement Amount while maintaining the current ratios between allocation of the PAGA Settlement Amount to the S&CS PAGA Settlement Group and ER PAGA Settlement Group.

23. "PAGA Settlement Groups" means the S&CS PAGA Settlement Group and ER PAGA Settlement Group.

24. "PAGA Period" means the time period from October 11, 2021, through the later of January 29, 2026 or the date of Preliminary Approval.

25. "Parties" means Plaintiff and Defendant, collectively.

26. "Plaintiff" or "Class Representative" means Amy Reece.

27. "Preliminary Approval" means the Court order granting preliminary approval of the Settlement Agreement.

28. "Qualified Class Member(s)" means Qualified S&CS Settlement Class Member and Qualified ER Settlement Class Member.

29. "Qualified ER Settlement Class Member(s)" means any individual in the ER Settlement Class who does not timely opt-out of the Class settlement pursuant to the procedures outlined in this Settlement.

30. "Qualified S&CS Settlement Class Member(s)" means any individual in the S&CS Settlement Class who does not timely opt-out of the Class settlement pursuant to procedures

outlined in this Settlement.

31. “Released Class Claims by Qualified S&CS Settlement Class Members” means all claims that were alleged or reasonably could have been alleged based on the facts and allegations in the Operative Complaint that are alleged to have occurred during the Class Period. This includes, e.g., any and all claims for unpaid, minimum, regular, overtime, and/or double time wages (California Labor Code [“Lab. Code”] §§ 510, 551, 552, 558, 558.1, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, and/or applicable Wage Order and the Federal Labor Standards Act, 29 U.S.C. § 206-207); failing to timely pay wages (Lab. Code §§ 201-204, and/or 210); failing to provide compliant meal periods or meal period premiums (Lab. Code §§ 512, 226.7, and/or applicable Wage Order); failing to provide compliant rest breaks or rest break premiums (Lab. Code § 226.7, and/or applicable Wage Order); failing to provide compliant wage statements (Lab. Code §§ 226 and/or 226.3); improper sick pay and/or sick pay notice (Lab. Code §§ 246, subds. (i) and (l), 248.5); failing to keep accurate or furnish employment records (Lab. Code §§ 432, 432.5, 1174, 1174.5, and/or 1198.5); unlawful deductions (Lab. Code § 221); unlawful assignments (Lab. Code § 300); failing to provide compliant commission agreement (Lab. Code § 2751); and unfair competition or business practices (Bus. & Prof. Code § 17200 *et seq.*) for all periods of employment in California of the S&CS Settlement Class during the Class Period.

32. “Released Class Claims by Qualified ER Settlement Class Members” means all claims that were alleged or reasonably could have been alleged based on the facts and allegations in the Operative Complaint that are alleged to have occurred during the Class Period. This includes, e.g., any and all claims alleged for failure to reimburse all necessary business expenses (Lab. Code §§ 2800 and/or 2802 and applicable Wage Order), and unfair competition or business practices (Bus. & Prof. Code § 17200 *et seq.*) for all periods of employment in California of ER Settlement Class during the Class Period.

33. “Released PAGA Claims by S&CS PAGA Settlement Group” means all claims for PAGA civil penalties that were alleged or reasonably could have been alleged based on the facts and allegations in the Operative Complaint that are alleged to have occurred during the Class Period. This includes, e.g., any and all claims alleged for unpaid minimum, regular, overtime,

and/or double time wages (Lab. Code §§ 510, 551, 552, 558, 558.1, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, and/or applicable Wage Order); failing to timely pay wages or vacation pay (Lab. Code §§ 201-204, and/or 210); failing to provide compliant meal periods or meal period premiums (Lab. Code §§ 512, 226.7, and/or applicable Wage Order); failing to provide compliant rest breaks or rest break premiums (Lab. Code § 226.7, and/or applicable Wage Order); failing to provide compliant wage statements (Lab. Code §§ 226 and/or 226.3); improper sick pay and/or sick pay notice violating (Lab. Code § 246 subds. (i) and (l), and 248.5); failing to keep accurate or furnish employment records (Lab. Code §§ 432, 432.5, 1174, 1174.5, and/or 1198.5); unlawful deductions (Lab. Code § 221); unlawful assignments (Lab. Code § 300); and failing to provide compliant commission agreement (Lab. Code § 2751) for all periods of employment in California of S&CS PAGA Settlement Group during the PAGA Period.

34. “Released PAGA Claims by ER PAGA Settlement Group” means all claims for PAGA civil penalties that were alleged or reasonably could have been alleged based on the facts and allegations in the Operative Complaint that are alleged to have occurred during the Class Period. This includes, e.g., any and all claims for failure to reimburse all necessary business expenses (Lab. Code §§ 2800 and/or 2802 and applicable Wage Order) for all periods of employment of ER PAGA Settlement Group in California during the PAGA Period.

35. “Released Parties” means Defendant and its past and present direct or indirect parents, subsidiaries, predecessors, successors, divisions, and affiliates and each of their respective past and present officers, directors, employees, partners, members, owners, shareholders, principals, agents, and any other assigns or legal representatives which could be jointly liable with Defendant.

36. “Request for Exclusion” means a timely letter submitted by a Class Member indicating a request to be excluded from the non-PAGA portion of the Settlement. The Request for Exclusion must: (i) set forth the name, address, telephone number, and last four digits of the social security number of the Class Member requesting exclusion; (ii) be signed by the Class Member; (iii) be returned to the Settlement Administrator; (iv) clearly state that the Class Member does not wish to be included in the Settlement; and (v) be faxed or postmarked on or before the

1 Response Deadline.

2 37. "Response Deadline" means the deadline by which Class Members must postmark
3 or fax to the Settlement Administrator Requests for Exclusion, Notices of Objection, or workweek
4 disputes. The Response Deadline will be sixty (60) calendar days from the initial mailing of the
5 Notice Packet by the Settlement Administrator, unless the sixtieth (60th) calendar day falls on a
6 Sunday or State holiday, in which case the Response Deadline will be extended to the next day on
7 which the U.S. Postal Service is open.

8 38. "Settlement Administration Costs" means the costs payable from the Final Gross
9 Settlement Amount to the Settlement Administrator for administering the Settlement, including,
10 but not limited to, printing, distributing, and tracking documents for the Settlement, tax reporting,
11 distributing the Final Gross Settlement Amount, and providing necessary reports and declarations,
12 as requested by the Parties. The Settlement Administration Costs will be paid from the Final Gross
13 Settlement Amount.

14 39. "Settlement Administrator" or "Administrator" means the third-party class action
15 settlement administrator agreed to by the Parties and approved by the Court for the purposes of
16 administering the Settlement. The Parties each represent that they do not have any financial interest
17 in the Settlement Administrator or otherwise have a relationship with the Settlement Administrator
18 that could create a conflict of interest.

19 40. "Settlement Classes" means the S&CS Settlement Class and ER Settlement Class.

20 41. "Sales & Customer Success Employee ("S&CS") Settlement Class" means all
21 current and former exempt employees of Defendant who worked in the State of California as
22 commissioned sales or customer success employees who did not manage two or more other
23 employees more than 50 percent of the time from October 24, 2018, through the later of January
24 29, 2026 or the date of Preliminary Approval.

25 42. "S&CS Settlement Class Member(s)" is any individual who is a member of the
26 S&CS Settlement Class.

27 43. "S&CS PAGA Settlement Group" means all current and former exempt employees
28 of Defendant who worked in the State of California in commissioned sales or customer success

roles who did not manage two or more other employees more than 50 percent of the time from October 11, 2021, through the later of January 29, 2026, or the date of Preliminary Approval. "ER PAGA Settlement Group" means all current and former employees of Defendant who worked in the State of California at any time from October 11, 2021, through the later of January 29, 2026, or the date of Preliminary Approval.

44. "Workweeks" means the number of weeks that each Class Member worked for Defendant during the Class Period or the PAGA Period. All Class Members will be credited with at least one workweek.

TERMS OF AGREEMENT

Plaintiff, on behalf of herself and the Settlement Classes and PAGA Settlement Groups, and Defendant agree as follows:

45. Funding of the Final Gross Settlement Amount. Defendant will issue payment in the amount of the Final Gross Settlement Amount of \$1,300,000.00, which includes the Initial Gross Settlement Amount of \$1,100,000.00, the *pro rata* increase through January 29, 2026 pursuant to section 61 of \$176,738.11, as well as an additional \$23,261.89 to file a Second Amended Complaint expressly adding claims under the Fair Labor Standards Act, 29 U.S.C. §§ 206 and 207, and a claim under Cal. Labor Code § 246(i), to the Settlement Administrator (and subject to section 61 if Class Period is extend later than January 29, 2026). The Final Gross Settlement Amount will be deposited into a Qualified Settlement Account to be established by the Settlement Administrator. After the Effective Date, the Final Gross Settlement Amount will be used for: (i) Individual Settlement Payments; (ii) the LWDA Payment; (iii) the Class/PAGA Representative Enhancement Payment; (iv) Attorneys' Fees and Costs; and (v) Settlement Administration Costs. Defendant will issue payment in the amount of the Final Gross Settlement Amount within 15 calendar days of the Effective Date. Within 15 calendar days after the Effective Date and after Defendant receives the necessary calculations from the Settlement Administrator, Defendant will submit a payment for the employer's portion of payroll taxes on all wage allocation in addition to the Final Gross Settlement Amount.

46. Attorneys' Fees and Costs. Class Counsel will file a motion for Attorneys' Fees and

Costs of not more than one-third of the Final Gross Settlement Amount (projected to be \$433,333.33), plus the reimbursement of costs and expenses associated with Class Counsel's litigation and settlement of the Action, not to exceed \$15,000.00, both of which will be paid from the Final Gross Settlement Amount. These amounts satisfy all of the claims for attorneys' fees and costs in the Action. A reduction in these amounts by the Court is not grounds to void the Settlement. Defendant agrees not to oppose any application or motion consistent with this paragraph.

47. Class/PAGA Representative Enhancement Payment. In exchange for a general and complete release, and in recognition of Plaintiff's effort and work in prosecuting the Action on behalf of Class Members, Defendant agrees not to oppose any application or motion for a Class/PAGA Representative Enhancement Payment of up to \$15,000.00. A reduction in this amount by the Court is not grounds to void the Settlement. The Class/PAGA Representative Enhancement Payment will be paid from the Final Gross Settlement Amount and will be in addition to any Individual Settlement Payment Plaintiff may be entitled to pursuant to the Settlement. Plaintiff will be solely and legally responsible to pay any and all applicable taxes on the Class/PAGA Representative Enhancement Payment.

48. Settlement Administration Costs. The Settlement Administrator will be paid for the reasonable costs of administration of the Settlement and distribution of payments from the Final Gross Settlement Amount, which shall not exceed \$15,000.00. These costs, which will be paid from the Final Gross Settlement Amount, will include, *inter alia*, the required tax reporting on the Individual Settlement Payments, the issuing of 1099 and W-2 IRS Forms, distributing Notice Packets, calculating and distributing the Final Gross Settlement Amount, establishing and maintaining a settlement website in the manner described below and providing necessary reports and declarations.

49. PAGA Settlement Amount and Distribution. Subject to Court approval, the Parties agree that the amount of \$76,000.00 from the Final Gross Settlement Amount will be designated for satisfaction of civil penalties arising out of the PAGA Claims by PAGA Settlement Groups during the PAGA Period. Per PAGA, Seventy-Five Percent (75%), or \$57,000.00, of this sum will be paid to the LWDA and Twenty-Five Percent (25%), or \$19,000.00, will constitute the Net PAGA

Settlement Amount and will be paid to PAGA Settlement Groups (regardless of whether they object to or are excluded from the non-PAGA portion of the Settlement) as part of their Individual Settlement Payment as follows:

(a) The Settlement Administrator will calculate the total number of pay periods worked by each member of the S&CS PAGA Settlement Group during the PAGA Period, total number of pay periods worked by each member of the ER PAGA Settlement Group during the PAGA Period, aggregate total number of pay periods worked by the S&CS PAGA Settlement Group during the PAGA Period, and aggregate total number of pay periods worked by ER PAGA Settlement Group during the PAGA Period.

(b) To determine each S&CS PAGA Settlement Group member's share of the Net PAGA Settlement Amount, the Settlement Administrator will use the following formula: The S&CS PAGA Net Settlement Amount will be divided by the aggregate total number of pay periods worked by S&CS PAGA Settlement Group during the PAGA Period and then multiplied by each S&CS PAGA Settlement Group member's pay periods during the PAGA Period.

(c) To determine each ER PAGA Settlement Group member's share of the Net PAGA Settlement Amount, the Settlement Administrator will use the following formula: The ER PAGA Net Settlement Amount will be divided by the aggregate total number of pay periods worked by ER PAGA Settlement Group during the PAGA Period and then multiplied by each ER PAGA Settlement Group member's pay periods during the PAGA Period.

50. Net Class Settlement Amount. The entire Net Class Settlement Amount will be distributed to Qualified Class Members as set forth below. No portion of the Net Class Settlement Amount will revert or be retained by Defendant.

51. Net Class Settlement Amount Distribution. The Net Class Settlement Amount of each Qualified Class Members' Individual Settlement Payments will be based on the number of Workweeks each Qualified Class Member worked during the Class Period. Calculations of Individual Settlement Payments will be made as follows:

51.1 S&CS Settlement Class:

(a) The Settlement Administrator will calculate the total number of

Workweeks worked by each S&CS Settlement Class Member during the Class Period and the aggregate total number of Workweeks worked by all S&CS Settlement Class Members and all Class Members during the Class Period.

(b) To determine each S&CS Settlement Class Member's share of the Net Class Settlement Amount, the Settlement Administrator will use the following formula: The Net Class Settlement Amount less Twenty-Seven Thousand Eight Hundred Fifty Six Dollars and Ten Cents (\$27,856.10) for the ER Settlement Class will be divided by the aggregate total number of Workweeks worked by all Class Members during the Class Period, resulting in the "Workweek Value".

(c) Each S&CS Settlement Class Member's share of the Net Class Settlement Amount will be calculated by multiplying each individual S&CS Settlement Class Member's total number of Workweeks during the Class Period by the Workweek Value. The Individual Settlement Payment will be reduced by any required deductions for each S&CS Settlement Class Member as specifically set forth herein, including employee-side tax withholdings or deductions.

51.2 ER Settlement Class:

(a) The Settlement Administrator will calculate the total number of Workweeks worked by each ER Settlement Class Member during the Class Period and the aggregate total number of Workweeks worked by all ER Settlement Class Members and all Class Members during the Class Period.

(b) To determine each ER Settlement Class Member's share of the Net Class Settlement Amount, the Settlement Administrator will use the following formula: Twenty-Seven Thousand Eight Hundred and Fifty-Six Dollars and Ten Cents (\$27,856.10) of the Net Class Settlement Amount will be divided by the aggregate total number of Workweeks worked by all Class Members during the Class Period, resulting in the "Workweek Value".

(c) Each ER Settlement Class Member's share of the Net Class Settlement Amount will be calculated by multiplying each individual ER Settlement Class Member's total number of Workweeks during the Class Period by the Workweek Value. The

1 Individual Settlement Payment will be reduced by any required deductions for each ER Settlement
2 Class Member as specifically set forth herein, including employee-side tax withholdings or
3 deductions.

4 51.3 The entire Net Class Settlement Amount will be disbursed to Qualified Class
5 Members as set forth above.

6 52. No Credit Toward Benefit Plans. The Individual Settlement Payments made to
7 Qualified Class Members under this Settlement, as well as any other payments made pursuant to
8 this Settlement, will not be utilized to calculate any additional benefits under any benefit plans to
9 which any member of the Settlement Classes may be eligible. It is the Parties' intention that this
10 Settlement will not affect any rights, contributions, or amounts to which any member of the
11 Settlement Classes may be entitled under any benefit plans.

12 53. Administration Process. The Parties agree to cooperate in the administration of the
13 settlement and to make all reasonable efforts to control and minimize the costs and expenses
14 incurred in administration of the Settlement.

15 54. Delivery of the Class List. Within fifteen (15) business days of Preliminary
16 Approval, Defendant will provide the Class List to the Settlement Administrator.

17 55. Notice by First-Class U.S. Mail. Within ten (10) calendar days after receiving the
18 Class List from Defendant, the Settlement Administrator will mail a Notice Packet to all Class
19 Members via regular First-Class U.S. Mail, using the most current, known mailing address
20 identified in the Class List as updated by the process in Paragraph 56 below.

21 56. Confirmation of Contact Information in the Class Lists. Prior to mailing, the
22 Settlement Administrator will perform a search based on the National Change of Address Database
23 for information to update and correct for any known or identifiable address changes. Any Notice
24 Packets returned to the Settlement Administrator as non-deliverable on or before the Response
25 Deadline will be sent promptly via regular First-Class U.S. Mail to the forwarding address affixed
26 thereto and the Settlement Administrator will indicate the date of such re-mailing on the Notice
27 Packet. If no forwarding address is provided, the Settlement Administrator will promptly attempt
28 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 involved and will then perform a single re-mailing. Those Class Members who receive a re-mailed Notice Packet, whether by skip-trace or by request, will have between the later of (i) an additional fifteen (15) calendar days or (ii) the Response Deadline to submit a Request for Exclusion or an objection to the Settlement.

57. Notice Packets. All Class Members will be mailed a Notice Packet. Each Notice Packet will provide: (i) information regarding the nature of the Action; (ii) a summary of the Settlement's principal terms; (iii) the definition of the Settlement Classes; (iv) the total number of Workweeks each Class Member worked for Defendant during the Class Period; (v) the total number of pay periods each member of the PAGA Settlement Groups worked for Defendant during the PAGA Period; (vi) each Class Member's estimated Individual Settlement Payment and the formulas for calculating Individual Settlement Payments; (vii) the dates which comprise the Class Period and PAGA Period; (viii) instructions on how to submit Requests for Exclusion, Notices of Objection or Workweek disputes; (ix) the deadlines by which the Class Member must postmark or fax Request for Exclusions, Notices of Objection or Workweek disputes; and (x) the claims to be released

58. Disputed Information on Notice Packets. Class Members will have sixty (60) calendar days from the mailing of their Notice Packets to submit their objection to Settlement to the Settlement Administrator. The Settlement Administrator shall email a copy of any such objection to the Parties' counsels and Settlement Class Counsel shall lodge a copy of the objection with the Court, or to indicate their decision to opt out of the Settlement Classes or to dispute the number of Workweeks. To the extent Class Members dispute their employment dates or the number of Workweeks on record, Defendant's records shall presumptively control.

59. Defective Submissions. If a Class Member's Request for Exclusion is defective as to the requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The Settlement Administrator will mail the Class Member a cure letter within three (3) business days of receiving the defective submission to advise the Class Member that his or her submission is defective and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have until the later of (i) Response Deadline or (ii) fifteen (15) calendar

days from the date of the cure letter, which ever date is later, to postmark or fax a revised Request for Exclusion. If the revised Request for Exclusion is not postmarked or received within that period, it will be deemed untimely.

60. Request for Exclusion Procedures. Any Class Member wishing to opt-out from the Class portion of the Settlement Agreement (*i.e.*, to not waive individual claims for relief encompassed by the Released Class Claims by S&CS Settlement Class Member and Released Class Claims by ER Settlement Class Member and not receive a portion of the Net Class Settlement Amount) must sign and facsimile or postmark written Request for Exclusion to the Settlement Administrator within the Response Deadline. In the case of Requests for Exclusion that are mailed to the Settlement Administrator, the postmark date will be the exclusive means to determine whether a Request for Exclusion has been timely submitted. Any Class Member who requests to be excluded from the class settlement will not be entitled to any portion of the Net Class Settlement Amount and will not be bound by the terms of the class settlement or have any right to object, appeal, or comment thereon, although the PAGA settlement and release provisions applicable to the PAGA Period will still apply to each such individual, and each such individual shall be entitled to his or her pro rata share of the Net PAGA Settlement Amount.

61. Class Size. The Initial Gross Settlement Amount was calculated based on the understanding that as of December 31, 2023, there were approximately 521 employees with 55,886 workweeks, with a breakdown of 105 S&CS Settlement Class Members with 10,875 workweeks and 416 ER Settlement Class Members with 10,395 months, which equates to 45,011 workweeks. In the event the final class list or total workweeks through the conclusion of the Class Period is more than 9% larger than these numbers combined, at the option of Defendant, the Initial Gross Settlement Amount shall increase pro rata with a 9% grace margin (*i.e.*, if the aggregate workweek numbers increase by 10%, the Gross Class Settlement Amount shall increase by 1%), or the date for determining the class membership ("Class Cut-Off") shall be adjusted as to limit the class size to a maximum of no more than 9% of the estimated combined workweeks or class members identified above. Defendant has elected to extend the class period through January 29, 2026. As of this date, there are 551 employees with 69,895 total combined workweeks, with a breakdown of

1 126 S&CS Settlement Class Members with 16,181 total workweeks, and 425 ER Settlement Class
2 Members with 53,714 total workweeks.

3 62. Settlement Terms Bind All Class Members Who Do Not Opt-Out. Any Class
4 Member who does not affirmatively opt-out of the Settlement Agreement by submitting a timely
5 and valid Request for Exclusion will be bound by all of its terms, including those pertaining to the
6 Released Class Claims by Qualified S&CS Settlement Class Members, the Released PAGA Claims
7 by S&CS PAGA Settlement Group the Released Class Claims by Qualified ER Settlement Class
8 Members, and the Released PAGA Claims by ER PAGA Settlement Group, as well as any
9 Judgment that may be entered by the Court if it grants final approval to the Settlement.

10 63. Fair Labor Standards Act ("FLSA") Opt-In. Class Members who choose to
11 participate in this Settlement by not opting out and cashing their checks (that will include language
12 to the effect that cashing the check will release their rights under the FLSA for any claims pled or
13 that could have reasonably been alleged based on the same set of operative facts as those pleaded
14 in the operative Complaint, any amended Complaints in the Actions or LWDA letters; *e.g.*, "By
15 cashing this check, I am opting into the settlement in *Amy Reece v. WalkMe, Inc.*, San Francisco
16 County Superior Court, Case No. CGC-22-602550, under the Fair Labor Standards Act, 29 U.S.C.
17 § 216(b), and releasing the released claims described in the Settlement Agreement"), will also be
18 deemed to have opted in for purposes of the FLSA, and their released claims will include a release
19 of the FLSA claims based on claims alleged, or that could have reasonably been alleged based on
20 the same set of operative facts as those pleaded in the operative Complaint or any amended
21 Complaints in the Action.

22 64. Challenges to Workweeks. Each Class Member shall have until the Response
23 Deadline (plus an additional 15 days for Class Members whose Class Notice is re-mailed) to
24 challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class
25 Member in the Class Notice. The Class Member may challenge the allocation by communicating
26 with the Settlement Administrator via fax, email or mail. The Settlement Administrator must
27 encourage the challenging Class Member to submit supporting documentation. In the absence of
28 any contrary documentation, the Settlement Administrator is entitled to presume that the

1 Workweeks contained in the Class Notice are correct so long as they are consistent with the Class
 2 Data. Absent evidence rebutting Defendant's records, Defendant's records will be presumed
 3 determinative. However, if a Class Member produces evidence to the contrary by the Response
 4 Deadline, the Parties will evaluate the evidence submitted by the Class Member and the Parties will
 5 make the final decision as to the number of eligible Workweeks that should be applied and/or the
 6 Individual Settlement Payment to which the Class Member may be entitled, in the event that
 7 Defendant cannot make this determination themselves. If the Parties do not agree, the dispute will
 8 be submitted to the Court. The Settlement Administrator shall promptly provide copies of all
 9 challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel
 10 and the Settlement Administrator's determination as to the challenges.

11 65. Objection Procedures. To object to the Settlement Agreement, a Class Member
 12 must fax or postmark a valid Notice of Objection to the Settlement Administrator on or before the
 13 Response Deadline. The Notice of Objection must be signed by the Class Member and contain all
 14 information required by this Settlement Agreement. Notwithstanding the foregoing, any Class
 15 Member may appear in person at the Final Approval Hearing to object to the Settlement, with or
 16 without having submitted a written objection, and without providing prior notice of intent to appear.
 17 At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class
 18 Members to submit written objections to the Settlement Agreement or appeal from the Order and/or
 19 Judgment. Class Counsel will not represent Class Members with respect to any such objections to
 20 this Settlement. If a Class Member submits both a valid Request for Exclusion and a Notice of
 21 Objection, the Notice of Objection shall be void and the Class Member will be deemed to have
 22 opted out of membership as a Qualified Class Member.

23 66. Certification Reports Regarding Individual Settlement Payment Calculations. The
 24 Settlement Administrator will provide Defendant's counsel and Class Counsel a weekly report that
 25 certifies the number of Class Members who have submitted valid Requests for Exclusion,
 26 objections to the Settlement, and whether any Class Member has submitted a challenge to any
 27 information contained in their Notice Packet. Additionally, the Settlement Administrator will
 28 provide to counsel for both Parties any updated reports regarding the administration of the

1 Settlement Agreement as needed or requested.

2 67. Distribution Timing of Settlement Payments. Within twenty (20) calendar days of
3 the Effective Date, the Settlement Administrator will issue payments to: (i) Individual Settlement
4 Payments from the Net Class Settlement Amount to Qualified Class Members, (ii) the LWDA, (iii)
5 Individual Settlement Payments from the Net PAGA Settlement Amount to PAGA Settlement
6 Groups, (iv) Class/PAGA Representative Enhancement Payment to Plaintiff, and (v) Class
7 Counsel. The Settlement Administrator will also issue a payment to itself for Court-approved
8 services performed in connection with the Settlement.

9 68. Un-cashed Settlement Checks. Funds represented by Individual Settlement
10 Payments returned as undeliverable and/or remaining un-cashed for more than one hundred eighty
11 (180) calendar days after issuance will be transmitted by the Administrator to the California
12 Controller's Unclaimed Property Fund in the name of the applicable Qualified Class Member
13 thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil
14 Procedure § 384(b).

15 69. Certification of Completion. Upon completion of administration of the Settlement,
16 the Settlement Administrator will provide a written declaration under oath to certify such
17 completion to the Court and counsel for all Parties. The Settlement Administrator will be solely
18 responsible for preparation of the declaration, and the Settlement Administrator's failure to comply
19 with this requirement will not affect the Settlement's validity.

20 70. Treatment of Individual Settlement Payments. The S&CS Net Settlement Class
21 Amount shall be allocated as: (i) 20% as wages for which IRS Forms W-2 will be issued, and (ii)
22 80% toward penalties and interest reported as such to each applicable Qualified Class Member on
23 an IRS Form W-2 and IRS Form 1099 MISC as applicable. The ER Net Settlement Class Amount
24 shall be allocated as follows: (i) 75% towards expense reimbursements, and (ii) 25% toward
25 penalties and reported as such to each applicable Qualified Class Member on an IRS Form 1099
26 MISC. Each PAGA Settlement Group member's PAGA payment will be allocated as non-wages
27 (for alleged interest and penalties) for which IRS Forms 1099-MISC will be issued.

28 71. Administration of Taxes by the Settlement Administrator. The Settlement

Administrator will be responsible for issuing to Plaintiff, Qualified Class Members, PAGA Settlement Group members, and Class Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid pursuant to this Settlement. The Settlement Administrator will also be responsible for forwarding all payroll taxes and penalties to the appropriate government authorities.

72. Tax Liability. Defendant makes no representation as to the tax treatment or legal effect of the payments called for hereunder, and Plaintiff and Class Members are not relying on any statement, representation, or calculation by Defendant or by the Settlement Administrator in this regard.

73. Circular 230 Disclaimer. Each party to this agreement (for purposes of this section, the “acknowledging party” and each party to this agreement other than the acknowledging party, an “other party”) acknowledges and agrees that (1) no provision of this agreement, and no written communication or disclosure between or among the parties or their attorneys and other advisers, 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 the 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 agreement, (b) has not entered into this 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 adviser to any other party to avoid any tax penalty that may be imposed on the acknowledging party, and (3) no attorney or adviser to any other party has imposed any limitation that protects the confidentiality of any such attorney’s or adviser’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 agreement.

74. 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,

1 action, cause of action or right herein released and discharged.

2 75. Nullification of Settlement Agreement. In the event that: (i) the Court does not
3 finally approve the Settlement as provided herein, or (ii) the Settlement does not become final for
4 any other reason, then this Settlement, and any documents generated to bring it into effect, will be
5 null and void. Any order or judgment entered by the Court in furtherance of this Settlement
6 Agreement will likewise be treated as void from the beginning. Furthermore, in the event that 7%
7 or more of the Class Members opt-out of the Settlement, or Class Members who represent more
8 than 7% of the aggregate Workweeks opt-out of the Settlement, then Defendant has in its sole
9 discretion the option to nullify the Settlement which shall thereafter be null and void. However,
10 Defendant agrees to meet and confer in good faith with Class Counsel before rescinding or voiding
11 this Agreement, but such a meet and confer shall not restrict Defendant's sole and absolute
12 discretion to rescind or void this Agreement. The amount of the Initial Gross Settlement Amount
13 and Final Gross Settlement Amount are deemed a material term and Defendant may revoke the
14 agreement if the Court insists on a change that increases the obligation of Defendant to pay an
15 amount in excess of the Final Gross Settlement Amount. In the event that Defendant exercises its
16 right to nullify the Settlement, Defendant shall be responsible for any and all costs incurred by the
17 Settlement Administrator to date as well as any filing fees incurred by Plaintiff for any preliminary
18 approval motions or other motions filed from the date of preliminary approval through the date
19 Defendant exercises its right to nullify. Changes requested by the Court to the allocation of funds
20 between PAGA and the remaining class claims, or changes in the amount of attorneys' fees and
21 costs or enhancement award to Plaintiff, or changes to the procedures accompanying the
22 administration of the Settlement will not form the basis for any party in the action to revoke this
23 Settlement.

24 76. Preliminary Approval Hearing. Plaintiff will obtain a hearing before the Court to
25 request the Preliminary Approval of the Settlement, and the entry of a Preliminary Approval Order
26 for: (i) conditional certification of the Settlement Class for settlement purposes only; (ii)
27 preliminary approval of the proposed Settlement Agreement; (iii) setting a date for a Final
28 Approval/Settlement Fairness Hearing. The Preliminary Approval Order will provide for the

Notice Packet to be sent to all Class Members as specified herein. In conjunction with the Preliminary Approval hearing, Plaintiff will submit this Settlement Agreement, which sets forth the terms of this Settlement, and will include the proposed Notice Packet, which will include both the proposed Notice of Class Action Settlement Document, attached as **Exhibit A**. Class Counsel will be responsible for drafting all documents necessary to obtain preliminary approval, but Defendant shall be provided reasonable time (i.e., at least five business days) to review the drafts prior to filing.

77. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of the deadlines to postmark Requests for Exclusion or objections to the Settlement Agreement, and with the Court's permission, a Final Approval/Settlement Fairness Hearing will be conducted to determine the Final Approval of the Settlement Agreement along with the amounts properly payable for: (i) Attorneys' Fees and Costs; (ii) the Class/PAGA Representative Enhancement Payment; (iii) Individual Settlement Payments; (iv) the LWDA Payment; and (v) all Settlement Administration Costs. The Final Approval/Settlement Fairness Hearing will not be held earlier than fifteen (15) calendar days after the Response Deadline. Class Counsel will be responsible for drafting all documents necessary to obtain final approval. Class Counsel will also be responsible for drafting the attorneys' fees and costs application to be heard at the final approval hearing, but Defendant's counsel shall be provided reasonable time (i.e., at least five business days) to review and edit the drafts prior to filing.

78. Judgment and Continued Jurisdiction. Upon final approval of the Settlement by the Court or after the Final Approval/Settlement Fairness Hearing, the Parties will present the Judgment to the Court for its approval. After entry of the Judgment, the Court will have continuing jurisdiction solely for purposes of addressing: (i) the interpretation and enforcement of the terms of the Settlement; (ii) Settlement administration matters; and (iii) such post-Judgment matters as may be appropriate under court rules or as set forth in this Settlement Agreement.

79. Release by Plaintiff. Upon the Effective Date, and subject to Defendant's full payment of the Final Gross Settlement Amount, in addition to the claims being released by all Qualified Class Members and PAGA Settlement Groups, Plaintiff will release and forever

1 discharge the Released Parties, to the fullest extent permitted by law, of and from any and all claims,
2 known and unknown, asserted and not asserted, arising out of or relating in any way to (i) Plaintiff's
3 application for employment with Defendant, employment with Defendant and/or the termination
4 of Defendant's employment from the Company; (b) any term or condition of Plaintiff's
5 employment with Defendant, including but not limited to any and all wages, compensation, salaries,
6 minimum wage, overtime, holiday pay, bonuses, commissions, pay, allowances, monies, meal and
7 rest period violations or premiums, off the clock work, expenses/reimbursements, wage statements,
8 employee benefits including but not limited to any benefits under company-sponsored retirement
9 plans, profit sharing plans, and health plans, sick/vacation pay, sick leave, severance pay, retention
10 pay, paid leave benefits, notification rights, any other wage and hour related claims, and any other
11 benefits, penalties, interest, damages, and promises related to the same except as specifically
12 provided for herein, and (c) any and all claims asserted in or that could have been asserted by
13 Plaintiff in the Action, Plaintiff's individual PAGA claims. Additionally, Plaintiff will release and
14 forever discharge the Defendant and its past and present, direct or indirect parents, subsidiaries,
15 predecessors, successors, divisions, and affiliates ("Company Released Parties"), to the fullest
16 extent permitted by law, of and from any and all claims, known and unknown, asserted and not
17 asserted which Plaintiff has or may have against such Company Released Parties based on facts
18 occurring as of or prior to the time Plaintiff executes this Settlement Agreement. To the extent the
19 foregoing release is a release to which Section 1542 of the California Civil Code or similar
20 provisions of other applicable law may apply, Plaintiff expressly waives any and all rights and
21 benefits conferred by the provisions of Section 1542 of the California Civil Code or similar
22 provisions of applicable law which are as follows: A general release does not extend to claims that
23 the creditor or releasing party does not know or suspect to exist in his or her favor at the time of
24 executing the release, and that, if known by him or her would have materially affected his or her
25 settlement with the debtor or released party.

26 80. Release by Qualified S&CS Settlement Class Members. Upon the Effective Date,
27 and subject to Defendant's full payment of the Final Gross Settlement Amount, Qualified S&CS
28

Settlement Class Members shall release the Released Parties from all Released Class Claims by Qualified S&CS Settlement Class Members.

81. Release by Qualified ER Settlement Class Member. Upon the Effective Date, and subject to Defendant's full payment of the Final Gross Settlement Amount, the Qualified ER Settlement Class Members shall release the Released Parties from all Released Class Claims by Qualified ER Settlement Class Members.

82. Release by PAGA Settlement Groups. In light of the binding nature of a PAGA judgment on non-party employees pursuant to *Arias v. Superior Court of San Joaquin County (Dairy)*, 46 Cal.4th 969 (2009), and *Cardenas v. McLane Foodservice, Inc.*, 2011 WL 379413 at *3 (C.D. Cal. Jan. 31, 2011), subject to the occurrence of the Effective Date and Defendant's full payment of the Final Gross Settlement Amount, all S&CS PAGA Settlement Group and ER PAGA Settlement Group members, including those who exclude themselves from the Class, shall release the Released Parties from the Released PAGA Claims by S&CS PAGA Settlement Group and ER PAGA Settlement Group.

83. Exhibits Incorporated by Reference. The terms of this Settlement Agreement 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.

84. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements may be deemed binding on the Parties, and no Party is relying on any representation not contained in agreement.

85. Amendment or Modification. No amendment, change, or modification to this Settlement Agreement will be valid unless in writing and signed, either by the Parties or their counsel.

86. Authorization to Enter Into Settlement Agreement. Counsel for all Parties warrant and represent they are expressly authorized by Parties whom they represent to negotiate this Settlement Agreement and to take all appropriate action required or permitted to be taken by such

Parties pursuant to this Settlement Agreement to effectuate its terms and to execute any other documents required to effectuate the terms of this Settlement Agreement. The Parties and their counsel will cooperate with each other and use their best efforts to effect the implementation of the Settlement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement, or any supplemental provisions that may become necessary to effectuate the terms of this Settlement, the Parties may seek the assistance of the Court to resolve such disagreement.

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

88. California Law Governs. All substantive terms of this Settlement Agreement and exhibits hereto will be governed by and interpreted according to the laws of the State of California, except to the extent Federal law applies.

89. Execution and Counterparts. This Settlement Agreement is subject only to the execution of all Parties. However, the Settlement Agreement may be executed in one or more counterparts. All executed counterparts and each of them, including electronic (e.g., DocuSign), facsimile, and scanned copies of the signature page, will be deemed to be one and the same instrument.

90. Acknowledgement the Settlement Is Fair and Reasonable. The Parties believe this Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at this Settlement after arm's length negotiations with the assistance of an experience wage/hour mediator and in the context of adversarial litigation, taking into account all relevant factors, present and potential. The Parties further acknowledge that they are each represented by competent counsel and that they have had an opportunity to consult with their counsel regarding the fairness and reasonableness of this Settlement.

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

1 Agreement as valid and enforceable.

2 92. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to
3 class certification for purposes of this Settlement only; except, however, that Plaintiff or Class
4 Counsel may appeal any reduction to the Attorneys' Fees and Costs below the amount they request
5 from the Court, and either party may file an appeal or cross-appeal as to any court order that
6 materially alters the Settlement Agreement's terms.

7 93. Class Action Certification for Settlement Purposes Only. The Parties agree to
8 stipulate to class action certification for purposes of the Settlement only. If, for any reason, the
9 Settlement is not approved, the stipulation to certification will be void. The Parties further agree
10 that certification for purposes of the Settlement is not an admission that class action certification is
11 proper under the standards applied to contested certification motions and that this Settlement
12 Agreement will not be admissible in this or any other proceeding as evidence that either (i) a class
13 action should be certified, or (ii) Defendant is liable to Plaintiff or any Class Member or any other
14 person or entity, other than according to the Settlement's terms.

15 94. Non-Admission of Liability. The Parties enter into this Settlement to resolve the
16 dispute that has arisen between them and to avoid the burden, expense, and risk of continued
17 litigation. In entering into this Settlement, Defendant does not admit, and specifically denies, that
18 Defendant violated any federal, state, or local law; violated any regulations or guidelines
19 promulgated pursuant to any statute or any other applicable laws, regulations or legal requirements;
20 breached any contract; violated or breached any duty; engaged in any misrepresentation or
21 deception; or engaged in any other unlawful conduct with respect to its employees or anyone else.
22 Neither this Settlement Agreement, nor any of its terms or provisions, nor any of the negotiations
23 connected with it, will be construed as an admission or concession by Defendant of any such
24 violations or failures to comply with any applicable law. Except as necessary in a proceeding to
25 enforce the terms of this Settlement, this Settlement Agreement and its terms and provisions will
26 not be offered or received as evidence in any action or proceeding to establish any liability or
27 admission on the part of Defendant or to establish the existence of any condition constituting a
28 violation of, or a non-compliance with, federal, state, local or other applicable law.

95. Injunction Against Duplicative Claims. Upon Preliminary Approval of the Settlement Agreement, all Class Members shall be enjoined from filing, joining, or becoming a party, member or representative in any actions, claims, complaints, or proceedings in any state or federal court on an individual, representative, collective or class action basis regarding any of the Released Claims by Qualified S&CS Settlement Class Members or Released Claims by Qualified ER Settlement Class Members defined herein above any related pending actions, claims, complaints, or proceedings in any state or federal court, shall be stayed until the Class Members have had an opportunity to decide to participate, object or file a request for exclusion from this Settlement.

96. No Public Comment. Following the filing of the Motion for Preliminary Approval, the Parties understand and agree that there may be media coverage of the Settlement not initiated by Plaintiff or Defendant, directly or indirectly, as a result of the public filings. Notwithstanding the foregoing, Plaintiff, Defendant, and their respective counsel agree that no Party shall issue any press release to the news media, nor shall any Party disclose any information regarding this settlement in their marketing materials or firm websites, nor shall any Party communicate in any way with news media concerning the settlement of the Class Action. Notwithstanding the foregoing, this provision shall not prohibit Class Counsel from making a general reference in its marketing materials or on its firm website that does not specifically identify Defendant such as "Successfully represented Commissioned Sales Employees in class action against their former employer for wage and hour and other violations based on their misclassification as exempt employees" or similar words to that effect. Additionally, this provision shall not apply to or limit the public filing of motions or other case materials in the Class Action or to the LWDA related to seeking and obtaining Court approval of the proposed Settlement Agreement, the fees and costs of Class Counsel, the Class/PAGA Representative Enhancement Payment to the Class Representative, and the other relief set forth in this Settlement Agreement. This provision shall not prohibit Class Counsel from listing this Action by name in support of motions for appointments as class counsel, certification, attorneys' fees and costs, or the like.

97. Encouragement of Class Members. The Parties to this Agreement and the counsel

1 representing such Parties shall not, directly or indirectly, through any person, encourage or solicit
2 any Class Member to exclude himself or herself from this Settlement (opt out) or to object to it.
3 However, Class Counsel and Defendant may respond to inquiries from Class Members. Class
4 Counsel and Defendant's counsel represent, through their signatures below, that they have not taken
5 any action prior to signing this Agreement that would encourage any Class Member to exclude
6 himself or herself from this Settlement, or to object to it. Class Counsel represents and warrants
7 that at the time of signing this Agreement, it has no clients or prospective clients who are potential
8 plaintiffs with potential or actual causes of action against Defendant.

9 98. Waiver. No waiver of any condition or covenant contained in this Settlement
10 Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered
11 to imply or constitute a further waiver by such Party of the same or any other condition, covenant,
12 right or remedy.

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

19 100. Mutual Preparation. The Parties have had an opportunity to negotiate the terms and
20 conditions of this Settlement Agreement. Accordingly, this Settlement Agreement will not be
21 construed more strictly against one party than another merely by virtue of the fact that it may have
22 been prepared by counsel for one of the Parties, it being recognized that, because of the arms-length
23 negotiations between the Parties, all Parties have contributed to the preparation of this Settlement
24 Agreement.

25 101. Representation by Counsel. The Parties acknowledge that they have been
26 represented by counsel throughout all negotiations that preceded the execution of this Settlement
27 Agreement, and that this Settlement Agreement has been executed with the consent and advice of
28 counsel. Further, Plaintiff and Class Counsel warrant and represent that there are no liens on the

Settlement Agreement.

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

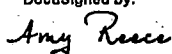
103. Cooperation and Execution of Necessary Documents. All Parties will cooperate in good faith and execute all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. Both parties will cooperate in supporting arguments in favor of preliminary approval, drafting necessary documents to secure preliminary approval expeditiously, and taking all other reasonable steps to support court approval of the settlement.

104. Binding Agreement. The Parties warrant that they understand and have full authority to enter into this Settlement Agreement and further intend that this Settlement Agreement will be fully enforceable and binding on all parties and agree that it will be admissible and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that might apply under federal or state law.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

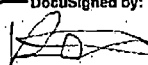
[SIGNATURES TO FOLLOW ON NEXT PAGE]

1 Dated: February , 2026
2 2/20/2026

DocuSigned by:

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Plaintiff Amy Reece

3 Dated: February , 2026
4 2/20/2026

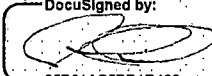
WALKME, INC.

DocuSigned by:

91BE84589EF147F...

BY: Dan Adika
ITS: CEO

5
6 **AGREED AS TO FORM:**

7 Dated: February , 2026
8 2/20/2026

DocuSigned by:

85B61AC5BD1D493
Daniel Valles
Kayla Rathjen
VALLES LAW, P.C.
Attorneys for Plaintiff Amy Reece

11
12 Dated: February 20, 2026


Chad Greeson
Daniel XuLi
LITTLER MENDELSON, P.C.
Attorneys for Defendant WalkMe, Inc.

17 4930-4033-7803

CERTIFICATE OF ELECTRONIC SERVICE
(CCP 1010.6 & CRC 2.251)

I, Sean Kane, a Deputy Clerk of the Superior Court of the County of San Francisco, certify that I am not a party to the within action.

On February 24, 2026, I electronically served the attached document via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

Dated: February 24, 2026

Brandon E. Riley, Court Executive Officer

By: 
Sean Kane, Deputy Clerk