

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

DANA BECERRA, an individual, on behalf of
herself and all others similarly situated,

Plaintiff,

vs.

HUNGRY MARKETPLACE, INC., a Delaware
corporation; and DOES 1-100, inclusive,

Defendant.

Case No.: 22STCV37436

CASE ASSIGNED FOR ALL PURPOSES TO:
Judge William F. Highberger / Dept. 10

COMPLEX LITIGATION PROGRAM

**CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT AND
RELEASE**

FAC Filed: May 8, 2023
Trial Date: Not Yet Set

1 **CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND RELEASE**

2 This Class Action and PAGA Settlement Agreement (the “Agreement” or “Settlement”) is made
3 by and between Plaintiffs Dana Becerra and Sabrina Norsworthy (collectively, “Plaintiffs”), on the one
4 hand, and Defendant Hungry Marketplace, Inc. (“Defendant”), on the other hand (Plaintiffs and Defendant
5 are collectively referred to as, “Parties,” or individually as “Party”). Subject to the approval of the Court,
6 this action is hereby compromised and settled pursuant to the terms and conditions set forth below.

7 **1. DEFINITIONS**

8 **1.1. “Action”** means the Plaintiffs’ putative class and representative action against Defendant,
9 currently captioned *Dana Becerra v. Hungry Marketplace, Inc.*, Case No. 22STCV37436, initiated on
10 November 30, 2022, and pending in the Superior Court of the State of California for the County of Los
11 Angeles and the related individual arbitration before the American Arbitration Association (“AAA”)
12 captioned *Dana Becerra v. Hungry Marketplace, Inc.*, AAA Case No. 01-24-0002-3712.

13 **1.2. “Administrator”** means the neutral entity the Parties have agreed to appoint to administer
14 the Settlement, as provided in Paragraph 8.1 below.

15 **1.3. “Administration Expenses Payment”** means the amount the Administrator will be paid
16 from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the
17 Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of
18 the Settlement.

19 **1.4. “Class” or “Settlement Class”** means all of Defendant’s delivery driver contractors or
20 delivery drivers classified by Defendant as independent contractors that worked with Defendant in
21 California at any time during the Class Period (Class Period defined below).

22 **1.5. “Class Counsel”** means Nicholas & Tomasevic, LLP and Marquee Law Group, APC.

23 **1.6. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment”**
24 mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and
25 expenses, respectively, incurred to prosecute the Action.

26 **1.7. “Class Data”** means Class Member identifying information in Defendant’s possession
27 including each Class Member’s (1) name; (2) last-known mailing address; (3) social security number; (4)
28 number of Workweeks, as defined below; and (5) number of Pay Periods, as defined below.

1 **1.8. “Class Member” or “Settlement Class Member”** means a member of the Class, as either
2 a Participating Class Member or Non-Participating Class Member.

3 **1.9. “Class Member Address Search”** means the Administrator’s investigation and search for
4 current Class Member mailing addresses using all reasonably available sources, methods and means
5 including, but not limited to, the National Change of Address database, skip traces, and direct contact by
6 the Administrator with Class Members.

7 **1.10. “Class Notice”** means the Court Approved Notice of Class and PAGA Action Settlement,
8 to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A
9 and incorporated by reference into this Agreement.

10 **1.11. “Class Period”** means the period from November 9, 2021 through the date of preliminary
11 approval of the Settlement.

12 **1.12. “Class and PAGA Representatives”** means Dana Becerra (as to Class and PAGA claims
13 asserted) and Sabrina Norsworthy (as to PAGA claims asserted) seeking Court approval to serve as Class
14 and PAGA Representatives.

15 **1.13. “Class and PAGA Representative Service Payments”** means the payments to the Class
16 and PAGA Representatives for initiating the Action, providing services in support of the Action, and in
17 consideration for providing the general releases described in Paragraph 6.1 below.

18 **1.14. “Class Settlement”** means the settlement and release of Released Class Claims by Class
19 Members, as defined below.

20 **1.15. “Court”** means the Superior Court of California for the County of Los Angeles.

21 **1.16. “Defendant”** means the named Defendant, Hungry Marketplace, Inc.

22 **1.17. “Defense Counsel”** means Jackson Lewis P.C.

23 **1.18. “Effective Date”** means the date when all of the following events have occurred: (1) the
24 Agreement has been executed by all Parties, Class Counsel and Defense Counsel; (2) Plaintiffs have filed
25 a Second Amended Complaint in the Action as described in Paragraph 3.1 below; (3) the Court has granted
26 Preliminary Approval of the Settlement; (4) the Class Notice has been mailed to the Settlement Class,
27 providing them with an opportunity to object to the terms of this Settlement or opt out of the Settlement;
28 (5) the Court has held a formal fairness hearing and entered a Final Approval Order and Judgment

certifying the Settlement Class, and approving the Settlement, including the PAGA Settlement; (6) Plaintiffs have provided notice of the PAGA Settlement and the Court's approval of the PAGA Settlement to the LWDA in accordance with Labor Code section 2698, *et seq.*; (7) sixty-five (65) days have passed since the Court has entered a Final Approval Order and Judgment; and (8) in the event there are written objections filed prior to the final fairness hearing that are not later withdrawn or denied, the later of the following events: five (5) court days after the period for filing any appeal, writ, or other appellate proceeding opposing Final Approval has elapsed without any appeal, writ, or other appellate proceeding having been filed; or, if any appeal, writ, or other appellate proceeding opposing Final Approval has been filed, five (5) court days after any appeal, writ or other appellate proceedings opposing the Settlement has been finally and conclusively dismissed with no right to pursue further remedies or relief.

1.19. "Final Approval Order" means the Court's order granting final approval of the Settlement.

1.20. "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of the Settlement.

1.21. "Final Judgment" means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.

1.22. "Gross Settlement Amount" means Two Million Six Hundred Thousand Dollars and Zero Cents (\$2,600,000.00) which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual Class Payments, the PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class and PAGA Representative Service Payments and the Administrator's Expenses.

1.23. "Individual Class Payment" means the Participating Class Member's pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.24. "Judgment" means the judgment entered by the Court based upon the Final Approval.

1.25. "LWDA Payment" means seventy-five percent (75%) of the PAGA Payment that will be distributed to the California Labor and Workforce Development Agency ("LWDA") pursuant to PAGA.

1.26. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class and PAGA Representative Service Payments, and Administration

Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.27. “Non-Participating Class Member” means any Class Member who opts out of the Class Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.28. “PAGA” means the California Labor Code Private Attorneys General Act of 2004, Labor Code sections 2699, et seq.

1.29. “PAGA Employee” means those Class Members that worked with Defendant in California during the PAGA Period, as defined below. The Parties agree that there is no statutory right for any PAGA Employee to opt out or otherwise exclude himself or herself from the PAGA Settlement and the associated release of claims and rights under PAGA.

1.30. “PAGA Payment” means the amount to be paid from the Gross Settlement Amount in settlement and satisfaction of Plaintiffs’ claims against Defendant under PAGA, of which seventy-five percent (75%) shall be paid to the LWDA (“LWDA Payment”) and twenty-five percent (25%) shall be paid to PAGA Employees (“Individual PAGA Payments”).

1.31. “PAGA Period” means the period from November 9, 2021 through the date of preliminary approval of the Settlement.

1.32. “PAGA Settlement” means the settlement and release of Released PAGA Claims by PAGA Employees, as defined below.

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

1.34. “Pay Period” means any pay period during the PAGA Period which a PAGA Employee worked for Defendant in California for at least one day.

1.35. “Plaintiffs” means the named Plaintiffs Dana Becerra and Sabrina Norsworthy.

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

1.37. “Released Claims” means the claims being released in the Settlement, which includes the Released Class Claims, Released PAGA Claims, and Released Individual Claims, as described in Paragraph 6 below.

1.38. “Released Class Claims” means the claims being released in the Class Settlement, as

described in Paragraph 6.2 below.

1.39. “Released Plaintiff’s Claims” means the general release of claims by the Class and PAGA Representatives, as described in Paragraph 6.1 below.

1.40. “Released PAGA Claims” means the claims being released in the PAGA Settlement, as described in Paragraph 6.3 below.

1.41. “Released Parties” means Defendant and all its present and former parent companies, subsidiaries, divisions, related or affiliated companies, shareholders, officers, directors, employees, agents, attorneys, insurers, successors and assigns, and any individual or entity which could be liable for any of the Released Claims, and Defense Counsel of record in the Action.

1.42. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member, as further described below.

1.43. “Response Deadline” means sixty (60) days after the Administrator mails Notice to Class Members and shall be the last date on which Class Members may: (a) fax or mail Requests for Exclusion from the Settlement, or (b) fax or mail his, her, or their Objection to the Settlement. Class Members to whom Notice Packets are re-sent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) days beyond the Response Deadline expiration date.

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

1.45. “Workweek” means any week during the Class Period which a Class Member worked for Defendant in California for at least one day as a delivery driver contractor or a delivery driver classified by Defendant as an independent contractor.

2. RECITALS

2.1. On November 9, 2022, Plaintiff Dana Becerra submitted a notice to the LWDA to advise of her intent to file a civil action against Defendant under PAGA.

2.2. On November 30, 2022, Plaintiff Dana Becerra filed a complaint against Defendant in Los Angeles County Superior Court, Case No. 22STCV37436 asserting the following claims: (1) failure to reimburse expenses (Labor Code section 2802); (2) failure to provide accurate wage statements (Labor Code section 226); (3) failure to pay overtime (Labor Code section 510); (4) failure to provide meal periods (Labor Code section 226.7); (5) failure to provide rest breaks (Labor Code section 226.7); (6)

unfair business practices (Business & Professions Code section 17200, et seq.). On May 8, 2023, Plaintiff Dana Becerra filed a first amended complaint against Defendant that asserted the same six claims as the original complaint and added a representative seventh claim for civil penalties under PAGA.

2.3. On February 7, 2023, Plaintiff Sabrina Norsworthy brought an action concerning her work with Defendant, the termination of that work, and Plaintiff's interactions with Defendant's employees, which is pending as *Sabrina Norsworthy v. Hungry Marketplace, Inc., et al.*, Superior Court for the State of California for the County of Alameda, Case No.: 23CV027464 ("Norsworthy Action"). Her original complaint asserted individual claims for (1) sex-based discrimination based on pregnancy (Government Code section 12900 et seq.); (2) disability discrimination (Government Code section 12900 et seq.); (3) failure to prevent discrimination and harassment (Government Code section 12900 et seq.); (4) failure to engage in good faith interactive process (Government Code section 12900 et seq.); (5) failure to accommodate (Government Code section 12900 et seq.); (6) retaliation (Government Code section 12900 et seq.); (7) wrongful termination; (8) constructive wrongful termination; (9) failure to provide meal periods (Labor Code section 226.7); (10) failure to provide rest periods (Labor Code section 226.7); (11) waiting time penalties (Labor Code sections 201, 203); and (12) failure to provide accurate wage statements (Labor Code section 226).

2.4. On June 22, 2023, Plaintiff Sabrina Norsworthy submitted a notice to the LWDA to advise of her intent to file a civil action against Defendant under PAGA.

2.5. On October 2, 2023, Plaintiff Sabrina Norsworthy filed a first amended complaint against Defendant in the Norsworthy Action that asserted the same twelve claims as the original complaint, plus 10 additional claims under PAGA.

2.6. On August 24, 2024, Plaintiffs and Defendant, by and through Class Counsel and Defense Counsel respectively, participated in an all-day mediation presided over by Judge Richard Stone (Ret.). While a resolution was not reached at the mediation, the Parties continued to engage in negotiations with the assistance of the mediator, and ultimately reached an agreement in principle on November 25, 2024 to resolve all claims asserted or that could have been asserted based on the facts alleged by Plaintiffs in their respective lawsuits and within the scope of their PAGA notices to the LWDA.

2.7. Prior to mediation, Plaintiffs obtained through formal and informal discovery, time and

pay records and other information relating to the size and scope of the Class, as well as data permitting Plaintiffs to fully understand the nature and scope of the allegations. Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").

3. CONDITIONS PRECEDENT TO SETTLEMENT

3.1. Plaintiffs will file a Second Amended Complaint in the Action that adds (i) Sabrina Norsworthy as a named plaintiff as to the PAGA claim asserted; (ii) a claim on behalf of the putative Class for waiting time penalties (Labor Code sections 201-203); (iii) a PAGA representative claim under Labor Code sections 2698 and 2699 *et seq.* for all alleged violations of the California Labor Code set forth in Plaintiffs' PAGA notices to the LWDA, including claims under Labor Code sections 201-204, 210, 216, 221, 223, 225.5, 226, 226.2, 226.3, 226.7, 226.8, 245-248.5, 256, 432.5, 450, 510, 512, 558, 558.1, 1174, 1174.5, 1194, 1194.2, 1194.5, 1197, 1197.1, 1198, 1199, and 2802, related California Industrial Commission Wage Orders, and including all claims for or related to alleged misclassification, failure to pay minimum wages, failure to pay overtime wages, failure to provide meal periods, failure to provide rest periods, failure to provide accurate and itemized wage statements, failure to maintain required records, failure to reimburse necessary business expenditures, failure to provide timely wages owed upon separation, failure to timely pay wages, failure to provide sick pay, failure to adopt a compliant sick pay or paid time off policy, failure to pay for all hours worked at the proper wage rate, unlawful deductions, and related claims for failure to maintain standard conditions of labor based on the above violations. Hungry Marketplace, Inc. will be the only Defendant named in the Second Amended Complaint. Upon Preliminary Approval of the Settlement, all PAGA claims asserted in the Norsworthy Action will be dismissed in that action without prejudice.

4. MONETARY TERMS

4.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below, Defendant promises to pay Two Million Six Hundred Thousand Dollars and Zero Cents (\$2,600,000.00) and no more as the Gross Settlement Amount and without any employer payroll taxes owed on Individual Class Payments as at all times the Class has been classified as independent contractors. Defendant has no obligation to pay the Gross Settlement Amount prior to the deadline stated in Paragraph 5.2 of this

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

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

4.2.1. To Plaintiffs. Class and PAGA Representative Service Payments to the Class and PAGA Representatives of not more than Ten Thousand Dollars and Zero Cents (\$10,000.00) each (i.e., Twenty Thousand Dollars and Zero Cents (\$20,000.00) total), in addition to any Individual Class Payments and Individual PAGA Payments the Class and PAGA Representatives are entitled to receive in connection with the Settlement. Defendant will not oppose Plaintiff's request for Class and PAGA Representative Service Payments that does not exceed these amounts. Plaintiffs will seek Court approval for any Class and PAGA Representative Service Payments no later than sixteen (16) court days prior to the Final Approval Hearing. If the Court approves the Class and PAGA Representative Service Payments for less than the amounts requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class and PAGA Representative Service Payments using IRS Form 1099. Plaintiffs assume full responsibility and liability for any and all taxes owed on their Class and PAGA Representative Service Payments and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these payments.

4.2.2. To Class Counsel. A Class Counsel Fees Payment of not more than one-third (33.33%) of the Gross Settlement Amount, which is currently estimated to be Eight Hundred Sixty-Six Thousand Six Hundred Sixty-Six Dollars and Sixty-Seven Cents (\$866,666.67) and a Class Counsel Litigation Expenses Payment of not more than Seventy-Five Thousand Dollars and Zero Cents (\$75,000.00). Defendant will not oppose requests for these payments provided that they do not exceed these amounts. Plaintiffs will seek Court approval for any Class Counsel Fee Payment and Class Counsel Litigation Expenses Payment no later than sixteen (16) court days prior to the Final Approval Hearing. If the Court approves the Class Counsel Fee Payment and/or Class Counsel Litigation Expenses for less than the amounts requested, the Administrator will retain the remainder in the Net Settlement Amount. Released Parties shall have no

liability to Class Counsel or any other Plaintiffs' counsel arising from any claim to any portion of any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for any and all taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these payments.

4.2.3. To the Administrator. An Administrator Expenses Payment not to exceed Ten Thousand Dollars and Zero Cents \$10,000.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than Ten Thousand Dollars and Zero Cents \$10,000.00, the Administrator will retain the remainder in the Net Settlement Amount.

4.2.4. To Each Participating Class Member. An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks. Each Participating Class Member will be entitled to receive an Individual Class Payment equal to at least one (1) Workweek.

4.2.4.1. Tax Allocation of Individual Class Payments. 100% of each Participating Class Member's Individual Class Payment will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any and all taxes owed on their Individual Class Payment.

4.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. Any funds that would have been paid to Non-Participating Class Members will revert to the Net Settlement Amount to be paid to Participating Class Members.

4.2.5. To the LWDA and Aggrieved Employees. The PAGA Payment not to exceed Four Hundred Thousand Dollars and Zero Cents (\$400,000.00), with seventy-five percent (75%) allocated to the LWDA as the LWDA Payment and twenty-five percent (25%) allocated to the Individual PAGA Payments. If the Court approves a PAGA Payment of less than the amount requested, the Administrator

will allocate the remainder to the Net Settlement Amount.

4.2.5.1. The Individual PAGA Payments will be calculated by (a) dividing the PAGA Employees' twenty-five percent (25%) share of the PAGA Payment (\$100,000.00) by the total number of Pay Periods worked by all PAGA Employees during the PAGA Period and (b) multiplying the result by each PAGA Employee's Pay Periods. Each PAGA Employee will be entitled to receive an Individual PAGA Payment equal to at least one (1) Pay Period. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms. PAGA Employees assume full responsibility and liability for any and all taxes owed on their Individual PAGA Payments.

5. SETTLEMENT FUNDING AND PAYMENTS

5.1. Class Data. Not later than twenty-eight (28) days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access of the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. The Administrator shall not be permitted to share any Class Data with Plaintiffs, Class Counsel, or any other individual or entity absent express written approval by Defendant or Defense Counsel. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

5.2. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator no later than twenty-eight (28) days after the Effective Date.

5.3. Payments from the Gross Settlement Amount. Within fourteen (14) days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, the LWDA Payment, the Individual PAGA Payments, the Administration Expenses Payment, the Class

Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class and PAGA Representative Service Payments. Disbursement of the LWDA Payment, the Individual PAGA Payments, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class and PAGA Representative Service Payments shall not precede disbursement of Individual Class Payments.

5.3.1. The Administrator will issue checks for the Individual Class Payments and Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (one hundred eighty (180) days after the date of mailing) when the check will be voided (the “void date”). The Administrator will send checks for (i) Individual Settlement Payments to all Participating Class Members and (ii) Individual PAGA Payments to all PAGA Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients’ mailing addresses using the National Change of Address Database.

5.3.2. The Administrator must conduct a Class Member Address Search (i.e., “skip trace”) for all other Class Members whose checks are returned undelivered without United States Postal Service (“USPS”) forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

5.3.3. A postcard will be mailed by the Settlement Administrator to all Class Members with checks that remain uncashed ninety (90) days after issuance to notify those Class Members about void date.

5.3.4. The Administrator will cancel all checks not cashed by the void date. For any Class Member whose Individual Class Payment check or Individual PAGA Payment Check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such check to the California Controller’s Unclaimed Property Fund in the name of the Class Member thereby leaving no “unpaid residue” subject to the requirements of California Code of Civil Procedure Section 384(b).

1 **5.3.5.** The payment of Individual Class Payments and/or Individual PAGA Payments shall not
2 obligate Defendant to confer any additional benefits or make any additional payments to Class Members
3 (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

4 **6. RELEASE OF CLAIMS.** Effective on the date when Defendant fully funds the entire Gross
5 Settlement Amount, Plaintiffs, Class Members, Class Counsel, and the LWDA will release claims against
6 all Released Parties as follows:

7 **6.1. Plaintiffs' Release.** In addition to the Released Class Claims and Released PAGA Claims, as
8 described below, each Plaintiff and their respective former and present spouses, representatives, agents,
9 attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties
10 from all claims, transactions, or occurrences against Defendant based on the acts, omissions, or other conduct
11 of Defendant or its officers, directors, employees, shareholders, agents, attorneys, or persons acting on its
12 behalf, including, but not limited to: any and all claims, known and unknown, asserted and not asserted,
13 which each Plaintiff has or may have against the Released Parties as of the date of execution of this Agreement
14 (“Plaintiffs’ Released Claims”). Plaintiffs’ Released Claims include, but are not limited to, all of the Released
15 Class Claims, and any other claims arising under the California Labor Code; any claim arising out of the
16 California common law of contract; the Fair Labor Standards Act, 29 U.S.C. § 201 *et seq.*, and federal
17 common law; all claims for lost wages and benefits, emotional distress, retaliation, punitive damages, and
18 attorneys’ fees and costs arising under federal, state, or local laws for discrimination, harassment, and
19 wrongful termination, including but not limited to, 42 U.S.C. section 1981, Title VII of the Civil Rights Act
20 of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the California Fair
21 Employment and Housing Act, the California Labor Code, and the law of contract and tort. This release
22 excludes the release of claims not permitted by law. Plaintiffs’ Release does not extend to any claims or
23 actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability
24 benefits, social security benefits, workers’ compensation benefits that arose at any time, or based on
25 occurrences outside the Class Period. Nor does it extend to any separate written contractual obligations that
26 Defendant or Released Parties may have to either of the Plaintiffs. Each Plaintiff acknowledges that they may
27 discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to
28 be true but agree, nonetheless, that Plaintiffs’ Release shall be and remain effective in all respects,

1 notwithstanding such different or additional facts or Plaintiffs' discovery of them.

2 **6.1.1. Plaintiffs' Waiver of Rights Under Civil Code Section 1542.** For purposes of Plaintiffs'
3 Release, each Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of
4 section 1542 of the California Civil Code, which reads:

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

10 **6.2. Release by Participating Class Members.** All Participating Class Members, on behalf of
11 themselves and their respective former and present representatives, agents, attorneys, heirs, administrators,
12 successors, and assigns, release the Released Parties from all claims under state, federal or local law,
13 whether statutory, common law or administrative law, that were alleged, or reasonably could have been
14 alleged, based on the allegations set forth in the operative Complaint in this Action and ascertained in the
15 course of the Action, including without limitation, claims under California Labor Code sections 201-204,
16 210, 218.5, 221, 223, 225.5, 226, 226.2, 226.3, 226.7, 226.8, 245-248.5, 256, 432.5, 510, 512, 558, 558.1,
17 1174, 1174.5, 1194, 1194.2, 1194.5, 1197, 1197.1, 1198, 1199, 2802, any parallel, corresponding, or related
18 violations reflected in the California Industrial Commission Wage Orders, the California Code of
19 Regulations, and claims for violations of the Business and Professions Code sections 17200, et seq. based
20 on the above violations, and including all claims for or related to alleged failure to pay minimum wages,
21 failure to pay overtime wages, failure to provide meal periods, failure to provide rest periods, unlawful
22 deductions, failure to provide accurate and itemized wage statements, failure to provide timely wages
23 owed during employment and upon separation, failure to maintain required records, failure to reimburse
24 necessary business expenses, failure to provide sick pay, failure to adopt a compliant sick pay or paid time
25 off policy, failure to pay for all hours worked at the proper wage rate, and any related allegation of failure
26 to maintain standard conditions of labor, improper classification, and unfair competition, including, but
27 not limited to, claims for injunctive relief, liquidated damages, penalties of any nature, interest, fees, costs,
28 as well as all other claims and allegations made or which could have been made in the Action based on the
facts and allegations pled in the operative Complaint during the Class Period ("Released Class Claims").

Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period. The Released Class Claims only include claims arising during those workweeks in which Participating Class Members were classified by Defendant as independent contractors.

6.3. Release by PAGA Employees. All PAGA Employees (including any Class Members who validly opt out of the Class Settlement), on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, and the LWDA, release the Released Parties from all claims for civil penalties under PAGA that were alleged, or reasonably could have been alleged, based on the allegations set forth in Plaintiffs' notices to the LWDA (as described in Paragraph 2 above), the operative Complaint in this Action and ascertained in the course of the Action, including without limitation, alleged violations of California Labor Code sections 201-204, 210, 216, 221, 223, 225.5, 226, 226.2, 226.3, 226.7, 226.8, 245-248.5, 256, 432.5, 450, 510, 512, 558, 558.1, 1174, 1174.5, 1194, 1194.2, 1194.5, 1197, 1197.1, 1198, 1199, and 2802, and any parallel, corresponding, or related violations reflected in the California Industrial Commission Wage Orders, and including all claims for or related to alleged misclassification, failure to pay minimum wages, failure to pay overtime wages, failure to provide meal periods, failure to provide rest periods, failure to provide accurate and itemized wage statements, failure to maintain required records, failure to reimburse necessary business expenditures, failure to provide timely wages owed upon separation, failure to timely pay wages, failure to provide sick pay, failure to adopt a compliant sick pay or paid time off policy, failure to pay for all hours worked at the proper wage rate, unlawful deductions, and any related claims for failure to maintain standard conditions of labor, interest, fees, costs, as well as all other claims and allegations made or which could have been made in the Action based on the facts and allegations pled in the operative Complaint (which will be the Second Amended Complaint) during the PAGA Period ("Released PAGA Claims"). The Released PAGA Claims only include claims arising during those workweeks in which PAGA Employees were classified by Defendant as independent contractors.

7. MOTION FOR PRELIMINARY APPROVAL. The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval").

1 **7.1. Plaintiffs' Responsibilities.** At least three (3) court days prior to filing the Motion for
2 Preliminary Approval, Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for
3 obtaining Preliminary Approval of the Class Settlement and approval of the PAGA Settlement under
4 Labor Code section 2699(f)(2), including drafts of the notice, memorandum in support, declarations in
5 support, and proposed Order Granting Preliminary Approval. The proposed Order Granting Preliminary
6 Approval shall be approved by Defense Counsel prior to Plaintiffs filing the proposed Order with the
7 Court. Plaintiffs shall also consider in good faith any and all of Defense Counsel's revisions to the drafts
8 of the notice and memorandum in support. In the event Plaintiffs disagree with any of Defense Counsel's
9 revisions, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, to
10 resolve any disagreements prior to the Motion for Preliminary Approval being filed with the Court.

11 **7.2. Duty to Cooperate.** If the Parties disagree on any aspect of the proposed Motion for
12 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense
13 Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone,
14 and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or
15 conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense
16 Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone,
17 and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

18 **8. SETTLEMENT ADMINISTRATION.**

19 **8.1. Selection of Administrator.** The Parties have jointly selected ILYM Group, Inc. ("ILYM"
20 or the "Administrator") to serve as the Administrator and verified that, as a condition of appointment,
21 ILYM agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this
22 Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent
23 that they have no interest or relationship, financial or otherwise, with the Administrator other than a
24 professional relationship arising out of prior experiences administering settlements.

25 **8.2. Employer Identification Number.** The Administrator shall have and use its own Employer
26 Identification Number for purposes of providing reports state and federal tax authorities.

27 **8.3. Qualified Settlement Fund.** The Administrator shall establish a settlement fund that meets
28 the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.

1 **8.4.** Notice to Class Members.

2 **8.4.1.** Using best efforts to perform as soon as possible, and in no event later than fourteen (14)
3 days after Defendant delivers the Class Data, the Administrator will send to all Class Members identified
4 in the Class Data, via first-class USPS mail, the Class Notice substantially in the form attached to this
5 Agreement as Exhibit A. Before mailing Class Notices, the Administrator shall update Class Member
6 addresses using the National Change of Address database. In addition, before mailing the Class Notices, the
7 Administrator will circulate an Excel spreadsheet to Class Counsel and Defense Counsel that contains the
8 preliminary calculations for payments to each Class Member (anonymized to remove Class Member name and
9 contact information), and obtain approval from Class Counsel and Defense Counsel of those preliminary
10 calculations.

11 **8.4.2.** Not later than seven (7) days after the Administrator's receipt of any Class Notice returned
12 by USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address
13 provided by USPS. If USPS does not provide a forwarding address, the Administrator shall conduct a
14 Class Member Address Search (i.e., a "skip trace"), and re-mail the Class Notice to the most current
15 address obtained. The Administrator has no obligation to make further attempts to locate or send Class
16 Notice to Class Members whose Class Notice is returned by USPS a second time.

17 **8.4.3.** The deadlines for Class Members' written objections, Challenges to Workweeks and/or Pay
18 Periods, and Requests for Exclusion will be extended an additional fourteen (14) days beyond the sixty
19 (60) days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The
20 Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

21 **8.4.4.** If the Administrator, Defendant, Defense Counsel, or Class Counsel is contacted by or
22 otherwise discovers any persons who believe they should have been included in the Class Data and should
23 have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and
24 in good faith in an effort to agree on whether to include them as Class Members. If the Parties agree, such
25 persons will be Class Members entitled to the same rights as other Class Members, and the Administrator
26 will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this
27 Agreement not later than fourteen (14) days after receipt of Class Notice, or the deadline dates in the Class
28 Notice, which ever is later.

1 **8.5.** Requests for Exclusion (Opt-Outs).

2 **8.5.1.** Class Members who wish to exclude themselves (opt-out of) the Class Settlement must
3 send the Administrator, by fax or mail, a signed written Request for Exclusion not later than sixty (60)
4 days after the Administrator mails the Class Notice. A Request for Exclusion is a signed letter from a
5 Class Member or their representative that reasonably communicates the Class Member's election to be
6 excluded from the Settlement and which must include the Class Member's name, address, email address
7 or telephone number, and last four digits of his or her Social Security Number. To be valid, a Request for
8 Exclusion must be timely faxed or postmarked by the Response Deadline.

9 **8.5.2.** If the Administrator has reason to question the authenticity of a Request for Exclusion, the
10 Administrator may demand additional proof of the Class Member's identity. The Administrator's
11 determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

12 **8.5.3.** Every Class Member who does not submit a timely and valid Request for Exclusion is
13 deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all
14 terms and conditions of the Settlement, including the Participating Class Members' Releases under
15 Paragraph 6.2 of this Agreement, regardless whether the Participating Class Member actually receives the
16 Class Notice or objects to the Settlement.

17 **8.5.4.** Every Class Member who submits a valid and timely Request for Exclusion is a Non-
18 Participating Class Member and shall not receive an Individual Class Payment or have the right to object
19 to the class action components of the Settlement. Because there is no statutory right for any PAGA
20 Employee to opt out or otherwise exclude himself or herself from the PAGA Settlement and the associated
21 release of claims and rights under PAGA, and further PAGA claims are subject to claim preclusion upon
22 entry of Judgment, Non-Participating Class Members who are PAGA Employees will be deemed to have
23 released the Released PAGA Claims described in Paragraph 6.3 of this Agreement and will remain eligible
24 for an Individual PAGA Payment.

25 **8.6.** Challenges to Calculation of Workweeks and/or Pay Periods. Each Class Member shall
26 have sixty (60) days after the Administrator mails the Class Notice (or at least fourteen (14) days for Class
27 Members whose Class Notice is re-mailed) to challenge the number of Workweeks and/or Pay Periods
28 allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by

communicating with the Administrator via fax or mail. To be valid, a challenge to the calculation of Workweeks and/or Pay Periods must be in writing, be postmarked or fax stamped and returned to the Settlement Administrator at the specified address or fax telephone number below, and contain: (1) the Settlement Class Member's full name, signature, address, telephone number, and the last four digits of his/her/its Social Security number; (2) the number of Workweeks the Settlement Class Member contends is correct; and (3) any evidence supporting his/her/its contention. The date of the postmark on the return mailing envelope or fax stamp shall be the exclusive means used to determine whether the challenge was timely submitted. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks and Pay Periods contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator may consult with both Class Counsel and Defendant's Counsel in adjudicating any Workweek/Pay Period challenge. The Administrator's determination of each Class Member's allocation of Workweeks and Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination of the challenges.

8.7. Objections to Settlement.

8.7.1. Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class and PAGA Representative Service Payments.

8.7.2. Participating Class Members may send written objections to the Administrator, by fax or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing at their own expense. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than sixty (60) days after the Administrator's mailing of the Class Notice (or at least fourteen (14) days for Class Members whose Class Notice was re-mailed).

8.7.3. Non-Participating Class Members have no right to object to any of the class action components of the Settlement.

1 **8.8. Administrator Duties.** The Administrator has a duty to perform or observe all tasks to be
2 performed or observed by the Administrator contained in this Agreement or otherwise.

3 **8.8.1. Toll-Free Number.** The Administrator will maintain and monitor a toll-free telephone
4 number(s) to receive Class Member calls and faxes.

5 **8.8.2. Requests for Exclusion (Opt-Outs) and Exclusion List.** The Administrator will promptly
6 review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than seven (7) days
7 after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a
8 list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of
9 Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names
10 and other identifying information of Class Members who have submitted invalid Requests for Exclusion;
11 (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).

12 **8.8.3. Weekly Reports.** The Administrator must, on a weekly basis, provide written reports to
13 Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed
14 or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid)
15 received, objections received, and challenges to Workweeks and/or Pay Periods received and/or resolved
16 (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of
17 Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

18 **8.8.4. Workweek and/or Pay Period Challenges.** The Administrator has the authority to address
19 and make final decisions consistent with the terms of this Agreement on all Class Member challenges over
20 the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not
21 appealable or otherwise susceptible to challenge.

22 **8.8.5. Administrator’s Declaration.** Not later than fourteen (14) days before the date by which
23 Plaintiffs are required to file the Motion for Final Approval of the Settlement, the Administrator will
24 provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting
25 to its due diligence and compliance with all of its obligations under this Agreement, including, but not
26 limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class
27 Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it
28 received (both valid or invalid), the number of written objections and attach the Exclusion List. The

1 Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class
2 Counsel is responsible for filing the Administrator's declaration(s) in Court.

3 **8.8.6. Final Report by Settlement Administrator.** At least fourteen (14) days before any deadline
4 set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a
5 signed declaration suitable for filing in Court attesting to its disbursement of all payments required under
6 this Agreement. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

7 **9. WORKWEEK ESTIMATE AND ESCALATOR CLAUSE.** Based on a review of its records,
8 Defendant estimated for purposes of mediation that there were approximately 271 Class Members who
9 collectively worked an estimated total of 3,685 Workweeks between the beginning of the Class Period and
10 November 25, 2024. If, at the end of the Class Period, the actual total Workweeks worked by the Class
11 Members during the Class Period exceeds this figure by more than 10% (i.e., if there are 4,054 or more total
12 Workweeks), Defendant, at its sole discretion, shall either: (i) increase the Gross Settlement Amount on a
13 proportional basis for those Workweeks worked in excess of ten percent (10%) of the current 3,685 estimate
14 (i.e., if there is a twelve percent (12%) increase in the total Workweeks, Defendant shall increase the Gross
15 Settlement Amount by two percent (2%)), or (ii) elect to cut off the Class Period as of the date the total
16 Workweeks worked by Class Members during the Class Period does not exceed ten percent (10%) of the
17 3,685 estimate (i.e., so that the total Workweeks is below 4,054).

18 **10. DEFENDANT'S RIGHT TO WITHDRAW.** If the number of valid Requests for Exclusion
19 identified in the Exclusion List exceeds five percent (5%) of the total of all Class Members Defendant may,
20 but is not obligated to, elect to withdraw from the Settlement. The Parties agree that, if Defendant
21 withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party
22 will have any further obligation to perform under this Agreement; provided, however, Defendant will
23 remain responsible for paying all Settlement Administration Expenses incurred to that point. Defendant
24 must notify Class Counsel and the Court of its election to withdraw not later than seven (7) days after the
25 Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

26 **11. MOTION FOR FINAL APPROVAL.** Not later than sixteen (16) court days before the calendared
27 Final Approval Hearing, Plaintiffs will file in Court, a motion for final approval of the Settlement that
28 includes a request for approval of the PAGA Settlement under Labor Code section 2699(1), a Proposed Final

1 Approval Order, and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiffs shall
2 provide drafts of all documents to be filed, including drafts of the notice, memorandum in support,
3 declarations in support, and proposed Final Approval Order and Judgment, at least three (3) court days
4 prior to filing the Motion for Final Approval. The proposed Final Approval Order and Judgment shall be
5 approved by Defense Counsel prior to Plaintiffs filing the proposed Final Approval Order and Judgment
6 with the Court. Plaintiffs shall also consider in good faith any and all of Defense Counsel’s revisions to
7 the drafts of the notice and memorandum in support. In the event Plaintiffs disagree with any of Defense
8 Counsel’s revisions, the Parties will expeditiously meet and confer in person or by telephone, and in good
9 faith, to resolve any disagreements prior to the Motion for Final Approval being filed with the Court.

10 **11.1. Response to Objections.** Each Party retains the right to respond to any objection raised by
11 a Participating Class Member, including the right to file responsive documents in Court no later than five
12 (5) court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

13 **11.2. Duty to Cooperate.** If the Court does not grant Final Approval or conditions Final Approval
14 on any material change to the Settlement (including, but not limited to, the scope of release to be granted
15 by Class Members), the Parties will expeditiously work together in good faith to address the Court’s
16 concerns by revising the Agreement as necessary to obtain Final Approval. The Court’s decision to award
17 less than the amounts requested for the PAGA Payment, Class and PAGA Representative Service
18 Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and/or Administrator
19 Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this
20 paragraph.

21 **11.3. Continuing Jurisdiction of the Court.** The Parties agree that, after entry of Judgment, the
22 Court will retain jurisdiction over the Parties, the Action, and the Settlement solely for purposes of (i)
23 enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii)
24 addressing such post-Judgment matters as are permitted by law. If any Party brings a motion or action to
25 enforce the terms of this Settlement, then the prevailing party in such action or motion shall be entitled to
26 recover his/her/its reasonable attorneys fees and costs incurred in such action or motion.

27 **11.4. Waiver of Right to Appeal.** Provided the Judgment is consistent with the terms and
28 conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel

Litigation Expenses Payment set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-Judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

11.5. Appellate Court Orders to Vacate, Reverse or Materially Modify Judgment. If a reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class and PAGA Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

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

13. ADDITIONAL PROVISIONS.

13.1. No Admission of Liability, Class Certification, or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant or any other Released Party that any of the allegations in this Action have merit or that Defendant or any other Released Party has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval or Final Approval or enter Judgment, Defendant reserves the right to contest

1 certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the
2 Action, and Plaintiffs reserve the right to move for class certification on any grounds available and to
3 contest Defendant's defenses. The Settlement, this Agreement, and Parties' willingness to settle the Action
4 will have no bearing on, and will not be admissible in connection with, any litigation (except for
5 proceedings to enforce or effectuate the Settlement and this Agreement).

6 **13.2.** Confidentiality Prior to Preliminary Approval. Plaintiffs and Class Counsel separately
7 agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not
8 disclose, disseminate, and/or make any public disclosures of any kind regarding the Settlement, including
9 but not limited to postings on Class Counsel's website and postings on any social media sites/outlets, or cause
10 or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly
11 or indirectly, specifically or generally, to any person, corporation, association, government agency, or
12 other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed
13 to keep this Agreement confidential; (2) counsel in any related matters; (3) to the extent necessary to report
14 income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response
15 to an inquiry or subpoena issued by a state or federal government agency. Plaintiffs and Class Counsel
16 agree to immediately notify Defense Counsel of any judicial or agency order, inquiry, or subpoena seeking
17 such information within two (2) court days of Plaintiffs and/or Class Counsel's receipt of any such order,
18 inquiry, or subpoena. Plaintiffs and Class Counsel separately agree not to, directly or indirectly, initiate
19 any conversation or other communication, before the filing of the Motion for Preliminary Approval, with
20 any third party regarding this Agreement or the matters giving rise to this Agreement except to respond
21 only that "the matter was resolved," or words to that effect. Class Counsel will take all steps necessary to
22 ensure Plaintiffs are aware of and adhere to the restriction against any public disclosures regarding the
23 Settlement. This paragraph does not restrict Class Counsel's communications with Class Members in
24 accordance with Class Counsel's ethical obligations owed to Class Members. The Parties agree that the
25 provisions in this paragraph are material terms of this Settlement Agreement.

26 **13.3.** Confidentiality After Preliminary Approval. Class Counsel will not include or use the
27 Settlement for any marketing or promotional purposes, or for attempting to influence Defendant's business
28 relationships, either before or after the Motion for Preliminary Approval is filed. Following preliminary

1 approval of the Settlement, Plaintiffs and Class Counsel shall issue no press release, and shall not post or
2 display information, opinions, statements or content on any social media site (like Facebook, Twitter etc.),
3 website, or blog, regarding this Settlement Agreement or this Action. This prohibits any posting on Class
4 Counsel's website concerning this Action or this Settlement Agreement, with the exception of a general
5 description of the settlement without mentioning Defendant by name (e.g., "\$2.6 million settlement on
6 behalf of food delivery drivers"). In the event that Plaintiffs or Class Counsel receives any inquiry from a
7 third party about this litigation or its termination, Plaintiffs and Class Counsel may state only that "the
8 matter was resolved." Class Counsel will take all steps necessary to ensure Plaintiffs are aware of and
9 adhere to the restriction against initiating any media comment. Nothing herein will restrict Class Counsel
10 from including publicly available information regarding this Settlement in future judicial submissions
11 regarding Class Counsel's qualifications and experience, from discussing the terms of the Settlement with
12 Class Members, or from including information regarding the Settlement in any action or motion to enforce
13 the Settlement. The Parties agree that the provisions in this paragraph are material terms of this Settlement
14 Agreement.

15 **13.4. No Solicitation.** The Parties separately agree that they and their respective counsel and
16 employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the
17 Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability to communicate
18 with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

19 **13.5. Integrated Agreement.** Upon execution by all Parties and their counsel, this Agreement
20 together with its attached exhibit(s) shall constitute the entire agreement between the Parties relating to the
21 Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or
22 by any Party.

23 **13.6. Attorney Authorization.** Class Counsel and Defense Counsel separately warrant and
24 represent that they are authorized by Plaintiffs and Defendant, respectively, to take all appropriate action
25 required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to
26 execute any other documents reasonably required to effectuate the terms of this Agreement including any
27 amendments to this Agreement.

28 **13.7. Cooperation.** The Parties and their counsel will cooperate with each other and use their best

1 efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement
2 Agreement, submitting supplemental evidence and supplementing points and authorities as requested by
3 the Court. In the event the Parties are unable to agree upon the form or content of any document necessary
4 to implement the Settlement, or on any modification of the Agreement that may become necessary to
5 implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

6 **13.8. No Prior Assignments.** The Parties separately represent and warrant that they have not
7 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to
8 any person or entity any portion of any liability, claim, demand, action, cause of action, or right released
9 and discharged by the Party in this Settlement.

10 **13.9. No Tax Advice.** Neither Plaintiffs, Class Counsel, Defendant nor Defense Counsel are
11 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as
12 such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended)
13 or otherwise.

14 **13.10. Modification of Agreement.** This Agreement, and all parts of it, may be amended, modified,
15 changed, or waived only by an express written instrument signed by all Parties or their representatives,
16 and approved by the Court.

17 **13.11. Agreement Binding on Successors.** This Agreement will be binding upon, and inure to the
18 benefit of, the successors of each of the Parties.

19 **13.12. Released Parties are Third-Party Beneficiaries.** All Released Parties are third party
20 beneficiaries of this Agreement for purposes of the protections offered by this Agreement, and they shall be
21 entitled to enforce the provisions of this Agreement applicable to any such Released Party as against
22 Plaintiffs, Participating Class Members, or PAGA Employees, or any party acting on Plaintiffs, Participating
23 Class Members', and/or or PAGA Employees' behalf.

24 **13.13. Plaintiffs' Waiver of Right to Be Excluded.** Plaintiffs agree that by signing this Agreement,
25 they will be bound by the terms herein, including the general release described in Paragraph 6.1 above.
26 Plaintiffs further agree that, upon signing this Agreement, they will not request to be excluded from this
27 Settlement and that any such request for exclusion by Plaintiffs will be void and of no force or effect.

28 **13.14. Applicable Law.** All terms and conditions of this Agreement and its exhibit(s) will be

governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.

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

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

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

13.18. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

13.19. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third court day after mailing by United States mail, or the day sent by email or messenger, to the other Party’s respective counsel of record.

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

13.21. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree pursuant to CCP section 583.330 that, upon the signing of this Agreement, to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

13.22. Dismissal of AAA Case. Within seven (7) days of the Effective Date, Plaintiff Dana Becerra will request that the case captioned *Dana Becerra v. Hungry Marketplace, Inc.*, AAA Case No.

01-24-0002-3712 be dismissed in its entirety with prejudice.

///

DATED: August 14, 2025

DANA BECERRA


Dana Becerra (Aug 15, 2025 08:28:58 PDT)

DATED: August __, 2025

SABRINA NORSWORTHY

DATED: August __, 2025

HUNGRY MARKETPLACE, INC.

By: _____

Title: _____

Approved as to form and content:

MARQUEE LAW GROUP, APC

DATED: August __, 2025

By: _____

F. SHAWN AZIZOLLAHI

GARY S. BROTMAN

TUVIA KOROBKIN

NICHOLAS & TOMASEVIC, LLP

DATED: August 14, 2025

By: 

CRAIG M. NICHOLAS

SHAUN MARKLEY

JORDAN BELCASTRO

Attorneys for Plaintiffs

DANA BECERRA and SABRINA NORSWORTHY

01-24-0002-3712 be dismissed in its entirety with prejudice.

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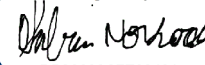
DATED: August __, 2025

DANA BECERRA

8/14/2025

DATED: August __, 2025

SABRINA NORSWORTHY

DocuSigned by:

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DATED: August __, 2025

HUNGRY MARKETPLACE, INC.

By: _____

Title: _____

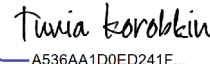
Approved as to form and content:

MARQUEE LAW GROUP, APC

8/14/2025

DATED: August __, 2025

By: _____

Signed by:

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F. SHAWN AZIZOLLAHI
GARY S. BROTMAN
TUVIA KOROBKIN

NICHOLAS & TOMASEVIC, LLP

DATED: August __, 2025

By: _____

CRAIG M. NICHOLAS
SHAUN MARKLEY
JORDAN BELCASTRO

Attorneys for Plaintiffs
DANA BECERRA and SABRINA NORSWORTHY

01-24-0002-3712 be dismissed in its entirety with prejudice.

///

DATED: August __, 2025

DANA BECERRA

DATED: August __, 2025

SABRINA NORSWORTHY

DATED: August ¹⁵, 2025

HUNGRY MARKETPLACE, INC.

Jeff Grass

By: JEFF GRASS

Title: CO-FOUNDER & CEO

Approved as to form and content:

MARQUEE LAW GROUP, APC

DATED: August __, 2025

By: _____

F. SHAWN AZIZOLLAHI

GARY S. BROTMAN

TUVIA KOROBKIN

NICHOLAS & TOMASEVIC, LLP

DATED: August __, 2025

By: _____

CRAIG M. NICHOLAS

SHAUN MARKLEY

JORDAN BELCASTRO

Attorneys for Plaintiffs

DANA BECERRA and SABRINA NORSWORTHY

JACKSON LEWIS P.C.



DATED: August 15, 2025

By: _____

JAMES P. CARTER

LEO P. NORTON

Attorneys for Defendant

HUNGRY MARKETPLACE, INC.

4938-7871-7791, v. 1

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

DANA BECERRA AND SABRINA NORSWORTHY V. HUNGRY MARKETPLACE, INC.

**SUPERIOR COURT OF THE STATE OF CALIFORNIA FOR THE COUNTY OF LOS ANGELES
22STCV37436 (“ACTION”)**

A court authorized this notice. This is not a solicitation from a lawyer.

You have received this Notice because a) Hungry MarketPlace, Inc.’s records show that you worked with Hungry Marketplace, Inc. in California as a delivery driver contractor or a delivery driver classified by Hungry Marketplace, Inc. as an independent contractor at some time between November 9, 2021, through [insert date of preliminary approval of settlement], and b) you are eligible to receive payment from a class action settlement.

YOUR LEGAL RIGHTS & OPTIONS IN THIS SETTLEMENT	
DO NOTHING AND GET AUTOMATIC PAYMENT	If you received this Notice of Class Action Settlement, you will <u>automatically</u> receive your share of the settlement, unless you exclude yourself. You do <u>not</u> need to submit a claim form to receive this payment.
EXCLUDE YOURSELF	You can opt-out of the Class Settlement if you do not want to participate by sending the Administrator a written Request for Exclusion by fax or mail on or before [REDACTED], 2025. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment (but you will still receive an Individual PAGA Payment). Non-Participating Class Members cannot object to any portion of the proposed Settlement. You cannot opt-out of the Private Attorneys General Act (PAGA) portion of the proposed Settlement.
OBJECT	Class Members who do not opt out of the proposed settlement (“Participating Class Members”) may object to the settlement. The deadline to fax or mail objections with the Court is [REDACTED], 2025.

A proposed class action and PAGA settlement (the “Settlement”) has been reached in the above-referenced lawsuit (the “Action”). The Settlement resolves a class and representative action lawsuit in which Plaintiffs Dana Becerra and Sabrina Norsworthy (“Plaintiffs or “Class Representatives”) claim Defendant Hungry Marketplace, Inc. (“Defendant”) violated California’s wage and hour laws. Defendant has denied and continues to deny the factual allegations and legal claims asserted in the case and believes it complied with all applicable laws at all relevant times.

Because your rights may be affected by this Settlement, it is important that you read this Notice carefully. If you still have questions, or if you wish to update your mailing information, please contact the settlement administrator, [REDACTED], at (xxx) xxx-xxxx.

1. Why did I get this notice?

You received this notice because Defendant’s records show that you are a member of the Settlement Class. The “Settlement Class” or “Settlement Class Members” consist of all of Defendant’s delivery driver contractors or delivery drivers classified by Defendant as an independent contractors that worked with Defendant in California at

any time between November 9, 2021, through [DATE OF PRELIMINARY APPROVAL OF SETTLEMENT] (the “Class Period”). This notice tells you how you can a) be part of the class action Settlement, b) object to the proposed class action Settlement, or c) exclude yourself from the class action Settlement.

2. What is the Action and Settlement about?

Plaintiffs assert claims on behalf of themselves and Defendant’s delivery driver contractors or delivery drivers classified by Defendant as an independent contractors that worked with Defendant in California at any during the Class Period. Plaintiffs allege that Defendant misclassified delivery driver contractor or deliver drivers classified by Defendant as an independent contractor, failed to pay minimum wages and overtime, failed to provide meal or rest periods, and failed to reimburse business expenses, failed to timely pay wages during work and upon separation, failed to provide accurate wage statements, among other claims. Defendant denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

The parties disagree as to the probable outcome of the Action with respect to liability and damages if the Action were not settled. That notwithstanding, each side has decided to amicably resolve this matter rather than continue to trial.

The parties reached a settlement, subject to Court approval, to resolve all claims asserted in the Action. Plaintiffs believe the Settlement is fair, adequate, and reasonable, and is in the best interest of Settlement Class Members. By agreeing to settle, Defendant is not admitting liability on any of the factual allegations or claims in the Action or that the Action can or should proceed as a class or representative action. The Court has not ruled on the merits of the Plaintiffs’ claims or Defendant’s defenses (which means the court has not decided who is right or wrong).

On [DATE], the Court issued an order preliminarily approving the proposed Settlement, approving this Notice and setting deadlines and a final approval hearing date. The Court will decide whether to give final approval to the proposed Settlement at a hearing scheduled for [INSERT DATE] (“Final Approval Hearing”). See below for details.

3. What does the settlement provide?

Subject to the Court’s final approval, the terms of the Settlement are as follows:

- A. Defendant will pay the gross settlement amount of \$2,600,000 (“the Settlement Amount”), which is inclusive of: attorneys’ fees of not more than 33.33% of the Gross Settlement Amount (\$866,666.67) and costs incurred for representing Plaintiffs and the Settlement Class in the Action (not to exceed \$75,000); class representative service payments to Plaintiffs for their services as Class Representatives of not more than \$20,000 total (\$10,000 to Dana Becerra and \$10,000 to Sabrina Norsworthy) in consideration for Plaintiffs’ general release of claims against Defendant; a payment of \$400,000 in settlement of Plaintiffs’ claims under the California Private Attorneys General Act of 2004 (the “PAGA Settlement”), of which 75% (\$300,000) will be paid to the California Labor and Workforce Development Agency (“LWDA”) and 25% (\$100,000) will be paid to Settlement Class Members who worked for Defendant between November 9, 2021, through [DATE OF PRELIMINARY APPROVAL OF SETTLEMENT] (“PAGA Employees”), pursuant to PAGA; and an administrator expenses payment not to exceed \$10,000 to ILYM Group, Inc. Each of these sums will be paid from the Settlement Amount. The remaining amount (the “Net Settlement Amount”) will be paid to Settlement Class Members who did not submit a valid and timely Request for Exclusion (“Participating Class Members”). The Court will consider the attorneys’ fees, costs, and service awards at the Final Approval Hearing up to the amounts listed in this notice, but has not yet made any order on the request.
- B. Each Participating Class Member will be allocated an “Individual Class Payment,” that will be calculated based on the number of “Workweeks” the Participating Class Member worked for Defendant in California as a delivery driver contractor or delivery driver classified by Defendant as an independent contractor during the Class Period, as follows: (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period, and (b) multiplying the result by the number of

Workweeks each Participating Class Member worked during the Class Period. The Administrator will report the Individual Class Payments on IRS 1099 Forms.

- C. In addition to the Individual Class Payment, each Participating Class Member who is also a PAGA Employee will be allocated an “Individual PAGA Payment,” which will be calculated based on the number of “Pay Periods” the PAGA Employee worked for Defendant in California as a delivery driver contractor or delivery driver classified by Defendant as an independent contractor at any time during the PAGA Period, as follows: (a) dividing the PAGA Employees’ twenty-five percent (25%) share of the PAGA Payment (\$100,000.00) by the total number of Pay Periods worked by all PAGA Employees during the PAGA Period, and (b) multiplying the result by the number of Pay Periods each PAGA Employee worked during the PAGA Period. The Administrator will report the full amount of the Individual PAGA Payment on IRS 1099 Forms.

According to Defendant’s records, you worked for Defendant in California as a delivery driver contractor or a delivery driver classified by Defendant as an independent contractor for a total of [REDACTED] Workweeks during the Class Period, of which [REDACTED] qualify as Pay Periods during the PAGA Period. Based on the above methodology, your estimated Individual Class Payment is \$ [REDACTED] and your estimated Individual PAGA Payment is \$ [REDACTED].

Neither side is giving you any advice on whether your Individual Class Payment or Individual PAGA Payment are taxable or how much you might owe in taxes. You are responsible for paying all taxes on any payments received from the Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement. None of the above payments will be eligible for benefit contributions or employee matching.

4. What am I giving up in exchange for the settlement benefits?

If you do not timely exclude yourself from the class action Settlement as explained below, then upon the date on which the settlement becomes Effective and Defendant fully funds the Settlement, you will release Defendant and all related parties (“Released Parties”) from all claims under state, federal or local law, whether statutory, common law or administrative, arising out of or related to the class action allegations set forth in the Action (“Released Class Claims”), as follows:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from all claims under state, federal or local law, whether statutory, common law or administrative law, that were alleged, or reasonably could have been alleged, based on the allegations set forth in the operative Complaint in this Action and ascertained in the course of the Action, including without limitation, claims under California Labor Code sections 201-204, 210, 218.5, 221, 223, 225.5, 226, 226.2, 226.3, 226.7, 226.8, 245-248.5, 256, 432.5, 510, 512, 558, 558.1, 1174, 1174.5, 1194, 1194.2, 1194.5, 1197, 1197.1, 1198, 1199, 2802, any parallel, corresponding, or related violations reflected in the California Industrial Commission Wage Orders, the California Code of Regulations, and claims for violations of the Business and Professions Code sections 17200, et seq. based on the above violations, and including all claims for or related to alleged failure to pay minimum wages, failure to pay overtime wages, failure to provide meal periods, failure to provide rest periods, unlawful deductions, failure to provide accurate and itemized wage statements, failure to provide timely wages owed during employment and upon separation, failure to maintain required records, failure to reimburse necessary business expenses, failure to provide sick pay, failure to adopt a compliant sick pay or paid time off policy, failure to pay for all hours worked at the proper wage rate, and any related allegation of failure to maintain standard conditions of labor, improper classification, and unfair competition, including, but not limited to, claims for injunctive relief, liquidated damages, penalties of any nature, interest, fees, costs, as well as all other claims and allegations made or which could have been made in the Action based on the facts and allegations pled in the operative Complaint from November 9, 2021, through [DATE OF PRELIMINARY APPROVAL OF SETTLEMENT] (“Released Class Claims”). The Released Class Claims only include claims arising during those workweeks in which Participating Class Members were classified by Defendant as independent contractors.

Other than the claims identified above, Participating Class Members do not release any other claims, including claims

for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

In addition to the Released Class Claims, upon the date on which the settlement becomes Effective, all PAGA Employees shall be deemed to have released their respective PAGA claims against the Released Parties, as follows:

All PAGA Employees (including any Class Members who validly opt out of the Class Settlement), on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, and the LWDA, release the Released Parties from all claims for civil penalties under PAGA that were alleged, or reasonably could have been alleged, based on the allegations set forth in Plaintiffs' notices to the LWDA (as described in Paragraph 2 above), the operative Complaint in this Action and ascertained in the course of the Action, including without limitation, alleged violations of California Labor Code sections 201-204, 210, 216, 221, 223, 225.5, 226, 226.2, 226.3, 226.7, 226.8, 245-248.5, 256, 432.5, 450, 510, 512, 558, 558.1, 1174, 1174.5, 1194, 1194.2, 1194.5, 1197, 1197.1, 1198, 1199, and 2802, and any parallel, corresponding, or related violations reflected in the California Industrial Commission Wage Orders, and including all claims for or related to alleged misclassification, failure to pay minimum wages, failure to pay overtime wages, failure to provide meal periods, failure to provide rest periods, failure to provide accurate and itemized wage statements, failure to maintain required records, failure to reimburse necessary business expenditures, failure to provide timely wages owed upon separation, failure to timely pay wages, failure to provide sick pay, failure to adopt a compliant sick pay or paid time off policy, failure to pay for all hours worked at the proper wage rate, unlawful deductions, and any related claims for failure to maintain standard conditions of labor, interest, fees, costs, as well as all other claims and allegations made or which could have been made in the Action based on the facts and allegations pled in the operative Complaint (which will be the Second Amended Complaint) during the PAGA Period ("Released PAGA Claims"). The Released PAGA Claims only include claims arising during those workweeks in which PAGA Employees were classified by Defendant as independent contractors.

5. Who are the attorneys representing the parties?

Class Counsel

Craig M. Nicholas – cnicholas@nicholaslaw.org
Shaun Markley – smarkley@nicholaslaw.org
Jordan Belcastro – jbelcastro@nicholaslaw.org
NICHOLAS & TOMASEVIC, LLP
225 Broadway, 19th Floor
San Diego, California 92101
Tel: (619) 325-0492

Defendant's Counsel

James P. Carter – James.carter@jacksonlewis.com
Leo P. Norton – Leo.norton@jacksonlewis.com
JACKSON LEWIS P.C.
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Irvine, CA 92618
Phone: (949) 885-1360

F. Shawn Azizollahi – shawn@marqueelaw.com
Poya Ghasri – poya@marqueelaw.com
Tuvia Korobkin – tuvia@marqueelaw.com
Gary Brotman – gary@marqueelaw.com
MARQUEE LAW GROUP, A Professional
Corporation
9100 Wilshire Boulevard, Suite 445 East Tower
Beverly Hills, California 90212
(310) 275-1844 telephone

6. How do I participate in the settlement?

You are not required to take any action to receive your individual settlement payment. If you do nothing, your share of the settlement proceeds will be mailed to you by check after the Court grants "final approval" of the Settlement, and after time for appeals has ended or any appeals have been resolved, if applicable.

7. How do I opt-out of the Settlement Class?

If you do not wish to participate in the class Settlement (i.e., “Opt Out”), you must complete and sign a written request for exclusion in the form of a signed letter and return it by first class mail or facsimile:

ILYM Group, Inc.
[Street Address]
[City, State ZIP]
Tel: [Number]
Fax: [Number]

Your Request for Exclusion must include the following: (1) a statement that reasonably communicates your election to be excluded from the class Settlement (e.g., “I wish to exclude myself from the class settlement reached in the matter of *“Dana Becerra and Sabrina Norsworthy v. Hungry Marketplace, Inc.”*”); (2) your name, address, email address or telephone number, and the last four digits of your Social Security number; and (3) your signature. Your Request for Exclusion must also (4) be faxed or postmarked on or before **DATE** and returned to the Settlement Administrator at the mailing address or fax number specified above.

Your Request for Exclusion will not be valid if it does not comply with the above requirements. The date of the postmark on the return mailing envelope or the fax stamp shall be the exclusive means used to determine whether the Request for Exclusion was timely submitted. Settlement Class Members who fail to submit a valid and timely written Request for Exclusion on or before **DATE** shall be bound by all terms of the Settlement and any final judgment entered in the Action if the Settlement is approved by the Court.

Any person who submits a complete and timely Request for Exclusion will not be eligible to participate in the class portion of the Settlement, will not receive proceeds from the class portion of the Settlement or have the right to object to the class portion of the Settlement, and will not be bound by the class releases of the Settlement. However, by excluding yourself from the class Settlement you may pursue your own claims against Defendant in the future, subject to any defenses that Defendant may assert.

There is no statutory right for any PAGA Employee to opt out or otherwise be excluded from the PAGA portion of the Settlement and the associated release of claims and rights under PAGA.

8. What happens with any uncashed settlement checks?

All individual settlement checks that are not cashed within 180 days of issuance shall be canceled, and the Administrator shall transmit the money represented by such check to the California Controller’s Unclaimed Property Fund in the Class Member’s name thereby leaving no “unpaid residue” subject to the requirements of California Code of Civil Procedure Section 384(b).

9. What if I have questions about my Individual Class and/or PAGA Payment calculations?

If any Settlement Class Member wants additional information about the calculation of his or her Individual Class or PAGA Payment, details may be obtained from the Settlement Administrator. You have the right to challenge whether the Workweek calculations are proper under the terms of the Settlement by submitting information or documentation to the Settlement Administrator. To be valid, a challenge to the calculation of Workweeks and/or Pay Periods must be in writing, be postmarked or fax stamped by **DATE** and returned to the Settlement Administrator at the specified address or fax number below, and contain: (1) your full name, signature, address, telephone number, and the last four digits of your Social Security number; (2) the number of Workweeks and/or Pay Periods you contend is correct; and (3) any evidence supporting your contention. The date of the postmark on the return mailing envelope or fax stamp shall be the exclusive means used to determine whether the challenge was timely submitted. The Workweeks and/or Pay Periods identified for each Settlement Class Member in this Notice will be presumed to be correct unless a particular Settlement

Class Member proves otherwise to the Settlement Administrator by credible evidence. The Settlement Administrator shall make the final, non-appealable determination as to all valid Workweek and Pay Period challenges.

10. How do I object to the Settlement?

If you do not file a Request for Exclusion, you can object to the terms of this Settlement before it is granted final approval by the Court. However, if the Court rejects your objection, you will still be bound by the terms of the Settlement. To object to the Settlement, you may fax or mail via first class mail to the Settlement Administrator a written statement objecting to this Settlement setting forth the legal and factual grounds for any objection. You cannot ask the Court for a larger settlement; the Court can only approve or deny the proposed settlement. But you may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Class and PAGA Representative Service Payments. A Settlement Class Member who elects to send a written objection to the Settlement Administrator must do so no later than **DATE**. If you do not send a written objection, you may still appear at the final approval hearing either by yourself or through an attorney you hire, at your own expense, to object. If you fail to object, you shall be deemed to have waived any objections and shall be foreclosed from making any objection to the Settlement.

Objecting is simply telling the Court you do not like something about the Settlement. You can object to the class action Settlement only if you stay in the Settlement Class. Excluding yourself is telling the Court that you do not want to be part of the Settlement Class. If you exclude yourself, you will have no basis to object because the Settlement will no longer affect you.

11. When and where will the Court decide whether to approve the Settlement?

The Court will hold a hearing in Department 10 of the Los Angeles County Superior Court, located at Spring Street Courthouse, 312 North Spring Street, Los Angeles, CA 90012, on XXX at __:00 a.m. Appearances at the hearing can also be made by remote appearance by inputting the Case Number 22STCV37436 and following the instructions at this link: <https://lacc.lacourt.org/>. Notification of any changes to the time or location of the fairness hearing, as well as the final judgment following final approval, if any, will be available on the Settlement website at this link: [\[REDACTED\]](#). If there are objections, the Court will consider them at the final approval hearing. The Court will also consider how much to pay Class Counsel and the amount of any class representative service payments and release payments to Plaintiffs. After the hearing, the Court will decide whether to approve the Settlement. We do not know how long these decisions will take.

You do not need to come to the hearing. Class Counsel will answer any questions the judge may have. But you are welcome to come to the hearing at your own expense. If you send a written objection, you don't have to come to court to talk about it, but you may do so. You can appear at the hearing, at your own expense, to discuss any objections you may have with the Court whether or not you file an objection in writing. You may also pay another lawyer to attend, but this is not required.

ADDITIONAL INFORMATION

This Notice is only a summary of the Action and the Settlement. For a more detailed statement of the matters involved in the Action and the Settlement, you may refer to the settlement agreement and other information located at www.xxxxxx. You may also review the pleadings, the settlement agreement, and other papers filed in the Action which may be inspected in person at the courthouse, or by searching by case name or number listed at the top of this notice on the Court's website located at <https://www.lacourt.ca.gov/home>. All inquiries by Class Members regarding this Notice and/or the settlement should be directed to the Settlement Administrator using the contact information set forth below:

(continued on next page)

Settlement Administrator

ILYM Group, Inc.

[Street Address]

[City, State ZIP]

Tel: [Number]

Fax: [Number]

PLEASE DO NOT CONTACT THE COURT OR THE JUDGE WITH INQUIRIES.

THIS NOTICE IS NOT A RECOMMENDATION BY THE COURT AS TO ANY ACTION YOU SHOULD OR
SHOULD NOT TAKE.

4931-2983-8431, v. 1