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SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES – SPRING STREET

ANNA CERVANTES, individually, and on
 behalf of all others similarly situated,

Plaintiff,

vs.

WESTERN COSTUME LEASING CO., a
 California corporation; and DOES 1 through
 10, inclusive,

Defendants

Case No.: 22STCV36186

CLASS ACTION

[Hon. Carolyn Kuhl]

**CLASS ACTION AND PAGA SETTLEMENT
 AGREEMENT AND CLASS NOTICE**

Complaint filed: November 15, 2022
 FAC filed: February 14, 2023
 Trial date: Not set

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Anna Cervantes (“Plaintiff”) and defendants Western Costume Leasing Co. and Western Costume Co. (“Defendants” or “Western Costume”). The Agreement refers to Plaintiff and Defendants collectively as “Parties,” or individually as “Party.”

1. **DEFINITIONS.**

- 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendants, captioned *Anna Cervantes v. Western Costume Leasing Co., et al.*, Case No.: 22STCV36186 initiated on November 15, 2022 and pending in Superior Court of the State of California, County of Los Angeles.
- 1.2. “Administrator” means Phoenix Settlement Administrators, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means a person employed by Defendants in California and classified as a non-exempt employee during the PAGA Period.
- 1.5. “Class” means all persons employed by Defendants in California and classified as non-exempt employees during the Class Period.
- 1.6. “Class Counsel” means Moon Law Group, PC.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in Defendants’ possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either a

Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).

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

1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English in the form, without material variation unless otherwise agreed by the Parties, attached as Exhibit A and incorporated by reference into this Agreement. The Parties, through counsel, may agree to modifications to the Class Notice required to correct errors or effectuate changes required by the Court without the need to amend this Agreement, and the revised Class Notice shall be incorporated herein in place of the original Exhibit A.

1.12. “Class Period” means the period from November 15, 2018 to January 5, 2024.

1.13. “Class Representative” means the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as a Class Representative.

1.14. “Class Representative Service Payment” means the payment to the Class Representative for initiating the Action and providing services in support of the Action.

1.15. “Court” means the Superior Court of California, County of Los Angeles.

1.16. “Defendants” or “Western Costume” means named Defendants Western Costume Leasing Co. and Western Costume Co.

1.17. “Defense Counsel” means O’Hagan Meyer LLP.

1.18. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its order granting final approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the

day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.19. “Final Approval” 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. “Gross Settlement Amount” means \$500,000.00 which is the total amount Defendants agree to pay under the Settlement except as provided in Paragraphs 3.1 and 8.1 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment and the Administration Expenses Payment.

1.22. “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.

1.23. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

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

1.25. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code § 2699(i).

1.26. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code § 2699(i).

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

- 1.28. “Non-Participating Class Member” means any Class Member who opts out of the Class portion of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.29. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendants as a non-exempt employee in California during the PAGA Period. PAGA Pay Periods may be based on either: (1) pay periods during at least one shift was worked; or (2) hire dates and, where applicable, last dates worked or separation dates, re-hire dates, dates of any periods of leave, and dates of any transition between non-exempt and exempt status.
- 1.30. “PAGA Period” means the period from November 15, 2021 to January 5, 2024.
- 1.31. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698, *et seq.*).
- 1.32. “PAGA Notices” means Plaintiff’s PAGA letter to Western Costume Leasing Co. and the LWDA, and Plaintiff’s amended PAGA letter to Defendants and the LWDA, providing notice pursuant to Labor Code § 2699.3(a).
- 1.33. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$7,500.00) and the 75% to LWDA (\$22,500.00) in settlement of PAGA claims.
- 1.34. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Class portion of the Settlement.
- 1.35. “Plaintiff” means Anna Cervantes, the named plaintiff in the Action.
- 1.36. “Preliminary Approval” means the Court’s order granting preliminary approval of the Settlement.
- 1.37. “Preliminary Approval Order” means the proposed order granting preliminary approval of the Settlement.
- 1.38. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.
- 1.39. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

- 1.40. “Released Parties” means: Defendants and each of their former, present, and future owners, parents, subsidiaries, and affiliates, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.
- 1.41. “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.
- 1.42. “Response Deadline” means sixty (60) days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Class portion of the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. The Response Deadline for Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall be extended by 14 days beyond the original Response Deadline.
- 1.43. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.44. “Workweek” means any week during which a Class Member worked for Defendants as a non-exempt employee in California during the Class Period. Workweeks may be based on either: (1) weeks during at least one shift was worked; or (2) hire dates and, where applicable, last dates worked or separation dates, re-hire dates, dates of any periods of leave, and dates of any transition between non-exempt and exempt status.

2. **RECITALS.**

- 2.1. On November 15, 2022, Plaintiff commenced this Action by filing a Class Action Complaint alleging causes of action against Western Costume Leasing Co. for failure to pay minimum and overtime wages, failure to provide meal periods and rest breaks, failure to indemnify necessary business expenses, failure to provide accurate itemized wage statements, failure to timely pay final wages at termination, and unfair business practices. On February 14, 2023, Plaintiff filed a First Amended Class Action and Representative

1 Action Complaint alleging causes of action against Western Costume Leasing Co. for
2 failure to pay minimum and overtime wages, failure to provide meal periods and rest
3 breaks, failure to indemnify necessary business expenses, failure to provide accurate
4 itemized wage statements, failure to timely pay final wages at termination, unfair business
5 practices, and civil penalties under PAGA. On December 15, 2023, Plaintiff filed a
6 Second Amended Class Action and Representative Action Complaint alleging causes of
7 action against Western Costume Leasing Co. and Western Costume Co. for failure to
8 pay minimum and overtime wages, failure to provide meal periods and rest breaks, failure
9 to indemnify necessary business expenses, failure to provide accurate itemized wage
10 statements, failure to timely pay final wages at termination, unfair business practices, and
11 civil penalties under PAGA. The Second Amended Class Action and Representative
12 Action Complaint is the operative complaint in the Action (the “Operative Complaint”).
13 Defendants deny the allegations in the Operative Complaint, deny any failure to comply
14 with the laws identified in in the Operative Complaint, and deny any and all liability for
15 the causes of action alleged.

16 2.2. Pursuant to Labor Code § 2699.3(a), Plaintiff gave timely written notice to Defendants and
17 the LWDA by sending the PAGA Notices.

18 2.3. On November 6, 2023, the Parties participated in an all-day mediation presided over by
19 experienced employment law mediator Steven Rottman, Esq. which led to this Agreement
20 to settle the Action.

21 2.4. Prior to mediation, Plaintiff obtained, through informal discovery: (1) a representative
22 randomized sampling of corresponding time and payroll records for 20% of the putative
23 class; (2) company handbooks and written policies in effect during the Class and PAGA
24 Periods; (3) Plaintiff’s personnel records and employment files; (4) Class data points,
25 including, for both current and formerly-employed Class Members between the start of the
26 Class Period (November 15, 2018) and the date of mediation (November 6, 2023), total
27 numbers of Class Members, average hourly rates, and approximate numbers of
28 workweeks worked, pay periods, and wage statements issued; and (5) PAGA (and wage

statement penalty) group data points, including, for both current and formerly-employed Aggrieved Employees between the start of the PAGA Period (November 15, 2021) and the date of mediation (November 6, 2023), total numbers of Aggrieved Employees, average hourly rates, and approximate numbers of workweeks worked, pay periods, and wage statements issued. Plaintiff's investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.*, 48 Cal. App. 4th 1794, 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal. App. 4th 116, 129-130 (2008) ("*Dunk/Kullar*").

2.5. The Court has not granted class certification.

2.6. The Parties, Class Counsel, and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. **MONETARY TERMS.**

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8.1 below, Defendants promise to pay \$500,000.00 and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendants have no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendants.

3.2. 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:

3.2.1. To Plaintiff: Class Representative Service Payment to the Class Representative of not more than \$7,500.00 in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a

1 Participating Class Member. Defendants will not oppose Plaintiff's request for a
2 Class Representative Service Payment that does not exceed this amount. As part of
3 the motion for Class Counsel Fees Payment and Class Litigation Expenses
4 Payment, Plaintiff will seek Court approval for any Class Representative Service
5 Payments no later than 16 court days prior to the Final Approval Hearing. If the
6 Court approves a Class Representative Service Payment less than the amount
7 requested, the Administrator will retain the remainder in the Net Settlement
8 Amount. The Administrator will pay the Class Representative Service Payment
9 using IRS Form 1099. Plaintiff assumes full responsibility and liability for
10 employee taxes owed on the Class Representative Service Payment.

11 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 33 1/3%,
12 which is currently estimated to be \$166,666.66 and a Class Counsel Litigation
13 Expenses Payment of not more than \$21,000.00. Defendants will not oppose
14 requests for these payments provided that they do not exceed these amounts.
15 Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment
16 and Class Litigation Expenses Payment no later than 16 court days prior to the
17 Final Approval Hearing. If the Court approves a Class Counsel Fees Payment
18 and/or a Class Counsel Litigation Expenses Payment less than the amounts
19 requested, the Administrator will allocate the remainder to the Net Settlement
20 Amount. Released Parties shall have no liability to Class Counsel or any other
21 Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee
22 Payment and/or Class Counsel Litigation Expenses Payment. The Administrator
23 will pay the Class Counsel Fees Payment and Class Counsel Litigation Expenses
24 Payment using one or more IRS 1099 Forms. Class Counsel assumes full
25 responsibility and liability for taxes owed on the Class Counsel Fees Payment and
26 the Class Counsel Litigation Expenses Payment and holds Defendants harmless,
27 and indemnifies Defendants, from any dispute or controversy regarding any
28 division or sharing of any of these Payments.

3.2.3. To the Administrator: An Administration Expenses Payment not to exceed \$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 \$10,000.00, the Administrator will retain the remainder in the Net Settlement Amount.

3.2.4. 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.

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

3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Workweeks of Non-Participating Class Members are not included in the calculation of payments to Participating Class Members and therefor have no effect on the calculation of Individual Class Payments paid from the Net Settlement Amount.

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of 30,000.00 to be paid from the Gross Settlement Amount, with 75% (\$22,500.00) allocated to the LWDA PAGA Payment and 25% (\$7,500.00) allocated to the

Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$7,500.00) by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099-MISC Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendants estimate there are 196 Class Members who collectively worked a total of approximately 16,256 Workweeks (between the start of the Class Period on November 15, 2018 and the date of mediation on November 6, 2023), and 112 Aggrieved Employees who worked a total of approximately 6,347 weekly PAGA Pay Periods (between the start of the PAGA Period on November 15, 2021 and the date of mediation on November 6, 2023).

4.2. Class Data. Not later than 14 days after the Court grants Preliminary Approval of the Settlement, Defendants will simultaneously 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 to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendants have a continuing duty to immediately notify Class Counsel if they discover that the Class Data omitted class member identifying information and to

1 provide corrected or updated Class Data to the Administrator as soon as reasonably
2 feasible. Without any extension of the deadline by which Defendants must send the Class
3 Data to the Administrator, the Parties and their counsel will expeditiously use best efforts,
4 in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted
5 Class Data.

6 4.3. Funding of Gross Settlement Amount. Defendants shall fully fund the Gross Settlement
7 Amount, and also fund the amounts necessary to fully pay Defendants' share of payroll
8 taxes by transmitting the funds to the Administrator no later than 14 days after the
9 Effective Date.

10 4.4. Payments from the Gross Settlement Amount. Within 14 days after Defendants fund the
11 Gross Settlement Amount, the Administrator will mail checks for all Individual Class
12 Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the
13 Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel
14 Litigation Expenses Payment, and the Class Representative Service Payment.
15 Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses
16 Payment, and the Class Representative Service Payment shall not precede disbursement of
17 Individual Class Payments and Individual PAGA Payments.

18 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or
19 Individual PAGA Payments and send them to the Class Members via First Class
20 U.S. Mail, postage prepaid. The face of each check shall prominently state the
21 date (not less than 180 days after the date of mailing) when the check will be
22 voided. The Administrator will cancel all checks not cashed by the void date. The
23 Administrator will send checks for Individual Settlement Payments to all
24 Participating Class Members (including those for whom Class Notice was returned
25 undelivered). The Administrator will send checks for Individual PAGA Payments
26 to all Aggrieved Employees including Non-Participating Class Members who
27 qualify as Aggrieved Employees (including those for whom Class Notice was
28 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 NCOA database.

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

4.4.3. 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 checks 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 § 384(b).

4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendants to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS.

Effective on the date when Defendants fully fund the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

5.1. Plaintiff's Release.

5.1.1. Scope of Plaintiff's Release. Plaintiff and her respective former and present

spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, Plaintiff's PAGA Notices, or ascertained during the Action and released under 5.2, below ("Plaintiff's Release.") Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

5.1.2. Plaintiff's Waiver of Rights Under California Civil Code § 1542. For purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of Section 1542 of the California Civil Code, which reads:

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

5.2. Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Operative Complaint including, e.g., any and all claims involving: (1) any alleged

failure to pay minimum wage; (2) any alleged failure to pay overtime wages; (3) any alleged failure to provide compliant meal periods, or compensation in lieu thereof; (4) any alleged failure to provide compliant rest breaks, or compensation in lieu thereof; (5) any alleged failure to indemnify/reimburse necessary business expenses; (6) any alleged failure to pay wages due upon separation; (7) any alleged failure to provide compliant accurate itemized wage statements; and (8) any alleged unlawful, unfair, or fraudulent business actions or practices under Business and Professions Code §§ 17200, *et seq.* arising out of the Labor Code and Industrial Welfare Commission (“IWC”) Wage Order violations referenced in the Operative Complaint. Except as set forth in Section 5.3 of this Agreement, 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.

5.3. Release by Aggrieved Employees: All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notices, including, e.g., any and all claims for PAGA penalties pursuant to Labor Code sections 203, 210, 226.3, 558, 1174.5, 1197.1, and 2699 in connection with any and all allegations of Labor Code and/or IWC Wage Order violations involving: (1) any alleged failure to pay minimum wage; (2) any alleged failure to pay overtime wages; (3) any alleged failure to provide compliant meal periods, or compensation in lieu thereof; (4) any alleged failure to provide compliant rest breaks, or compensation in lieu thereof; (5) any alleged failure to indemnify/reimburse necessary business expenses; (6) any alleged failure to pay wages due upon separation; and (7) any alleged failure to provide compliant accurate itemized wage statements.

1 **6. MOTION FOR PRELIMINARY APPROVAL.**

2 The Parties agree to jointly prepare and file a motion for preliminary approval (“Motion for
3 Preliminary Approval”) that complies with the Court’s current checklist for preliminary approvals, to the
4 extent the Court maintains such a checklist.

5 6.1. Western Costume Leasing’s Declaration in Support of Preliminary Approval. Because
6 funds from uncashed checks will be transmitted to the California Controller’s Office,
7 Unclaimed Property Fund, Defendants and Defense Counsel have no obligation to provide
8 declarations disclosing any facts relevant to any actual or potential conflicts with a “*cy pres*
9 recipient.”

10 6.2. Plaintiff’s Responsibilities. Plaintiff will prepare and deliver to Defense Counsel
11 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the
12 notice, and memorandum in support, of the Motion for Preliminary Approval that includes
13 an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA
14 Settlement under Labor Code § 2699(f)(2)); (ii) a draft proposed order granting
15 preliminary approval and approval of PAGA settlement; (iii) a draft proposed Class
16 Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid
17 for administering the Settlement and attesting to its willingness to serve; competency;
18 operative procedures for protecting the security of Class Data; amounts of insurance
19 coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant
20 to any actual or potential conflicts of interest with Class Members and the nature and
21 extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a
22 signed declaration from Plaintiff confirming willingness and competency to serve and
23 disclosing all facts relevant to any actual or potential conflicts of interest with Class
24 Members, or the Administrator; (vi) a signed declaration from each Class Counsel firm
25 attesting to its competency to represent the Class Members; its timely transmission to the
26 LWDA of all necessary PAGA documents (initial and amended notices of violations
27 (Labor Code § 2699.3(a)), Operative Complaint (Labor Code § 2699(l)(1)), this
28 Agreement (Labor Code § 2699(l)(2))); and, (vii) all facts relevant to any actual or

potential conflict of interest with Class Members and/or the Administrator. In their declarations, Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement or disclose the existence of any such pending matters. Alternatively, if such other actions are filed between the execution of this Agreement and the filing of the Motion for Preliminary Approval and become known to Class Counsel, Class Counsel will advise Defense Counsel.

6.3. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

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

7. SETTLEMENT ADMINISTRATION.

7.1. Selection of Administrator. The Parties have jointly selected Phoenix Settlement Administrators to serve as the Administrator and verified that, as a condition of appointment, Phoenix Settlement Administrators agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a

professional relationship arising out of prior experiences administering settlements.

7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports state and federal tax authorities.

7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation § 468B-1.

7.4. Notice to Class Members.

7.4.1. No later than three 3 business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class USPS mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of each Individual Class Payment and/or Individual PAGA Payment payable to the Class Member and/or Aggrieved Employee, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the NCOA database.

7.4.3. Not later than 3 business days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send

1 Class Notice to Class Members whose Class Notice is returned by the USPS a
2 second time.

3 7.4.4. The deadlines for Class Members' written objections, challenges to Workweeks
4 and/or pay periods, and Requests for Exclusion will be extended an additional 14
5 days beyond the 60 days otherwise provided in the Class Notice for all Class
6 Members whose notices are re-mailed. The Administrator will inform the Class
7 Member of the extended deadline with the re-mailed Class Notice.

8 7.4.5. If the Administrator, Defendants, or Class Counsel is contacted by or otherwise
9 discovers any persons who believe they should have been included in the Class
10 Data and should have received Class Notice, the Parties will expeditiously meet
11 and confer, and in good faith, in an effort to agree on whether to include them as
12 Class Members. If the Parties agree, such persons will be Class Members entitled
13 to the same rights as other Class Members, and the Administrator will send, via
14 email or overnight delivery, a Class Notice requiring them to exercise options
15 under this Agreement not later than 14 days after receipt of Class Notice, or the
16 deadline dates in the Class Notice, which ever are later.

17 7.5. Requests for Exclusion (Opt-Outs).

18 7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class portion of
19 the Settlement must send the Administrator, by fax, email, or mail, a signed written
20 Request for Exclusion not later than 60 days after the Administrator mails the Class
21 Notice (plus an additional 14 days for Class Members whose Class Notice is re-
22 mailed). A Request for Exclusion is a letter from a Class Member or his/her
23 representative that reasonably communicates the Class Member's election to be
24 excluded from the Class portion of the Settlement and includes the Class Member's
25 name, address, and email address or telephone number. To be valid, a Request for
26 Exclusion must be timely faxed, emailed, or postmarked by the Response
27 Deadline.

28 7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it

1 fails to contain all the information specified in the Class Notice. The Administrator
2 shall accept any Request for Exclusion as valid if the Administrator can reasonably
3 ascertain the identity of the person as a Class Member and the Class Member's
4 desire to be excluded. The Administrator's determination shall be final and not
5 appealable or otherwise susceptible to challenge. If the Administrator has reason to
6 question the authenticity of a Request for Exclusion, the Administrator may
7 demand additional proof of the Class Member's identity. The Administrator's
8 determination of authenticity shall be final and not appealable or otherwise
9 susceptible to challenge.

10 7.5.3. Every Class Member who does not submit a timely and valid Request for
11 Exclusion is deemed to be a Participating Class Member under this Agreement,
12 entitled to all benefits and bound by all terms and conditions of the Settlement,
13 including the Participating Class Members' Releases under Paragraphs 5.2 and 5.3
14 of this Agreement, regardless of whether the Participating Class Member actually
15 receives the Class Notice or objects to the Settlement.

16 7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a
17 Non-Participating Class Member and shall not receive an Individual Class
18 Payment or have the right to object to the class action components of the
19 Settlement. Because future PAGA claims are subject to claim preclusion upon
20 entry of the Judgment, Non-Participating Class Members who are Aggrieved
21 Employees are deemed to release the claims identified in Paragraph 5.3 of this
22 Agreement and are eligible for an Individual PAGA Payment.

23 7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 60 days after the
24 Administrator mails the Class Notice (plus an additional 14 days for Class Members whose
25 Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay
26 Periods (if any) allocated to the Class Member in the Class Notice. The Class Member
27 may challenge the allocation by communicating with the Administrator via fax, email, or
28 mail. The Administrator must encourage the challenging Class Member to submit

supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or PAGA 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 and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination of the challenges.

7.7. Objections to Settlement.

7.7.1. 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 Representative Service Payment.

7.7.2. Participating Class Members may send written objections to the Administrator, by fax, email, 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. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 60 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

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

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

7.8.1. Website, Email Address and Toll-Free Number. The Administrator will establish and maintain and use an internet website to post information of interest to Class Members including the date, time, and location for the Final Approval Hearing and

copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval Order, the Class Notice, the motion for final approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval Order, and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes, and emails.

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

7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, and challenges to Workweeks and/or PAGA Pay Periods received and/or resolved (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received. In addition to the Weekly Reports, the Administrator shall report to the Parties when it has completed the initial distribution of the Individual Class Payments and Individual PAGA Payments to all individuals with valid addresses.

7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make decisions consistent with the terms of this Agreement on all

1 Class Member challenges over the calculation of Workweeks and/or PAGA Pay
2 Periods. The Administrator's determination of each Class Member's allocation of
3 Workweeks and/or PAGA Pay Periods shall be final. and not appealable or
4 otherwise susceptible to challenge.

5 7.8.5. Administrator's Declaration. Before the date by which Plaintiff is required to file
6 the Motion for Final Approval of the Settlement, the Administrator will provide to
7 Class Counsel and Defense Counsel, a signed declaration suitable for filing in
8 Court attesting to its due diligence and compliance with all of its obligations under
9 this Agreement, including, but not limited to, its mailing of Class Notice, the Class
10 Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate
11 Class Members, the total number of Requests for Exclusion from Settlement it
12 received (both valid or invalid), and the number of written objections, and attach
13 the Exclusion List. The Administrator will supplement its declaration as needed or
14 requested by the Parties and/or the Court. Class Counsel is responsible for filing
15 the Administrator's declaration(s) in Court.

16 7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator
17 disburses all funds in the Gross Settlement Amount, the Administrator will provide
18 Class Counsel and Defense Counsel with a final report detailing its disbursements
19 by employee identification number only of all payments made under this
20 Agreement. At least 7 days before any deadline set by the Court, the Administrator
21 will prepare, and submit to Class Counsel and Defense Counsel, a signed
22 declaration suitable for filing in Court attesting to its disbursement of all payments
23 required under this Agreement. Class Counsel is responsible for filing the
24 Administrator's declaration in Court.

25 **8. CLASS SIZE ESTIMATES [and ESCALATOR CLAUSE]**

26 Based on its records, Defendants estimate that (1) there are 196 Class Members and approximately
27 16,256 Total Workweeks (between the start of the Class Period on November 15, 2018 and the date of
28 mediation on November 6, 2023), and (2) there are 112 Aggrieved Employees who worked approximately

6,347 weekly Pay Periods (between the start of the PAGA Period on November 15, 2021 and the date of mediation on November 6, 2023).

8.1 Increase in Workweeks. In the event the number of Workweeks worked by Class Members during the foregoing period increases by more than 10%, or 17,882 Workweeks, then Plaintiff shall have the right to request, at Defendants' election, either: (1) a pro rata increase in the Gross Settlement Amount equal to the percentage increase in Workweeks (e.g., if the total Workweeks increases by 12%, then a 2% increase to the Gross Settlement Amount); or (2) a cut-off of the Class Period to end on the date that the total Workweeks reaches 17,882.

9. DEFENDANTS' RIGHT TO WITHDRAW.

If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendants may, but are not obligated to, withdraw from the Settlement. The Parties agree that, if Defendants withdraw, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendants will remain responsible for paying all Settlement administration expenses incurred to that point. Defendants must notify Class Counsel and the Court of its election to withdraw not later than 14 days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

10. MOTION FOR FINAL APPROVAL.

Not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code § 2699(l), a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiff shall provide drafts of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

10.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no

1 later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or
2 accepted by the Court.

3 10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final
4 Approval on any material change to the Settlement (including, but not limited to, the scope
5 of release to be granted by Class Members), the Parties will expeditiously work together in
6 good faith to address the Court's concerns by revising the Agreement as necessary to
7 obtain Final Approval. The Court's decision to award less than the amounts requested for
8 the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel
9 Litigation Expenses Payment, and/or Administration Expenses Payment shall not
10 constitute a material modification to the Agreement within the meaning of this paragraph.

11 10.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the
12 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for
13 purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement
14 administration matters, and (iii) addressing such post-Judgment matters as are permitted by
15 law.

16 10.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
17 conditions of this Agreement, specifically including the Class Counsel Fees Payment and
18 Class Counsel Litigation Expenses Payment reflected set forth in this Settlement, the
19 Parties, their respective counsel, and all Participating Class Members who did not object to
20 the Settlement as provided in this Agreement, waive all rights to appeal from the
21 Judgment, including all rights to post-judgment and appellate proceedings, the right to file
22 motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The
23 waiver of appeal does not include any waiver of the right to oppose such motions, writs, or
24 appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this
25 Agreement will be suspended until such time as the appeal is finally resolved and the
26 Judgment becomes final.

27 10.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
28 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 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.

11. AMENDED JUDGMENT.

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

12. ADDITIONAL PROVISIONS.

12.1. 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 Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendants' 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 grant Preliminary Approval, Final Approval, or enter Judgment, Defendants reserve the right to contest certification of any class for any reasons, and Defendants reserve all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendants' defenses. The Settlement, this Agreement, and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

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

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

12.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.

12.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and

1 represent that they are authorized by Plaintiff and Defendants, respectively, to take all
2 appropriate action required or permitted to be taken by such Parties pursuant to this
3 Agreement to effectuate its terms, and to execute any other documents reasonably required
4 to effectuate the terms of this Agreement including any amendments to this Agreement.

5 12.6. Cooperation. The Parties and their counsel will cooperate with each other and use their
6 best efforts, in good faith, to implement the Settlement by, among other things, modifying
7 the Settlement Agreement, submitting supplemental evidence, and supplementing points
8 and authorities as requested by the Court. In the event the Parties are unable to agree upon
9 the form or content of any document necessary to implement the Settlement, or on any
10 modification of the Agreement that may become necessary to implement the Settlement,
11 the Parties will seek the assistance of a mediator and/or the Court for resolution.

12 12.7. No Prior Assignments. The Parties separately represent and warrant that they have not
13 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
14 encumber to any person or entity and portion of any liability, claim, demand, action, cause
15 of action, or right released and discharged by the Party in this Settlement.

16 12.8. No Tax Advice. Neither Plaintiff, Class Counsel, Defendants, nor Defense Counsel are
17 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be
18 relied upon as such within the meaning of United States Treasury Department Circular 230
19 (31 CFR Part 10, as amended) or otherwise.

20 12.9. Modification of Agreement. This Agreement, and all parts of it, may be amended,
21 modified, changed, or waived only by an express written instrument signed by all Parties
22 or their representatives, and approved by the Court.

23 12.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the
24 benefit of, the successors of each of the Parties.

25 12.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be
26 governed by and interpreted according to the internal laws of the state of California,
27 without regard to conflict of law principles.

28 12.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of

1 this Agreement. This Agreement will not be construed against any Party on the basis that
2 the Party was the drafter or participated in the drafting.

3 12.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered
4 during Action and in this Agreement relating to the confidentiality of information shall
5 survive the execution of this Agreement.

6 12.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to
7 Evidence Code § 1152, and all copies and summaries of the Class Data provided to Class
8 Counsel by Defendants in connection with the mediation, other settlement negotiations, or
9 in connection with the Settlement, may be used only with respect to this Settlement, and no
10 other purpose, and may not be used in any way that violates any existing contractual
11 agreement, statute, or rule of court. Not later than 90 days after the date when the Court
12 discharges the Administrator's obligation to provide a declaration confirming the final pay
13 out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class
14 Data received from Defendants unless, prior to the Court's discharge of the
15 Administrator's obligation, Defendants make a written request to Class Counsel for the
16 return, rather than the destructions, of Class Data.

17 12.15. Headings. The descriptive heading of any section or paragraph of this Agreement is
18 inserted for convenience of reference only and does not constitute a part of this
19 Agreement.

20 12.16. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be
21 to calendar days. In the event any date or deadline set forth in this Agreement falls on a
22 weekend or federal legal holiday, such date or deadline shall be on the first business day
23 thereafter.

24 12.17. Execution in Counterparts. This Agreement may be executed in one or more counterparts
25 by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement
26 shall be accepted as an original. All executed counterparts and each of them will be
27 deemed to be one and the same instrument if counsel for the Parties will exchange between
28 themselves signed counterparts. Any executed counterpart will be admissible in evidence

to prove the existence and contents of this Agreement.

12.18. 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 that upon the signing of this Agreement that pursuant to Code of Civil Procedure § 583.330 to extend the date to bring a case to trial under Code of Civil Procedure § 583.310 for the entire period of this settlement process.

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

Plaintiff & Class Representative:

Dated: 12/28/2023

DocuSigned by:
Anna Cervantes
200F56DB048F451...
By: _____
Plaintiff Anna Cervantes

Plaintiff's Counsel:

Dated: 12/28/2023

MOON LAW GROUP, PC

By: _____
Kane Moon
Enzo Nabiev
Attorneys for Plaintiff

Defendants:

Dated: January 9, 2024

Defendants Western Costume Leasing Co. and
Western Costume Co.

By: _____



Signature

XZEDIA LIM

Name

VICE PRESIDENT / CONTROLLER

Title

Defendants' Counsel:

Dated: January 9, 2024

O'HAGAN MEYER LLP



By: _____

Katherine C. Den Bleyker
William B. Richards, Jr.
Joana M. Brooker

Attorneys for Defendants Western Costume
Leasing Co. and Western Costume Co.