

Matthew Rabban, Esq. SBN 277910
Law Offices of Matthew Rabban, APC
401 Wilshire Blvd., 12th Floor PH
Santa Monica, CA 90401
(818) 448-5625
(424) 645-1180
mattrabban@hotmail.com

Attorneys for Plaintiffs,
ALEJANDRO AYALA and ULISES CARRILLO-CUERCUERA

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

ALEJANDRO AYALA and ULISES
CARILLO-CUERCUERA,

Plaintiffs,

v.

FIELDS BY DURAN, THE STANDARD
DESIGN GROUP NURSERIES, ALEJANDRO
DURAN, and DOES 1 through 20, inclusive,

Defendants.

Case No.: 23STCV09778

Hon. Wendy Chang
Dept. 36

**STIPULATION BY ALL PARTIES
FOR ORDER APPROVING
SETTLEMENT PURSUANT TO
CALIFORNIA LABOR CODE
PRIVATE ATTORNEYS' GENERAL
ACT AND ENTERING JUDGMENT;
[PROPOSED ORDER]**

Complaint Filed: May 2, 2023

Trial Date: April 4, 2024

1 Plaintiffs ALEJANDRO AYALA and ULISES CARILLO-CUERCUERA (“Plaintiffs”) and
2 Defendants FIELDS BY DURAN (“FIELDS”), THE STANDARD DESIGN GROUP NURSERIES
3 (“STANDARD”), and ALEJANDRO DURAN (“DURAN”) (collectively, “the Parties”), by and
4 through their respective counsel of record, hereby stipulate as follows:

5 **WHEREAS**, on or about November 1, 2024, December 22, 2022 and January 25, 2024,
6 Plaintiffs by and through their counsel, sent notices (and amended notices) to the California Labor
7 Workforce Development Agency (“LWDA”) and to Defendants (the “PAGA Notice”) alleging that
8 Defendants engaged in violations of the California Labor Code and California Wage Orders,
9 including but not limited to California Labor Code §§ 204, 226(a), 226.7, 510, 512, 558 and 1194,
10 seeking civil penalties pursuant to the California Labor Code Private Attorneys’ General Act
11 (“PAGA”);

12 **WHEREAS**, on or about May 2, 2023, Plaintiffs filed a Complaint in the California Superior
13 Court for the County of Los Angeles entitled ALEJANDRO AYALA and ULISES CARILLO-
14 CUERCUERA v. FIELDS BY DURAN, et al., Case Number 23STCV09778 (the “Action”) alleging
15 individual employment claims and seeking civil penalties pursuant to the PAGA for violations of
16 California Labor Code, including but not limited to, §§ 204, 226(a), 226.7, 510, 512, 558 and 1194;

17 **WHEREAS**, on or about October 26, 2023, Plaintiffs filed a First Amended Complaint
18 (“FAC”) adding causes of action for retaliation.

19 **WHEREAS**, on or about April 25, 2024, Plaintiffs filed a Second Amended Complaint
20 (“SAC”) correcting the name of Plaintiff ULISES CARRILLO-CUERCUERA, who was incorrectly
21 named, which is the Operative Complaint (“Operative Complaint”) in this action.

22 **WHEREAS**, for purposes of this PAGA Agreement, the allegedly aggrieved individuals
23 (“Aggrieved Employees”) are defined as all individuals employed by Defendants in California and
24 classified as non-exempt, who worked for Defendants during the PAGA Period, from the time period
25 within one year prior to filing the Lawsuit through and including the date of execution of this
26 Agreement;

27 **WHEREAS**, Defendants have materially represented that there are 142 such aggrieved
28 employees that meet the above definition;

1 **WHEREAS**, Defendants vigorously dispute and deny the allegations and various causes of
2 action asserted in the Action, including, without limitation, Plaintiffs' and the Aggrieved Employees'
3 claim for civil penalties pursuant to PAGA;

4 **WHEREAS**, on November 7, 2023, the Parties participated in a full day mediation with Hon.
5 Amy Hogue (Ret.), a well-respected Judge in the area of employment law. Through good faith arms-
6 length negotiations, the Parties reached a mutual understanding of the material terms of settlement
7 of the PAGA claim, memorialized in this Agreement. Prior to settlement, Plaintiffs obtained the
8 following data through formal and informal discovery: data regarding the total number of Aggrieved
9 Employees and pay and timekeeping data for the Aggrieved Employees.

10 **WHEREAS**, according to the PAGA Settlement Agreement, Plaintiffs' "PAGA Claims" are
11 defined as any and all claims for civil penalties pursuant to PAGA based on the allegations in
12 Plaintiffs' Complaints and/or PAGA Notices, broadly construed, including, but not limited to, civil
13 penalties based on or arising from California Labor Code Sections 200, 201, 202, 203, 204, 226,
14 226.7, 248.1, 248.2, 248.6, 510, 512, 558, 1174, 1174.5, 1194, 1197, 1197.1, 1198, 2698 et seq., the
15 applicable IWC Wage Order provisions; California Business & Professions Code § 17200 et. seq.,
16 whether known or unknown, suspected or unsuspected, concealed or hidden, that were alleged in the
17 Action and/or the PAGA Notice, or that could have been alleged in the Action and/or PAGA Notices,
18 which Plaintiffs and any Aggrieved Employee have or had at any time through and including the
19 Approval Date, against any of the Releasees identified in the PAGA Settlement Agreement. A true
20 and correct copy of the PAGA Settlement Agreement is attached hereto as **Exhibit A**, and its defined
21 terms are hereby incorporated by reference;

22 **WHEREAS**, California Labor Code Section 2699(l)(2) requires that this Court review and
23 approve any settlement pursuant to PAGA. While this lawsuit is a Representative PAGA Claim, the
24 Parties are not obligated to follow the class action procedural rules for obtaining approval of this
25 settlement. *Arias v. Superior Court (Angelo Dairy)* (2009) 46 Cal.4th 969.;

26 **WHEREAS**, the Parties' PAGA Settlement Agreement contemplates: (a) issuance of a Court
27 order approving the PAGA Settlement; (b) discharge of Releasees from and with respect to Plaintiffs'
28 PAGA Claims; (c) release by Plaintiff, the State of California, and all Aggrieved Employees with

1 respect to the PAGA Claims; and (d) barring and enjoining Plaintiff, the State of California, and all
2 Aggrieved Employees from instituting or prosecuting, either directly or indirectly, individually,
3 collectively, and/or representatively, any and all PAGA Claims, such that the PAGA Settlement
4 Agreement may be pleaded by any Releasee as a full and complete defense to, and may be used as
5 the basis for an injunction against, any action, suit or other proceeding that has been or may be
6 instituted, prosecuted or attempted, asserting any PAGA Claims;

7 **WHEREAS**, the Parties recognize that the issues presented in the Action are likely only to
8 be resolved with extensive and costly discovery, pretrial and trial proceedings, and that further
9 litigation will cause inconvenience, distraction, disruption, delay and expense disproportionate to the
10 potential benefits of litigation. The Parties have taken into account the risk and uncertainty of the
11 outcome inherent in any litigation;

12 **WHEREAS**, based on their own independent investigations and evaluations, the Parties and
13 their respective counsel are of the opinion that the settlement of the PAGA Claims on the terms set
14 forth in the PAGA Settlement Agreement are fair, reasonable and adequate and is in the best interests
15 of the Parties, the LWDA, and Aggrieved Employees in light of all known facts and circumstances
16 and the risks inherent in litigation;

17 **WHEREAS**, the Parties recognize that this Court may, pursuant to California Labor Code
18 Section 2699(e)(2), award a lesser amount than the maximum civil penalty amount permitted under
19 PAGA if, based on the facts and circumstances of the particular case, to do otherwise would result
20 in an award that is unjust, arbitrary and oppressive, or confiscatory;

21 **WHEREAS**, the counsel for Plaintiffs and Defendants hereby attest that herein that they
22 have no knowledge of any other class action or PAGA lawsuits pending against Defendants for any
23 or all of the labor law violations asserted in this action;

24 **WHEREAS**, the Parties have provided a copy of this Joint Stipulation and the proposed
25 PAGA Settlement Agreement to the LWDA in accordance with Labor Code Section 2699(1)(2), and
26 a proof of service to the LWDA is attached hereto as **Exhibit B**;

27 **WHEREAS**, the Parties have engaged ILYM Group, Inc. to administer the settlement;
28

1 **WHEREAS**, in consideration of the terms and conditions set forth in the PAGA Settlement
2 Agreement, the Parties agree to be bound to the terms and conditions set forth in the PAGA
3 Settlement Agreement;

4 **WHEREAS**, Plaintiffs' counsel, Matthew Rabban, has attested to timely transmission to the
5 LWDA of all necessary PAGA documents (*See* Declaration of Matthew Rabban attached hereto as
6 **Exhibit C**;

7 Within thirty (30) calendar days after the Approval Date, Defendants FIELDS and
8 STANDARD shall each pay Ten Thousand Dollars and Zero Cents (\$10,000.00) which amounts to
9 half of the Twenty Thousand Dollars and Zero Cents (\$20,000) (the "Settlement Sum") on account
10 of disputed and alleged civil penalties as follows:

11 C. Three Thousand Three Hundred and Fifty Dollars and Zero Cents (\$3,350.00)
12 shall be paid to ILYM Group, Inc. for Administration Expenses. Attached as **Exhibit D** is a
13 declaration from Lisa Mullins from ILYM Group, Inc. in Support of ILYM's Administration,
14 including its not to exceed quote for this matter.;

15 B. The remaining balance after deducting the amount being paid to the
16 Administration Expenses, \$16,650.00 (the "Net Settlement Amount") shall be distributed as follows:

17 i. Seventy-Five Percent (75%) of the Net Settlement Amount,
18 \$12,487.50, shall be made payable to the LWDA, and mailed directly to the LWDA within 14 days
19 of receipt of such payment from Defendant. This represents civil penalties payable to the LWDA
20 under the PAGA, Labor Code section 2698, *et seq.*;

21 ii. Twenty Five Percent (25%) of the Net Settlement Amount, \$4,162.50,
22 (the "Aggrieved Employee Amount") shall be paid to the 142 Aggrieved Employees, which
23 represents civil penalties allegedly owed on the PAGA Claims during the PAGA Period as follows:
24 by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$4,162.50)
25 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the
26 PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay
27 Periods;

1 ILYM Group, Inc. shall be the Settlement Administrator. All checks to Aggrieved
2 Employees will be sent by the Settlement Administrator or his designee to each Aggrieved
3 Employees' last known address on file with Defendants and shall remain valid and negotiable for
4 180 days from the date of their issuance to Aggrieved Employees. If any checks are returned as
5 undeliverable, The Administrator must conduct an Aggrieved Employee Address Search for all
6 Aggrieved Employees whose checks are returned undelivered without a USPS forwarding address.
7 Within 7 days of receiving a returned check the Administrator must re mail checks to the USPS
8 forwarding address provided or to an address ascertained through the Aggrieved Employee Address
9 Search. If any checks are returned as undeliverable, the Administrator shall transmit the funds
10 represented by such checks to the California Controller's Unclaimed Property Fund in the name of
11 the Aggrieved Employee.

12 This Court shall retain jurisdiction to enforce the terms of the PAGA Settlement
13 Agreement pursuant to California Code of Civil Procedure Section 664.6; and

14 Subject to the Court's approval and order based upon this Stipulation, the Parties shall
15 bear their own respective costs and attorneys' fees, except as otherwise provided in the PAGA
16 Settlement Agreement;

17 **NOW THEREFORE**, the Parties jointly request that the Court approve the PAGA
18 Settlement set forth in the PAGA Settlement Agreement.

19
20
21 DATED: _____

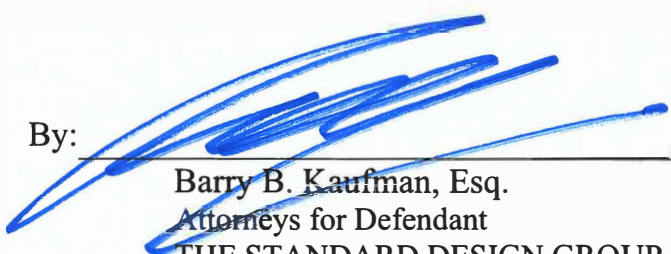
LAW OFFICES OF MATTHEW RABBAN

22
23 By: _____

24 Matthew Rabban, Esq.
25 Attorneys for Plaintiffs
26 ALEJANDRO AYALA
27 ULISES CARRILLO-CUERCUERA
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1 DATED: 9-24-24

LAW OFFICES OF BARRY B. KAUFMAN

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4 By: 

Barry B. Kaufman, Esq.

Attorneys for Defendant

THE STANDARD DESIGN GROUP
NURSERIES

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8 DATED: 09/27/2024

BUCHALTER

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12 By: 

Joshua Mizrahi, Esq.

Attorneys for Defendants

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FIELDS BY DURAN and
ALEJANDRO DURAN

[PROPOSED] ORDER

Upon good cause being shown as set forth in the stipulation of legal counsel for the parties,
the Court hereby adopts the Stipulation.

It is further ordered that: _____

IT IS SO ORDERED.

DATED: _____

Judge of the Los Angeles County
Superior Court

Matthew Rabban, Esq. SBN 277910
Law Offices of Matthew Rabban, APC
401 Wilshire Blvd., 12th Floor PH
Santa Monica, CA 90401
(818) 448-5625
(424) 645-1180
mattrabban@hotmail.com

Attorneys for Plaintiff, ALEJANDRO AYALA and ULISES CARILLO-CUERCUERA

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES**

ALEJANDRO AYALA and ULISES CARILLO-
CUERCUERA,
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v.

FIELDS BY DURAN, THE STANDARD
DESIGN GROUP NURSERIES, ALEJANDRO
DURAN, and DOES 1 through 20, inclusive,
Defendants.

Case No.: 23STCV09778

Hon. Wendy Chang
Dept. 36

**DECLARATION OF MATTHEW RABBAN
IN SUPPORT OF STIPULATION FOR
ORDER APPROVING SETTLEMENT**

Complaint Filed: May 2, 2023

Trial Date: April 4, 2024

1 I, Matthew Rabban, declare:

2 1. I am an attorney at law licensed to practice before the courts of the State of California. I
3 am counsel of record for Plaintiffs Alejandro Ayala and Ulises Carrillo-Cuercuera in the above-titled
4 action.
5

6 2. I submitted the settlement agreement in this matter to the LDWA on the same day that the
7 stipulation was filed. A true and correct copy of proof of this submission is attached hereto as Exhibit 1.

8 3. On November 1, 2024, Plaintiffs sent a certified letter to Defendants and submitted that
9 same letter online to the LWDA describing Defendant's alleged Labor Code violations, as required by
10 Labor Code § 2699.3.
11

12 4. On December 22, 2022 and January 25, 2024, Plaintiff sent amended letters to
13 Defendants and submitted that same letters online to the LWDA describing Defendant's alleged Labor
14 Code violations, as required by Labor Code § 2699.3.
15

16 5. On May 2, 2023, Plaintiffs filed a complaint against Defendants. The operative Second
17 Amended Complaint ("SAC"), was filed on April 25, 2024, alleges a cause of action under the Private
18 Attorneys General Act, alleging that Defendants: failed to compensate Employees for overtime wages,
19 failed to provide meal and rest periods, failed to issue accurate itemized wage statements, failed to
20 provide reimbursements for work-related expenses, failed to keep accurate records, failed to pay all
21 wages due upon separation of employment, and failed to pay all wages earned.
22

23 6. I do not believe that there is any actual or potential conflict of interest between myself,
24 my clients, the LWDA, or the aggrieved parties.

25 7. I represent Plaintiffs on a contingency fee basis for wage and hour and retaliation
26 claims.
27
28

8. I have waived all fees in relation to the recovery of the PAGA penalties, which shall be transmitted to the State of California and the aggrieved employees.

9. At the time of the filing of the stipulation, my office has timely transmitted to the LWDA all necessary PAGA documents, including the stipulation, and the agreement.

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

Executed on September 30, 2024, Los Angeles, California.

Matthew Rabban

Matthew Rabban, Declarant

DECLARATION OF LISA MULLINS

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3 1. I am a resident of the United States of America and am over the age of 21. I am the
4 President for ILYM Group, Inc., (herein after referred to as “ILYM Group”), a professional class action
5 services provider. I am preparing this declaration at the request of Plaintiff’s Counsel. I have personal
6 knowledge of the facts herein, and, if called upon to testify, I could and would testify competently to such
7 facts.

8 2. ILYM Group has extensive experience in disseminating PAGA settlements and
9 administering class action settlements, including direct mail services, telephone, and web-based support,
10 database management, opt-out processing, and settlement fund distribution services for class actions
11 ranging in size from 26 to 4.5 million Class Members. Attached hereto, as **Exhibit A**, is a true and
12 correct copy of ILYM Group’s current CV, reflecting our primary competencies as they relate to class
13 action administration. Attached hereto, as **Exhibit B** is ILYM Group’s Security Summary and Protocol.
14 ILYM Group is insured with E&O and Cyber Insurance policies.

15 3. ILYM Group has never had any financial interests in nor affiliation with the parties or
16 counsel in the *Alejandro Ayala, et al. v. Fields by Duran, et al.* matter.

17 4. Upon appointment, ILYM Group will provide a mailing address and toll-free telephone
18 number to receive correspondence and inquiries from aggrieved employees. After receiving the data file
19 from Defendant, which should contain the aggrieved employees’ names, last known addresses, and
20 social security numbers, ILYM Group will upload the data into our database and check for duplicates
21 and other possible discrepancies.

22 5. As part of the preparation for notice and disbursement, ILYM Group will process
23 aggrieved employees’ names and addresses against the National Change of Address (“NCOA”) database,
24 maintained by the United States Postal Service (“USPS”), to update and confirm the mailing addresses of
25 the aggrieved employees before the mailing of the notice. To the extent an updated address is found in
26 the NCOA database, ILYM Group will use the updated address for mailing the notice. If ILYM Group
27 does not locate an updated address in the NCOA database, it will use the original address provided by
28 Defendant for mailing the notice.

6. ILYM Group's Disbursement Process will include but is not limited to; (a) applying for case EIN; (b) establishing Qualified Settlement Fund ((QSF) Escrow Account), with administering tasks including but not limited to overview and reconciliation of account; (c) calculating the individual settlement amounts; (d) preparing, administering, and distributing settlement award checks to the Participating Aggrieved Employees, including necessary tax forms (W2 and/or 1099); (e) calculating and withholding all applicable state and federal taxes; (f) should any disbursements be returned to ILYM Group's office as undeliverable, ILYM Group will attempt to locate an updated address using the NCOA database and/or other skip trace efforts and will promptly remail the disbursement; (g) performing other such duties as the Parties and/or the Courts direct. The above services are included in ILYM Group's initial quote. Attached hereto, as **Exhibit C**, is a true and correct copy of ILYM Group's not to exceed quote for this matter.

7. ILYM Group's fees associated with the administration of this settlement will not exceed:
\$3,350.00.

I declare, under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this 13th day of August 2024, at Tustin, California.


Lisa Mullins

EXHIBIT “A”

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

Overview of Our Firm:

ILYM Group, Inc is a class action administration, legal notification, and direct media outlets firm. With over 20 years of combined experience, our primary commitments are to client satisfaction, cutting edge technology and data management security, seamless case management and delivery of case expectations. Because, of our adherence to these commitments, ILYM Group, Inc is a one of the fastest growing, Woman Owned Business (NAPW), in the industry and has become the go-to firm for class action administration and legal notification. ILYM Group, Inc works with the top defense and plaintiff firms across the United States.

AREAS OF EXPERTISE:

- Wage and Hour
- FLSA
- Insurance and Health Care
- Consumer
- Finance
- ERISA
- TCPA
- Antitrust
- Securities

Ramirez v JC Penney.

- ERISA Case with a class size of 26,000.

Kruger, et al. v. Novant Health

- ERISA Case with a class size of \$32 million.

Abbott, et al. v. Lockheed Martin Corp.

- ERISA Case with \$62 million.

Jacqueline Jones vs. I.Q. Data International, Inc.

- TCPA Case with a class size of 93,993. Performed a reverse look-up to obtain Class Member information. We were able to obtain contact information for 93.82% of the Class that did not have a name or address.

Reza Barani vs. Wells Fargo Bank, N.A.

- TCPA Case with a class size of 82,874. Performed a reverse look-up to obtain Class Member information. We were able to obtain contact information for 87.84% of the Class that did not have a name or address.

Kimberly Roberts, et al. v. T.J. Maxx of CA, LLC, et al.

- Wage & Hour Case with a class size of 82,549.

Robert Stone, et al. v. Universal Protection Services, LP, et al.

- Wage & Hour Case with a class size of 75,351.

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

ILYM Group, Inc. is operational 24/7 delivering true client and class member availability. Our call center is open 24/7/365 days a year, even holidays and is full digital, automated and multilingual. ILYM Group Inc.'s mail and media center is a state-of-the-art facility, fully digital and USPS integrated. We can accommodate cases of any size, from ten class members to multi-millions. ILYM Group, Inc. prides itself on its commitment to service, quality, value pricing and availability. We've committed ourselves to being the best Class Action Administration and Notification Company in our industry. Through our years of experience, ILYM Group, Inc. is dedicated to exceeding our client's expectations.

PRE-SETTLEMENT CONSULTATION

- **Administration Consultation:** Meeting to determine objectives and expectations by both parties. All reporting and responsibilities will be agreed upon as will the seamless process to access data. We will also discuss the opportunities to identify class members with the proposed print and web-based media for optimum reach. Additionally, all expectations and delivery of those results will be planned for and mapped accordingly.

MAILING AND NOTIFICATION

- **Fulfillment and Correspondence:** All provided settlement information will be published via United States Postal Service (USPS first class standards) to the proposed mailing class. Notifications will include a Claim ID and how to respond, or Opt-Out, based on the stipulations.
- **Reverse Lookup:** A confidential reverse phone or reverse cell lookup will provide; owner's name, location, address history, carrier, phone type (landline or cell phone) and more. Our reverse lookup is powered by an extensive database which includes hundreds of millions of cell phone, landline, residential and unlisted number. Our software collects data from multiple data sources and carriers across the US. Our average "hit ratio" ranges from 93% - 98%.
- **Creating Class Database:** All Data is verified and filtered to eliminate duplication against the United States Postal Service (USPS) National Change of Address (NCOA) database. ILYM Group, Inc. will also certify and validate with the Coding Accuracy Support System (CASS) and Track Your Class (TYC) for zone delivery.
- **Claim Forms:** ILYM Group, Inc. will email all claim forms, whenever possible, to have accurate reporting and tracking of all class requests. Emails will contain full text claim forms.
- **Translations:** When needed, ILYM Group, Inc. will translate notices to any language needed to reach Class members.
- **Remails:** Returned mail will be scanned, re-verified and re-mailed. All returned mail is data warehoused and reported to both parties' counsels in a weekly report.

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

MEDIA & INTERNET BANNER ADS

Notice Publication

- **Legal Notices:** ILYM Group, Inc. can provide a Media Proposal to maximize reach based on quantitative and qualitative methodologies.
- **Electronic Publication (Banner Ads):** ILYM Group, Inc. will utilize Internet Banner Noticing efforts and web technologies for maximum reach via the World Wide Web.
- **Electronic Mail Notices:** ILYM Group, Inc. can email an estimated number of class members a full text notice. We are compliant with all search engines and Internet Service Providers (ISP) so that our emails are always “White List” accepted with minimal returns.
- **Reach:** Every case has its own proposed reach and exposure percentage. We filter, verify and scrub the data to improve reach results.
- **Services Included:** Analysis, Documentation, Research and Methodologies, Execution and Reporting.

PROJECT MANAGEMENT

- **Case Notification, Maintenance and Management:** ILYM Group, Inc.’s Senior Project Managers will provide all Account Management, Pre-Consultation to Case Conclusion, Reporting and Claims Processing. Design, negotiation and implementation, upon approval, of all forms and notices, all distribution reporting and filings with the court.
- **Claims Processing:** All claims can be submitted by USPS, Internet, Fax, and Email or Online submission. Claims will be processed and recorded with matching ILYM database ID's. E-claims will have corresponding records of intake. All deficient claims will be notified via USPS and make provisions for class member to re-submit claims.
- **Call Center:** ILYM Group, Inc. will support class members with a toll-free number to get the most up-to-date case settlement information. Customer service representatives will be available 24/7/365 as will recorded messages. All class members are given the options to best serve their needs and to receive case information.
- **Internet Support:** Class members can log on to a provided website and view, print or submit information and claim forms regarding the settlement. Frequently Asked Questions (FAQ's) will be provided as well. Class members may download the claim form with mailing and fax instructions provided on the form.
- **Objection and Request for Exclusion:** All objections and request for exclusion, opt-out, will be data warehoused, dated and reported. Postmarks will serve for exclusion dating and will be forwarded to both counsels' no more than 5 days post submission. Objection will be reviewed by ILYM Group, Inc. to determine the timeliness and basis of the objection. All information will be forwarded to both parties counsel, along with any representation information from the class member, within 5 days.

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

DATA ADMINISTRATION AND NETWORK SECURITY

- **Network Security:** All provided data is encrypted, stored and hosted in a Tier 4, SAS70 certified environment.
- **Database Administration:** To be developed with all electronically provided data. Class members will be assigned ILYM Group, Inc. internal tracking ID's to ensure all collected member data coincides with all received claims.

DISTRIBUTION AND SETTLEMENT FUNDING

- **Distribution and Management:** Upon receipt of settlement funds, ILYM Group, Inc. will open a QSF Account for proceeds of the Gross Settlement Payment. The deposited funds will then be managed per the Settlement Agreement. All funds will be settled with class members and counsel along with all federal and state income tax reporting.
- **Check Printing and Mailing:** Claims processed, quantified and approved by clients, will be processed for distribution. All checks will be printed and mailed via USPS first class standards. ILYM Group, Inc. will reissue checks in accordance with the Settlement Agreement.
- **Preparation, Filing and Reporting of Taxes:** ILYM Group, Inc. will ensure taxes are filed in accordance to all federal, state and local employment tax returns. All taxes associated with the settlement will be paid on time to tax authorities. All filings and returns (e.g., 1099s, W-2s, etc.) will be done properly and timely with the appropriate authorities. All QSF steps and obligations with federal, state and/or local law will be followed.

CASE CONCLUSION

- **Data Manager Final Report:** All database and electronic documentation will be sent in reports weekly and at the conclusion of the Administration engagement. Call center activity, e-claims, mailed, and faxed claims will be included in all reporting.
- **Project Manager Final Report:** All case and class related information will be provided on a weekly basis and at the conclusion of the Administration engagement. Mailing and media final analysis, exclusions, objections, and all other claims processing outcomes, status reports and final court documentations will be included.
- **Affidavits:** ILYM Group, Inc. will provide all affidavits in support of analysis and media reach, final approvals and settlement. Expert Testimony and Media Methodologies will be determined.
- **Document Retention:** Unless otherwise directed, ILYM Group, Inc. will destroy all undeliverable notices on the effective date of the settlement or when the case is no longer subject to appeal. ILYM Group, Inc. will correspond for one year after the final distribution or until the case is no longer subject to appeal.

EXHIBIT “B”

ILYM Group, Inc. (ILYM) in conjunction with our security and Information Technology (IT) vendor(s), maintains the highest level of confidentiality of class member data. The class data and all forms of communication received by ILYM, will be held in strict confidentiality and will not be disclosed. Data provided to the administrator for purposes of notice, settlement, or award administration will be used solely for settlement implementation and for no other purpose. ILYM will set up a login for Defense Counsel to transmit the class data through our encrypted secure portal. ILYM processes adhere to the Settlement Administration Data Protection Checklist in the Northern District of California and are summarized in the tables below.

Technical Controls

Firewalls and intrusion detection/prevention systems	Yes
Endpoint Detection and Response (EDR) Systems	Yes
Complex Password Requirements	Yes
MultiFactor Authentication for Access to Systems and Data	Yes
Malware Protection and AntiVirus	Yes
Vulnerability Scanning/Pen Testing	Yes
Data Encryption	Yes
Key Management for access to encrypted Data	Yes
Access only provided on need-to-know basis	Yes
Security Operations Center (SOC)	Yes
Managed Detection and Response (MDR)	Yes
Security Information and Event Management (SIEM)	Yes
Software Defined Global Network (SGN) with next gen firewall	Yes

Administrative Policies

Personnel and support staff risk assessment and management, including pre-hire background checks and screening processes	Yes
Personnel and support staff required to enter into non-disclosure and confidentiality agreements	Yes
Access controls to systems and data, including guidance for granting, modifying, and reviewing access rights	
Information security and privacy policy training, including policy review, best practices, and data security	Yes
No remote access to systems for Employees	No
Exit interviews/confirmation that terminated/departed employees are immediately cut off from access	Yes
Robust audits of data privacy policies by third-party vendors	Yes
Accreditation in accordance with ISO 27001 and SOC2 (among the industry standards listed below)	Compliant
Disclosure of external certifications and any notice of expiration	Yes

Crisis and Risk Management

Incident response/disaster plan for immediate response to security incidents such as data breach.	Yes
Process and timing for notification to attorneys, claimants, and other stakeholders of a data breach and consideration of resources and/or remedies to provide thereto	Yes
Vendor management program that determines and defines requirements to manage risk associated with outsourcing	Core Vendors are limited and have been vetted. New program being implemented as part of SOC 2

Physical Access Controls

Physical Access Security Security Guards Access Cards to facilities with assignment of identification card subject to approval and review Logs of Access	Logs and “codes” No cards – just codes No security guards Logs are kept
Alarm Systems	Yes
CCTV recording Systems	Yes

Data Collection and Retention

Minimization of collection of personally identifiable information, e.g., social security numbers and banking information	Yes
Data collection only required to extent necessary for settlement administration	Yes
Various methods for ensuring data protection and security of Data classification (including implementation of appropriate safeguards to protect from theft, loss, and/or unauthorized disclosure, use, access, destruction) Compliance with applicable laws and regulations (see below) Secure data transfer	Yes

Data Destruction

Preservation of data only for so long as required for administration of the settlement and any relevant reporting required following the payments or distributions	Yes
Secure data destruction (e.g., 6 months – 1 year or when no longer required)	Yes
Physical media (e.g., paper, CDs) shredded or destroyed to point where they cannot be reconstructed	Yes
Destruction of all derivative copies and/or back-ups	Yes

Applicable Laws, Standards, and Other Regulation

Industry standards: National Institute of Standards and Technology (NIST), HIPAA, FISMA, System and Organization Controls (SOC1 and SOC2) or more advanced assessment, ISO 27001	Yes
Local, national, international privacy regulations (including CCPA)	Yes

Ethical Rules

Administrative policies and/or employee handbook incorporating commitment to ethical rules (e.g., company, court ethical rules) setting forth standards of ethical and legal behavior	Yes
Enforcement clauses, violation resulting in disciplinary action including and up to termination of employment	Yes

Customer Service Measures

Description of settlement website and posting thereto of relevant privacy policies or statements (including portal for reporting suspected loss of confidential data submitted with claim)	Yes
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Explanation of role of claims administrator and how to prevent phishing (e.g., clear indication that administrator will not request confidential information by e-mail and how to identify a valid e-mail sent from the administrator)	Yes
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EXHIBIT “C”

Case Name: Alejandro Ayala, et al. v. Fields by Duran, et al.
Tuesday, August 13, 2024

Requesting Attorneys Name:	Eli Banayan
E-Mail:	eb@banalegal.com
ILYM Contact:	Lisa Mullins
E-Mail:	Lisa@ilymgroup.com
Contact Number:	714.878.8836

Estimate For Administrative Solutions: PAGA

KEY ASSUMPTIONS	
Total Number of Aggreived Employees	142
Estimated Percentage of Remails	15%
Certified Spanish Translation	No
ILYM Group Static Website	No
NCOA	Yes
Case Duration (Years)	1

Summary Estimate: ILYM Group Fees & Expenses

Case Startup:	\$500.00
Distribution (Includes EIN, Bank Acct * /QSF Setup):	\$2,280.00
Case Conclusion:	\$570.00
Not To Exceed ILYM Fees & Expenses:	\$3,350.00

ILYM | GROUP, Inc.

SETTLEMENT ADMINISTRATION EXPERTS

Case Name: Alejandro Ayala, et al. v. Fields by Duran, et al.

Tuesday, August 13, 2024

Requesting Attorneys Name: Eli Banayan

Activity	Rate Type	Unit Cost	Volume	Amount
CASE STARTUP				
Initial Setup - <i>Import and Formatting of Data*</i>	Hourly	\$150.00	1	\$150.00
Project Manager (Case notification and maintenance)	Hourly	\$120.00	2	\$240.00
NCOA	Flat Rate	\$40.00	1	\$40.00
Toll-Free Telephone Support	Flat Rate	\$70.00	1	\$70.00

**ILYM assumes that data will be in a standard format. Client will be notified immediately if not in standard format to correct data or ILYM can convert to standard format @ \$150.00 per hour.*

Subtotal \$500.00

DISTRIBUTION (Includes EIN, Bank Acct /QSF Setup)*				
Distribution Setup & Management	Hourly	\$150.00	1	\$150.00
Account Reconciliation & Distribution Reporting	Hourly	\$125.00	1	\$125.00
Notice, Check, Stub & Release - (including 1099)	Per Check	\$1.50	142	\$213.00
USPS First Class 1oz Postage	Per Piece	\$0.60	142	\$85.20
Remails (Forward/Skip Trace Undeliverables)	Per Piece	\$2.00	28	\$56.80
Preparation of Taxes	Hourly	\$150.00	1	\$150.00
Annual Filing of Tax Return	Per Year	\$1,500.00	1	\$1,500.00

**Additional Bank fees may apply*

Subtotal \$2,280.00

CASE CONCLUSION				
Data Manager Final Reporting	Hourly	\$100.00	1	\$100.00
Process Unclaimed Funds	Flat Fee	\$350.00	1	\$350.00
Declaration	Hourly	\$120.00	1	\$120.00

Subtotal \$570.00

Not To Exceed ILYM Fees & Expenses: \$3,350.00

Terms and Conditions

All services to be provided by ILYM Group, Inc. (hereinafter, "ILYM") to Client shall be subject to the following terms and conditions:

Services: Subject to the terms hereof, ILYM agrees to provide the Client with Administration Services (hereinafter, "services") as specified in the Proposal provided to Client to which these Terms and Conditions are attached. The estimate is in good faith and does not cover any applicable taxes and fees. The estimate does not make provision for any services or class members/size not delineated in the request for proposal or stipulations. Such services do not in any way constitute legal services or advice. ILYM is performing its services as an Independent Contractor and neither it nor its employees shall be deemed to be employees of the Client.

Mailing and Data Conversion: ILYM's database administration assumes the Client will provide complete data that includes all information required to send notifications and complete the administration process. Data must be provided in a complete, consistent, standardized electronic format. ILYM's standard format is Microsoft Excel, however, ILYM may accept other formats at its discretion. Further developments or enhancements to non-standardized data will be billed to Client by ILYM on a time and materials basis, according to ILYM's Standard Rates.

Charges for Services: Charges to the Client for services shall be on a time and materials basis at our prevailing rates, as the same may change from time to time. Any fee estimates set forth in the proposal are estimates only, based on information provided by Client to ILYM. Actual fees charged by ILYM to Client may be greater or less than such estimate, and Client shall be responsible for the payment of all such charges and expenses in accordance with Section 5 hereof. Charges incurred related to resolving post distribution withholdings and related corrective files due to voids and re-issues of payments and related correspondence with state and federal taxing authorities will not be charged to the Client to the extent that funds are received from the taxing authorities offset these charges. ILYM may derive financial benefits from financial institutions in connection with the deposit and investment of settlement funds with such institutions, including without limitation, discounts on eligible banking services and fees, and loans at favorable rates.

Indemnification: Client will indemnify and hold ILYM (and the officers, employees, affiliates and agents harmless against any Losses incurred by ILYM, arising out of, in connection with, or related to (i) any breach of the terms by Client; (ii) the processing and handling of any payment by ILYM in accordance with Client's instructions, including without limitation, the imposition of any stop payment or void payment on any check or the wrongful dishonor of a check by ILYM pursuant to Client's instructions.

Payment of Charges: ILYM reserves the right to request payment of postage charges and 50% of the final administration charges at the start of the case. ILYM bills are due upon receipt unless otherwise negotiated and agreed to with the Client. In the event settlement terms provide that ILYM is to be paid out of the Settlement Fund, ILYM will request that Counsel endeavor to make alternate payment arrangements for ILYM charges that are due at the onset of the case. The entire remaining balance is due and payable at the time the Settlement Account is funded by, or no later than the time of disbursement. Decisions of the court and actions of the parties, including disapproval or withdrawal of a settlement, do not affect the Client's liability to ILYM for payment of services. Services are not provided on a contingency fee basis.

Confidentiality: ILYM maintain reasonable and appropriate security measures and safeguards to protect the security and confidentiality of Client data provided to ILYM by Client in connection herewith. Should ILYM ever be notified of any judicial order or other proceedings in which a third party seeks to obtain access to the confidential data created by or for the Client, ILYM will promptly notify the Client, unless prohibited by applicable law. The Client shall have the option to (1) provide legal representation at the Client's expense to avoid such access or (2) promptly reimburse ILYM for any of its costs, including attorneys' fees, reasonably incurred in avoiding, attempting to avoid or providing such access and not paid by the entity seeking the data. If ILYM is required, pursuant to a court order, to produce documents, disclose data, or otherwise act in contravention of the obligations imposed by this Agreement, or otherwise, with respect to maintaining the confidentiality, proprietary nature and secrecy of the produced documents or disclosed data, ILYM will not be liable for breach of said obligation.

Data Rights: ILYM does not convey nor does the Client obtain any right in the programs, system data, or materials utilized or provided by ILYM in the ordinary course of business in the performance of this Agreement.

Document Retention: Unless directed otherwise in writing by Client, ILYM will destroy undeliverable mail on the effective date of the settlement or the date that the disposition of the case is no longer subject to appeal or review, whichever is later. ILYM will maintain claim forms and other correspondence for one year after final distribution of funds or benefits, or until the date that the disposition of the case is no longer subject to appeal or review, whichever is later.

Limitation of damages: ILYM is not responsible to the Client for any special, consequential or incidental damages incurred by Client. Any liability of ILYM to the Client shall not exceed the total amount billed to the Client for the particular services that give rise to any loss.

Termination: The services to be provided under this Agreement may be terminated, at will by the Client upon at least 30 calendar days' prior written notice to ILYM. The Client's obligation to pay for services or projects in progress at the time of notice of withdrawal shall continue throughout that 30 day period. ILYM may terminate this Agreement (i) with 10 calendar days' prior written notice, if the Client is not current in payment of charges or (ii) in any event, upon at least 3 months' prior written notice to the Client.

Notice: Any notice required or permitted hereunder shall be in writing and shall be delivered personally, or sent by registered mail, postage prepaid, or overnight courier service to the responsible officer or principal of ILYM or the Client, as applicable, and shall be deemed given when so delivered personally, or, if mailed, five days after the date of deposit in United States mail, or, if sent by courier, one business day after delivery to such courier service.

Force Majeure: To the extent performance by ILYM of any of its obligations hereunder is substantially prevented by reason of any act of God or by reason of any other matter beyond ILYM's reasonable control, then such performance shall be excused and this Agreement, at ILYM's option, be deemed suspended during the continuation of such condition and for a reasonable time thereafter.

Waiver of Rights: No failure or delay on the part of a party in exercising any right hereunder will operate as a waiver of, or impair, any such right. No single or partial exercise of any such right will preclude any other or further exercise thereof or the exercise of any other right. No waiver of any such right will be effective unless given in a signed writing.

Jurisdiction: The parties hereto submit to the jurisdiction of the Court of the applicable case for purposes of any suit, action or proceeding to enforce any provision of, or based on any right arising out of, this Agreement. The parties hereto hereby waive any objection to the laying of venue of any such suit, action or proceeding in the Court.

Entire Agreement: These terms and conditions and the proposal embody the entire agreement between the parties with respect to the subject matter hereof, and cancels and supersedes all prior negotiations, representations, and agreements related thereto, either written or oral, except to the extent they are expressly incorporated herein. No changes in, additions to, or waivers of, the terms and conditions set forth herein will be binding upon any party, unless approved in writing by such party's authorized representative.