

CLASS ACTION SETTLEMENT AGREEMENT

This Class Action Settlement Agreement (“Agreement”) is made by and between Plaintiffs Adrian Turner and Mykale Rocquemoire (“Plaintiffs”) and Defendant Corinthian International Parking Services, Inc., (“Defendant”). Plaintiffs and Defendant collectively are referred to in this Agreement as the “Parties.”

I. DEFINITIONS

In addition to other terms defined in this Agreement, the terms below have the following meaning in this Agreement:

- A. “Action” means the civil action titled *Corinthian International Wage and Hour Cases*, JCCP 4886, pending in the Superior Court of the State of California, County of Santa Clara.
- B. “Agreement,” “Settlement,” or “Settlement Agreement” means this Settlement Agreement.
- C. “Class” means all current and former hourly-paid or non-exempt individuals who were employed by Defendant within the State of California at any time during the Class Period.
- D. “Class Counsel” means Carolyn H. Cottrell of Schneider Wallace Cottrell Konecky LLP, Edwin Aiwazian of Lawyers *for* Justice, PC, and Douglas Han of Justice Law Corporation.
- E. “Class Counsel Fees Payment” means the amount of attorneys’ fees to be paid to Class Counsel as approved by the Court to compensate them for, respectively, their legal work in connection with the Action, including their pre-filing investigation, their filing of the Action, all related litigation activities, all Settlement work, and all post-Settlement compliance procedures.
- F. “Class Counsel Litigation Expenses Payment” means the amount to be paid to Class Counsel as approved by the Court for litigation expenses as billed to their client in connection with this Action.
- G. “Class Data” means, for each Class Member, his or her name; last-known mailing address; Social Security number; his or her employee identification number; his or her number of workweeks employed during the Class Period as a Class Member.
- H. “Class Members” are members of the Class who do not opt out of the Settlement and did not release the claims that are the subject of this Agreement.
- I. “Class Notice” means the Notice of Pendency of Class Action Settlement and Hearing Date for Final Court Approval.

- J. “Class Notice Packet” means the Class Notice to be provided to the Class Members by the Settlement Administrator with Spanish translations of the Class Notice and all other documents included in the Class Notice Packet.
- K. “Class Period” means the period of time from June 11, 2011 to the date Preliminary Approval of the Settlement.
- L. “Class Representative Service Payment” means the service payment made to Plaintiffs as Class Representatives of not more than \$15,000 in order to compensate them for initiating the Action, performing work in support of the Action, undertaking the risk of liability for Defendant’s expenses in the event that he was unsuccessful in the prosecution of the Action, and for the general release of all claims by Plaintiffs.
- M. “Court” means the Superior Court of California, County of Santa Clara.
- N. “Defendant” means Corinthian International Parking Services, Inc.
- O. “Defendant’s Counsel” means Susan E. Bishop of Berliner Cohen, LLP.
- P. “Effective Date” means the date by which all of the following have occurred:
1. This Agreement is approved by the Court; and
 2. The Judgment becomes Final as defined in Section I(R) of this Agreement.
- Q. “Election Not to Participate in Settlement” means the written request by a Class Member to exclude himself or herself from the Settlement submitted in accordance with the instructions in the Class Notice.
- R. “Final” means the last of the following dates, as applicable:
1. If no objection to the Settlement is made, the date the Judgment is entered.
 2. If an objection to the Settlement is made and Judgment is entered, but no appeal is filed, the last date on which a notice of appeal from the Judgment may be filed and none is filed.
 3. If Judgment is entered and a timely appeal from the Judgment is filed, the date the Judgment is affirmed and is no longer subject to appeal.
- S. “Final Approval Hearing” means the hearing to be conducted by the Court to determine whether to approve finally and implement the terms of this Agreement and enter the Judgment.
- T. “Gross Settlement Amount” means One Million and Fifty Thousand Dollars (\$1,050,000) to be paid by Defendant as provided by this Agreement. This amount is an all-in amount without any reversion to Defendant and shall be inclusive of all

payments contemplated in this resolution in this Agreement, excluding any employer payroll taxes which shall not be paid from the Gross Settlement Amount and shall remain the sole responsibility of Defendant.

- U. “Judgment” means the Final Approval Order and Judgment entered by the Court.
- V. “LWDA” means the California Labor and Workforce Development Agency.
- W. “LWDA Payment” means the portion of the payment from the Net Settlement Amount to be paid to the LWDA under the Settlement Agreement.
- X. “Net Settlement Amount” means the Gross Settlement Amount less the Court-approved amounts attributed to the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment to Plaintiffs, LWDA Payment, and Settlement Administration Expenses.
- Y. “Non-Participating Class Member” means a Class Member who submits a valid and timely Election Not to Participate in Settlement.
- Z. “Participating Class Member” means a Class Member who does not submit a valid and timely Election Not to Participate in Settlement.
- AA. “PAGA Period” means the period between January 21, 2015 through the date of Preliminary Approval of the Settlement.
- BB. “Preliminary Approval of the Settlement” means the Court’s Preliminary Approval Order.
- CC. “Released Claims” means all claims that were or could have been asserted based on the facts alleged in the Second Amended Complaint by Plaintiffs and Class Members, including, but not limited to, claims based on Defendant’s alleged: (1) failure to provide employees with meal and rest periods; (2) failure to pay minimum wages and overtime; (3) failure to pay wages during employment at termination; (4) failure to reimburse business expenses; (5) failure to provide seating; (6) civil penalties under the Private Attorneys General Act (“PAGA”); and (7) unfair competition. Released Claims expressly exclude all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers’ compensation, and claims arising outside of the Class Period. The res judicata effect of the Judgment will be the same as that of the Release.
- DD. “Released Parties” means Defendant, together with all of Defendant’s past and present parents, subsidiaries, predecessors, successors, affiliates and related entities, and their respective shareholders, officers, directors, employees, administrators, fiduciaries, trustees, heirs, representatives, principals, accountants, auditors, consultants, insurers and reinsurers, agents, attorneys, and any other entities that may be considered joint employers.

- EE. “Settlement” means the disposition of the Action and all related claims effectuated by this Agreement.
- FF. “Settlement Administrator” means the administrator proposed by the Parties and appointed by the Court to administer the Settlement. The determination of the Settlement Administrator will be by a not to exceed bid and shall be agreed to by all counsel.
- GG. “Settlement Share” means each Participating Class Member’s share of the Net Settlement Amount as provided by this Agreement.

II. RECITALS

- A. On June 11, 2015, Plaintiff Turner commenced the *Turner* Action, on behalf of himself and putative class members, by filing his Class Action Complaint for Damages in Superior Court for the County of Alameda, Case No. RG15773846;
- B. On or about July 24, 2015, Plaintiff Turner and Defendant entered into a Stipulation to transfer the *Turner* Action from Superior Court for the County of Alameda to Superior Court for the County of Santa Clara. The Stipulation and Proposed Order to transfer were filed with the Alameda County Superior Court on July 25, 2015 and the Order was signed by the Superior Court for the County of Alameda on July 29, 2015.
- C. On December 15, 2015, Plaintiff Turner filed the First Amended Class Action Complaint for Damages in the *Turner* Action, which narrowed the scope of the class to all current and former hourly-paid or non-exempt individuals who were employed by Defendant within the State of California from June 11, 2011 to the present and who currently reside in California.
- D. On March 2, 2016, the *Turner* Action was transferred to the Superior Court for the County of Santa Clara.
- E. On January 21, 2016, Plaintiff Mykale Rocquemore filed a representative action on behalf of the State of California entitled *Rocquemore v. Corinthian International Parking Services, Inc.*, asserting a claim for civil penalties pursuant to the Private Attorneys General Act (“PAGA”) against Defendant, in Superior Court for the County of Alameda, Case No. RG16801065.
- F. On August 4, 2016, Defendant filed a Petition for Coordination (“Petition”), which sought to coordinate the *Turner* Action and the *Rocquemore* Action.
- G. On October 28, 2016, the Court granted Defendant’s Petition for Coordination, ordered that the proceedings be coordinated, and found that Santa Clara was the most appropriate forum for the cases.
- H. On February 20, 2019, Plaintiff Turner filed a Motion for Class Certification (“MCC”).

- I. On April 29, 2019, the Court ordered that (1) the MCC heard on March 22, 2019 was continued to July 26, 2019, at which time the Court would issue a ruling, (2) Defendant was permitted to conduct discovery only on the time-rounding and split-shift claims between April 29, 2019 and July 26, 2019, (3) the parties were to meet and confer concerning the filing of an amended complaint that would include allegations concerning the time-rounding and split-shift claims; and (4) a renewed motion for class certification on the time-rounding and split-shift claims would be heard on August 30, 2019.
- J. On July 1, 2019, Plaintiff Turner filed a Second Amended Class Action Complaint (“Second Amended Complaint”), which added allegations concerning the rounding claim.
- K. On July 31, 2019, Plaintiff Turner filed a Renewed Motion for Class Certification (“Renewed MCC”).
- L. On August 30, 2019, the Court issued an Order (1) granting Plaintiff’s MCC in part, thereby certifying the main class, the meal period subclass, the rest period subclass, and the expense reimbursement subclass; (2) granting Plaintiff’s Renewed MCC, thereby certifying the rounding subclass; (3) appointing Plaintiff Turner as representative of the certified class; and (4) appointing Lawyers *for* Justice, PC as counsel for the certified class.
- M. On September 13, 2019, Defendant filed a Motion to Compel Arbitration and Enforce Class Action Waiver (“Motion to Compel Arbitration”), that sought to compel members of the certified class to participate in mediation and/or arbitration. That motion was denied on December 20, 2019.
- N. On January 24, 2020, Defendant filed a notice of appeal of the Court’s denial of Defendant’s motion to compel arbitration, On September 29, 2021, the Court of Appeal issued an unpublished decision affirming the trial court’s order.
- O. On September 1, 2022, Defendant renewed its motion to compel arbitration, On December 19, 2022, the Court denied Defendant’s renewed motion to compel arbitration.
- P. Shortly after the Court’s December 19, 2022 order denying Defendant’s motion to compel arbitration, the parties resumed settlement discussions. As part of these settlement discussions, Defendant represented it lacked the financial ability to pay a judgment reflective of the potential value of the claims at issue in this case. To verify these contentions, Plaintiffs requested relevant financial records of Defendant, and working with a forensic accountant, determined an amount Defendant was capable of paying while remaining financially solvent. Over several months of ongoing discussions, the parties agreed to the settlement herein.
- Q. Prior to entering into this settlement, the Parties conducted significant investigation and discovery of the facts and law related to the allegations in the Class Action

Complaint and Amended Class Action Complaint over nearly eight years. Defendant produced hundreds of documents relating to their policies, practices, and procedures regarding paying non-exempt employees for all hours worked, overtime, meal and rest period policies, and payroll and operational policies. As part of Defendant's production, Plaintiff reviewed time records, pay records, and information relating to the size and scope of the Class Members, as well as data permitting Plaintiff to understand the number of workweeks in the Class Period. The Parties agree that the above-described investigation and evaluations, as well as the information exchanged during the settlement negotiations, are more than sufficient to assess the merits of the respect Parties' positions and to compromise the issues on a fair and equitable basis.

- R. **Benefits of Settlement to Class Members.** Plaintiffs and Class Counsel recognize the expense and length of continued proceedings necessary to continue the litigation against Defendant through summary adjudication, decertification, trial, and multiple appeals. Plaintiffs and Class Counsel also have taken into account the uncertainty and risk of further litigation, the potential impact of arbitration agreements signed by Plaintiff and Class Members, the potential outcome, and the difficulties and delays inherent in such litigation. Plaintiffs and Class Counsel have conducted extensive settlement negotiations. Plaintiffs are also mindful that, having reviewed Defendant's financial records with a certified public accountant, it is likely that taking this case to trial and obtaining a judgment would likely bankrupt Defendant, resulting in the Class and the State receiving nothing. Based on the foregoing, Plaintiff and Class Counsel believe the Settlement set forth in this Agreement is a fair, adequate, and reasonable settlement, and is in the best interests of the Class Members and the State.
- S. **Defendant's Reasons for Settlement.** Defendant recognizes that the defense of this litigation will be protracted and expensive. Substantial amounts of time, energy, and resources of Defendant have been and, unless this Settlement is made, will continue to be devoted to the defense of the claims asserted by Plaintiffs. Defendant, therefore, has agreed to settle in the manner and upon the terms set forth in this Agreement to put to rest the Released Claims.
- T. **Defendant's Denial of Wrongdoing.** Defendant generally and specifically denies any and all liability or wrongdoing of any sort with regard to any of the claims alleged, makes no concessions or admissions of liability of any sort, and contends that for any purpose other than settlement, the Class Action is not appropriate for class or representative treatment. Defendant asserts a number of defenses to the claims, and has denied any wrongdoing or liability arising out of any of the alleged facts or conduct in the Class Action. Neither this Agreement, nor any document referred to or contemplated herein, nor any action taken to carry out this Agreement, is or may be construed as, or may be used as an admission, concession, or indication by or against Defendant or any of the Released Parties of any fault, wrongdoing, or liability whatsoever. Nor should the Agreement be construed as an admission that Plaintiff can serve as an adequate Class Representative. There has been no determination by any court as to the merits of

the claims asserted by Plaintiff against Defendant or as to whether a class or classes should be certified, other than for settlement purposes only.

Based on these Recitals that are a part of this Agreement, the Parties agree as follows:

III. SETTLEMENT TERMS AND CONDITIONS

- A. **Gross Settlement Amount.** Subject to the terms and conditions of this Agreement, the Gross Settlement Amount that Defendant will pay under this Settlement is One Million Fifty Thousand Dollars (\$1,050,000). This amount is all-inclusive of all payments contemplated in this resolution, excluding any employer-side payroll taxes. All of the Gross Settlement Amount will be disbursed pursuant to this Agreement without the need to submit a claim form and none of the Gross Settlement Amount will revert to Defendant. Defendant will separately pay the employer's share of payroll taxes to the Settlement Administrator.
- B. **Payments from the Gross Settlement Amount.** Subject to the terms and conditions of this Agreement, the Settlement Administrator will make the following payments out of the Gross Settlement Amount as finally determined based upon the total workweeks:
1. **To Plaintiff:** In addition to the Settlement Shares, Plaintiffs will apply to the Court for an award of not more than \$15,000 each as a Class Representative Service Payment. Defendant will not oppose a Class Representative Service Payment in this amount. The Settlement Administrator will pay the Class Representative Service Payment approved by the Court out of the Gross Settlement Amount. If the Court approves a Class Representative Service Payment for less than the amounts set forth above, the remainder will be retained in the Net Settlement Amount for distribution to Participating Class Members. Payroll tax withholding and deductions will not be taken from the Class Representative Service Payment and instead a Form 1099 will be issued to Plaintiff with respect to the payment. Plaintiffs shall be solely and legally responsible to pay any and all applicable taxes on the Class Representative Service Payment and shall hold Defendant and the Released Parties harmless from any claim or liability for taxes, penalties, or interest arising as a result of the Class Representative Service Payment. To receive the payment, Plaintiffs agrees to a California Civil Code § 1542 waiver and a general release of all claims as set forth herein below.
 2. **To Class Counsel:** Class Counsel will separately apply to the Court for the Class Counsel Fees Payment, which will not exceed one-third (1/3) of the Gross Settlement Amount of \$1,050,000 (\$350,000.00). Class Counsel will also be allowed to apply for Class Counsel Litigation Expenses Payment in an amount not to exceed actual expenses incurred in bringing this Action as documented in Class Counsel's billing records. Defendant will not oppose these requests for a Class Counsel Fees Payment and Class Counsel

Litigation Expenses Payment consistent with this Agreement. The Settlement Administrator will pay the amount approved by the Court for the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment out of the Gross Settlement Amount. If the Court approves a Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment of less than one-third of the Gross Settlement Amount, the remainder will be retained in the Net Settlement Amount for distribution to Participating Class Members. Payroll tax withholding and deductions, if any, will not be taken from the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment and instead one or more Form 1099s will be issued to Class Counsel with respect to those payments. The payment of the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment shall be made to Schneider Wallace Cottrell Konecky LLP in the amount approved by the Court. Class Counsel shall be solely and legally responsible to pay all applicable taxes on the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment. The Parties agree that, over and above the Court-approved Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment, each of the Parties, including all Class Members, shall bear their own fees and costs, including, but not limited to, those related to the investigation, filing, prosecution, or Settlement of the Class Action; the negotiation, execution, or implementation of this Agreement; and/or the process of obtaining, administering, or challenging a Preliminary Approval Order and/or Final Approval Order and Judgment. In the event that the Court reduces or does not approve the requested Class Counsel Fees Payment or Class Counsel Litigation Expenses Payment, Plaintiff and Class Counsel shall not have the right to modify or revoke the Settlement and the Settlement will remain binding; however, Class Counsel retains the right to appeal an order awarding lesser Class Counsel Fees and Class Counsel Litigation Expenses Payments than requested. Should the Court award Class Counsel Fees and Class Counsel Litigation Expenses Payments in amounts lesser than requested, such an award will not alter Defendant's obligation to tender the Gross Settlement Amount to the Settlement Administrator upon the Effective Date but will only impact the timing and distribution of Settlement Shares to Participating Class Members.

3. **To LWDA.** The Parties will seek approval from the Court for a PAGA payment in the amount of \$50,000.00 out of the Gross Settlement Amount. \$37,500 of the Gross Settlement Amount shall be allocated to the LWDA as the LWDA's share of the settlement of civil penalties paid under this Agreement pursuant to the PAGA and \$12,500 allocated to the Net Settlement Amount for distribution to the Participating Class Members. If the Court approves a PAGA payment of less than \$50,000, the remainder will be retained in the Net Settlement Amount.

4. **To the Settlement Administrator.** The Settlement Administrator will pay out of the Gross Settlement Amount to itself its reasonable fees and expenses that are documented and approved by the Court (“Settlement Administration Expenses”). The Settlement Administrator’s reasonable fees and expenses shall not exceed \$100,000.00.
- C. **Payments from the Net Settlement Amount.** The Net Settlement Amount shall include the following payments after the deductions have been made from the Gross Settlement Amount as finally determined as described in this Agreement. The Net Settlement Amount shall include the following:
1. **Settlement Share.** Subject to the terms and conditions of this Agreement, the Settlement Administrator will pay a Settlement Share from the Net Settlement Amount to each Participating Class Member. The submission of a claim form is not required in order to receive a Settlement Share.
 2. **Calculation.** The Settlement Share for each Participating Class Member will be 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 individual Participating Class Member’s total number of workweeks worked during the Class Period.
 3. **Withholding.**
 - a. One-third (1/3) of each Participating Class Member’s Settlement Share is in settlement of wage claims (the “Wage Portion”). Accordingly, the Wage Portion is subject to wage withholdings, and shall be reported on IRS Form W-2 and shall be paid for from the Gross Settlement Amount. The Wage Portion shall be subject to all tax withholdings customarily made from an employee’s wages and all other authorized and required withholdings and shall be reported by W-2 forms.
 - b. One-third (1/3) of each Participating Class Member’s Settlement Share is in settlement of claims for interest and one-third (1/3) of each Participating Class Member’s Settlement Share is in settlement of claims for penalties allegedly due to employees (collectively the “Non-Wage Portion”). The Non-Wage Portion shall not be subject to wage withholdings and shall be reported on IRS Form 1099.
 - c. Payment of all amounts will be made subject to backup withholdings unless a duly executed W-4 form is received from the payee(s). Participating Class Members will be responsible for the payment of any taxes and penalties assessed on their Settlement Shares and will be solely responsible for any penalties or other

obligations resulting from their personal tax reporting of their Settlement Shares.

4. **Effect of Non-Participating Class Members.** Non-Participating Class Members will receive no Settlement Share, and their Election Not to Participate in Settlement will reduce neither the Gross Settlement Amount nor the Net Settlement Amount. Their respective Settlement Shares will remain a part of the applicable Net Settlement Amount.
5. **Class Size Modification.** Defendant has represented that the class consists of an estimated total of _____ Class Members who collectively worked approximately _____ workweeks during the Class Period through _____. Defendant will provide a declaration under oath prior to the filing of the Motion for Preliminary Approval as to the number of Class Members and workweeks worked by the Class Members during the Class Period. The Class Size is subject to minor changes to reflect any new hires from the date of the declaration to the date of Preliminary Approval of the Settlement. The Gross Settlement Amount shall proportionally increase on a pro rata basis if the number of employees at issue is higher by 10% or more than the number represented in the declaration (e.g., if the number of employees at issue is 15% higher than the represented number, the Gross Settlement Amount shall be increased by 5%.)

D. **Appointment of Settlement Administrator.** In connection with the Motion for Preliminary Approval, the Parties will propose a Settlement Administrator to distribute Settlement Shares and other payments due under the Settlement; and otherwise administer the Settlement. The Settlement Administrator, as a condition of appointment, will agree to be bound by this Agreement with respect to the performance of its duties and its compensation. The Settlement Administrator's duties will include preparing, printing, and mailing the Class Notice Packet to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets that are returned to the Class Member's new address; setting up a toll-free telephone number to receive calls from Class Members; receiving and reviewing for validity completed Elections Not to Participate in Settlement; providing the Parties with weekly status reports about the delivery of Class Notice Packets and receipt of completed Elections Not to Participate in Settlement; calculating Settlement Shares; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; printing and providing Participating Class Members and Plaintiff W-2s and IRS 1099 forms as required under this Agreement and applicable law; and otherwise administering the Settlement pursuant to this Agreement. The Settlement Administrator will have the authority to resolve all disputes concerning the calculation of a Participating Class Member's Settlement Share, subject to the dollar limitations and calculations set forth in this Agreement.

The Settlement Administrator shall have its own Employer Identification Number under Internal Revenue Service Form W-9 and shall use its own Employer Identification Number in calculating payroll withholdings for taxes and shall transmit the required employers' and employees' share of the withholdings to the appropriate state and federal tax authorities. The Settlement Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation section 468B-1.

E. **CIRCULAR 230 DISCLAIMER.** Each Party to this Agreement (for purposes of this section, the "Acknowledging Party" and each Party to this Agreement other than the Acknowledging Party, an "Other Party") acknowledges and agrees that:

1. No provision of this Agreement, and no written communication or disclosure between or among the Parties or their attorneys and other advisors, is or was intended to be, nor shall any such communication or disclosure constitute or be construed or be relied upon as, tax advice within the meaning of U.S. Treasury Dept. Circular 230 (31 C.F.R. Part 10, as amended);
2. The Acknowledging Party (a) has relied exclusively upon his, her or its own, independent legal and tax counsel for advice (including tax advice) in connection with this Agreement, (b) has not entered into this Agreement based upon the recommendation of any Other Party or any attorney or advisor to any Other Party, and (c) is not entitled to rely upon any communication or disclosure by any attorney or advisor to any Other Party to avoid any tax penalty that may be imposed on the Acknowledging Party; and
3. No attorney or advisor to any Other Party has imposed any limitation that protects the confidentiality of any such attorney's or adviser's tax strategies (regardless of whether such limitation is legally binding) upon disclosure by the Acknowledging Party of the tax treatment or tax structure of any transaction, including any transaction contemplated by this Agreement.

F. **Procedure for Approving Settlement.**

1. **Motion for Preliminary Approval of Settlement by the Court.**
 - a. After Execution of this Settlement Agreement, Plaintiffs will file a joint Preliminary Approval Motion (the "Motion for Preliminary Approval") with the Court for an order giving Preliminary Approval of the Settlement, setting a date for the Final Approval Hearing, and approving the Class Notice. The Motion for Preliminary Approval shall be filed notwithstanding any new legal developments regarding the claims being litigated in the Action. The Motion for Preliminary Approval shall be filed within sixty (60) days of Execution of this Settlement Agreement.

- b. At the hearing on the Motion for Preliminary Approval, the Parties will jointly appear, support the granting of the motion, and submit a Preliminary Approval Order.
 - c. Should the Court decline to preliminarily approve material aspects of the Settlement (including but not limited to the scope of release to be granted by Participating Class Members or the binding effect of the Settlement on Participating Class Members), the Parties shall work together in good faith to address any concerns raised by the Court and propose a revised Settlement for the Court's approval.
2. **Notice to Class Members.** After the Court enters a Preliminary Approval Order, every Class Member will be sent the Class Notice Packet (which will include the Class Notice completed to reflect the Preliminary Approval Order and showing the Class Member's Settlement Share) as follows:
- a. No later than 14 days after the Court enters a Preliminary Approval Order, Defendant will provide to the Settlement Administrator an electronic database containing each Class Member's Class Data. If any or all of the Class Data is unavailable to Defendant, Defendant will so inform Class Counsel and the Parties will make their best efforts to reconstruct or otherwise agree upon the Class Data prior to when it must be submitted to the Settlement Administrator. This information will otherwise remain confidential and will not be disclosed to anyone, except as required to applicable taxing authorities, in order to carry out the reasonable efforts described in section III.E.2.c., or pursuant to Defendant's express written authorization or by order of the Court. All Class Data will be used for settlement notification and settlement administration and shall not be used for any other purpose by Class Counsel.
 - b. Using best efforts to mail it as soon as possible, and in no event later than 14 days after receiving the Class Data, the Settlement Administrator will mail the Class Notice Packets to all Class Members via first-class regular U.S. Mail using the mailing address information provided by Defendant, unless modified by any updated address information that the Settlement Administrator obtains in the course of administration of the Settlement.
 - c. If a Class Notice Packet is returned because of an incorrect address, the Settlement Administrator will promptly, and not longer than ten (10) days from receipt of the returned packet, search for a more current address for the Class Member and re-mail the Class Notice Packet to the Class Member. The Settlement Administrator will use the Class Data and otherwise work with Defendant to find a more current address. The Settlement Administrator will be responsible for taking reasonable steps, consistent with its agreed-upon job

parameters, Court orders, and fee, as agreed to with Class Counsel and according to the following deadlines, to trace the mailing address of any Class Member for whom a Class Notice Packet is returned by the U.S. Postal Service as undeliverable. These reasonable steps shall include, at a minimum, the tracking of all undelivered mail; performing address searches for all mail returned without a forwarding address; and promptly re-mailing to Class Members for whom new addresses are found. If the Class Notice Packet is re-mailed, the Settlement Administrator will note for its own records and notify Class Counsel and Defendant's Counsel of the date and address of each such re-mailing as part of a weekly status report provided to the Parties.

- d. As part of its weekly status report, the Settlement Administrator will inform Class Counsel and Defendant's Counsel of the number of Elections Not to Participate in Settlement it receives (including the numbers of valid and deficient), and number of objections received.
- e. Not later than 10 days before the date by which the Plaintiffs files the motion for final approval of the Settlement, the Settlement Administrator will provide the Parties for filing with the Court a declaration of due diligence setting forth its compliance with its obligations under this Agreement and detailing the Elections Not to Participate in Settlement it received (including the numbers of valid and deficient Elections) and objections received. Prior to the Final Approval Hearing, the Settlement Administrator will supplement its declaration of due diligence if any material changes occur from the date of the filing of its prior declaration.

- 3. **Objections to Settlement; Disputes as to Workweeks Allocated to Class Members; Objections to Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment; Elections Not to Participate in Settlement.** Participating Class Members may submit objections to the Settlement and objections to Class Counsel Fees Payment and Class Counsel Expenses Payment. Participating Class Members may also submit disputes as to workweeks allocated to them and Elections Not to Participate in Settlement pursuant to the following procedures:

- a. **Objections to Settlement and Disputes as to Workweeks.** The Class Notice will provide that only Participating Class Members who wish to object to the Settlement must submit to the Settlement Administrator with copies to the Parties' Counsel, not later than 45 days after the Settlement Administrator mails the Class Notice Packets, written objections to the Settlement setting forth the grounds for the objection. A Participating Class Member who does not submit a written objection in the manner and by the deadline specified above will be deemed to have waived any objection and

will be foreclosed from making any objection (whether by appeal or otherwise) to the Settlement. Non-Participating Class Members shall have no ability to comment on or object to the Settlement.

Each Participating Class Member shall also have 45 days from the date of mailing the Class Notice Packet in which to dispute the number of workweeks the Class Notice allocates to them during the Class Period. Any dispute as to this allocation shall be resolved by the Settlement Administrator. Any Notice of Dispute shall be directed to the Settlement Administrator.

- b. **Election Not to Participate in Settlement.** The Class Notice also will provide that Class Members who wish to exclude themselves from the Settlement must mail to the Settlement Administrator not later than 45 days after the Settlement Administrator mails the Class Notice Packets, a signed Election Not to Participate in Settlement. To be valid, an Election Not to Participate must be timely and must comply with the instructions in the Class Notice. If a question is raised about the authenticity of a signed Election Not to Participate in Settlement, the Settlement Administrator will have the right to demand additional proof of the Class Member's identity. A Non-Participating Class Member will not participate in or be bound by the Settlement and the Judgment. Defendant will remain free to contest any claim brought by the Non-Participating Class Member that would have been barred by this Agreement, and nothing in this Agreement will constitute or be construed as a waiver of any defense Defendant has or could assert against such a claim. A Class Member who does not complete and mail a timely Election Not to Participate in Settlement in the manner and by the deadline specified above will automatically become a Participating Class Member and be bound by all terms and conditions of the Settlement, including the Released Class Claims by the Class, if the Settlement is approved by the Court, and by the Judgment, regardless of whether he or she has objected to the Settlement. Persons who submit an Election Not to Participate in Settlement shall not be permitted to file objections to the Settlement or appear at the Final Approval Hearing to voice any objections to the Settlement.

All Participating Class Members who do not submit a valid and timely Election Not to Participate in Settlement will receive a Settlement Share, without the need to file a claim form, and will be bound by all of the terms of the Settlement, including without limitation, the release of the Released Class Claims by the Participating Class Members set forth in this Agreement.

- c. **Report.** Not later than 10 days after the deadline for submission of Elections Not to Participate in Settlement, the Settlement

Administrator will provide the Parties with a complete and accurate list of all Participating Class Members and all Non-Participating Class Members.

4. **Right of Defendant to Reject Settlement.** If five percent (5%) or more of the Class Members who have not separately settled their Released Class Claims with Defendant timely submit valid Elections Not to Participate in Settlement, Defendant will have the right, but not the obligation, to void the Settlement and the Parties will have no further obligations under the Settlement, including any obligation by Defendant to pay the Gross Settlement Amount, or any amounts that otherwise would have been owed under this Agreement, except that Defendant will pay the Settlement Administration Expenses incurred as of the date that Defendant exercises the right to void the Settlement. Defendant will notify Class Counsel and the Court whether it is exercising this right to void not later than thirty (30) days after the expiration of the period to submit valid Elections Not to Participate in Settlement.
5. **No Solicitation.** The Parties and their counsel represent that neither the Parties nor their respective counsel have or will solicit or otherwise encourage directly or indirectly any Class Member to object to the Settlement, appeal from the Judgment, or elect not to participate in the Settlement. If a Class Member submits an Election Not to Participate in Settlement, Class Counsel will not solicit, represent, or otherwise encourage that Non-Participating Class Member to participate in separate litigation against Defendant.
6. **Additional Briefing and Final Approval.**
 - a. Class Counsel will file with the Court their respective motions for the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payments no later than the date the Plaintiff files the Motion for Final Approval, and the application will be scheduled to be heard by the Court at the Final Approval Hearing. As long as the requests for fees and expenses are consistent with the terms of this Agreement, Defendant, Class Counsel and any other counsel for the Parties will not oppose these requests.
 - b. Not later than 16 court days before the Final Approval Hearing, the Plaintiff will file with the Court a joint motion for final approval of the Settlement, the PAGA Payment, the service awards and payment of the Settlement Administration Expenses.
 - c. If any opposition is filed, then not later than 5 court days before the Final Approval Hearing, both Parties may file a reply in support of the motion for final approval of the Settlement, the PAGA payment,

and payment of the Settlement Administration Expenses; and Plaintiff and Class Counsel may also file a reply in support of their requests for the Class Representative Service Payments, the Class Counsel Fees Payment, and the Class Counsel Litigation Expenses Payment. The only basis for an opposition is if Class Counsel requests relief that is inconsistent with the terms of this Agreement.

- d. If the Court does not grant final approval of the Settlement or grants final approval conditioned on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Participating Class Members), then the Parties shall work together in good faith to address any concerns raised by the Court and propose a revised Settlement for the Court's approval. However, an award by the Court of a lesser amount than that sought by Plaintiff and Class Counsel for the PAGA payment, Class Representative Service Payment, the Class Counsel Fees Payment, or the Class Counsel Litigation Expenses Payment, will not constitute a material modification to the Settlement within the meaning of this paragraph.
- e. Upon final approval of the Settlement by the Court at or after the Final Approval Hearing, the Parties will present a Judgment for the Court's approval. After entry of the Judgment, the Court will have continuing jurisdiction over the Action and the Settlement solely for purposes of (i) enforcing this Agreement, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as may be appropriate under court rules or applicable law.

- 7. **Waiver of Right to Appeal.** Provided that the Judgment is consistent with the terms and conditions of this Agreement, Plaintiff and Participating Class Members who did not timely submit an objection to the Settlement, Defendant, and their respective counsel hereby waive any and all rights to appeal from the Judgment, including all rights to any post-judgment proceeding and appellate proceeding, such as, but not limited to, a motion to vacate judgment, a motion for new trial, and any extraordinary writ. The Judgment therefore will become nonappealable at the time it is entered. The waiver of appeal does not include any waiver of the right to oppose any appeal, appellate proceedings or post-judgment proceedings. If an appeal is taken from the Judgment, the time for consummation of the Settlement (including making payments under the Settlement) will be suspended until such time as the appeal is finally resolved and the Judgment becomes Final.

- 8. **Vacating, Reversal, or Material Modification of Judgment on Appeal or Review.** If, after a notice of appeal, a petition for review, or a petition for *certiorari*, or any other motion, petition, or application, the reviewing Court vacates, reverses, or modifies the Judgment such that there is a material modification to the Settlement (including, but not limited to, the scope of release to be granted by Participating Class Members, the

definitions of the Class Members, or the definition of the Class Period), and that Court's decision is not completely reversed and the Judgment is not fully affirmed on review by a higher Court, then the Parties shall work together in good faith to address any concerns raised by the reviewing Court and propose a revised Settlement for the approval of the Court not later than fourteen days after the reviewing Court's decision vacating, reversing, or materially modifying the Judgment becomes Final. In the event that the terms or conditions of the Parties' Settlement Agreement are materially modified by any court, any party in its sole discretion to be exercised within fourteen (14) days after such a material modification may declare this Agreement null and void. A vacation, reversal, or modification of the Court's award of the Class Representative Service Payment or the Class Counsel Fees Payment or Class Counsel Litigation Expenses Payment will not constitute a vacation, reversal, or material modification of the Judgment within the meaning of this paragraph, provided that Defendant's obligation to make payments under this Settlement will remain limited by the Gross Settlement Amount.

9. **Timing of Provision of Settlement Shares and Other Payments.** Defendant will fund the Gross Settlement Amount by depositing the money with the Settlement Administrator. Defendant shall fund the Gross Settlement Amount and the amount necessary to pay Defendant's share of payroll taxes as follows:

(i) \$600,000 will be paid within fifteen (15) days of the Effective Date.

(ii) Thereafter, the remaining \$450,000 plus the amounts necessary to pay Defendant's share (employer-side only) of payroll taxes will be paid quarterly over a two-year period beginning 90 days after the first payment has been made.

10. Within fifteen (15) days after Defendant funds the Gross Settlement Amount, the Settlement Administrator will pay to Participating Class Members their Settlement Shares and their share of the PAGA award; to Plaintiff, the Class Representative Service Payment; to Class Counsel, the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment; to the LWDA, the LWDA Payment; and to the Settlement Administrator, the Settlement Administration Expenses.

11. **Uncashed Settlement Share Checks.** A Participating Class Member must cash or deposit his or her Settlement Share check within 180 days after it is mailed to him or her. If a check is returned to the Settlement Administrator, the Settlement Administrator will make all reasonable efforts to re-mail it to the Participating Class Member at his or her correct address. If a Participating Class Member's Settlement Share check is not cashed within 120 days after its last mailing to the Participating Class Member, the Settlement Administrator will send the Participating Class Member a notice

informing him or her that unless the check is cashed in the next 60 days, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced but not cashed. If the check remains uncashed by the expiration of the 60-day period after this notice, the funds from such uncashed checks will be redistributed among Class Members who cashed their checks, using the same formula for the initial distribution, provided the total amount of uncashed checks for all Class Members equals or exceeds \$100,000.00. Any uncashed checks from this second distribution will be paid to California Rural Legal Assistance, a 501(c)(3) non-profit organization that provides legal assistance to low-income individuals and communities, as a *cy pres* recipient. If the total amount of uncashed checks from the initial distribution, following final 60-day notice period, is less than \$100,000.00, the funds from such uncashed checks will be paid to California Rural Legal Assistance, a 501(c)(3) non-profit organization that provides legal assistance to low-income individuals and communities, as a *cy pres* recipient. In the event that funds from uncashed checks are to be distributed to the *cy pres* beneficiary, Class Counsel shall file a report within 30 days after the check-cashing deadline that details the total amount of the Net Settlement Amount that was actually paid to Participating Class Members and the total amount of uncashed checks. At that time, Class Counsel shall also lodge a proposed amended judgment that directs Defendant to pay the funds from uncashed checks, plus any interest that has accrued thereon, to the *cy pres* beneficiary, in compliance with California Code of Civil Procedure Section 384(b).

12. **Final Report by Settlement Administrator to Court.** Within ten days after final disbursement of all funds from the Gross Settlement Amount, the Settlement Administrator will serve on the Parties and file with the Court a declaration providing a final report on the disbursements of all funds from the Gross Settlement Amount.

- G. **Release of Claims.** As of the Effective Date, in exchange for the consideration set forth in this Agreement, Plaintiff and the Participating Class Members release the Released Parties from the Released Claims for the Class Period.
- H. **PAGA Release.** As of the Effective Date and upon Defendant fully funding the Settlement, all eligible and Participating Class Members employed in the PAGA Period, and the State of California, shall be deemed to have fully, finally, and forever released, relinquished and will release the Released Parties from the Released Claims arising under the PAGA during the PAGA Period.
- I. **Plaintiff.** As of the date the Judgment becomes Final, Plaintiff hereby fully and finally releases Defendant and the other Released Parties from any and all claims, losses, debts, charges, damages, demands, obligations, causes of action, lawsuits, liabilities, breaches of duty, misfeasance, malfeasance, promises, controversies, contracts, judgments, awards, penalties, costs, and expenses of every nature and description whatsoever, known or unknown, asserted or that might have been asserted, whether in tort, contract, or for violation of any local, state, or federal statute, rule, regulation, ordinance or common law, including but not limited to those claims raised in the Action and/or that could have been raised in the Action, and those arising from or related to his or her work with Defendant (“Plaintiff’s Released Claims”). This release excludes only the release of claims not permitted by law.
- J. **Plaintiffs’ Waiver of Rights under California Civil Code Section 1542.** Plaintiffs Turner and Rocquemore expressly waive and relinquish the provisions, rights and benefits 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.**
- K. **Class Counsel.** As of the date the Judgment becomes Final, and except as otherwise provided by this Agreement and the Judgment, Class Counsel and any counsel associated with Class Counsel waive any claim to costs and attorneys’ fees and expenses against Defendant arising from or related to the Action.
- L. **No Effect on Other Benefits.** The Settlement Shares will not result in any additional benefit payments and shall not be deemed to be pensionable earnings and shall not have any effect on the eligibility for, or calculation of, any of the employee benefits (e.g., vacation, holiday pay, retirement plans, 401(k), bonuses, etc.). The Parties agree that any payments paid to Plaintiff and Participating Class Members under the terms of this Agreement do not represent any modification of Plaintiff’s or Participating Class Member’s previously credited hours of service or other eligibility criteria under any employee pension benefit plan or employee welfare benefit plan sponsored by Defendant.

M. **Limitation on Public Statements about Settlement.** Plaintiff and Class Counsel represent that they have not and will not issue any press, publications, or other media releases about the Settlement (including, but not necessarily limited to advertising or marketing materials or on social media) or have any communication with the press or media or anyone else regarding the Settlement. This provision shall not prohibit Class Counsel from communicating with Class Members after preliminary approval is granted for the sole purpose of administering the Settlement. This provision also does not limit Class Counsel from complying with ethical obligations or from posting court-filed documents on their website for viewing by Class Members so long as the viewing is password protected or otherwise protected to limit viewership to Class Members. This provision also does not prohibit Defendant from making the legally required disclosures of the Settlement necessary to comply with all federal and state laws governing publicly traded companies.

N. **Miscellaneous Terms.**

1. **No Admission of Liability or Class Certification for Other Purposes.**

- a. Defendant and the Released Parties deny that they have engaged in any unlawful activity, have failed to comply with the law in any respect, have any liability to anyone under the claims asserted in the Action, or that but for the Settlement a class should be certified in the Action. This Agreement is entered into solely for the purpose of compromising highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission of liability or wrongdoing by Defendant or the Released Parties, or an admission by Plaintiff that any of the claims were non-meritorious or any defense asserted by Defendant was meritorious. This Settlement and the fact that Plaintiff and Defendant were willing to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (other than solely in connection with effectuating the Settlement pursuant to this Agreement).
- b. Whether or not the Judgment becomes Final, neither the Settlement, this Agreement, any document, statement, proceeding or conduct related to the Settlement or the Agreement, nor any reports or accounting of those matters, will be (i) construed as, offered or admitted in evidence as, received as, or deemed to be evidence for any purpose adverse to Plaintiff or Defendant or any of the Released Parties, including, but not limited to, evidence of a presumption, concession, indication or admission by any of the Released Parties of any liability, fault, wrongdoing, omission, concession or damage; or (ii) disclosed, referred to or offered in evidence against any of the Released Parties, in any further proceeding in the Action, or any other civil, criminal or administrative action or proceeding except

for purposes of effectuating the Settlement pursuant to this Agreement.

- c. This section and all other provisions of this Agreement notwithstanding, any and all provisions of this Agreement may be admitted in evidence and otherwise used in any and all proceedings for the limited purpose of enforcing any or all terms of this Agreement or defending any claims released or barred by this Agreement.

2. **Integrated Agreement.** After this Agreement is signed and delivered by all Parties and their counsel, this Agreement and its exhibits will constitute the entire agreement between the Parties relating to the Settlement, and it will then be deemed that no oral representations, warranties, covenants, or inducements have been made to any Party concerning this Agreement or its exhibits other than the representations, warranties, covenants, and inducements expressly stated in this Agreement and its exhibits.
3. **Attorney Authorization.** Class Counsel and Defendant's Counsel warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents required to effectuate the terms of this Agreement including any amendments to this Agreement. The Parties and their counsel will cooperate with each other and use their best efforts to effect the implementation of the Settlement. In the event the Parties are unable to reach agreement on the form or content of any document needed to implement the Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Agreement, the Parties will seek the assistance of the Mediator, Deborah Crandall Saxe, Esq., for resolution.
4. **No Prior Assignments:** The Parties represent, covenant and warrant that they have not directly or indirectly assigned, transferred, encumbered or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged in this Settlement.
5. **No Tax Advice:** Neither Class Counsel nor Defendant's Counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
6. **Modification of Agreement.** Except as set forth in III.I.3 hereinabove this Agreement, and any and all parts of it, may be amended, modified, changed,

or waived only by an express written instrument signed by all Parties or their representatives.

7. **Agreement Binding on Successors.** This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
8. **Applicable Law.** All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the laws of the State of California.
9. **Cooperation in Drafting.** The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
10. **Fair Settlement.** The Parties and their respective counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Action and have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, current and potential.
11. **Use and Return of Documents and Data.** All originals, copies, and summaries of documents and data provided to Class Counsel by Defendant in connection with the mediation or other settlement negotiations in this matter may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule. Within ninety days after the Judgment becomes Final, Class Counsel will return or destroy and confirm in writing to Defendant the destruction of all such documents and data.
12. **Headings.** The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
13. **Notice.** All notices, demands or other communications given under this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, addressed as follows:

To Plaintiff:

Carolyn Hunt Cottrell
David C. Leimbach
Schneider Wallace Cottrell Konecky LLP
2000 Powell Street, Suite 1400
Emeryville, CA 94608
Tel: (415) 421-7100
Fax: (415) 421-7105

Email: ccottrell@schneiderwallace.com
dleimbach@schneiderwallace.com

To Defendant:

Susan E. Bishop (susan.bishop@berliner.com)
Aleshia M. White (aleshia.white@berliner.com)
BERLINER COHEN, LLP
Ten Almaden Boulevard, 11th Floor
San Jose, California 95113-2233

14. **Execution in Counterparts.** This Agreement may be executed in one or more counterparts by facsimile, electronically or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument provided that counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.
15. **Stay of Litigation.** The Parties agree that upon the signing of this Agreement by the Parties hereto the stay of the continuing litigation of this Action shall remain in effect and the time to bring this Action under CCP § 583.310 to trial shall be extended pending the outcome of the settlement process for the time period of the stay.
16. **Continuing Jurisdiction.** The Court shall retain continuing jurisdiction over the Action to ensure the continuing implementation of this Agreement.

IV. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel hereby execute this Agreement.

Dated: 03/22/, 2023

Adrian Turner

ADRIAN TURNER

Dated: 24, 2023

Mykale Rocquemore

MyKale Rocquemore

Dated: March 14, 2023

Corinthian International Parking Services, Inc.

Shirley Arnesen

Dated: March 20, 2023

Schneider Wallace Cottrell Konecky LLP

By:

Carolyn H. Cottrell
Carolyn H. Cottrell
Attorney for Plaintiffs

Dated: March 15, 2023

Berliner Cohen, LLP

By:

Susan E. Bishop

Susan E. Bishop
Attorneys for Defendant

EXHIBIT B

Corinthian International Wage & Hour Cases
Superior Court of California, County of Santa Clara, Case No. JCCP 4886¹

NOTICE OF SETTLEMENT
PLEASE READ THIS NOTICE CAREFULLY.

You received this Notice of Settlement (“Notice”) because the records of Corinthian International Parking Services, Inc. (“Defendant”) show you performed work for Defendant in California sometime between June 11, 2011, and **<CLOSE OF CLASS PERIOD>**. Because you fit this definition, **you may be entitled to receive money from a Settlement² in this case, as described below.**

1. Why Should You Read This Notice?

This Notice explains your right to share in the monetary proceeds of this Settlement, exclude yourself (“opt out”) from the Settlement, or object to the Settlement. If you object to the Settlement, you cannot opt out of the Settlement, and you will be bound by the terms of Settlement in the event the Court denies your objection.

The Superior Court of California, County of Santa Clara, has preliminarily approved the Settlement as fair and reasonable. The Court will hold a Final Approval Hearing on **[REDACTED]**, 2023 at **[REDACTED]**, before the Honorable Patricia M. Lucas in Department 3 of the Santa Clara Superior Court, located at 191 N. First Street, San Jose, CA 95113-1090.

2. What Is This Case About?

This lawsuit alleges that workers of Defendant including, but not limited to, those who were employed by Defendant within the State of California sometime between June 11, 2011, and **<CLOSE OF CLASS PERIOD>**, were not provided minimum wages, were not paid overtime, were not provided compliant meal breaks, were not provided compliant rest breaks, were not provided complete and accurate wage statements and records, were not timely paid wages owed during employment, were not timely paid final wages, and were not reimbursed for necessary business expenses. This lawsuit seeks recovery of unpaid wages, statutory damages, civil penalties

¹ This case consists of the coordinated cases of *Turner v. Corinthian International Parking Services, Inc.*, Case No. 16CV292208 and *Rocquemore v. Corinthian International Parking Services, Inc.*, Case No. RG16801065.

² This notice summarizes the proposed Settlement. The capitalized terms in this Notice of Settlement have defined meanings that are set out in detail in the Settlement Agreement. To review a copy of the Settlement Agreement, please visit the Settlement website at **[INSERT URL]**.

under the California Labor Code Private Attorneys General Act (“PAGA”), restitution, interest, and attorneys’ fees and costs. The claims in this lawsuit are brought under California law.

Defendant contends that it has legal and factual defenses to these claims, but recognizes the risks, distractions, and costs associated with litigation.

This Settlement is the result of good faith, arm’s length negotiations between Plaintiffs and Defendant, through their respective attorneys. Both sides agree that considering the risks and expenses associated with continued litigation, this Settlement is fair and appropriate under the circumstances, and in the best interests of the Class Members. This Settlement is a compromise and is not an admission of liability on the part of Defendant.

The Court has not ruled on the merits of Plaintiffs’ claims or Defendant’s defenses.

The Settlement Administrator has created a Settlement website, which can be accessed at [INSERT URL]. The Settlement website allows interested persons to view the Settlement Agreement, all papers filed by Class Counsel to obtain Court approval of the Settlement Agreement, and this Notice of Settlement (in generic form). The Settlement website also provides contact information for Class Counsel and the Settlement Administrator.

3. What Are the Terms of the Settlement?

Defendants have agreed to pay \$1,050,000.00 to settle this lawsuit (“Gross Settlement Amount”). Deductions from this amount will be made for attorneys’ fees and costs for Class Counsel (up to \$350,000.00, plus attorneys’ costs; see Section 10 below), settlement administration costs (not to exceed \$100,000.00), a service award of \$15,000.00 each to Named Plaintiff Adrian Turner and Named Plaintiff Mykale Rocquemoire respectively, for their service to the Class, and penalties of \$37,500.00 to the Labor and Workforce Development Agency. After deductions of these amounts, what remains of the Gross Settlement Amount (the total of the “Net Settlement Amount” and “Net PAGA Amount”) will be available to pay monetary Settlement Awards to (i) Plaintiffs; (ii) all Class Members who do not opt out of the Class (“Participating Individuals”) and (iii) Aggrieved Employees for their portion of the Net PAGA Amount (regardless of whether they opt-out of the Class).

The following persons will be eligible to receive a monetary award from the Net Settlement Amount: (1) Plaintiffs and (2) all current and former hourly-paid or non-exempt individuals who were employed by Defendant within the State of California at any time during the period of time from June 11, 2011 and <CLOSE OF CLASS PERIOD> (“Class Period”).

All current and former hourly-paid or non-exempt individuals who were employed by Defendant within the State of California at any time during the period between January 21, 2015 and <CLOSE OF PAGA PERIOD> (“PAGA Period”) (“Aggrieved Employees”) will also receive a monetary award from the Net PAGA Amount.

4. How Much Can I Expect to Receive?

All Participating Individuals will receive a *pro rata* share of the Net Settlement Amount based on the total number of workweeks that the Participating Individual worked for Defendant during the Class Period. Participating Individuals shall receive a *pro rata* portion of the Net Settlement Amount as follows:

1. Each Participating Individual shall be eligible to receive a *pro rata* portion of the Net Settlement Amount based on the number of workweeks the Participating Individual worked during this Class Period. Each workweek will be equal to one (1) settlement share.
2. The total number of settlement shares for all Participating Individuals will be added together and the resulting sum will be divided into the Net Settlement Amount to reach a per share dollar figure. That figure will then be multiplied by each Participating Individual's number of settlement shares to determine the Participating Individual's share of the Net Settlement Amount.

Aggrieved Employees who worked for Defendants between January 21, 2015 and <CLOSE OF PAGA PERIOD> in the state of California shall also receive an equal share of the Net PAGA Amount. The Net PAGA Amount is \$12,500.00. The total number of Aggrieved Employees will be divided into the Net PAGA Amount. The resulting Net PAGA Amount per Aggrieved Employee, if any, will be added to the Participating Individual's share of the Net Settlement Amount, to determine the Participating Individual's Settlement Award. Aggrieved Employees who are not Participating Individuals because they have timely opted out will still receive their share of the Net PAGA Amount.

All Settlement Award determinations will be based on Defendant's timekeeping, payroll, and/or other records for Class Members. According to records maintained by Defendant, your total estimated settlement payment will be at least \$[REDACTED]. This amount is an estimated amount, and your final settlement payment is expected to differ from this amount (i.e., it could be higher or lower) and will be calculated as set forth above. Based on Defendant's records, you are estimated to have worked [REDACTED] workweeks for Defendants.

If you dispute the number of workweeks as shown on this Notice of Settlement, you may produce evidence to the Settlement Administrator establishing the dates you contend to have worked for Defendants. To do so, send a letter to the Settlement Administrator explaining the basis for your dispute and attach copies of the supporting evidence. Unless you present convincing evidence proving you worked more workweeks than shown by Defendants' records, your Settlement Award will be determined based on Defendant's records. Any disputes must be postmarked by [INSERT DATE], which is 45 days from the mailing of this Notice] and should be mailed to [INSERT SETTLEMENT ADMINISTRATOR ADDRESS]. The Settlement Administrator will notify you of the decision on the dispute.

For tax reporting purposes, Settlement Awards to Participating Individuals and Aggrieved Employees will be allocated as follows: one-third of each Participating Individual's Settlement Share is in settlement of wage claims ("Wage Portion"); one-third of each Participating Individual's Settlement Share is in settlement of claims for interest and one-third of each Participating Individual's Settlement Share is in settlement of claims for penalties ("Non-Wage Portion"). You will receive an IRS form 1099 for your portion of the Net PAGA Amount and,

where applicable, penalties and interest portion of your Settlement Award. None of the Parties or attorneys makes any representations concerning the tax consequences of this Settlement or your participation in it. Participating Individuals should consult with their own tax advisors concerning the tax consequences of the Settlement.

If you participate in the Settlement, you will have 180 days to cash the check that will be sent to you, and if not cashed by then, the check will be void. If at the conclusion of the 180-day check void period, there are any uncashed checks, the funds will be redistributed among Participating Individuals who cashed their checks, using the same formula for the initial distribution, provided that the total amount of uncashed checks for all Participating Individuals equals or exceeds \$100,000.00. Any uncashed checks from this second distribution will be paid to the Parties' agreed upon *cy pres* recipient, California Rural Legal Assistance, subject to the Court's approval in the Final Approval Order.

It is your responsibility to keep a current address on file with the Settlement Administrator to ensure receipt of your monetary Settlement Award. If you fail to keep your address current, you may not receive your Settlement Award. You may contact the Settlement Administrator [name] at [contact information] to update your address.

5. How Do I Appear at the Final Approval and Fairness Hearing?

If you do not request to be excluded from the settlement, you may appear at the Final Approval Hearing. You do not have to attend the Final Approval and Fairness Hearing, but you may do so at your own expense. You may also pay your own lawyer to attend, but it is not necessary.

You may remotely appear at the Final Approval and Fairness Hearing via Zoom [redacted]; via Phone: [redacted]; use Meeting ID: [redacted]. You may also attend the Final Approval and Fairness Hearing in person.

6. What Are the Releases?

Upon Final Approval of the Settlement Agreement and payment of amounts set forth under the Settlement, all Participating Individuals release claims as follows ("Released Claims") against Defendant, together with all of Defendant's past and present parents, subsidiaries, predecessors, successors, affiliates and related entities, and their respective shareholders, officers, directors, employees, administrators, fiduciaries, trustees, heirs, representatives, principals, accountants, auditors, consultants, insurers and reinsurers, agents, attorneys, and any other entities that may be considered joint employers (collectively, the "Released Parties"):

- Participating Individuals: Plaintiffs and Participating Individuals release the Released Parties from the Released Claims for the Class Period. "Released Claims" means all claims that were or could have been asserted based on the facts alleged in the Second Amended Complaint by Plaintiffs and Class Members, including, but not limited to, claims based on Defendant's alleged: (1) failure to provide employees with meal and rest periods; (2) failure to pay minimum wages and overtime; (3) failure to pay wages during employment at termination; (4)

failure to reimburse business expenses; (5) failure to provide seating; (6) civil penalties under the Private Attorneys General Act; and (7) unfair competition. “Released Claims” expressly excludes all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers’ compensation, and claims arising outside of the Class Period.

- The release period for PAGA claims runs from January 21, 2015, through **<CLOSE OF PAGA PERIOD>** (“PAGA Period”), and covers all claims pursuant to PAGA that were alleged in the Action, for the PAGA Period.

7. What Are My Rights?

- **Do Nothing:** If you are a Class Member and do not timely and validly opt-out, you will automatically become a Participating Individual and receive your prorated Settlement Award, and will be bound by the Settlement including its release provisions.
- **Opt-Out:** If you are a member of the Class and do not wish to be bound by the Settlement, you must submit a written exclusion from the Settlement (“opt-out”), postmarked by **[INSERT DATE]**, which is **45 days** from the mailing of this Notice]. The written request for exclusion must contain your full name, address, telephone number, email address (if applicable), last four digits of your social security number, and must be signed individually by you. No opt-out request may be made on behalf of a group. The opt-out request must be sent by mail to the Settlement Administrator at **[INSERT SETTLEMENT ADMINISTRATOR ADDRESS]**. **Any person who requests exclusion (opts out) of the settlement will not be entitled to any Settlement Award and will not be bound by the Settlement Agreement or have any right to object, appeal or comment thereon, however Class Members may not Opt-Out of the PAGA portion of the release.**
- **Object:** If you received this Notice and wish to object to the Settlement, you must submit a written statement objecting to the Settlement by **[INSERT DATE]**, which is **45 days** from the mailing of this Notice]. The statement must state the factual and legal grounds for your objection to the settlement. The statement must state your full name, address, telephone number, and email address (if applicable), and must be signed by you.

If you mail a written objection, you may also, if you wish, appear at the Final Approval Hearing to discuss your objection with the Court and the parties to the Lawsuit. Your written objection must state whether you will attend the Final Approval Hearing, and your written notice of your intention to appear at the Final Approval Hearing must be served upon the Settlement Administrator on or before the Notice Deadline, which is **45 days** from the mailing of this Notice. To be heard at the Final Approval Hearing you must also not opt out of the Settlement. If you wish to object to the Settlement but fail to return your timely written objection in the manner specified above, you shall be deemed to have waived any objection and shall be foreclosed from making any objection (whether by appeal or otherwise) to the Settlement. The postmark date of mailing to the Settlement Administrator shall be the exclusive means for determining that an objection is timely mailed. Objections shall only be considered if the Class Member has not opted out of the Settlement. The

failure to submit a written objection as a prerequisite to appearing in court to object to the settlement may be excused upon a showing of good cause.

8. Can Defendant Retaliate Against Me for Participating in this Lawsuit?

No. Your decision as to whether or not to participate in this Lawsuit will in no way affect your work or employment with Defendant or future work or employment with Defendant. It is unlawful for Defendant to take any adverse action against you as a result of your participation in this Lawsuit. In fact, Defendant encourages you to participate in this Settlement.

9. Who Are the Attorneys Representing Plaintiffs and the Class Members?

Plaintiffs and the Class Members are represented by the following attorneys acting as Class Counsel:

Carolyn H. Cottrell
David C. Leimbach
**SCHNEIDER WALLACE
COTTRELL KONECKY LLP**
2000 Powell Street, Suite 1400
Emeryville, CA 94608
Telephone: (800) 689-0024
Facsimile: (415) 421-7105
ccottrell@schneiderwallace.com
dleimbach@schneiderwallace.com

Douglas Han
JUSTICE LAW CORPORATION
751 N. Fair Oaks Avenue, Ste. 101
Pasadena, CA 91103
dhan@justicelawcorp.com

Edwin Aiwarzian
LAWYERS for JUSTICE PC
410 W. Arden Avenue, Ste. 203
Glendale, CA 91203
edwin@lfjp.com

Defendant is represented by the following attorneys:

Susan E. Bishop
Aleshia M. White
BERLINER COHEN, LLP
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10. How Will the Attorneys for the Class Be Paid?

Class Counsel will be paid from the Gross Settlement Amount of \$1,050,000.00. You do not have to pay the attorneys who represent the Class. The Settlement Agreement provides that Class Counsel will receive attorneys' fees not to exceed one-third of \$1,050,000.00 (i.e., \$350,000.00)

plus their out-of-pocket costs. The amount of attorneys' fees and costs awarded will be determined by the Court at the Final Approval Hearing.

11. Where can I get more information?

If you have questions about this Notice, or the Settlement, or if you did not receive this Notice in the mail and you believe that you are or may be a member of the Settlement, you should contact the Class Counsel.

This Notice is only a summary. For the precise terms and conditions of the Settlement, please see the Settlement Agreement available at the Settlement website at [INSERT URL], by contacting the Settlement Administrator toll-free at [dedicated phone number] or Class Counsel at the contact information listed above, by accessing the Court docket in this case for free by searching the case number (JCCP 4886) through the Court's electronic public records system at https://www.scscourt.org/online_services/case_info.shtml or by visiting the office of the Clerk of the Court for the Santa Clara Superior Court located at 191 N. First Street, San Jose, CA 95113-1090 between 8:30 a.m. and 3 p.m. Monday through Thursday, and 8:30 a.m. and 12:00 p.m. Friday, excluding Court holidays, to simply request to order public court documents filed in the Action.

PLEASE DO NOT CONTACT THE COURT, THE CLERK OF THE COURT, THE JUDGE, OR DEFENDANTS FOR INFORMATION ABOUT THE PROPOSED SETTLEMENT OR THIS LAWSUIT.

AMENDMENT TO CLASS ACTION SETTLEMENT AGREEMENT

Plaintiffs Adrian Turner and Mykale Rocquemore (together, “Plaintiffs”) and Defendant Corinthian International Parking Services, Inc. (“Defendant”) hereby enter into this Amendment to the Class Action Settlement Agreement (the “Settlement Agreement,” “Settlement,” or “Agreement”) that the Parties executed on or about March 24, 2023 and submitted to the Court on May 23, 2023.

The Parties make the following amendments to the Settlement Agreement:

1. Paragraph III.F.10 (on page 17 of the Settlement), setting forth the timing for all payments under the Settlement, is replaced with the following revised Paragraph III.F.10:

10. Within fifteen (15) days after Defendant funds the first \$600,000 installment of the Gross Settlement Amount, the Settlement Administrator will make the following payments (referred to hereinafter as the “first round of payments”): to each Participating Class Member, 57% of his/her Settlement Share and 57% of his/her share of the PAGA award (if any); to Plaintiff, 57% of the Class Representative Service Payment; to Class Counsel, 57% of the Class Counsel Fees Payment and 57% of the Class Counsel Litigation Expenses Payment; to the LWDA, 57% of the LWDA Payment; and to the Settlement Administrator, 57% of the Settlement Administration Expenses. Within fifteen (15) days after Defendant completes the funding of the remaining \$450,000 of the Gross Settlement Amount, the Settlement Administrator will make the following payments (referred to hereinafter as the “second round of payments”): to each Participating Class Member, 43% of his/her Settlement Share and 43% of his/her share of the PAGA award (if any); to Plaintiff, 43% of the Class Representative Service Payment; to Class Counsel, 43% of the Class Counsel Fees Payment and 43% of the Class Counsel Litigation Expenses Payment; to the LWDA, 43% of the LWDA Payment; and to the Settlement Administrator, 43% of the Settlement Administration Expenses. To the extent that any of the first \$600,000 installment of the Gross Settlement Amount is not exhausted by the first round of payments, the remaining funds shall remain in the Qualified Settlement Fund established by the Settlement Administrator and shall be distributed with the second round of payments.

2. Paragraph III.G (on page 19 of the Settlement), regarding the release of claims under the Settlement, is replaced with the following revised Paragraph III.G:

G. Release of Claims. As of the Effective Date, in exchange for the consideration set forth in this Agreement, Plaintiff and the Participating Class Members release the Released Parties from the Released Claims for the Class Period. In the event that (1) Defendant does not fully fund the Gross Settlement Amount following the Effective Date pursuant to the terms of this Agreement, and (2) any funding installment for the Gross Settlement Amount required to be paid by Defendant pursuant to the terms of this

Agreement remains unpaid for a period of at least 90 days after it is due, Plaintiff may file the necessary motion(s) to vacate the Court's approval of the Settlement, vacate the Court's entry of judgment, and/or proportionally reduce any release of claims based on the *pro rata* amount of the Gross Settlement Amount that remains unpaid.

3. The attached Exhibit B – Notice of Settlement – shall replace the original Exhibit B attached to the Settlement Agreement.

4. The Parties enter into this Amendment through their respective counsel of record pursuant to Paragraph III.N.6 of the Settlement Agreement. This Amendment may be executed in one or more counterparts.

Dated: July 25, 2023

SCHNEIDER WALLACE
COTTRELL KONECKY LLP



Carolyn Hunt Cottrell
David C. Leimbach
Attorneys for Plaintiffs

Dated: August 7, 2023

LAWYERS FOR JUSTICE, PC



Edwin Aiwazian
Arby Aiwazian
Attorneys for Plaintiffs

Dated: 07 / 25 / 2023

JUSTICE LAW CORPORATION



Douglas Han
Attorneys for Plaintiffs

Dated: 07 / 28 / 2023

BERLINER COHEN, LLP



Susan E. Bishop
Aleshia M. White
Attorneys for Defendant

Exhibit B

Corinthian International Wage & Hour Cases
Superior Court of California, County of Santa Clara, Case No. JCCP 4886¹

NOTICE OF SETTLEMENT
PLEASE READ THIS NOTICE CAREFULLY.

You received this Notice of Settlement (“Notice”) because the records of Corinthian International Parking Services, Inc. (“Defendant”) show you performed work for Defendant in California between June 11, 2011 and **<CLOSE OF CLASS PERIOD>**. Because you fit this definition, **you may be entitled to receive money from a Settlement² in this case, as described below.**

1. Why Should You Read This Notice?

This Notice explains your right to share in the monetary proceeds of this Settlement, exclude yourself (“opt out”) from the Settlement, or object to the Settlement. If you object to the Settlement, you cannot opt out of the Settlement, and you will be bound by the terms of Settlement in the event the Court denies your objection.

The Superior Court of California, County of Santa Clara, has preliminarily approved the Settlement as fair and reasonable. The Court will hold a Final Approval Hearing on **[REDACTED]**, 2023 at **[REDACTED]**, before the Honorable Theodore C. Zayner in Department 19 of the Santa Clara Superior Court, located at 191 N. First Street, San Jose, CA 95113-1090.

2. What Is This Case About?

This lawsuit alleges that hourly-paid, non-exempt individuals who were employed by Defendant within the State of California, at any time from June 11, 2011 to **<CLOSE OF CLASS PERIOD>**, were not provided minimum wages, were not paid overtime, were not provided compliant meal breaks, were not provided compliant rest breaks, were not provided complete and accurate wage statements and records, were not timely paid wages owed during employment, were not timely paid final wages, and were not reimbursed for necessary business expenses. This lawsuit seeks recovery of unpaid wages, statutory damages, civil penalties under the California Labor Code Private Attorneys General Act (“PAGA”), restitution, interest, and attorneys’ fees and costs. The claims in this lawsuit are brought under California law.

Defendant contends that it has legal and factual defenses to these claims, but recognizes the risks, distractions, and costs associated with litigation.

¹ This case consists of the coordinated cases of *Turner v. Corinthian International Parking Services, Inc.*, Case No. 16CV292208 and *Rocquemore v. Corinthian International Parking Services, Inc.*, Case No. RG16801065.

² The “Settlement” refers to the Class Action Settlement Agreement, as amended. This Notice summarizes the proposed Settlement. The capitalized terms in this Notice have defined meanings that are set out in detail in the Settlement. To review a copy of the Settlement, please visit the Settlement website at **[INSERT URL]**.

This Settlement is the result of good faith, arm's length negotiations between Plaintiffs and Defendant, through their respective attorneys. Both sides agree that considering the risks and expenses associated with continued litigation, this Settlement is fair and appropriate under the circumstances, and in the best interests of the Class Members. This Settlement is a compromise and is not an admission of liability on the part of Defendant.

The Court has not ruled on the merits of Plaintiffs' claims or Defendant's defenses.

The Settlement Administrator has created a Settlement website, which can be accessed at [INSERT URL]. The Settlement website allows interested persons to view the Settlement, all papers filed by Class Counsel to obtain Court approval of the Settlement Agreement, and this Notice (in generic form). The Settlement website also provides contact information for Class Counsel and the Settlement Administrator.

3. What Are the Terms of the Settlement?

The following persons are "Class Members" and will be eligible to receive a monetary award from the Settlement: all current and former hourly-paid or non-exempt individuals who were employed by Defendant within the State of California, at any time from June 11, 2011 to <CLOSE OF CLASS PERIOD> (the "Class Period"), who did not previously release the claims that are the subject of the Settlement. Class Members who do not opt out of the Settlement are "Participating Class Members."

Defendant has agreed to pay \$1,050,000.00 to settle this lawsuit (the "Gross Settlement Amount"). Deductions will be made from the Gross Settlement Amount for attorneys' fees and costs for Class Counsel (up to \$350,000.00, plus attorneys' costs; see Section 10 below); settlement administration costs (not to exceed \$100,000.00); service awards for Named Plaintiff Adrian Turner and Named Plaintiff Mykale Rocquemoire (up to \$15,000.00 each); and penalties to the Labor and Workforce Development Agency (\$37,500.00). After deductions of these amounts, the remaining amount (the "Net Settlement Amount") will be available to pay monetary Settlement Shares to the Participating Class Members.

4. How Much Can I Expect to Receive?

All Participating Class Members will receive a *pro rata* share of the Net Settlement Amount based on the total number of workweeks that they worked for Defendant during the Class Period.

The total number of workweeks for all Participating Class Members will be added together and the resulting sum will be divided into the Net Settlement Amount to reach a per workweek dollar figure. That figure will then be multiplied by each Participating Class Member's total number of workweeks during the Class Period to determine the Participating Class Member's Settlement Share.

Participating Class Members who worked for Defendant in the State of California between January 21, 2015 and <CLOSE OF PAGA PERIOD> (the "PAGA Period") will also receive an equal share of the \$12,500.00 net PAGA amount. Participating Class Members' shares of the net PAGA

amount, if any, will be added to the Participating Class Member's Settlement Share. Any Class Members that have validly opted out of the Settlement will still receive a share of the net PAGA amount and will still release claims under the PAGA.

All Settlement Share determinations will be based on Defendant's timekeeping, payroll, and/or other records for Class Members. According to records maintained by Defendant, your total estimated Settlement Share will be at least \$[REDACTED]. This amount is an estimated amount, and your final Settlement Share is expected to differ from this amount (i.e., it could be higher or lower) and will be calculated as set forth above. Based on Defendant's records, you are estimated to have [REDACTED] workweeks in the Class Period.

Please note that all payments under the Settlement, including your Settlement Share, will be paid in two installments. The first installment, for 57% of your Settlement Share, will be paid to you approximately 30 days after the Court grants final approval for the Settlement and all appeals (if any) of the approval have been exhausted. The second installment, for 43% of your Settlement Share, will be paid to you approximately 2.5 years after the Court grants final approval for the Settlement and all appeals (if any) of the approval have been exhausted.

If you dispute the number of workweeks shown on this Notice, you may produce evidence to the Settlement Administrator establishing the dates you contend to have worked for Defendant. To do so, send a letter to the Settlement Administrator explaining the basis for your dispute and attach copies of the supporting evidence. Unless you present convincing evidence proving you worked more workweeks than shown by Defendant's records, your Settlement Share will be determined based on Defendant's records. Any disputes must be postmarked by [INSERT DATE, which is 45 days from the mailing of this Notice] and should be mailed to [INSERT SETTLEMENT ADMINISTRATOR ADDRESS]. The Settlement Administrator will notify you of the decision on the dispute.

For tax reporting purposes, Settlement Shares to Participating Class Members will be allocated as follows: one-third of each Settlement Share is in settlement of wage claims; one-third of each Settlement Share is in settlement of claims for interest; and one-third of each Settlement Share is in settlement of claims for penalties. You will receive an IRS form 1099 for the penalties and interest portion of your Settlement Share and, where applicable, your portion of the net PAGA amount. You will receive an IRS form W-2 for the wage portion of your Settlement Share. None of the Parties or attorneys makes any representations concerning the tax consequences of this Settlement or your participation in it. Participating Class Members should consult with their own tax advisors concerning the tax consequences of the Settlement.

If you participate in the Settlement, you will have 180 days to cash the check that will be sent to you, and if not cashed by then, the check will be void. If at the conclusion of the 180-day check void period, there are any uncashed checks, the funds will be redistributed among Participating Class Members who cashed their checks, using the same formula for the initial distribution, provided that the total amount of uncashed checks for all Participating Class Members equals or exceeds \$100,000.00. Any uncashed checks from this second distribution will be paid to the Parties' agreed upon *cy pres* recipient, California Rural Legal Assistance, subject to the Court's approval in the Final Approval Order.

It is your responsibility to keep a current address on file with the Settlement Administrator to ensure receipt of your Settlement Share checks. If you fail to keep your address current, you may not receive all of your Settlement Share checks. You may contact the Settlement Administrator, [name], at [contact information] to update your address.

5. What Are the Releases?

As of the Effective Date (the date by which the Court grants final approval for the Settlement and all appeals (if any) of the approval have been exhausted), all Participating Class Members release the following claims against Defendant, together with all of Defendant's past and present parents, subsidiaries, predecessors, successors, affiliates and related entities, and their respective shareholders, officers, directors, employees, administrators, fiduciaries, trustees, heirs, representatives, principals, accountants, auditors, consultants, insurers and reinsurers, agents, attorneys, and any other entities that may be considered joint employers (collectively, the "Released Parties"):

"Released Claims" means all claims that were or could have been asserted based on the facts alleged in the Second Amended Complaint by Plaintiffs and Class Members, including, but not limited to, claims based on Defendant's alleged: (1) failure to provide employees with meal and rest periods; (2) failure to pay minimum wages and overtime; (3) failure to pay wages during employment at termination; (4) failure to reimburse business expenses; (5) failure to provide seating; (6) civil penalties under the Private Attorneys General Act; and (7) unfair competition. "Released Claims" expressly excludes all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and claims arising outside of the Class Period.

As of the Effective Date and upon Defendant fully funding the Settlement, all Class Members employed in the PAGA Period, and the State of California, release the Released Parties from the Released Claims arising under the California Labor Code Private Attorneys General Act (PAGA) during the PAGA Period.

6. What Are My Rights?

- **Do Nothing:** If you are a Class Member and do not timely and validly opt-out, you will automatically become a Participating Class Member and receive your Settlement Share, and will be bound by the Settlement including its release provisions.
- **Opt-Out:** If you are a member of the Class and do not wish to be bound by the Settlement, you must submit a written Election Not to Participate in Settlement ("opt-out"), postmarked by [INSERT DATE], which is **45 days** from the mailing of this Notice]. The opt-out must contain your full name, address, telephone number, email address (if applicable), last four digits of your social security number, and must be signed individually by you. No opt-out request may be made on behalf of a group. The opt-out must be sent by mail to the Settlement Administrator at [INSERT SETTLEMENT ADMINISTRATOR ADDRESS]. **Any person who opts out of the Settlement will not be entitled to any Settlement Share and will not be bound by the Settlement or have any right to object, appeal or**

comment thereon. However, Class Members may not opt out of the PAGA portion of the release.

- **Object:** If you received this Notice and wish to object to the Settlement, you must submit a written statement objecting to the Settlement by [INSERT DATE], which is **45 days** from the mailing of this Notice]. The statement must state the factual and legal grounds for your objection to the settlement. The statement must state your full name, address, telephone number, and email address (if applicable), and must be signed by you or your attorney.

You may also, if you wish, appear at the Final Approval Hearing to discuss your objection with the Court and the parties to the lawsuit. Your written objection must state whether you will attend the Final Approval Hearing, and your written notice of your intention to appear at the Final Approval Hearing must be served upon the Settlement Administrator on or before [INSERT DATE], which is **45 days** from the mailing of this Notice]. If you wish to object to the Settlement but fail to return your timely written objection in the manner specified above, you shall be deemed to have waived any objection and shall be foreclosed from making any objection (whether by appeal or otherwise) to the Settlement. The postmark date of mailing to the Settlement Administrator shall be the exclusive means for determining that an objection is timely mailed. Objections shall only be considered if the Class Member has not opted out of the Settlement. The failure to submit a written objection as a prerequisite to appearing in Court to object to the Settlement may be excused upon a showing of good cause.

7. How Do I Appear at the Final Approval Hearing?

If you do not opt out of the Settlement, you may appear at the Final Approval Hearing. You do not have to attend the Final Approval Hearing, but you may do so at your own expense. You may also pay your own lawyer to attend, but it is not necessary.

You may remotely appear at the Final Approval Hearing via Microsoft Teams: [REDACTED]; via Phone: [REDACTED]; use Meeting ID: [REDACTED]. You may also attend the Final Approval Hearing in person.

8. Can Defendant Retaliate Against Me for Participating in this Lawsuit?

No. Your decision as to whether or not to participate in this lawsuit will in no way affect your work or employment with Defendant or future work or employment with Defendant. It is unlawful for Defendant to take any adverse action against you as a result of your participation in this lawsuit. In fact, Defendant encourages you to participate in this Settlement.

9. Who Are the Attorneys Representing Plaintiffs and the Class Members?

Plaintiffs and the Class Members are represented by the following attorneys acting as Class Counsel:

Carolyn H. Cottrell
David C. Leimbach
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Glendale, CA 91203
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Defendant is represented by the following attorneys:

Susan E. Bishop
Aleshia M. White
BERLINER COHEN, LLP
10 Almaden Boulevard, 11th Floor
San Jose, CA 95113
susan.bishop@berliner.com
aleshia.white@berliner.com

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This Notice is only a summary. For the precise terms and conditions of the Settlement, please see the full Class Action Settlement Agreement, available at the Settlement website at **[INSERT URL]**. You may also access the full Class Action Settlement Agreement, as well as the pleadings and other records in this litigation: (a) by contacting Class Counsel at the contact information listed above; (b) online on the Superior Court of California, County of Santa Clara's Electronic

Filing and Service Website at www.scefiling.org (case number 16CV292208); or (c) in person at Records, Superior Court of California, County of Santa Clara, 191 N. First Street, San Jose, CA 95113-1090, between 8:30 a.m. and 1:30 p.m. Monday through Thursday, and 8:30 a.m. and 12:00 p.m. Friday, excluding Court holidays.

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