CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

Subject to court approval, this Collective, Class, and PAGA Action Settlement Agreement ("Agreement") is made by and between Plaintiffs Adrian Quiambao and Charles Lynch ("Plaintiffs"), individually and on behalf of the Settlement Class, and Defendants THE CENTURUM COMPANIES, CENTURUM ENTERPRISE SERVICES, INC., CENTURUM INFORMATION TECHNOLOGY, and CENTURUM, INC. ("Defendants"). The Agreement refers to Plaintiffs and Defendants collectively as "Parties" or as a "Party."

1. DEFINITIONS.

1.1. "State Court Action" means Plaintiff Quiambao's lawsuit alleging PAGA violations against Defendants captioned *Adrian Quiambao, et al. v. THE CENTURUM COMPANIES, et al.*; Case No. 25CU044564C, pending in San Diego County Superior Court.

1.2. "Federal Court Action" means Plaintiff Quiambao's lawsuit alleging wage and hour violations against Defendants captioned *Adrian Quiambao, et al. v. THE CENTURUM COMPANIES, et al.*; Case No. 3:25-cv-02022-CAB-GC, removed to the United States District Court for the Southern District of California from San Diego County Superior Court, Case No. 25CU031420C, dismissed without prejudice on September 18, 2026.

1.3. "Address Search" means the Administrator's search for Covered Employees' mailing addresses using all reasonably available sources, including but not limited to the National Change of Address database, skip traces, and direct contact by the Administrator.

1.4. "Administrator" means CPT Group.

1.5. "Administration Expenses" means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its costs in accordance with the Administrator's bid as approved by the Court. The Administration Expenses shall not exceed $10,000, except for a showing of good cause and as approved by the Court.

1.6. "Aggrieved Employees" means all California employees who worked for Defendants during the PAGA Period.

1.7. "Attorneys' Fees" means the amounts allocated to Plaintiffs' Counsel for reimbursement of reasonable attorneys' fees in connection with this Settlement in an amount not to exceed 33.33% of the Gross Settlement Amount.

1.8. "Class" means all current and former non-exempt employees, including employees misclassified as exempt, who worked for Defendants in California at any time during the Class Period. Each individual member of the Class is referred to as a "Class Member".

1.9. "Class Notice" means the Notice of Class Action and PAGA Settlement, attached as **Attachment A** and including the Request for Exclusion, attached as **Attachment B**, to be mailed to Class Members and incorporated by reference into this Agreement.

1.10. "Class Period" means the period from July 17, 2021, through August 10, 2026.

1.11. "Class Workweek" means any week during which a Class Member worked for Defendants for at least one day during the Class Period.

1.12. "Class Workweek Estimate" means, based on a review of Defendants' records to date, a total of 41,249 Class Workweeks worked by all Class Members.

1.13. "FLSA Collective Members" means all current and former non-exempt employees, including employees misclassified as exempt, who worked for Defendants in the United States of America at any time during the FLSA Period.

1.14. "FLSA Claim Form" means the claim form and consent to join the Action as a party plaintiff pursuant to 29 U.S.C. § 216(b), substantially in the form attached as Attachment D, which shall be printed on the reverse side of each Individual Collective Payment check.

1.15. "FLSA Notice" means the Notice of Proposed Class and Collective Action Settlement and Final Approval Hearing, substantially in the form attached as Attachment C, to be mailed to FLSA Collective Members and incorporated by reference into this Agreement.

1.16. "Collective Payment" means $60,000.00, to be deducted from the Gross Settlement Amount and paid to the Collective Members.

1.17. "Court" means the San Diego County Superior Court.

1.18. "Covered Employees" means all Aggrieved Employees, all Class Members, and FLSA Collective Members.

1.19. "Covered Periods" refers to the Class Period, FLSA Period, and PAGA Period, collectively.

1.20. "Defense Counsel" means the captioned counsel of record from the law firm of O'Hagan Meyer LLP.

1.21. "Effective Date" means the date on which the Court enters Judgment on its order granting Final Approval of the Settlement and the Judgment is final. The Judgment is final as of the latest of the following occurrences: (i) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (ii) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or (iii) if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.22. "Employee Data" means all Covered Employees' identifying information in Defendants' possession including their names, last-known mailing addresses, Social Security numbers, and number of Class Workweeks, FLSA Workweeks, and PAGA Pay Periods.

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

1.24. "Final Approval Hearing" means the Court's hearing on the final motion for approval of the Settlement.

1.25. "FLSA Period" means July 17, 2022, through August 10, 2026.

1.26. "FLSA Workweeks" means any week during which a Collective Member worked for Defendants for at least one day during the FLSA Period.

1.27. "Gross Settlement Amount" means **$850,000.00**, which is the total amount Defendant(s) agree(s) to pay under the Settlement, subject to the terms and conditions of this Settlement.

1.28. "Individual Class Payments" means the Participating Class Members' individual pro rata share of the Net Settlement Amount, calculated according to their number of Class Workweeks.

1.29. "Individual Collective Payments" means the FLSA Collective Members' individual pro rata share of the Collective Payment, calculated according to their number of FLSA Workweeks, together with any Redistribution Payment under Section 2.2.7.

1.30. "Individual PAGA Payments" means the Aggrieved Employees' individual pro rata share of the Net PAGA Payment, calculated according to the number of PAGA Pay Periods.

1.31. "Individual Settlement Payments" means the Covered Employees' Individual Class Payments, together with their Individual Collective Payments and Individual PAGA Payments (if applicable).

1.32. "Judgment" means the judgment entered by the Court based upon the Final Approval of the Settlement.

1.33. "Litigation Costs" means the amount incurred by Plaintiffs' Counsel to prosecute the Action, according to proof and subject to Court approval, not to exceed $40,000.00.

1.34. "LWDA" means the California Labor Workforce and Development Agency.

1.35. "LWDA Payment" means the 65% share of the PAGA Payment allocated to be paid to the LWDA under Labor Code section 2699, subd. (m).

1.36. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Service Payment, Attorneys' Fees, Litigation Costs, the PAGA Payment (including the LWDA Payment), and the Administration Expenses.

1.37. "Net Settlement Amount" means the Net PAGA Payment in PAGA only actions for purposes of this Agreement.

1.38. "Net PAGA Payment" means the 35% share of the PAGA Payment allocated to be paid to the PAGA Employees under Labor Code section 2699, subd. (m).

1.39. "Non-Participating Class Member" means any Class Member who submits a valid and timely Request for Exclusion from the Settlement.

1.40. "Non-Participating Collective Member" means any FLSA Collective Member who does not endorse the FLSA Claim Form and/or cash, deposit, or otherwise negotiate their Individual Collective Payment check on or before the Void Date.

1.41. "Non-Wage Portion" means the percentage of each Participating Class Member's Individual Class Payment that will be allocated to settlement of claims for interest and penalties as stated in Section 2.2.5 below.

1.42. "Operative Complaint" means the most recently filed complaint, including amended complaints, filed by Plaintiff(s) in the State Court Action.

1.43. "PAGA" means California's Private Attorneys General Act of 2004.

1.44. "PAGA Counsel" means the captioned counsel of record from Ferraro Vega Employment Lawyers, Inc.

1.45. "PAGA Notice" means each Plaintiff's letter to Defendant(s) and the LWDA, including any amendments thereto, pursuant to Labor Code § 2699.3(a).

1.46. "PAGA Pay Period" means any pay period during which an Aggrieved Employee worked for Defendant(s) for at least one day during the PAGA Period.

1.47. "PAGA Payment" means $50,000.00, which is the amount provided in exchange for the release of the PAGA claims addressed in this Settlement, and which shall be paid from the Gross Settlement Amount, with 65% of the PAGA Payment constituting the LWDA Payment, with the remaining 35% constituting the Net PAGA Payment to be allocated and paid to Aggrieved Employees.

1.48. "PAGA Period" means June 12, 2024, through August 10, 2026.

1.49. "Participating Class Member" means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.50. "Participating Collective Member" means a Collective Member who opts in to the Action and the Settlement by endorsing the FLSA Claim Form and/or cashing, depositing, or otherwise negotiating their Individual Collective Payment check on or before the Void Date.

1.51. "Plaintiffs' Counsel" means the captioned counsel of record from Ferraro Vega Employment Lawyers, Inc.

1.52. "Preliminary Approval" means the Court's Order Granting Preliminary Approval of the Settlement.

1.53. "Released Class Claims" means any and all claims or causes of action alleged, or that reasonably could have been alleged, based on the facts stated in the Operative Complaint in the Action, including but not limited to claims for: (1) failure to pay all overtime wages owed (FLSA, 29 U.S.C. §§201 *et seq.*); (2) failure to pay for all hours worked (FLSA, 29 U.S.C. §§201 *et seq.*); (3) failure to pay all wages owed (Cal. Labor Code §§ 200, 218, 1194, 1194.2 and 1197); (4) failure to pay all overtime wages (Cal. Labor Code §§ 510 and 1194); (5) meal period violations (Cal. Labor Code §§ 226.7, 512, and 558); (6) rest period violations (Cal. Labor Code §§ 226.7, 516, and 558); (7) paid sick leave violations (Cal. Labor Code §§ 200, 218, 246 *et seq*.); (8) untimely payment of wages (Cal. Labor Code §§ 204, 210, and 218); (9) wage statement violations (Cal. Labor Code § 226); (10) waiting time penalties (Cal. Labor Code §§ 201 *et seq*.); (11) failure to reimburse business expenses (Cal. Labor Code § 2802); and (12) unfair competition (Cal. Business and Professions Code §§ 17200 *et seq*.). For the avoidance of doubt, Released Class Claims also include any claims that were alleged, or that reasonably could have been alleged, under the applicable IWC Wage Order(s).

1.54. "Released Collective Claims" means any and all claims or causes of action alleged, or that reasonably could have been alleged, based on the facts stated in the Operative Complaint in the Action arising under the FLSA.

1.55. "Released PAGA Claims" means any and all claims and causes of action for civil penalties that were alleged, or that reasonably could have been alleged, based on the facts stated in the PAGA Notice(s) and/or the Operative Complaint in the Action, including but not limited to: any and all claims and causes of action for civil penalties that were alleged, or that reasonably could have been alleged, based on the facts alleged in the PAGA Notice(s) and/or the Operative Complaint in the Action, including but not limited to claims for: (1) failure to pay all overtime wages owed (FLSA, 29 U.S.C. §§201 *et seq.*); (2) failure to pay for all hours worked (FLSA, 29 U.S.C. §§201 *et seq.*); (3) failure to pay all wages owed (Cal. Labor Code §§ 200, 218, 1194, 1194.2 and 1197); (4) failure to pay all overtime wages (Cal. Labor Code §§ 510 and 1194); (5) meal period violations (Cal. Labor Code §§ 226.7, 512, and 558); (6) rest period violations (Cal. Labor Code §§ 226.7, 516, and 558); (7) paid sick leave violations (Cal. Labor Code §§ 200, 218, 246 *et seq*.); (8) untimely payment of wages (Cal. Labor Code §§ 204, 210, and 218); (9) wage statement violations (Cal. Labor Code § 226); (10) waiting time penalties (Cal. Labor Code §§ 201 *et seq*.); (11) failure to reimburse business expenses (Cal. Labor Code § 2802); (12) unfair competition (Cal. Business and Professions Code §§ 17200 *et seq*.); and (13) civil penalties under the Private Attorneys General Act (Cal. Labor Code §§2698 *et seq*.). For the avoidance of doubt, Released PAGA Claims also include any claims that were alleged, or that reasonably could have been alleged, under the applicable IWC Wage Order(s).

1.56. "Released Parties" means: Defendants and their former, present and future owners, parents, and subsidiaries, and all of their current, former and future spouse(s), children, officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

1.57. "Request for Exclusion" means a Class Member's submission of a signed written request to be excluded from the Class Settlement, including on the form provided with the Class Notice.

1.58. "Response Deadline" means forty-five (45) days after the Administrator mails the Class Notice to the Covered Employees and shall be the last date on which the Covered Employees may: fax, email, or mail: (a) a Request for Exclusion; (b) an objection to the Settlement; or (c) a dispute regarding their calculated number of Class Workweeks or PAGA Pay Periods, subject to a fourteen (14) day extension under the circumstances described in Section 6.4.

1.59. "Service Payment(s)" means the payment to the Plaintiffs for initiating and providing services in support of the Action in an amount up to $20,000.00 ($10,000.00 to each Plaintiff), subject to Court approval, which also constitutes consideration for Plaintiffs' general release of all claims, as set forth in this Agreement.

1.60. "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.

1.61. "USPS" means the United States Postal Service.

1.62. "Void Date" means the date that the checks issued by the Administrator will be voided pursuant to Section 3.3.1 below.

1.63. "Wage Portion" means the percentage of each Participating Class Member's Individual Class Payment that will be allocated to settlement of wage claims as stated in Section 2.2.5 below.

2. MONETARY TERMS.

2.1. Gross Settlement Amount. Subject to all terms of this Agreement, Defendants shall pay the Gross Settlement Amount in connection with this Settlement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Covered Employees to submit any claim or form as a condition of payment. The Gross Settlement Amount is non-reversionary.

2.1.1. Employer Payroll Taxes: The Gross Settlement Amount does not include any employer payroll taxes owed on the Wage Portion of the Individual Class Payments, which shall be paid separately by Defendants as calculated by the Administrator.

2.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts approved by the Court:

2.2.1. To Plaintiffs: the Service Payment, in addition to any Individual Settlement Payment that they may be entitled to receive as a Covered Employee. If the Court approves a Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Service Payments using IRS Form 1099. An award of less than the requested amount for the Service Payment will not

give rise to a basis to abrogate the Settlement Agreement and the Court has authority under this Agreement to reduce (or increase) the Service Payment, at its discretion at the final approval stage.

2.2.2. To Plaintiffs' Counsel: Attorneys' Fees and Litigation Costs to Plaintiffs' Counsel. Defendant(s) will not oppose requests for these payments, provided the requests do not exceed the amounts set forth in this Agreement. If the Court approves Attorneys' Fees and/or Litigation Costs in an amount less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will pay the Attorneys' Fees and Litigation Costs using one or more IRS 1099 Forms.

2.2.3. To the Administrator: Administration Expenses to the Administrator. To the extent the Administration Expenses are less or the Court approves payment less than the Administration Expenses set forth in this Agreement, the Administrator will allocate the remainder to the Net Settlement Amount.

2.2.4. To the LWDA: Subject to Court approval, the PAGA Payment will be allocated to cover any and all claims for civil penalties associated with the Released PAGA Claims that were, or could have been, brought in the Actions under PAGA based on the factual allegations in the Operative Complaint and PAGA Notice; 65% of the PAGA Payment will be paid to the LWDA (i.e., the LWDA Payment) and the remaining 35% of the PAGA Payment (i.e., the Net PAGA Payment) will be distributed to Aggrieved Employees as penalties in exchange for a full and final release of the PAGA claims. The Court has authority under this Agreement to increase (or reduce) the PAGA Payment up to and including at the final approval hearing, and the Parties respectfully reserve the right to increase (or reduce) the PAGA Payment up to and including at the final approval stage, subject to the Court's final approval. If the Court approves a PAGA Payment of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

2.2.5. To Each Participating Class Member/Tax Allocation: An Individual Class Payment calculated by: (a) dividing the Net Settlement Amount by the total number of Class Workweeks worked by all Participating Class Members during the Class Period; and (b) multiplying the result by each Participating Class Member's Class Workweeks. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis. 10% of each Participating Class Member's Individual Class Payment will be allocated to the Wage Portion. The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The remaining 90% of each Participating Class Member's Individual Class Payment will be allocated to the Non-Wage Portion. The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

2.2.6. To Each Participating Collective Member: An Individual Collective Payment calculated by: (a) dividing the Collective Payment by the total number of FLSA

Workweeks worked by all FLSA Collective Members during the FLSA Period; and (b) multiplying the result by each FLSA Collective Member's FLSA Workweeks. The Administrator will issue each Individual Collective Payment by a check separate from any Individual Class Payment or Individual PAGA Payment, with the FLSA Claim Form printed on its reverse side. An FLSA Collective Member opts in to the Action and the Settlement by endorsing the FLSA Claim Form and/or cashing, depositing, or otherwise negotiating that check on or before the Void Date. Non-Participating Collective Members will not receive any Individual Collective Payment and will not release any claims. 10% of each Individual Collective Payment will be allocated to wages, subject to tax withholding and reported on an IRS W-2 Form, and the remaining 90% will be allocated to interest, liquidated damages, and penalties, not subject to wage withholdings and reported on IRS 1099 Forms.

2.2.7. Redistribution of Uncashed Individual Collective Payments: Not later than 30 days after the Void Date, the Administrator shall total the amounts of all Individual Collective Payment checks cancelled as uncashed (the "Unclaimed Collective Funds") and redistribute the Unclaimed Collective Funds, less the Administrator's reasonable costs of the second distribution as approved by the Court, to Participating Collective Members on a pro rata basis calculated by: (a) dividing the Unclaimed Collective Funds by the total number of FLSA Workweeks worked by all Participating Collective Members during the FLSA Period; and (b) multiplying the result by each Participating Collective Member's FLSA Workweeks (each, a "Redistribution Payment"). Redistribution Payments will be allocated between wages and non-wages in the same proportions as the Individual Collective Payments. Each Redistribution Payment check shall state a void date not less than 180 days after mailing. Any Redistribution Payment check not cashed by its void date shall be transmitted, in the name of the Participating Collective Member, to the unclaimed property fund of the state of that member's last known address. No portion of the Unclaimed Collective Funds shall revert to Defendants.

2.2.8. To Each Aggrieved Employee/Tax Allocation: An Individual PAGA Payment calculated by: (a) dividing the Net PAGA Amount by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period; and (b) multiplying the result by each Aggrieved Employees' PAGA Pay Periods. The Individual PAGA Payments are not subject to wage withholdings and will be reported on IRS 1099 Forms. Aggrieved Employees assume full responsibility and liability for any individual taxes owed on their Individual PAGA Payment.

3. SETTLEMENT FUNDING AND PAYMENTS.

3.1. Delivery of Employee Data to Administrator. Not later than 30 days after the Court grants Preliminary Approval, Defendants shall deliver the Employee Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Covered Employees' privacy, the Administrator must maintain the Employee Data in confidence, use the Employee Data only for purposes of this Settlement, and restrict access to the Employee Data to Administrator employees who need access to the Employee Data to effect and perform under this Agreement. Defendants have a continuing duty to immediately notify Plaintiffs' Counsel if it discovers that the Employee Data omitted Covered Employees' identifying information and to provide corrected or updated Employee Data as soon as reasonably feasible. Without any extension of the foregoing deadline the Parties and their counsel must expeditiously use best

efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Employee Data.

3.2. Funding of Gross Settlement Amount. Defendants shall fully fund the Gross Settlement Amount and fund the amount necessary to fully pay its share of payroll taxes by transmitting the funds to the Administrator no later than 21 days after the Effective Date.

3.3. Payments from the Gross Settlement Amount. Within 10 days after Defendants fund the Gross Settlement Amount, the Administrator will mail checks for all Individual Settlement Payments, the Administration Expenses, the LWDA Payment, Attorneys' Fees, Litigation Costs, and Service Payment(s).

3.3.1. The Administrator will issue checks for the Individual Settlement Payments and send them to Covered Employees via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided (the "Void Date"). The Administrator will cancel all checks not cashed by the Void Date. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

3.3.2. The Administrator must conduct an Address Search for all other Covered Employees whose checks are returned undelivered without USPS forwarding addresses. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Address Search. The Administrator need not take further steps to deliver checks to Covered Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Covered Employee whose original check was lost or misplaced, requested by the Covered Employee prior to the void date.

3.3.3. Except for Individual Collective Payments, which shall be redistributed pursuant to Section 2.2.7, for any Covered Employee whose Individual Class Payment or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds, in the name of the Covered Employee, to the State of California's Unclaimed Property Division.

3.3.4. The payment of Individual Settlement Payments shall not obligate Defendants to confer any additional benefits or make any additional payments to Covered Employees beyond those specified in this Agreement.

3.3.5. The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees, who have no right to opt-out or otherwise exclude themselves from the settlement and release of PAGA claims set forth in this Settlement.

3.4. Payments to the Responsible Tax Authorities. The Administrator will pay the Participating Class Members' portion of normal payroll withholding taxes out of each person's Individual Class Payment. The Administrator shall also pay Defendants' portion of payroll taxes as the current or former employer (including the employer's payment of applicable FICA, FUTA, and SUI contributions, etc.) to the appropriate local, state, and federal taxing authorities. The Administrator will calculate the amount of the Participating Class Members' and Defendants'

portion of payroll withholding taxes and forward those amounts to the appropriate taxing authorities.

4. RELEASES OF CLAIMS.

Effective on the date when Defendants fully fund the Gross Settlement Amount and all associated employer payroll taxes owed on the Wage Portion of the Individual Class Payments, the following releases of claims will take effect:

4.1. Plaintiffs' General Release. In addition to the Released Class Claims and Released PAGA Claims and in exchange for the Service Payment, Plaintiff Adrian Quiambao and Plaintiff Charles Lynch, on behalf of themselves and their respective former and present spouses, representatives, agents, heirs, family members, executors, administrators, successors, attorneys, and assigns generally, irrevocably and unconditionally release and discharge the Released Parties from all claims, transactions, or occurrences, including, but not limited to: any other claims, charges, contracts, covenants, debts, liabilities, demands, damages, expenses, rights, liens, agreements, obligations, actions and causes of actions, of any nature whatsoever, in law or equity, whether known or unknown, or suspected or unsuspected, arising out of or in connection with their employment with Defendant(s), the separation of such employment, or any other act, omission or event occurring between the Parties at any time prior to the date the Plaintiff(s) execute this Agreement. This general release includes, without limitation: (1) all claims for violation of any federal, state or local statute, ordinance or regulation relating to employment benefits, leaves of absence, or discrimination, harassment, retaliation, or whistleblowing in employment, specifically including, without limitation, the California Fair Employment and Housing Act, the California Family Rights Act, Title VII of the Civil Rights Act of 1964, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the Older Workers Benefit Protection Act, the Genetic Information Nondiscrimination Act, the Americans with Disabilities Act, and the Employee Retirement Income Security Act, the Consolidated Omnibus Budget Reconciliation Act, the Securities Act, the Immigration Reform and Control Act, the National Labor Relations Act, the Civil Rights Act of 1991, Section 1981 of U.S.C. Title 42, the Fair Credit Reporting Act, the Equal Pay Act, the Fair Labor Standards Act, the Worker Adjustment and Retraining Notification Act of 1988, the California Worker Adjustment and Retraining Notification Act, the Uniformed Service Employment and Reemployment Rights Act, and any regulation of any administrative agency or governmental authority relating to employment benefits or discrimination or harassment or retaliation in employment; (2) all claims for failure to pay minimum or overtime wages, failure to timely pay wages, failure to provide accurate itemized wage statements, failure to maintain accurate records, failure to reimburse business expenses, failure to provide meal periods or rest breaks, failure to provide paid sick leave, failure to post notice of paydays and time and place of payment, and any claim for violations of the California Labor Code, California's Business and Professions Code § 17200 et seq., and the applicable California Industrial Welfare Commission Wage Order(s); (3) any non-statutory tort or contractual claim, including all claims for breach of oral, implied or written contract, breach of implied covenant of good faith and fair dealing, negligent or intentional infliction of emotional distress, and conversion; (4) all claims for wrongful termination of employment, discrimination claims, public policy claims, retaliation claims, whistleblower retaliation claims, failure to provide reasonable accommodation claims, failure to engage in the interactive process claims, failure to prevent discrimination claims, failure to prevent retaliation claims, statutory claims, personal injury claims, emotional distress claims, invasion of

privacy claims, defamation claims, and fraud claims; (5) all claims for wages, penalties and/or benefits; and (6) all claims for attorneys' fees and costs. Plaintiffs' general release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, workers' compensation benefits that arose at any time during their employment or other association with the Released Parties. Plaintiff(s) acknowledge that they may discover facts or law different from, or in addition to, the facts or law that Plaintiff(s) now know or believe to be true but agree, nonetheless, that this general release by Plaintiff(s) shall be and remain effective in all respects, notwithstanding such different or additional facts or their discovery of them.

4.1.1. Plaintiffs' Section 1542 Waiver. For purposes of Plaintiffs' general release, Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

4.2. Release by Participating Class Members: All Participating Class Members release the Released Parties from the Released Class Claims during the Class Period. Participating Class Members **do not** release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims outside of the Operative Complaint or outside the Class Period, except as otherwise provided in this Agreement.

4.3. Release by Participating Collective Members: Notwithstanding the effective date stated in Section 4 above, effective upon each Participating Collective Member's endorsement of the FLSA Claim Form and/or cashing, depositing, or otherwise negotiating their Individual Collective Payment check, that Participating Collective Member releases the Released Parties from the Released Collective Claims during the FLSA Period. Participating Collective Members **do not** release any other claims. Non-Participating Collective Members do not release any claims.

4.4. Release by Aggrieved Employees: Plaintiffs, acting as a proxy and private attorney general on behalf of the State of California (including the LWDA) and on behalf of all Aggrieved Employees, releases the Released Parties from the Released PAGA Claims during the PAGA Period. The Aggrieved Employees will be forever barred from pursuing the Released PAGA Claims against the Released Parties. The Aggrieved Employees will be bound by this Settlement and may not opt out of the Settlement or this release of claims. The Aggrieved Employees **do not** release any other claims based on facts outside the PAGA Notice(s) and/or Operative Complaint or outside the PAGA Period, except as otherwise provided in this Agreement.

5. MOTION FOR SETTLEMENT APPROVAL.

5.1. Preliminary Approval. Not later than 16 court days before the Preliminary Approval Hearing, Plaintiffs shall move for an order conditionally certifying the Class for

settlement purposes only, granting Preliminary Approval of the Settlement, setting a date for the Final Approval Hearing, and approving the Class Notice. Defendants shall accept service of the Motion (or any other motions, stipulations, declarations, proposed orders, exhibits, or other documents filed in connection with this Settlement) via electronic service at the email addresses set forth in this Agreement or, if an electronic service agreement is already in place, at the email addresses in the Parties' electronic service agreement.

5.2. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Settlement or forthcoming motions or joint stipulations for approval, Plaintiffs' Counsel and Defense Counsel will expeditiously work together in good faith on behalf of the Parties to resolve the disagreement. If the Court does not grant Settlement approval or conditions any approval or review on any material change to this Agreement, Plaintiffs' Counsel and Defense Counsel will expeditiously work together in good faith on behalf of the Parties to modify the Agreement and satisfy the Court's concerns. Should the Court decline to approve all material aspects of the Settlement after the Parties' best efforts to satisfy the Court's concerns, then the Agreement will be null and void, and the Parties will have no further obligations under it.

6. SETTLEMENT ADMINISTRATION.

6.1. Selection of Administrator. The Parties have jointly selected the Administrator to administer this Settlement. The Administrator agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

6.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number to calculate payroll tax withholdings and report to state and federal tax authorities.

6.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund under U.S. Treasury Regulation section 468B-1.

6.4. Notice to Class Members.

6.4.1. No later than 3 business days after receipt of the Employee Data, the Administrator shall notify Plaintiffs' Counsel that the list has been received and state the number of Covered Employees and Class Workweeks and PAGA Pay Periods in the Employee Data.

6.4.2. Using best efforts to perform as soon as possible, and no later than 14 days after receiving the Employee Data, the Administrator will send to all Class Members identified in the Employee Data, via first-class USPS mail, the Class Notice substantially in the form attached to this Agreement as Attachment A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment payable to the Class Member, and the number of Class Workweeks used to calculate these amounts. Before mailing

Class Notices, the Administrator shall update Covered Employees' addresses using the National Change of Address database.

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

6.4.4. The deadlines for Class Members' written objections, challenges to Class Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the Response Deadline for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

6.4.5. If the Administrator, Defendants' or Plaintiffs' Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Employee Data and should have received Class Notice, the Parties will expeditiously meet and confer in a good-faith effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline date in the Class Notice, whichever is later.

6.5. Notice to FLSA Collective Members.

6.5.1. At the same time it mails the Class Notice, the Administrator will send to all FLSA Collective Members identified in the Employee Data, via first-class USPS mail, the FLSA Notice substantially in the form attached as Attachment C. The FLSA Notice shall estimate the Individual Collective Payment payable to the FLSA Collective Member and state the number of FLSA Workweeks used to calculate it, and shall explain that the FLSA Collective Member may opt in to the Action and the Settlement only by endorsing the FLSA Claim Form and/or cashing, depositing, or otherwise negotiating their Individual Collective Payment check on or before the Void Date, and that uncashed Individual Collective Payments will be redistributed to Participating Collective Members pursuant to Section 2.2.7. An FLSA Collective Member who is also a Class Member shall receive both the Class Notice and the FLSA Notice.

6.5.2. The National Change of Address update, re-mailing, and Address Search procedures applicable to the Class Notice under Section 6.4 shall apply equally to the FLSA Notice. FLSA Collective Members are not required to submit any form or take any action in response to the FLSA Notice.

6.5.3. Filing of Consents. Not later than 30 days after the Void Date, the Administrator will provide Plaintiffs' Counsel and Defense Counsel a signed declaration suitable for filing in Court identifying each Participating Collective Member and attaching copies of each

endorsed FLSA Claim Form or other evidence of negotiation of the Individual Collective Payment check, with bank account information redacted. Plaintiffs' Counsel will file the declaration with the Court as the Participating Collective Members' written consents to join the Action pursuant to 29 U.S.C. § 216(b).

6.6. Requests for Exclusion (Opt-Outs).

6.6.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion on or before the Response Deadline, plus an additional 14 days for Class Members whose Class Notice is re-mailed. A Request for Exclusion is a letter from a Class Member or their representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.

6.6.2. The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator shall make an initial determination regarding the validity of any Class Member's Request for Exclusion, subject only to the Court's review and final determination. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be deemed final and not appealable or otherwise susceptible to challenge, provided the Court does not challenge or otherwise overrule the Administrator's initial determination.

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

6.6.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment, nor shall they have the right to object to the class action components of the Settlement.

6.6.5. Challenges to Calculation of Class Workweeks. Each Class Member shall have until the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email, or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Class Workweeks contained in the Class Notice are correct so long as they are consistent with the Employee Data. The Administrator shall make an initial determination regarding the validity of any Class Member's

Request for Exclusion, subject only to the Court's review and final determination. The Administrator shall promptly provide copies of all challenges to the calculation of Class Workweeks to Defense Counsel and Plaintiffs' Counsel and the Administrator's determination of the challenges. The Administrator's determination shall be deemed final and not appealable or otherwise susceptible to challenge, provided the Court does not challenge or otherwise overrule the Administrator's initial determination.

6.7. Objections to Settlement.

6.7.1. Only Participating Class Members may object to the Settlement, including contesting the fairness of the Settlement.

6.7.2. Participating Class Members may send written objections to the Administrator, by email or mail. Alternatively, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

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

6.8. Administrator Duties. The Administrator has a duty and is authorized to perform and observe all tasks necessary to effectuate and administer the Settlement in a manner consistent with the terms of this Agreement.

6.8.1. Email Address and Toll-Free Number. The Administrator will establish, maintain, and use its own company website with their contact information included so that Covered Employees may find the Administrator on the World Wide Web. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Covered Employee telephone calls and emails.

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

6.8.3. Weekly Reports. The Administrator must, on a weekly or biweekly basis, provide written reports to Plaintiffs' Counsel and Defense Counsel that tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Class Workweeks received and/or resolved, and checks mailed for Individual Class Payments. The Weekly Reports must provide the Administrator's assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

6.8.4. Administrator's Declaration. Not later than 14 days before the date by which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Plaintiffs' Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, its mailing of the FLSA Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Covered Employees, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Plaintiffs' Counsel is responsible for filing the Administrator's declaration(s) in Court.

6.8.5. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Plaintiffs' Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline, including filing deadlines, set by the Court, if applicable and if requested by either Party, the Administrator will prepare, and submit to Plaintiffs' Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement.

7. ESCALATION CLAUSE. Defendants represent that the total number of workweeks worked by the Covered Employees is 41,249 as of the date of mediation. If the total number of workweeks exceeds this total by 10% or more (e.g., workweek count x 1.10) for the applicable Covered Periods, Defendants may elect to either (1) end the Covered Periods as of the date that the workweeks exceeds 45,786; or (2) increase the Gross Settlement Amount on a proportional basis equal to the percentage increase in the workweeks above 10%.

8. EMPLOYEE ESTIMATE. Based on the records evaluated, there are an estimated 431 Class Members and 280 Aggrieved Employees covered by this Agreement as of the date of mediation.

9. DEFENDANT'S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendant may, but is not obligated to, elect to withdraw from the Settlement. If Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and neither Party shall have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Settlement Administration Expenses incurred to that point. To elect to withdraw, Defendant must notify Plaintiffs' Counsel and the Court of its election to withdraw not later than 7 days after the Response Deadline.

10. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the Final Approval Hearing, Plaintiffs will file in Court and serve on Defendants a Motion for Final Approval of the Settlement that includes a Proposed Final Approval Order and a Proposed Judgment, which shall specifically state and include a request for approval of the PAGA settlement under Labor Code § 2699, subd. (s). Plaintiffs' Counsel will provide drafts of the Motion for Final Approval and any supporting declarations and the Proposed Final Approval Order and Proposed Judgment to Defense Counsel in advance of filing for Defense Counsel's review. Defendants shall

accept service of the Motion for Final Approval (or any other motions, stipulations, declarations, proposed orders, exhibits, or other documents filed in connection with this Settlement) via electronic service at the email addresses set forth in this Agreement or, if an electronic service agreement is already in place, at the email addresses in the Parties' electronic service agreement.

10.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court prior to the Final Approval Hearing, or as otherwise provided by the Court.

10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement, the Parties will expeditiously work together through counsel in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval.

10.3. Continuing Jurisdiction of the Court. Pursuant to California Code of Civil Procedure § 664.6, the Parties agree, after entry of Judgment, the Court will retain jurisdiction over the Parties, their counsel, the Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

10.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Attorneys' Fees and Litigation Costs set forth in this Settlement, the Parties, their respective counsel, and all Covered Employees, excluding opt outs, as applicable and provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals.

10.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Covered Employees), this Agreement shall be null and void. The Parties shall agree to expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur.

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

12. ADDITIONAL PROVISIONS.

12.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by the Parties that any of the allegations or the defenses in the Operative Complaint have merit or that there is any liability for any claims asserted or that any claims may proceed on a class, collective, or representative basis. The Settlement, this Agreement, and the Parties'

willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

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

12.3. Confidentiality Prior to Preliminary Approval. The Parties separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) to Defendants' parent companies, subsidiaries, or other affiliated companies, all of which will be instructed to keep this Agreement confidential; (3) counsel in a related matter; (4) to the extent necessary to report income to appropriate taxing authorities; (5) in response to a court order or subpoena; or (6) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. With the exception of Defendants' parent companies, subsidiaries, and/or other affiliated companies, the Parties separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Plaintiffs' Counsel's communications with Class Members in accordance with Plaintiffs' Counsel's ethical obligations owed to Class Members.

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

12.5. Attorney Authorization. Plaintiffs' Counsel and Defense Counsel separately warrant and represent that they are authorized by the Parties, 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 reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

12.6. Cooperation. The Parties and their counsel will cooperate and use commercially reasonable efforts, in good faith, to implement the Settlement by modifying the Settlement Agreement, submitting supplemental evidence, and supplementing points and authorities as requested by the Court, among other things. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any

modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

12.7. No Prior Assignments. The Parties separately represent 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 by the Party in this Settlement.

12.8. No Tax Advice. Neither the Parties, Plaintiffs' Counsel, nor Defense Counsel are providing any 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.

12.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or Plaintiffs' Counsel and Defense Counsel, as their legal representatives.

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

12.11. 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, without regard to conflict of law principles.

12.12. 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.

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

12.14. 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.

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

12.16. Notice. All notices or other communications between the Parties required in connection with this Agreement shall be in writing and shall be deemed to have been duly given as of the 3rd business day after mailing by U.S. Mail or the same day if sent by email, addressed as follows:

To Plaintiff(s):

Ferraro Vega Employment Lawyers, Inc.
Attn: Nicholas J. Ferraro
Lauren N. Vega
Conor J.D. Gomez
3333 Camino del Rio South, Suite 300
San Diego, CA 92108 USA
settlements@ferrarovega.com
www.ferrarovega.com

To Defendant(s):

O'Hagan Meyer LLP
Attn: Katherine C. Den Bleyker
Meghan E. McNally
550 S. Hope St., Ste. 2400
Los Angeles, CA 90071
kdenbleyker@ohaganmeyer.com
mmcnally@ohaganmeyer.com

12.17. Execution in Counterparts. This Agreement may be executed using physical and/or electronic signatures (i.e. DocuSign, SignRequest, Adobe Sign, etc.), which shall be accepted as originals for purposes of this Agreement. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

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

12.19. Enforcement. The parties agree to expressly stipulate for the Settlement of the Action on the terms set forth in this Agreement, and hereby agree that Court, upon motion of either party, may enter judgment pursuant to the terms of this Settlement or otherwise enforce a breach of this Settlement. The parties expressly request that the Court retain jurisdiction over the Parties to enforce the Settlement until performance in full of the terms of the settlement, pursuant to Code of Civil Procedure sec. 664.6 and its procedures for enforcement. In the event that one or more of the Parties institutes any legal action or other proceeding against any other Party or Parties to enforce the provisions of this Settlement or to declare rights and/or obligations under this Settlement, the successful Party or Parties will be entitled to recover from the unsuccessful Party or Parties reasonable attorney's fees and costs, including expert witness fees in connection with any enforcement actions.

Signature ref: c1b0da37-5916-4c2a-a7d3-82b863fbf687

SIGNATURES

I have read this Agreement and agree to its terms.

Plaintiff Adrian Quiambao

Date: 05 NOV 2026

Adrian Quiambao

Plaintiff Charles Lynch

Date: _____

Charles Lynch

Defendants THE CENTURUM COMPANIES, et al.

Date: _____

Name: _____

Title: _____

Signature ref: 657c0286-aa0c-4005-b2ed-91a133d6d5c1

SIGNATURES

I have read this Agreement and agree to its terms.

Plaintiff Adrian Quiambao

Date: _____ _____

Adrian Quiambao

Plaintiff Charles Lynch

Date: 05Nov2026 _____

Charles Lynch

Defendants THE CENTURUM COMPANIES, et al.

Date: _____ _____

Name: _____

Title: _____

SIGNATURES

I have read this Agreement and agree to its terms.

Plaintiff Adrian Quiambao

Date: _____ _____

Adrian Quiambao

Plaintiff Charles Lynch

Date: _____ _____

Charles Lynch

Defendants THE CENTURUM COMPANIES, et al.

Date: 11/9/2026 _____

Name: Scott Sommese

Title: VP of Finance

Attachment A

Notice of Class and PAGA Action Settlement

NOTICE OF CLASS AND PAGA ACTION SETTLEMENT

Adrian Quiambao, et al. v. THE CENTURUM COMPANIES, et al.
Superior Court of the State of California for the County of San Diego
Case No. 25CU044564C

This notice is to the following individuals in connection with a pending class and representative PAGA action settlement:

Class Members. The Class Members shall be defined as all current and former non-exempt employees, including employees misclassified as exempt, who worked for Defendants in California at any time during the Class Period, defined as July 17, 2021, through August 10, 2026.

Aggrieved Employees. The Aggrieved Employees shall be defined as all California employees who worked for Defendants during the PAGA Period, defined as June 12, 2024, through August 10, 2026.

Read this notice carefully. Your legal rights could be affected whether you act or not.

The Superior Court of the State of California for the County of San Diego (the "Court") has preliminarily approved settlement of this class and representative action lawsuit filed by Adrian Quiambao and Charles Lynch ("Plaintiffs") against THE CENTURUM COMPANIES, CENTURUM ENTERPRISE SERVICES, INC., CENTURUM INFORMATION TECHNOLOGY, and CENTURUM, INC. ("Centurum") for alleged wage and hour violations (the "Settlement").

The lawsuit is based on the following legal causes of action: (1) failure to pay all overtime wages owed (Fair Labor Standards Act ("FLSA"), 29 U.S.C. §§201 *et seq.*); (2) failure to pay for all hours worked (FLSA, 29 U.S.C. §§201 *et seq.*); (3) failure to pay all wages owed (Cal. Labor Code §§ 200, 218, 1194, 1194.2 and 1197); (4) failure to pay all overtime wages (Cal. Labor Code §§ 510 and 1194); (5) meal period violations (Cal. Labor Code §§ 226.7, 512, and 558); (6) rest period violations (Cal. Labor Code §§ 226.7, 516, and 558); (7) paid sick leave violations (Cal. Labor Code §§ 200, 218, 246 *et seq*.); (8) untimely payment of wages (Cal. Labor Code §§ 204, 210, and 218); (9) wage statement violations (Cal. Labor Code § 226); (10) waiting time penalties (Cal. Labor Code §§ 201 *et seq*.); (11) failure to reimburse business expenses (Cal. Labor Code § 2802); (12) unfair competition (Cal. Business and Professions Code §§ 17200 *et seq*.); and (13) civil penalties under the Private Attorneys General Act (Labor Code §§ 2698 et seq.). Centurum denies all claims and maintains it has fully complied with the law.

Centurum's records reflect you worked **[[Individual Workweeks]]** workweeks during the Class Period of July 17, 2021, through August 10, 2026. Based on this information, your Individual Class Payment is estimated to be **$[[Individual Class Payment]]** (less any applicable state and federal withholdings). The actual amount you may receive will likely be different and will depend on multiple factors, such as how many other individuals decide to opt out.

Additionally, Centurum's records reflect you worked [Insert Pay Periods] during the PAGA Period of June 12, 2024, through August 10, 2026. Based on this information, your Individual PAGA Payment is estimated to be [$Individual PAGA Payment]. You may not opt out of the PAGA Settlement.

YOUR OPTIONS	
DO NOTHING	You do not have to do anything in response to this notice. If you do nothing, you will remain eligible to automatically receive an Individual Class Payment if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement and release your claims in exchange for compensation.
OPT OUT	You may opt out of the class action settlement by submitting a Request for Exclusion form. If you opt out, you may not object to the Settlement, you will not receive an Individual Class Payment, and you shall not be bound by the release provisions in the settlement. You may not opt out of the PAGA settlement or seek exclusion from the PAGA settlement and will be bound by the release provisions in the settlement.
OBJECT	You may object to the class action and/or PAGA settlement by submitting a written objection. If the Court grants final approval of the settlement despite your objection, you will remain eligible to automatically receive an Individual PAGA Payment if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement.

The Court's final approval hearing is scheduled to take place on **[[Final Approval Hearing Date]]** at **[[Final Approval Hearing Time]]** in Dept. C-64 of the San Diego Superior Court, located at 330 W Broadway, San Diego, CA 92101. You do not have to attend but you do have the right to appear. ***For more information, please carefully read this notice.***

1. WHAT IS THE ACTION ABOUT?

The Plaintiffs are former employees of Centurum. The Plaintiffs alleged Centurum violated California labor and employment laws as follows: (1) failure to pay all overtime wages owed (FLSA, 29 U.S.C. §§201 *et seq.*); (2) failure to pay for all hours worked (FLSA, 29 U.S.C. §§201 *et seq.*); (3) failure to pay all wages owed (Cal. Labor Code §§ 200, 218, 1194, 1194.2 and 1197); (4) failure to pay all overtime wages (Cal. Labor Code §§ 510 and 1194); (5) meal period violations (Cal. Labor Code §§ 226.7, 512, and 558); (6) rest period violations (Cal. Labor Code §§ 226.7, 516, and 558); (7) paid sick leave violations (Cal. Labor Code §§ 200, 218, 246 *et seq.*); (8) untimely payment of wages (Cal. Labor Code §§ 204, 210, and 218); (9) wage statement violations (Cal. Labor Code § 226); (10) waiting time penalties (Cal. Labor Code §§ 201 *et seq.*); (11) failure to reimburse business expenses (Cal. Labor Code § 2802); (12) unfair competition (Cal. Business and Professions Code §§ 17200 *et seq.*); and (13) civil penalties under the Private Attorneys

General Act (Labor Code §§ 2698 et seq.). Plaintiffs are represented by Ferraro Vega Employment Lawyers ("Plaintiffs' Counsel.")

Centurum denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT ARE THE PROPOSED SETTLEMENT TERMS?

At the Final Approval Hearing, the Plaintiffs, through their Counsel, will ask the Court to approve a Gross Settlement Amount of $850,000.00 and authorize the following payments from that amount: Service Payments to each Plaintiff ($10,000.00 per Plaintiff), Attorneys' Fees in the amount of $283,305.00, representing 33.33% of the Gross Settlement Amount, Litigation Costs (not to exceed $40,000), the PAGA Payment ($50,000.00), and Administration Expenses to be paid to the third-party settlement administrator (estimated at $10,000.00).

After the above deductions in amounts approved by the Court, the Administrator will calculate and distribute Individual Class Payments to Participating Class Members based on their Class Workweeks and Individual PAGA Payments based on their PAGA Pay Periods. 10% of each Individual Class Payment shall constitute taxable wages ("Wage Portion") and 90% shall constitute interest and penalties ("Non-Wage Portion"). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Centurum will separately pay employer payroll taxes it owes on the Wage Portion. The Administrator will report the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms. The Individual PAGA Payments are not subject to wage withholdings and will be reported on IRS 1099 Forms. Class Members and Aggrieved Employees should consult their tax advisors concerning the tax consequences of the payments they receive under the Settlement.

You will be treated as a Participating Class Member, participating fully in the settlement, unless you submit a signed Request for Exclusion by [[Response Deadline]] (the "Response Deadline)."

After the Judgment is final and Centurum has fully funded the settlement and separately paid all employer payroll taxes, Participating Class Members and Aggrieved Employees will be legally barred from asserting any of the claims released under the settlement, as follows:

2.1. Released Class Claims

Any and all claims or causes of action alleged, or that reasonably could have been alleged, based on the facts stated in the Operative Complaint in the Action, including but not limited to claims for: (1) failure to pay all overtime wages owed (FLSA, 29 U.S.C. §§201 *et seq.*); (2) failure to pay for all hours worked (FLSA, 29 U.S.C. §§201 *et seq.*); (3) failure to pay all wages owed (Cal. Labor Code §§ 200, 218, 1194, 1194.2 and 1197); (4) failure to pay all overtime wages (Cal. Labor Code §§ 510 and 1194); (5) meal period violations (Cal. Labor Code §§ 226.7, 512, and 558); (6) rest period violations (Cal. Labor Code §§ 226.7, 516, and 558); (7) paid sick leave violations (Cal. Labor Code §§ 200, 218, 246 *et seq.*); (8) untimely payment of wages (Cal. Labor Code §§ 204, 210, and 218); (9) wage statement violations (Cal. Labor Code § 226); (10) waiting time penalties (Cal. Labor Code §§ 201 *et seq.*); (11) failure to reimburse business expenses (Cal. Labor Code § 2802); and (12) unfair competition (Cal. Business and Professions Code §§ 17200 *et seq.*). For the

avoidance of doubt, Released Class Claims also include any claims that were alleged, or that reasonably could have been alleged, under the applicable IWC Wage Order(s).

2.2. Released PAGA Claims

Any and all claims and causes of action for civil penalties that were alleged, or that reasonably could have been alleged, based on the facts stated in the PAGA Notice(s) and/or the Operative Complaint in the Action, including but not limited to: any and all claims and causes of action for civil penalties that were alleged, or that reasonably could have been alleged, based on the facts alleged in the PAGA Notice(s) and/or the Operative Complaint in the Action, including but not limited to claims for: (1) failure to pay all overtime wages owed (FLSA, 29 U.S.C. §§201 *et seq.*); (2) failure to pay for all hours worked (FLSA, 29 U.S.C. §§201 *et seq.*); (3) failure to pay all wages owed (Cal. Labor Code §§ 200, 218, 1194, 1194.2 and 1197); (4) failure to pay all overtime wages (Cal. Labor Code §§ 510 and 1194); (5) meal period violations (Cal. Labor Code §§ 226.7, 512, and 558); (6) rest period violations (Cal. Labor Code §§ 226.7, 516, and 558); (7) paid sick leave violations (Cal. Labor Code §§ 200, 218, 246 *et seq*.); (8) untimely payment of wages (Cal. Labor Code §§ 204, 210, and 218); (9) wage statement violations (Cal. Labor Code § 226); (10) waiting time penalties (Cal. Labor Code §§ 201 *et seq*.); (11) failure to reimburse business expenses (Cal. Labor Code § 2802); (12) unfair competition (Cal. Business and Professions Code §§ 17200 *et seq*.); and (13) civil penalties under the Private Attorneys General Act (Cal. Labor Code §§2698 *et seq*.). For the avoidance of doubt, Released PAGA Claims also include any claims that were alleged, or that reasonably could have been alleged, under the applicable IWC Wage Order(s).

3. HOW IS MY INDIVIDUAL CLASS PAYMENT CALCULATED?

The number of Class Workweeks you worked during the Class Period are stated on the first page of this Class Notice. The Administrator will calculate your Individual Class Payment by (1) dividing the Net Settlement Amount by the total number of Class Workweeks worked by all Participating Class Members, and then (2) multiplying the result by the number of Class Workweeks worked by each respective Participating Class Member. In other words, you will receive a proportional recovery based on your length of employment in relation to other Class Members.

4. HOW IS MY INDIVIDUAL PAGA PAYMENT CALCULATED?

The number of Pay Periods you worked during the PAGA Period are stated on the first page of this Class Notice. The Administrator will calculate your Individual PAGA Payment by (1) dividing the Net Settlement Amount by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period, and then (2) multiplying the results by the number of Pay Periods worked by each Aggrieved Employee. In other words, you will receive a proportional recovery based on your length of employment in relation to other Aggrieved Employees.

5. HOW CAN I CORRECT THE NUMBER OF CLASS WORKWEEKS AND/OR PAGA PAY PERIODS?

You have until the Response Deadline to correct or challenge the number of Class Workweeks and PAGA Pay Periods. You can submit your challenge by signing and sending a letter to the Administrator via mail or email to the Administrator at the following address:

Administrator:
CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606
Fax: (949) 419-3446
(833) 816-0845
https://www.cptgroup.com/case-inquiry

The Administrator will accept Centurum's calculation of Class Workweeks and PAGA Pay Periods as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you.

6. HOW WILL I GET PAID?

The Administrator will send, by U.S. mail, a single check to every Participating Class Member and Aggrieved Employee following the Effective Date of this settlement, which is the date on which the Court enters Judgment on its order granting Final Approval of the Settlement and the Judgment is final. Your check will be sent to the same address as this notice. If you change your address, notify the Administrator as soon as possible.

7. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Complete the attached Request for Exclusion form and mail or email it to the Administrator before the Response Deadline. If you opt-out, you will not receive an Individual Class Payment and you will not be bound by the Class Release. If you opt out of the Class Settlement by submitting a timely Request for Exclusion and are an Aggrieved Employee, you will still receive your Individual PAGA Payment and be bound by the PAGA Release.

8. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members and Aggrieved Employees have the right to object to the Settlement by submitting a written objection to the Administrator before the Response Deadline. To object, please provide a written statement to the Administrator advising what you object to, why you object, and any facts that support your objection. Please sign the objection and identify the Action and include your name, current address, telephone number, and your approximate dates of employment.

Alternatively, a Participating Class Member can object (or personally retain a lawyer at your own expense to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection.

9. CAN I ATTEND THE FINAL APPROVAL HEARING?

You may, but are not required to, attend the Final Approval Hearing on [[Final Approval Hearing Date]] at [[Final Approval Hearing Time]] in Dept. C-64 of the San Diego County Superior Court, located at 330 W. Broadway, San Diego, CA 92101. At the hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to the LWDA, Plaintiffs' Counsel, the Plaintiff(s), and the Administrator. The Court will invite comment from objectors, Plaintiffs' Counsel, and Defense Counsel before making a decision.

It is possible the Court will reschedule the Final Approval Hearing. Please review the Court's online docket or contact the Administrator or Plaintiffs' Counsel to verify the date and time of the Final Approval Hearing if you believe it may have been continued or otherwise changed. Additional notice will not be provided in the event the Final Approval Hearing is rescheduled.

10. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Centurum and Plaintiffs have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment, or any other Settlement documents is to go to the following website [[website]]. You can also telephone or send an email to Plaintiffs' Counsel at the address below:

Plaintiffs' Counsel
Nicholas J. Ferraro (State Bar No. 306528)
Lauren N. Vega (State Bar No. 306525)
Conor J.D. Gómez (State Bar No. 337395)
Ferraro Vega Employment Lawyers, Inc.
3333 Camino del Rio South, Suite 300
San Diego, California 92108
(619) 693-7727 telephone
settlements@ferrarovega.com
ferrarovega.com

11. WHAT IF I LOSE MY SETTLEMENT CHECK OR FAIL TO CASH IT?

If you lose or misplace your settlement check, the Administrator will replace it if you request a replacement before the void date on the face of the original check. If your check is already void or you have otherwise failed to cash it, it will be provided to the State of California's Unclaimed Property Division in your name. For more information, please review how to process a claim for your funds with the State of California, https://www.sco.ca.gov/upd_form_claim.html.

DO NOT CONTACT THE COURT OR THE COURT CLERK TO OBTAIN INFORMATION ABOUT THE SETTLEMENT

Attachment B

Request for Exclusion Form

Request for Exclusion, Objection, and Workweek and/or PAGA Pay Period Dispute Form

Adrian Quiambao, et al. v. THE CENTURUM COMPANIES, et al.
Superior Court of the State of California for the County of San Diego
Case No. 25CU044564C

By signing and returning this form, I confirm that I:

☐ do not want to be included in the Settlement or receive a settlement check in the class action lawsuit referenced above. **I understand that by opting out, I am giving up my right to receive any payments in this Settlement.**

☐ object to the Settlement for the following reason(s):

_____
_____
_____
_____
_____.

Additional pages may be attached along with any documentation or other evidence in support of your objection.

☐ dispute my calculated Class Workweeks or PAGA Pay Periods. I believe my total Class Workweeks should be: _____. I believe my total PAGA Pay Periods should be: _____. I worked for Defendant from _____ to _____. Additional pages may be attached along with any documentation or other evidence in support of your dispute to your calculated number of Class Workweeks and/or PAGA Pay Periods.

For this Request for Exclusion (i.e. request to **NOT** be included in the Settlement if marked above), objection (if marked above), and/or Class Workweek and/or PAGA Pay Period dispute to be valid, this form must be postmarked no later than [[Response Deadline]] and mailed via U.S. Mail, emailed, or faxed to the Administrator below:

CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606
Fax: (949) 419-3446
(833) 816-0845
https://www.cptgroup.com/case-inquiry

I confirm I have reviewed the Notice of Class and PAGA Action Settlement and I have made this: request to be excluded from the class action settlement, objection to the settlement, and/or dispute to my Class Workweeks and/or PAGA Pay Periods (as marked above) voluntarily. My decision was fully informed, and I understand the consequences of making such decision.

Dated: _____ _____

	(Signature)
(Last Four Digits of SSN)	*(Type or print name and former name(s))*
(Telephone Number)	*(Address)*

Attachment C

FLSA Notice

NOTICE OF PROPOSED CLASS AND COLLECTIVE ACTION SETTLEMENT AND FINAL APPROVAL HEARING

To: All non-exempt employees employed by Defendants THE CENTURUM COMPANIES, CENTURUM ENTERPRISE SERVICES, INC., CENTURUM INFORMATION TECHNOLOGY, and CENTURUM, INC. ("Defendants"), including employees misclassified as exempt, who worked for Defendants in the United States of America at any time from July 17, 2022, through August 10, 2026 (the "FLSA Covered Period").

PLEASE READ THIS NOTICE CAREFULLY

IT MAY AFFECT YOUR LEGAL RIGHTS TO MONEY YOU MAY BE OWED IN CONNECTION WITH YOUR EMPLOYMENT BY DEFENDANTS. **IF YOU WANT TO PARTICIPATE IN THE SETTLEMENT, INCLUDING BEING ENTITLED TO ANY PAYMENT FROM THE SETTLEMENT, YOU MUST CASH YOUR SETTLEMENT CHECK WITHIN 180 DAYS OF ISSUANCE.**

PURSUANT TO THE ORDER OF THE CALIFORNIA SUPERIOR COURT FOR THE COUNTY OF SAN DIEGO (THE "COURT") ENTERED ON [DATE OF PRELIMINARY APPROVAL], YOU ARE HEREBY NOTIFIED AS FOLLOWS:

WHAT IS THIS NOTICE ABOUT?

A proposed settlement (the "Settlement") has been reached between Plaintiffs Adrian Quiambao and Charles Lynch ("Plaintiffs") and Defendants THE CENTURUM COMPANIES, CENTURUM ENTERPRISE SERVICES, INC., CENTURUM INFORMATION TECHNOLOGY, and CENTURUM, INC. ("Defendants"), in the class action pending in the Court (the "Action") brought on behalf of the following individuals (the "Class Members"):

1. All current and former non-exempt employees of Defendants, including those misclassified as exempt, who worked in California at any time from July 17, 2021 through August 10, 2026 ("California Class Members").

2. All current and former non-exempt employees of Defendants, including employees misclassified as exempt, who worked for Defendants in the United States of America at any time during the FLSA Covered Period ("Collective Members").

The Court preliminarily approved the Settlement and conditionally certified the Class Members for purposes of the Settlement. You received this notice because Defendants' records indicate that you are a Collective Member.

This notice informs you of how you participate in the Settlement if you choose to do so.

WHAT IS THIS LAWSUIT ABOUT?

The Action, which is pending in the California Superior Court for the County of San Diego, is titled *"Quiambao, et al. v. The Centurum Companies, et al.*," Case No. 25CU044564C.

Plaintiffs allege that under California law, Defendants failed to pay legally required minimum wages, overtime, and paid sick leave and/or pay such wages at the correct rates of pay; failed to provide meal and rest periods and pay meal and rest period premiums at the regular rate of pay; failed to maintain accurate records; failed to furnish accurate itemized wage statements; failed to reimburse necessary business expenses; failed to timely pay all wages due during employment; and failed to pay all wages due upon separation of employment. Plaintiffs further allege that Defendants failed to pay all overtime wages owed and failed to pay for all hours worked under the Fair Labor Standards Act ("FLSA"), 29 U.S.C. § 201 et seq.

Defendants deny that it engaged in unlawful activity, failed to comply with the law, or has any liability to anyone under the claims.

After good-faith negotiations, in which both sides recognized the risk of an uncertain outcome, Plaintiffs and Defendants agreed to settle the claims that arise out of or relate to the allegations in the Action (the "Covered Claims").

The Settlement represents a compromise of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendants that Plaintiffs' claims in the Action have merit or that it has any liability to Plaintiffs or the proposed classes on those claims. On the contrary, Defendants deny any and all such liability, and maintain that it complied with all applicable laws.

The parties and their counsel concluded that the Settlement is advantageous, considering the risks and uncertainties of continued litigation. The parties and their counsel determined that the Settlement is fair, reasonable, and adequate and is in the best interests of the Class.

WHAT WILL I RECEIVE FROM THE SETTLEMENT?

1. Defendants will pay a maximum of $850,000 as the Gross Settlement Amount. The Gross Settlement Amount will fund all payments to be made under the Settlement.

2. The "Net Settlement Amount" is the amount from the Gross Settlement Amount that is available for distribution as Settlement Shares to Class Members and Collective Members after deductions for the Class Representative Payment(s), the Attorneys' Fees and Litigation Costs, and the Administrator's Expenses.

3. Out of the Net Settlement Amount, Defendants will pay a Settlement Share to each California Class Member who does not timely submit an Exclusion Letter, and to each Collective Member who timely elects to participate and opts into the settlement.

4. Each Class Member's Settlement Share represents your pro rata share of the Net Settlement Amount considering Defendants' records of your dates of employment and the number of eligible workweeks you worked in a Customer Care role and/or the number of eligible RSU vesting events you had, based on a formula agreed by Plaintiffs and Defendants.

5. The estimated amount of your calculated Settlement Share is **[INSERT $]**. Ten percent (10%) of each Settlement Share (the "Wage Portion") is subject to deductions for applicable taxes and withholdings like any other paycheck, and for which you will receive a W-2; and ninety percent (90%) of each Settlement Share (the "Non-Wage Portion") will be reported on an IRS form 1099. The Settlement Shares and other amounts awarded by the Court will be paid after final court approval of the Settlement, entry of the final judgment, and the exhaustion of all rights to appeal or review, or after any appeal or review has been resolved in favor of the Settlement.

HOW DO I PARTICIPATE IN THE SETTLEMENT?

As a Collective Member, you will automatically receive a settlement check, on the back of which will be reflected a claim form to consent to opt into the settlement and release language, **after** the Court grants final approval of the Settlement, the period for appeals has passed, and the Settlement becomes Final. Endorse the claim form located on the back of your settlement check and/or timely otherwise negotiate or deposit your settlement check within one hundred eighty (180) days will opt you into the Action and Settlement, and you will be bound by the terms of the Settlement. Collective Members who do not timely endorse the claim form located on the back of their settlement check and/or timely otherwise negotiate or deposit their settlement check will be foreclosed from and be deemed to have waived their right to participate in the Action and the Settlement but will not waive any other rights to otherwise pursue any claims. The amounts of any settlement checks that are not timely endorsed, negotiated, or deposited will be redistributed, on a pro rata basis, to the Collective Members who timely opted in.

WHAT CLAIMS ARE BEING RELEASED AS PART OF THE SETTLEMENT?

In consideration for their awarded Settlement Shares, all Collective Members who consent to opt in to the Settlement by endorsing the back-of-the-check claim form and/or otherwise negotiating or depositing the settlement check release any and all claims, rights, demands, liabilities and causes of action against the Released Parties, known or unknown, arising at any time during the FLSA Covered Period while employed in non-exempt job role, based on the allegations Defendants failed to pay all legally required minimum and overtime wages. The released claims include but are not limited to claims brought under the FLSA, and any similar federal, state, municipal or local laws; and include claims for wages, statutory or civil penalties, liquidated damages, interest, and injunctive or other relief, as well as claims for attorneys' fees and costs (the "Collective Members' Released Claims").

WHAT ARE THE OTHER TERMS OF THE SETTLEMENT?

1. **Class Representative Payments:** Plaintiffs will seek approval from the Court for a payment of $10,000 for each Plaintiff in consideration of initiating and pursuing the Action, undertaking the risk of liability for attorneys' fees and expenses in the event they were unsuccessful, and granting the general release as part of the Settlement. This payment, which will be paid in addition to Plaintiffs' Settlement Shares, will be made out of the Gross Settlement Amount.

2. **Class Counsel Fees and Expenses Payment:** As part of the final approval hearing, Class Counsel will request up to 33.33% of the Gross Settlement Amount (e.g., $283,305) plus costs in an amount not to exceed $40,000 as their Class Counsel Fees and Expenses Payment. Defendants do not oppose this payment. This amount constitutes full and complete compensation for all legal fees, costs, and expenses of Class Counsel in connection with the litigation and all work done through the completion of the litigation. Class Members will not be required to pay Class Counsel for any other attorneys' fees, costs or expenses out of their own pockets. Class Counsel's attorneys' fees and expenses as approved by the Court will be paid out of the Gross Settlement Amount.

3. **LWDA Payment:** Out of the Gross Settlement Amount, $50,000 will be allocated to the settlement of the PAGA claim for civil penalties (the "PAGA Payment"). Of the PAGA Payment, $32,500 will be paid to the California Labor and Workforce Development Agency (the "LWDA Payment"), and $17,500 will be distributed to California Class Members who worked for Defendants in California at any time from June 12, 2024 through August 10, 2026 (the "Aggrieved Employees"), regardless of whether they request exclusion.

4. **Plaintiffs and Class Counsel's Support of the Settlement:** Plaintiffs as Class Representatives and Class Counsel support the Settlement. Their reasons include issues such as the risk of a trial on the merits, the inherent delays and uncertainties associated with litigation, and the possibility that the Class Members are not entitled to any recovery. Based on their experience litigating similar cases, Class Counsel believes that further proceedings, including a trial and probable appeals, would be expensive and protracted. No one can predict how the various legal questions at issue, including the amount of damages, would be resolved. Therefore, upon careful consideration, Class Counsel believes that the Settlement is fair, reasonable, and adequate.

WHAT ARE MY RIGHTS AS A COLLECTIVE MEMBER?

1. **Participating in the Settlement:** As a Collective Member, if you timely endorse the back-of-the-check claim form and/or otherwise negotiate or deposit the Settlement Check issued after final approval of the Settlement, you will be bound by the terms of the Settlement and any final judgment that may be entered by the Court, and you will be deemed to have released the claims against Defendants, and the other Released Parties. As a Collective Member, you will not be responsible for the payment of attorneys' fees or reimbursement of litigation expenses unless you retain your own counsel, in which event you will be responsible for your own attorneys' fees and expenses.

Consistent with Defendants' policies, there will be no retaliation or adverse action taken against any Collective Member who participates in or chooses not participate in the Settlement.

2. **Change of Address:** It is your obligation to keep the Settlement Administrator informed of any changes in your mailing address until your Settlement Share is received, should final approval of the Settlement be granted. Failing to provide the Settlement Administrator with any change of your mailing address may prevent you from receiving your Settlement Share. You may contact the Settlement Administrator at [ADDRESS AND PHONE].

THE LAWYERS FOR THE PARTIES

CLASS COUNSEL

Ferraro Vega Employment Lawyers, Inc.
Attn: Nicholas J. Ferraro
Lauren N. Vega
Conor J.D. Gomez
3333 Camino del Rio South, Suite 300
San Diego, CA 92108 USA
settlements@ferrarovega.com
www.ferrarovega.com

DO NOT TELEPHONE THE COURT.

FINAL SETTLEMENT APPROVAL HEARING

The Court will hold a final approval hearing on _____, 20_, at_: _:_ a.m., in Department C-64 of the California Superior Court for the County of San Diego, 330 W. Broadway, San Diego, CA 92101, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court will also be asked to approve the requests for the Class Representative Payment and the Class Counsel Fees and Expenses Payment, along with the LWDA Payment.

The hearing may be postponed without further notice to the Class. **It is not necessary for you to appear at this hearing.**

GETTING MORE INFORMATION

The above is a summary of the Settlement. For more information, the pleadings and other records, including the Settlement Agreement, may be examined during regular business hours at the Clerk's Office, of the California Superior Court for the County of San Diego, 330 W. Broadway, San Diego, CA 92101; or you may contact Class Counsel at [(XXX) XXX-XXXX] or the Settlement Administrator at [(XXX) XXX-XXXX]. Reference the *Quiambao, et al. v. The Centurum Companies, et al.,* Wage and Hour Settlement.

DO NOT CONTACT THE COURT OR DEFENDANTS' COUNSEL ABOUT THE SETTLEMENT.

Attachment D

FLSA Claim Form and Consent to Join

SUPERIOR COURT OF THE STATE OF CALIFORNIA, COUNTY OF SAN DIEGO

Adrian Quiambao and Charles Lynch, et al. v. The Centurum Companies, Centurum Enterprise Services, Inc., Centurum Information Technology, and Centurum, Inc.

Case No. 25CU044564C

FLSA COLLECTIVE MEMBER CLAIM FORM AND CONSENT TO JOIN SETTLEMENT

(Fair Labor Standards Act, 29 U.S.C. § 216(b))

WHO MAY USE THIS FORM AND HOW TO OPT IN

This form applies to **Collective Members**: all current and former non-exempt employees of Defendants, including employees misclassified as exempt, who worked for Defendants in the United States of America at any time from July 17, 2022 through August 10, 2026 (the "FLSA Covered Period").

YOU DO NOT NEED TO MAIL OR RETURN THIS FORM. After the Court grants final approval and the Settlement becomes Final, you will automatically receive a settlement check. This Claim Form and Consent to Join is printed on the back of that check.

To opt in to the Action and the Settlement, you must do one of the following **within one hundred eighty (180) days of the check's issuance date, i.e., by [VOID DATE]**:

1. Endorse (sign) the Claim Form on the back of your settlement check; and/or
2. Otherwise cash, deposit, or negotiate your settlement check.

If you do not timely endorse, cash, deposit, or negotiate your check, you will not opt in, will not receive a Settlement Share, and will not release any claims. The amounts of uncashed checks will be redistributed to the Collective Members who timely opted in. You will not waive any other rights to pursue your claims.

There will be no retaliation or adverse action taken against any Collective Member who participates or chooses not to participate in the Settlement.

CONSENT TO JOIN AND RELEASE

By endorsing this Claim Form and/or cashing, depositing, or otherwise negotiating my settlement check, I acknowledge and agree as follows:

1. **Consent to Join.** I consent to join the Action, *Quiambao, et al. v. The Centurum Companies, et al.*, San Diego County Superior Court Case No. 25CU044564C, as a party plaintiff under the Fair Labor Standards Act, 29 U.S.C. § 216(b), for purposes of the Settlement.
2. **Receipt of Notice.** I received the Notice of Proposed Class and Collective Action Settlement and understand that I am a Collective Member.

3. **Representation.** I designate Plaintiffs Adrian Quiambao and Charles Lynch and Class Counsel, Ferraro Vega Employment Lawyers, Inc., to represent me in the Action and to act on my behalf concerning the Settlement.
4. **Bound by Settlement.** I agree to be bound by the terms of the Settlement and any final judgment entered by the Court.
5. **Release.** In consideration for my Settlement Share, I release any and all claims, rights, demands, liabilities, and causes of action against the Released Parties, known or unknown, arising at any time during the FLSA Covered Period (July 17, 2022 through August 10, 2026) while employed in a non-exempt job role, based on the allegations that Defendants failed to pay all legally required minimum and overtime wages. The released claims include but are not limited to claims brought under the FLSA and any similar federal, state, municipal, or local laws; and include claims for wages, statutory or civil penalties, liquidated damages, interest, and injunctive or other relief, as well as claims for attorneys' fees and costs (the "Collective Members' Released Claims").
6. **Tax Treatment.** I understand that 10% of my Settlement Share is treated as wages, subject to applicable taxes and withholdings and reported on an IRS Form W-2, and 90% is treated as non-wages reported on an IRS Form 1099.
7. **Fees.** I will not be responsible for Class Counsel's attorneys' fees or litigation expenses unless I retain my own counsel.

COLLECTIVE MEMBER INFORMATION AND SIGNATURE

Full name: _____

Former names used while employed by Defendants: _____

Mailing address: _____

_____

Telephone: _____

Email: _____

Last four digits of SSN: _____

Signature (endorsement): _____

Date: _____

Questions or address changes: contact the Settlement Administrator at [ADDRESS AND PHONE], or Class Counsel, Ferraro Vega Employment Lawyers, Inc., 3333 Camino del Rio South, Suite 300, San Diego, CA 92108, settlements@ferrarovega.com, [(XXX) XXX-XXXX].

BACK-OF-CHECK ENDORSEMENT LEGEND

Short-form version for printing above the endorsement line on the settlement check:

FLSA CLAIM FORM, CONSENT TO JOIN, AND RELEASE. By endorsing, cashing, depositing, or otherwise negotiating this check, I consent to join *Quiambao, et al. v. The Centurum Companies, et al.*, San Diego Superior Court Case No. 25CU044564C, as a party plaintiff under 29 U.S.C. § 216(b); I agree to be bound by the Settlement and Judgment; and I release the Released Parties from all Collective Members' Released Claims, namely all claims, known or unknown, arising from July 17, 2022 through August 10, 2026 while employed in a non-exempt job role, based on allegations that Defendants failed to pay all legally required minimum and overtime wages, including under the FLSA and any similar federal, state, municipal, or local laws. This check is void if not negotiated within 180 days of issuance ([VOID DATE]).

Endorsement: _____ Date: _____