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and on behalf of herself and all others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF KERN**

CINDY PEREZ, an individual and on behalf
of all others similarly situated,

Plaintiff,

v.

PRO SAFETY & RESCUE, INC., a California
corporation; and DOES 1 to 100, inclusive,

Defendant.

CASE NO.: BCV-22-103333-TSC
(RELATED WITH CASE NO. BCV-23-
103227-BCB)

[Assigned for all purposes to the Hon. Thomas
S. Clark in Dept 17]

**CLASS AND PAGA SETTLEMENT
AGREEMENT**

Action Filed: December 13, 2022

Trial Date: None

1 This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between
2 plaintiff Cindy Perez (“Plaintiff”) and defendant Pro Safety & Rescue, Inc. (“Defendant”). The
3 Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

4 **1. DEFINITIONS**

5 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant,
6 captioned *Cindy Perez v. Pro Safety & Rescue, Inc.*, Case No. BCV-22-103333, initiated on
7 December 13, 2022, and pending in Superior Court of the State of California, County of Kern and
8 Plaintiff’s PAGA Complaint which was captioned *Cindy Perez, an aggrieved employees and all*
9 *other aggrieved employees under the Labor Code Private Attorney General Act of 2004 vs. Pro*
10 *Safety & Rescue Inc*, KCSC Case No. BCV-23-103327.

11 1.2. “Administrator” means Phoenix Settlement Administrators, the neutral entity the Parties
12 have agreed to appoint to administer the Settlement.

13 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from
14 the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the
15 Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval
16 of the Settlement.

17 1.4. “Aggrieved Employee” means a person employed by Defendant in California and classified
18 as a non-exempt, hourly-paid employee who worked for Defendant during the PAGA Period.

19 1.5. “Class” means all persons employed by Defendant in California and classified as a non-
20 exempt, hourly-paid employee who worked for Defendant during the Class Period .

21 1.6. “Class Counsel” means David D. Bibiyan and Vedang J. Patel of Bibiyan Law Group, P.C.

22 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the
23 amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses,
24 respectively, incurred to prosecute the Action.

25 1.8. “Class Data” means Class Member identifying information in Defendant’s custody,
26 possession, or control, including the Class Member’s (1) name; (2) last known address(es); (3) last
27 known telephone number(s); (4) last known Social Security Number(s); and (5) the dates of
28 employment (i.e., hire dates, and, if applicable, re-hire date(s) and/or separation date(s)).

- 1 1.9. "Class Member" or "Settlement Class Member" means a member of the Class, as either a
2 Participating Class Member or Non-Participating Class Member (including a Non- Participating
3 Class Member who qualifies as an Aggrieved Employee).
- 4 1.10. "Class Member Address Search" means the Administrator's investigation and search for
5 current Class Member mailing addresses using all reasonably available sources, methods and means
6 including, but not limited to, the National Change of Address database, skip traces, and direct
7 contact by the Administrator with Class Members.
- 8 1.11. "Class Notice" means the COURT APPROVED NOTICE OF CLASS ACTION
9 SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class
10 Members in English and Spanish in the form, without material variation, attached as Exhibit A and
11 incorporated by reference into this Agreement.
- 12 1.12. "Class Period" means the period from December 13, 2018 through February 9, 2025.
- 13 1.13. "Class Representative" means the named Plaintiff in the operative complaint in the Action
14 seeking Court approval to serve as a Class Representative.
- 15 1.14. "Class Representative Service Payment" means the payment to the Class Representative for
16 initiating the Action and providing services in support of the Action.
- 17 1.15. "Court" means the Superior Court of California, County of Kern.
- 18 1.16. "Defendant" means named defendant Pro Safety & Rescue, Inc.
- 19 1.17. "Defense Counsel" means John Szewczyk of CLIFFORD BROWN.
- 20 1.18. "Effective Date" means the later of: (a) the Court enters a Judgment on its Order Granting
21 Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the
22 latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement,
23 the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the
24 Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely
25 appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues
26 a remittitur.
- 27 1.19. "Final Approval" means the Court's order granting final approval of the Settlement.
- 28 1.20. "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of

1 the Settlement.

2 1.21. "Final Judgment" means the Judgment entered by the Court based upon the Final Approval.

3 1.22. "Gross Settlement Amount" means \$205,000.00 (Two Hundred and Five Thousand Dollars
4 and Zero Cents) which is the total amount Defendant agrees to pay under the Settlement, except as
5 provided in Paragraph 8.1 below and any and all employer payroll taxes owed on the Wage Portions
6 of the Individual Class Payments. The Gross Settlement Amount will be used to pay Individual
7 Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees,
8 Class Counsel Expenses, Class Representative Service Payment, and Administrator's Expenses.

9 1.23. "Individual Class Payment" means the Participating Class Member's pro rata share of the
10 Net Settlement Amount calculated according to the number of Workweeks worked during the Class
11 Period.

12 1.24. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of 25% of the
13 PAGA Penalties calculated according to the number of Workweeks worked during the PAGA
14 Period.

15 1.25. "Judgment" means the judgment entered by the Court based upon Final Approval.

16 1.26. "LWDA" means the California Labor and Workforce Development Agency, the agency
17 entitled, under Labor Code section 2699, subd. (i).

18 1.27. "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under
19 Labor Code section 2699, subd. (i).

20 1.28. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments
21 in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment,
22 Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation
23 Expenses Payment, and Administration Expenses Payment. The remainder is to be paid to
24 Participating Class Members as Individual Class Payments.

25 1.29. "Non-Participating Class Member" means any Class Member who opts out of the Settlement
26 by sending the Administrator a valid and timely Request for Exclusion.

27 1.30. "Operative Complaint" means the action filed in Kern County Superior Court entitled *Cindy*
28 *Perez, an individual and on behalf of all others similarly situated vs. Pro Safety & Rescue Inc,*

- 1 KCSC Case No. BCV-22-103333.
- 2 1.31. "PAGA Complaint" means the action filed in Kern County Superior Court entitled *Cindy*
3 *Perez, an aggrieved employees and all other aggrieved employees under the Labor Code Private*
4 *Attorney General Act of 2004 vs. Pro Safety & Rescue Inc*, KCSC Case No. BCV-23-103327.
- 5 1.32. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked
6 for Defendant for at least one day during the PAGA Period, based on hire dates, re-hire dates (as
7 applicable), and termination dates (as applicable).
- 8 1.33. "PAGA Period" means the period from December 13, 2021 through the end of the Class
9 Period.
- 10 1.34. "PAGA" means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).
- 11 1.35. "PAGA Notice" means plaintiff's December 13, 2022 letter to Defendant and the LWDA,
12 providing notice pursuant to Labor Code section 2699.3 subd. (a).
- 13 1.36. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Gross
14 Settlement Amount, allocated 25% to the Aggrieved Employees (\$5,125.00) and the 75% to the
15 LWDA (\$15,375.00) in settlement of PAGA claims.
- 16 1.37. "Participating Class Member" means a Class Member who does not submit a valid and
17 timely Request for Exclusion from the Settlement.
- 18 1.38. "Plaintiff" means Cindy Perez the named plaintiff in the Action.
- 19 1.39. "Preliminary Approval" means the Court's Order Granting Preliminary Approval of the
20 Settlement.
- 21 1.40. "Preliminary Approval Order" means the proposed Order granting Preliminary Approval
22 and Approval of PAGA Settlement.
- 23 1.41. "Released Class Claims" means the claims being released as described in Paragraph 5.2
24 below.
- 25 1.42. "Released PAGA Claims" means the claims being released as described in Paragraph 5.4
26 below.
- 27 1.43. "Released Parties" means: Defendant, and each of its former, present and future owners,
28 parents, and subsidiaries, and all of their current, former, and future officers, directors, members,

managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

1.44. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.45. “Response Deadline” means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) mail Requests for Exclusion from the Settlement, or (b) mail his or her Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 15 days beyond the Response Deadline has expired.

1.46. “Settlement” means the disposition of the Actions and Operative Complaint effected by this Agreement and the Judgment.

1.47. “Workweek” means any week during which a Class Member worked for Defendant, for at least one day during the Class Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

2. RECITALS

2.1. On December 13, 2022, Plaintiff commenced this Action by filing a complaint against Defendant for: failure to pay overtime and minimum wages; failure to provide meal breaks, rest breaks, or compensation in lieu thereof; waiting time penalties; wage statement violations; failure to timely pay wages; failure to indemnify; failure to pay interest on deposits; and unfair competition (“Class Action”).

2.2. Also on December 13, 2022, Plaintiff served on Defendant a notice under Labor Code section 2699.3 stating Plaintiff intended to serve as a proxy of the LWDA to recover civil penalties on behalf of Aggrieved Employees for various Labor Code violations (“PAGA Notice”).

2.3. On September 27, 2023, after sixty-five (65) days had passed without any communication or action by the LWDA with respect to the Labor Code violations alleged in the PAGA Notice, Plaintiff filed a separate representative action under PAGA against Defendant in the Superior Court of California, County of Kern, Case No. BCV-23-103227, for the Labor Code violations set out in

1 the PAGA Notice (“PAGA Action”). As part of this Agreement, the Parties agree to stipulate to
2 Plaintiff’s filing of a First Amended Complaint in the Class Action, adding all allegations brought
3 in the PAGA Action, and to request for dismissal without prejudice of the PAGA Action, thereby
4 effectively consolidating the two actions for purposes of Settlement (hereinafter, the “Action”). The
5 First Amended Complaint is the operative complaint in the Action (“Operative Complaint”)

6 2.4. Thereafter, the Parties agreed to exchange informal discovery and attend mediation.

7 2.5. Prior to mediation Plaintiff obtained, through informal discovery: (a) time and payroll
8 records for a sample of 40 employees; (b) Defendant’s 2024 employee handbook; (c) meal period
9 waivers and on duty agreements for some of the 40 nonrandomly sampled employees; and (d)
10 Plaintiff’s personnel file.

11 2.6. Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in
12 *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail,*
13 *Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).

14 2.7. On December 11, 2024, the Parties participated in an all-day mediation presided over by
15 Tagore Subramaniam, Esquire. The mediation was successful, and the Parties agreed to globally
16 resolve all class and PAGA claims in the Action.

17 2.8. The Court has not granted class certification.

18 2.9. The Parties, Class Counsel, and Defense Counsel represent that they are not aware of any
19 other pending matter or action asserting claims that will be extinguished or affected by the
20 Settlement.

21 3. MONETARY TERMS

22 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8.1 below, Defendant
23 promises to pay \$205,000.00 as the Gross Settlement Amount, unless increased pursuant to
24 Paragraph 8.1 of this Agreement, and to separately pay any and all employer payroll taxes owed on
25 the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross
26 Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this
27 Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or
28 requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition

1 of payment. None of the Gross Settlement Amount will revert to Defendant.

2 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the
3 following payments from the Gross Settlement Amount, in the amounts specified by the Court in
4 the Final Approval:

5 3.2.1. To Plaintiff: Class Representative Service Payment to Plaintiff of not more than
6 \$10,000.00 in addition to any Individual Class Payment and any Individual PAGA Payment
7 Plaintiff is entitled to receive as a Participating Class Member. Defendant will not oppose
8 Plaintiff's request for a Class Representative Service Payment that does not exceed this
9 amount. As part of the motion for Class Counsel Fees Payment and Class Litigation
10 Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service
11 Payments prior to the Final Approval Hearing. If the Court approves a Class
12 Representative Service Payment less than the amount requested, the Administrator will
13 retain the remainder in the Net Settlement Amount. The Administrator will pay the Class
14 Representative Service Payment using IRS Form 1099. Plaintiff assumes full
15 responsibility and liability for employee taxes owed on the Class Representative Service
16 Payment.

17 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 35% of the Gross
18 Settlement Amount, which, unless escalated pursuant to Paragraph 8.1 of this Agreement,
19 is currently estimated to be \$71,750.00 and a Class Counsel Litigation Expenses Payment
20 of not more than \$30,000.00. Defendant will not oppose requests for these payments
21 provided that do not exceed these amounts. Plaintiff and/or Class Counsel will endeavor
22 to file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment
23 prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment
24 and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the
25 Administrator will allocate the remainder to the Net Settlement Amount. Released Parties
26 shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any
27 claim to any portion any Class Counsel Fee Payment and/or Class Counsel Litigation
28 Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class

1 Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assume full
2 responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class
3 Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies
4 Defendant, from any dispute or controversy regarding any division or sharing of any of
5 these Payments. There will be no additional charge of any kind to either the Settlement
6 Class Members or request for additional consideration from Defendant for such work
7 unless, Defendant materially breaches this Agreement, including any term regarding
8 funding, and further efforts are necessary from Class Counsel to remedy said breach,
9 including, without limitation, moving the Court to enforce the Agreement. Should the Court
10 approve attorneys' fees and/or litigation costs and expenses in amounts that are less than
11 the amounts provided for herein, then the unapproved portion(s) shall be a part of the Net
12 Settlement Amount.

13 3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed
14 \$10,500.00 except for a showing of good cause and as approved by the Court. To the extent
15 the Administration Expenses are less or the Court approves payment less than \$10,500.00,
16 the Administrator will retain the remainder in the Net Settlement Amount.

17 3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by
18 (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all
19 Participating Class Members during the Class Period and (b) multiplying the result by each
20 Participating Class Member's Workweeks.

21 3.2.4.1. Tax Allocation of Individual Class Payments. 20% of each Participating
22 Class Member's Individual Class Payment will be allocated to settlement of wage
23 claims (the "Wage Portion"). The Wage Portions are subject to tax withholding
24 and will be reported on an IRS W-2 Form. The 80% of each Participating Class
25 Member's Individual Class Payment will be allocated to settlement of claims for
26 interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not
27 subject to wage withholdings and will be reported on IRS 1099 Forms.
28 Participating Class Members assume full responsibility and liability for any

employee taxes owed on their Individual Class Payment.

3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The 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.

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$20,500.00 to be paid from the Gross Settlement Amount, with 75% (\$15,375.00) allocated to the LWDA PAGA Payment and 25% (\$5,125.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties \$5,125.00 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

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

4. SETTLEMENT FUNDING AND PAYMENTS

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant estimates there are 400 Class Members who collectively worked a total of 8,475 Workweeks, and 346 of Aggrieved Employees who worked a total of 4,238 PAGA Pay Periods.

4.2. Class Data. Not later than 14 days after execution of this Settlement Agreement, Defendant will simultaneously deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class

1 Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose,
2 and restrict access to the Class Data to Administrator employees who need access to the Class Data
3 to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify
4 Class Counsel if it discovers that the Class Data omitted class member identifying information and
5 to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension
6 of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and
7 their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve
8 any issues related to missing or omitted Class Data.

9 4.3. Funding of Gross Settlement Amount. Defendant shall begin making monthly payments in
10 the amount of \$10,000.00 per month 14 days after full execution of the Agreement until the Gross
11 Settlement Amount is fully funded. The monthly payments shall be made to an escrow account to
12 be established by the Settlement Administrator. Defendant shall also fund the amounts necessary to
13 fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later
14 than 14 days after fully funding the Gross Settlement Amount

15 4.4. Payments from the Gross Settlement Amount. Within 7 days after Defendant funds the
16 Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all
17 Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment,
18 the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class
19 Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class
20 Counsel Litigation Expenses Payment and the Class Representative Service Payment shall not
21 precede disbursement of Individual Class Payments, and the Individual PAGA Payments.

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

Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

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

4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the *cy pres* recipient, Legal Aid at Work, for use in San Francisco.

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

5. RELEASE OF CLAIMS

Effective upon entry of Judgment, the Order granting Final Approval of this Settlement, and on the date when Defendant fully funds the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

5.1. Plaintiff's Release. Plaintiff and his or her respective former and present spouses,

1 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release
2 and discharge Released Parties from all claims, transactions, or occurrences, including, but not
3 limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts
4 contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have
5 been, alleged based on facts contained in the Operative Complaint and Plaintiff's PAGA Complaint
6 as well as Plaintiff's PAGA Notice ("Plaintiff's Release."). Plaintiff's Release does not extend to
7 any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment
8 benefits, disability benefits, social security benefits, workers' compensation benefits that arose at
9 any time, or based on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff
10 may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows
11 or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective
12 in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

13 5.1.1. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For purposes
14 of Plaintiff's Release only, Plaintiff expressly waives and relinquish the provisions, rights,
15 and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

20 5.2. Release by Participating Class Members: For the duration of the Class Period, all
21 Participating Class Members, on behalf of themselves and their respective former and present
22 representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released
23 Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts
24 stated in the Operative Complaint as defined herein, to wit, *Cindy Perez, an individual and on behalf*
25 *of all others similarly situated vs. Pro Safety & Rescue Inc.*, KCSC Case No. BCV-22-103333,
26 including, but not limited: (1) all claims for failure to pay overtime wages; (2) all claims for failure
27 to pay minimum wages; (3) all claims for failure to provide meal periods, or compensation in lieu
28 thereof; (4) all claims for failure to provide compliant rest periods, or compensation in lieu thereof

(5) all claims for the failure to pay wages due upon termination or resignation; (6) all claims for non-compliant wage statements; (7) all claims for failure to timely pay wages (8) all claims for failure to indemnify (9) all claims for failure to pay interest on deposits; and (10) all claims for unfair competition.

5.3. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

5.4. Release by Aggrieved Employees: For the duration of the PAGA Period, all Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA civil penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the "PAGA Complaint" as defined herein, to wit *Cindy Perez, an aggrieved employees and all other aggrieved employees under the Labor Code Private Attorney General Act of 2004 vs. Pro Safety & Rescue Inc.*, KCSC Case No. BCV-23-103327, and the PAGA Notice.

6. MOTION FOR PRELIMINARY APPROVAL

The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's current checklist for Preliminary Approvals.

6.1. Defendant's Declaration in Support of Preliminary Approval. Within 7 days of full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed declaration from Defendant and Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator and Cy Pres Recipient.

6.2. Plaintiff's Responsibilities. Plaintiff will prepare and to deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval

1 of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the
2 Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its
3 willingness to serve; competency; operative procedures for protecting the security of Class Data;
4 amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all
5 facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and
6 extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a signed
7 declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts
8 relevant to any actual or potential conflicts of interest with Class Members; (v) a signed declaration
9 from each Class Counsel firm attesting to its competency to represent the Class Members; its timely
10 transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor
11 Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this
12 Agreement (Labor Code section 2699, subd. (l)(2)); and (vi) all facts relevant to any actual or
13 potential conflict of interest with Class Members and the Administrator.

14 6.3. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for
15 expeditiously finalizing and filing the Motion for Preliminary Approval after the full execution of
16 this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for
17 appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is
18 responsible for delivering the Court’s Preliminary Approval to the Administrator.

19 6.4. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
20 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and
21 Defense Counsel will expeditiously work together on behalf of the Parties by meeting and
22 conferring, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary
23 Approval or conditions Preliminary Approval on any material change to this Agreement, Class
24 Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting
25 and conferring, and in good faith, to modify the Agreement and otherwise satisfy the Court’s
26 concerns.

1 **7. SETTLEMENT ADMINISTRATION**

2 7.1. Selection of Administrator. The Parties have jointly selected Phoenix Settlement
3 Administrators (“Phoenix”) to serve as the Administrator and verified that, as a condition of
4 appointment, Phoenix agrees to be bound by this Agreement and to perform, as a fiduciary, all duties
5 specified in this Agreement in exchange for payment of Administration Expenses. The Parties and
6 their Counsel represent that they have no interest or relationship, financial or otherwise, with the
7 Administrator other than a professional relationship arising out of prior experiences administering
8 settlements.

9 7.2. Employer Identification Number. The Administrator shall have and use its own Employer
10 Identification Number for purposes of calculating payroll tax withholdings and providing reports
11 state and federal tax authorities.

12 7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets
13 the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation section
14 468B-1.

15 7.4. Notice to Class Members

16 7.4.1. No later than three (3) business days after receipt of the Class Data, the Administrator
17 shall notify Class Counsel that the list has been received and state the number of Class
18 Members, Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

19 7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14 days
20 after receiving the Class Data, the Administrator will send to all Class Members identified
21 in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class
22 Notice with Spanish translation, substantially in the form attached to this Agreement as
23 Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of
24 any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member,
25 and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these
26 amounts. Before mailing Class Notices, the Administrator shall update Class Member
27 addresses using the National Change of Address database.

28 7.4.3. Not later than 3 business days after the Administrator’s receipt of any Class Notice

1 returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using
2 any forwarding address provided by the USPS. If the USPS does not provide a forwarding
3 address, the Administrator shall conduct a Class Member Address Search, and re-mail the
4 Class Notice to the most current address obtained. The Administrator has no obligation to
5 make further attempts to locate or send Class Notice to Class Members whose Class Notice
6 is returned by the USPS a second time.

7 7.4.4. The deadlines for Class Members' written objections, Challenges to Workweeks
8 and/or Pay Periods, and Requests for Exclusion will be extended an additional 15 days
9 beyond the 45 days otherwise provided in the Class Notice for all Class Members whose
10 notice is re-mailed. The Administrator will inform the Class Member of the extended
11 deadline with the re-mailed Class Notice.

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

20 7.5. Requests for Exclusion (Opt-Outs).

21 7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement
22 must send the Administrator, by mail, a signed written Request for Exclusion not later than
23 45 days after the Administrator mails the Class Notice (plus an additional 15 days for Class
24 Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a
25 Class Member or his/her representative that reasonably communicates the Class Member's
26 election to be excluded from the Settlement and includes the Class Member's name,
27 address and email address or telephone number. To be valid, a Request for Exclusion must
28 be timely postmarked by the Response Deadline.

1 7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it fails
2 to contain all the information specified in the Class Notice. The Administrator shall accept
3 any Request for Exclusion as valid if the Administrator can reasonably ascertain the
4 identity of the person as a Class Member and the Class Member's desire to be excluded.
5 The Administrator's determination shall be final and not appealable or otherwise
6 susceptible to challenge. If the Administrator has reason to question the authenticity of a
7 Request for Exclusion, the Administrator may demand additional proof of the Class
8 Member's identity. The Administrator's determination of authenticity shall be final and not
9 appealable or otherwise susceptible to challenge.

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

16 7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-
17 Participating Class Member and shall not receive an Individual Class Payment or have the
18 right to object to the class action components of the Settlement. Because future PAGA
19 claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class
20 Members who are Aggrieved Employees are deemed to release the claims identified in
21 Paragraph 5.4 of this Agreement and are eligible for an Individual PAGA Payment.

22 7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after the
23 Administrator mails the Class Notice (plus an additional 15 days for Class Members whose Class
24 Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any)
25 allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation
26 by communicating with the Administrator via mail. The Administrator must encourage the
27 challenging Class Member to submit supporting documentation. In the absence of any contrary
28 documentation, the Administrator is entitled to presume that the Workweeks contained in the Class

1 Notice are correct so long as they are consistent with the Class Data. The Administrator's
2 determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final
3 and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide
4 copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and
5 Class Counsel and the Administrator's determination the challenges.

6 7.7. Objections to Settlement

7 7.7.1. Only Participating Class Members may object to the class action components of the
8 Settlement and/or this Agreement, including contesting the fairness of the Settlement,
9 and/or amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation
10 Expenses Payment and/or Class Representative Service Payment.

11 7.7.2. Participating Class Members may send written objections to the Administrator, by
12 mail. In the alternative, Participating Class Members may appear in Court (or hire an
13 attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A
14 Participating Class Member who elects to send a written objection to the Administrator
15 must do so not later than 45 days after the Administrator's mailing of the Class Notice (plus
16 an additional 15 days for Class Members whose Class Notice was re-mailed).

17 7.7.3. Non-Participating Class Members have no right to object to any of the class action
18 components of the Settlement.

19 7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be
20 performed or observed by the Administrator contained in this Agreement or otherwise.

21 7.8.1. Website, Email Address and Toll-Free Number. The Administrator will maintain
22 and use an internet website to post information of interest to Class Members including the
23 date, time and location for the Final Approval Hearing and copies of the Settlement
24 Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice,
25 the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel
26 Litigation Expenses Payment and Class Representative Service Payment, the Final
27 Approval and the Judgment. The Administrator will also maintain and monitor an email
28 address and a toll-free telephone number to receive Class Member calls and emails.

1 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
2 promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not
3 later than 5 days after the expiration of the deadline for submitting Requests for Exclusion,
4 the Administrator shall email a list to Class Counsel and Defense Counsel containing (a)
5 the names and other identifying information of Class Members who have timely submitted
6 valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying
7 information of Class Members who have submitted invalid Requests for Exclusion; (c)
8 copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).

9 7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written reports
10 to Class Counsel and Defense Counsel that, among other things, tally the number of: Class
11 Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion
12 (whether valid or invalid) received, objections received, challenges to Workweeks and/or
13 Pay Periods received and/or resolved, and checks mailed for Individual Class Payments
14 and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include
15 provide the Administrator’s assessment of the validity of Requests for Exclusion and attach
16 copies of all Requests for Exclusion and objections received.

17 7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to
18 address and make final decisions consistent with the terms of this Agreement on all Class
19 Member challenges over the calculation of Workweeks and/or Pay Periods. The
20 Administrator’s decision shall be final and not appealable or otherwise susceptible to
21 challenge.

22 7.8.5. Administrator’s Declaration. Before the date by which Plaintiff is required to file the
23 Motion for Final Approval of the Settlement, the Administrator will provide to Class
24 Counsel and Defense Counsel, a declaration suitable for filing in Court attesting to its due
25 diligence and compliance with all of its obligations under this Agreement, including, but
26 not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the
27 re-mailing of Class Notices, attempts to locate Class Members, the total number of
28 Requests for Exclusion from Settlement it received (both valid or invalid), the number of

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

4 7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator
5 disburses all funds in the Gross Settlement Amount, the Administrator will provide Class
6 Counsel and Defense Counsel with a final report detailing its disbursements by employee
7 identification number only of all payments made under this Agreement. At least 7 days
8 before any deadline set by the Court, the Administrator will prepare, and submit to Class
9 Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to
10 its disbursement of all payments required under this Agreement. Class Counsel is
11 responsible for filing the Administrator's declaration in Court.

12 **8. CLASS SIZE ESTIMATES AND ESCALATOR CLAUSE**

13 Based on its records, Defendant estimates that, as of the date of this Settlement Agreement,
14 (1) there are 400 Class Members and 8,475 Total Workweeks during the Class Period and (2) there
15 are 365 Aggrieved Employees who worked 4,238 Pay Periods during the PAGA Period.

16 8.1. Increase in Workweeks. Defendant represents that there are no more than 8,475 workweeks
17 during the Class Period. In the event the number of Workweeks during the Class Period increases
18 by more than 10%, or 848 Workweeks, then, at Defendant's election: (1) the Gross Settlement
19 Amount shall be increased proportionally by the Workweeks in excess of 9,323 Workweeks
20 multiplied by the Workweek Value; or (2) the Class Period shall end on the date the number of
21 Workweeks reaches 9,323. The Workweek Value shall be calculated by dividing the originally
22 agreed-upon Gross Settlement Amount (\$205,000.00) by 8,475, which amounts to a Workweek
23 Value of \$24.19. Thus, for example, should there be 9,350 Workweeks in the Class Period, and
24 Defendant elections option 1 above, then the Gross Settlement Amount shall be increased by
25 \$653.13 ((9,350 Workweeks – 9,323 Workweeks) x \$23.19 per Workweek. Defendant shall make
26 its election no later than 14 days after receiving sufficient information from the Administrator that
27 the number of Workweeks during the Class Period has exceeded 9,323. Should Defendant fail to
28

1 make its decision within 14 days, then it will be presumed Defendant has selected option (1) above.

2 **9. MOTION FOR FINAL APPROVAL**

3 Prior to the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final
4 approval of the Settlement that includes a request for approval of the PAGA settlement under Labor
5 Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment
6 (collectively “Motion for Final Approval”). Plaintiff shall endeavor to provide drafts of these
7 documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and
8 Defense Counsel will expeditiously meet and confer, and in good faith, to resolve any disagreements
9 concerning the Motion for Final Approval.

10 9.1. Response to Objections. Each Party retains the right to respond to any objection raised by a
11 Participating Class Member, including the right to file responsive documents in Court no later than
12 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

13 9.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval
14 on any material change to the Settlement (including, but not limited to, the scope of release to be
15 granted by Class Members), the Parties will expeditiously work together in good faith to address the
16 Court’s concerns by revising the Agreement as necessary to obtain Final Approval. The Court’s
17 decision to award less than the amounts requested for the Class Representative Service Payment,
18 Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Administrator Expenses
19 Payment and/or individual claims of plaintiff for alleged wrongful termination, shall not constitute
20 a material modification to the Agreement within the meaning of this paragraph.

21 9.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the
22 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i)
23 enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and
24 (iii) addressing such post-Judgment matters as are permitted by law.

25 9.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
26 conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class
27 Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their
28 respective counsel, and all Participating Class Members who did not object to the Settlement as

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

9.5. 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 Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged

10. AMENDED JUDGMENT

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

11. ADDITIONAL PROVISIONS

11.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint have merit or that Defendant have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does

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

8 11.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and
9 Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is
10 filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit
11 another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or
12 indirectly, specifically or generally, to any person, corporation, association, government agency, or
13 other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be
14 instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent
15 necessary to report income to appropriate taxing authorities; (4) in response to a court order or
16 subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government
17 agency. Each Party agrees to immediately notify each other Party of any judicial or agency order,
18 inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant and Defense
19 Counsel separately agree not to, directly or indirectly, initiate any conversation or other
20 communication, before the filing of the Motion for Preliminary Approval, any with third party
21 regarding this Agreement or the matters giving rise to this Agreement except to respond only that
22 "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's
23 communications with Class Members in accordance with Class Counsel's ethical obligations owed
24 to Class Members.

25 11.3. No Solicitation. The Parties separately agree that they and their respective counsel and
26 employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal
27 from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability
28 to communicate with Class Members in accordance with Class Counsel's ethical obligations owed

1 to Class Members.

2 11.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement
3 together with its attached exhibits shall constitute the entire agreement between the Parties relating
4 to the Settlement, superseding any and all oral representations, warranties, covenants, or
5 inducements made to or by any Party.

6 11.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
7 represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate
8 action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its
9 terms, and to execute any other documents reasonably required to effectuate the terms of this
10 Agreement including any amendments to this Agreement.

11 11.6. Cooperation. The Parties and their counsel will cooperate with each other and use their best
12 efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement
13 Agreement, submitting supplemental evidence and supplementing points and authorities as
14 requested by the Court. In the event the Parties are unable to agree upon the form or content of any
15 document necessary to implement the Settlement, or on any modification of the Agreement that may
16 become necessary to implement the Settlement, the Parties will seek the assistance of a mediator
17 and/or the Court for resolution.

18 11.7. No Prior Assignments. The Parties separately represent and warrant that they have not
19 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
20 encumber to any person or entity and portion of any liability, claim, demand, action, cause of action,
21 or right released and discharged by the Party in this Settlement.

22 11.8. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are
23 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied
24 upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part
25 10, as amended) or otherwise.

26 11.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified,
27 changed, or waived only by an express written instrument signed or agreed to by all Parties or their
28 representatives, and approved by the Court. Plaintiff and Defendant expressly agree that should the

1 Parties agree to amend, modify, change, or waive this Agreement, or any part of it, Class Counsel
2 and Defense Counsel are authorized to submit to the Court any amendments of this Agreement,
3 amended Agreements, or amendments to the Agreement, on behalf of the Parties once fully
4 executed, which includes, but is not limited to, authorization of the use of signatures previously
5 provided by the Parties.

6 11.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the
7 benefit of, the successors of each of the Parties.

8 11.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be
9 governed by and interpreted according to the internal laws of the state of California, without regard
10 to conflict of law principles.

11 11.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this
12 Agreement. This Agreement will not be construed against any Party on the basis that the Party was
13 the drafter or participated in the drafting

14 11.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered
15 during Action and in this Agreement relating to the confidentiality of information shall survive the
16 execution of this Agreement

17 11.14. Use of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code
18 §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in
19 connection with the mediation, other settlement negotiations, or in connection with the Settlement,
20 may be used only with respect to this Settlement, and no other purpose, and may not be used in any
21 way that violates any existing contractual agreement, statute, or rule of court.

22 11.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted
23 for convenience of reference only and does not constitute a part of this Agreement.

24 11.16. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be
25 to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend
26 or federal legal holiday, such date or deadline shall be on the first business day thereafter.

27 11.17. Execution in Counterparts. This Agreement may be executed in one or more counterparts by
28 facsimile, electronically (i.e., DocuSign), or email which for purposes of this Agreement shall be

accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

11.18. 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.

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

IT IS SO AGREED:

Cindy Perez

06/02/2026

Plaintiff, Cindy Perez

For Defendant, Pro Safety & Rescue, Inc.

AGREED AS TO FORM ONLY:

Vedang J. Patel

06/02/2026

David D. Bibiyan
Vedang J. Patel
Counsel for Plaintiff

John Szewczyk
Counsel for Defendant

1 accepted as an original. All executed counterparts and each of them will be deemed to be one and
2 the same instrument if counsel for the Parties will exchange between themselves signed
3 counterparts. Any executed counterpart will be admissible in evidence to prove the existence and
4 contents of this Agreement.

5 11.18. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation
6 shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that
7 upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring
8 a case to trial under CCP section 583.310 for the entire period of this settlement process.

9 11.19. Severability. In the event that one or more of the provisions contained in this Agreement
10 shall for any reason be held invalid, illegal, or unenforceable in any respect, such invalidity,
11 illegality, or unenforceability shall in no way effect any other provision if Defendant's Counsel
12 and Class Counsel, on behalf of the Parties and the Settlement Class, mutually elect in writing to
13 proceed as if such invalid, illegal, or unenforceable provision had never been included in this
14 Agreement.

15 **IT IS SO AGREED:**

16
17 _____
18 Plaintiff, Cindy Perez

For Defendant, Pro Safety & Rescue, Inc.

19
20 **AGREED AS TO FORM ONLY:**

21
22 _____
23 David D. Bibiyan
24 Vedang J. Patel
25 Counsel for Plaintiff

John Szewczyk
Counsel for Defendant

EXHIBIT A

**NOTICE OF PROPOSED CLASS ACTION SETTLEMENT AND DATE
FOR FINAL APPROVAL HEARING
Perez v. Pro Safety & Rescue, Inc.
(County of Kern, California Superior Court Case No. BCV-22-103333-TSC)**

**As a current or former non-exempt, hourly-paid California employee of Pro Safety & Rescue, Inc.
you are entitled to receive money from a class action settlement.**

Please read this Notice carefully. This Notice relates to a proposed settlement of class action litigation. If you are a Class Member, it contains important information about your right to receive a payment from the Settlement fund.

You have received this Notice of Class Action Settlement because the records of defendant Pro Safety & Rescue Inc. (“Defendant”), show that you are a “Class Member” and, therefore, entitled to a payment from this class action settlement. Class Members are all persons currently or formerly employed by Defendant, either directly or through any subsidiary, staffing agency, or professional employer organization, as non-exempt, hourly-paid employees during the period from December 13, 2018 through February 9, 2025 (“Class Period”) in the State of California.

- The settlement is to resolve a class action lawsuit, *Perez v. Pro Safety & Rescue, Inc.*, pending in the Superior Court of California for the County of Kern, Case Number BCV-22-103333-TSC (the “Lawsuit”), alleging causes of action against Defendant for: (1) Failure to Pay Overtime Wages; (2) Failure to Pay Minimum Wages; (3) Failure to Provide Meal Periods; (4) Failure to Pay Rest Periods; (5) Waiting Time Penalties; (6) Wage Statement Violations; (7) Failure to Pay Timely Wages; (8) Failure to Indemnify; (9) Failure to Pay Interest on Deposits; and (10) Unfair Competition. Plaintiff also seeks civil penalties under the California Labor Code Private Attorney’s General Act of 2004 (“PAGA”) for violations of Labor Code.
- On [REDACTED], the Kern County Superior Court granted preliminary approval of this class action settlement and ordered that all Class Members be notified of the Settlement. The Court has not made any determination of the validity of the claims in the Lawsuit. Defendant vigorously denies the claims in the Lawsuit and contend that they fully complied with all applicable laws.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING AND RECEIVE PAYMENT	Get a payment and give up your legal rights to pursue claims released by the settlement of the Lawsuit.
OPT OUT OF THE SETTLEMENT	Exclude yourself from the Settlement, get no payment for settlement of the class claims, and retain your legal rights to individually pursue the class claims that would otherwise be released by the settlement of the Lawsuit. If you worked at any time during the period from December 13, 2021 through February 9, 2025 ("PAGA Period") as a non- exempt, hourly-paid employee of Defendant, either directly or through any subsidiary, staffing agency, or professional employer organization, as well, then you will be deemed an “Aggrieved Employee” and you will still receive your share of the proceeds available from the

Questions? Contact the Settlement Administrator toll free at [PHONE NUMBER]

	settlement of the Released PAGA Claims, defined below, (your “Individual PAGA Payment”) even if you opt out of the class settlement.
OBJECT TO THE SETTLEMENT	If you do not opt out, you may write to the Settlement Administrator, Phoenix Settlement Administrators, about why you object to the settlement, and they will forward your concerns to counsel which will then be provided to the Court. If the Court approves the Settlement despite your objection, you will still be bound by the Settlement. You or your attorney may also address the Court during the Final Approval Hearing scheduled for [REDACTED] in Department 17 of the Kern County Superior Court, located at 1415 Truxtun Ave., Bakersfield, CA 93301.

The Final Approval Hearing on the adequacy, reasonableness and fairness of the Settlement will be held at [REDACTED], in the Kern County Superior Court, located at 1415 Truxtun Ave., Bakersfield, CA 93301, in Department 17. You are not required to attend the Hearing, but you are welcome to do so.

Why Am I Receiving This Notice?

Defendant’s records show that you currently work, or previously worked, for Defendant as an hourly-paid, non-exempt employee in the State of California at some point during the Class Period. You were sent this Class Notice because you have a right to know about a proposed settlement of a class action lawsuit, and about all your options before the Court decides whether to finally approve the settlement. If the Court approves the settlement and then any objections and appeals are resolved, a “Settlement Administrator” appointed by the Court will make the payments described in this Notice. This Notice explains the Lawsuit, the settlement, your legal rights, what benefits are available, who is eligible for them and how to get them.

What is This Case About?

Cindy Perez was an hourly-paid, non-exempt employee of Defendant. She is the “Plaintiff” in this case and is suing on behalf of herself and Class Members against Defendant for allegations contained in the Lawsuit.

Based on the alleged Labor Code violations above-mentioned and other alleged Labor Code violations, Plaintiff also seeks penalties under California Labor Code Private Attorneys General Act (“PAGA”).

Defendant denies all the allegations made by Plaintiff and denies that it violated any law. The Court has made no ruling on the merits of Plaintiff’s claims. The Court has only preliminarily approved this class action settlement. The Court will decide whether to give final approval to this settlement at the Final Approval Hearing.

Summary of the Settlement Terms

Plaintiff and Defendant have agreed to settle this case on behalf of themselves and Class Members and Aggrieved Employees for the Gross Settlement Amount of \$205,000.00, unless increased pursuant to the Settlement Agreement. The Gross Settlement includes (1) Administration Costs up to \$10,500.00; (2) a service award of up to \$10,000.00 to Plaintiff for her time and effort in pursuing this case; (3) up to 35% of the Gross Settlement

Questions? Contact the Settlement Administrator toll free at [PHONE NUMBER]

Amount in attorneys' fees which, unless increased pursuant to the Settlement Agreement, amounting to \$71,750.00; (4) up to \$30,000.00 in litigation costs to Class Counsel, according to proof; and (5) payment allocated to PAGA penalties in the amount of \$20,500.00 of the Gross Settlement Amount toward PAGA penalties. Pursuant to the PAGA, seventy-five percent 75% of the amount allocated toward PAGA, or \$15,375.00, will be paid to the LWDA and twenty-five percent 25%, or \$5,125.00, will be distributed to Aggrieved Employees. After deducting these sums, a total of approximately not less than [REDACTED] will be available for distribution to Class Members ("Net Settlement Amount").

Defendant represents that there are no more than 8,475 workweeks during the Class Period. In the event the number of Workweeks during the Class Period increases by more than 10%, or 848 Workweeks, then, at Defendant's election: (1) the Gross Settlement Amount shall be increased proportionally by the Workweeks in excess of 9,323 Workweeks multiplied by the Workweek Value; or (2) the Class Period shall end on the date the number of Workweeks reaches 9,323. The Workweek Value shall be calculated by dividing the originally agreed-upon Gross Settlement Amount (\$205,000.00) by 8,475, which amounts to a Workweek Value of \$24.19. Thus, for example, should there be 9,350 Workweeks in the Class Period, and Defendant elections option 1 above, then the Gross Settlement Amount shall be increased by \$653.13 ((9,350 Workweeks – 9,323 Workweeks) x \$23.19 per Workweek. Defendant shall make its election no later than 14 days after receiving sufficient information from the Administrator that the number of Workweeks during the Class Period has exceeded 9,323. Should Defendant fail to make its decision within 14 days, then it will be presumed Defendant has selected option (1) above.

Distribution to Class Members

Class Members who do not opt out will receive a *pro rata* payment of the Net Settlement Amount based on the number of Workweeks worked by Class Members in hourly-paid, non-exempt positions for Defendant in California during the Class Period ("Eligible Workweeks"). Specifically, Class Members' payments will be calculated by dividing the Net Settlement Amount by the total number of Eligible Workweeks attributed to members of the Settlement Class, multiplied by the Class Member's Eligible Workweeks. Otherwise stated, the formula for a Class Member is: (Net Settlement Amount ÷ total Settlement Class Eligible Workweeks) × Class Member's Eligible Workweeks. In addition, Class Members who worked during the PAGA Period (*i.e.*, Aggrieved Employees) will receive a *pro rata* share of the \$5,125.00 allocated as PAGA penalties, whether or not they opt out, based on the number of Pay Periods worked by each Aggrieved Employee during the PAGA Period.

Defendant's records indicate that you worked [REDACTED] Workweeks as a non-exempt, hourly-paid employee in California during the Class Period and [REDACTED] Pay Periods during the PAGA Period. Based on these records, your estimated payment as a Class Member would be [REDACTED] and your estimated payment as an Aggrieved Employee would be [REDACTED]. If you believe this information is incorrect and wish to dispute it, you must mail a dispute to the Settlement Administrator no later than [REDACTED]. Please include any documentation you have that you contend supports your dispute. You should send copies rather than originals because the documents will not be returned to you.

Tax Reporting

100% of the payments for PAGA penalties to Aggrieved Employees will be allocated as penalties reported on IRS Form 1099. 20% of each Settlement Payment to Class Members who do not opt out will be allocated as wages and reported on an IRS Form W-2, and 80% will be allocated as penalties and interest reported on IRS Form 1099. This notice is not intended to provide legal or tax advice on your Settlement Share.

Questions? Contact the Settlement Administrator toll free at [REDACTED]

Your check will be valid for 180 days after issuance. After 180 days, uncashed checks will be cancelled and the funds associated will be transmitted to the the *cy pres* recipient, Legal Aid at Work, for use in San Francisco.

Your Options Under the Settlement

Option 1 – *Do Nothing and Receive Your Payment*

If you do not opt out, you are automatically entitled to your Individual Settlement Payment (*i.e.*, your share of the Net Settlement Amount) because you are a Class Member. If you do not dispute your settlement share calculation and do not opt out of the settlement, you will be bound by the entire release in the settlement and receive your Individual Settlement Payment, as well as your Individual PAGA Payment if you are also an Aggrieved Employee. **In other words, if you are a Class Member, you do not need to take any action to receive the settlement payment(s) set forth above.**

Class Members who do not submit a valid and timely opt out (pursuant to Option 2 below), will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all “Released Claims” he or she may have or had upon final approval of this Settlement and payment by Defendant to the Settlement Administrator.

Effective upon entry of Judgment, the Order granting Final Approval of this Settlement, and on the date when Defendant fully funds the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

Class Released Claims: For the duration of the Class Period, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint as defined herein, to wit, *Cindy Perez, an individual and on behalf of all others similarly situated vs. Pro Safety & Rescue Inc*, KCSC Case No. BCV-22-103333, including, but not limited: (1) all claims for failure to pay overtime wages; (2) all claims for failure to pay minimum wages; (3) all claims for failure to provide meal periods, or compensation in lieu thereof; (4) all claims for failure to provide compliant rest periods, or compensation in lieu thereof (5) all claims for the failure to pay wages due upon termination or resignation; (6) all claims for non-compliant wage statements; (7) all claims for failure to timely pay wages (8) all claims for failure to indemnify (9) all claims for failure to pay interest on deposits; and (10) all claims for unfair competition (“Class Released Claims”). Except as set forth in the Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period

PAGA Released Claims: For the duration of the PAGA Period, all Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA civil penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the “PAGA Complaint” as defined herein, to wit *Cindy Perez, an aggrieved employees and all other aggrieved employees under the Labor Code Private Attorney General Act of 2004 vs. Pro Safety & Rescue Inc*, KCSC Case No. BCV-23-103327, and the PAGA Notice (“PAGA Released Claims”).

Questions? Contact the Settlement Administrator toll free at PHONE NUMBER

“Released Parties” means Defendant, and each of its former, present and future owners, parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

Option 2 – *Opt Out of the Settlement*

If you do not wish to receive your Individual Settlement Payment or release the Class Released Claims, you may exclude yourself by submitting a written request to be excluded from the Class. Your written request must include your name, address, email address or telephone number, and any statement standing for the proposition that you do not wish to participate in the settlement. Sign, date, and mail your written request for exclusion to the address below.

[Settlement Administrator]
[Mailing Address]

To be valid, your written request for exclusion must be mailed and postmarked to the Administrator not later than [RESPONSE DEADLINE].

The proposed settlement includes the settlement of the PAGA Released Claims. An employee may not request exclusion from the settlement of a PAGA claim. Thus, if the court approves the settlement, then even if you request exclusion from the settlement, if you are an Aggrieved Employee, you will still receive your Individual PAGA Payment and will be deemed to have released the PAGA Released Claims. A request for exclusion will preserve your right, if any, to individually pursue only the Class Released Claims.

Option 3 – *Submit an Objection to the Settlement*

If you wish to object to the Settlement, you may submit an objection in writing by mail, stating why you object to the Settlement. Your written objection should include your name, address, signature, a statement of whether you plan to appear at the Final Approval Hearing, and a statement of the reason(s), along with whatever legal authority, if any, why you believe that the Court should not approve the Settlement. Your written objection must be mailed to the Administrator no later than [RESPONSE DEADLINE]. Please note that you cannot both object to the Settlement and opt out of the Settlement. If you exclude yourself, then your objection will be overruled. If the Court overrules your objection, you will be bound by the Settlement and will receive your Settlement Share.

Even if you don't submit a written objection, you may appear at the Final Approval Hearing and provide a verbal objection before the Court.

Final Approval Hearing

You may, if you wish, appear at the Final Approval Hearing set for [REDACTED] at [REDACTED] a.m. in the Department 17 of the Kern County Superior Court, located at 1415 Truxtun Ave., Bakersfield, CA 93301, and orally object to the Settlement, discuss your written objections with the Court and the Parties, or otherwise comment on the Settlement at your own expense. You may attend this hearing virtually by audio or video at <https://www.kern.courts.ca.gov/online-services/remote-hearings>. You may also retain an attorney to represent you at the Hearing at your own expense.

Additional Information

Questions? Contact the Settlement Administrator toll free at [PHONE NUMBER]

This Notice of Class Action Settlement is only a summary of this case and the Settlement. For a more detailed statement of the matters involved in this case and the Settlement, you may call the Settlement Administrator at [PHONE NUMBER] or Class Counsel, whose information appears below:

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You may also visit the Settlement Administrator's website at [WEBSITE] to gain access to key documents in this case, including the Settlement Agreement, the Order Granting Preliminary Approval of this Settlement, the Order Granting Final Approval of this Settlement, and the Final Judgment.

You may also refer to the pleadings, the Settlement Agreement, and other papers filed in this case, which may be inspected at the Department 17 of the Kern County Superior Court, located at 1415 Truxtun Ave., Bakersfield, CA 93301, during regular business hours of each court day. You may also obtain these documents through the Court's website at <https://www.kern.courts.ca.gov/online-services/remote-hearings>.

All inquiries by Class Members regarding this Notice of Class Action Settlement and/or the Settlement should be directed to the Settlement Administrator.

**PLEASE DO NOT CONTACT THE CLERK OF THE COURT, THE JUDGE, DEFENDANT, OR
DEFENDANT'S ATTORNEYS WITH INQUIRIES.**

Questions? Contact the Settlement Administrator toll free at [PHONE NUMBER]