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SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF STANISLAUS

SUSAN WORTHINGTON, individually, and
on behalf of all others similarly situated

Plaintiffs,

vs.

CREATIVE ALTERNATIVES, a California
corporation; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: CV-22-005673

CLASS ACTION

[Hon. Stacy Speiller]

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

Complaint filed: December 9, 2022
Trial date: Not set

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiffs Susan Worthington and Charles William Wilson (“Plaintiffs”) and Defendant Creative Alternatives, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. **DEFINITIONS.**

- 1.1. “Action” means the Plaintiffs’ lawsuit alleging wage and hour violations against Defendant captioned *Worthington v. Creative Alternatives, Inc, et al.*, initiated on December 9, 2022, and pending in Superior Court of the State of California, County of Stanislaus.
- 1.2. “Administrator” means ILYM Group, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means all non-exempt employees and exempt social workers of Defendant who worked in California during the PAGA Period.
- 1.5. “Class” means all non-exempt employees and exempt social workers of Defendant who worked in California during the Class Period.
- 1.6. “Class Counsel” means Moon Law Group, PC.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either a

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

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

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

1.12. “Class Period” means the period from December 9, 2018, to November 17, 2024.

1.13. “Class Representatives” means the named Plaintiffs in the operative complaint in the Action seeking Court approval to serve as Class Representatives.

1.14. “Class Representative Service Payments” means the payments to the Class Representatives for initiating the Action and providing services in support of the Action.

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

1.16. “Defendant” means named Defendant Creative Alternatives, Inc.

1.17. “Defense Counsel” means Sagaser, Watkins & Wieland, PC.

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

from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.19. “Final Approval” means the Court’s Order granting Final Approval of the Settlement.

1.20. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

1.21. “Gross Settlement Amount” means \$772,500.00 which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraphs 3.1 and 8 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payments and the Administration Expenses Payment.

1.22. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

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

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

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

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

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

1.28. “Non-Participating Class Member” means any Class Member who opts out of the Class

portion of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.29. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.

1.30. “PAGA Period” means the period from December 9, 2021, to November 17, 2024.

1.31. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).

1.32. “PAGA Notice” means Plaintiff Susan Worthington’s December 12, 2022 letter to Defendant and the LWDA providing notice pursuant to Labor Code § 2699.3(a).

1.33. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$12,500.00) and the 75% to LWDA (\$37,500.00) in settlement of PAGA claims.

1.34. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Class portion of the Settlement.

1.35. “Plaintiff Worthington” means Susan Worthington, one of the named plaintiffs in the Action.

1.36. “Plaintiff Wilson” means Charles William Wilson, one of the named plaintiffs in the Action.

1.37. “Plaintiffs” means Plaintiffs Worthington and Wilson collectively.

1.38. “Preliminary Approval” means the Court’s order granting preliminary approval of the Class portion of the Settlement.

1.39. “Preliminary Approval Order” means the proposed order granting preliminary approval of the Class portion of the Settlement.

1.40. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.

1.41. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

1.42. “Released Parties” means: Defendant and all related companies, subsidiaries, owners, shareholders, members, agents (including, without limitation, any investment bankers,

accountants, insurers, reinsurers, attorneys and any past, present or future officers, directors and employees), predecessors, successors, and assigns.

1.43. "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.

1.44. "Response Deadline" means 60 days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Class portion of the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. The Response Deadline for Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall be extended by 14 calendar days beyond the original Response Deadline.

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

1.46. "Workweek" means any week during which a Class Member worked for Defendant for at least one day, during the Class Period.

2. RECITALS.

2.1. On December 9, 2022, Plaintiff Worthington commenced this Action by filing a Class Action and Representative Action Complaint alleging causes of action against Defendant for failure to pay minimum wages, failure to pay overtime compensation, failure to provide meal periods, failure to authorize and permit rest breaks, failure to indemnify necessary business expenses, failure to timely pay final wages at termination, failure to provide accurate itemized wage statements, and unfair business practices. On February 28, 2023, Plaintiff Worthington filed a First Amended Class Action and Representative Action Complaint alleging all causes of action against Defendant from the Class Action and Representative Action Complaint and adding a cause of action for civil penalties under PAGA. On May 30, 2023, Plaintiff Worthington filed a Second Amended Class Action and Representative Action Complaint to add Charles William Wilson as a plaintiff and

1 class representative. The Second Amended Class Action and Representative Action
2 Complaint is the operative complaint in the Action (the “Operative Complaint”).
3 Defendant denies the allegations in the Operative Complaint, denies any failure to comply
4 with the laws identified in in the Operative Complaint and denies any and all liability for
5 the causes of action alleged. Specifically, Defendant denies it failed to pay minimum
6 wages, failed to pay overtime compensation, failed to provide meal periods, failed to
7 authorize and permit rest breaks, failed to indemnify necessary business expenses, failed to
8 timely pay final wages at termination, failed to provide accurate itemized wage statements,
9 or engaged in unfair business practices.

10 2.2. Pursuant to Labor Code § 2699.3(a), Plaintiffs gave timely written notice to Defendant and
11 the LWDA by sending the PAGA Notice.

12 2.3. On January 17, 2024, the Parties participated in an all-day mediation presided over by
13 Steve Rottman, Esq., which led to this Agreement to settle the Action.

14 2.4. Prior to mediation, Plaintiffs obtained, through formal and informal discovery, (1)
15 depositions of Plaintiffs; (2) a representative randomized sampling of corresponding time
16 and payroll records for the putative class; (3) company handbooks and written policies in
17 effect during the Class and PAGA Periods; (4) Class data points, including, for both
18 current and formerly-employed Class Members between the start of the Class Period
19 (December 9, 2018) and the date of mediation (January 17, 2024); (5) total numbers of
20 Class Members, average hourly rates, and approximate numbers of workweeks worked,
21 pay periods, and wage statements issued; (6) PAGA (and wage statement penalty) group
22 data points, including, for both current and formerly-employed Aggrieved Employees
23 between the start of the PAGA Period (September 28, 2021) and the date of mediation
24 (January 17, 2024); and (7) total numbers of Aggrieved Employees, average hourly rates,
25 and approximate numbers of workweeks worked, pay periods, and wage statements issued.
26 Plaintiffs’ investigation was sufficient to satisfy the criteria for court approval set forth in
27 *Dunk v. Foot Locker Retail, Inc.*, 48 Cal. App. 4th 1794, 1801 (1996) and *Kullar v. Foot*
28 *Locker Retail, Inc.*, 168 Cal. App. 4th 116, 129-130 (2008) (“*Dunk/Kullar*”).

2.5. The Court has not granted class certification.

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

3. MONETARY TERMS.

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8 below, Defendant promises to pay \$772,500.00 and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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

3.2.1. To Plaintiffs: Class Representative Service Payments to the Class Representatives of not more than \$10,000.00 each (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representatives are entitled to receive as Participating Class Members). Defendant will not oppose Plaintiffs' request for Class Representative Service Payments that do not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiffs will seek Court approval for any Class Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves Class Representative Service Payments less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payments

1 using IRS Form 1099. Plaintiffs assume full responsibility and liability for
2 employee taxes owed on the Class Representative Service Payments.

3 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 33 1/3%,
4 which is currently estimated to be \$257,500.00 and a Class Counsel Litigation
5 Expenses Payment of not more than \$26,000.00. Defendant will not oppose
6 requests for these payments provided that they do not exceed these amounts.
7 Plaintiffs and/or Class Counsel will file a motion for Class Counsel Fees Payment
8 and Class Litigation Expenses Payment prior to the Final Approval Hearing. If the
9 Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation
10 Expenses Payment less than the amounts requested, the Administrator will allocate
11 the remainder to the Net Settlement Amount. Released Parties shall have no
12 liability to Class Counsel or any other Plaintiffs' Counsel arising from any claim to
13 any portion any Class Counsel Fee Payment and/or Class Counsel Litigation
14 Expenses Payment. The Administrator will pay the Class Counsel Fees Payment
15 and Class Counsel Litigation Expenses Payment using one or more IRS 1099
16 Forms. Class Counsel assumes full responsibility and liability for taxes owed on
17 the Class Counsel Fees Payment and the Class Counsel Litigation Expenses
18 Payment and holds Defendant harmless, and indemnifies Defendant, from any
19 dispute or controversy regarding any division or sharing of any of these Payments.

20 3.2.3. To the Administrator: An Administration Expenses Payment not to exceed
21 \$15,000 except for a showing of good cause and as approved by the Court. To the
22 extent the Administration expenses are less or the Court approves payment less
23 than \$15,000, the Administrator will retain the remainder in the Net Settlement
24 Amount.

25 3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by
26 (a) dividing the Net Settlement Amount by the total number of Workweeks worked
27 by all Participating Class Members during the Class Period and (b) multiplying the
28 result by each Participating Class Member's Workweeks.

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

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

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$50,000.00 to be paid from the Gross Settlement Amount, with 75% (\$37,500.00) allocated to the LWDA PAGA Payment and 25% (\$12,500.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties \$12,500.00 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2. If the Court approves PAGA Penalties of less than the amount requested,

the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099-MISC Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant estimates there are 580 Class Members who collectively worked a total of 51,273 Workweeks, and 247 Aggrieved Employees who worked a total of 6,682 PAGA Pay Periods.

4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 30 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel

1 Litigation Expenses Payment, and the Class Representative Service Payments.

2 Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses
3 Payment and the Class Representative Service Payments shall not precede disbursement of
4 Individual Class Payments and Individual PAGA Payments.

5 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or
6 Individual PAGA Payments and send them to the Class Members via First Class
7 U.S. Mail, postage prepaid. The face of each check shall prominently state the
8 date (not less than 180 days after the date of mailing) when the check will be
9 voided. The Administrator will cancel all checks not cashed by the void date. The
10 Administrator will send checks for Individual Settlement Payments to all
11 Participating Class Members (including those for whom Class Notice was returned
12 undelivered). The Administrator will send checks for Individual PAGA Payments
13 to all Aggrieved Employees including Non-Participating Class Members who
14 qualify as Aggrieved Employees (including those for whom Class Notice was
15 returned undelivered). The Administrator may send Participating Class Members a
16 single check combining the Individual Class Payment and the Individual PAGA
17 Payment. Before mailing any checks, the Settlement Administrator must update
18 the recipients' mailing addresses using the NCOA database.

19 4.4.2. The Administrator must conduct a Class Member Address Search for all other
20 Class Members whose checks are returned undelivered without a United States
21 Postal Service ("USPS") forwarding address. Within 7 days of receiving a
22 returned check the Administrator must re-mail checks to the USPS forwarding
23 address provided or to an address ascertained through the Class Member Address
24 Search. The Administrator need not take further steps to deliver checks to Class
25 Members whose re-mailed checks are returned as undelivered. The Administrator
26 shall promptly send a replacement check to any Class Member whose original
27 check was lost or misplaced, requested by the Class Member prior to the void date.

28 4.4.3. For any Class Member whose Individual Class Payment check or Individual

PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks [to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure § 384(b).

4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate 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. **RELEASES OF CLAIMS.**

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

5.1. **Plaintiffs' Release.**

5.1.1. **Scope of Plaintiffs' Release.** Plaintiffs and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims alleged in the Operative Complaint or reasonably could have been alleged, including unpaid wages (including minimum wage and regular rate wages), overtime, missed meal and rest periods, unreimbursed business expenses, waiting time penalties, payroll stub violations, unfair business practices, and PAGA penalties through November 17, 2024. ("Plaintiffs' Release.") Plaintiffs' 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, or based on occurrences outside the Class Period. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Plaintiffs' Release shall be and remain

effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

5.1.2. Plaintiffs' Waiver of Rights Under California Civil Code § 1542. For purposes of Plaintiffs' 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.

5.2. Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged through the end of the Class Period, based on the Class Period facts stated in the Operative Complaint and ascertained in the course of the Action including, any and all claims alleged in the Operative Complaint, including unpaid wages (including minimum wage and regular rate wages), overtime, missed meal and rest periods, unreimbursed business expenses, waiting time penalties, payroll stub violations, and unfair business practices through November 17, 2024. Excluded from this portion of the release are claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint, and the PAGA Notice and ascertained in the course of the Action. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

5.3. Release by Class Members Who Are Aggrieved Employees: All Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or

reasonably could have been alleged, based on the facts stated in the Operative Complaint, 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, to the extent the Court maintains such a checklist.

6.1. Plaintiffs’ Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel 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 § 2699(f)(2); (ii) a draft proposed order granting preliminary approval and approval of PAGA settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiffs, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and the Administrator; and, (vi) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations [Labor Code § 2699.3(a)], Operative Complaint [Labor Code § 2699(l)(1)], this Agreement [Labor Code § 2699(l)(2)]); and, all facts relevant to any actual or potential conflict of interest with Class Members and the Administrator. Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement or disclose the existence of any such pending matters.

Alternatively, if such other actions are filed between the execution of this Agreement and the filing of the Motion for Preliminary Approval and become known to Class Counsel, Class Counsel will advise Defense Counsel.

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

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

7. SETTLEMENT ADMINISTRATION.

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

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

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

7.4. Notice to Class Members.

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

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

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

7.4.4. The deadlines for Class Members’ written objections, challenges to Workweeks and/or pay periods, and Requests for Exclusion will be extended an additional 14

1 days beyond the 60 days otherwise provided in the Class Notice for all Class
2 Members whose notices are re-mailed. The Administrator will inform the Class
3 Member of the extended deadline with the re-mailed Class Notice.

4 7.4.5. If the Administrator, Defendant or Class Counsel is contacted by or otherwise
5 discovers any persons who believe they should have been included in the Class
6 Data and should have received Class Notice, the Parties will expeditiously meet
7 and confer in an effort to agree on whether to include them as Class Members. If
8 the Parties agree, such persons will be Class Members entitled to the same rights as
9 other Class Members, and the Administrator will send, via email or overnight
10 delivery, a Class Notice requiring them to exercise options under this Agreement
11 not later than 14 days after receipt of Class Notice, or the deadline dates in the
12 Class Notice, which ever are later.

13 7.5. Requests for Exclusion (Opt-Outs).

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

24 7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it
25 fails to contain all the information specified in the Class Notice. The Administrator
26 shall accept any Request for Exclusion as valid if the Administrator can reasonably
27 ascertain the identity of the person as a Class Member and the Class Member's
28 desire to be excluded. The Administrator's determination shall be final and not

1 appealable or otherwise susceptible to challenge. If the Administrator has reason to
2 question the authenticity of a Request for Exclusion, the Administrator may
3 demand additional proof of the Class Member's identity. The Administrator's
4 determination of authenticity shall be final as to the Parties, but a Class Member
5 whose Request for Exclusion is rejected by the Administrator may present a
6 challenge to that determination to the Court.

7 7.5.3. Every Class Member who does not submit a timely and valid Request for
8 Exclusion is deemed to be a Participating Class Member under this Agreement,
9 entitled to all benefits and bound by all terms and conditions of the Settlement,
10 including the Participating Class Members' Releases under Paragraphs 5.2 and 5.3
11 of this Agreement, regardless of whether the Participating Class Member actually
12 receives the Class Notice or objects to the Settlement.

13 7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a
14 Non-Participating Class Member and shall not receive an Individual Class
15 Payment or have the right to object to the class action components of the
16 Settlement. Because future PAGA claims are subject to claim preclusion upon
17 entry of the Judgment, Non-Participating Class Members who are Aggrieved
18 Employees are deemed to release the claims identified in Paragraph 5.3 of this
19 Agreement and are eligible for an Individual PAGA Payment.

20 7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 60 days after the
21 Administrator mails the Class Notice (plus an additional 14 days for Class Members whose
22 Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay
23 Periods (if any) allocated to the Class Member in the Class Notice. The Class Member
24 may challenge the allocation by communicating with the Administrator via fax, email or
25 mail. The Administrator must encourage the challenging Class Member to submit
26 supporting documentation. In the absence of any contrary documentation, the
27 Administrator is entitled to presume that the Workweeks contained in the Class Notice are
28 correct so long as they are consistent with the Class Data. The Administrator's

determination of each Class Member's allocation of Workweeks and/or PAGA Pay Periods shall be final as to the Parties (although Defendant shall retain the right to correct erroneous Class Data if subsequently discovered), but a Class Member whose Workweek and/or Pay Period challenge is rejected by the Administrator may present the same evidence supporting the Workweek and/or Pay Period challenge to the Court for review. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination the challenges.

7.7. Objections to Settlement.

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

7.7.2. Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 60 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

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

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

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

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

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

17 7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written
18 reports to Class Counsel and Defense Counsel that, among other things, tally the
19 number of: Class Notices mailed or re-mailed, Class Notices returned undelivered,
20 Requests for Exclusion (whether valid or invalid) received, objections received,
21 and challenges to Workweeks and/or PAGA Pay Periods received and/or resolved
22 (“Weekly Report”). The Weekly Reports must include provide the Administrator’s
23 assessment of the validity of Requests for Exclusion and attach copies of all
24 Requests for Exclusion and objections received. In addition to the Weekly Reports,
25 the Administrator shall report to the Parties when it has completed the initial
26 distribution of the Individual Class Payments and Individual PAGA Payments to
27 all individuals with valid addresses.

28 7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to

1 address and make decisions consistent with the terms of this Agreement on all
2 Class Member challenges over the calculation of Workweeks and/or PAGA Pay
3 Periods. The Administrator's determination of each Class Member's allocation of
4 Workweeks and/or PAGA Pay Periods shall be final as to the Parties (although
5 Defendant shall retain the right to correct erroneous Class Data if subsequently
6 discovered), but a Class Member whose Workweek and/or Pay Period challenge is
7 rejected by the Administrator may present the same evidence supporting the
8 Workweek and/or Pay Period challenge to the Court for review.

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

19 7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator
20 disburses all funds in the Gross Settlement Amount, the Administrator will provide
21 Class Counsel and Defense Counsel with a final report detailing its disbursements
22 by employee identification number only of all payments made under this
23 Agreement. At least 15 days before any deadline set by the Court, the
24 Administrator will prepare, and submit to Class Counsel and Defense Counsel, a
25 signed declaration suitable for filing in Court attesting to its disbursement of all
26 payments required under this Agreement. Class Counsel is responsible for filing
27 the Administrator's declaration in Court.
28

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

2 Based on its records, Defendant estimates that, as of the date of this Settlement Agreement, (1) there are
3 580 Class Members and 51,273 Total Workweeks during the Class period and (2) there were 247
4 Aggrieved Employees who worked 6,682 Pay Periods during the PAGA Period.

5 8.1. Increase in Workweeks. In the event the number of Workweeks worked by Class Members
6 during the foregoing period increases by more than 12%, or 57,426 Workweeks, then
7 Plaintiffs shall have the right to request, at Defendant's election, either: (1) a pro rata
8 increase in the Gross Settlement Amount equal to the percentage increase in Workweeks
9 (e.g., if the total Workweeks increases by 12%, then a 2% increase to the Gross Settlement
10 Amount); or (2) a cut-off of the Class Period to end on the date that the total Workweeks
11 reaches 57,426.

12
13 **9. DEFENDANT'S RIGHT TO WITHDRAW.**

14 If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 7% of the total of all
15 Class Members, Defendant may, but is not obligated to, withdraw from the Settlement. The Parties agree
16 that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and
17 that neither Party will have any further obligation to perform under this Agreement; provided, however,
18 Defendant will remain responsible for paying all Settlement administration expenses incurred to that point.
19 Defendant must notify Class Counsel and the Court of its election to withdraw not later than seven days
20 after the expiration of the opt-out period; late elections will have no effect.

21
22 **10. MOTION FOR FINAL APPROVAL.**

23 Plaintiffs will file in Court, a motion for final approval of the Settlement that includes a request for
24 approval of the PAGA settlement under Labor Code § 2699(l), a Proposed final approval order and a
25 proposed Judgment (collectively "Motion for Final Approval"). Plaintiffs shall provide drafts of these
26 documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense
27 Counsel will expeditiously meet and confer in good faith to resolve any disagreements concerning the
28 Motion for Final Approval.

- 10.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than five court days prior to the Final Approval Hearing, or as otherwise ordered or accepted 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 (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval. The Court's decision to award less than the amounts requested for the Class Representative Service Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.
- 10.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, 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 Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their 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.

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 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 Payments or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

11. **AMENDED JUDGMENT.**

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

12. **ADDITIONAL PROVISIONS.**

12.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs 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 not grant Preliminary Approval, Final Approval or enter Judgment, Defendant reserves the right to contest certification of any class for any reasons, and Defendant reserves all available defenses to the claims in the Action, and Plaintiffs reserve the right to move for class certification on any grounds

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

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

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

12.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement

1 together with its attached exhibits shall constitute the entire agreement between the Parties
2 relating to the Settlement, superseding any and all oral representations, warranties,
3 covenants, or inducements made to or by any Party.

4 12.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
5 represent that they are authorized by Plaintiffs and Defendant, respectively, to take all
6 appropriate action required or permitted to be taken by such Parties pursuant to this
7 Agreement to effectuate its terms, and to execute any other documents reasonably required
8 to effectuate the terms of this Agreement including any amendments to this Agreement.

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

16 12.7. No Prior Assignments. The Parties separately represent and warrant that they have not
17 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
18 encumber to any person or entity and portion of any liability, claim, demand, action, cause
19 of action, or right released and discharged by the Party in this Settlement.

20 12.8. No Tax Advice. Neither Plaintiffs, Class Counsel, Defendant nor Defense Counsel are
21 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be
22 relied upon as such within the meaning of United States Treasury Department Circular 230
23 (31 CFR Part 10, as amended) or otherwise.

24 12.9. Modification of Agreement. This Agreement, and all parts of it, may be amended,
25 modified, changed, or waived only by an express written instrument signed by all Parties
26 or their representatives, and approved by the Court.

27 12.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the
28 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 internal 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 Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 12.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to Evidence Code § 1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a declaration confirming the final pay out of all Settlement funds, Plaintiffs shall destroy, all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.
- 12.15. 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.
- 12.16. 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.
- 12.17. Notice. All notices, demands or other communications between the Parties in connection

with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff:

Kane Moon
Email: kmoon@moonlawgroup.com
Enzo Nabiev
Email: enabiev@moonlawgroup.com
MOON LAW GROUP, PC
725 S. Figueroa, St., 31st Floor
Los Angeles, California, 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

To Defendant:

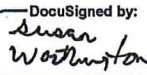
Paul J. Bauer
Email: paul@sw2law.com
SAGASER, WATKINS & WIELAND, PC
5260 North Palm Avenue, Suite 400
Fresno, California 93704
Telephone: (559) 421-7000
Facsimile: (559) 473-1483

12.18. Execution in Counterparts. This Agreement may be executed in one or more counterparts by 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.

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

Plaintiffs & Class Representatives:

Dated: 4/2/2025

DocuSigned by:

By: _____
Susan Worthington

Dated: 4/2/2025

DocuSigned by:

By: _____
Charles William Wilson

Plaintiffs' Counsel:

Dated: 4/7/2025

MOON LAW GROUP, PC

By: 
Kane Moon
Enzo Nabiev
Attorneys for Plaintiffs

Defendant:

Dated: 4/7/25

Creative Alternatives, Inc.

By: Stephanie Joy BIDDLE
Print Name

Signature
Executive Director
Title

Defendant's Counsel:

Dated: 7 April 2025

SAGASER, WATKINS, WIELAND, PC

By: 
Paul J. Bauer
Attorney for Defendant Creative Alternatives,
Inc.