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Attorney for Plaintiff GUSTAVO GUILLEN OROZCO

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

GUSTAVO GUILLEN OROZCO, an individual;

Plaintiff,

v.

LITTLE BROTHERS BAKERY, LLC, a
California Limited Liability Company; and DOES
1 through 20, inclusive;

Defendants.

Case Number: 23STCV02348

[Honorable Armen Tamzarian; Department 52]

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

Complaint Filed: February 2, 2023

Plaintiff GUSTAVO GUILLEN OROZCO ("Plaintiff") and Defendants LITTLE BROTHERS BAKERY, LLC. ("Defendants"), by and through their respective counsel of record, hereby stipulate as follows:

WHEREAS, on or about February 2, 2023, Plaintiff by and through Plaintiff's counsel, sent a notice to the California Labor Workforce Development Agency ("LWDA") and Defendants (the "PAGA Notice") alleging that Defendants engaged in violation of the California Labor Code and California Wage Orders, seeking civil penalties pursuant to the California Labor Code Private Attorneys' General Act ("PAGA");

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WHEREAS, on or about April 12, 2023, Plaintiff filed a Complaint in the California Superior Court for the County of Los Angeles entitled Gustavo Guillen Orozco v. Little Brothers Bakery, LLC (the “Action”) alleging individual employment claims;

WHEREAS, this Settlement is entered into by and between Plaintiff, on behalf of themselves and “Aggrieved Employees” (defined below), on the one hand, and Defendants on the other hand, to memorialize the essential terms of the settlement of Plaintiff’s representative claim asserted in the Action.

WHEREAS, this Settlement becomes enforceable upon its execution by the signatories set forth below. The Parties agree to enter into a long-form, Joint Stipulation for Settlement (or similar long-form Settlement Agreement) that contains the terms set forth in this Settlement and more specific information and procedures as required by law. Nonetheless, the Parties intend that the terms set forth herein in this Settlement are fully enforceable by the Los Angeles Superior Court upon motion of any Party.

WHEREAS, on or about April 12, 2023, Plaintiff filed a Complaint, alleging the following causes of action: (1) Violation of The Private Attorneys General Act, California Labor Code § 2698 et seq. (“PAGA”).

WHEREAS, for purposes of Plaintiff representative claims under PAGA, and for purposes of the Action (as defined below) and this PAGA Agreement, the alleged aggrieved individuals (“Aggrieved Employees”) are defined by Plaintiff to be current and former non-exempt hourly employees who worked at least one pay period, who worked for the Defendants in the State of California during the PAGA Period. The PAGA Period is defined to be from February 2, 2022 through the date this Court approves the settlement described herein (the “PAGA Settlement”) and enters judgment pursuant to the terms of the PAGA Settlement (the “Approval Date”);

WHEREAS, Defendants vigorously dispute and deny the allegations and various causes of action asserted in the Action, including, without limitation, Plaintiff’s and the Aggrieved Employees’ claim for civil penalties pursuant to PAGA;

WHEREAS, the Parties engaged in an informal exchange of documents and information. The Parties have also conducted extensive independent investigation and evaluations of the claims and

1 defenses in this matter. Both Plaintiff's counsel and Defendants' counsel have significant experience
2 litigating and resolving the type of wage-and-hour claims alleged in the Action, including claims for
3 civil penalties under PAGA;

4 **WHEREAS**, according to the PAGA Settlement Agreement, Plaintiff's "PAGA Released
5 Claims" are defined as any and all claims, rights, demands, liabilities and causes of action for civil
6 penalties under the PAGA asserted, or that could have been asserted in the Complaint, and/or PAGA
7 Notice, including but not limited to those under California Labor Code §§ 201, 202, 203, 204, 206,
8 206.5, 210, 216, 218.6, 221, 223, 224, 225.5, 226, 226.3, 226.7, 246, 256, 432.5, 450, 510, 512, 558,
9 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2698 et seq., 2802, and the California
10 Wage Orders sections 3, 4 7, 9, 11, 12, 20 and a California Civil Code 1542 release as to those sections,
11 that arose during the PAGA Period, based on the factual allegations pled in the operative complaint. ,
12 A true and correct copy of the PAGA Settlement Agreement is attached hereto as **Exhibit A**, and its
13 defined terms are hereby incorporated by reference;

14 **WHEREAS**, California Labor Code Section 2699(l)(2) requires that this Court review and
15 approve any settlement pursuant to PAGA;

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

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

26 **WHEREAS**, the Parties recognize that this Court may, pursuant to California Labor Code
27 Section 2699(e)(2), award a lesser amount than the maximum civil penalty amount permitted under
28

PAGA if, based on the facts and circumstances of the particular case, to do otherwise would result in an award that is unjust, arbitrary and oppressive, or confiscatory;

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

WHEREAS, the Parties have mutually agreed upon an Explanatory Letter, attached hereto as **Exhibit C**;

WHEREAS, the settlement administration quote from Phoenix Settlement Administrators is attached hereto as **Exhibit D**;

WHEREAS, in consideration of the terms and conditions set forth in the PAGA Settlement Agreement, the Parties agree to be bound to the terms and conditions set forth in the PAGA Settlement Agreement, including that:

Upon expiration of the appeal period after the final Court Approval Date, the Company shall pay the total sum of Ninety Thousand Dollars (\$90,000.00) on account of disputed and alleged civil penalties. From this amount, \$50,000.00 is allocated to settle Plaintiff's Individual Causes of Action. The remainder, \$40,000.00 shall be referred to hereinafter as the PAGA Gross Settlement Amount ("PGSA"). The PGSA shall be distributed as follows:

A. One-third (1/3) of the "PGSA, \$13,333.33, plus \$4,000.00 for costs, totaling \$17,333.33, shall be paid to Plaintiff's counsel Sirmabekian Law Firm PC, for attorney's fees and costs incurred on the PAGA claims; and, \$2,950.00 shall be paid to the Settlement Administrator.

B. The remaining balance after deducting the amount being paid to Plaintiff's counsel for attorney's fees, costs and expenses on the PAGA claims, \$19,716.68 (the "PAGA Net Settlement Amount" or "PNSA"), shall be classified for tax purposes as civil penalties ("Civil Penalty Allocation"), unless otherwise required by law, and shall be distributed as follows:

i. Seventy-Five Percent (75%) of the Civil Penalty Allocation, \$14,787.51, shall be paid to the LWDA, which represents civil penalties payable to the LWDA under the PAGA, Labor Code section 2698, *et seq.*;

1 ii. Twenty Five Percent (25%) of the Civil Penalty Allocation, \$4,929.17,
2 (the “Aggrieved Employee Amount”) shall be paid to the PAGA Members, pursuant to Labor Code §
3 2699(i), divided amongst PAGA Members based on each PAGA Member’s respective number of pay
4 periods worked for Defendant in California during the PAGA Period.

5 **WHEREAS**, Plaintiff agree that counsel for Plaintiff will notify the LWDA of the settlement
6 at the same time the settlement is submitted to the court for approval, seek approval of the settlement,
7 and perform any and all statutory tasks as required by law.

8 **WHEREAS**, the Parties further agree that should the Court deny approval of the settlement
9 based on the allocation of the PGSA (the “PAGA Gross Settlement Amount”) or PNSA, the Parties
10 agree to re-negotiate in good faith in an effort to obtain approval of the settlement.

11 **WHEREAS**, upon Court approval of the PAGA Settlement and performance of the payment
12 obligations therein, Plaintiff and PAGA Members will fully and finally release and discharge
13 Defendants and their former, present and future owners, parents, and subsidiaries, and all of their current,
14 former and future spouse(s), children, officers, directors, members, managers, employees, consultants,
15 partners, shareholders, joint ventures, agents, predecessors, successors, assigns, accountants, insurers, or
16 legal representatives(“Released Parties”), from all claims, rights, demands, liabilities and causes of
17 action for civil penalties under the PAGA asserted, or that could have been asserted in the Complaint,
18 including, but not limited to, those under California *Labor Code* §§ 201, 202, 203, 204, 206, 206.5,
19 210, 216, 218.6, 221, 223, 224, 225.5, 226, 226.3, 226.7, 246, 256, 432.5, 450, 510, 512, 558, 1174,
20 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2698 et seq., 2802, Wage Order sections 3,
21 4, 7, 9, 11, 12, 20, and a California *Civil Code* § 1542 release as to those sections, that arose during
22 the PAGA Period, based on the factual allegations pled in the operative complaint in the Action.
23 (“Released Claims”).

24 **WHEREAS**, Defendants shall separately pay \$50,000.0 to Plaintiff Orozco, in exchange for
25 Plaintiff’s: (i) release of their individual claims in the Action, and (ii) complete and general release
26 and waiver of known and unknown claims under Civil Code section 1542, except as may be prohibited
27 by law, such as claims for workers’ compensation benefits. The parties will execute a separate
28

1 settlement agreement with respect to Plaintiff's individual claims. Payment for Plaintiff's individual
2 claims is contingent on approval of the PAGA Action.

3 **WHEREAS**, Plaintiff has sole responsibility for all tax consequences of payments.

4 **WHEREAS**, Defendants represent that it has employed 108 aggrieved employees for 10,395
5 Pay Periods from the beginning of the PAGA Period through present. If as of the date of court
6 approval, the number of Pay Periods exceeds 10,395 by more than ten percent (10%) (i.e., the number
7 of Pay Periods reached 11,435; 110% of 10,395), then the amount of the Gross Settlement Amount
8 shall correspondingly increase in proportion to the increased percentage. For example, if such increase
9 in Pay Periods worked by Aggrieved Employees 25% over, then the PAGA Settlement Amount shall
10 increase by 15%. Alternatively, Defendants may choose to have the PAGA release period end on the
11 date when the 10% is reached.

12 **WHEREAS**, Defendants will provide PAGA Members' information (names, addresses, social
13 security numbers, and number of pay periods worked for Defendants in California during the PAGA
14 Period) to the Settlement Administrator to assist the settlement process within Fourteen (14) business
15 days of the court signing the approval order.

16 **WHEREAS**, No later than Fourteen (14) business days from the Effective Date ("Funding
17 Date"), Defendants shall fund the Gross Settlement Amount into an account established by the
18 Settlement Administrator, for administration and distribution in accordance with this Settlement
19 Agreement and the Court's orders.

20 **WHEREAS**, the Parties agree that Phoenix Settlement Administrators, shall be the Settlement
21 Administrator. The Settlement Administrator shall distribute payments for the General Release Fee,
22 the Attorneys' Fees, the Litigation Costs, the Settlement Administration Costs, the Employee
23 Payments, and the LWDA Payment within Fourteen (14) calendar days after receipt of the Gross
24 Settlement Amount from Defendants.

25 **WHEREAS**, Prior to mailing the Cover Letter, the Settlement Administrator shall check the
26 addresses provided in the Aggrieved Employees List using the United States Postal Service's National
27 Change of Address database, and update the addresses for known address changes. Should any of the
28 mailings to the Aggrieved Employees of their Cover Letter and Employee Payments be returned as

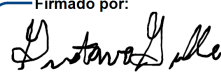
undeliverable within fourteen (14) calendar days of mailing, the Settlement Administrator will have seven (7) calendar days after it receives the returned undeliverable mail to search for a more current address for the Aggrieved Employee (via a skip trace or other reasonable method) and re-mail the Cover Letter and Employee Payments to any alternative or updated address obtained by the Settlement Administrator.

WHEREAS, each Aggrieved Employee will be issued one check for his or her Employee Payment which will expire one hundred and eighty (180) calendar days from the date the checks are issued by the Settlement Administrator. After the 180 day-period, the Settlement Administrator shall cancel all checks that have not been cashed or deposited and remit funds associated with such canceled checks to the State Controller's Office, Unclaimed Property Division in the name associated with each Aggrieved Employee whose Employee Payment checks are canceled.

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

1. **NOW THEREFORE**, the Parties jointly request that the Court approve the PAGA Settlement set forth in the PAGA Settlement Agreement and enter judgment accordingly to its terms

DATED: 11/22/2024

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GUSTAVO GUILLEN OROZCO

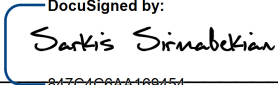
DATED: 11/22/2024



LITTLE BROTHERS BAKERY, LLC
 Paul Giuliano
 President

1 DATED: 11/22/2024
2
3

SIRMABEKIAN LAW FIRM, PC

By: 
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Attorneys for Plaintiff and the Settlement Class
Members

4
5
6
7 DATED: 11/22/24

O'HAGAN MEYER LLP

By: 

Efthalia S. Rofos, Esq.
Attorney for Defendant Little Brothers Bakery, LLC

EXHIBIT A

O'HAGAN MEYER LLP

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ATTORNEY FOR PLAINTIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

GUSTAVO GUILLEN OROZCO, an
individual, on behalf of herself and on behalf
of all aggrieved employees,

PLAINTIFF,

vs.

LITTLE BROTHERS BAKERY, LCC., a
California Limited Liability Company; and
DOES 1 through 50, Inclusive;

DEFENDANTS.

Case No. 23STCV02348

[Action Filed: February 2, 2023]

**STIPULATION OF SETTLEMENT OF
PAGA ACTION CLAIMS AND
RELEASE OF CLAIMS**

Judge: Honorable Armen Tamzarian
Dept.: 52

This Stipulation of Settlement PAGA Action Claims and Release of Claims is entered into by and between plaintiff GUSTAVO GUILLEN OROZCO (hereinafter “Plaintiff”), individually and on behalf of the State of California as a private attorney general, and defendants LITTLE BROTHERS BAKERY, LLC. (hereinafter, “Defendant”):

I. DEFINITIONS

- A. “Action” shall mean the Plaintiff’s PAGA lawsuit alleging wage and hour violations against Defendant captioned *Gustavo Guillen Orozco v. Little Brothers Bakery, LLC*, Los Angeles Superior Court, Case No. 23STCV02348, filed February 2, 2023 (hereinafter “the Action”).
- B. “Aggrieved Employees” shall mean all non-exempt employees who are or previously were employed by Defendant in California during the period of February 2, 2022 to date of preliminary approval.
- C. “Agreement” or “Settlement Agreement” means this Stipulation of Settlement of the PAGA Claims and Release of Claims.
- D. “Approval Order” means the proposed Court Order Granting Approval of PAGA Settlement.
- E. “Court” means the Superior Court for the State of California, County of Los Angeles.
- F. “Defendant” shall mean Little Brothers Bakery, LLC.
- G. “Defendants’ Counsel” shall mean Efthalia S. Rofos, Esq. of O’Hagan Meyer LLP.
- H. “Effective Date” means the date by which both of the following have occurred: (a) the Court enters a Judgment on its Order Approving the PAGA Settlement and (b) the Judgement is final. The Judgment is final as of the latest of the following occurrences: (a) the day the Court enters Judgment.
- I. “Gross Settlement Amount” means Forty Thousand Dollars (\$40,000.00) which is the total amount Defendant agrees to pay under the Settlement. The Gross Settlement Amount will be used to pay Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, and the Administrator’s Expenses Payment.

- J. "Individual Settlement Payment" means the Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of Pay Periods the Aggrieved Employee worked during the PAGA Period.
- K. "Judgment" means the judgment entered by the Court based upon the Final Approval.
- L. "LWDA" means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).
- M. "LWDA PAGA Payment" means the 75% of the PAGA of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- N. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amount approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Aggrieved Employees as Individual PAGA Payments.
- O. "PAGA Counsel" means Sarkis Sirmabekian, the attorney representing the Plaintiff in the Action.
- P. "PAGA Counsel Fees Payment" and "PAGA Counsel Litigation Expenses Payment" mean the amounts allocated to PAGA Counsel for reimbursement of reasonable attorneys' fees and expenses, respectively, incurred to prosecute the Action.
- Q. "PAGA" means the California Labor Code Private Attorneys General Act of 2004, Labor Code § 2698 *et seq.*
- R. "PAGA Payment Ratio" means the respective pay periods during the PAGA Period for each Aggrieved Employee divided by the sum total of the pay periods for all Aggrieved Employees during the PAGA Period.
- S. "PAGA Pay Periods", for purposes of calculating the distribution of the Aggrieved Employee Payment, as defined herein, means the number of pay periods of employment during the PAGA Period that each Aggrieved Employee worked in California.

- 1 T. "PAGA Notice" means Plaintiff's letter to Defendant and the LWDA providing notice
2 pursuant to Labor Code section 2699.3, subd.(a).
- 3 U. "PAGA Period" means the period between February 2, 2022 to the date of preliminary
4 approval.
- 5 V. "PAGA Settlement" shall mean Forty Thousand Dollars (\$40,000.00) to be allocated
6 from the Gross Settlement Amount, from which 33.33% shall be allocated to
7 Plaintiff's Counsel's attorneys' fees, \$4,500.00 to costs, \$2,950.00 to administration
8 costs, and with 25% of the remainder going to the Aggrieved Employees and 75%
9 going to the Labor and Workforce Development Agency ("LWDA"). The amount of
10 the PAGA Settlement Payment is subject to Court approval pursuant to California
11 Labor Code section 2699(l). Any reallocation of the Gross Settlement Amount to
12 increase the PAGA Settlement Payment will not constitute grounds by either party to
13 void this Agreement, so long as the Gross Settlement Amount remains the same.
- 14 W. "Parties" means Plaintiff and Defendant, collectively, and "Party" shall mean either
15 Plaintiff or Defendants, individually.
- 16 X. "Plaintiff" shall mean GUSTAVO GUILLEN OROZCO.
- 17 Y. "Released PAGA Claims" means all PAGA claims alleged in the operative First
18 Amended Complaint and Plaintiff's PAGA notice to the LWDA which occurred
19 during the PAGA Period, and expressly excluding all other claims, including claims
20 for vested benefits, wrongful termination, unemployment insurance, disability, social
21 security, workers' compensation, and PAGA claims outside of the PAGA Period.
- 22 Z. "Released Parties" shall mean Defendant and any and all of its respective owners,
23 officers, directors, partners, shareholders, employees, agents, affiliates, subsidiaries,
24 successors, assigns, executors, trustees, fiduciaries, administrators, beneficiaries,
25 business managers, contractors, insurers, reinsurers, attorneys, employees, pas and
26 present and/or legal representatives.
- 27 AA. "Settlement" means the disposition of the Action effected by this Agreement and the
28 Judgment.

II. RECITALS

A. On February 2, 2023, Plaintiff filed a Class Action lawsuit for:

1. Failure to pay minimum wage in violation of Cal. Lab. Code §1197;
2. Failure to compensate for all hours worked in violation of Cal. Lab. Code §1198;
3. Failure to pay overtime compensation in violation of Cal. Lab. Code §1198;
4. Failure to provide required rest periods in violation of Cal. Lab. Code § 226.7;
5. Failure to provide required meal periods in violation of Cal. Lab. Code § 226.7;
6. Failure to furnish accurate wage and hour statements in violation of Cal. Lab. Code §226;
7. Failure to pay wages upon discharge in violation of Cal. Lab. Code § 201;
8. Statutory penalties under Cal. Lab. Code §§ 203 and 558;
9. Failure to indemnify and illegal deductions from wages in violation of Cal. Lab. Code §2802;
10. Unfair Competition in Violation of Bus. and Prof. Code §§ 17200, *et seq*;

B. On February 2, 2023, Plaintiff filed a Notice of Violations with the Labor and Workforce Development Agency (LWDA) and served the same on Defendants.

C. On April 12, 2023, Plaintiff filed the operative First Amended Complaint to include an additional cause of action for Violations of the Private Attorneys General Act [Labor Code §§ 2698, *et seq.*].

D. On September 15, 2023, the Parties filed a stipulation with the court, stipulating to submit all claims except Plaintiff's PAGA claim to arbitration pursuant to the arbitration agreement signed by Plaintiff on October 20, 2021.

E. Defendants deny any liability or wrongdoing of any kind associated with the claims alleged in the Action, dispute any wages, damages and penalties claimed by Plaintiff are owed, and further contend that, for any purpose other than this settlement, the Action is not appropriate for class or representative action treatment. Defendants contend, among other

1 things, that at all times they complied with the California Labor Code and the Industrial Wage
2 Commission Orders.

3 F. Plaintiff conducted an investigation into the facts relevant to the Action, including
4 conducting an independent investigation as to the allegations, reviewing documents and
5 information exchanged through informal discovery, and reviewing documents and
6 information provided by Defendants pursuant to informal requests for information to prepare
7 for mediation. Defendants produced for the purpose of settlement negotiations certain
8 employment data, including payroll and timekeeping records, concerning the Aggrieved
9 Employees, which Plaintiff's counsel reviewed and analyzed. Based on their own
10 independent investigation and evaluation, Plaintiff's counsel are of the opinion that the
11 Settlement with Defendants is fair, reasonable and adequate, and is in the best interest of the
12 Aggrieved Employees in light of all known facts and circumstances, including the risks of
13 significant delay, defenses asserted by Defendants, uncertainties regarding PAGA
14 manageability, and numerous potential appellate issues. Although it denies any liability,
15 Defendants are agreeing to this Settlement solely to avoid the inconveniences and cost of
16 further litigation. The Parties and their counsel have agreed to settle the claims on the terms
17 set forth in this Agreement.

18 G. On August 19, 2024, the Parties participated in mediation presided over by Michael
19 Young Esq., a mediator of PAGA actions. The mediation concluded with a settlement, which
20 is subsequently memorialized by this Agreement and a concurrently executed individual
21 settlement agreement.

22 H. This Agreement replaces and supersedes any other agreements, understandings, or
23 representations between the Parties. This Agreement represents a compromise and settlement
24 of highly disputed claims. Nothing in this Agreement is intended or will be construed as an
25 admission by Defendants that the claims in the Actions of Plaintiff or Aggrieved Employees
26 have merit or that Defendant bears any liability to Plaintiff or the Aggrieved Employees on
27 those claims or any other claims, or as an admission by Plaintiff that Defendants' defenses in
28 the Actions have merit.

I. The Parties believe that the Settlement is fair, reasonable, and adequate. The Settlement was arrived at through arm's-length negotiations, taking into account all relevant factors. The Parties recognize the uncertainty, risk, expense, and delay attendant to continuing the Action through trial and any appeal. Accordingly, the Parties desire to fully, finally, and forever settle, compromise, and discharge all disputes and claims arising from or relating to the Action.

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

III. TERMS OF AGREEMENT

A. MONETARY TERMS

1. Gross Settlement Amount. Except as otherwise provided by Section G below, Defendant promises to pay \$40,000 and no more as the Gross Settlement Amount. Defendant has no obligation to pay the Gross Settlement Amount prior to the deadline stated in Section D. Paragraph 1 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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:

a) To PAGA Counsel: A PAGA Counsel Fees Payment of not more than 33.33% which is currently estimated to be \$13,333.32 and PAGA Counsel Litigation Expenses Payment of not more than \$4,000.00. Defendant will not oppose requests for Court approval of these payments provided that they do not exceed these amounts. Plaintiff and/or PAGA Counsel will file an application or motion for PAGA Counsel Fees Payment and PAGA Litigation Expenses Payment. If the Court approves a PAGA Counsel Fees Payment and/or a PAGA Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement

1 Amount. Released Parties shall have no liability to PAGA Counsel or any
2 other Plaintiff's Counsel arising from any claim to any portion any PAGA
3 Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment.
4 The Administrator will pay the PAGA Counsel Fees Payment and PAGA
5 Counsel Expenses Payment using one or more IRS 1099 Forms. PAGA
6 Counsel assumes full responsibility and liability for taxes owed on the PAGA
7 Counsel Fees Payment and the PAGA Counsel Litigation Expenses Payment
8 and holds Defendant harmless, and indemnifies Defendant, from any dispute
9 or controversy regarding any division or sharing of any of these Payments.

10 b) To the Administrator: An Administrator Expenses Payment not to
11 exceed \$2,950.00 except for a showing of good cause and as approved by the
12 Court. To the extent the Administration Expenses are less or the Court
13 approves payment less than \$2,950.00, the Administrator will retain the
14 remainder in the Net Settlement Amount.

15 c) To the LWDA and Aggrieved Employees: PAGA Penalties in the
16 amount of \$19,716.68 to be paid from the Gross Settlement Amount, with 75%
17 (\$14,787.51) allocated to the LWDA PAGA Payment and 25% allocated to
18 the Individual PAGA Payments.

19 (1) The Administrator will calculate each Individual PAGA
20 Payment by (a) dividing the amount of the Aggrieved Employees'
21 25% share of PAGA Penalties (\$4,929.17) by the total number of
22 PAGA Period Pay Periods worked by all Aggrieved Employees during
23 the PAGA Period and (b) multiplying the result by each Aggrieved
24 Employee's PAGA Period Pay Periods. Aggrieved Employees assume
25 full responsibility and liability for any taxes owed on their Individual
26 PAGA Payment.

27 (2) If the Court approves PAGA Penalties of less than the amount
28 requested, the Administrator will allocate the remainder to the Net

Settlement Amount. The Administrator will report the Individual
PAGA Payments on IRS 1099 Forms.

B. SETTLEMENT FUNDING AND PAYMENTS

1. Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant estimates there are 108 Aggrieved Employees who worked a total 10,395 of PAGA Pay Periods.

2. Aggrieved Employee Data. Within 15 days of Preliminary Approval, Defendant will simultaneously deliver the Aggrieved Employee Data to the Administrator in the form of a Microsoft Excel spreadsheet. To protect Aggrieved Employee' privacy rights, the Administrator must maintain the Aggrieved Employee Data in confidence, use the Aggrieved Employee Data only for purposes of this Settlement and for no other purpose, and restrict access to the Aggrieved Employee Data to Administrator employees who need access to the Aggrieved Employee Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify PAGA Counsel if it discovers that the Aggrieved Employee Data omitted employee identifying information and to provide corrected or updated Aggrieved Employee Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Aggrieved Employee 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 Aggrieved Employee Data.

3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator within thirty (30) days of Preliminary Approval (or Final Approval if the Court foregoes the need for multiple approval hearings), but no earlier than November 1, 2024.

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 PAGA Payments, the LWDA PAGA Payment, the Administration

1 Expenses Payment, the PAGA Counsel Expenses Payment. Disbursement of the
2 PAGA Counsel Litigation Expenses Payment shall not precede disbursement of
3 Individual PAGA Payments.

4 a) The Administrator will issue checks for the Individual PAGA
5 Payments and send them to the Aggrieved Employees via First Class U.S.
6 Mail, postage prepaid. The face of each check shall prominently state the date
7 (not less than 180 days after the date of mailing) when the check will be
8 voided. The Administrator will cancel all checks not cashed by the void date.
9 Before mailing any checks, the Settlement Administrator must update the
10 recipients' mailing addresses using the National Change of Address Database.

11 b) The Administrator must conduct an Aggrieved Employee Address
12 Search for all Aggrieved Employees whose checks are returned undelivered
13 without USPS forwarding address. Within 7 days of receiving a returned
14 check the Administrator must re-mail checks to the USPS forwarding address
15 provided or to an address ascertained through the Aggrieved Employee
16 Address Search. The Administrator need not take further steps to deliver
17 checks to Aggrieved Employees whose re-mailed checks are returned as
18 undelivered. The Administrator shall promptly send a replacement check to
19 any Aggrieved Employee whose original check was lost or misplaced,
20 requested by the Aggrieved Employee prior to the void date.

21 c) For any Aggrieved Employee whose Individual PAGA Payment check
22 is uncashed and cancelled after the void date, the Administrator shall transmit
23 the funds represented by such checks to the California Controller's Unclaimed
24 Property Fund in the name of the Aggrieved Employee.

25 d) The payment of Individual PAGA Payments shall not obligate
26 Defendant to confer any additional benefits or make any additional payments
27 to the Aggrieved Employees (such as 401(k) contributions or bonuses) beyond
28 those specified in this Agreement.

1 C. **RELEASES OF CLAIMS.** Effective on the date when Defendant fully funds the
2 entire Gross Settlement Amount Plaintiff and PAGA Counsel will release claims against all
3 Released Parties as follows:

4 1. **Plaintiff's Release.** Plaintiff and his or her respective former and present
5 spouses, representatives, agents, attorneys (including PAGA Counsel), heirs,
6 administrators, successors, and assigns generally, release and discharge Released
7 Parties from all civil penalties per Labor Code 2698 et seq (PAGA) for claims,
8 transactions, or occurrences that occurred during the PAGA Period, including, but not
9 limited to: (a) all claims that were, or reasonably could have been, alleged, based on
10 the facts contained in the Operative Complaint and the PAGA Notice ("Plaintiff's
11 Release"). Plaintiff's Release does not extend to any claims or actions to enforce this
12 Agreement, or to any claims for vested benefits, unemployment benefits, disability
13 benefits, social security benefits, workers' compensation benefits that arose at any
14 time, or based on occurrences outside the PAGA Period. Plaintiff acknowledges that
15 Plaintiff may discover facts or law different from, or in addition to, the facts or law
16 that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's
17 Release shall be and remain effective in all respects, notwithstanding such different
18 or additional facts or Plaintiff's discovery of them.

19 a) **Plaintiff's Waiver of Rights Under California Civil Code Section**
20 **1542.** For purposes of Plaintiff's Release, Plaintiff, subject to the terms of a
21 separately executed individual settlement agreement, expressly waives and
22 relinquishes the provisions, rights, and benefits, if any, of section 1542 of the
23 California Civil Code, which reads: A general release does not extend to
24 claims that the creditor or releasing party does not know or suspect to exist in
25 his or her favor at the time of executing the release, and that if known by him
26 or her would have materially affected his or her settlement with the debtor or
27 Released Party.
28

2. Release by Aggrieved Employees: 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 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.

3. Release by PAGA Counsel: PAGA Counsel release on behalf of their present and former attorneys, employees, agents, successors, and assigns the Released Parties from all claims for PAGA Fees incurred in connection with the Operative Complaint and the PAGA Period facts stated in the Operative Complaint and the PAGA Notice.

D. **STIPULATION, MOTION OR APPLICATION FOR APPROVAL OF SETTLEMENT.** The Parties agree to jointly prepare and file a stipulation, application or motion for approval of this Settlement.

1. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining approval of this Settlement under Labor Code Section 2699, subd. (f)(2)) including (i) a draft proposed Order Granting Approval of PAGA Settlement; (ii) 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 Aggrieved Employee 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 Aggrieved Employees or the LWDA; and the nature and extent of any financial relationship with Plaintiff, PAGA Counsel or Defense Counsel; (iii) a signed declaration from PAGA Counsel firm attesting to its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); (iv) a redlined version, if necessary, of the parties' Agreement showing all modifications made to

1 the Model Agreement ready for filing with the Court; and (v) all facts relevant to any
2 actual or potential conflict of interest with Aggrieved Employees and/or the
3 Administrator.

4 2. Responsibilities of the Parties. PAGA Counsel and Defense Counsel are
5 jointly responsible for expeditiously finalizing and filing the stipulation, application
6 or motion for approval of this Settlement no later than 30 days after the full execution
7 of this Agreement and, if necessary, obtaining a prompt hearing date for the motion
8 and appearing in Court to advocate in favor of the motion. PAGA Counsel is
9 responsible for delivering the Court's Preliminary Approval to the Administrator

10 3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed
11 application or motion for approval of this Settlement and/or the supporting
12 declarations and documents, PAGA Counsel and Defense Counsel will expeditiously
13 work together on behalf of the Parties by meeting in person or by telephone, and in
14 good faith, to resolve the disagreement. If the Court does not grant the motion for
15 approval of this Settlement or conditions its approval on any material change to this
16 Agreement, PAGA Counsel and Defense Counsel will expeditiously work together
17 on behalf of the Parties by meeting in person or by telephone, and in good faith, to
18 modify the Agreement and otherwise satisfy the Court's concerns.

19 E. **SETTLEMENT ADMINISTRATION**

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

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

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

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

10 F. **AGGRIEVED EMPLOYEE SIZE ESTIMATES**

11 1. Based on its records, Defendant estimates that, as of the date of this Settlement
12 Agreement, there are 108 Aggrieved Employees who worked 10,395 Pay Periods
13 during the PAGA period. If the pay period number increases by more than 10% of the
14 estimate stated herein, then Defendant, and its option, can either choose to: (1) cut off
15 the end date for the class release as of the date on which the number of work weeks
16 reaches 11,435 (110% of 10,395 pay periods) or (2) increase the Settlement Amount
17 proportionally for the number of workweeks over 110% of 10,395 (11,435).

18 G. **CONTINUING JURISDICTION OF THE COURT**

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

23 2. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms
24 and conditions of this Agreement, specifically including the PAGA Counsel Fees
25 Payment and PAGA Counsel Litigation Expenses Payment, the Parties, their
26 respective counsel waive all rights to appeal from the Judgment, including all rights
27 to post-judgment and appellate proceedings, the right to file motions to vacate
28 judgment, motions for new trial, extraordinary writs, and appeals. The waiver of

1 appeal does not include any waiver of the right to oppose such motions, writs or
2 appeals. If another party appeals the Judgment, the Parties' obligations to perform
3 under this Agreement will be suspended until such time as the appeal is finally
4 resolved and the Judgment becomes final, except as to matters that do not affect the
5 amount of the Net Settlement Amount.

6 H. **ADDITIONAL PROVISIONS**

7 1. No Admission of Liability or Representative Manageability for Other
8 Purposes. This Agreement represents a compromise and settlement of highly disputed
9 claims. Nothing in this Agreement is intended or should be construed as an admission
10 by Defendant that any of the allegations in the Operative Complaint have merit or that
11 Defendant has any liability for any claims asserted; nor should it be intended or
12 construed as an admission by Plaintiff that Defendant's defenses in the Action have
13 merit. The Parties agree that representative treatment is for purposes of this
14 Settlement only. If, for any reason the Court does not approve this Settlement,
15 Defendant reserves all available defenses to the claims in the Action, and Plaintiff
16 reserves the right to contest Defendant's defenses. The Settlement, this Agreement
17 and Parties' willingness to settle the Action will have no bearing on, and will not be
18 admissible in connection with, any litigation (except for proceedings to enforce or
19 effectuate the Settlement and this Agreement).

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

24 3. Attorney Authorization. PAGA Counsel and Defense Counsel separately
25 warrant and represent that they are authorized by Plaintiff and Defendant,
26 respectively, to take all appropriate action required or permitted to be taken by such
27 Parties pursuant to this Agreement to effectuate its terms, and to execute any other
28

documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

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

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

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

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

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

9. 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.

10. 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.

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

13. 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.

14. 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:

Sarkis Sirmabekian, Esq.
2600 W Olive Ave #549
Burbank, CA 91505
Telephone: (818) 473-5003
Email: contact@slawla.com

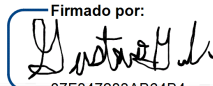
To Defendant:

Efthalia S. Rofos, Esq
4695 MacArthur Ct., Suite 900
Newport Beach, CA 92660
Telephone: (949) 519-2080
Email: trofos@ohaganmeyer.com

15. 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.

IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

DATED: 11/13/2024

Firmado por:

87F847283AB64B4...
 GUSTAVO GUILLEN OROZCO

IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

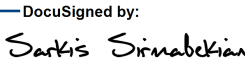
DATED: 10/24/24


 LITTLE BROTHERS BAKERY, LLC
 Paul Giuliano
 President

IT IS SO AGREED AS TO FORM BY COUNSEL:

DATED: 11/2/2024

SIRMABEKIAN LAW FIRM, PC

DocuSigned by:

847C4C6AA169454...
 By:
 Attorneys for Plaintiff and the Settlement Class Members

1 DATED: 10/25/2024

O'HAGAN MEYER LLP

2 By: 

3 Efthalia S. Rofos, Esq.

4 Attorney for Defendant Little Brothers Bakery, LLC

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EXHIBIT B



Thank you for your Proposed Settlement Submission

1 message

DIR PAGA Unit <no-reply@formassembly.com>

Thu, Dec 5, 2024 at 11:07 AM

To: contact@slawla.com

12/05/2024 11:07:41 AM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Proposed Settlement

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: http://labor.ca.gov/Private_Attorneys_General_Act.htm

EXHIBIT C

Re: NOTICE OF SETTLEMENT

**GUSTAVO GUILLEN OROZCO v. LITTLE BROTHERS BAKERY, LLC., et al.
Superior Court of California for the County of Los Angeles
Case Number: 23STCV02348**

Date:

SIMID
Name
Address

Dear Name:

A settlement was reached between Plaintiff Gustavo Guillen Orozco (“Plaintiff”) and Defendant Little Brothers Bakery, LLC (“Defendant”) (collectively the “Parties”) in *Gustavo Guillen Orozco v. Little Brothers Bakery, LLC., et al.*, filed in the Superior Court of California for the County of Los Angeles, case number: 23STCV02348 (the “Action”). On , the Superior Court of California for the County of Los Angeles issued an Order approving the Settlement, which was brought pursuant to the Private Attorneys General Act (“PAGA”). An action under PAGA is an enforcement action in which an aggrieved employee acts as a private attorney general to collect penalties from employers. In reaching this settlement, Defendants made no admission of liability and denied the truth of the allegations in the Action. However, to avoid additional expense, inconvenience, and interference with Defendants’ business operations, the Parties have concluded that it is in the best interests of the Parties to settle.

This settlement affects certain employees and former employees of Defendant. You are receiving this Notice of Settlement because you worked for Defendant at some point from February 2, 2022 through (the date the Court approved the PAGA Settlement and entered a final order and/or Judgment) (“PAGA Period”). Pursuant to the Settlement, enclosed is a check for your share of a portion of the civil penalties. This check will remain valid for 180 days from the date of issuance. If you do not cash your check within 180 days of issuance, the funds will be deposited by the Settlement Administrator with the California State Controller to be deposited in the Unclaimed Property Fund in your name. If you are still employed by Defendant, your decision to cash the check will not affect your employment.

Payment of this settlement includes a release of any and all claims pursuant to the *California Labor Code § 2698*, which were alleged based on the facts in the operative Complaint or notice for the California Labor Workforce Development Agency (“LWDA”) on behalf of Plaintiff and all aggrieved employees during the PAGA Period. The release includes all claims, rights, demands, liabilities and causes of action that arose during the period from February 2, 2022 through , for civil penalties under the PAGA, based on the allegations pled by Plaintiff in the Action: (1) Violation of The Private Attorneys General Act of 2004 (“PAGA”); (2) Failure to Pay Minimum Wage; (3) Failure to Compensate for All Hours Worked (4) Failure to

Pay Overtime Compensation; (5) Failure To Pay Rest Period Compensation; (6) Failure To Pay Meal Period Compensation; (7) Failure To Furnish Accurate Wage and Hour Statements; (8) Failure to Pay Wages Upon Discharge; (9) Statutory Penalties; (10) Failure to Indemnify and Illegal Deductions From Wages; including any related claims for attorneys' fees, costs, penalties or interest resulting there from, during the PAGA Period). This release only waives, and is limited to, the aggrieved employees' rights to collect civil penalties under PAGA (2698 *et seq.*).

If you have any questions, you can contact Phoenix Class Action Administration Solutions, the Settlement Administrator, at 1.XXX.XXX.XXXX.

EXHIBIT D



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

CASE ASSUMPTIONS

Aggrieved Members	108
Opt Out Rate	N/A
Opt Outs Received	
Total Aggrieved Claimants	108
Subtotal Admin Only	\$2,950.00

Not-to-Exceed Total \$2,950.00

For 108 Aggrieved Members

Pricing Good for Scope of Estimate Only

All Aspects of Escheating to the State of CA Included

September 3, 2024

Case: Orozco v Little Brothers Bakery PAGA Distribution

Phoenix Contact: Jodey Lawrence

Contact Number: 949.566.1455

Email: Jodey@phoenixclassaction.com

Requesting Attorney: Sarkis Sirmabekian

Firm: Sirmabekian Law Firm

Contact Number: (818) 473-5003

Email: sarkis@slawla.com

Assumptions and Estimate are based on information provided by counsel. If class size changes, PHX will need to adjust this Estimate accordingly.

Estimate is based on **108** Class Members. Class data **Must** be sent in Microsoft Excel or uploaded in the same format. Class Data Must be sent in one spreadsheet, with no additional programming needed. A rate of \$150 per hour will be charged for any additional analysis or programming. Pricing good for 90 days.

Case & Database Setup / Toll Free Setup & Call Center / NCOA (USPS)			
Administrative Tasks:	Rate	Hours/Units	Line Item Estimate
Programming Manager	\$125.00	1	\$125.00
Programming Database & Setup	\$125.00	1	\$125.00
Toll Free Setup*	\$22.62	1	\$22.62
Call Center & Long Distance	\$2.00	13	\$26.00
NCOA (USPS)	\$25.00	1	\$25.00
		Total	\$323.62

* Up to 120 days after disbursement

Data Merger & Scrub / Notice Packet, Check & Postage			
Project Action	Rate	Hours/Units	Line Item Estimate
Notice Packet Formatting	\$125.00	1	\$125.00
Data Merge & Duplication Scrub	\$0.10	108	\$10.80
Notice and Check Packet	\$2.00	108	\$216.00
Estimated Postage (up to 1 oz.)*	\$0.64	108	\$69.12
		Total	\$420.92

* Prices good for 90 days. Subject to change with the USPS Rate or change in Notice pages or Translation, if any.



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

Skip Tracing & Remailing Notice Packets / Tracking & Programming Undeliverables

Project Action:	Rate	Hours/Units	Line Item Estimate
Case Associate	\$125.00	1	\$125.00
Skip Tracing Undeliverables	\$2.00	16	\$32.40
Remail Notice Packets	\$2.00	16	\$32.40
Estimated Postage	\$0.61	16	\$9.88
Programming Undeliverables	\$50.00	1	\$50.00
Total			\$249.68

Database Programming

Project Action:	Rate	Hours/Units	Line Item Estimate
Programming Claims Database	\$125.00	1	\$125.00
Case Manager	\$125.00	1	\$125.00
Total			\$250.00

Calculation & Disbursement Programming/ Create & Manage QSF/ Mail Checks

Project Action:	Rate	Hours/Units	Line Item Estimate
Programming Calculations	\$125.00	1	\$125.00
Disbursement Review	\$125.00	1	\$125.00
Programming Manager	\$100.00	1	\$100.00
QSF Bank Account & EIN	\$50.00	1	\$50.00
Check Run Setup & Printing	\$125.00	1	\$125.00
Total			\$525.00

* Checks are printed on 8.5 x 11 in. sheets with W2/1099 Tax Filing



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

Tax Reporting & Reconciliation / Re-Issuance of Checks / Conclusion Reports and Declarations			
Project Action:	Rate	Hours/Units	Line Item Estimate
Case Supervisor	\$125.00	1	\$125.00
Remail Undeliverable Checks (Postage Included)	\$1.50	21	\$30.78
Case Associate	\$50.00	3	\$150.00
Reconcile Uncashed Checks	\$25.00	3	\$75.00
Conclusion Reports	\$100.00	1	\$100.00
Case Manager Conclusion	\$75.00	1	\$75.00
Final Reporting & Declarations	\$125.00	1	\$125.00
QSF Annual Tax Reporting * (State Tax Reporting Included)	\$500.00	1	\$500.00
Total			\$1,180.78

* All applicable California State & Federal taxes, which include SUI, ETT, and SDI, and FUTA filings. Additional taxes are Defendant's responsibility.

Estimate Total: \$2,950.00



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

TERMS AND CONDITIONS

Provisions: The case estimate is in good faith and does not cover any applicable taxes and fees. The estimate does not make any provision for any services or class size not delineated in the request for proposal or stipulations. Proposal rates and amounts are subject to change upon further review, with Counsel/Client, of the Settlement Agreement. Only pre-approved changes will be charged when applicable. No modifications may be made to this estimate without the approval of PSA (Phoenix Settlement Administrators). All notifications are mailed in English language only unless otherwise specified. Additional costs will apply if translation into other language(s) is required. Rates to prepare and file taxes are for Federal and California State taxes only. Additional charges will apply if multiple state tax filing(s) is required. **Pricing is good for ninety (90) days.**

Data Conversion and Mailing: The proposal assumes that data provided will be in ready-to-use condition and that all data is provided in a single, comprehensive Excel spreadsheet. PSA cannot be liable for any errors or omissions arising due to additional work required for analyzing and processing the original database. A minimum of two (2) business days is required for processing prior to the anticipated mailing date with an additional two (2) business days for a National Change of Address (NCOA) update. Additional time may be required depending on the class size, necessary translation of the documents, or other factors. PSA will keep counsel apprised of the estimated mailing date.

Claims: PSA's general policy is to not accept claims via facsimile. However, in the event that facsimile filing of claims must be accepted, PSA will not be held responsible for any issues and/or errors arising out of said filing. Furthermore, PSA will require disclaimer language regarding facsimile transmissions. PSA will not be responsible for any acts or omissions caused by the USPS. PSA shall not make payments to any claimants without verified, valid Social Security Numbers. All responses and class member information are held in strict confidentiality.

Payment Terms: All postage charges and 50% of the final administration charges are due at the commencement of the case and will be billed immediately upon receipt of the data and/or notice documents. PSA bills are due upon receipt unless otherwise negotiated and agreed to with PSA by Counsel/Client. In the event the settlement terms provide that PSA is to be paid out of the settlement fund, PSA will request that Counsel/Client endeavor to make alternate payment arrangements for PSA charges that are due at the onset of the case. The entire remaining balance is due and payable at the time the settlement account is funded by Defendant, or no later than the time of disbursement. Amounts not paid within thirty (30) days are subject to a service charge of 1.5% per month or the highest rate permitted by law.

Tax Reporting Requirements

PSA will file the necessary tax returns under the EIN of the QSF, including federal and state returns. Payroll tax returns will be filed if necessary. Under the California Employment Development Department, all taxes are to be reported under the EIN of the QSF with the exception of the following taxes: Unemployment Insurance (UI) and Employment Training Tax (ETT), employer-side taxes, and State Disability Insurance (SDI), an employee-side tax. These are reported under Defendant's EIN. Therefore, to comply with the EDD payroll tax filing requirements we will need the following information:

1. Defendant's California State ID and Federal EIN.
2. Defendant's current State Unemployment Insurance (UI) rate and Employment Training Tax (ETT) rate. This information can be found in the current year DE 2088, Notice of Contribution Rates, issued by the EDD.
3. Termination dates of the class members, or identification of current employee class members, so we can account for the periods that the wages relate to for each class member.
4. An executed Power of Attorney (Form DE 48) from Defendant. This form is needed so that we may report the UI, SDI, and ETT taxes under Defendant's EIN on their behalf. If this form is not provided we will work with the EDD auditors to transfer the tax payments to Defendant's EIN.
5. Defendant is responsible for reporting the SDI portion of the settlement payments on the class member's W-2. PSA will file these forms on Defendant's behalf for an additional fee and will issue an additional W-2 for each class member under Defendant's EIN, as SDI is reported under Defendant's EIN rather than the EIN of the QSF. The Power of Attorney (Form DE 48) will be needed in order for PSA to report SDI payments.

1 Sarkis Sirmabekian [SBN 278588]
2 **SIRMABEKIAN LAW FIRM, PC**
3 2600 W. Olive Ave, Suite 549
4 Los Angeles, California 91505
5 Telephone: (818) 473-5003
6 Facsimile: (818) 476-5619
7 Email: *contact@slawla.com*

8 *Attorney for Plaintiff GUSTAVO GUILLEN OROZCO*

9 Efthalia S. Rofos, Esq. [SBN 309065]
10 *trofos@ohaganmeyer.com*
11 Anita Lodi, Esq. [SBN 347554]
12 *alodi@ohaganmeyer.com*
13 **O'Hagan Meyer LLP**
14 4695 MacArthur Ct., Ste. 900
15 Newport Beach, California 92660

16 *Attorneys for Defendant LITTLE BROTHERS BAKERY, LLC*

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

17 GUSTAVO GUILLEN OROZCO, an individual;
18
19 Plaintiff,
20
21 v.
22 LITTLE BROTHERS BAKERY, LLC, a
23 California Limited Liability Company; and
24 DOES 1 through 20, inclusive;
25
26 Defendants.

Case Number: 23STCV02348

[Honorable Armen Tamzarian; Department 52]

**~~[PROPOSED]~~ ORDER APPROVING
SETTLEMENT PURSUANT TO
CALIFORNIA LABOR CODE PRIVATE
ATTORNEYS' GENERAL ACT AND
ENTERING JUDGMENT**

Complaint Filed: February 2, 2023

1 **TO ALL PARTIES AND THEIR COUNSEL OF RECORD:**

2 PLEASE TAKE NOTICE THAT the Court has reviewed and considered the *STIPULATION*
3 *BY ALL PARTIES FOR ORDER APPROVING SETTLEMENT PURSUANT TO CALIFORNIA LABOR*
4 *CODE PRIVATE ATTORNEYS' GENERAL ACT AND ENTERING JUDGMENT* ("Joint Stipulation"),
5 and hereby ORDERS:

6 1. GOOD CAUSE appearing, the Court grants the STIPULATION BY ALL
7 PARTIES FOR ORDER APPROVING SETTLEMENT PURSUANT TO
8 CALIFORNIA LABOR CODE PRIVATE ATTORNEYS' GENERAL ACT,
9 and approves the PAGA Settlement;

10 2. The Entire Action is Dismissed with Prejudice, the Court retains jurisdiction
11 over the Settlement, pursuant to *Code of Civil Procedure* §664.6.
12

13 **OTHER ORDERS:**
14 _____
15 _____
16 _____

17
18 **IT IS SO ORDERED.**

19
20 DATED: 01/15/2025
21



22
23
24
25
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27
28

Armen Tamzarian

Armen Tamzarian / Judge

Judge of the Superior Court