

Date: July 30, 2026

(TYPE OR PRINT NAME OF	☒	ATTORNEY	☐	PARTY WITHOUT ATTORNEY)
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(SIGNATURE)

PLAINTIFF/PETITIONER: Leopoldo Ariola
 DEFENDANT/RESPONDENT: Raytheon (CA) Technologies Corporation, et al.

CASE NUMBER:
 23STCV10195 / Dept. 11

**PROOF OF SERVICE BY FIRST-CLASS MAIL
 NOTICE OF ENTRY OF JUDGMENT OR ORDER**

(NOTE: You cannot serve the Notice of Entry of Judgment or Order if you are a party in the action. The person who served the notice must complete this proof of service.)

1. I am at least 18 years old and **not a party to this action**. I am a resident of or employed in the county where the mailing took place, and my residence or business address is (*specify*):

PLEASE SEE ATTACHED PROOF OF SERVICE.

2. I served a copy of the *Notice of Entry of Judgment or Order* by enclosing it in a sealed envelope with postage fully prepaid and (*check one*):

- a. ☐ deposited the sealed envelope with the United States Postal Service.
 b. ☐ placed the sealed envelope for collection and processing for mailing, following this business's usual practices, with which I am readily familiar. On the same day correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service.

3. The *Notice of Entry of Judgment or Order* was mailed:

- a. on (*date*):
 b. from (*city and state*):

4. The envelope was addressed and mailed as follows:

- a. Name of person served:

Street address:

City:

State and zip code:

- b. Name of person served:

Street address:

City:

State and zip code:

- c. Name of person served:

Street address:

City:

State and zip code:

- d. Name of person served:

Street address:

City:

State and zip code:

☐ Names and addresses of additional persons served are attached. (*You may use form POS-030(P).*)

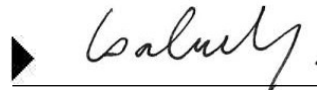
5. Number of pages attached:

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date: July 30, 2026

Isabel Yang

(TYPE OR PRINT NAME OF DECLARANT)



(SIGNATURE OF DECLARANT)

EXHIBIT 1

Electronically Received 07/14/2026 11:52 PM

Edwin Aiwasian (SBN 232943)
Arby Aiwasian (SBN 269827)
Joanna Ghosh (SBN 272479)
Brian J. St. John (SBN 304112)
LAWYERS for JUSTICE, PC
450 North Brand Blvd., Suite 900
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff Leopoldo Ariola

FILED
Superior Court of California
County of Los Angeles

07/29/2026

David W. Slayton, Executive Officer / Clerk of Court

By: T. Lewis Deputy

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

LEOPOLDO ARIOLA, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the
California Private Attorneys General Act;

Plaintiff,

vs.

RAYTHEON (CA) TECHNOLOGIES
CORPORATION, a Delaware corporation;
RAYTHEON COMPANY, a Delaware
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: 23STCV10195

Honorable David S. Cunningham III
Department 11

CLASS ACTION

**~~PROPOSED~~ ORDER GRANTING
PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Date: July 29, 2026
Time: 11:00 a.m.
Department: 11

Complaint Filed: May 5, 2023
FAC Filed: February 3, 2025
Trial Date: None Set

1 This matter has come before the Honorable David S. Cunningham III in Department 11 of
2 the Superior Court of the State of California, for the County of Los Angeles, on July 29, 2026, at
3 11:00 a.m. for Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement.
4 Lawyers *for* Justice, PC appears as counsel for Plaintiff Leopoldo Ariola ("Plaintiff"), individually
5 and on behalf of all others similarly situated and aggrieved employees and Seyfarth Shaw LLP
6 appears as counsel for Defendants Raytheon (CA) Technologies Corporation and Raytheon
7 Company (together, the "Defendants").

8 The Court, having carefully considered the papers, argument of counsel, and all matters
9 presented to the Court, and good cause appearing, hereby GRANTS Plaintiff's Motion for
10 Preliminary Approval of Class Action and PAGA Settlement.

11 **IT IS HEREBY ORDERED THAT:**

12 1. The Court preliminarily approves the Second Amended Joint Stipulation of Class
13 Action and Private Attorneys General Act ("PAGA") Settlement Agreement and Release
14 ("Settlement," "Agreement," or "Settlement Agreement"), attached as "**EXHIBIT 2**" to the
15 Supplemental Declaration of Brian J. St. John in Support of Plaintiff's Motion for Preliminary
16 Approval of Class Action Settlement. This is based on the Court's determination that the Settlement
17 appears to fall within the range of possible approval as fair, adequate, and reasonable.

18 2. This Order incorporates by reference the definitions in the Settlement Agreement,
19 and all capitalized terms defined therein shall have the same meaning in this Order as set forth in the
20 Settlement Agreement.

21 3. It appears to the Court on a preliminary basis that the Settlement is fair, adequate
22 and reasonable. It appears to the Court that extensive investigation and research have been conducted
23 such that counsel for the parties at this time are able to reasonably evaluate their and each other's
24 respective positions. It further appears to the Court that the Settlement, at this time, will avoid
25 substantial additional costs by all parties, as well as avoid the delay and risks that would be presented
26 by the further prosecution of the case. It further appears that the Settlement has been reached as the
27 result of intensive, serious and non-collusive, arms-length negotiations, and was entered into in good
28 faith.

1 4. The Court preliminarily finds that the Settlement, including the allocations for the
2 Attorneys' Fees and Costs, Class Representative Service Award, PAGA Payment, Settlement
3 Administration Costs, and payments to the Participating Class Members and Aggrieved Employees
4 provided thereby, appear to be within the range of reasonableness of a settlement that could
5 ultimately be given final approval by this Court. Indeed, the Court has reviewed the monetary
6 recovery that is being granted as part of the Settlement and preliminarily finds that the monetary
7 settlement awards made available to the Class Members and Aggrieved Employees are fair,
8 adequate, and reasonable when balanced against the probable outcome of further litigation relating
9 to certification, liability, and damages issues.

10 5. The Court concludes that, for settlement purposes only, the proposed Class meets
11 the requirements for certification under section 382 of the California Code of Civil Procedure in
12 that: (a) the Class is ascertainable and so numerous that joinder of all members of the Class is
13 impracticable; (b) common questions of law and fact predominate, and there is a well-defined
14 community of interest amongst the members of the Class with respect to the subject matter of the
15 litigation; (c) Plaintiff's claims are typical of the claims of the members of the Class; (d) Plaintiff
16 will fairly and adequately protect the interests of the members of the Class; (e) a class action is
17 superior to other available methods for the efficient adjudication of the controversy; and (f) Class
18 Counsel is qualified to act as counsel for Plaintiff individually and as the Class Representative.

19 6. The Court conditionally certifies, for settlement purposes only, the Class, defined as
20 follows:

21 All non-exempt employees of Defendants in the State of California at any time
22 between May 5, 2019 through November 28, 2024 ("Class Period").

23 7. The Court provisionally appoints Edwin Aiwazian, Arby Aiwazian, Joanna Ghosh,
24 and Matthew Soto of Lawyers *for* Justice, PC as Class Counsel.

25 8. The Court provisionally appoints Plaintiff Leopoldo Ariola as the Class
26 Representative.

27 9. The Court provisionally appoints Simpluris, Inc. ("Simpluris") to handle the
28 administration of the Settlement ("Settlement Administrator").

1 10. Within 30 calendar days after entry of this Preliminary Approval Order, Defendants
2 shall provide the Settlement Administrator with the following information about each Class
3 Member: full name, last-known mailing address and email, Social Security number, last known
4 telephone numbers, start and end dates worked for Defendants during the Class Period and during
5 the PAGA period (collectively referred to as the “Class Data”) in conformity with the Settlement
6 Agreement.

7 11. The Court approves, both as to form and content, the Court Approved Notice of
8 Class Action Settlement and Hearing Date for Final Court Approval (“Class Notice”) attached hereto
9 as “**EXHIBIT A.**” The Class Notice shall be provided to Class Members in the manner set forth in
10 the Settlement. The Court finds that the Class Notice appears to fully and accurately inform the Class
11 Members of all material elements of the Settlement, of Class Members’ right to be excluded from
12 the Class Settlement by submitting a Request for Exclusion, of Class Members’ and Aggrieved
13 Employees’ right to challenge the Workweeks and/or the PAGA Pay Periods credited to each of
14 them, and of each Participating Class Member’s right and opportunity to object to the Class
15 Settlement. The Court further finds that distribution of the Class Notice substantially in the manner
16 and form set forth in the Settlement Agreement and this Order, and that all other dates set forth in
17 the Settlement Agreement and this Order, meet the requirements of due process and shall constitute
18 due and sufficient notice to all persons entitled thereto. The Court further orders the Settlement
19 Administrator to mail the Class Notice to all Class Members within 14 calendar days of received the
20 Class Data from Defendants, pursuant to the terms set forth in the Settlement Agreement.

21 12. The Court hereby preliminarily approves the proposed procedure, set forth in the
22 Settlement Agreement, for seeking exclusion from the Class Settlement. Any Class Member may
23 choose to be excluded from the Class Settlement by submitting a timely and valid written Request
24 for Exclusion no later than 50 calendar days from the initial mailing of the Class Notice (“Response
25 Deadline”), or, in the case of a re-mailed Class Notice, the Response Deadline shall be extended by
26 14 calendar days from the date of the Response Deadline. Any Class Member who submits a
27 Request for Exclusion from the Class Settlement will not be a Participating Class Member and will
28 not have any right to object, appeal, or comment on the Class Settlement. Class Members who

1 submit a timely and valid Request for Exclusion by the Response Deadline will not be bound by the
2 terms of this Agreement, any Court order approving the terms of the Settlement, and the Final
3 Approval Order and Judgment entered thereon. PAGA Employees will be bound by the PAGA
4 Settlement, irrespective of whether they exercise their option to opt out of the Class Settlement.

5 13. A Final Approval Hearing shall be held before this Court on
6 March 16, 2027 at 10:00 a.m./~~p.m.~~ in
7 Department 11 of the Superior Court of California for the County of Los Angeles, located at 312 N
8 Spring St, Los Angeles, CA 90012, to determine all necessary matters concerning the Settlement,
9 including: whether the proposed settlement of the action on the terms and conditions provided for in
10 the Settlement is fair, adequate, and reasonable and should be finally approved by the Court; whether
11 a judgment, as provided in the Settlement, should be entered herein; whether the plan of allocation
12 contained in the Settlement should be approved as fair, adequate, and reasonable to the Class
13 Members and Aggrieved Employees; and determine whether to finally approve the requests for the
14 Attorneys' Fees and Costs, Class Representative Service Award, and Settlement Administration
15 Costs.

16 14. Class Counsel shall file a Motion for Final Approval of the Settlement and for
17 Attorneys' Fees and Costs, Class Representative Service Award, PAGA Penalty, and Settlement
18 Administration Costs, along with the appropriate declarations and supporting evidence, including
19 the Settlement Administrator's declaration, no later than February 10, 2027
20 Approval Hearing. ~~sixteen (16) court days prior to the Final~~

21 15. Only Class Members who do not request exclusion from the Class Settlement may
22 object to the Class Settlement by submitting a Notice of Objection to the Settlement Administrator
23 prior to the Response Deadline or by presenting their objection orally at the Final Approval Hearing,
24 regardless of whether they submitted a written Notice of Objection. The Notice of Objection must
25 be signed by the Settlement Class Member and contain all information required by this Settlement
26 Agreement. A Settlement Class Member who does not object prior to or at the Final Approval
27 Hearing will be deemed to have waived any objections and will be foreclosed from making any
28 objections (whether at the Final Approval Hearing, by appeal or otherwise) to the Settlement.

1 16. The Settlement is not a concession or admission and shall not be used against
2 Defendants as an admission or indication with respect to any claim of any fault or omission by
3 Defendants. Nor shall it or this Order constitute any finding, decision, or determination of fault,
4 wrongdoing, or misconduct by Defendants. Whether or not the Settlement is finally approved,
5 neither the Settlement, nor any document, statement, proceeding or conduct related to the Settlement,
6 nor any reports or accounts thereof, shall in any event be construed as, offered or admitted into
7 evidence as, received as or deemed to be in evidence for any purpose adverse to the Defendants,
8 including, but not limited to, evidence of a presumption, concession, indication or admission by
9 Defendants of any liability, fault, wrongdoing, omission, concession, or damage, or to establish the
10 existence of any condition constituting a violation of, or a non-compliance with state, federal, local
11 or other applicable law, except for legal proceedings concerning the implementation, interpretation,
12 or enforcement of the Settlement.

13 17. In the event the Settlement does not become effective in accordance with the terms
14 of the Settlement Agreement, or the Settlement is not finally approved, or is terminated, cancelled
15 or fails to become effective for any reason, this Order shall be rendered null and void, shall be
16 vacated, and the Parties shall revert back to their respective positions as of before entering into the
17 Settlement Agreement.

18 18. The Court reserves the right to adjourn or continue the date of the Final Approval
19 Hearing and any dates provided for in the Settlement Agreement without further notice to the Class
20 Members, and retains jurisdiction to consider all further applications arising out of or connected with
21 the Settlement.

22 **IT IS SO ORDERED.**

23
24 Dated: 07/29/2026

By:



The Honorable David S. Cunningham III
Judge of the Superior Court
The Honorable Bruce G. Iwasaki

EXHIBIT A

**COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING
DATE FOR FINAL COURT APPROVAL**

The Superior Court for the State of California authorized this Notice. Read it carefully! It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendants to fund Individual Class Shares, and (2) a PAGA Settlement requiring Defendants to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”).

The above estimates are based on Defendants' records showing that **you worked _____ Workweeks** during the Class Period and **you worked _____ PAGA Pay Periods** during the PAGA Period. If you believe that you worked more Workweeks during the Class Period or more PAGA Pay Periods during the PAGA Period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

Questions? Please Call:

that requires Raytheon to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendants.

If you worked for Defendants during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) Do Nothing.** You don't have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Raytheon.
- (2) Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting a timely and valid written Request for Exclusion or otherwise notifying the Administrator in writing. See Section 6 of this Notice. If you opt-out of the Settlement, you will not receive an Individual Class Share. You will, however, preserve your right to personally pursue Class Period wage claims against Raytheon to the extent otherwise permitted by law, and, if you are an Aggrieved Employee, remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You don't have to do anything to participate in the Settlement.	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the Released Class Claims against Defendants that are covered by this Settlement. See Section 3(j) of this Notice.
You can opt out of the Class Settlement but not the PAGA Settlement. The Opt-Out Deadline is _____	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice. You cannot opt-out of the PAGA Settlement. Defendants must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below).
Participating Class Members can object to the Class Settlement. The Objection Deadline is _____.	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this

	Notice.
You can participate in the Final Approval Hearing.	The Court's Final Approval Hearing is scheduled to take place on [DATE] . You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You can challenge the calculation of your Workweek / PAGA Pay Periods. Written challenges must be submitted by _____.	The amount of your Individual Class Share and Individual PAGA Payment (if any) depend on how many Workweeks you worked at least one day during the Class Period and how many PAGA Pay Periods you worked at least one day during the PAGA Period, respectively. The number Workweeks and number of PAGA Pay Periods you worked according to Raytheon's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by [DATE] . See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former employee of Defendants. The Action alleges Defendants violated California labor laws by failing to pay minimum wages, overtime, failing to authorize and permit rest periods or pay rest period premiums, failing to provide meal periods or pay meal period premiums, failing to reimburse employees for reasonable expenses, failing to provide complete and accurate wage statements, waiting time penalties, failure to timely pay wages, and violations of California's Unfair Competition Law, Business & Professions Code section 17200. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) ("PAGA"). Plaintiff is represented by attorneys in the Action: Edwin, Aiwazian, Arby Aiwazian, Joanna Ghosh, and Brian J. St. John of Lawyers *for* Justice, PC ("Class Counsel.")

Defendants strongly deny violating any laws or failing to pay any wages and contend it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendants or Plaintiff are correct on the merits.

In the meantime, Plaintiff and Defendants hired an experienced, neutral mediator and negotiated extensively between Class Counsel and Defendants' counsel in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful and the Parties have since entered into the Second Amended Class Action and PAGA Settlement Agreement and Release ("Settlement Agreement", "Settlement", or "Agreement"). The Parties have agreed to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendants have negotiated a proposed Settlement that is subject to the Court's Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Raytheon does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel strongly believe the Settlement is a good deal for Class Members and Aggrieved Employees because they believe that Defendants have agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

- a. Defendants Will Pay \$6,500,000 as the Gross Settlement Amount (Gross Settlement). Defendants have agreed to deposit the Gross Settlement Amount into an account controlled by the Settlement Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Award, Class Counsel's attorney's fees and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Defendants will fund the Gross Settlement not more than 30 days after the Effective Date. The Effective Date is the date the Court's order approving the settlement and judgment thereon becomes final. For purposes of the Settlement Agreement, the Court's Judgment "becomes final" upon the later of the following events: (i) if no appeal is filed, the expiration date of the time for the filing or noticing of any appeal from, or other challenge to, the Court's Judgment (i.e., 61 calendar days after notice of entry of the Court's Judgment); (ii) if an appeal is filed, five (5) business days after any appeal, writ, or other appellate proceedings opposing the Settlement has been finally and conclusively resolved (or withdrawn) in a way that does not alter the terms of the Settlement.
- b. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:
 1. Up to \$2,470,000 (38% of the Gross Settlement) to Class Counsel for attorneys' fees and up to \$45,000 for their litigation expenses. To date, Class Counsel has worked and incurred expenses on the Action without payment.
 2. Up to \$22,000 as Class Representative Service Award for filing the Action, working with Class Counsel and representing the Class. A Class Representative Service Award will be the only monies Plaintiff will receive other than Plaintiff's Individual Class Payment and any Individual PAGA Payment.
 3. Up to \$24,500 to the Settlement Administrator for services administering the Settlement.
 4. Up to \$950,000 for PAGA Penalties, allocated 75% to the LWDA PAGA Payment and 25% in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Period Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

- c. Net Settlement Amount Distributed to Participating Class Members. After making the above deductions in amounts approved by the Court, the Settlement Administrator will distribute the rest of the Gross Settlement Amount (the “Net Settlement Amount”) by making Individual Class Payments to Participating Class Members based on their Workweeks.
- d. Taxes Owed on Payments to Class Members. Plaintiff and Defendants are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages (“Wages Portion”) and 80% to penalties and interest (“Non-Wages Portion.”). The Wages Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendants will separately pay employer payroll taxes it owes on the Wages Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wages Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiff and Defendants have agreed to these allocations, neither side is giving you any advice on whether your payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

- e. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you don’t cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller’s Unclaimed Property Fund in your name and in the amount of your respective payment(s), however you will still be bound by the Settlement Agreement. If the monies represented by your check is sent to the Controller’s Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.
- f. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Settlement Administrator in writing, not later than **RESPONSE DEADLINE**, that you wish to opt-out from the Class Settlement. The easiest way to notify the Settlement Administrator is to send a written and signed Request for Exclusion by the Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member’s full name, address, telephone number, approximate dates of employment, and the last four digits of his or her Social Security number (for verification purposes), and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class

Payments, but will preserve their rights to personally pursue wage and hour claims against Defendants to the extent otherwise permitted by law.

You cannot opt-out of the PAGA Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert the Released PAGA Claims (as defined below) against Defendants.

- g. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendants have agreed that, in either case, the Settlement will be void: Defendants will not pay any money and Class Members will not release any claims against Defendants.
- h. Settlement Administrator. The Court has appointed a neutral company, Simpluris (the “Settlement Administrator”) to send this Notice, calculate and make payments, and process Class Members’ Requests for Exclusion(s) and/or Notice of Objection(s), and any dispute(s) regarding Workweeks or PAGA Pay Periods. The Administrator will also mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator’s contact information is contained in Section 9 of this Notice.
- i. Participating Class Members’ Released Class Claims. Upon the Effective Date and full payment by Defendants of the GSA and all employer payroll taxes owed on the Wages Portion of the Individual Class Shares to the Settlement Administrator, each Participating Class Member and each of their respective executors, administrators, representatives, agents, heirs, successors, assigns, trustees, or guardians will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged Defendant Raytheon Company, Defendant Raytheon (CA) Technologies Corporation, and each of their predecessors, successors, subsidiaries, parent companies, other corporate affiliates, and assigns, and all of its owners, shareholders, members, officers, directors, employees, agents, servants, registered representatives, attorneys, insurers, successors and assigns, and any other persons acting by, through, under or in concert with any of them (“Released Parties”), for claims arising during the Class Period facts, as alleged in the Action and resolved by this Settlement.
- j. The Participating Class Members will be bound by the following release:

“Released Class Claims” means any and all claims asserted in the Operative Complaint or that could have reasonably been asserted in the Operative Complaint, including but not limited to claims for: (1) failure to pay overtime wages under Labor Code Sec. 510, 1198; (2) failure to provide meal periods, for time worked off the clock during meal periods, failure to compensate meal period premiums at the regular rate of pay, and/or pay meal period premiums under Labor Code Sec. 226.7, 512; (3) failure to provide rest periods, failure to compensate rest period

premiums at the regular rate of pay, and/or pay rest period premiums under Labor Code Sec. 226.7; (4) failure to pay minimum wages under Labor Code Sec. 1194, 1197, 1197.1; (5) failure to timely pay wages upon termination under Labor Code Sec. 201, 202, 203; (6) failure to timely pay wages during employment under Labor Code Sec. 204; (7) failure to provide accurate, itemized wage statements under Labor Code Sec. 226(a); (8) failure to keep requisite payroll records under Labor Code Sec. 1174(d); (9) failure to reimburse business expenses under Labor Code Sec. 2800, 2802; and (10) violation of California's unfair competition law under Business and Professions Code Sec. 17200 based on the aforementioned.

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.

- k. LWDA's Release of Released PAGA Claims. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, and the State of California will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties for claims of civil penalties arising during the PAGA Period, as alleged in the Action and resolved by this Settlement.

"Released PAGA Claims" means any and all claims for civil penalties under the California Private Attorneys General Act, California Labor Code section 2698, *et seq.*, asserted in the Operative Complaint and/or PAGA Notice or that could have been reasonably asserted in the Operative Complaint and/or PAGA Notice including but not limited to violations of California Labor Code Sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800 and 2802, and IWC Wage Orders including inter alia, Wage Orders 1-2001, 4-2001, and 7-2001 arising during the PAGA Period as to the Aggrieved Employees.

The Released PAGA Claims do not include other PAGA claims, underlying wage and hour claims, claims for vested benefits, wrongful termination, discrimination, unemployment insurance, disability and worker's compensation, and claims.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

- a. Individual Class Shares. The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiplied your individual Workweeks by the Estimated Workweek Value to yield your estimated Individual Class Share that you may be eligible to receive under the Class Settlement. Your estimated Individual Class Share is stated on the first page of this Notice. The Individual Class Share is subject to reduction for the employee's share of taxes and withholdings with respect to the Wages Portion of the Individual Class Share ("Individual Class Payment") and will only be distributed if the Court grants final approval of the Settlement and

after the Settlement goes into effect. The settlement approval process may take multiple months. The Individual Settlement Share reflected in this Notice is only an estimate. The actual Individual Settlement Share may be higher or lower.

- b. Individual PAGA Payments. The Settlement Administrator has divided the PAGA Penalties by the PAGA Pay Periods of all Aggrieved Employees to yield the “Estimated PAGA Pay Period Rate,” and multiplied your individual PAGA Pay Periods by the Estimated PAGA Pay Period Rate to yield your estimated Individual PAGA Payment that you may be eligible to receive under the PAGA Settlement. Your estimated Individual PAGA Payment is stated on the first page of this Notice. The Individual PAGA Payment will only be distributed if the Court grants final approval of the Settlement and after the Settlement goes into effect. The settlement approval process may take multiple months.
- c. Workweek/Pay Period Challenges. The number of Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendants’ records, are stated in the first page of this Notice. You have until **[DATE]** to challenge the number of Workweeks and/or PAGA Pay Periods credited to you by submitting a written dispute that (a) contains the case name and number of the Action; (b) contains your full name, address, telephone number, signature, and last four digits of your Social Security number; (c) contains a statement setting forth the number of Workweeks during the Class Period and PAGA Pay Periods during the PAGA Period (if any) that you contend is correct and attaches any relevant documentation in support thereof; and (d) is submitted to the Settlement Administrator by mail postmarked no later than the Response Deadline. Section 9 of this Notice has the Settlement Administrator’s contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendants’ calculation of Workweeks and/or PAGA Pay Periods based on Defendants’ records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek and/or PAGA Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendants’ Counsel. The Administrator’s decision is final. You can’t appeal or otherwise challenge its final decision.

5. HOW WILL I GET PAID?

- a. Participating Class Members. The Settlement Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn’t opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment, if applicable.

- b. Non-Participating Class Members. The Settlement Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement.

Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice has the Administrator's contact information.

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

To opt out of the Class Settlement, you must timely submit by mail a Request for Exclusion. The Request for Exclusion must: (a) contain the case name and number of the Actions; (b) be signed by the Class Member or his or her authorized representative; (c) contain the full name, address, telephone number, and the last four digits of the Social Security Number of the Class Member requesting exclusion; and (d) clearly state that the Class Member does not wish to be included in the Settlement. The Settlement Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as *Ariola v. Raytheon Company, et al.*). **The Administrator must be sent your request to be excluded by [DATE], or it will be invalid. Section 9 of the Notice has the Administrator's contact information.**

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendants are asking the Court to approve. At least 16 days before the Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses and Class Representative Service Award stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff is requesting as a Class Representative Service Award. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website (url) or the Court's website (url).

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Class Representative Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. You may object by timely submitting a Notice of Objection by mail to the Administrator or by presenting your objection(s) orally in court. **The deadline for sending written objections to the Administrator is [DATE]**. A Notice of Objection must include: (a) the case name and number of the Actions; (b) the objector's full name, signature, address, telephone number, and the last four digits of his or her Social Security number; (c) a written statement indicating that the Class Member objects to the Settlement and providing all grounds for the objection accompanied by any legal support for such objection; (d) the full name, address, and telephone number of any attorney representing the Class Member with respect to his or her objection; and (e) copies of any papers, briefs, or other documents upon which the objection is based. **Section 9** of this Notice has the Settlement Administrator's contact information. Any attorney who will represent an objector must file a notice of appearance with the Court and serve Class Counsel and Defendant's Counsel no later than **[DATE]**.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object

at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing on [DATE] at [TIME] in Department 11 of the Los Angeles Superior Court, located at 312 North Spring Street, Los Angeles, CA 90012. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via LACourtConnect (<https://www.lacourt.ca.gov/pages/lp/lacc-welcome>) Check the Court's website for the most current information.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Settlement Administrator's website [Administrator URL] beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendants and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to the Settlement Administrator's website at [Administrator URL]. You can also telephone or send an email to Class Counsel or the Settlement Administrator using the contact information listed below, or consult the Superior Court website by going to (<https://www.lacourt.ca.gov/pages/lp/access-a-case/tp/find-case-information/cp/os-civil-case-access>) and entering the Case Number for the Action, Case No. 23STCV10195. You can also make an appointment to personally review court documents in the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Settlement Administrator:

...

Class Counsel:

Edwin Aiwazian

Arby Aiwazian

Joanna Ghosh

Brian J. St. John

LAWYERS FOR JUSTICE, PC

450 North Brand Blvd., Suite 900

Glendale, California 91203

Telephone: (818) 265-1020 / Fax: (818) 265-1021

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, depositing, or otherwise negotiating it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds

11. WHAT IF I CHANGE MY ADDRESS?

To ensure that you receive any payment check that is issued to you as a part of the Settlement, you should immediately notify the Administrator if you move or otherwise change your mailing address.

PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 450 North Brand Blvd., Suite 900, Glendale, California 91203.

On July 30, 2026, I served the foregoing document(s) described as: **NOTICE OF ENTRY OF JUDGMENT OR ORDER** on interested parties in this action by Electronic Service as follows:

Michael Afar (mafar@seyfarth.com)
SEYFARTH SHAW LLP
2029 Century Park East, Ste 3500
Los Angeles, CA 90067-3021

Attorneys for Defendants Raytheon (CA) Technologies Corporation and Raytheon Company

[X] BY ELECTRONIC SERVICE

Pursuant to California Code of Civil Procedure sections 1010.6(b)(1) through 1010.6(b)(4), California Rules of Court, rule 251(c)(3), and/or an agreement between the parties to serve all eligible documents electronically, I caused the above-described documents to be electronically mailed to Defendant's counsel through the above-listed e-mail addresses.

State of California, Labor & Workforce Development Agency Web URL:

<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

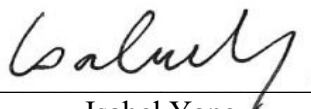
[X] BY ONLINE SUBMISSION

The foregoing documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(l). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on July 30, 2026, at Glendale, California.


Isabel Yang