PAGA SETTLEMENT AGREEMENT

This PAGA Settlement Agreement ("Agreement") is made by and between Plaintiff Pierre Redmond ("Plaintiff") and Defendant Tetra Tech, Inc. ("Defendant"). The Agreement refers to Plaintiff and Defendant collectively as "Parties," or individually as "Party."

1. DEFINITIONS

1.1. "Action" means Plaintiff's PAGA lawsuit alleging wage and hour violations against Defendant captioned *Pierre Redmond v. Tetra Tech, Inc., et al.*, initiated on October 17, 2025 and pending in Superior Court of the State of California, County of Los Angeles.

1.2. "Administrator" means Phoenix Settlement Administrators, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.

1.3. "Administration Expenses Payment" means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator's "not to exceed" bid.

1.4. "Aggrieved Employee" means all non-exempt employees who were employed by Defendant and worked in California on the Los Angeles Fires Debris Project at any time during the PAGA Period.

1.5. "Aggrieved Employee Data" means Aggrieved Employee identifying information in Defendant's possession, including the Aggrieved Employee's name, last-known mailing address, Social Security number, and number of PAGA Pay Periods.

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

1.7. "Approval Order" means the Court's Order granting approval of the Settlement.

1.8. "Court" means the Superior Court of California, County of Los Angeles.

1.9. "Defendant" means Defendant Tetra Tech, Inc.

1.10. "Defense Counsel" means Collin D. Cook and Ethan D. Bell of Fisher & Phillips LLP.

1.11. "Effective Date" means the date on which the Judgment becomes final.

1.12. "Gross Settlement Amount" means $141,000.00, 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, Plaintiff's Individual Settlement Payment, and the Administration Expenses Payment.

1.13. "Individual PAGA Payment" means the Aggrieved Employees' pro rata share (35%) of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

1.14. "Judgment" means the judgment entered by the Court based upon the Approval Order.

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

1.16. "LWDA PAGA Payment" means the LWDA's share (65%) of the PAGA Penalties under Labor Code § 2699(i).

1.17. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, Plaintiff's Individual Settlement Payment, and Administration Expenses Payment.

1.18. "PAGA Counsel" means Fawn F. Bekam, Jacquelyn Silva, and Desiree Ruiz Alfaro of Abramson Labor Group, the attorneys representing Plaintiff in the Action.

1.19. "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.

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

1.21. "PAGA Period" means the period from October 17, 2024 and July 7, 2026 or the date of the Approval Order, whichever occurs sooner.

1.22. "PAGA" means the Private Attorneys General Act (Lab. Code §§ 2698, *et seq.*).

1.23. "PAGA Notice" means Plaintiff's October 17, 2024 letter to Defendant and the LWDA providing notice pursuant to Labor Code § 2699.3(a).

1.24. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 35% to the Aggrieved Employees and 65% to the LWDA in settlement of PAGA claims.

1.25. "Plaintiff" means Pierre Redmond, the named plaintiff in the Action.

1.26. "Plaintiff's Individual Settlement Payment" means the amount allocated to Plaintiff in settlement of Plaintiff's individual claims and in exchange for a general release of claims against Defendant.

1.27. "Released PAGA Claims" means the claims being released as described in Paragraph 5 below.

1.28. "Released Parties" means Defendant and its parents, subsidiaries, affiliates, related entities and divisions, predecessors, successors in interest, agents, insurers, current and former employees, officers, directors, owners, insurers, and attorneys.

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

2. RECITALS

2.1. On October 17, 2025, Plaintiff commenced this Action by filing a complaint alleging causes of action against Defendant for: (1) failure to pay minimum, regular, and overtime wages; (2) failure to provide meal periods; (3) failure to permit rest periods; (4) failure to indemnify expenditures; (5) failure to provide accurate itemized wage statements; (6) failure to pay all wages due during employment and upon separation of employment; and (7) unfair and unlawful business practices.

2.2. On December 22, 2025, Plaintiff filed a First Amended Complaint adding a cause of action under the PAGA and dismissing his individual and class action claims (the "Operative Complaint"). Defendant denies the allegations in the Operative Complaint and denies any and all liability for the causes of action alleged.

2.3. Pursuant to Labor Code § 2699.3(a), Plaintiff gave timely written notice to Defendant and the LWDA by sending the PAGA Notice.

2.4. On April 8, 2026, the Parties participated in an all-day mediation presided by Tripper Ortman, which led to the Agreement.

2.5. Before mediation, Plaintiff obtained, through informal discovery, a 10% sampling of time and payroll records for Plaintiff and Aggrieved Employees, as well as policy documents applicable to Plaintiff's and Aggrieved Employees' employment.

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

3. MONETARY TERMS

3.1. Gross Settlement Amount. Defendant promises to pay $141,000.00 as the Gross Settlement Amount. Defendant has no obligation to pay the Gross Settlement Amount before the deadline stated in Paragraph 4.3. 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.

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

3.2.1. To PAGA Counsel: A PAGA Counsel Fees Payment of not more than one-third, which is currently $47,000.00, and PAGA Counsel Litigation Expenses Payment of not more than $26,000.00. Defendant will not oppose requests for Court approval of these payments provided they do not exceed these amounts. Plaintiff and/or PAGA Counsel will seek Court approval of a PAGA Counsel Fees Payment and PAGA Litigation Expenses Payment. In support of the PAGA Counsel Litigation Expenses Payment, PAGA Counsel must submit a cost ledger listing each expense incurred during the Action. If the Court approves a PAGA Counsel Fees Payment or a PAGA Counsel Litigation Expenses Payment less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to PAGA Counsel or any other Plaintiff's Counsel arising from any claim to any portion of any PAGA Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment. The Administrator will pay the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment using one or more IRS 1099 Forms. PAGA Counsel assumes full responsibility and liability for taxes owed on the PAGA Counsel Fees Payment and the PAGA Counsel Litigation Expenses Payment and holds Defendant harmless and indemnifies Defendant from any dispute or controversy regarding any division or sharing of any of these payments.

3.2.2. To the Administrator: An Administration Expenses Payment not to exceed $4,950.00 except for a showing of good cause and as approved by the Court. To the extent the administration expenses are less than or the Court approves payment less than $4,950.00, the Administrator will allocate the remainder to the Net Settlement Amount.

3.2.3. To Plaintiff: Defendant will not oppose Plaintiff's request for the Individual Settlement Payment of up to $7,500.00 for settlement of Plaintiff's individual claims and in exchange for a general release of Plaintiff's claims against Defendant. In the event the Court approves an Individual Settlement Payment of less than the requested amount, the difference will be added to the Net Settlement Amount. The Administrator will pay the Plaintiff's Individual Settlement Payment using one IRS 1099 Form. Plaintiff assumes full responsibility and liability for taxes owed on the Plaintiff's Individual Settlement Payment and holds Defendant harmless and indemnifies Defendant from any dispute or controversy regarding the Plaintiff's Individual Settlement Payment.

3.2.4. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of $55,550.00, with 65% ($36,107.50) allocated to the LWDA PAGA Payment and 35% ($19,442.50) allocated to the Individual PAGA Payments.

3.2.4.1. The Administrator will calculate each Individual PAGA Payment by (1) dividing the amount of the Aggrieved Employees' share of the Individual PAGA Payments ($19,442.50) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

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

4. SETTLEMENT FUNDING AND PAYMENTS

4.1. PAGA Pay Periods. Based on a review of its records to date, Defendant estimates that there are 720 Aggrieved Employees who worked a total of 6,784 PAGA Pay Periods. If the number of PAGA Pay Periods exceeds 6,784 by more than 10% (i.e. 7,463 PAGA Pay Periods), then the Gross Settlement Amount will increase pro rata per additional PAGA Pay Period. Alternatively, at Defendant's sole election, the PAGA Period shall be redefined to end on the date that the PAGA Pay Periods reach 7,463.

4.2. Aggrieved Employee Data. Within 14 days of the Approval Order, Defendant will deliver the Aggrieved Employee Data to the Administrator in the form of a Microsoft Excel spreadsheet. To protect Aggrieved Employees' 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 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.

4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator no later than 30 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 10 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, and the PAGA Counsel Litigation Expenses Payment. Disbursement of the PAGA Counsel Litigation Expenses Payment shall not precede disbursement of Individual PAGA Payments.

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

4.4.2. The Administrator must conduct an Address Search for all Aggrieved Employees whose checks are returned undelivered without a USPS forwarding address. Within 7 days of receiving a returned check, the Administrator must re-mail the check to the USPS forwarding address provided or to an address ascertained through the Address

Search. The Administrator need not take further steps to deliver checks to Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Aggrieved Employee whose original check was lost or misplaced, as requested by the Aggrieved Employee before the void date.

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

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

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

5.1. Plaintiff's Release. In addition to the Released PAGA Claims, and in exchange for the Plaintiff's Individual Settlement Payment, Plaintiff shall release any and all claims, known and unknown, against the Releasees, arising from his employment or termination of employment with Defendant and/or work performed for Defendant, accrued at any time through the date of Defendant fully funds the Gross Settlement Amount.

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

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

5.2. Release by Aggrieved Employees: All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, administrators, successors, and assigns, the Released Parties from any all claims for PAGA Penalties that were alleged or reasonably could have been alleged, based on the facts and allegations in the Operative Complaint that are alleged to have occurred during the PAGA Period and the PAGA Notice.

6. **MOTION OR APPLICATION FOR APPROVAL OF SETTLEMENT**. Plaintiff will prepare and file an application or motion for approval of this Settlement.

6.1. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for approval of this Settlement under Labor Code § 2699(f)(2), including:

(i) a draft Approval Order; (ii) a signed declaration from PAGA Counsel attesting to timely transmission to the LWDA of all necessary PAGA Documents; and (iii) all facts relevant to any actual or potential conflict of interest with Aggrieved Employees and/or the Administrator. In their declaration, PAGA Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.2. Responsibilities of PAGA Counsel. PAGA Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the application or motion for approval of this Settlement no later than 30 days after the full execution of this Agreement and, if necessary, obtaining a prompt hearing date for the motion and appearing in Court to advocate in favor of the motion. PAGA Counsel is responsible for delivering the Approval Order to the Administrator.

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

7. SETTLEMENT ADMINISTRATION

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

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

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

7.4. Administrator Duties. The Administrator has a duty to perform all tasks to be performed by the Administrator set forth in this Agreement or otherwise.

8. **CONTINUING JURISDICTION OF THE COURT**. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of: (i) enforcing this Agreement and/or Judgment; (ii) addressing settlement administration matters; and (iii) addressing such post-Judgment matters as are permitted by law.

8.1. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment, the Parties and their respective counsel waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs, or appeals. If another party appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the Net Settlement Amount.

9. ADDITIONAL PROVISIONS

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

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

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

9.4. 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 and submitting 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 or the Court for resolution.

9.5. 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 any portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.

9.6. 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 US Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

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

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

9.9. 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.

9.10. Cooperation in Drafting. The Parties have cooperated in drafting and preparing 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.

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

9.12. Use of Aggrieved Employee Data. Information provided to PAGA Counsel pursuant to Evidence Code section 1152, and all copies and summaries of the PAGA Data provided to PAGA Counsel by Defendant in connection with the mediation, other settlement negotiations, or the Settlement, may be used only with respect to this Settlement, and for no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or the California Rules of Court.

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

9.14. 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.

9.15. Notice. All notices, demands, or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been fully given as of the third business day after mailing by U.S. mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff:
Fawn F. Bekam
fawn@abramsonlabor.com
Jacquelyn Silva
jackie.silva@abramsonlabor.com

Desiree Ruiz Alfaro
desiree.ruizalfaro@abramsonlabor.com
ABRAMSON LABOR GROUP
1700 Burbank Blvd
Burbank, CA 91506

To Defendant:
Collin D. Cook
E-mail: ccook@fisherphillips.com
Ethan D. Bell
E-mail: ebell@fisherphillips.com
FISHER & PHILLIPS LLP
1 Montgomery Street, Suite 3400
San Francisco, California 94104

9.16. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email, which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible as evidence to prove the existence and contents of this Agreement.

9.17. 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 to extend the date to bring a case to trial under Code of Civil Procedure section 583.310 for the entire period of this settlement process upon the signing of this Agreement pursuant to Code of Civil Procedure § 583.330.

Dated: 07/21/2026

DEFENDANT TETRA TECH, INC.

By: Preston Hopson
Its: Executive Vice President, Chief Legal and Human Capital Officer, Secretary and authorized representative

Dated: 07 / 16 / 2026

PLAINTIFF

Pierre Redmond

Dated: 07/17/2026

ABRAMSON LABOR GROUP

Fawn F. Bekam
Jacquelyn Silva
Desiree Ruiz Alfaro
Attorneys for Plaintiff Pierre Redmond

Dated: July 22, 2026

FISHER & PHILLIPS LLP

Collin D. Cook
Attorneys for Defendant Tetra Tech, Inc.

EXHIBIT A

To: [Aggrieved Employee Name]
[Street Address]
[City, State Zip]

RE: Settlement Payment - *Redmond v. Tetra Tech, Inc., et al.*
Los Angeles Superior Court Case No. 25STCV30456

Please find enclosed a check in the amount of [amount of payment] ("Individual PAGA Payment"). This check is your payment from the settlement in the lawsuit entitled *Remond v. Tetra Tech, Inc., et al.*, Los Angeles Superior Court Case No. 25STCV30456 (the "Action").

The Action was filed on October 17, 2025 by Pierre Redmond ("Plaintiff") against his former employer, Tetra Tech, Inc. ("Defendant"). Plaintiff, on behalf of the State of California, with respect to himself and other alleged aggrieved employees, sought recovery of civil penalties pursuant to the Private Attorneys General Act of 2004, California Labor Code §§ 2698, *et seq.* ("PAGA"). Defendant denies all of Plaintiff's allegations and denies any wrongdoing of any kind associated with Plaintiff's allegations. The Court did not determine whether any violations did or did not occur. Rather, a settlement was reached between Plaintiff and Defendant to resolve Plaintiff's claims without spending further time, money, and energy on lengthy litigation.

On [approval date], the settlement was approved by the Court. You are receiving a portion of the settlement because you have been identified as a current or former non-exempt employee employed by Defendant who worked in California on the Los Angeles Fires Debris Project during the period of October 17, 2024 to July 7, 2026 (the "PAGA Period"). Your Individual PAGA Payment is based on the total number of pay periods that you worked for Defendant in California on the Los Angeles Fires Debris Project during the PAGA Period. It is considered to be 100% penalties, which will be reported on an IRS Form 1099 (if applicable). You are responsible for paying any and all taxes that may be due as a result of any payment issued to you under the settlement and should consult a tax advisor regarding the tax consequences of such payment.

Under the settlement, as of [the date Defendant fully funds the Gross Settlement Amount], the Released Parties were released from the Released PAGA Claims. "Released Parties" means Defendant and its parents, subsidiaries, affiliates, related entities, and divisions, predecessors, successors in interest, agents, insurers, current and former employees, officers, directors, owners, insurers, and attorneys. "Released PAGA Claims" means "any all claims for PAGA Penalties that were alleged or reasonably could have been alleged, based on the facts and allegations in the Operative Complaint that are alleged to have occurred during the PAGA Period and the PAGA Notice."

The enclosed check is valid for 180 calendar days from the original date of issuance and mailing, and if it is not cashed, deposited, or otherwise negotiated within the 180-day timeframe, it will be canceled, and the funds will be transmitted to the Unclaimed Property Fund.

Do not call or write the Court, Office of the Clerk of the Court, Defendant, or Defendant's Counsel to ask questions about the settlement or to ask tax-related questions. If you have any such questions, you may contact Phoenix Settlement Administrators, Inc. at [toll-free number] or [email].

Title	Redmond v. Tetra Tech, Inc.
File name	2026.07.16_-_Redm...ement__Clean_.pdf
Document ID	1cde40d848994be0a0d90bcb0cc479cb61ada991
Audit trail date format	MM / DD / YYYY
Status	Signed

Document History

SENT	**07 / 16 / 2026** 19:50:18 UTC	Sent for signature to Pierre Redmond (curlyqueens@outlook.com) from clientsupport@abramsonlabor.com IP: 35.150.141.141
VIEWED	**07 / 17 / 2026** 02:00:21 UTC	Viewed by Pierre Redmond (curlyqueens@outlook.com) IP: 174.193.131.144
SIGNED	**07 / 17 / 2026** 02:00:57 UTC	Signed by Pierre Redmond (curlyqueens@outlook.com) IP: 174.193.131.144
COMPLETED	**07 / 17 / 2026** 02:00:57 UTC	The document has been completed.