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individually, and on behalf of all others similarly situated

[Additional counsel on following page]

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

JAKE STEIN and MARGARET-JESSICA
DURAN, individually, on behalf of all others
similarly situated, and on behalf of the State
of California and other aggrieved persons,

Plaintiffs,

v.

ALTERNATIVE THERAPEUTIC
SOLUTIONS, INC., a California
corporation; SOUTH CORD
MANAGEMENT LLC, a California limited
liability company; CATALYST MARCH
FOR ACTION LLC, a California limited
liability company; 562 DISCOUNT MED,
INC., a California corporation; and DOES 1
through 10, inclusive,

Defendants.

Case No. 23STCV07216

*Assigned for All Purposes to Hon. Carolyn B.
Kuhl, Dept. 12*

**CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT**

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8 Attorneys for Defendants Alternative Therapeutic Solutions, Inc., *et al.*

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiffs Jake Stein and Margaret-Jessica Duran (“Plaintiffs”) and the entities set forth in Schedule I (“Defendants”). The Agreement refers to Plaintiffs and Defendants collectively as “Parties,” or individually as “Party.”

1. **DEFINITIONS.**

1.1 “Action” means Plaintiffs’ lawsuit alleging class action wage and hour violations against Defendants captioned *Jake Stein, et al. v. Alternative Therapeutic Solutions, Inc., et al.*, filed on April 3, 2023 in Los Angeles County Superior Court, Case No. 23STCV07216.

1.2 “Administrator” means ILYM Group, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.

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

1.4 “Aggrieved Employee” means all persons who worked for Defendants in California as an hourly-paid or non-exempt employee at any time during the PAGA Period.

1.5 “Class” means all persons who worked for Defendants in California as an hourly-paid or non-exempt employee at any time during the Class Period.

1.6 “Class Counsel” means John G. Yslas, Jeffrey C. Bills, Aram Boyadjian, and Andrew Sandoval of Wilshire Law Firm, PLC.

1.7 “Class Counsel Fees Payment” means an award of attorneys’ fees granted to Class Counsel and paid from the Gross Settlement Amount. The Parties have agreed Plaintiffs will request approval from the Court of up to one-third (1/3) of the Gross Settlement Amount.

1.8 “Class Counsel Litigation Expenses Payment” means the amount allocated to Class Counsel for reimbursement of reasonable expenses and costs incurred to prosecute the Action, not to exceed \$87,212.62 (eighty-seven thousand, two-hundred twelve dollars and sixty-two cents) and paid from the Gross Settlement Amount.

1.9 “Class Data” means Class Member identifying information in Defendants’ possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Workweeks and PAGA Pay Periods.

1.10 “Class Member” or “Settlement Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).

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

1.12 “Class Notice” means the Court approved Notice of Settlement and hearing date for Final Approval, to be mailed to Class Members in English with a Spanish translation in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.13 “Class Period” or “Class Settlement Period” means the period from October 7, 2018 through October 4, 2025 or the date of preliminary approval, which ever date is later (“Settlement Class Period”).

1.14 “Class Representatives” mean the named Plaintiffs Jake Stein and Margaret-Jessica Duran in the Action.

1.15 “Class Representative Service Payment” or “Enhancement Award” means the payment to the Class Representative for initiating the Actions and providing services in support of the Action.

1.16 “Court” means the Superior Court of California, County of Los Angeles.

1.17 “Defendants” mean the entities set forth in Schedule I.

1.18 “Defense Counsel” means Jeff Augustini and Peter Sloan.

1.19 “Effective Date” means the date by which both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no

Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.20 “Final Approval” means the Court’s order granting final approval of the Settlement.

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

1.22 “Final Judgment” means the Judgment entered by the Court upon granting Final Approval of the Settlement.

1.23 “Gross Settlement Amount” or “GSA” means \$300,000.00 (Three Hundred Thousand Dollars and Zero Cents), which is the total amount Defendants agree to pay under the Settlement, except as provided in Paragraph 8 below.

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

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

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

1.27 “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i) (2016).

1.28 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i) (2016).

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

1.30 “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.31 “Operative Complaints” mean the operative First Amended Class and Representative Action Complaint filed on August 8, 2023 and any subsequent amendments thereto.

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

1.33 “PAGA Period” means the period from April 5, 2022 through October 4, 2025, or the date of preliminary approval, whichever date is later.

1.34 “PAGA” means the Labor Code Private Attorneys General Act of 2004 (Labor Code §§ 2698, *et seq.*).

1.35 “PAGA Notice” means Plaintiff’s April 5, 2023 letter to the LWDA and Defendants Alternative Therapeutic Solutions, Inc.; South Cord Management LLC; Catalyst March for Action LLC; and 562 Discount Med, Inc. providing notice pursuant to Labor Code section 2699.3, subd.(a).

1.36 “PAGA Penalties” means the total amount of \$30,000.00 in PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% (\$7,500.00) to the Aggrieved Employees and 75% (\$22,500.00) to the LWDA in settlement of PAGA claims.

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

1.38 “Plaintiffs” mean Jake Stein and Margaret-Jessica Duran, the named plaintiffs in the Action.

1.39 “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

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

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

1.42 “Released Parties” means Defendants.

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

1.44 “Response Deadline” means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice packets are resent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline has expired.

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

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

2. **RECITALS.**

2.1 On April 3, 2023, Plaintiff filed a Class Action Complaint alleging causes of action against Defendant for (1) Failure to Pay Minimum and Straight Time Wages; (2) Failure to Pay Overtime Wages; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Periods; (5) Failure to Timely Pay Final Wages at Termination; (6) Failure to Provide Accurate Itemized Wage Statements; (7) Failure to Indemnify Employees for Expenditures; and (8) unfair business practices.

2.2 On April 5, 2023, pursuant to Labor Code § 2699.3, subd.(a), Plaintiffs gave notice to the LWDA and Defendants Alternative Therapeutic Solutions, Inc.: South Cord Management LLC; Catalyst March for Action LLC; and 562 Discount Med, Inc. that Plaintiffs intended to proceed with a representative action under PAGA (LWDA-CM-988146-23). On August 8, 2023, after the 65-day statutory period passed, Plaintiffs filed a First Amended Class & Representative Action Complaint including for penalties pursuant to Labor Code § 2699, *et seq.*

2.3 On May 8, 2025, Plaintiffs further amended the operative Complaint to name Defendants 316 Florence Holdings, LLC; 1539 Manchester Holdings LLC; F2-Palm Desert, LLC; Ryan

1 Cameron Rayburn Collective Inc.; HNHPC, Inc.; The Pajaro, Inc.; EEL – Pomona LLC; Catalyst
2 – San Diego KM LLC; EEL – El Monte, LLC; and Catalyst – Lancaster LLC.

3 2.4 Defendants deny the allegations in the Action, deny any failure to comply with the laws
4 identified in the Actions, and deny any and all liability for the causes of action alleged in the
5 Actions.

6 2.5 On May 22, 2024, the Parties participated in an all-day mediation presided over by
7 mediator Steve Cerveris, Esq. The Parties reached settlement on June 4, 2025 and agreed on
8 general settlement terms.

9 2.6 In advance of mediation, and continuing during the period following mediation, Class
10 Counsel conducted a thorough investigation into the facts of, and applicable law to, the Actions.
11 Prior to mediation, Plaintiffs obtained and analyzed a representative sampling of time and payroll
12 data for Class Members and the necessary policy documents through informal discovery to
13 properly evaluate the strengths and weakness of the claims and engage in meaningful settlement
14 discussions. Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set
15 forth in *Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker*
16 *Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").

17 2.7 The Court has not granted class certification because the Parties engaged in mediation
18 and settlement before any class certification.

19 2.8 The Parties, Class Counsel and Defense Counsel represent that they are not aware of any
20 other pending matters or actions asserting claims that will be extinguished or affected by the
21 Settlement.

22 3. **MONETARY TERMS.**

23 3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below,
24 Defendants will pay \$300,000.00 (Three Hundred Thousand Dollars and Zero Cents) to fully
25 settle, resolve, and extinguish all claims asserted in the Action, including without limitation all
26 claims asserted in the PAGA Notice. The Gross Settlement Amount is non-reversionary and does
27 not include employer payroll taxes owed on the wage portions of the Individual Class Payments,
28

1 which Defendant will pay separately. Defendants have no obligation to pay the Gross Settlement
2 Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement.

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

6 3.2.1 To Plaintiffs: A payment for the Class Representative Service Payment to Plaintiffs
7 of not more than \$10,000.00 (Ten Thousand Dollars and Zero Cents) in addition to any Individual
8 Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive
9 as a Participating Class Member. Defendants will not oppose Plaintiffs' request for a Class
10 Representative Service Payment that does not exceed this amount. As part of the motion for the
11 Class Counsel Fees and Litigation Expenses Payments, Plaintiffs will seek Court approval for any
12 Class Representative Service Payment no later than sixteen (16) court days prior to the Final
13 Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
14 Representative Service Payment less than the amount requested, the Administrator will retain the
15 remainder in the Net Settlement Amount to be distributed to Participating Class Members. The
16 Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiffs
17 assume full responsibility and liability for employee taxes owed on the Class Representative
18 Service Payment.

19 3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third of the
20 Gross Settlement Amount, which is currently estimated to be \$100,000.00 (One Hundred
21 Thousand Dollars and Zero Cents) and a Class Counsel Litigation Expenses Payment for actual
22 costs, not to exceed \$90,000.00 (ninety thousand dollars and zero cents). Defendants will not
23 oppose requests for these payments. Plaintiffs and/or Class Counsel will file a motion for Class
24 Counsel Fees and Litigation Expenses Payment no later than sixteen (16) court days prior to the
25 Final Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
26 Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts
27 requested, the Administrator will allocate the remainder to the Net Settlement Amount for
28 distribution to Participating Class Members. Released Parties shall have no liability to Class

Counsel or any other Plaintiffs' counsel arising from any claim to any portion of Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.3 To the Administrator: An Administrator Costs Payment not to exceed \$15,950.00 (fifteen thousand nine hundred fifty dollars and zero cents) except for a showing of good cause and as approved by the Court. To the extent the Administration Costs are less or the Court approves payment of less than \$15,950.00, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

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

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

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

Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro-rata basis.

3.2.5 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$30,000.00 (Thirty Thousand Dollars and Zero Cents) to be paid from the Gross Settlement Amount, with 75% (\$22,500.00) allocated to the LWDA PAGA Payment and 25% (\$7,500.00) allocated to the Individual PAGA Payments.

3.2.5.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties of \$30,000.00 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period, and (b) multiplying the result by each individual Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

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

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1 Class Workweeks and Aggrieved Employee Pay Periods. Based on its records, Defendants represent as of October 3, 2025 there are 2,056 Class Members and 1,280 Aggrieved Employees. As of October 3, 2025, Class Members collectively worked a total of 127,579 workweeks during the Class Period. As of October 3, 2025, Aggrieved Employees collectively worked a total of 35,577 PAGA Pay Periods during the PAGA Period. As of June 2025, Class Members collectively worked a total of 117,298 Workweeks during the Class Period. As of June 2025, Aggrieved Employees collectively worked a total of 30,580 Pay Periods during the PAGA Period.

4.2 Class Data. Not later than ten (10) days after the Court grants Preliminary Approval of the Settlement, Defendants will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must

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

4.3 Funding of Gross Settlement Amount. Defendants shall fully fund the Gross Settlement Amount and the amounts necessary to fully pay Defendants' share of payroll taxes by transmitting the funds to the Administrator no later than fourteen (14) days after the Effective Date.

4.4 Payments from the Gross Settlement Amount. Within ten (10) days after Defendants fully fund the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Costs Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.4.1 The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail. The face of each check shall prominently state the date (180 days after the date of mailing) when the check will be voided ("Void Date"). The Administrator will cancel all checks not cashed by the Void Date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom the Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator

1 may send Participating Class Members a single check combining the Individual Class Payment
2 and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator
3 must update the recipients' mailing addresses using the National Change of Address Database.

4 4.4.2 The Administrator must conduct a Class Member Address Search for all other Class
5 Members whose checks are returned undelivered without USPS forwarding address. Within seven
6 (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS
7 forwarding address provided or to an address ascertained through the Class Member Address
8 Search. The Administrator need not take further steps to deliver checks to Class Members whose
9 re-mailed checks are returned as undelivered. The Administrator shall promptly send a
10 replacement check to any Class Member whose original check was lost or misplaced, requested
11 by the Class Member prior to the Void Date.

12 4.4.3 For any Class Member whose Individual Class Payment check or Individual PAGA
13 Payment check is uncashed and canceled after the Void Date, the Administrator shall transmit the
14 funds represented by such checks to the California Controller's Unclaimed Property Fund in the
15 name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of
16 California Code of Civil Procedure Section 384, subd. (b).

17 4.4.4 The payment of Individual Class Payments and Individual PAGA Payments shall
18 not obligate Defendants to confer any additional benefits or make any additional payments to
19 Class Members (such as 401(k) contributions or bonuses) beyond those specified in this
20 Agreement.

21 5. **RELEASES OF CLAIMS.** Effective on the date when Defendants fully fund the Gross
22 Settlement Amount and all employer payroll taxes owed on the Wage Portion of the Individual
23 Class Payments, Plaintiffs, Class Members, and Class Counsel will release claims against all
24 Released Parties as follows:

25 5.1 **Plaintiffs' Release.** Plaintiffs discharge Released Parties from all claims,
26 transactions, or occurrences, that occurred during the Class Period, including all claims that were,
27 or reasonably could have been, alleged, based on the facts contained in the Operative Complaint;
28 and claims under the California Labor Code, and all equivalent claims under federal law

1 (“Plaintiffs’ Release”). Plaintiffs’ Release does not extend to any claims or actions to enforce
2 this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits,
3 social security benefits, workers’ compensation benefits that arose at any time, or based on
4 occurrences outside the Class Period. Plaintiffs acknowledge that Plaintiffs may discover facts or
5 law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true
6 but agree, nonetheless, that Plaintiffs’ Release shall be and remain effective in all respects,
7 notwithstanding such different or additional facts or Plaintiffs’ discovery of them.

8 5.1.1 Plaintiffs’ Waiver of Rights Under California Civil Code Section 1542. For
9 purposes of 5.1.1 Plaintiffs’ Release, Plaintiffs expressly waive and relinquish the provisions,
10 rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

15 5.2 Released Class Claims: All Participating Class Members will release all claims, rights,
16 demands, liabilities, and causes of action, alleged or which could have reasonably been alleged
17 based on the facts alleged in the operative Complaint, including but not limited to: (1) failure to
18 pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 1194, 1194.2, 1197
19 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§ 510, 1194, and
20 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 226.7 and 512); (4)
21 failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 226.7); (5) failure to
22 timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201-203); (6) failure to
23 provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226); (7) failure to
24 indemnify employees for expenditures (pursuant to Cal. Labor Code §§ 2802); and (8) unfair
25 business practices (pursuant to Cal. Bus. & Prof. Code §§ 17200, *et seq.*). The enumeration of
26 these specific claims shall neither enlarge nor narrow the scope of *res judicata* based on the claims
27 that were asserted in the Action or could have been asserted in the Action based on the facts and
28

circumstances alleged in the Complaint. The Released Class Claims are those that accrued during the Class Period.

5.3 Released PAGA Claims: All Aggrieved Employees will release all claims for PAGA civil penalties that are alleged or reasonably could have been alleged based on the facts alleged in the operative Complaint and in Plaintiffs' April 5, 2023 PAGA Notice, including but not limited to: (1) failure to pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 210, 510, 1194, 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§ 510, 1194 and 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 210, 226.7 and 512); (4) failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 210 and 226.7); (5) failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201 – 203 and 213(d)); (6) failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226 and 226.3); (7) failure to indemnify employees for expenditures (pursuant to Cal. Labor Code § 2802); (8) failure to pay all earned wages twice per month and unlawfully withholding accrued wages (pursuant to Cal. Labor Code §§ 204, 210 and 216); (9) failure to maintain accurate records of hours worked and meal periods (pursuant to Cal. Labor Code §§ 1174, and 1174.5); (10) recordkeeping requirement violations (pursuant to Cal. Labor Code §§ 226.6, 558.1, 1174, 1174.5, 1198 and 1199); (11) willful misclassification (pursuant to Cal. Labor Code § 226.8); (12) retaliation (pursuant to Cal. Labor Code § 1102.5); and (13) civil penalties for wage and hour violations (pursuant to Cal. Labor Code § 558). The Released PAGA Claims are those that accrued during the PAGA Period.

6. **MOTION FOR PRELIMINARY APPROVAL**. Plaintiffs will prepare and file a motion for preliminary approval ("Motion for Preliminary Approval").

6.1 Plaintiffs' Responsibilities. Plaintiffs will prepare all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2) (2016); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from Plaintiffs confirming

1 willingness and competency to serve and disclosing all facts relevant to any actual or potential
2 conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from
3 Class Counsel firm attesting to its competency to represent the Class Members; its timely
4 transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor
5 Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)
6 (2016)), this Agreement (Labor Code section 2699, subd. (l)(2) (2016)); and (vi) all facts relevant
7 to any actual or potential conflict of interest with Class Members, and/or the Administrator. In
8 their Declarations, Plaintiffs and Class Counsel shall aver that they are not aware of any other
9 pending matter or action asserting claims that will be extinguished or adversely affected by the
10 Settlement.

11 6.2 Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible
12 for expeditiously finalizing the Motion for Preliminary Approval. Class Counsel will obtain a
13 prompt hearing date for the Motion for Preliminary Approval, file the Motion for Preliminary
14 Approval no later than sixteen (16) court days before the hearing, unless otherwise ordered by the
15 Court, and deliver the Court's Preliminary Approval Order to the Administrator.

16 6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
17 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and
18 Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person
19 or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant
20 Preliminary Approval or conditions Preliminary Approval on any material change to this
21 Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of
22 the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and
23 otherwise satisfy the Court's concerns.

24 7. SETTLEMENT ADMINISTRATION.

25 7.1 Selection of Administrator. The Parties have jointly selected ILYM Group, Inc. to serve
26 as the Administrator and verified that, as a condition of appointment, the Administrator agrees to
27 be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement
28 in exchange for payment of Administration Costs. 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 for the funding of the GSA. Any interest that accrues on the GSA sums paid into the QSF prior to distribution by the Administrator will become part of the GSA for distribution to Participating Class Members.

7.4 Notice to Class Members.

7.4.1 No later than five (5) calendar days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

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

7.4.3 Not later than five (5) calendar days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further

1 attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the
2 USPS a second time.

3 7.4.4 The deadlines for Class Members' written objections, challenges to Workweeks
4 and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen days (14)
5 days beyond the forty-five (45) days otherwise provided in the Class Notice for all Class Members
6 whose notice is re-mailed. The Administrator will inform the Class Member of the extended
7 deadline with the re-mailed Class Notice.

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

16 7.5 Requests for Exclusion (Opt-Outs).

17 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement
18 must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not
19 later than forty-five (45) days after the Administrator mails the Class Notice (plus an additional
20 fourteen (14) days for Class Members whose Class Notice is re-mailed). A Request for Exclusion
21 is a letter from a Class Member or his/her representative that reasonably communicates the Class
22 Member's election to be excluded from the Settlement and includes the Class Member's name,
23 address and email address or telephone number. To be valid, a Request for Exclusion must be
24 timely faxed, emailed, or postmarked by the Response Deadline.

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

determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

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

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

7.6 Challenges to Calculation of Workweeks. Each Class Member shall have forty-five (45) days after the Administrator mails the Class Notice (plus an additional fourteen (14) days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the

1 Administrator's determination of the challenges.

2 7.7 Objections to Settlement.

3 7.7.1 Only Participating Class Members may object to the class action components of the
4 Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or
5 amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses
6 Payment and/or Class Representative Service Payment.

7 7.7.2 Participating Class Members may send written objections to the Administrator, by
8 fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire
9 an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A
10 Participating Class Member who elects to send a written objection to the Administrator must do
11 so not later than forty-five (45) days after the Administrator's mailing of the Class Notice (plus
12 an additional fourteen (14) days for Class Members whose Class Notice was re-mailed).

13 7.7.3 Non-Participating Class Members have no right to object to any of the class action
14 components of the Settlement.

15 7.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks to be
16 performed or observed by the Administrator contained in this Agreement or otherwise.

17 7.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish,
18 maintain and use an internet website to post information of interest to Class Members including
19 the date, time and location for the Final Approval Hearing and copies of the Settlement
20 Agreement; Motion for Preliminary Approval; Preliminary Approval Order; Class Notice;
21 Motion for Final Approval; Motion for Class Counsel Fees Payment, Class Counsel Litigation
22 Expenses Payment and Class Representative Service Payment; the Final Approval Order; and the
23 Judgment. The Administrator will also maintain and monitor an email address and a toll-free
24 telephone number to receive Class Member calls, faxes and emails.

25 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
26 promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later
27 than five (5) days after the expiration of the deadline for submitting Requests for Exclusion, the
28 Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names

1 and other identifying information of Class Members who have timely submitted valid Requests
2 for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class
3 Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for
4 Exclusion from Settlement submitted (whether valid or invalid).

5 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports
6 to Class Counsel and Defense Counsel that, among other things, tally the number of: Class
7 Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether
8 valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods
9 received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA
10 Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment
11 of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and
12 objections received.

13 7.8.4 Workweek and/or Pay Period Challenges. The Administrator has the authority to
14 address and make final decisions consistent with the terms of this Agreement on all Class Member
15 challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision
16 shall be final and not appealable or otherwise susceptible to challenge.

17 7.8.5 Administrator’s Declaration. Not later than fourteen (14) days before the date by
18 which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the
19 Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable
20 for filing in Court attesting to its due diligence and compliance with all of its obligations under
21 this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices
22 returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the
23 total number of Requests for Exclusion from Settlement it received (both valid or invalid), the
24 number of written objections and attach the Exclusion List. The Administrator will supplement
25 its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible
26 for filing the Administrator’s declaration(s) in Court.

27 7.8.6 Final Report by Settlement Administrator. Within ten (10) days after the
28 Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide

1 Class Counsel and Defense Counsel with a final report detailing its disbursements by employee
2 identification number only of all payments made under this Agreement. At least fifteen (15) days
3 before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel
4 and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement
5 of all payments required under this Agreement. Class Counsel is responsible for filing the
6 Administrator's declaration in Court.

7 8. **CLASS SIZE ESTIMATES and ESCALATOR CLAUSE.** Based on its records,
8 Defendants represent as of October 3, 2025 there are 2,056 Class Members and 1,280 Aggrieved
9 Employees and 1,280 Aggrieved Employees. As of October 3, 2025, Class Members collectively
10 worked a total of 127,579 Workweeks during the Class Period. As of October 3, 2025, Aggrieved
11 Employees collectively worked a total of 33,577 PAGA Pay Periods during the PAGA Period.
12 As of June 2025, Class Members collectively worked a total of 117,298 Workweeks during the
13 Class Period. As of June 2025, Aggrieved Employees collectively worked a total of 30,580 Pay
14 Periods during the PAGA Period. If, on final calculation, the total number of Workweeks is
15 greater than 25% higher than 117,298 Workweeks (i.e. greater than 146,622 Workweeks), then
16 the Gross Settlement Amount will be proportionally increased by the Workweeks worked in
17 excess of 146,622 by multiplying the excess Workweeks by the per Workweek value. If this
18 provision is triggered so as to increase the Gross Settlement Amount, the Parties agree that the
19 portion of the Gross Settlement Amount allocated to attorneys' fees will increase proportionally
20 such that the total amount of attorneys' fees remains one-third (1/3) of the Gross Settlement
21 Amount after the upward adjustment required by this provision is implemented. If, on final
22 calculation, the total number of Workweeks increases by more than 25%, then Defendants shall
23 have the option to end the Class Period and PAGA Period on the date the total workweeks hits
24 146,622 Workweeks. Defendants shall provide the Settlement Administrators with the Class Data
25 to verify the total Workweeks prior to the filing for preliminary approval. If the Escalator Clause
26 is triggered, Defendants shall select an option prior to the filing for preliminary approval. If the
27 total Workweeks are less than 25% higher than 117,298 (i.e. less than 146,622), the Gross
28 Settlement Amount shall not be increased and shall not affect the Class Period or PAGA Period.

9. **MOTION FOR FINAL APPROVAL.** Not later than sixteen (16) court days before the calendared Final Approval Hearing, unless otherwise scheduled by the Court, Plaintiffs will file in Court, a Motion for Final Approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l) (2016); a Proposed Final Approval Order; and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiffs shall provide drafts of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

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

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

9.3 **Continuing Jurisdiction of the Court.** The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, the Actions, 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.

9.4 **Waiver of Right to Appeal.** Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment as set forth in this Settlement, the Parties, their respective

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

9.5 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and Entry of Judgment, sharing, on a 50-50 basis, any additional Administration Costs reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

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

11. **ADDITIONAL PROVISIONS.**

11.1 No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendants that any of the allegations in the Operative Complaint has merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendants' defenses in the Actions have merit. The Parties agree that class

1 certification and representative treatment is for purposes of this Settlement only. If, for any
2 reason, the Court does grant Preliminary Approval, Final Approval, or enter Judgment,
3 Defendants reserve the right to contest certification of any class for any reason, Defendants
4 reserve all available defenses to the claims in the Actions, and Plaintiffs reserve the right to move
5 for class certification on any grounds available and to contest Defendants' defenses. The
6 Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on,
7 and will not be admissible in connection with, any litigation (except for proceedings to enforce
8 or effectuate the Settlement and this Agreement).

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

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

1 to communicate with Class Members in accordance with Defense Counsel's and Class Counsel's
2 ethical obligations and Class Counsel's fiduciary duties owed to Class Members.

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

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

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

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

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

11.9 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.

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

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

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

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

11.14 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.

11.15 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.

11.16 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:

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To Plaintiffs:

John G. Yslas (SBN 187324)

john.yslas@wilshirelawfirm.com

Jeffrey C. Bils (SBN 301629)

jeffrey.bils@wilshirelawfirm.com

Aram Boyadjian (SBN 334009)

aram.boyadjian@wilshirelawfirm.com

Andrew Sandoval (SBN 346996)

andrew.sandoval@wilshirelawfirm.com

WILSHIRE LAW FIRM

660 S. Figueroa St., Sky Lobby

Los Angeles, California 90017

Telephone: (213) 381-9988

Facsimile: (213) 381-9989

To Defendants:

JEFF AUGUSTINI (SBN 178358)

Law Office of Jeff Augustini

100 Bayview Circle, Suite 210

Newport Beach, CA 92660

(949) 336-7847

jeff@augustinilaw.com

PETER SLOAN (SBN 58814)

100 Spectrum Center Drive, Suite 820 Irvine, CA 92618

(949) 585-0192

psloan@sloanapc.com

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

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

11.19 Binding Agreement. The Parties intend that this Agreement shall be fully enforceable and binding upon all Parties within the provisions of Cal. Civil Proc. § 664.6, and

1 that it shall be admissible and subject to disclosure in any proceeding to enforce its terms pursuant
2 to Cal. Evid. Code §§ 1122(a)(1) and 1123(b), notwithstanding the confidentiality provisions that
3 otherwise might apply under federal or state law. The Parties further agree and intend that the Los
4 Angeles County Superior Court may enforce this Agreement pursuant to Code of Civil Procedure
5 § 664.6.

6 IT IS SO AGREED.

7 [Signature Pages to Follow]
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1 By the Plaintiffs:

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3 DATED: 10/14/2025

DocuSigned by:

D88D302451E2489...

4 Plaintiff Jake Stein

5
6
7 DATED: _____

8 Plaintiff Margaret-Jessica Duran

1 By the Plaintiffs:

2
3 DATED: _____

4 Plaintiff Jake Stein

5
6 DATED: 10/16/2025

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7 Plaintiff Margaret-Jessica Duran

By the Defendants:

Defendant 11500 Vermont Holdings LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: Elliot Lewis
Position: Manager

By: South Cord Holdings LLC
Name: Elliot Lewis, its manager

Defendant 1539 Manchester Holdings LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Management LLC
Position: Authorized Representative

By: Elliot Lewis
Position: Manager

Defendant 316 Florence Holdings, LLC

DATED: ~~10/14/2025~~ 10/16/2025

DocuSigned by:

Elliot Lewis

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By: Joseph Parker
Position: Manager

DocuSigned by:

Joseph Parker

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Defendant 4158 Pico Holdings LLC

DATED: 10/16/2025

DocuSigned by:

Joseph Parker

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By: Joseph Parker
Position: Manager

Defendant 562 Discount Med, Inc.

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: Elliot Lewis
Position: CEO

Defendant 805 Beach Breaks Inc.

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: Elliot Lewis
Position: CEO

Defendant Alternative Therapeutic Solutions, Inc.

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: Elliot Lewis
Position: CEO

Defendant Angel Organics Healing Center, LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: South Cord Management LLC
Position: Authorized Representative

By: Elliot Lewis
Position: Manager

Defendant Casey Crow Collective

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: Elliot Lewis
Position: CEO

Defendant Catalyst - Antioch LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: South Cord Management LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant Catalyst - Bellflower LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Holdings LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant Catalyst - Distro LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Holdings LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant Catalyst - Hawthorne, LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Catalyst – Lancaster LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Catalyst - Long Beach V LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Management LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant Catalyst - Lynwood LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Catalyst - San Bernardino LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Catalyst – San Diego KM LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Catalyst - Santa Ana LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Management LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant Catalyst Hemet LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Catalyst March for Action LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Management LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant Central Valley - Sierra Associates

DATED: 10/14/2025

Signed by:

Sadie Schut

1F7C703E06D044C...

Defendant Central Valley - Sierra Associates

By: Sadie A Schut
Position: CEO

Defendant Diamond Alliance, LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Management LLC
Position: Authorized Representative

Defendant EEL – El Monte, LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant EEL - Pomona LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

DATED: 10/14/2025

DocuSigned by:

DOUGLAS ALVEY

3C502F3D36B7440...

By: Douglas Alvey
Position: Manager

Defendant EEL Holdings, LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant EEL Oxnard LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant F2-Palm Desert LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant HNHPC, Inc.

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: CEO

Defendant Nebrina Daly City LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Management LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant Pacific Roots Marina, LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: Elliot Lewis
Position: Manager

Defendant Puradora LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

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By: Thrive Social Equity Manager XVI LLC
Position: Authorized Representative

By: Elliot Lewis
Position: Manager

DATED: 10/14/2025

DocuSigned by:

DOUGLAS ALVEY

3C502F3B36B7440...

By: Douglas Alvey
Position: Manager

Defendant RD Stanton LLC

DATED: 10/16/2025

Signed by:

Ryan Oganessian

AE3A6438F1EB4AD...

By: Ryan Oganessian
Position: Manager

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant RD x Catalyst - Costa Mesa LLC

DATED: 10/16/2025

Signed by:

Ryan Oganessian

AE3A6438F1EB4AD...

By: Ryan Oganessian
Position: Manager

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Ryan Cameron Rayburn Collective, Inc.

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: CEO

Defendant South Cord Management LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: Elliot Lewis
Position: Manager

Defendant Summit Strategy Enterprises LLC

DATED: 10/14/2025

DocuSigned by:

Elliot Lewis

55F129FC5F22456...

By: South Cord Management LLC
Position: Manager

By: Elliot Lewis
Position: Manager

Defendant The Pajaro, Inc.

DATED: 10/16/2025

DocuSigned by:

Jonathan Kolodinski

9158C44B97E944D

By: Jonathan Eric Kolodinski
Position: CEO

1 Approved by Counsel:

2 DATED: October 14, 2025

WILSHIRE LAW FIRM

3
4 BY: 
5 John G. Yslas
6 Jeffrey C. Bils
7 Counsel for Plaintiffs Jake Stein and Margaret-Jessica
8 Duran
9

10 DATED:

LAW OFFICE OF JEFF AUGUSTINI
PETER SLOAN LAW OFFICES

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13 BY: _____
14 Jeff Augustini
15 Peter M. Sloan
16 Counsel for Defendants
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Approved by Counsel:

DATED:

WILSHIRE LAW FIRM

BY: _____
John G. Yslas
Jeffrey C. Bils
Counsel for Plaintiffs Jake Stein and Margaret-Jessica
Duran

DATED: 10/14/2025

LAW OFFICE OF JEFF AUGUSTINI
PETER SLOAN LAW OFFICES

BY: _____
Jeff Augustini
Peter M. Sloan
Counsel for Defendants

DocuSigned by:
Peter Sloan
A2AF1A7D19E34A9...

SCHEDULE I

- 11500 Vermont Holdings LLC, a California limited liability company
- 1539 Manchester Holdings LLC, a California limited liability company
- 316 Florence Holdings LLC, a California limited liability company
- 4158 Pico Holdings LLC, a California limited liability company
- 562 Discount Meds, Inc., a California corporation
- 805 Beach Breaks Inc., a California corporation
- Alternative Therapeutic Solutions, Inc., a California corporation
- Angel Organics Healing Center, LLC, a California limited liability company
- Casey Crow Collective, a California corporation
- Catalyst - Antioch LLC, a California limited liability company
- Catalyst - Bellflower LLC, a California limited liability company
- Catalyst - Distro LLC, , a California limited liability company
- Catalyst - Hawthorne LLC, a California limited liability company
- Catalyst - Lancaster LLC, a California limited liability company
- Catalyst - Long Beach V LLC, a California limited liability company
- Catalyst - Lynwood LLC, a California limited liability company
- Catalyst - San Bernardino LLC 562 Discount Med, Inc., a California corporation
- Catalyst - San Diego KM LLC, a California limited liability company
- Catalyst - Santa Ana LLC, a California limited liability company
- Catalyst Hemet LLC, a California limited liability company
- Catalyst March for Action LLC, a California limited liability company
- Central Valley - Sierra Associates, a California corporation
- Diamond Alliance, LLC, a California limited liability company
- EEL - El Monte, LLC, a California limited liability company
- EEL - Pomona LLC, a California limited liability company
- EEL Holdings LLC, a California limited liability company
- EEL Oxnard LLC, a California limited liability company

- F2-Palm Desert LLC, a California limited liability company
- HNHPC, Inc., a California corporation
- Nebrina Daly City LLC, a California limited liability company
- Pacific Roots Marina, LLC, a California limited liability company
- Puradora LLC, a California limited liability company
- RD Stanton LLC, a California corporation
- RD x Catalyst - Costa Mesa LLC, a California corporation
- Ryan Cameron Rayburn Collective, Inc., a California corporation
- South Cord Management LLC, a California limited liability company
- Summit Strategy Enterprises LLC, a California limited liability company
- The Pajaro, Inc., a California corporation

EXHIBIT A

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

Jake Stein, et al. v. Alternative Therapeutic Solutions, Inc., et al.
Case No. 23STCV07216 (Los Angeles County Superior Court)

***The Los Angeles County Superior Court authorized this notice.
It is not junk mail, spam, an advertisement, or solicitation by a lawyer.
Please read it carefully! You are not being sued.***

You may be eligible to receive money from an employee class and a representative action lawsuit (“Action”) against Alternative Therapeutic Solutions, Inc.; South Cord Management LLC; Catalyst March for Action LLC; 562 Discount Med, Inc.; 316 Florence Holdings, LLC; 1539 Manchester Holdings LLC; F2-Palm Desert, LLC; Ryan Cameron Rayburn Collective Inc.; HNHP, Inc., The Pajaro, Inc.; EEL – Pomona LLC, Catalyst – San Diego KM LLC; EEL – El Monte, LLC; Catalyst – Lancaster LLC; 11500 Vermont Holdings LLC; 4158 Pico Holdings LLC; 805 Beach Breaks Inc; Angel Organics Healing Center, LLC; Casey Crow Collective; Catalyst - Antioch LLC; Catalyst - Bellflower LLC; Catalyst - Distro LLC; Catalyst - Hawthorne, LLC; Catalyst - Long Beach V LLC; Catalyst - Lynwood LLC; Catalyst - San Bernardino LLC; Catalyst Hemet LLC; Catalyst - Santa Ana LLC; Central Valley - Sierra Associates; Diamond Alliance, LLC; EEL Oxnard LLC; Nebrina Daly City LLC; Pacific Roots Marina, LLC; Puradora LLC; RD x Catalyst - Costa Mesa LLC; EEL Holdings LLC; RD Stanton LLC; and Summit Strategy Enterprises LLC (“Defendants”) for alleged wage and hour violations. The Action was filed by former employees, Jake Stein and Margaret-Jessica Duran, and seeks payment of back wages and other relief for a class of all persons currently or formerly employed by Defendants as hourly-paid, non-exempt employees in the State of California (“Class Members”) who worked for Defendants during the Class Period (from October 7, 2018 through October 4, 2025, or the date of preliminary approval, whichever date is later); and (2) penalties under the California Labor Code Private Attorneys General Act of 2004 (“PAGA”) for all Class Members who worked for Defendants during the PAGA Period (April 5, 2022 through October 4, 2025, or the date of preliminary approval, whichever date is later) (“Aggrieved Employees”).

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

Based on Defendants’ records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$ [REDACTED] (less withholding) and your Individual PAGA Payment is estimated to be \$ [REDACTED]**. The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendants’ records you are not eligible for an Individual PAGA Payment under the Settlement because you didn’t work during the PAGA Period.)

The above estimates are based on Defendants’ records showing that **you worked [REDACTED] Workweeks during the Class Period and you worked [REDACTED] Pay Periods during the PAGA Period**. If you believe that you worked more during either period, you can submit a challenge by the deadline date.

QUESTIONS? CALL **1-800-XXX-XXXX** TOLL FREE

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval of the Settlement. Your legal rights are affected whether you act or not act. **READ THIS NOTICE CAREFULLY.** You will be deemed to have read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs' attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendants to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendants.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	Receive money. Give up rights to sue Defendants for claims released in the Settlement.
EXCLUDE YOURSELF	Receive no money from the Class settlement. You will retain the right to pursue your own legal claims against Defendants. However, even if you exclude yourself from the Class settlement, you will still receive a portion of the PAGA settlement and be bound by it if you worked during the PAGA Period.
OBJECT	Write to the Court about why you object to the Settlement. If the Settlement receives Final Approval, you will receive money and give up rights to sue Defendants for claims released in the Settlement.
CHALLENGE YOUR NUMBER OF WORKWEEKS AND/OR PAY PERIODS	Challenge your number of Workweeks or Pay Periods listed in this Notice and provide supporting evidence. If you challenge your workweeks or pay periods, you will still be part of the Settlement and will give up rights to sue Defendants for claims released in the Settlement.

BASIC INFORMATION

1. WHY AM I RECEIVING THIS NOTICE?

Defendants' records indicate that you worked for Defendants at some point(s) between October 7, 2018 through the date of preliminary approval, and are therefore a member of the Class for purposes of this Settlement.

You received this Notice because you have a right to know about a proposed Settlement of the Action, and about all of your options, before the Court decides whether to finally approve the Settlement. The Settlement will resolve all Class Members' claims, which are described below, during the Class Period. The Settlement will also resolve claims for civil penalties brought under the California Labor Code Private Attorneys General Act of 2004 ("PAGA"). If you are a Class Member, you are also an "Aggrieved Employee" if you worked for Defendant during the "PAGA Period," which is April 5, 2022 through October 4, 2025, or the date of preliminary approval, whichever is later.

If the Court grants Final Approval to the Settlement, a settlement Administrator appointed by the Court will issue the payments provided for by the Settlement to Class Members. You are encouraged to always keep your address up to date with the Administrator (the Administrator's contact information can be found in Section 12, below).

QUESTIONS? CALL **1-800-XXX-XXXX** TOLL FREE

This Notice package explains the allegations and background regarding the lawsuit, the Settlement, your legal rights, what benefits are available, who is eligible for them, and how to receive those benefits.

The Court in charge of the Action is the Los Angeles County Superior Court, and the case is titled, *Jake Stein, et al. v. Alternative Therapeutic Solutions, Inc., et al.*, Case No. 23STCV07216. The persons who sued, Jake Stein and Margaret-Jessica Duran, are the Plaintiffs, and the companies sued, Alternative Therapeutic Solutions, Inc.; South Cord Management LLC; Catalyst March for Action LLC; 562 Discount Med, Inc.; 316 Florence Holdings, LLC; 1539 Manchester Holdings LLC; F2-Palm Desert, LLC; Ryan Cameron Rayburn Collective Inc.; HNHPC, Inc.; The Pajaro, Inc.; EEL – Pomona LLC; Catalyst – San Diego KM LLC; EEL – El Monte, LLC; Catalyst – Lancaster LLC; 11500 Vermont Holdings LLC; 4158 Pico Holdings LLC; 805 Beach Breaks Inc; Angel Organics Healing Center, LLC; Casey Crow Collective; Catalyst - Antioch LLC; Catalyst - Bellflower LLC; Catalyst - Distro LLC; Catalyst - Hawthorne, LLC; Catalyst - Long Beach V LLC; Catalyst - Lynwood LLC; Catalyst - San Bernardino LLC; Catalyst Hemet LLC; Catalyst - Santa Ana LLC; Central Valley - Sierra Associates; Diamond Alliance, LLC; EEL Oxnard LLC; Nebrina Daly City LLC; Pacific Roots Marina, LLC; Puradora LLC; RD x Catalyst - Costa Mesa LLC; EEL Holdings LLC; RD Stanton LLC; and Summit Strategy Enterprises LLC are the Defendants.

2. WHAT IS THE LAWSUIT ABOUT?

The Plaintiffs in the lawsuit allege wage and hour violations against Defendants for: (1) Failure to Pay Minimum and Straight Time Wages; (2) Failure to Pay Overtime Wages; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Periods; (5) Failure to Timely Pay Final Wages at Termination; (6) Failure to Provide Accurate Itemized Wage Statements; (7) Failure to Indemnify Employees for Expenditures; and (8) Unfair Business Practices. In addition, Plaintiffs are seeking to recover civil penalties pursuant to PAGA (“PAGA Penalties”) based on the alleged violations of the California Labor Code listed above. Defendants deny Plaintiffs’ claims and deny any wrongdoing.

3. WHY IS THIS A CLASS ACTION?

In an employment class action, one or more people called “Class Representatives” (in this case, the Plaintiffs) sue on behalf of all workers who they contend have similar claims. All of these workers are a Class or Class Members. Bringing one lawsuit, as opposed to many small ones, saves money, time and court resources. The court resolves the issues for all Class Members, except for those who exclude themselves from the Class.

4. WHY IS THERE A SETTLEMENT?

The Court has not decided in favor of the Plaintiffs or Defendants on the merits of the claims alleged in the lawsuit. Plaintiffs believe Plaintiffs would win at trial. Defendants think that Plaintiffs’ lawsuit would not proceed to a trial and/or that Plaintiffs would not win at trial. However, there has been no trial. Instead, in acknowledgement of the risk that both Parties face should the case proceed, the Parties have agreed to a negotiated settlement. This way, all Parties avoid the cost of preparing for and conducting a trial, the risk of losing the right to a trial, and the workers affected by the alleged violations receive compensation. The Settlement represents a compromise and settlement of highly disputed claims. The Plaintiffs, as well as Plaintiffs’ lawyers (called “Class Counsel”), believe the Settlement is fair and reasonable and in the best interests of all Class Members.

WHO IS INCLUDED IN THE SETTLEMENT?

5. WHO IS INCLUDED IN THE SETTLEMENT?

If you received this Notice, you are a Class Member for settlement purposes. The Class includes: All employees of Defendants who were classified as non-exempt and worked within the State of California at any time from October 7, 2018 through October 4, 2025, or the date of preliminary approval, whichever is later.

6. ARE THERE EXCEPTIONS TO BEING INCLUDED?

You are not a Class Member if you already have resolved the claims asserted in this lawsuit, whether by settlement or a separate legal proceeding (i.e., another lawsuit).

THE SETTLEMENT BENEFITS—WHAT YOU GET

7. WHAT DOES THE SETTLEMENT PROVIDE?

Defendants have agreed to pay a Gross Settlement Amount (“GSA”) of \$300,000.00 (Three Hundred Thousand Dollars and Zero Cents) to settle the lawsuit. From the GSA, Class Counsel will apply to the Court for attorneys’ fees of up to one-third of the GSA, currently \$100,000.00, and up to \$90,000.00 in costs; a Class Representative Service Payment of \$10,000.00 to Plaintiffs (for Plaintiffs’ work and efforts prosecuting this case); a PAGA Penalties payment of \$30,000.00 to resolve the PAGA claims; and Settlement Administration Costs to ILYM Group, Inc., not to exceed \$15,950. The exact amount of the Class Counsel’s Fees and Litigation Expenses, Class Representative Service Payment, and Administration Costs will be determined by the Court at the Final Approval hearing. The remaining portion of the Settlement amount, the “Net Settlement Amount” or the “NSA,” is currently estimated to be approximately \$46,050.00. The NSA will be apportioned and paid out as Individual Class Payments to the Settlement Class Members, who are the Class Members that do not request to be excluded (“opt out”) of the Settlement.

PAGA Penalties payment: As part of the PAGA portion of the Settlement, the Parties will ask the Court to approve a \$30,000.00 PAGA Penalties payment in settlement of claims for civil penalties under PAGA. As required under PAGA, 75% of the PAGA Penalties payment, or 75% \$22,500.00, will be paid to the California Labor and Workforce Development Agency. The remaining 25% of the PAGA Penalties payment, or \$7,500.00, will be distributed to the Aggrieved Employees as Individual PAGA Payments.

8. HOW MUCH WILL MY PAYMENT BE?

An approximation of your Individual Class Payment appears on the first page of this Notice. If you are also an Aggrieved Employee, an approximation of your Individual PAGA Payment will also appear on the first page of this Notice.

Individual Class Payment: Your Individual Class Payment is based on the number Workweeks you worked, as represented in Defendants’ records, in comparison to the total number of Workweeks worked by all Class Members during the Class Period (October 7, 2018 through October 4, 2025, or the date of

preliminary approval, whichever is later). Eighty percent (80%) of each Class Member's Individual Class Payment will be treated as a payment in settlement of the alleged claims for penalties and interest and will be reported on a Form 1099 by the Settlement Administrator, and twenty percent (20%) of each Class Member's Individual Class Payment will be treated as a payment in settlement of alleged claims for unpaid wages. The 20% allocated as unpaid wages will be reduced by applicable payroll tax withholdings and deductions and reported on a Form W-2.

Individual PAGA Payment: If you worked for Defendant from April 5, 2022 through October 4, 2025, or the date of preliminary approval, whichever is later, ("PAGA Period"), you are also an "Aggrieved Employee" and will receive an Individual PAGA Payment in addition to your Individual Class Payment. The Individual PAGA Payments are based on the number of PAGA Pay Periods worked by each Aggrieved Employee in comparison to the total amount of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period. One hundred percent (100%) of each Aggrieved Employees' Individual PAGA Payment will be characterized as penalties and will not be reduced by payroll tax withholdings and deductions. The Individual PAGA Payment will be reported on a Form 1099 by the Settlement Administrator. An approximation of your anticipated Individual PAGA Payment appears on the first page of this Notice.

For the Class Members who are also Aggrieved Employees, their Individual Class Payment will be combined with their Individual PAGA Payment, and they will receive a single check for the combined payments. If a Class Member chooses to opt-out of the Settlement, they will still receive an Individual PAGA Payment, as Aggrieved Employees cannot opt-out of the PAGA portion of the Settlement under California law.

HOW YOU GET A PAYMENT

9. HOW DO I RECEIVE A PAYMENT?

You do not need to do anything to receive a payment. However, if you believe that the number of Workweeks or PAGA Pay Periods you worked is incorrect, please correct it and provide any supporting evidence to the settlement Administrator, whose contact information is listed in Section 12 below.

10. WHEN WOULD I GET MY PAYMENT?

The Court will hold a Final Fairness Hearing on [REDACTED], to decide whether to approve the Settlement. If the Judge approves the Settlement, and anyone objects, there may be appeals. It is always uncertain when these objections and appeals can be resolved and resolving them can take time. If there is no objection, the Effective Date of the Settlement will be the date of entry of the Court's Order granting final approval.

Following the Effective Date, Individual Class Payments and Individual PAGA Payments will be mailed to Participating Class Members and Aggrieved Employees approximately 30 days after the Court's approval of the Settlement becomes final so long as there are no appeals.

Settlement checks should be cashed promptly upon receipt. Proceeds of checks which remain uncashed after 180 days from the date of issuance will be forwarded to a non-profit, Access Reproductive Justice. If your settlement check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE

For an update on the status of payments, please contact the Settlement Administrator (see Section 12).

11. WHAT AM I GIVING UP TO GET A PAYMENT?

If the Court approves this Settlement and unless you exclude yourself, you will become a Participating Class Member, and that means that you cannot sue, continue to sue, or be part of any other lawsuit against Defendants concerning the legal claims being resolved in this Settlement. Specifically, you will be giving up or “releasing” the Released Class Claims described below against Defendants and all of Defendants’ subsidiaries, affiliates, shareholders, members, agents, predecessors, successors, owners, and assigns (“Released Parties”). The releases become effective once the GSA is fully funded by Defendants.

Released Class Claims: All Participating Class Members will release all claims, rights, demands, liabilities, and causes of action, alleged or which could have reasonably been alleged based on the facts alleged in the operative Complaint, including but not limited to: (1) failure to pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 1194, 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§ 510, 1194, and 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 226.7 and 512); (4) failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 226.7); (5) failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201-203); (6) failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226); (7) failure to indemnify employees for expenditures (pursuant to Cal. Labor Code §§ 2802); and (8) unfair business practices (pursuant to Cal. Bus. & Prof. Code § 17200, *et seq.*). The enumeration of these specific claims shall neither enlarge nor narrow the scope of *res judicata* based on the claims that were asserted in the Action or could have been asserted in the Action based on the facts and circumstances alleged in the Complaint. The Released Class Claims are those that accrued during the Class Period.

Released PAGA Claims: All Aggrieved Employees will release all claims for PAGA civil penalties that are alleged or reasonably could have been alleged based on the facts alleged in the operative Complaint and in Plaintiff’s April 5, 2023 PAGA Notice, including but not limited to: (1) failure to pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 210, 510, 1194, 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§ 510, 1194 and 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 210, 226.7 and 512); (4) failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 210 and 226.7); (5) failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201 – 203 and 213(d)); (6) failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226 and 226.3); (7) failure to indemnify employees for expenditures (pursuant to Cal. Labor Code § 2802); (8) failure to produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and 1198.5); (9) failure to pay all earned wages twice per month and unlawfully withholding accrued wages (pursuant to Cal. Labor Code §§ 204, 210 and 216); (10) failure to maintain accurate records of hours worked and meal periods (pursuant to Cal. Labor Code §§ 1174, and 1174.5); (11) recordkeeping requirement violations (pursuant to Cal. Labor Code §§ 226.6, 558.1, 1174, 1174.5, 1198 and 1199); (12) willful misclassification (pursuant to Cal. Labor Code § 226.8); (13) retaliation (pursuant to Cal. Labor Code § 1102.5); and (14) civil penalties for wage and hour violations (pursuant to Cal. Labor Code § 558). The Released PAGA Claims are those that accrued during the PAGA Period.

EXCLUDING YOURSELF FROM THE SETTLEMENT

12. HOW DO I EXCLUDE MYSELF FROM THE SETTLEMENT?

To exclude yourself from the Settlement, you must send the Settlement Administrator a written and signed request for exclusion which must be postmarked no later than 45 days after Class Notice is mailed. Be sure to include your name, address, and telephone number, and any other information you think would be helpful to the settlement Administrator to identify you. You can send your request for exclusion to the settlement Administrator at:

ILYM Group, Inc.
Stein, et al. v. Alternative Therapeutic Solutions, Inc., et al. Settlement

XXXXX
City, State, XXXXX
Email:

If you ask to be excluded from the Settlement, you will not be legally bound by anything that happens in the Action, except as it relates to settlement of the PAGA claim. If you ask to be excluded from the Settlement you will not be able to object to the Settlement and you will not receive an Individual Class Payment, but you will still receive an Individual PAGA Payment if you worked for Defendant during the PAGA Period (April 5, 2022 through October 4, 2025, or the date of preliminary approval, whichever is later). If you ask to be excluded, you may be able to sue (or continue to sue) Defendants in the future.

13. IF I DON'T EXCLUDE MYSELF, CAN I SUE DEFENDANTS FOR THE SAME THING LATER?

No. Unless you exclude yourself, you give up any right to sue Defendants for the claims that this Settlement resolves. If you have a pending lawsuit, speak to your lawyer in that case immediately. You must exclude yourself from this Class to continue your own lawsuit. Remember, the exclusion deadline is 45 days after Class Notice is Mailed.

14. IF I EXCLUDE MYSELF, CAN I GET MONEY FROM THIS SETTLEMENT?

No, you will not receive an Individual Class Payment if you exclude yourself. You will still receive an Individual PAGA Payment if you worked for Defendant during the PAGA Period (April 5, 2022 through October 4, 2025, or the date of preliminary approval, whichever is later). However, if you timely exclude yourself from the Settlement, you will retain the right to pursue your own legal action against Defendants, if you desire.

THE LAWYERS REPRESENTING YOU IN THIS LAWSUIT

15. DO I HAVE A LAWYER IN THIS CASE?

The Court has determined that Wilshire Law Firm is qualified to represent you and the Class Members in the lawsuit. These lawyers are called Class Counsel and their contact information is listed below. If you want to be represented by your own lawyer, you may hire one at your own expense.

John G. Yslas (SBN 187324)
john.yslas@wilshirelawfirm.com
Jeffrey C. Bils (SBN 301629)
jeffrey.bils@wilshirelawfirm.com
Aram Boyadjian (SBN 334009)
aram.boyadjian@wilshirelawfirm.com
Andrew Sandoval (SBN 346996)
andrew.sandoval@wilshirelawfirm.com
WILSHIRE LAW FIRM
660 S. Figueroa St., Sky Lobby
Los Angeles, California 90017
Telephone: (213) 378-2548
Facsimile: (213) 381-9989

16. HOW WILL THE LAWYERS BE PAID?

Class Counsel will ask the Court to approve up to 1/3rd of the GSA (currently \$100,000.00) for attorneys' fees incurred in investigating the facts, litigating the case, and negotiating the Settlement. Class Counsel will also seek Court-approval of up to \$87,212.62 in litigation expenses incurred in this matter. The Court may award Class Counsel less than what they request. Class Counsel will also ask the Court to approve payment to Plaintiffs Jake Stein and Margaret-Jessica Duran in the amount of \$10,000 in addition to Plaintiffs' Individual Class Payment and Individual PAGA Payment for the initiative, risk, and time and energy Plaintiffs have spent in service to the Class as the Class Representative. The Court may award the Class Representative less than what is requested.

OBJECTING TO THE SETTLEMENT

You can and have the right to tell the Court you do not agree with the Settlement or some part of it.

17. HOW DO I TELL THE COURT THAT I OBJECT TO THE SETTLEMENT?

If you don't think the Settlement is fair, you can object to some or all of the Settlement. You can either object to the Settlement in person at the Final Approval Hearing or you can submit a written objection. Written objections and notices of intent to appear at the Final Approval Hearing must be mailed to the Settlement Administrator and postmarked on or before [REDACTED], at the following address:

ILYM Group, Inc.
Stein, et al. v. Alternative Therapeutic Solutions, Inc., et al. Settlement
XXXXXX
City, State, XXXXX
Email:

The written objection should state your name and address and describe all legal and factual reasons that you object to the terms of the Settlement. You should also include or attach any documents upon which your objection is based. If the Court overrules the objection at the Final Approval hearing, the Settlement Agreement will be approved, and you will receive your payment. If you do not submit a written objection, you may still appear at the Final Approval hearing to voice your objection or to otherwise observe the proceedings.

18. WHAT'S THE DIFFERENCE BETWEEN OBJECTING AND REQUESTING EXCLUSION?

Objecting is simply telling the Court that you do not agree with something about the Settlement. You can object only if you stay in the Class.

Requesting exclusion is telling the Court that you do not want to be part of the Class. If you exclude yourself, you have no basis to object because the case no longer affects you, and you do not get any money from this Settlement. If you submit both an objection and a request to be excluded from the settlement, the request to be excluded will control and you will not get any money from this settlement.

THE COURT'S FAIRNESS HEARING

The Court will hold a Final Approval Hearing to decide whether to approve the Settlement. You may attend and you may ask to speak, but you don't have to.

19. WHEN AND WHERE WILL THE COURT DECIDE WHETHER TO APPROVE THE SETTLEMENT?

The Court will hold a Final Approval Hearing at [REDACTED] on [REDACTED] in Department 12 of the Los Angeles County Superior Court located at 312 N Spring St, Los Angeles, CA 90012 to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. If there are objections, the Court will consider them at that time. The Court will also be asked to approve the requests for the Class Representative Service Payment and the Class Counsel Fees and Litigation Expenses Payments.

20. DO I HAVE TO COME TO THE HEARING?

No. Class Counsel will answer questions the Court may have. However, you are welcome to attend. If you send an objection, you do not have to come to the Court to talk about it. As long as you mailed your written objection to the settlement administrator on time, the Court will consider it. You may also pay your own lawyer to attend, but it is not necessary.

IF YOU DO NOTHING

21. WHAT IF I DO NOTHING AT ALL?

If you do nothing, you will receive a Settlement payment, and you will be bound by the terms of Settlement, which means that you will not be able to start a lawsuit, continue a lawsuit, or be a part of any other lawsuit against the Defendants about the legal issues in the Action.

GETTING MORE INFORMATION

22. HOW DO I GET MORE INFORMATION?

You may contact Class Counsel at the contact information listed above in Section 15 if you have any questions about the Settlement. You may also contact the Court-appointed Settlement Administrator, _____, by calling toll free 1-800-_____, or you can write to the Administrator at the following address:

ILYM Group, Inc.

Jake Stein, et al. v. Alternative Therapeutic Solutions, Inc., et al. Settlement

XXXXX

City, State, XXXXX

Email:

PLEASE DO NOT TELEPHONE THE COURT OR DEFENDANTS' COUNSEL FOR INFORMATION REGARDING THIS SETTLEMENT OR THE CLAIM PROCESS. YOU MAY, HOWEVER, CALL CLASS COUNSEL OR THE SETTLEMENT ADMINISTRATOR, LISTED ABOVE.

QUESTIONS? CALL 1-800-XXX-XXXX TOLL FREE