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 BROWNING-FERRIS INDUSTRIES OF
 CALIFORNIA, INC.

SUPERIOR COURT OF THE STATE OF CALIFORNIA
 COUNTY OF LOS ANGELES

TYRIK FOULKS, individually, and on behalf of
 all others similarly situated,

Plaintiff,

v.

BROWNING-FERRIS INDUSTRIES OF
 CALIFORNIA, INC., a California corporation;
 and Does 1 through 10, inclusive,

Defendants.

Case No. 23STCV07285

PAGA SETTLEMENT AGREEMENT

ASSIGNED FOR ALL PURPOSES TO
 JUDGE LAURA A. SEIGLE

Complaint: April 4, 2023
 SAC: May 30, 2024
 Dept: 17

1 This Private Attorney General Act (“PAGA”) Settlement Agreement and Release of Claims is
2 entered into by and between Plaintiff Tyrik Foulks (“Plaintiff”) and Browning-Ferris Industries of
3 California, Inc. (“Defendant”) and is approved by their respective counsels of record, subject to the
4 terms and conditions hereof and the Court’s approval.

5 **A. Definitions**

6 As used herein, for the purposes of this Settlement Agreement only, the following terms shall
7 be defined as set forth below:

8 1. “Action” or “Lawsuit” means and refers to the case entitled *Tyrik Foulks v. Browning-*
9 *Ferris Industries of California, Inc.*, a California corporation, and Does 1 through 10, inclusive,
10 pending in the Superior Court for the State of California, County of Los Angeles, Central District,
11 Spring Street Courthouse.

12 2. “Aggrieved Employee” means any and all persons who are or were employed by
13 Defendant in California as a non-exempt employee during the PAGA Period.

14 3. “Aggrieved Employee Address Search” means the Settlement Administrator’s
15 investigation and search for current Aggrieved Employee mailing addresses using all reasonably
16 available sources, methods and means including, but not limited to, the National Change of Address
17 database, skip traces, and direct contact by the Settlement Administrator with Aggrieved Employees.

18 4. “Approval” refers to the order of the Court granting approval of this Settlement
19 Agreement and entering a judgment approving this Settlement Agreement on substantially the terms
20 provided herein or as the same may be modified by subsequent written agreement of the Parties.

21 5. “Attorneys’ Costs” or “Litigation Costs” means the amount to be reimbursed to PAGA
22 Counsel for their litigation costs and expenses incurred to prosecute the Action. Attorneys’ Costs shall
23 not exceed **\$28,000**.

24 6. “Attorneys’ Fees” means the amount to be awarded to PAGA Counsel for the work
25 they have performed in furtherance of the Action. Attorneys’ Fees shall not exceed **\$58,333.33**, which
26 represents one-third of the Gross Settlement Amount.

27 7. “Complaint(s)” refers to any complaint filed by Plaintiff in the Action, including the
28 operative Second Amended Complaint in the Action.

1 8. "Court" or "Judge" means the Superior Court of California, County of Los Angeles.

2 9. "Defendant" means the defendant in the Action, Browning-Ferris Industries of
3 California, Inc.

4 10. "Defense Counsel" means Littler Mendelson, P.C, the attorneys representing
5 Defendant in the Action.

6 11. "Effective Date" means the date by when both of the following have occurred: (a) the
7 Court enters a Judgment on its Order granting approval of the Settlement; and (b) the Judgment is
8 final. The Judgment is final as of the latest of the following occurrences: (a) the period for filing any
9 appeal, writ, or other appellate proceeding opposing the settlement approval has elapsed without any
10 appeal, writ, or other appellate proceeding having been filed; (b) any appeal, writ, or other appellate
11 proceeding opposing the settlement approval has been dismissed finally and conclusively with no right
12 by any appellant or objector to pursue further remedies or relief; or (c) any appeal, writ, or other
13 appellate proceeding has upheld the settlement approval with no right by any appellant or objector to
14 pursue further remedies or relief. In this regard, it is the intention of the Parties that the Settlement
15 shall not become effective until the Court's approval of the Settlement is completely final, and no
16 further recourse exists by an appellant or objector who seeks to contest the Settlement. The occurrence
17 of the Effective Date is a prerequisite to any obligation of Defendant to pay the Gross Settlement
18 Amount.

19 12. "Gross Settlement Amount" means \$175,000, which is the maximum total amount
20 Defendant agrees to pay under the Settlement except as provided in Paragraph 8 below. The Gross
21 Settlement Amount will be used to pay Individual PAGA Payments, the LWDA PAGA Payment,
22 Attorneys' Fees, Attorneys' Costs, the Settlement Administration Costs, and any employer side payroll
23 taxes (if any).

24 13. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of the
25 25% of the Net Settlement Amount calculated according to the number of Pay Periods the Aggrieved
26 Employee worked during the PAGA Period.

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

28 15. "LWDA" means the California Labor and Workforce Development Agency.

16. “LWDA PAGA Payment” means the 75% of the Net Settlement Amount paid to the Labor and Workforce Development Agency’s (“LWDA”) under Labor Code section 2699, subd. (i).

17. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Attorneys’ Fees, Attorneys’ Costs, and the Settlement Administration Costs. The remainder is the total amount of PAGA civil penalties to be paid under the Settlement, which will be allocated 75% to the LWDA and 25% to the Aggrieved Employees in settlement of PAGA claims.

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

19. “PAGA Counsel” refers to MOON LAW GROUP, PC.

20. “PAGA Notice” means Plaintiff’s April 1, 2023 letter to Defendant and the LWDA providing notice pursuant to Labor Code § 2699.3(a), attached hereto as **Exhibit A**, and fully incorporated herein by reference.

21. “PAGA Penalties” means the total amount of civil penalties that the Parties have agreed will be paid from the Gross Settlement Amount to settle the PAGA Claims, allocated 75% of the Net Settlement Amount to the LWDA in accordance with PAGA, and 25% of the Net Settlement Amount for the individual PAGA payments to Aggrieved Employees.

22. “PAGA Period” shall run from April 1, 2022 through February 9, 2026.

23. “Parties” mean Plaintiff and Defendant, collectively.

24. “Pay Period” means any pay period during which an Aggrieved Employee was employed by Defendant for at least one day during the PAGA Period.

25. “Plaintiff” means and refers to the named plaintiff in the Action and the PAGA class representative, Tyrik Foulks.

26. “QSF” means the Qualified Settlement Fund set up by the Settlement Administrator for the benefit of the Aggrieved Employees, and from which the settlement payments shall be made, and which is intended to be a fund that qualifies under Internal Revenue Code Sec. 468.

27. “Release” shall mean the release and discharge of the PAGA Released Claims by Plaintiff, the State of California, and all of the Aggrieved Employees. The *res judicata* effect of the

1 judgment will be the same as that of the Release of the PAGA Released Claims.

2 28. "Released Claims" means the claims being released by Plaintiff and Aggrieved
3 Employees, including the PAGA claims that Plaintiff alleged or could have alleged against the
4 Released Parties, on behalf of the Aggrieved Employees and the State of California, based on the facts
5 stated in the Action, any of the Complaints filed in the Action, in the LWDA PAGA Notice letter, or
6 that could have been asserted based on those facts, including but not limited to all PAGA claims
7 seeking civil penalties premised upon: (1) failure to pay minimum wages; (2) failure to pay overtime
8 wages; (3) failure to provide meal periods; (4) failure to permit rest breaks; (5) failure to indemnify
9 necessary business expenses; (6) failure to timely pay final wages at termination; (7) failure to provide
10 accurate itemized wage statements; (8) unfair business practices; and for any other (9) civil penalties
11 recoverable under the Private Attorneys General Act, Labor Code §§ 2698 *et seq.*

12 29. "Released Parties" means Browning-Ferris Industries of California, Inc., and its
13 respective past, present, or future affiliates, related entities, parents, subsidiaries, owners, including
14 specifically but not limited to including Republic Services, Inc., as well as their members, partners,
15 officers, directors, board members, managers, supervisors, employees, co-employers, predecessors,
16 successors, assigns, agents, shareholders, investors, insurers, and legal representatives.

17 30. "Settlement" means the disposition of the Action effected by this Settlement
18 Agreement and the Judgment.

19 31. "Settlement Administrator" means and refers to Phoenix Class Action Administration
20 Solutions, the third-party class action settlement administrator agreed to by the Parties, that will
21 provide the Notice to the Aggrieved Employees of the Settlement and distribute the settlement
22 amounts as described in this Settlement Agreement.

23 32. "Settlement Administration Costs" means the amount the Settlement Administrator
24 will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in
25 administering the Settlement in accordance with this Agreement.

26 33. "Settlement Agreement" means this PAGA Settlement Agreement and Release of
27 Claims.

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34. “Settlement Data” mean a complete list that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator on spreadsheets and shall include the PAGA Members’ full names; last known addresses; Social Security Numbers; and either the total Pay Periods Worked during the PAGA Period for each Aggrieved Employee, or the start and end date of employment for each Aggrieved Employee.

35. “Service Payment” means the amount approved by the Court to be paid from the Gross Settlement Amount to the Plaintiff as the PAGA representative for the Aggrieved Employees, in addition to Plaintiff’s portion of the Settlement Payments as an Aggrieved Employee.

B. Recitals

1. Pursuant to Labor Code section 2699.3(a), Plaintiff timely gave written notice to Defendant and the LWDA by sending a LWDA notice letter on April 1, 2023 (“PAGA Notice”) alleging Defendant violated Labor Code sections 201, 202, 203, 204, 226, 226.7, 512, 1194, 1194.2, 1197, 1198, 2699, 2802, and Business & Professions Code section 17200 *et seq.* **Exhibit A.**

2. On April 4, 2023, Plaintiff commenced this Action by filing a Complaint alleging the following causes of action against Defendant: (1) Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197]; (2) Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198]; (3) Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512]; (4) Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code § 226.7, 512]; (5) Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802]; (6) Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201- 203]; (7) Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226]; and (8) Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, *et seq.*]. On June 5, 2023, Plaintiff filed a first amended complaint, alleging additional cause of action for Civil Penalties Under PAGA [Cal. Lab. Code § 2699, *et seq.*], to which Defendant filed an Answer and then a Motion for Judgment on the Pleadings. The Court granted Defendant’s Motion in part. Plaintiff filed a Second Amended Complaint on May 30, 2024 against Defendant. Defendant filed a demurrer, which was overruled. Defendant appealed the ruling on its demurrer, which was denied. Defendant then filed an answer to the Second Amended Complaint.

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3. On December 9, 2025, Plaintiff and Defendant participated in mediation before Tripper Ortman, a well-respected wage and hour mediator. At the conclusion of the mediation, Mr. Ortman issued a mediator's proposal which was subsequently accepted by both Parties. As a direct result thereof, the Parties reached a PAGA Settlement for the resolution of the entire Action.

4. Prior to mediation and negotiating the Settlement, Plaintiff obtained through informal discovery and pursuant to a stipulated protective order that was entered by the Court on February 14, 2025, the time and payroll records for the Aggrieved Employees, the number of Pay Periods and Aggrieved Employees in the PAGA Period, relevant excerpts of Defendant's employment policies and handbook, and other relevant documents. Plaintiff retained an expert to analyze the records produced by Defendant.

5. On January 26, 2026, Plaintiff dismissed his remaining class action claims, which the Court approved on January 27, 2026. Thus, the Action consists solely of Plaintiff's cause of action for civil penalties under PAGA.

6. The Parties agree that neither the Parties' Settlement, this Settlement Agreement, nor the acts to be performed or judgments to be entered pursuant to the terms of the Settlement and this Settlement Agreement, shall be construed as an admission by Defendant of any wrongdoing or violation of any statute or law or liability on the claims or allegations in the Action.

7. PAGA Counsel is both knowledgeable about and has done extensive research with respect to the applicable law and potential defenses to the claims of the Settlement Class. PAGA Counsel has diligently pursued an investigation of the Aggrieved Employees' claims against Defendant. Based on the foregoing data and on their own independent investigation and evaluation, PAGA Counsel is of the opinion that the settlement with Defendant for the consideration and on the terms set forth in this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Aggrieved Employees in light of all known facts and circumstances, including the risk of significant delay and uncertainty associated with litigation, various defenses asserted by Defendant, and numerous potential appellate issues by both Parties.

8. For settlement purposes only, Defendant will stipulate that the Aggrieved Employees are appropriate for representative treatment. Defendant's stipulation to representative treatment for

1 settlement purposes only is not an admission that representative treatment is proper, not admissible in
2 this or any other action except for the sole purpose of enforcing this Settlement Agreement, and not
3 deemed as a waiver to any additional defenses against representative action treatment. Should, for
4 whatever reason, the Court fail to issue Approval, the Parties' stipulation to representative treatment
5 as part of the settlement shall become null and void *ab initio* and shall have no bearing on and shall
6 not be admissible in connection with the issue of whether or not representative treatment would be
7 appropriate in a non-settlement context. Defendant expressly reserves its rights and declares that
8 Defendant would continue to oppose representative treatment and the substantive merits of the case
9 should the Court decline to issue Approval. Plaintiff expressly reserves his rights and declares that he
10 will continue to pursue representative treatment, and a trial should the Court decline to issue Approval.

11 **C. Terms of Settlement**

12 1. Financial Terms. The financial terms of the Settlement are as follows:

13 (a) Gross Settlement Amount: The Parties agree to settle this Action for One
14 Hundred and Seventy-Five Thousand Dollars and Zero Cents (\$175,000.00) ("the Gross Settlement
15 Amount"). The Gross Settlement Amount is the maximum amount that Defendant will pay, and
16 includes: (1) PAGA Counsel's fees; (2) PAGA Counsel's costs; (3) Settlement Administration
17 expenses and fees; (4) the PAGA payment to the LWDA; (5) employer side payroll taxes (if any); (6)
18 enhancement award to Plaintiff; and (7) payments to the Aggrieved Employees.

19 (b) Net Settlement Amount: The "Net Settlement Amount" is defined as the Gross
20 Settlement Amount less: (1) PAGA Counsel's fees; (2) PAGA Counsel's costs; (3) Settlement
21 Administration expenses; (4) Settlement Administration fees; and (5) any enhancement payment to
22 Plaintiff.

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

26 (a) To PAGA Counsel: Defendant agrees to not oppose a request by PAGA
27 Counsel to the Court for an award of attorneys' fees of not more than one third (1/3) of the Gross
28 Settlement Amount (Fifty-Eight Thousand, Three Hundred and Thirty Three Dollars and Thirty Three

Cents (\$58,333.33)), plus reasonable litigation costs not to exceed Twenty-Eight Thousand Dollars and Zero Cents (\$28,000) (“Attorneys’ Fees and Cost Award”), subject to Court approval. The Attorneys’ Fees and Cost Award shall be paid from the Gross Settlement Amount, and Defendant shall have no further obligation to pay any attorneys’ fees, costs, or expenses to PAGA Counsel. Should the Court approve a lesser amount than that sought by PAGA Counsel, the difference shall be added to the Net Settlement Amount to be distributed to Aggrieved Employees. The Parties agree that any amount awarded as attorneys’ fees and costs to PAGA Counsel less than the requested amount shall not be a basis for PAGA Counsel to rescind or otherwise void this Settlement Agreement. The Settlement Administrator shall issue to PAGA Counsel an IRS Form 1099 reflecting the amount of attorneys’ fees and costs awarded by the Court, as well as any other IRS tax form required by law.

(b) To the Settlement Administrator: Settlement Administration Costs not to exceed four thousand, five hundred dollars and zero cents (\$4,500) except for a showing of good cause and as approved by the Court. To the extent the Settlement Administration Costs are less or the Court approves payment less than \$4,500, the Settlement Administrator will retain the remainder in the Net Settlement Amount.

(c) To the LWDA and Aggrieved Employees: The Net Settlement Amount will be distributed amongst Aggrieved Employees and the LWDA, with 75% allocated to the LWDA PAGA Payment and 25% allocated to the Individual PAGA Payments.

i. The Settlement Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees’ 25% share of the Net Settlement Amount by the total number of Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee’s Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payments.

ii. All payments to Aggrieved Employees under this Settlement shall be characterized as non-wage penalties, and the Settlement Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

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(d) Service Payment to Plaintiff: The amount, if any, awarded to the Plaintiff as a Service Payment will be set by the Court in its discretion, not to exceed \$5,000, in exchange for the services Plaintiff performed on behalf of the Aggrieved Employees (including taking steps to support the Settlement) and for entering into the general and expansive release discussed hereinafter. Defendant agrees not to oppose this Service Payment request so long as Plaintiff does not take any action, directly or indirectly, to undercut this Settlement. The Service Payment to Plaintiff will be paid out of the Gross Settlement Amount. Plaintiff will be issued IRS Form 1099 in connection with this payment. Plaintiff shall be solely and legally responsible to pay any and all applicable taxes on this Service Payment. The Parties agree that any amount awarded as the Service Payment to Plaintiff less than the requested amount shall not be a basis for PAGA Counsel to void this Settlement Agreement or to appeal this aspect of the Court's ruling. Should the Court approve a lesser amount for the Service Payment, the difference shall be added to the Net Settlement Amount to be distributed to the Aggrieved Employees.

3. Tax Liability: PAGA Counsel, Defendant, and Defense Counsel make no representations as to the tax treatment or legal effect of Settlement Amounts called for hereunder, and Plaintiff and the Aggrieved Employees are not relying on any statement or representation by PAGA Counsel, Defendant, or Defense Counsel in this regard. Plaintiff and Aggrieved Employees understand and agree that they will be solely responsible for the payment of any taxes and penalties assessed on their respective Settlement amounts and payments described herein. IRS Forms 1099 will be distributed at the times and in the manner required by the Internal Revenue Code of 1986 (the "Code") and consistent with this Settlement Agreement. If the Code, the regulations promulgated thereunder, or other applicable tax law, are changed after the date of this Settlement Agreement, the processes set forth in this section of this Settlement Agreement may be modified in a manner to bring Defendant into compliance with any such changes. Plaintiff and Aggrieved Employees understand and agree that they will hold Defendant harmless from and against any claims resulting from treatment of such payments as non-taxable damages.

4. CIRCULAR 230 DISCLAIMER: EACH PARTY TO THIS SETTLEMENT AGREEMENT (FOR PURPOSES OF THIS SECTION, THE "ACKNOWLEDGING PARTY" AND

1 EACH PARTY TO THIS SETTLEMENT AGREEMENT OTHER THAN THE
2 ACKNOWLEDGING PARTY, AN "OTHER PARTY") ACKNOWLEDGES AND AGREES
3 THAT: (1) NO PROVISION OF THIS SETTLEMENT AGREEMENT, AND NO WRITTEN
4 COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR
5 ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR SHALL ANY
6 SUCH COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE
7 RELIED UPON AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY
8 DEPARTMENT CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE
9 ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN,
10 INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN
11 CONNECTION WITH THIS SETTLEMENT AGREEMENT, (B) HAS NOT ENTERED INTO
12 THIS SETTLEMENT AGREEMENT BASED UPON THE RECOMMENDATION OF ANY
13 OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS
14 NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR DISCLOSURE BY ANY
15 ATTORNEY OR ADVISER TO ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT
16 MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR
17 ADVISER TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS
18 THE CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISER'S TAX STRATEGIES
19 (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON
20 DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX
21 STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION
22 CONTEMPLATED BY THIS SETTLEMENT AGREEMENT.

23 5. "Non-Reversionary" Settlement. This is a "non-reversionary" settlement. Under no
24 circumstances will any portion of the Gross Settlement Amount revert to Defendant. Aggrieved
25 Employees will not have to make a claim in order to receive their share of PAGA Penalties.
26 Distributions, in the form of Individual Settlement Payments, will be made directly to each Aggrieved
27 Employee. The Settlement Administrator shall be responsible for accurately and timely reporting and
28 remittance obligations with respect to unclaimed funds as a result of an Aggrieved Employee not

1 cashing an Individual Settlement Payment by the check cashing deadline, as set forth herein.

2 **D. Settlement Administration and Funding**

3 1. PAGA Period Pay Periods. Based on a review of its records to date, Defendant
4 estimates there are approximately **230** Aggrieved Employees who worked a total of **26,660** pay periods
5 in the PAGA Period.

6 2. Escalator Clause: As of the mediation on December 9, 2025, Defendant estimated there
7 are approximately **26,660** pay periods. In the event the total pay periods on the final Aggrieved
8 Employees list is more than 12% larger, at the option of the Defendant, the Defendant shall either
9 increase the Gross Settlement Amount pro rata for the increased pay periods with a 12% grace margin.
10 However, if Defendant does not wish to pay the increase in the Gross Settlement Amount, it may
11 instead end the PAGA Period applicable to the Released Claims on the date that the total number of
12 pay periods reaches **29,859** pay periods, so that the escalator clause is not triggered. The Parties agree
13 that fourteen (14) days in advance of the Court's Settlement approval hearing, Defendant shall provide
14 the Settlement Data to the Settlement Administrator. The Settlement Administrator shall review and
15 verify the Aggrieved Employee count and related pay period data and prepare a declaration confirming
16 the final numbers. Based on the Administrator's findings, if the pay periods exceed 29,859 then
17 Defendant may decide which option it elects to exercise. The Administrator's declaration shall be filed
18 with the Court prior to the settlement approval hearing, so that the Court has verified final numbers
19 before ruling.

20 3. Appointment of Settlement Administrator. The Parties have agreed to the appointment
21 of the Settlement Administrator to perform the duties of a settlement administrator, including mailing
22 the Notice, using standard devices to obtain forwarding addresses, independently reviewing and
23 verifying documentation associated with any claims, resolving any disputes regarding the calculation
24 or application of the formula for determining the Individual Settlement Payments, drafting and mailing
25 the settlement checks to Aggrieved Employees, issuing 1099 Tax Forms, performing unclaimed funds
26 due diligence, reporting and performing remittance obligations, and performing such other tasks as set
27 forth herein, including preparing a report and accounting of the Settlement after distribution, or as the
28 Parties mutually agree or that the Court orders. The Settlement Administrator shall also be responsible

1 for issuing to Plaintiff, Aggrieved Employees, and PAGA Counsel any 1099, or other tax forms as
2 may be required by law for all amounts paid pursuant to this Settlement Agreement. The Settlement
3 Administrator shall also be responsible for setting up all necessary tax accounts and forwarding all
4 payroll taxes and penalties to the appropriate government authorities.

5 4. Aggrieved Employee Data. Within fifteen (15) business days of the later of the
6 Effective Date or the date the Settlement Administrator provides Defendant with instructions for
7 securely transferring the Aggrieved Employee Data to the Settlement Administrator, Defendant will
8 deliver the Aggrieved Employee Data to the Settlement Administrator, in the form of a Microsoft
9 Excel spreadsheet. The Settlement Administrator will run a check of the PAGA Members' addresses
10 against those on file with the U.S. Postal Service's National Change of Address Database. To protect
11 Aggrieved Employees' privacy rights, the Settlement Administrator must maintain the Aggrieved
12 Employee Data in confidence, use the Aggrieved Employee Data only for purposes of this Settlement
13 and for no other purpose, and restrict access to the Aggrieved Employee Data to the Settlement
14 Administrator employees who need access to the Aggrieved Employee Data to effect and perform
15 under this Agreement. Defendant has a continuing duty to immediately notify PAGA Counsel if it
16 discovers that the Aggrieved Employee Data omitted Aggrieved Employee identifying information
17 and to provide corrected or updated Aggrieved Employee Data as soon as reasonably feasible. Without
18 any extension of the deadline by which Defendant must send the Aggrieved Employee Data to the
19 Settlement Administrator, the Parties and their counsel will expeditiously use best efforts, in good
20 faith, to reconstruct or otherwise resolve any issues related to missing or omitted Aggrieved Employee
21 Data. PAGA Counsel agrees that it shall not view the Aggrieved Employee Data, and that if it obtains
22 the Aggrieved Employee Data, it will immediately delete the data and inform the Settlement
23 Administrator and Defense Counsel of the disclosure and the steps it took to delete the Aggrieved
24 Employee Data. The Parties agree that PAGA Counsel may communicate with the Settlement
25 Administrator to confirm the number of Aggrieved Employees and total pay periods in the PAGA
26 Period. Although PAGA Counsel will not be provided with the list of PAGA Data, nothing herein
27 shall prevent PAGA Counsel from communicating with Aggrieved Employees regarding the Action
28 and settlement.

1 5. Notice. The Notice, a draft of which is attached hereto as **Exhibit B** and fully
2 incorporated herein by reference, shall be sent by the Settlement Administrator after it is approved by
3 the Court to the Aggrieved Employees, by first class mail, in English, within ten (10) calendar days
4 following the Settlement Administrator's receipt of the PAGA Data. The Settlement Administrator
5 shall use standard devices, including a skip trace, to obtain forwarding addresses of Aggrieved
6 Employees if any envelopes are returned.

7 6. Returned Notices of Settlement. The Settlement Administrator will take steps to ensure
8 that the Notice is received by all Aggrieved Employees, including utilization of the National Change
9 of Address Database maintained by the United States Postal Service to review the accuracy of and, if
10 possible, update a mailing address. Notices of Settlement will be re-mailed to any Aggrieved
11 Employee for whom an updated address is located within ten (10) calendar days following both the
12 Settlement Administrator learning of the failed mailing and its receipt of the updated address.

13 7. Disputes Regarding Information on Notices of Settlement. Aggrieved Employees may
14 not opt-out of the PAGA Released Claims. The Notice will inform Aggrieved Employees of his/her
15 estimated Individual Settlement Payment and the number of pay periods worked during the PAGA
16 Period. Aggrieved Employees may dispute their Pay Periods Worked if they feel they should be
17 credited with more than represented on the Notice by timely submitting evidence to the Settlement
18 Administrator. Defendant's records will be presumed determinative absent reliable evidence to rebut
19 Defendant's records, but the Settlement Administrator will evaluate the evidence submitted by the
20 Aggrieved Employee and provide the evidence submitted to PAGA Counsel and Defense Counsel
21 who agree to meet and confer in good faith about the evidence to determine the Aggrieved Employee's
22 actual number of pay periods and Individual Settlement Payment. If PAGA Counsel and Defense
23 Counsel are unable to agree, they agree to submit the dispute to the Settlement Administrator to render
24 a final decision. Aggrieved Employees will have until the Notice Response Deadline to dispute Pay
25 Periods Worked unless extended by the Court. In the event that the Settlement Administrator increases
26 the number of Pay Periods Worked for any Aggrieved Employee, then the Settlement Administrator
27 will recalculate the Participating Aggrieved Employees' Individual Settlement Payments; accordingly,
28 in no event will Defendant be required to increase the Gross Settlement Amount.

1 8. Declaration of Due Diligence. The Settlement Administrator shall provide counsel for
2 the Parties, at least twenty (20) calendar days prior to the compliance hearing for the Settlement with
3 the Court, a declaration of due diligence and proof of mailing with regard to the mailing of the Notices
4 of Settlement.

5 9. Disputes Regarding Settlement Administration. Any and all disputes relating to
6 administration of this settlement by the Settlement Administrator (except for disputes regarding PAGA
7 data) shall be referred to the Court, if necessary, which will have continuing jurisdiction over the terms
8 and conditions of this Settlement Agreement, until Plaintiff and Defendant notify the Court that all
9 payments and obligations contemplated by this Settlement Agreement have been fully carried out.
10 Prior to presenting any issue to the Court, counsel for the Parties will confer in good faith to resolve
11 the dispute without the necessity of Court intervention.

12 10. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement
13 Amount by transmitting the funds to the Settlement Administrator no later than twenty (20) calendar
14 days after the later of (1) the Effective Date, or (2) the date the Settlement Administrator provides
15 Defendant with wire instructions for depositing the Gross Settlement Amount and verbally verifies
16 the authenticity of those wire instructions with Defendant by a telephone call prior to the transfer,
17 initiated by Defendant using the Settlement Administrator's telephone number published on its known
18 website. Defendant shall initiate the telephone call with the Settlement Administrator to verify the
19 authenticity of the wire transfer instructions within five (5) calendar days of receiving the wire transfer
20 instructions from the Settlement Administrator. Once Defendant has complied with its obligation set
21 forth in this paragraph, it shall be deemed to have satisfied all of the terms and conditions of this
22 Settlement Agreement, shall be entitled to all the protections afforded it under this Settlement
23 Agreement, and shall have no further obligations under this Settlement Agreement, regardless of what
24 occurs with respect to the further administration of the Settlement. The Settlement Administrator (and
25 not Defendant) shall issue the applicable IRS Form 1099, or any other required tax forms, reflecting
26 all payments to the Aggrieved Employees.

27 11. Distribution of Funds. No later than ten (10) calendar days after Defendant funds the
28 Gross Settlement Amount, the Settlement Administrator will mail checks for all Individual PAGA

1 Payments, the LWDA PAGA Payment, Attorneys' Fees, and Litigation Costs. Disbursement of PAGA
2 Counsel's Attorneys' Fees and Litigation Costs should not precede disbursement of Individual PAGA
3 Payments.

4 12. Deadline for Cashing Settlement Checks. Aggrieved Employees shall have one
5 hundred eighty (180) calendar days after mailing by the Settlement Administrator to cash each
6 settlement check. If any Aggrieved Employee's check is not cashed within that period, the check will
7 be void and a stop-payment will be issued, and the Settlement Administrator shall issue the unclaimed
8 funds to the California State Controller's Office in the name of the Aggrieved Employee. The Release
9 will be binding upon all Aggrieved Employees who do not cash their checks within the one hundred
10 eighty (180) calendar days period. In the event that any settlement check is returned to the Settlement
11 Administrator within one hundred eighty (180) calendar days of mailing, the Settlement Administrator
12 will, within five (5) business days of receipt of the returned settlement check, perform a skip trace to
13 locate the individual, and notify Defense Counsel and PAGA Counsel of the results. If a new address
14 is located by these means, the Administrator will have ten (10) business days to re-issue the check.
15 Neither Defendant, Defense Counsel, PAGA Counsel, Plaintiff, nor the Settlement Administrator will
16 have any liability for lost or stolen settlement checks, forged signatures on settlement checks, or
17 unauthorized negotiation of settlement checks. Without limiting the foregoing, in the event an
18 Aggrieved Employee notifies the Settlement Administrator that he or she believes that a settlement
19 check has been lost or stolen, the Settlement Administrator shall immediately stop payment on such
20 check. If the check in question has not been negotiated prior to the stop payment order, the Settlement
21 Administrator will issue a replacement check.

22 13. Notice of Judgment. The Settlement Administrator shall give the Aggrieved
23 Employees notice of the entry of Judgment on a postcard or letter that will be included with the
24 Individual PAGA Payments.

25 14. Limitations on Liability. No person shall have any claim against Defendant or the
26 Released Parties, Defendant's Counsel, PAGA Counsel, or the Settlement Administrator based on
27 mailings, distributions, payments or reports made in accordance with or pursuant to this Settlement
28 Agreement. This provision does not, however, prevent a Party from seeking enforcement of this

1 Settlement Agreement.

2 **E. Release by Plaintiff and Aggrieved Employees of PAGA Claims.**

3 1. Effect of Release. Upon entry of the Approval Order and on the date when Defendant
4 fully funds the entire Gross Settlement Amount, and except as to such rights or claims as may be
5 created by this Settlement Agreement, the Aggrieved Employees will forever completely release and
6 discharge the Released Parties from the Released Claims for the PAGA Period, including from all
7 claims, transactions, occurrences, or penalties under the California Private Attorneys' General Act
8 (Labor Code section 2698, et seq.) that were or could have been sought by the Labor Commissioner
9 for the violations identified and facts contained in any of the Complaints filed in the Action and/or in
10 Plaintiff's PAGA Notice, that accrued at any time during the PAGA Period. It is the intent of the
11 Parties that the Approval Order and judgment entered by the Court shall have full equitable and
12 collateral estoppel and *res judicata* effect and be final and binding upon the Aggrieved Employees.

13 2. Binds LWDA. Upon entry of the Final Approval Order, Plaintiff, standing in the shoes
14 of the Labor Commissioner/LWDA, and on behalf of the State of California and all Aggrieved
15 Employees, will forever completely release and discharge the Released Parties from the PAGA
16 Released Claims for the PAGA Period. It is the intent of the Parties that the Final Approval Order and
17 judgment entered by the Court shall have full equitable and collateral estoppel and *res judicata* effect
18 and be final and binding upon Aggrieved Employees regarding the PAGA Released Claims.

19 3. Representative Execution. Each Aggrieved Employee and the LWDA will be deemed
20 to have made the foregoing Release as if by manually signing it. All Aggrieved Employees are deemed
21 to release, on behalf of themselves and their respective former and present representatives, agents,
22 attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for
23 penalties under the California Private Attorneys' General Act (Labor Code section 2698, et seq.) that
24 were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in, and
25 that could have been sought by the Labor Commissioner for the violations identified in and of the
26 Complaints filed in the Action and/or Plaintiff's PAGA Notice to the LWDA that accrued at any time
27 during the PAGA Period. Aggrieved Employees retain their rights to pursue claims for wages,
28 statutory penalties, and any other damages.

1 4. PAGA Preclusion. Plaintiff and Defendant also intend that the Settlement described in
2 this Settlement Agreement will release and preclude any further PAGA claim, whether by lawsuit,
3 administrative claim or action, arbitration, demand, or other PAGA action of any kind, by each and all
4 of the Aggrieved Employees to obtain a recovery based on, arising out of, and/or related to any and
5 all of the PAGA Released Claims against the Released Parties. The Aggrieved Employees shall be so
6 notified in the Notice, and PAGA Counsel shall provide appropriate notice to the LWDA of this
7 Settlement Agreement prior to the filing of the Motion for Approval.

8 5. Release by PAGA Counsel. PAGA Counsel releases on behalf of their present and
9 former attorneys, employees, agents, successors and assigns the Released Parties from all claims for
10 Attorneys' Fees and/or Litigation Costs incurred in connection with the Operative Complaint and the
11 PAGA Period facts stated in any Complaint filed in the Action and the PAGA Notice.

12 **F. Release by Plaintiff.**

13 1. Plaintiff's Individual Release. As a material inducement to Defendant to enter into this
14 Settlement Agreement and in consideration of the Service Payment, and in addition to the release of
15 the PAGA claims, Plaintiff does hereby, for himself and for his respective spouses, domestic partners,
16 marital community, children, estates, attorneys, heirs, successors, beneficiaries, devisees, legatees,
17 executors, administrators, trustees, conservators, guardians, personal representatives, and assigns
18 forever and completely release and discharge and covenants not to sue the Released Parties with
19 respect to any and all claims, demands, liens, agreements, contracts, covenants, actions, suits, causes
20 of action, wages, obligations, debts, liquidated damages, penalties, interest, costs, expenses, attorneys'
21 fees, damages, judgments, orders and liabilities of whatever kind or nature in law, equity or otherwise,
22 whether now known or unknown, suspected or unsuspected, concealed or hidden, which Plaintiff now
23 owns or holds or has at any time heretofore owned or held as against said Released Parties, or any of
24 them up and to Plaintiff's execution of this Agreement. Such released claims include specifically, but
25 not exclusively and without limiting the generality of the foregoing, any and all claims, demands,
26 agreements, obligations and causes of action, known or unknown, suspected or unsuspected, concealed
27 or hidden, including but not limited to all claims arising out of, based upon, or relating to Plaintiff's
28 employment with Defendant or the remuneration for or termination of such employment, as alleged in

1 the operative Complaint, arising out of or in any way connected with any transactions, occurrences,
2 acts or omissions set forth, or facts alleged, in any and all charges, complaints, claims or pleadings
3 filed by Plaintiff against any Released Party prior to the date hereof with any city, county, state or
4 federal agency, commission, office or tribunal whatsoever; or arising out of or in any way connected
5 with any transactions, occurrences, acts or omissions occurring prior to the date hereof, including
6 specifically without limiting the generality of the foregoing any claim under Title VII of the Civil
7 Rights Act of 1964, the Age Discrimination in Employment Act (29 U.S.C. Section 621 *et seq.*), the
8 Americans with Disabilities Act, the Employee Retirement Income Security Act, the National Labor
9 Relations Act, the Fair Labor Standards Act, the Family and Medical Leave Act, the California
10 Constitution, the California Labor Code, the California Civil Code, the California Government Code,
11 the California Business & Professions Code, the California Family Rights Act, the California Fair
12 Employment and Housing Act, the California Industrial Welfare Commission Wage Orders, or any
13 other federal, state, or local statute or regulation (collectively, the "Plaintiff's Claims").

14 2. Knowing Waiver. Plaintiff agrees that there is a risk that any injury that he may have
15 suffered by reason of the Released Parties' relationship with him might not now be known, and there
16 is a further risk that said injuries, whether known or unknown at the date of this Settlement Agreement,
17 might possibly become progressively worse, and that as a result thereof further damages may be
18 sustained. Nevertheless, Plaintiff agrees to forever and fully release and discharge the Released
19 Parties, and understands that by the execution of this Settlement Agreement no further claims for any
20 such injuries that existed at the time of the execution of this Settlement Agreement may ever be
21 asserted by Plaintiff with respect to claims arising in the time period from the beginning of time to the
22 execution of this Settlement Agreement.

23 3. Civil Code § 1542. Plaintiff expressly waives and relinquishes all rights and benefits
24 afforded by Section 1542 of the Civil Code of the State of California and does so understanding and
25 acknowledging the significance of the waiver of Section 1542. Section 1542 of the Civil Code of the
26 State of California states:

27 **A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT**
28 **THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR**
SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF

EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

Notwithstanding the provisions of Section 1542, and for the purpose of implementing a full and complete release and discharge of all Released Parties, Plaintiff and his counsel expressly acknowledge that this Settlement Agreement is intended to include in its effect, without limitation, all claims that Plaintiff knows of, as well as all claims that he or she does not know or suspect to exist in his or her favor against the Released Parties, or any of them, for the time period from the beginning of time to the execution of this Settlement Agreement, and that this Settlement Agreement contemplates the extinguishment of any such Plaintiff's claims. Notwithstanding the above, the general release by Plaintiff shall not extend to claims for workers' compensation benefits, claims for unemployment benefits, or other claims that may not be released by law.

4. Disputed Claims. Plaintiff acknowledges and agrees that the claims, including claims for unpaid wages and untimely payment of wages are disputed, and that the payments set forth herein constitute payment of all sums allegedly due to him. Plaintiff acknowledges and agrees that California Labor Code § 206.5 is not applicable to the Parties hereto. California Labor Code § 206.5 provides in pertinent part as follows:

An employer shall not require the execution of any release of any claim or right on account of wages due, or to become due, or made as an advance on wages to be earned, unless payment of those wages has been made.

G. Duties of the Parties Prior to the Court's Approval

1. Plaintiff's and PAGA Counsel's Responsibilities. Plaintiff and PAGA Counsel will prepare all documents necessary to obtain the Court's approval of the Settlement and deliver them to Defense Counsel for review and approval before the motion and supporting papers are filed with the Court. Specifically, Plaintiff and PAGA Counsel will prepare the following documents: (i) a draft proposed Approval Order; (ii) a signed declaration from the Settlement Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Aggrieved Employee Data; amounts

of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Aggrieved Employees or the LWDA; and the nature and extent of any financial relationship with Plaintiff, PAGA Counsel or Defense Counsel; (iii) a signed declaration from PAGA Counsel firm attesting to its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code § 2699.3(a)), Operative Complaint (Labor Code § 2699(l)(1)), and this Agreement (Labor Code § 2699(l)(2)); and (iv) declarations from Plaintiff and PAGA Counsel stating all facts relevant to any actual or potential conflict of interest with Aggrieved Employees and/or the Settlement Administrator. In their declarations, Plaintiff and PAGA Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

H. Duties of the Parties Following Court's Approval

1. Approval. In connection with the Approval Hearing provided for in this Settlement Agreement, PAGA Counsel shall submit a proposed Approval Order:

(a) Approving the Settlement, adjudging the terms thereof to be fair, reasonable and adequate, and directing consummation of its terms and provisions;

(b) Approving PAGA Counsel's application for an award of attorneys' fees and reimbursement of litigation costs and expenses, the Service Payment to the Plaintiff, and the payment to the Settlement Administrator for costs of administering the settlement; and

(c) Entering judgment approving settlement, thereby permanently barring Aggrieved Employees and the LWDA from prosecuting any PAGA Released Claims against any of the Released Parties.

I. Voiding this Settlement Agreement

1. Dismissal of Claims. This Settlement is expressly made contingent on Plaintiff dismissing all personal non-PAGA claims in the Action with prejudice, dismissing all class claims in the Action without prejudice, and the Court entering an Order approving the Settlement in this Action. If Plaintiff fails to satisfy these contingencies and/or is unable to obtain Court approval of the PAGA settlement in this Action, this Agreement shall be null and void and the Parties to this Agreement shall stand in the same position, without prejudice, as if the Agreement had never been entered into.

2. Void Obligations. If the settlement is voided or fails for any reason, Plaintiff and Defendant will have no further obligations under the settlement, including any obligation by Defendant to pay the Gross Settlement Amount, or any amounts that otherwise would have been owed under this Settlement. In such a scenario, each Party shall be separately responsible for their own fees and costs that they incurred during the settlement process.

3. Void Administrator Costs. If the Settlement is voided or fails for any reason, any costs incurred by the Settlement Administrator shall be borne equally by Defendant and Plaintiff, unless otherwise specified in this Settlement Agreement.

J. Other Terms

1. Stay of Proceedings. Pending completion of all of the prerequisites necessary to effectuate this Settlement, the Parties agree, subject to Court's approval, to a stay of all proceedings in the Action except such as are necessary to effectuate this Settlement.

2. Non-Solicitation. All Parties, signatories, and their counsel shall not encourage opt-outs or objections to this Settlement Agreement. The Parties specifically agree not to solicit opt-outs, directly or indirectly, through any means.

3. Waiver. The waiver by one Party of any breach of this Settlement Agreement by another Party shall not be deemed a waiver of any other prior or subsequent breach of this Settlement Agreement.

4. Full and Complete Defense. This Settlement Agreement may be pleaded by any Released Party as a full and complete defense to, and may be used as the basis for an injunction against, any action, suit, or other proceeding that has been or may be instituted, prosecuted or attempted, asserting any PAGA Released Claims.

5. Parties' Authority. The signatories hereto represent that they are fully authorized to enter into this Settlement Agreement and bind the Parties hereto to the terms and conditions hereof. The signatories hereto further represent that the Parties to this Settlement Agreement are represented by competent counsel, and they have had an opportunity to consult with counsel prior to authorizing its execution.

///

1 6. Publicity and Confidentiality.

2 (a) Communication by Counsel: PAGA Counsel shall not use the Settlement
3 approval process to solicit new individual representations or initiate communications with Aggrieved
4 Employees for purposes unrelated to this Action. Nothing will prevent PAGA Counsel from (1)
5 initiating or responding to communications reasonably necessary to effectuate the Settlement, comply
6 with any Court order, or fulfill counsel's obligations to the State of California and the Aggrieved
7 Employees in this Action, or (2) responding to inquiries from Aggrieved Employees. For its part,
8 Defendant agrees that it shall refer any questions from Aggrieved Employees to the Settlement
9 Administrator.

10 (b) No Media: Plaintiff and PAGA Counsel agree that they will not issue any press
11 release or initiate contact with the media for the purpose of publicizing this Action or the Settlement.
12 This provision shall not limit any communications required by law or Court order, including
13 communications with the LWDA or other governmental agencies or restrict Plaintiff or PAGA
14 Counsel from responding to unsolicited media or third-party inquiries that this Action has settled.

15 (c) Confidentiality: Prior to filing of motion for approval, PAGA Counsel shall not
16 discuss or publish the terms of the Settlement or the negotiations leading to Settlement with any person
17 other than the named Plaintiff, or as reasonably necessary to effectuate and/or enforce the Settlement,
18 including communications with the Court, the LWDA, and potential settlement administrators.

19 (d) Disclosure by Plaintiff's Counsel Only for Adequacy Declarations: PAGA
20 Counsel may disclose publicly-available information about the case only to the extent they do so in
21 declarations establishing their adequacy as counsel in other cases, as required by the Court and to
22 notify the LWDA of the resolution of the Action.

23 (e) Neutral Reference: In response to any inquiry from a prospective or current
24 employer regarding Plaintiff's employment with Defendant, Defendant shall provide only the
25 following neutral information: dates of employment, last position held, and, if requested, final rate of
26 pay.

27 7. Mutual Full Cooperation. The Parties agree to fully cooperate with each other to
28 accomplish the terms of this Settlement Agreement, including but not limited to, execution of such

documents and to take such other Action as may reasonably be necessary to implement the terms of this Settlement Agreement. The Parties to this Settlement Agreement shall use their best efforts, including all efforts contemplated by this Settlement Agreement and any other efforts that may become necessary by order of the Court, or otherwise, to effectuate this Settlement Agreement and the terms set forth herein. As soon as practicable after execution of this Settlement Agreement, PAGA Counsel shall, with the assistance and cooperation of Defendant and Defendant's Counsel, take all necessary steps to secure the Court's approval of the settlement, and the final entry of judgment.

8. Inadmissibility of this Settlement Agreement. Whether or not the Court issues the Final Approval Order, nothing contained herein, nor the consummation of this Settlement Agreement, is to be construed or deemed an admission of liability, culpability, negligence, or wrongdoing on the part of Defendant or any of the other Released Parties. Each of the Parties hereto has entered into this Settlement Agreement with the intention of avoiding further disputes and litigation with the attendant inconvenience and expenses. This Settlement Agreement is a settlement document, and it, along with all related documents such as the notices, and motions for approval, shall, pursuant to California Evidence Code § 1152 and/or Federal Rule of Evidence 408, be inadmissible in evidence in any proceeding, except an action or proceeding to approve the settlement, and/or interpret or enforce this Settlement Agreement. The stipulation for class certification as part of this Settlement Agreement is for settlement purposes only and if, for any reason the settlement is not approved, the stipulation will have no force or effect.

9. Notices. Unless otherwise specifically provided herein, all notices, demands, or other communications pursuant to this Settlement Agreement shall be in writing and shall be deemed to have been duly given as of the third business day after mailing by United States registered or certified mail, return receipt requested, addressed:

To PAGA Counsel:

Kane Moon (SBN 186125)
Julie Oh (SBN 315443)
MOON LAW GROUP, PC
725 South Figueroa Street, 31st Floor
Los Angeles, California 90017
Telephone: (213) 232-3128
Fax No.: (213) 232-3125

Email: kmoon@moonlawgroup.com

Email: joh@moonlawgroup.com

To Defense Counsel:

Richard L. Gillespie (SBN 275519)

Sara A. Zimmerman (SBN 300549)

LITTLER MENDELSON, P.C.

1255 Treat Boulevard, Suite 600

Walnut Creek, California 94597

Telephone: 925.932.2468

Fax No.: 925.946.9809

Email: rgillespie@littler.com

Email: szimmerman@littler.com

10. Construction. The Parties hereto agree that the terms and conditions of this Settlement Agreement are the result of lengthy, intensive arms' length negotiations between the Parties and that this Settlement Agreement shall not be construed in favor of or against any Party by reason of the extent to which any Party or his or its counsel participated in the drafting of this Settlement Agreement. Plaintiff and Defendant expressly waive the common-law and statutory rule of construction that ambiguities should be construed against the drafter of an agreement and further agree, covenant, and represent that the language in all parts of this Settlement Agreement shall be in all cases construed as a whole, according to its fair meaning.

11. Captions and Interpretations. Paragraph titles or captions contained herein are inserted as a matter of convenience and for reference, and in no way define, limit, extend, or describe the scope of this Settlement Agreement or any provision hereof. Each term of this Settlement Agreement is contractual and not merely a recital.

12. Modification. This Settlement Agreement may not be changed, altered, or modified, except in writing and signed by the Parties hereto, and approved by the Court. This Settlement Agreement may not be discharged except by performance in accordance with its terms or by a writing signed by all of the Parties hereto.

13. Dispute Resolution. Prior to instituting legal action to enforce the provisions of this Settlement Agreement or to declare rights and/or obligations under this Settlement Agreement, a Party shall provide written notice to the other Party and allow an opportunity to cure the alleged deficiencies, and Plaintiff and Defendant agree to seek the help of the mediator identified in this Settlement

1 Agreement to resolve any dispute they are unable to resolve informally. During this period, the Parties
2 shall bear their own attorneys' fees and costs. This provision shall not apply to any legal action or
3 other proceeding instituted by any person or entity other than Plaintiff or Defendant.

4 14. Court Retains Jurisdiction. The Parties agree that upon the entry of judgment of
5 dismissal pursuant to the terms of this Settlement Agreement, that, pursuant to California Code of
6 Civil Procedure § 664.6, the Court shall retain exclusive and continuing equity jurisdiction of this
7 Action over all Parties to interpret, enforce, and effectuate the terms, conditions, intents, and
8 obligations of this Settlement Agreement.

9 15. Enforceability. Pursuant to California Evidence Code §§ 1123(a) and (b), the Parties
10 intend that this Settlement Agreement shall be enforceable, binding, and admissible in a court of law.

11 16. Choice of Law. This Settlement Agreement shall be governed by and construed,
12 enforced and administered in accordance with the laws of the State of California.

13 17. Integration Clause. This Settlement Agreement and its attachments contain the entire
14 agreement between the Parties relating to the Settlement and any transaction contemplated hereby,
15 and all prior or contemporaneous agreements, understandings, representations, and statements,
16 whether oral or written and whether by a Party or such Party's legal counsel, are merged herein. No
17 rights hereunder may be waived except in writing.

18 18. Binding On Assigns. This Settlement Agreement shall be binding upon and inure to
19 the benefit of the Parties hereto and their respective heirs, trustees, executors, administrators,
20 successors, and assigns.

21 19. Signatures of All Aggrieved Employees Unnecessary to be Binding. It is agreed that,
22 because the Aggrieved Employees are numerous, it is impossible or impractical to have each
23 Aggrieved Employee execute this Settlement Agreement. The Notice will advise all Aggrieved
24 Employees of the binding nature of the releases provided herein and such shall have the same force
25 and effect as if this Settlement Agreement were executed by each Aggrieved Employee.

26 20. Invalidity of Any Provision. Before declaring any provision of this Settlement
27 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
28 possible consistent with applicable precedents so as to define all provisions of this Settlement

Agreement valid and enforceable.

21. Counterparts. This Settlement Agreement may be executed in counterparts, and when each Party has signed and delivered at least one such counterpart, each counterpart shall be deemed an original, and, when taken together with other signed counterparts, shall constitute one fully signed Settlement Agreement, which shall be binding upon and effective as to all Parties. Electronic signatures shall have the same force and effect as an original.

22. Authority to Sign. The signatories hereto represent and warrant that they have the authority to sign on behalf of their designated parties.

23. Fair, Adequate, and Reasonable Settlement. The Parties, PAGA Counsel, and Defense Counsel agree that the Settlement Agreement is fair, adequate, and reasonable and will represent the same to the Court.

IT IS SO AGREED. IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this PAGA Representative Settlement Agreement as of the date set forth below.

Dated: 4/2/2026

DocuSigned by:

C2556EDFD555449...

Tyrik Foulks
Plaintiff

Dated: April 9, 2026

DEFENDANT:
Authorized Representative of
Browning-Ferris Industries of California, Inc.

By: 

Title: Vice President

///

///

1 **APPROVED AS TO FORM:**

2
3 Dated: 4/2/2026



Kane Moon
Julie Oh
Counsel for Plaintiff and All Aggrieved Employees

4
5
6
7 Dated: _____, 2026



Richard L. Gillespie
Sara A. Zimmerman
Counsel for Defendant

EXHIBIT A

EXHIBIT A

MOON & YANG, APC

ATTORNEYS AT LAW
WWW.MOONYANGLAW.COM

1055 W. SEVENTH ST., SUITE 1880
LOS ANGELES, CALIFORNIA 90017
TELEPHONE: (213) 232-3128
FACSIMILE: (213) 232-3125

Kane Moon, Esq.
Kane.Moon@moonyanglaw.com

April 1, 2023

VIA ONLINE SUBMISSION

Labor & Workforce Development Agency
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612

VIA CERTIFIED MAIL

Browning-Ferris Industries of California, Inc.
18500 North Allied Way
Phoenix, AZ 85054

Notice of Labor Code Violations and PAGA Penalties

Re: *Tyrik Foulks v. Browning-Ferris Industries of California, Inc.*

To Whom It May Concern:

Please be advised that my office has been retained by Tyrik Foulks ("Plaintiff") to pursue a Labor Code Private Attorney General Act (PAGA) representative action (Cal. Lab. Code §§ 2699, *et seq.*) against his former employer, Browning-Ferris Industries of California, Inc. ("Defendant"). The purpose of this letter is to comply with PAGA and set forth the facts and theories of California Labor Code violations which we allege Defendant engaged in with respect to Plaintiff and all of Defendant's aggrieved employees.

Plaintiff wishes to pursue a PAGA representative action on behalf of Plaintiff as an aggrieved employee, on behalf of the State of California, and on behalf of all other current and former aggrieved employees who worked for Defendant in California as an hourly paid, non-exempt employee at any time within the applicable statutory period (hereafter, the "Aggrieved Employees").

Plaintiff and the Aggrieved Employees of Defendant suffered the Labor Code violations described below.

Factual Background Regarding Plaintiff's Employment with Defendant

Defendant owns and operates an industry, business, and establishment within the State of California, including Los Angeles County. As such, Defendant is subject to the California Labor Code and the Wage Orders issued by the Industrial Welfare Commission ("IWC").

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Plaintiff worked for Defendant as a operating engineer from approximately April 2022 to the present, primarily in Los Angeles County. Defendant classified Plaintiff as non-exempt from overtime. During the time period that Plaintiff was employed by Defendant, Plaintiff typically worked at least 5 days per week, and in excess of 8 hours each workday.

Throughout Plaintiff's employment, Defendant committed numerous labor code violations under state law. As discussed below, Plaintiff's experience working for Defendant was typical and illustrative.

Failure to Pay for All Hours Worked, Including Overtime

Under California law, an employer must pay for all hours worked by an employee. "Hours worked" is the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

In addition, Labor Code § 510 provides that employees in California shall not be employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless they receive additional compensation beyond their regular wages in amounts specified by law.

Labor Code §§ 1194 and 1198 also provide that employees in California shall not be employed more than eight hours in any workday unless they receive additional compensation beyond their regular wages in amounts specified by law. Additionally, Labor Code § 1198 states that the employment of an employee for longer hours than those fixed by the Industrial Welfare Commission is unlawful.

Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiff and the Aggrieved Employees for all hours worked, including all overtime wages. Throughout the statutory period, Plaintiff and the Aggrieved Employees were required to work off-the-clock, and uncompensated. For example, Plaintiff and the Aggrieved Employees sometimes arrived early to work in order to set up equipment, and preparing a site for traffic, off the clock and uncompensated. Also, Plaintiff and the Aggrieved Employees were not paid for all hours worked, and the supervisors did not keep track of exact times of work, leading to underpayment of wages, including overtime compensation.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, 1197.1, and 2699(f)(2) for failing to pay for all hours worked, including overtime.

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Failure to Provide Meal Periods

Under California law, employers have an affirmative obligation to relieve employees of all duty in order to take their first 30-minute, duty-free meal periods no later than the start of sixth hour of work in a workday, and to allow employees to take their second 30-minute, duty-free meal period no later than the start of the eleventh hour of work in the workday. Further, employees are entitled to be paid one hour of additional wages for each workday they were not provided with all required meal period(s).

Despite these legal requirements, Defendant wrongfully failed to provide Plaintiff and the Aggrieved Employees with legally compliant meal periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of five consecutive hours a day without providing a 30-minute, continuous and uninterrupted, duty-free meal period for every five hours of work, or without compensating Plaintiff and the Aggrieved Employees for meal periods that were not provided by the end of the fifth hour of work or tenth hour of work. Defendant did not adequately inform Plaintiff and the Aggrieved Employees of their right to take a meal period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the tenth hour of work. Moreover, Defendant did not have adequate written policies or practices providing meal periods for Plaintiff and the Aggrieved Employees, nor did Defendant have adequate policies or practices regarding the timing of meal periods. Defendant also did not have adequate policies or practices to verify whether Plaintiff and the Aggrieved Employees were taking their required meal periods. Accordingly, Defendant's policy and practice was to not provide meal periods to Plaintiff and the Aggrieved Employees in compliance with California law.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not provided with all required meal period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for meal periods and that were not provided.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to provide meal periods and pay meal period premium wages.

Failure to Authorize and Permit Rest Periods

Employers are required by California law to authorize and permit breaks of 10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). Thus, for example, if an employee's work time is 6 hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws.

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Notice of Labor Code Violations and PAGA

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Defendant, however, wrongfully failed to authorize and permit Plaintiff and the Aggrieved Employees to take timely and duty-free rest periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of four consecutive hours a day without Defendant authorizing and permitting them to take a 10 minute, continuous and uninterrupted, rest period for every four hours of work (or major fraction of four hours), or without compensating Plaintiff and the Aggrieved Employees for rest periods that were not authorized or permitted. Defendant did not adequately inform Plaintiff and the Aggrieved Employees of their right to take a rest period. Moreover, Defendant did not have adequate policies or practices permitting or authorizing rest periods for Plaintiff and the Aggrieved Employees, nor did Defendant have adequate policies or practices regarding the timing of rest periods. Defendant also did not have adequate policies or practices to verify whether Plaintiff and the Aggrieved Employees were taking their required rest periods. Further, Defendant did not maintain accurate records of employee work periods, and therefore Defendant cannot demonstrate that Plaintiff and the Aggrieved Employees took rest periods during the middle of each work period. Accordingly, Defendant's policy and practice was for Plaintiff and the Aggrieved Employees to work through rest periods and to not authorize or permit them to take any rest periods.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not authorized and permitted to take all required rest period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for rest periods and that they were not authorized and permitted to take.

As a result, Defendant are liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to authorize and permit rest periods and pay rest period premium wages.

Failure to Maintain Accurate Records of Hours Worked and Meal Periods

Plaintiff seeks penalties under Labor Code § 1174(d). Pursuant to Labor Code § 1174.5, any person, including any entity, employing labor who willfully fails to maintain accurate and complete records required by Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable IWC Order § 7(A)(3), every employer shall keep time records showing when the employee begins and ends each work period. Meal periods and total hours worked daily shall also be recorded.

Defendant, however, failed to maintain accurate records of hours worked and all meal periods taken or missed by Plaintiff and the Aggrieved Employees.

Defendant's failure to provide and maintain records required by the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to know, understand and

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question the accuracy and frequency of meal periods, and the accuracy of their hours worked stated in Defendant's records. Therefore, Plaintiff and the Aggrieved Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an unjustified economic enrichment to Defendant. As a direct result, Plaintiff and the Aggrieved Employees have suffered and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking to compel Defendant to fully perform its obligation under state law, all to their respective damage in amounts according to proof at trial. As a result of Defendant's knowing failure to comply with the Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented from knowing, understanding, and disputing the wage payments paid to them.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 1174.5 for failing to maintain accurate records of hours worked and meal periods.

Failure to Reimburse and Indemnify Expenses

California Labor Code § 2802 requires employers to reimburse employees for their necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of the employer.

Throughout the statutory period, Defendant wrongfully required Plaintiff and the Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for Defendant without reimbursement, which included the purchase of masks, specific types of shoes, flashlights, and other items. Also, Plaintiff and the Aggrieved Employees were required to use their own personal cellular telephones for work purposes. Plaintiff and the Aggrieved Employees incurred these substantial expenses as a direct result of performing their job duties for Defendant, and Defendant has failed to indemnify Plaintiff and the Aggrieved Employees for these employment-related expenses.

Failure to Pay All Accrued Vacation Wages at Termination

Labor Code § 227.3 requires employers to pay employees for all unused vested vacation time at their final rate of pay upon termination of their employment.

During the statutory period, Defendant maintained a policy and practice of failing to pay Plaintiff and the Aggrieved Employees the correct amount of vacation pay owed at the termination of employment. For instance, when Plaintiff's employment with Defendant terminated, he was owed vacation wages at his true final wage rate on his final pay check from Defendant even though he had accrued unused vacation time. On information and belief, Defendant's failure to

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pay Plaintiff the correct amount of vacation pay was not a single, isolated incident, but was instead part of Defendant's policy and practice that applied to the Aggrieved Employees.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to pay all accrued vacation wages at termination.

Failure to Timely Pay All Wages at Termination

Labor Code §§ 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

Within the applicable statute of limitations, the employment of Plaintiff and many other Aggrieved Employees ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendant failed, and continues to fail to pay Plaintiff and terminated Aggrieved Employees, without abatement, all wages required to be paid by Labor Code sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendant's employ. These unpaid wages include wages for unpaid work time (including minimum and straight time wages), missed meal periods, and missed rest periods.

Defendant's conduct violates Labor Code §§ 201 and 202. Labor Code § 203 provides that if an employer willfully fails to pay wages owed, in accordance with sections 201 and 202, then the wages of the employee shall continue as a penalty wage from the due date, and at the same rate until paid or until an action is commenced; but the wages shall not continue for more than thirty (30) days.

Accordingly, Plaintiff and the Aggrieved Employees are entitled to recover from Defendant their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days maximum pursuant to Labor Code § 203.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to timely pay all wages at termination.

Failure to Furnish Accurate Itemized Wage Statements

Labor Code § 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (1)

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gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. An employee is presumed to suffer an injury if this information is missing. (Lab. Code § 226(e)(2)(B)(iii).)

The statute further provides: “An employee suffering injury as a result of a knowing and intentional failure by an employer to comply with subdivision (a) is entitled to recover the greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per employee for each violation in a subsequent pay period, not to exceed an aggregate penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney’s fees.” (Lab. Code § 226(e)(1).)

Defendant intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly identify hourly rates, the failure to correctly list gross wages earned, and the failure to list the true net wages earned, including wages for meal periods that were not provided in accordance with California law, wages for rest periods that were not authorized and permitted to take in accordance with California law, and correct wages earned for all hours worked.

As a result of Defendant violating Labor Code § 226, Plaintiff and similarly Aggrieved Employees suffered injury and damage to their statutorily protected rights.

Accordingly, Plaintiff and similarly Aggrieved Employees are entitled to recover from Defendant the greater of their actual damages caused by Defendant’s failure to comply with Labor Code § 226(a), or an aggregate penalty not exceeding \$4,000 dollars per employee.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 226.3 for failing to furnish accurate itemized wage statements.

Failure to Pay All Earned Wages Twice Per Month

Based on its failure to pay Plaintiff and the Aggrieved Employees for all wages as discussed above, Defendant also violated Labor Code § 204.

Labor Code § 204 requires employers to pay employees all earned wages two times per month. Throughout the statute of limitations period applicable to this cause of action, employees were

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entitled to be paid twice a month at their regular rates, including all meal period premium wages owed, rest period premium wages owed, and wages owed for hours worked. However, during all such times, Defendant systematically failed and refused to pay the employees all wages due, and failed to pay those wages twice a month, in that employees were not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods not authorized and permitted by Defendant, and all wages for all hours worked. As a result, Defendant owes employees the legally required wages for unpaid wages, and Plaintiff and the Aggrieved Employees suffered damages in those amounts.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 210 for failing to pay all earned wages twice per month.

Action for Civil Penalties Under PAGA

In light of the above, Plaintiff alleges that Defendant violated the following provisions of the Labor Code with respect to the Aggrieved Employees:

1. Labor Code § 204, 510, 1194, 1197, and 1198 by failing to pay for all hours worked, including minimum wages, straight time wages and overtime wages;
2. Labor Code § 226.7, 512 and applicable Wage Orders by failing to provide meal periods;
3. Labor Code § 226.7 and applicable Wage Orders by failing to authorize and permit rest periods;
4. Labor Code § 1174.5 and applicable Wage Orders by failing to maintain accurate records of hours worked and meal periods taken or missed;
5. Labor Code § 2802 by failing to reimburse and indemnify employees for expenses and losses in the direct consequence and discharge of their duties;
6. Labor Code § 227.3 by failing to pay all vacation wages at termination;
7. Labor Code §§ 201 to 203 by willfully failing to pay all wages owed at termination;
8. Labor Code § 226 by failing to provide accurate itemized wage statements; and
9. Labor Code § 204 by failing to pay all earned wages two times per month.

Therefore, on behalf of all Aggrieved Employees, Plaintiff seeks applicable penalties related to the violations alleged above pursuant to the PAGA. These include, but are not limited to, penalties under Labor Code §§ 210, 226.3, 558, 1174.5, 1197.1, 2802, and 2699(f)(2).

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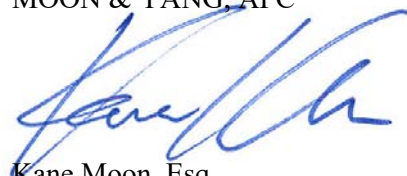
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Plaintiff has placed Defendant on notice by mailing a certified copy of this correspondence to its corporate address, as indicated on the first page.

Thank you for your attention to this matter. If you have any questions, please do not hesitate to contact me.

Sincerely,

MOON & YANG, APC

A handwritten signature in blue ink, appearing to read 'Kane Moon', is written over the printed name.

Kane Moon, Esq.
Attorney at Law

EXHIBIT B

EXHIBIT B

<<DATE>>

<<FIRST_NAME>> <<LAST_NAME>>
<<ADDRESS 1>>
<<ADDRESS 2>>

NOTICE OF PAGA SETTLEMENT

Tyrik Foulks v. Browning-Ferris Industries of California, Inc.

Superior Court of California, County of Los Angeles, Case No. 23STCV07285

*This is not a solicitation.
This is not a lawsuit against you, and you are not being sued.*

PLEASE READ THIS NOTICE

The California Superior Court, County of Los Angeles has granted approval of a settlement in the above-captioned action (“Settlement”). Because your rights are affected by this Settlement, it is important that you read this Notice of Settlement (“Notice”) carefully. The purpose of this Notice is to provide a brief description of the claims alleged in the action and the key terms of the Settlement.

WHAT INFORMATION IS IN THIS NOTICE

1. Why Have I Received This Notice?..... Page 1
2. What Is This Case About? Page 1
3. Who Are the Attorneys Representing the Parties? Page 2
4. How Does This Settlement Affect My Rights? Page 2
5. How Much Can I Expect to Receive From This Settlement?.....Page 3
6. How Can I Obtain Additional Information or Court Documents? Page 4

1. Why Have I Received This Notice?

Enclosed is your payment from the settlement of the lawsuit entitled *Tyrik Foulks v. Browning-Ferris Industries of California, Inc.* (Los Angeles County Superior Court, Case No. 23STCV07285.) The lawsuit was filed by a former employee, Tyrik Foulks (“Plaintiff”), against the named defendant *Browning-Ferris Industries of California, Inc.* (“Defendant” or “Browning Ferris”), pursuant to the California Private Attorneys General Act of 2004, codified at California Labor Code § 2698, *et seq.* (called “PAGA”). The lawsuit was brought by Plaintiff on behalf of the State of California and all persons who worked for Browning Ferris in California as a non-exempt employee at any time between April 1, 2022 through February 9, 2026 (“PAGA Period”). You have been identified as one of the employees on whose behalf the lawsuit was filed.

2. What Is This Case About?

Plaintiff alleges he and other non-exempt employees employed by Browning Ferris in California during the PAGA Period were subjected to various Labor Code violations. Browning Ferris denied

and continues to deny all allegations and liability. However, to avoid further time and expense of protracted and uncertain litigation, Plaintiff and Browning Ferris agreed to settle the lawsuit.

3. Who Are the Attorneys Representing the Parties?

Attorneys for Plaintiff	Attorneys for Browning Ferris
MOON LAW GROUP, PC Kane Moon Allen Feghali Julie Sohyun Oh 1055 W. Seventh St., Suite 1880 Los Angeles, California 90017 Telephone: 213-232-3128 Facsimile: 213-232-3125	LITTLER MENDELSON, P.C. Richard L. Gillespie Helen Braginsky 1255 Treat Blvd, Suite 600 Walnut Creek, CA 94597 Telephone: 925-949-2389 E-Fax: 925-940-9687

4. How Does This Settlement Affect My Rights? What are the Released Claims?

The Court approved the Settlement on [REDACTED]. On the date the Court enters the order approving the Settlement (“Order”), and payment of all funds due under the Settlement are made, the Labor and Workforce Development Agency (“LWDA”) and all Aggrieved Employees (as defined below), including Plaintiff, fully release and forever discharge the Released Parties (as defined below) from any and all Released Claims (also defined below).

“Aggrieved Employee” means any and all persons who worked for Browning Ferris in California as a non-exempt employee at any time between April 1, 2022 through February 9, 2026.

“Released Claims” means that as part of the Settlement, you will be releasing claims for civil penalties that arose during the PAGA Period based on the facts alleged, or reasonably could have been alleged, in this lawsuit or Plaintiff’s PAGA notice letter to the LWDA. Specifically, the Settlement provides that all Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the “Released Parties” (as defined below) from all claims for penalties under the California Private Attorneys’ General Act (Labor Code section 2698, et seq.) that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in, or that could have been sought by the Labor Commissioner for the violations identified in, the Operative Complaint and/or Plaintiff’s PAGA Notice to the LWDA that accrued at any time during the PAGA Period (“Released Claims”). This includes a release of violations of “Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 246, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, 2802, and Cal. Bus. & Prof. Code sections 17200, et. seq.” Aggrieved Employees retain their rights to pursue claims for wages, statutory penalties, and any other damages.”

“Released Parties” are Browning-Ferris Industries of California, Inc., and its respective past, present, or future affiliates, related entities, parents, subsidiaries, owners, including specifically but not limited to including Republic Services, Inc., as well as their members, partners, officers,

directors, board members, managers, supervisors, employees, co-employers, predecessors, successors, assigns, agents, shareholders, investors, insurers, and legal representatives.

As of [REDACTED], Plaintiff, the State of California, and all Aggrieved Employees shall be deemed to have, and by operation of the Court's Order and judgment granting approval of the settlement, fully, finally, and forever released, relinquished, and discharged each and all of the Released Parties from the Released Claims between April 1, 2022 through February 9, 2026. Plaintiff, the Aggrieved employees and the LWDA may discover facts in addition to those they now know or believe to be true with respect to the subject matter of the Released Claims, but upon the Court's approval of the Settlement, Plaintiff, the LWDA and the Aggrieved Employees shall be deemed to have, and by operation of the Court's Order and judgment approving the Settlement shall have, fully, finally and forever settled and released any and all of the Released claims, without regard to subsequent discovery or existence of such different or additional facts. It is the intent of the Parties that the Settlement approval order and judgment entered by the Court shall have full *res judicata* effect and be final and binding upon the LWDA and PAGA Aggrieved Employees regarding the Released Claims. In light of the binding nature of a PAGA judgment on non-party employees pursuant to *Arias v. Sup. Ct.*, 46 Cal. 4th 969 (2009) and *Cardenas v. McLane Foodservice, Inc.*, 796 F.Supp.2d 1246 (2011), Aggrieved Employees shall be deemed to have released the Released Claims regardless of whether their settlement check is cashed or not.

5. ***How Much Can I Expect to Receive From This Settlement?***

The Gross Settlement Amount is the maximum total payment under the Settlement. The Gross Settlement Amount is \$175,000. This sum is comprised of PAGA Counsel Attorneys' Fees of \$58,333.33; reimbursement of PAGA Counsel's Litigation Costs of \$28,000; Settlement Administration Costs of \$[REDACTED]; and the remainder as PAGA penalties, or the Net Settlement Amount. The Net Settlement Amount is comprised of the LWDA Payment and the Individual PAGA Payments to Aggrieved Employees. \$[REDACTED], or 75% of the Net Settlement Amount will be paid to the LWDA in accordance with the PAGA. \$[REDACTED], or 25% of the Net Settlement Amount will be paid to the Aggrieved Employees as Individual PAGA Payments, which will be calculated on a pro rata basis, based on the number of each Aggrieved Employee's pay periods worked during the PAGA Period.

Based on Browning Ferris' records, you worked [NUMBER OF PAY PERIODS] pay periods during the PAGA Period. The total amount of pay periods worked by all Aggrieved Employees during the PAGA Period is [NUMBER OF PAY PERIODS].

The enclosed check represents your share based upon the number of pay periods you worked during the period from April 1, 2022 through February 9, 2026.

An IRS 1099 Form is enclosed. You will be solely responsible for paying federal, state or local taxes, if any, on the amount of your check.

Your enclosed check is valid for 180 days from the date of its issuance. ***It is strongly recommended that you cash or deposit this check immediately.*** After that date, you cannot cash the check and it will be null and void and the amount forwarded to the State of California Controller's Office Unclaimed Property Division for further handling.

Even if you fail to cash the enclosed check, you will still be deemed to have waived all claims arising from the above-entitled lawsuit as defined above under “Released Claims,” including all claims set forth in the release of claims described above.

If the check is lost or misplaced, please contact the Settlement Administrator immediately at [xxx-xxx-xxxx]. If you have any questions about your check, please contact the [insert administrator information].

6. *How Can I Obtain Additional Information or Court Documents?*

IF YOU NEED MORE INFORMATION OR HAVE ANY QUESTIONS, you may contact the Settlement Administrator at the telephone number listed below, toll free. Please refer to the *Foulks v. Browning Ferris*.

PLEASE DO NOT CALL THE COURT OR COURT’S CLERK FOR INFORMATION ABOUT THIS SETTLEMENT.