

2. Release of Claims. RAMIREZ, for himself and for his heirs, executors, administrators, successors and assigns, hereby releases, acquits and forever discharges WHITECROW, JCR Services, LLC and each of their parents, subsidiaries and related entities, officers, directors, shareholders, persons, employees, agents, servants, representatives, members, attorneys, insurers, re-insurers, assigns, and affiliates and any and all other entities with whom they have been, are now, or may hereafter be affiliated, and any of their affiliated companies, predecessors, successors and assigns, as well as their past or present officers, directors, agents, representatives, attorneys, insurers, re-insurers, assigns, or employees (collectively “Releasees”), from any and all claims, demands, obligations, actions, causes of action, liabilities, debts, promises, agreements, demands, attorneys’ fees, losses and expenses, taxes or tax penalties known or unknown, suspected or unsuspected, filed or unfiled, of any kind or nature and whenever occurring that he may have or has had or could have had arising out of any known or unknown fact, condition or incident occurring prior to the date of this Agreement or as a result of this Agreement, including but not limited to those arising out of or in connection with any claims, demand, charges, or complaints, arising out of or in connection with the Action, the Settlement Payment, his alleged employment, the cessation thereof or any other interaction or relations with Releasees. This release includes, without limiting the generality of the foregoing: any and all claims, demands, causes of action, obligations,

charges, liabilities, fees including attorneys' fees, fines, penalties, costs, actual, compensatory and punitive damages, and all claims for any other type of relief relating to, arising out of, or based upon: all claims of harassment, discrimination, and/or retaliation in violation of State or Federal law; all claims for failure to prevent harassment, discrimination, and/or retaliation; all claims of violation of public policy, including a claim for wrongful and/or constructive termination of his alleged employment; all claims based on tort and/or breach of contract, whether written or oral, express or implied, and any covenant of good faith and fair dealing; all claims for fraud, intentional and/or negligent misrepresentation; all claims for unpaid commissions, wages, or other benefits, including minimum wage, overtime, double time, vacation, associated penalties and/or premiums, and expense reimbursement; all claims for rest or meal periods and associated penalties and/or premiums; any claim for unlawful or unfair business practices; any and all claims for violations of the California Labor Code (including, but not limited to, California Labor Code section 132a); all claims for emotional distress; any and all claims which were or could have been asserted by RAMIREZ; and all claims generally relating to RAMIREZ's alleged employment and the cessation thereof, including any alleged violation of any federal, state or other governmental statute, regulation, ordinance, or executive order, including without limitation:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- (7) The California Labor Code, specifically including, but not limited to the Private Attorney General Act pursuant to *Labor Code* § 2699, *et*

Response	Percentage
U.S. should take action	90%
U.S. should not take action	10%

(20) Any class, group, representative or collective claims.

[illegible]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
 - [REDACTED]

[REDACTED]

■ [REDACTED] — ■ [REDACTED] [REDACTED] [REDACTED] [REDACTED]

[REDACTED]

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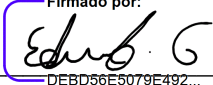
[REDACTED]

[Redacted text block containing multiple lines of blacked-out content]

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Dated: 4/14/2026

Firmado por:

EDUARDO GARIBAY RAMIREZ

Dated: 4/14/2026

WHITECROW, INC.

Shaun Stellman
Shaun Stellman, Authorized Agent