

Douglas Han (SBN 232858)
dhan@justicelawcorp.com
Shunt Tatavos-Gharajeh (SBN 272164)
statavos@justicelawcorp.com
Lawrence W. Beall (SBN 343117)
lbeall@justicelawcorp.com
JUSTICE LAW CORPORATION
751 N. Fair Oaks Avenue, Suite 101
Pasadena, California 91103
Telephone: (818) 230-7502
Facsimile: (818) 230-7259

Attorneys for Plaintiffs

Tim L. Johnson
Tim.Johnson@ogletreedeakins.com
Nikolas T. Djordjevski
Nikolas.Djordjevski@ogletree.com
Yousaf M. Jafri
Yousaf.Jafri@ogletreedeakins.com
Keenan O'Connor
Keenan.OConnor@ogletreedeakins.com
OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.
4660 La Jolla Village Drive, Suite 900
San Diego, California 92112
Telephone: (858) 652-3100
Facsimile: (858) 652-3101

Attorneys for Defendant

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF RIVERSIDE**

LASHAYLA GIVENS, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

vs.

KOOL RUNNINGS LLC, a California
corporation; and DOES 1 through 100, inclusive;

Defendants.

Case No.: CVRI2202735

CLASS ACTION

Assigned for All Purposes to:
Honorable Harold W. Hopp
Department 1

**JOINT STIPULATION AND
SETTLEMENT AGREEMENT**

Complaint Filed: July 1, 2022
FAC Filed: June 8, 2023
Trial Date: None Set

1 This Joint Stipulation and Settlement Agreement (“Settlement Agreement,” “Settlement,” or
2 “Agreement”) is made and entered between Plaintiffs Lashayla Givens, Francisco Carrillo, and
3 Darien McGowan (“Plaintiffs” or “Class Representatives”), on behalf of themselves and all others
4 similarly situated, and Defendant Kool Runnings LLC, a California limited liability company
5 (“Defendant”). The agreement refers to Plaintiffs and Defendant as “Parties” or individually as
6 “Party.”

7 This Agreement is intended by the Parties to fully, finally, and forever resolve, discharge,
8 and settle the “Released Claims” (as defined below) on a class and representative action basis
9 pertaining to the “Released Parties” (as defined below) upon and subject to the terms and conditions
10 contained herein. This Agreement, which is contingent upon final Court approval, contains the
11 essential terms of the Parties’ agreement. The Class Representative and Class Counsel believe, and
12 the Parties have agreed, that the settlement set forth in this Agreement confers substantial benefits
13 upon the Class Members.

14 DEFINITIONS

15 The following definitions are applicable to this Settlement Agreement.

16 Definitions contained elsewhere in this Settlement Agreement will also be effective:

17 1. “Action” means the lawsuit alleging wage-and-hour violations against Defendant
18 captioned *Givens v. Kool Runnings LLC* initiated by Plaintiff Givens on July 1, 2022 and pending in
19 Superior Court of the State of California, County of Riverside (Case Number CVRI2202735).

20 2. “Attorneys’ Fees and Costs” means attorneys’ fees and costs approved by the Court
21 for Class Counsel’s litigation and resolution of this Action.

22 3. “Class Counsel” means Justice Law Corporation.

23 4. “Class List” means a complete list of all Class Members that Defendant will
24 diligently and in good faith compile from their records and provide to the Settlement Administrator
25 within thirty (30) calendar days after Preliminary Approval of this Settlement. The Class List will
26 not be shared with Plaintiffs and Class Counsel unless approved by Defendant and Defense Counsel
27 or if a Class Member requests that their personal data be shared with Class Counsel. The Class List
28 will be formatted in Microsoft Office Excel and will include each Class Member’s: (a) full name;

1 (b) last-known mailing address; (c) Social Security Number; and (d) dates of employment and
2 workweeks worked as an hourly-paid or non-exempt employee in California during the Class Period.

3 5. "Class Member(s)" or "Class" means all current and former hourly-paid or non-
4 exempt employees of Defendant within the State of California at any time during the Class Period.
5 "Class Members" shall not include any person who submits a timely and valid Request for Exclusion
6 Form. There are approximately 515 persons answering to this definition who worked around 14,000
7 Workweeks during the Class Period.

8 6. "Class Period" means the period from July 1, 2019 to July 30, 2023.

9 7. "Class Representatives" means the named Plaintiffs in the operative complaint in the
10 Action seeking Court approval to serve as the Class Representative.

11 8. "Class Representative Enhancement Payments" means the amount approved by the
12 Court to be paid to Plaintiffs in recognition of their contributions to the Action on behalf of Class
13 Members and Eligible Aggrieved Employees, to be paid from the Maximum Settlement Amount.

14 9. "Court" means the Superior Court of California, County of Riverside.

15 10. "Defendant" means Kool Runnings LLC.

16 11. "Defense Counsel" means Ogletree, Deakins, Nash, Smoak & Steward, P.C.

17 12. "Effective Date" means thirty (30) calendar days after both of the following have
18 occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement;
19 and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (i)
20 if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (ii)
21 if one or more Participating Class Members objects to the Settlement, the day after the deadline for
22 filing a notice of appeal from the Judgment; or (iii) if a timely appeal from the Judgment is filed, the
23 day after the appellate court affirms the Judgment and issues a remittitur.

24 13. "Eligible Aggrieved Employees" means all current and former hourly-paid or non-
25 exempt employees of Defendant within the State of California at any time during PAGA Period.
26 There are approximately 348 persons answering to this definition who worked around 3,735 pay
27 periods during the PAGA Period.

28 14. "Final Approval" means the Court order granting final approval of the Agreement.

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

3 16. “Individual PAGA Payments” means each Eligible Aggrieved Employee’s share of
4 twenty-five percent (25%) of the PAGA Payment. Eligible Aggrieved Employees will automatically
5 receive their Individual PAGA Payments even if they opt out of the Settlement.

6 17. “Individual Settlement Payment” means each Class Member’s share of the Net
7 Settlement Amount. Class Members will automatically receive their Individual Settlement Payments
8 unless they opt out of the Settlement. Class Members are not required to submit claim forms to
9 receive their share of the Individual Settlement Payments.

10 18. “Judgment” means the judgment entered by the Court based upon Final Approval.
11 The final Judgment shall constitute a judgment respecting the Parties within the meaning and for
12 purposes of Code of Civil Procedure sections 577, 581(d), and 904.1(a), and on the PAGA claims
13 for purposes of enforcing the rule announced in *Arias v. Superior Court* (2009) 46 Cal.4th 969.

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

16 20. “Maximum Settlement Amount” means the sum of \$100,000, which is the maximum
17 amount to be paid by Defendant pursuant to this Agreement. The Maximum Settlement Amount
18 includes Individual Settlement Payments, Class Representative Enhancement Payments, Attorneys’
19 Fees and Costs, Settlement Administration Costs, and PAGA Payment as specified herein.

20 20(a). The amount of the Maximum Settlement Amount was determined based on
21 the financial hardships Defendant has been experiencing in recent years. The Motion
22 for Preliminary Approval shall be supported by a declaration from an expert
23 describing the date and nature of Defendant’s financial records reviewed by the
24 expert and the information contained in those financial records that caused the
25 Parties to believe Defendant cannot afford a greater sum.

26 ///

27 ///

28 ///

1 20(b). Defendant shall pay the employer's share of applicable payroll taxes due on
2 the portion of Individual Settlement Payments allocated to wages separately and in
3 addition to the Maximum Settlement Amount. Defendant will have no obligation to
4 pay any amount in connection with this Settlement Agreement apart from the
5 Maximum Settlement Amount and employer's share of applicable payroll taxes due
6 on the portion of Individual Settlement Payments allocated to wages.

7 20(c). No portion of the Maximum Settlement Amount will revert to Defendant.

8 21. "Net Settlement Amount" means the Maximum Settlement Amount less the: (a)
9 Class Representative Enhancement Payments; (b) Attorneys' Fees and Costs; (c) Settlement
10 Administration Costs; and (d) PAGA Payment.

11 22. "Notice of Class Action Settlement" means the notice of settlement, attached hereto
12 as **Exhibit A**, to be mailed to all Class Members upon Preliminary Approval.

13 23. "Notice Packet" means the Notice of Class Action Settlement, Objection Form, and
14 Request For Exclusion Form that will be mailed to all Class Members upon Preliminary Approval.

15 24. "Objection" means any written objection to this Settlement sent by a Class Member
16 to the Settlement Administrator as specified herein and in the Notice of Class Action Settlement. An
17 Objection to Settlement must be sent to the Settlement Administrator within the time limitations set
18 forth in this Agreement. Class Members and Eligible Aggrieved Employees can object to the class
19 action portion of the Settlement but cannot object to the PAGA portion of the Settlement.

20 25. "Objection Form" means the form Class Members can use to submit Objections
21 regarding this Settlement to the Settlement Administrator that must be postmarked on or before the
22 Response Deadline. The Objection Form must state the: (a) case name and number; (b) name of the
23 Class Member; (c) address and telephone number of the Class Member; (e) last four digits of the
24 Class Member's Social Security Number; and (f) basis for the Objection. Class Members and
25 Eligible Aggrieved Employees cannot use the Objection Form to object to the PAGA portion of the
26 Settlement. The Objection Form is attached hereto as **Exhibit B**, to be mailed to all Class Members
27 upon Preliminary Approval.

28 26. "Objector" refers to a Class Member who has submitted an Objection.

1 27. “PAGA” means the Labor Code Private Attorneys General Act of 2004 (Labor Code
2 section 2698. *et seq.*).

3 28. “PAGA Payment” means the payment made hereunder to the LWDA and the Eligible
4 Aggrieved Employees for settlement of claims for civil penalties under PAGA. Eligible Aggrieved
5 Employees will still receive their share of the PAGA Payment even if they submit valid and timely
6 Request for Exclusion Forms.

7 29. “PAGA Period” means the period from May 12, 2022 to July 30, 2023.

8 30. “Plaintiffs” means Lashayla Givens, Francisco Carrillo, and Darien McGowan.

9 31. “Preliminary Approval” means the Court order granting preliminary approval of the
10 Agreement.

11 32. “Preliminary Approval Order” means the proposed Order Granting Preliminary
12 Approval and Approval of PAGA Settlement.

13 33. “Released Claims” means all causes of action and factual or legal theories stated in
14 the operative complaints and those based solely upon the facts alleged in the operative complaints.
15 This includes all of the following claims for relief: (a) failure to pay all regular wages, minimum
16 wages, and overtime wages due; (b) failure to provide proper meal and rest breaks and to properly
17 provide premium pay in lieu thereof; (c) failure to provide complete, accurate, or properly formatted
18 wage statements and payroll records; (d) failure to reimburse necessary business expenditures; (e)
19 failure to pay waiting time penalties; (f) failure to timely pay wages during employment and after
20 employment; (g) engaging in unfair business practices that could have been premised on the claims,
21 causes of action or legal theories of relief described above or any of the claims, causes of action or
22 legal theories of relief pleaded in the operative complaints; (h) all claims under PAGA, which shall
23 only bind Plaintiffs and the State of California, that were described in Plaintiff Carrillo’s notice letter
24 sent to the LWDA on May 12, 2023 and only to the extent these claims were alleged in the operative
25 complaints; and (i) all damages, penalties, interest, and other amounts recoverable under said claims,
26 causes of action or legal theories of relief. The period of the Released Claims shall extend to the
27 limits of the Class Period.

28 ///

1 33(a). Eligible Aggrieved Employees do not release their claims for wages except as
2 otherwise provided by the preceding paragraph. Plaintiffs do not release Class
3 Members' claims for wages if they submit valid and timely Request for Exclusion
4 Forms. Defendant shall be entitled to a release of the Released Claims occurring
5 during the Class Period only and during such time Class Members were classified as
6 hourly-paid or non-exempt employees. The Released Claims also exclude claims for
7 vested benefits, wrongful termination, unemployment insurance, disability, social
8 security, and workers' compensation.

9 34. "Released Parties" means Defendant together with its past and present officers,
10 directors, owners, employees, business partners, contracting partners, and clients.

11 35. "Request for Exclusion Form" means a timely written request by a Class Member to
12 be excluded from the Settlement. The Request for Exclusion Form must: (a) set forth the name,
13 address, telephone number and last four digits of the Social Security Number of the Class Member
14 requesting exclusion; (b) be signed by the Class Member; (c) be returned to the Settlement
15 Administrator; (d) clearly state the Class Member does not wish to be included in the Settlement;
16 and (e) be postmarked on or before the Response Deadline. Class Members and Eligible Aggrieved
17 Employees cannot use the Request for Exclusion Form to exclude themselves from the PAGA
18 portion of the Settlement. The Request for Exclusion Form is attached hereto as **Exhibit C**, to be
19 mailed to all Class Members upon Preliminary Approval.

20 36. "Response Deadline" means the deadline by which Class Members must postmark
21 to the Settlement Administrator the Request for Exclusion Forms or Objection Forms. The Response
22 Deadline will be forty-five (45) calendar days from the initial mailing of the Notice Packet by the
23 Settlement Administrator. If the forty-fifth (45th) day falls on a Sunday or Federal holiday, the
24 Response Deadline will be extended to the next day the U.S. Postal Service is open. Class Members
25 to whom Notice Packets are remailed shall have an additional fourteen (14) calendar days beyond
26 the date the Response Deadline has expired.

27 ///

28 ///

37. “Settlement Administrator” means Phoenix Class Action Administration Solutions that will work with the Parties to administer this Settlement. The Parties each represent they do not have a financial interest in the Settlement Administrator or otherwise have a relationship with the Settlement Administrator that could create a conflict of interest.

38. “Settlement Administration Costs” includes all costs payable to the Settlement Administrator for administering this Settlement. This includes, but is not limited to: (a) printing, distributing, remailing (if necessary), and tracking notice and other documents (*i.e.*, Objection Forms, Request for Exclusion Forms received) for this Settlement; (b) calculating and distributing all payments to be made pursuant to this Settlement; (c) sending Class Members and Eligible Aggrieved Employees reminder postcards for uncashed settlement checks; (d) setting up the interest-bearing Qualified Settlement Fund (“QSF”); (e) providing any funds remaining in the QSF as a result of uncashed settlement checks to the State Controller’s Unclaimed Property Fund and LWDA; (f) conducting tax reporting; and (g) providing necessary reports and declarations as requested by the Parties and the Court.

39. “Workweek(s)” means the number of calendar weeks the Class Member and Eligible Aggrieved Employee worked for Defendant for at least one (1) day as a non-exempt or hourly-paid employee in California during the Class Period and PAGA Period respectively.

40. “Workweek Value for Class Members” means the value of each compensable Workweek by Class Members, as determined by the formula set forth in herein below.

41. “Workweek Value for Eligible Aggrieved Employees” means the value of each compensable Workweek by Eligible Aggrieved Employees, as determined by the formula set forth below.

TERMS OF AGREEMENT

Plaintiffs, on behalf of themselves and the Class, and Defendant agree as follows:

42. Funding of the Maximum Settlement Amount. On the Effective Date, Defendant will make a payment of \$50,000 into the QSF, which the Settlement Administrator will manage and establish. Twelve (12) months after the Effective Date, Defendant will make another payment of \$50,000 (along with a separate payment of employer's share of applicable payroll taxes) into the

1 QSF. The Maximum Settlement Amount will be used to pay the: (a) Individual Settlement Payments;
2 (b) Class Representative Enhancements Payments; (c) Attorneys' Fees and Costs; (d) PAGA
3 Payment; and (e) Settlement Administration Costs. This payment plan is essential to Defendant due
4 to the financial hardships it has been experiencing in recent years.

5 43. Attorneys' Fees and Costs. Class Counsel will seek an award of Attorneys' Fees and
6 Costs of no more than \$33,333.33 in attorney's fees (1/3 of the Maximum Settlement Amount) and
7 no more than \$25,000 in attorneys' costs, and Defendant agrees not to oppose such application.
8 Plaintiffs and/or Class Counsel will file a motion for Attorneys' Fees and Costs no later than sixteen
9 (16) court days prior to the Final Approval Hearing. All Attorneys' Fees and Costs will be paid from
10 the Maximum Settlement Amount. Plaintiffs and Class Counsel will not have the right to revoke this
11 Settlement if the Court fails to approve the sum of Attorneys' Fees and Costs sought by Class
12 Counsel. Any portion of the Attorneys' Fees and Costs not awarded to Class Counsel will be added
13 to the Net Settlement Amount. The Settlement Administrator will pay the Attorneys' Fees and Costs
14 using one or more IRS 1099 Forms. Class Counsel assume full responsibility and liability for taxes
15 owed on the Attorneys' Fees and Costs, hold Defendant harmless, and indemnify Defendant, from
16 any dispute or controversy regarding any division or sharing of any of these payments.

17 44. Class Representative Enhancement Payments. Plaintiffs will apply to the Court for
18 Class Representative Enhancement Payments of no more than \$5,000 each (totaling \$15,000) for
19 their efforts and work in prosecuting the Action on behalf of Class Members and Eligible Aggrieved
20 Employees, and Defendant agrees not to oppose such application. The Class Representative
21 Enhancement Payments, which will be paid from the Maximum Settlement Amount, will be in
22 addition to Plaintiffs' right to Individual Settlement Payments pursuant to this Settlement. Plaintiffs
23 will be solely and legally responsible to pay any and all applicable taxes on the Class Representative
24 Enhancement Payments and will hold Defendant harmless from any claim or liability for taxes,
25 penalties, or interest arising from this payment. Plaintiffs will not have the right to revoke this
26 Settlement if the Court fails to approve the amount sought by Plaintiffs as the Class Representative
27 Enhancement Payments. As part of the motion for Attorneys' Fees and Costs, Plaintiffs will seek
28 Court approval for any Class Representative Enhancement Payments no later than sixteen (16) court

1 days prior to the Final Approval Hearing. Any portion of the Class Representative Enhancement
2 Payments not awarded to Plaintiffs will be added to the Net Settlement Amount. The Settlement
3 Administrator will pay the Class Representative Enhancement Payments using IRS Form 1099.
4 Plaintiffs assume full responsibility and liability for employee taxes owed on the Class
5 Representative Enhancement Payments.

6 45. Settlement Administration Costs. The Settlement Administrator will be paid for the
7 reasonable costs of administration of the Settlement and distribution of payments. These costs, which
8 will be paid from the Maximum Settlement Amount, will include, *inter alia*: printing, distributing,
9 remailing (if necessary), and tracking notice and other documents (*i.e.*, Objection Forms, Request
10 for Exclusion Forms received) for this Settlement; (b) calculating and distributing all payments to
11 be made pursuant to this Settlement; (c) sending Class Members and Eligible Aggrieved Employees
12 reminder postcards for uncashed settlement checks; (d) setting up the interest-bearing QSF; (e)
13 providing any funds remaining in the QSF as a result of uncashed settlement checks to the State
14 Controller's Unclaimed Property Fund and LWDA; (f) conducting tax reporting; and (g) providing
15 necessary reports and declarations as requested by the Parties and the Court. The Settlement
16 Administration Costs will not exceed \$12,000. All the Settlement Administration Costs shall be paid
17 from the Maximum Settlement Amount upon completion of all duties required to be performed by
18 the Settlement Administrator under the terms of this Settlement or required by the Court. Any portion
19 of the Settlement Administration Costs not awarded to the Settlement Administrator will be added
20 to the Net Settlement Amount.

21 46. PAGA Payment. \$10,000 shall be allocated from the Maximum Settlement Amount
22 for settlement of claims for civil penalties under PAGA. The Settlement Administrator shall pay
23 seventy-five percent (75%) of the PAGA Payment (\$7,500) to the LWDA and twenty-five percent
24 (25%) of the PAGA Payment (\$2,500) to Eligible Aggrieved Employees, on a pro rata basis, as
25 described in this Agreement. Each Eligible Aggrieved Employee's portion of the PAGA Payment
26 will be part of his or her Individual PAGA Payment. Eligible Aggrieved Employees will receive their
27 portion of the PAGA Payment even if they submit valid and timely Request for Exclusion Forms.

28 ///

1 47. Individual Settlement Payment Calculations. Individual Settlement Payments to
2 Class Members will be calculated and apportioned from the Net Settlement Amount based on the
3 number of Workweeks a Class Member worked during the Class Period as an hourly-paid or non-
4 exempt employee in California. Such calculations will be made as follows:

5 47(a). The Settlement Administrator will calculate the total number of Workweeks
6 worked by each Class Member as an hourly-paid or non-exempt employee in
7 California during the Class Period and the aggregate total Workweeks worked by all
8 Class Members as hourly-paid or non-exempt employees in California during the
9 Class Period.

10 47(b). To determine the estimated Individual Settlement Payments, the Settlement
11 Administrator will use the following formula: Net Settlement Amount will be divided
12 by the aggregate total number of Workweeks worked by all Class Members during
13 the Class Period, resulting in the Workweek Value for Class Members. Each Class
14 Member's Individual Settlement Payment will then be calculated by multiplying each
15 individual Class Member's total number of Workweeks worked by the Workweek
16 Value for Class Members.

17 47(c). The entire Net Settlement Amount will be disbursed as Individual Settlement
18 Payments to Class. If there are any valid and timely Request for Exclusion Forms
19 from Class Members, the Settlement Administrator shall proportionately increase the
20 Individual Settlement Payment for each Class Member according to the number of
21 Workweeks worked so that the amount distributed to the Class equals one hundred
22 percent (100%) of the Net Settlement Amount. All interest accrued from Defendant's
23 payment into the QSF during the funding process and through distribution will be
24 added to the Net Settlement Amount, and the Individual Settlement Payments will be
25 proportionally increased on a pro rata basis.

26 ///

27 ///

28 ///

1 47(d). Twenty percent (20%) of each Class Member's Individual Settlement
2 Payment will be allocated to settlement of wage claims ("Wage Portion"). The Wage
3 Portions are subject to tax withholding and will be reported on an IRS W-2 Form.
4 Eighty percent (80%) of each Class Member's Individual Settlement Payment will be
5 allocated to settlement of claims for interest and penalties ("Non-Wage Portion").
6 The Non-Wage Portions are not subject to wage withholdings and will be reported on
7 IRS 1099 Forms. These allocations represent the Parties' good faith allocation based
8 on the claims asserted and potential damages related to wages, liquidated damages,
9 interest, and penalties. In accordance with applicable law, the Settlement
10 Administrator will make required tax withholdings from the Wage Portion of each
11 Individual Settlement Payment and will remit the withholding to the appropriate
12 taxing authorities. The Settlement Administrator shall issue any necessary IRS Form
13 W-2 and 1099 statements to Class Members for their Individual Settlement Payments.
14 No opinion regarding the tax consequences of this Settlement to any individual Class
15 Member is being given, or will be given, by Defendant, Defense Counsel, any other
16 Released Party, or Class Counsel. Class Members must consult their own tax advisors
17 regarding the tax consequences of this Settlement, including, but not limited to, any
18 payments provided or tax reporting obligations. Class Members assume full
19 responsibility and liability for any employee taxes owed on their Individual
20 Settlement Payments.

21 48. Individual PAGA Payment Calculations. Individual PAGA Payments to Eligible
22 Aggrieved Employees will be calculated and apportioned from the twenty-five percent (25%) of the
23 PAGA Payment (\$2,500) based on the number of Workweeks an Eligible Aggrieved Employee
24 worked during the PAGA Period as an hourly-paid or non-exempt employee in California. Such
25 calculations will be made as such:

26 ///

27 ///

28 ///

1 48(a). The Settlement Administrator will calculate the total number of Workweeks
2 worked by each Eligible Aggrieved Employees as an hourly-paid or non-exempt
3 employee in California during the PAGA Period and the aggregate total number of
4 Workweeks worked by all Eligible Aggrieved Employees as hourly-paid or non-
5 exempt employees in California during PAGA Period.

6 48(b). To determine the estimated Individual PAGA Payments, the Settlement
7 Administrator will use the following formula: twenty-five percent (25%) of the
8 PAGA Payment (\$2,500) will be divided by the aggregate total number of Workweeks
9 worked by all Eligible Aggrieved Employees during the PAGA Period, resulting in
10 the Workweek Value for Eligible Aggrieved Employees. Each Eligible Aggrieved
11 Employee's Individual PAGA Payment will be then calculated by multiplying each
12 individual Eligible Aggrieved Employee's total number of Workweeks worked by the
13 Workweek Value for Eligible Aggrieved Employees.

14 48(c). All Individual PAGA Payments will be allocated as one hundred percent
15 (100%) penalties. The Settlement Administrator will be responsible for issuing
16 Eligible Aggrieved Employees an IRS Form 1099 if the Eligible Aggrieved
17 Employee's Individual PAGA Payment exceeds \$600. Eligible Aggrieved Employees
18 assume sole responsibility and liability for any taxes owed on their Individual PAGA
19 Payments and will indemnify and hold harmless Defendants and the Released Parties
20 from any claim or liability for taxes, penalties, or interest arising as a result of any
21 Individual PAGA Payment.

22 49. No Credit Toward Benefit Plans. The Individual Settlement Payments made to Class
23 Members under this Settlement, as well as any other payments made pursuant to this Settlement,
24 will not be utilized to calculate any additional benefits under any benefit plans to which any Class
25 Members may be eligible. This includes but is not limited to: (a) profit-sharing plans; (b) bonus
26 plans; (c) 401(k) plans; (d) stock purchase plans; (e) vacation plans; (f) sick leave plans; (g) PTO
27 plans; and (h) any other benefit plan.

28 ///

1 50. Settlement Administration Process. The Parties agree to cooperate in the
2 administration of the settlement and to make all reasonable efforts to control and minimize the costs
3 and expenses incurred in administration of the Settlement. Defendant agrees to fund the QSF by
4 making the above-described payments through the Settlement Administrator.

5 51. Delivery of the Class List. Within thirty (30) calendar days of entry of the Court's
6 Order Granting Preliminary Approval, Defendant will provide the Class List to the Settlement
7 Administrator. The Class List will not be shared with Plaintiffs and Class Counsel unless approved
8 by Defendant and Defense Counsel or if a Class Member requests that their personal data be shared
9 with Class Counsel.

10 52. Confirmation of Contact Information in the Class List and Undeliverable Notices.
11 Prior to mailing, the Settlement Administrator will perform a search based on the National Change
12 of Address Database for information to update and correct for any known or identifiable address
13 changes. Any Notice Packets returned to the Settlement Administrator as non-deliverable on or
14 before the Response Deadline will be sent promptly via regular First-Class U.S. Mail to the
15 forwarding address affixed thereto, and the Settlement Administrator will indicate the date of such
16 remailing on the Notice Packet. If no forwarding address is provided, the Settlement Administrator
17 will promptly attempt to determine the correct address using an Accurint search/skip-trace and will
18 perform a single remailing.

19 53. Notice by First-Class U.S. Mail. Within ten (10) calendar days after the Settlement
20 Administrator receives the Class List from Defendant, the Settlement Administrator will mail a
21 Notice Packet to all Class Members via regular First-Class U.S. Mail, using the most current, known
22 mailing addresses identified in the Class List.

23 54. Notice Packets. All Class Members will be mailed a Notice Packet, comprised of the
24 Notice of Class Action Settlement, Objection Form, and Request For Exclusion Form in the forms
25 attached as **Exhibits A, B, and C** respectively or as provided by Court order.

26 ///

27 ///

28 ///

1 55. Disputed Information in the Notice Packets. Class Members will have an opportunity
2 to dispute the information provided in their Notice Packets. If Class Members dispute their
3 employment dates or the number of Workweeks worked, they can produce evidence to the Settlement
4 Administrator showing such information is inaccurate. The Settlement Administrator will advise the
5 Parties of such dispute, allow Defendant five (5) business days to respond with any additional
6 information or records, and then decide the dispute. Defendant's records will be presumed correct,
7 but the Settlement Administrator will evaluate the evidence submitted by the Class Member and
8 Defendant. The Settlement Administrator will make the final decision as to the merits of the dispute.

9 56. Request for Exclusion Forms. Any Class Member wishing to opt-out from the
10 Settlement must sign and postmark a valid and timely written Request for Exclusion Form to the
11 Settlement Administrator within the Response Deadline (no less than 45 calendar days from the
12 initial mailing of the Notice Packet by the Settlement Administrator). The postmark date will be the
13 exclusive means to determine whether a Request for Exclusion Form has been timely submitted. The
14 Parties and their counsel will not solicit or encourage any Class Member, directly or indirectly, to
15 opt out of the Settlement. A Class Member who properly submits a valid and timely request to be
16 excluded from the Action will not receive an Individual Settlement Payment, will not be bound by
17 the class action releases of the Settlement, and will not have standing to object to the Settlement. A
18 Request for Exclusion Form must be mailed to the Settlement Administrator at the address to be
19 provided in the Notice Packet. The Settlement Administrator will promptly transmit the Request for
20 Exclusion Forms to the Parties' counsel. Class Counsel will include all Request for Exclusion Forms
21 received with Plaintiffs' motion for Final Approval of the Settlement.

22 56(a). PAGA Portion of the Settlement. A Class Member who properly submits a
23 valid and timely request to be excluded from the Action will still receive his or her
24 Individual PAGA Payment if he or she is also an Eligible Aggrieved Employee. In
25 other words, a Class Member will still be bound by the PAGA portion of this
26 Settlement even if he or she submits a valid and timely request to be excluded.

27 ///

28 ///

1 56(b). Defective Submissions. If a Class Member's Request for Exclusion Form is
2 defective as to the requirements listed herein, that Class Member will be given an
3 opportunity to cure the defect(s). Specifically, the Settlement Administrator will mail
4 the Class Member a curative letter within three (3) business days of receiving the
5 defective submission to advise the Class Member his or her submission is defective
6 and that the defect must be cured to render the Request for Exclusion Form valid. The
7 Class Member will have until the later of: (i) Response Deadline; or (ii) fifteen (15)
8 calendar days from the date of the curative letter, whichever date is later, to postmark
9 a revised Request for Exclusion Form. If the revised Request for Exclusion Form is
10 not postmarked within that period, it will be deemed untimely. However, the
11 Settlement Administrator may not reject a Request for Exclusion as invalid if the
12 Settlement Administrator can reasonably ascertain the identity of the person as a
13 Class Member and the Class Member's desire to be excluded. The Settlement
14 Administrator's determination shall be final and not appealable or otherwise
15 susceptible to challenge. If the Settlement Administrator has reason to question the
16 authenticity of a Request for Exclusion, the Settlement Administrator may demand
17 additional proof of the Class Member's identity. The Settlement Administrator's
18 determination of authenticity shall be final and not appealable or otherwise
19 susceptible to challenge.

20 56(c). Settlement Terms Bind All Class Members Who Do Not Opt-Out. Any Class
21 Member who does not affirmatively opt out of the Settlement by submitting a timely
22 and valid Request for Exclusion Form will be bound by all its terms, including those
23 pertaining to the Released Claims, as well as any Judgment that may be entered by
24 the Court if it grants Final Approval.

25 57. Objection Procedures. The Notice Packet shall state Class Members who wish to
26 object to the Settlement may do so by submitting an Objection Form to the Settlement Administrator
27 by the Response Deadline (no less than 45 calendar days from the initial mailing of the Notice Packet
28 by the Settlement Administrator). The postmark date of the filing and service will be deemed the

1 exclusive means for determining whether the Objection is timely. The Settlement Administrator will
2 promptly provide any Objection Forms to the Parties' counsel upon receiving them. Class Counsel
3 will include all Objections received and Plaintiffs' response(s) with Plaintiffs' motion for Final
4 Approval of the Settlement. Class Members have the right to have their Objections heard at the Final
5 Approval Hearing. However, Class Members are not required to appear at the Final Approval
6 Hearing to have their Objections considered. Class Counsel will not represent any Class Members
7 with respect to any such Objections to this Settlement. Any Class Members who request exclusion
8 from the Settlement will not have standing to object to the Settlement. If a Class Member objects to
9 the Settlement, the Class Member will remain a member of the Class. By extension, if the Court
10 approves this Settlement, the objecting Class Member will be deemed a Class Member and be bound
11 by the terms of the Settlement and Final Approval Hearing in the same way and to the same extent
12 as a Class Member who did not object.

13 57(a). PAGA Portion of the Settlement. Class Members and Aggrieved Employees
14 cannot object to the PAGA portion of the Settlement.

15 58. Settlement Administrator Reports. The Settlement Administrator will provide the
16 Parties' counsel a weekly report of the number of Class Members who have submitted valid Request
17 for Exclusion Forms, Objection Forms, and disputes regarding Workweeks worked calculations. The
18 Settlement Administrator will also provide the Parties' counsel with any updated reports regarding
19 the administration of the Settlement Agreement as needed or requested.

20 59. Funding of the Qualified Settlement Fund. To facilitate the funding of the QSF for
21 distribution as detailed above, Defendant will make a payment of \$50,000 into the QSF on the
22 Effective Date and another payment of \$50,000 (along with a separate payment of employer's share
23 of applicable payroll taxes) into the QSF twelve (12) months after the Effective Date. This payment
24 plan is essential to Defendant due to the financial hardships it has been experiencing in recent years.
25 The Settlement Administrator will notify Defendant's counsel of the account information to which
26 Defendant will wire the payment into the QSF to fund the Maximum Settlement Amount. Upon
27 establishing the QSF, the Settlement Administrator will maintain the fund through preliminary
28 approval, the settlement administration, and approval process.

1 60. Distribution and Timing of Payments: Within twenty-one (21) calendar days of the
2 Effective Date and Defendant fully funding the QSF with the Maximum Settlement Amount, the
3 Settlement Administrator will issue payments to: (a) all Class Members who have not submitted a
4 valid and timely Request for Exclusion Form, including any Class Member whose notice was
5 returned as undeliverable; (b) Eligible Aggrieved Employees; (c) Plaintiffs; (d) Class Counsel; and
6 (e) LWDA. The Settlement Administrator will also issue a payment to itself for Court-approved
7 services performed in connection with the Settlement. The Settlement Administrator will pay
8 Individual Settlement Payments from the Net Settlement Amount to all Class Members who do not
9 timely request exclusion. The Settlement Administrator will also pay Individual PAGA Payments
10 from the twenty-five percent (25%) portion of the PAGA Payment to all Eligible Aggrieved
11 Employees. The Settlement Administrator will submit these payments by sending a check in the
12 appropriate amount to the Class Members at the address indicated in the Class List provided by
13 Defendant, or as later determined by the Settlement Administrator to be correct.

14 61. Uncashed Settlement Checks. Class Members will receive checks for their
15 Individual Settlement Payments and Individual PAGA Payments. Checks will remain negotiable for
16 one hundred eighty (180) calendar days. Any check not cashed within one hundred eighty (180)
17 calendar days will be void. The funds from the uncashed Individual Settlement Payments shall be
18 distributed by the Settlement Administrator to the State Controller's Unclaimed Property Fund while
19 the funds from the uncashed Individual PAGA Payments shall be distributed by the Settlement
20 Administrator to the LWDA. The Settlement Administrator shall provide a declaration of deposit
21 with the State Controller's Unclaimed Property Fund and LWDA, which will be served on the
22 Parties' counsel within ten (10) calendar days of payment of the residual to such beneficiary. Any
23 costs associated with administering the remaining funds under this paragraph (e.g., bank stop-
24 payment charges, settlement administration costs associated with any reserve amount) or payments
25 to the State Controller's Unclaimed Property Fund and LWDA will be deducted before the deposit
26 into the State Controller's Unclaimed Property Fund and LWDA.

27 ///

28 ///

1 62. Certification of Completion. Within ten (10) calendar days after the Settlement
2 Administrator disburses all funds in the Gross Settlement Amount, the Settlement Administrator will
3 provide the Parties' counsel with a final report detailing its disbursements by employee identification
4 number only of all payments made under this Settlement. At least fifteen (15) calendar days before
5 any deadline set by the Court, the Settlement Administrator will prepare, and submit to the Parties'
6 counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments
7 required under this Settlement. Class Counsel is responsible for filing the Settlement Administrator's
8 declaration in Court.

9 63. Administration of Taxes by Settlement Administrator. The Settlement Administrator
10 will be responsible for issuing to Plaintiffs, Class Members, and Class Counsel tax forms as may be
11 required by law for all amounts paid and will be responsible for forwarding all taxes and penalties
12 to the appropriate government authorities as may be required by law.

13 64. Tax Liability. Defendant makes no representation as to the tax treatment or legal
14 effect of the payments called for hereunder, and Plaintiffs and Class Members are not relying on any
15 statement, representation, or calculation by Defendant or by the Settlement Administrator in this
16 regard. Plaintiffs and Class Members understand and agree they will be solely responsible for the
17 payment of any taxes and penalties assessed on the payments described herein and will defend,
18 indemnify, and hold Defendant free and harmless from and against any claims resulting from
19 treatment of such payments as non-taxable damages.

20 65. Circular 230 Disclaimer. EACH PARTY TO THIS AGREEMENT (FOR
21 PURPOSES OF THIS PARAGRAPH, THE "ACKNOWLEDGING PARTY" AND EACH PARTY
22 TO THIS AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN "OTHER
23 PARTY") ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS
24 AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN OR
25 AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISERS, IS OR WAS
26 INTENDED TO BE, NOR WILL ANY SUCH COMMUNICATION OR DISCLOSURE
27 CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE
28 MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART

1 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY
2 UPON HIS, HER, OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE
3 (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS AGREEMENT, (B) HAS NOT
4 ENTERED INTO THIS AGREEMENT BASED UPON THE RECOMMENDATION OF ANY
5 OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS
6 NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR DISCLOSURE BY ANY
7 ATTORNEY OR ADVISER TO ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT
8 MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR
9 ADVISER TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS
10 THE CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISER'S TAX STRATEGIES
11 (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON
12 DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX
13 STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION
14 CONTEMPLATED BY THIS AGREEMENT.

15 66. No Prior Assignments. The Parties and their counsel represent, covenant, and
16 warrant they have not directly or indirectly assigned, transferred, encumbered, or purported to
17 assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand,
18 action, cause of action or right herein released and discharged.

19 67. Nullification of Settlement Agreement. If: (a) the Court does not finally approve the
20 Settlement as provided herein; or (b) the Settlement does not become final for any other reason, then
21 this Settlement Agreement, and any documents generated to bring it into effect, will be null and void.
22 Any order or judgment entered by the Court in furtherance of this Settlement Agreement will
23 likewise be treated as void from the beginning.

24 68. Preliminary Approval Hearing. Plaintiffs will obtain a hearing before the Court to
25 request the Preliminary Approval of the Settlement Agreement and the entry of a Preliminary
26 Approval Order for: (a) the conditional certification of the Class for settlement purposes only; (b)
27 preliminary approval of the proposed Settlement Agreement; and (c) setting a date for a Final
28 Approval Hearing. The Preliminary Approval Order will provide for the Notice Packet to be sent to

1 all Class Members as specified herein. In conjunction with the Preliminary Approval hearing,
2 Plaintiffs will submit this Settlement Agreement, which will include the proposed Notice Packet.

3 69. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of the
4 deadlines to postmark Request for Exclusion Forms or Objection Forms to the Settlement
5 Agreement, and with the Court's permission, a Final Approval Hearing will be conducted to
6 determine the Final Approval of the Settlement Agreement along with the amounts properly payable
7 for: (a) Individual Settlement Payments; (b) Individual PAGA Payments; (c) Class Representative
8 Enhancement Payments; (d) Attorneys' Fees and Costs; and (e) Settlement Administration Costs.
9 Class Counsel will be responsible for drafting all documents necessary to obtain Final Approval.
10 Class Counsel will also be responsible for drafting the attorneys' fees and costs application to be
11 heard at the Final Approval Hearing. The Final Approval Hearing will not be held earlier than thirty
12 (30) days after the Response Deadline.

13 70. Judgment and Continued Jurisdiction. Upon Final Approval or after the Final
14 Approval Hearing, the Parties will present the Judgment to the Court for its approval. After entry of
15 the Judgment, the Court will have continuing jurisdiction to address: (a) the interpretation and
16 enforcement of the terms of the Settlement; (b) settlement administration matters; and (c) such post-
17 Judgment matters as may be appropriate under court rules or as set forth in this Settlement.

18 71. General Release by Plaintiffs. In consideration for the consideration set forth in this
19 Agreement, Plaintiffs, for themselves and their heirs, successors, and assigns waive, release, acquit,
20 and forever discharge the Released Parties from any and all claims, actions, charges, complaints,
21 grievances, and causes of action, of whatever nature, whether known or unknown, which exist or
22 may exist on Plaintiffs' behalf as of the date of this Agreement. This includes, but is not limited to,
23 any and all tort claims, contract claims, wage claims, wrongful termination claims, disability claims,
24 benefit claims, public policy claims, retaliation claims, statutory claims, personal injury claims,
25 emotional distress claims, invasion of privacy claims, defamation claims, fraud claims, quantum
26 meruit claims, and any and all claims arising under any federal, state or other governmental statute,
27 law, regulation or ordinance, including any claims arising under the Fair Employment and Housing
28 Act (FEHA), Labor Code, Wage Orders of California's Industrial Welfare Commission, other state

1 wage and hour laws, Americans with Disabilities Act, Age Discrimination in Employment Act
2 (ADEA), Employee Retirement Income Security Act, Title VII of the Civil Rights Act of 1964, Fair
3 Employment and Housing Act, Family Rights Act, Family Medical Leave Act, California's
4 Whistleblower Protection Act, Business & Professions Code sections 17200, *et seq.*, and any and all
5 claims arising under any federal, state or other governmental statute, law, regulation or ordinance.
6 Plaintiffs also hereby expressly waive and relinquish any and all claims, rights or benefits they may
7 have under Civil Code section 1542, which provides as follows:

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

14 Plaintiffs may hereafter discover claims or facts in addition to, or different from, those which
15 they now know or believe to exist. But Plaintiffs expressly agree to fully, finally, and forever settle
16 and release any and all claims against the Released Parties, known or unknown, suspected or
17 unsuspected, which exist or may exist against Released Parties at the time of execution of this
18 Agreement. This includes, but is not limited to, any and all claims relating to or arising from
19 Plaintiffs' employment with Defendant. The Parties further acknowledge, understand, and agree this
20 representation and commitment is essential to the Agreement and that this Agreement would not
21 have been entered were it not for this representation and commitment.

22 72. Release by All Class Members. Plaintiffs and all Class Members who do not submit
23 a valid and timely Request for Exclusion Form, on behalf of himself or herself, his or her heirs,
24 descendants, dependents, executors, administrators, assigns, and successors, fully and finally release
25 and discharge the Released Parties from any and all of the Released Claims within the Class Period.
26 This waiver and release will be final and binding after the Effective Date and Defendant fully funding
27 the QSF with the Maximum Settlement Amount and will have every preclusive effect permitted by
28 law. Plaintiffs and the Class Members may hereafter discover facts or legal arguments in addition to
or different from those they now know or currently believe to be true with respect to the Released
Claims. The discovery of new facts or legal arguments shall in no way limit the scope or definition

1 of the Released Claims. By virtue of this Agreement, Plaintiffs and the Class Members shall be
2 deemed to have, and by operation of the final judgment approved by the Court shall have, fully,
3 finally, and forever settled and released all of the Released Claims. The Parties understand and agree
4 the scope of the release described in this paragraph: (a) is a material part of the consideration for this
5 Agreement; (b) was critical in justifying the agreed upon economic value of this settlement and
6 without it Defendant would not have agreed to the consideration provided; and (c) is narrowly
7 drafted and necessary to ensure Defendant is obtaining peace of mind regarding the resolution of
8 claims that were or could have been alleged based on the facts, causes of action, and legal theories
9 contained in the operative complaints in the Action.

10 73. Exhibits Incorporated by Reference. The terms of this Settlement include the terms
11 set forth in any attached Exhibits, which are incorporated by reference as though fully set forth
12 herein. Any Exhibits to this Settlement are an integral part of the Settlement.

13 74. Publicity Agreement. Plaintiffs and Class Counsel agree not to disclose or publicize
14 the Settlement, including the fact of the Settlement, its terms or contents, and the negotiations
15 underlying the Settlement, in any manner or form, directly or indirectly, to any person or entity,
16 except potential class members and as shall be contractually required to effectuate the terms of the
17 Settlement. For the avoidance of doubt, this paragraph means Plaintiffs and Class Counsel agree not
18 to issue press releases, communicate with, or respond to any media or publication entities, publish
19 information in manner or form, whether printed or electronic, on any medium or otherwise
20 communicate, whether by print, video, recording or any other medium, with any person or entity
21 concerning the Settlement, including the fact of the Settlement, its terms or contents and the
22 negotiations underlying the Settlement, except as shall be contractually required to effectuate the
23 terms of the Settlement. But for the limited purpose of allowing Class Counsel to prove adequacy as
24 class counsel in other actions, Class Counsel may disclose the name of the Parties and the venue/case
25 number of this Action (but not any other settlement details).

26 ///

27 ///

28 ///

1 75. No Unalleged Claims. Plaintiffs and Class Counsel represent they are not currently
2 aware of any: (a) unalleged claims in addition to, or different from, those which are finally and
3 forever settled and released against the Released Parties by this Settlement; and (b) unalleged facts
4 or legal theories upon which any claims or causes of action could be brought against Defendant,
5 except such facts and theories alleged in the operative complaints in this Action. Plaintiffs and Class
6 Counsel further represent, other than the instant Action, they have no current intention of asserting
7 any other claims against Defendant in any judicial or administrative forum. Plaintiffs and Class
8 Counsel represent they do not currently know of or represent any persons who have expressed any
9 interest in pursuing litigation or seeking any recovery against Defendant. The Parties acknowledge,
10 understand, and agree the representations described in this paragraph are essential to the Settlement
11 and that this Settlement would not have been entered were it not for this representation.

12 76. Escalator Clause. It is estimated there are approximately 14,000 Workweeks during
13 the Class Period. If the number of Workweeks as of May 1, 2023 exceeds 14,000 by more than ten
14 percent (10%) or more (*i.e.*, more than 15,400 or more Workweeks), then the Maximum Settlement
15 Amount will be increased by the actual percentage (*i.e.*, if the number of Workweeks increases by
16 11%, the Gross Settlement Amount will increase by 1%).

17 77. Defendant's Right to Withdraw. If the number of valid Requests for Exclusion
18 exceeds five percent (5%) of the total of all Class Members, Defendant may, but is not obligated,
19 elect to withdraw from the Settlement. The Parties agree if Defendant withdraws, the Settlement
20 shall be void *ab initio*, have no force or effect whatsoever and that neither Party will have any further
21 obligation to perform under this Settlement provided Defendant remains responsible for paying all
22 settlement administration costs incurred to that point. Defendant must notify Class Counsel and the
23 Court of its selection to withdraw no later than ten (10) calendar days after the Settlement
24 Administrator sends the final weekly report to Defense Counsel. A late election will have no effect.

25 78. Amendment or Modification. This Settlement Agreement may be amended or
26 modified only by an express written instrument signed by the Parties' counsel or their successors-
27 in-interest and approved by the Court.

28 ///

1 79. Entire Agreement. This Agreement and any attached Exhibits constitute the entirety
2 of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements may
3 be deemed binding on the Parties. This provision has no application or impact on any arbitration
4 agreements, confidentiality agreements, employee handbooks or policies executed by a Class
5 Member during his or her employment with Defendant, which remain in full force and effect.

6 80. Authorization to Enter the Settlement Agreement. The Parties' counsel warrant and
7 represent they are expressly authorized by the Parties whom they represent to negotiate this
8 Settlement and to take all appropriate action required or permitted to be taken by such Parties
9 pursuant to this Settlement to effectuate its terms and to execute any other documents required to
10 effectuate the terms of this Settlement. The Parties and their counsel will cooperate with each other
11 and use their best efforts to affect the implementation of the Settlement. If the Parties are unable to
12 reach agreement on the form or content of any document needed to implement the Settlement, or on
13 any supplemental provisions that may become necessary to effectuate the terms of this Settlement,
14 the Parties shall refer the matter to the mediator Paul Grossman for resolution.

15 81. Binding on Successors and Assigns. This Agreement will be binding upon, and inure
16 to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

17 82. California Law Governs. All terms of this Settlement Agreement and Exhibits
18 attached hereto will be governed by and interpreted according to the laws of the State of California.

19 83. Execution and Counterparts. This Settlement Agreement is subject only to the
20 execution of all Parties. However, the Settlement may be executed in one or more counterparts. All
21 executed counterparts and each of them, including facsimile and scanned copies of the signature
22 page, will be deemed to be one and the same instrument if the Parties' counsel will exchange among
23 themselves original signed counterparts.

24 84. Acknowledgement the Settlement Agreement is Fair and Reasonable. The Parties
25 believe this Settlement is a fair, adequate, and reasonable settlement and have arrived at this
26 Settlement after arm's-length negotiations and in the context of adversarial litigation. The Parties
27 further acknowledge they are each represented by competent counsel and that they have had an
28 opportunity to consult with their counsel regarding the fairness and reasonableness of this

1 Settlement. In addition, the mediator may execute a declaration supporting the Settlement and the
2 reasonableness of the Settlement. The Court may, in its discretion, contact the mediator to discuss
3 the Settlement and whether the Settlement is objectively fair and reasonable.

4 85. Invalidity of Any Provision. Before declaring any provision of this Settlement
5 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
6 possible consistent with applicable precedents so as to define all provisions of this Settlement
7 Agreement valid and enforceable.

8 86. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to
9 class certification for purposes of this Settlement only. Plaintiffs or Class Counsel may appeal any
10 reduction in Attorneys' Fees and Costs below the amount they request from the Court, and either
11 Party may appeal any court order that materially alters the Settlement Agreement's terms.

12 87. Non-Admission of Liability. The Parties enter this Settlement to resolve the dispute
13 that has arisen between them and to avoid the burden, expense, and risk of continued litigation. In
14 entering this Settlement, Defendant does not admit, and specifically denies, it: (a) violated any
15 federal, state, or local law; (b) violated any regulations or guidelines promulgated pursuant to any
16 statute or any other applicable laws, regulations, or legal requirements; (c) breached any contract;
17 (d) violated or breached any duty; (e) engaged in any misrepresentation or deception; or (d) engaged
18 in any other unlawful conduct with respect to their employees. Except as necessary in a proceeding
19 to enforce the terms of this Settlement, this Settlement and its terms and provisions will not be
20 offered or received as evidence in any action or proceeding to establish any liability or admission on
21 the part of Defendant or to establish the existence of any condition constituting a violation of, or a
22 non-compliance with, federal, state, local or other applicable law.

23 88. Waiver. No waiver of any condition or covenant contained in this Settlement or
24 failure to exercise a right or remedy by any of the Parties will be considered to imply or constitute a
25 further waiver by the Parties of the same or any other condition, covenant, right, or remedy.

26 ///

27 ///

28 ///

1 89. Enforcement Action. If one or more of the Parties institutes any legal action or other
2 proceeding against any other Party or Parties to enforce the provisions of this Settlement or to declare
3 rights and/or obligations under this Settlement, the successful Party or Parties will be entitled to
4 recover from the unsuccessful Party or Parties reasonable attorneys' fees and costs, including expert
5 witness fees incurred in connection with any enforcement actions.

6 90. Mutual Preparation. The Parties had a full opportunity to negotiate the terms and
7 conditions of this Settlement. Accordingly, this Settlement will not be construed more strictly against
8 one Party than another merely by virtue of the fact it may have been prepared by counsel for one of
9 the Parties. It is recognized that, because of the arm's-length negotiations between the Parties, all
10 Parties have contributed to the preparation of this Settlement.

11 91. Representation By Counsel. The Parties acknowledge they have been represented by
12 counsel throughout all negotiations that preceded the execution of this Settlement and that this
13 Settlement has been executed with the consent and advice of counsel. Furthermore, Plaintiffs and
14 Class Counsel warrant and represent there are no liens on the Settlement.

15 92. All Terms Subject to Final Court Approval. All amounts and procedures described
16 in this Settlement Agreement herein will be subject to final Court approval.

17 93. Cooperation and Execution of Necessary Documents. All Parties will cooperate in
18 good faith and execute all documents to the extent reasonably necessary to effectuate the terms of
19 this Settlement Agreement.

20 94. Binding Agreement. The Parties warrant they understand and have full authority to
21 enter this Settlement and further intend this Settlement will be fully enforceable and binding on all
22 Parties. The Parties also agree this Settlement will be admissible and subject to disclosure in any
23 proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that
24 otherwise might apply under federal or state law.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

SO AGREED AND STIPULATED.

PLAINTIFF

DATED: 12/04/2023

Lashayla Givens
Lashayla Givens

PLAINTIFF

DATED: 12/04/2023

F. Carrillo
Francisco Carrillo

PLAINTIFF

DATED: 12/04/2023

Darien McGowan
Darien McGowan

DEFENDANT

DATED: _____

Kool Runnings LLC
By:
Title:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

SO AGREED AND STIPULATED.

PLAINTIFF

DATED: _____
Lashayla Givens

PLAINTIFF

DATED: _____
Francisco Carrillo

PLAINTIFF

DATED: _____
Darien McGowan

DEFENDANT

DATED: 12/20/2023

DocuSigned by:
Roland Sinclair

34585024901195

Keel Runings LLC
By: Roland Sinclair
Title: OWNER

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

JUSTICE LAW CORPORATION

DATED: December 7, 2023



Douglas Han
Shunt Tatavos-Gharajeh
Lawrence W. Beall
Attorneys for Plaintiffs

**OGLETREE, DEAKINS, NASH, SMOAK &
STEWART, P.C.**

DATED: _____

Tim L. Johnson
Nikolas T. Djordjevski
Yousaf M. Jafri
Keenan O'Connor
Attorneys for Defendant

JUSTICE LAW CORPORATION

DATED: _____

Douglas Han
Shunt Tatavos-Gharajeh
Lawrence W. Beall
Attorneys for Plaintiffs

**OGLETREE, DEAKINS, NASH, SMOAK &
STEWART, P.C.**

DATED: December 20, 2023

Tim L. Johnson
Nikolas T. Djordjevski
Yousaf M. Jafri
Keenan O'Connor
Attorneys for Defendant

EXHIBIT A

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY RIVERSIDE

NOTICE OF CLASS ACTION SETTLEMENT

PLEASE READ CAREFULLY AS
THIS NOTICE MAY AFFECT YOUR RIGHTS

LASHAYLA GIVENS, individually, and on behalf of
other members of the general public similarly situated;

Plaintiff,

vs.

KOOL RUNNINGS LLC, a California corporation; and
DOES 1 through 100, inclusive;

Defendants.

Case No.: CVRI2202735

Assigned for All Purposes to:
Honorable Harold W. Hopp
Department 1

NOTICE OF CLASS ACTION SETTLEMENT

I. WHY DID I GET THIS NOTICE?

This notice explains the settlement that has been reached in the case entitled *Givens v. Kool Runnings LLC* (Case No. CVRI2202735) (the “Action”).

You are receiving this notice because the records of Defendant Kool Runnings LLC (“Defendant”) indicate you are a current or former hourly-paid or non-exempt employee of Defendant within the State of California at any time during the period from July 1, 2019 to July 30, 2023 (“Class,” “Class Member” and “Class Period”). You are eligible to receive a portion of the settlement amount.

This is **not** a notice of a lawsuit against you. **You are not being sued.** Your participation in the settlement will not affect your employment with Defendant in any way whatsoever.

The Court has ordered this notice be sent to you because Defendant’s records indicate you are or were employed by Defendant as a Class Member. The purpose of this notice is to inform you of the proposed settlement of the Action. The notice is intended to: (1) describe the settlement, including how the settlement funds will be allocated and how the settlement may affect you; and (2) advise you of your rights and options with respect to the settlement.

This Notice of Class Action Settlement was mailed to you alongside the Objection Form and Request for Exclusion Form for your possible use that are collectively known as the Notice Packet.

II. WHAT IS THE CLASS ACTION LAWSUIT ABOUT?

On July 1, 2022, Plaintiff Lashayla Givens (“Plaintiff Givens”), a former employee of Defendant, filed a class action lawsuit in the Superior Court of California, County of Riverside, alleging the following violations: (1) Labor Code sections 510 and 1198 (unpaid overtime); (2) Labor Code sections 226.7 and 512(a) (unpaid meal period premiums); (3) Labor Code sections 226.7 (unpaid rest period premiums); (4) Labor Code sections 1194 and 1197 (unpaid minimum wages); (5) Labor Code sections 201 and 202 (final wages not timely paid); (6) Labor Code section 226(a) (noncompliant wage statements); (7) Labor Code sections 2800 and 2802 (unreimbursed

business expenses); (8) Labor Code section 229 (collection of due and unpaid wages); and (9) Business & Professions Code sections 17200.

On May 1, 2023, Plaintiff Givens and Defendant remotely attended mediation with the mediator Paul Grossman, a well-respected mediator of class action lawsuits. Under the guidance of the mediator, the Parties reached a settlement via a mediator's proposal.

Pursuant to the settlement, on May 12, 2023, Francisco Carrillo, another former employee of Defendant, provided written notice to the California Labor and Workforce Development Agency ("LWDA") and Defendant of the specific provisions of the Labor Code he contends were violated and the theories supporting his contentions. Plaintiff Givens then filed a First Amended Complaint that: (1) adjusted the Class definition; (2) added Francisco Carrillo and Darien McGowan as named plaintiffs; and (3) added a cause of action for violation of Labor Code section 2698 (Private Attorneys General Act of 2004 ("PAGA")).

Defendant denies it violated the law in any way and further denies the Action is appropriate for class treatment for any purpose other than this settlement. Nothing in this Notice of Class Action Settlement, or the settlement itself, or any actions to carry out the terms of the settlement, means Defendant admits any fault, guilt, negligence, wrongdoing, or liability whatsoever.

The Court has not ruled on whether Plaintiffs' allegations have any merit. By granting preliminary approval of the settlement, the Court has only determined there is sufficient evidence to suggest the proposed settlement might be fair, adequate, and reasonable, and any final determination of these issues will be made at the Final Approval Hearing. To avoid the time and expense of further litigation, the ultimate outcome of which is uncertain, and to provide a fair and reasonable resolution of this legal dispute, the Parties have agreed to resolve this matter in the amount of \$100,000. Class Members who do not exclude themselves from the settlement are entitled to receive a portion of this amount. This settlement is **not** an admission by Defendant of any liability.

III. WHO IS INCLUDED IN THIS CLASS ACTION?

The "Class" and "Class Members" are defined as all current and former hourly-paid or non-exempt employees of Defendant within the State of California at any time during the period from July 1, 2019 to July 30, 2023. A "non-exempt employee" means an employee who is entitled to minimum wage and overtime wage pay if the employee worked more than eight (8) hours in a day or more than forty (40) hours in a week.

IV. WHAT DOES THE PROPOSED SETTLEMENT OFFER?

The following will occur when the settlement administration is completed, and the Court grants final approval to the settlement:

A. Defendant will pay \$100,000 to settle the claims of all Class Members ("Maximum Settlement Amount"). On the Effective Date, Defendant will make a payment of \$50,000 into the Qualified Settlement Fund ("QSF"), which the Settlement Administrator will manage and establish. Twelve (12) months after the Effective Date, Defendant will make another payment of \$50,000 (along with a separate payment of employer's share of applicable payroll taxes) into the QSF.

- 1) The "Effective Date" means thirty (30) calendar days after both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (i) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (ii) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or (iii) if a timely

appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

B. A Settlement Administrator has been appointed by the Court to administer the settlement. The Settlement Administrator will pay the following out of the Maximum Settlement Amount:

- 1) Class Counsel's attorneys' fees of up to \$33,333.33;
- 2) Class Counsel's attorneys' costs as reimbursement for litigation costs and expenses incurred of up to \$25,000;
- 3) Class Representative Enhancement Payments of up to \$5,000 to each Plaintiff (totaling \$15,000);
- 4) Settlement Administration Costs to the Settlement Administrator of up to \$12,000; and
- 5) PAGA Payment of \$10,000 to resolve claims under PAGA, seventy-five percent (75%) of which (\$7,500) will be paid to the LWDA and twenty-five percent (25%) of which (\$2,500) will be distributed to the Eligible Aggrieved Employees, on a pro rata basis, discussed below.

C. The Net Settlement Amount refers to the Maximum Settlement Amount less the above-mentioned Attorneys' Fees and Costs, Class Representative Enhancement Payments, Settlement Administration Costs, and PAGA Payment. The Net Settlement Amount will be distributed in its entirety through the Individual Settlement Payments that will be sent to the Class Members, described in detail below.

V. INDIVIDUAL SETTLEMENT PAYMENTS

Individual Settlement Payments to Class Members will be calculated and apportioned from the Net Settlement Amount based on the number of Workweeks a Class Member worked during the Class Period as an hourly-paid or non-exempt employee in California.

The Settlement Administrator will calculate the total number of Workweeks worked by each Class Member as an hourly-paid or non-exempt employee in California during the Class Period and the aggregate total Workweeks worked by all Class Members as hourly-paid or non-exempt employees in California during the Class Period.

Next, to determine the estimated Individual Settlement Payments, the Settlement Administrator will use the following formula: Net Settlement Amount will be divided by the aggregate total number of Workweeks worked by all Class Members during the Class Period, resulting in the Workweek Value for Class Members. Each Class Member's Individual Settlement Payment will then be calculated by multiplying each individual Class Member's total number of Workweeks worked by the Workweek Value for Class Members.

If you do not opt out of the settlement, you will be eligible to receive an Individual Settlement Payment, less applicable taxes. **It has been determined the number of Workweeks you worked for Defendant as a Class Member during the Class Period is: [REDACTED]. Your estimated Individual Settlement Payment is: \$ [REDACTED].**

The estimated range of the Individual Settlement Payments is \$ [REDACTED] on the low end and \$ [REDACTED] on the high end.

///

///

VI. WHAT IS A REPRESENTATIVE PAGA ACTION?

A representative PAGA action is a type of representative lawsuit authorized by the Labor Code section 2698 (PAGA), which allows aggrieved employees to file lawsuits to recover civil penalties on behalf of themselves, other employees, and State of California for violations of the Labor Code. An aggrieved employee is any person who was employed by the subject employer, and against whom one or more of the alleged Labor Code violations was committed. An employee who files a representative PAGA action is acting as an agent of California's labor law enforcement agencies, who have the power to initiate an enforcement action directly.

A representative PAGA action is different from a class action in that an employee filing a representative PAGA action does not resolve the claims of other similarly situated employees. Instead, the employee is acting as an agent of the State of California to obtain penalties for themselves and aggrieved employees for Labor Code violations allegedly committed against those employees pursuant to PAGA. Penalties awarded in a representative PAGA action are measured by the number of Labor Code violations committed by the employer, a portion of which (75%) must be paid to the State of California.

Members of a class action have the right to opt out of, or exclude themselves from, the class action. Class members who opt out will not be bound by the terms of any judgment issued by the Court in the class action. Class members who do not opt out will be bound by the terms of any judgment issued and will be precluded from bringing any claims that were or that could have been brought against the employer in the lawsuit in which the individual was a class member. Conversely, aggrieved employees do not have the right to opt out of (or object to) a representative PAGA action. However, aggrieved employees retain the right to pursue the class claims if they timely opt out of the settlement as further discussed in Section IX of this notice.

VII. ELIGIBLE AGGRIEVED EMPLOYEES AND INDIVIDUAL PAGA PAYMENTS

"Eligible Aggrieved Employees" mean all current and former hourly-paid or non-exempt employees of Defendant within the State of California at any time during the period from May 12, 2022 to July 30, 2023 ("Eligible Aggrieved Employees" and "PAGA Period").

As stated above, twenty-five percent (25%) of the PAGA Payment (\$2,500) will be distributed to Eligible Aggrieved Employees, on a pro rata basis, which will be known as their Individual PAGA Payments. An Eligible Aggrieved Employee's Individual PAGA Payment will be based on the number of Workweeks an Eligible Aggrieved Employee worked during the PAGA Period as an hourly-paid or non-exempt employee in California.

The Settlement Administrator will calculate the total number of Workweeks worked by each Eligible Aggrieved Employees as an hourly-paid or non-exempt employee in California during the PAGA Period and the aggregate total number of Workweeks worked by all Eligible Aggrieved Employees as hourly-paid or non-exempt employees in California during PAGA Period.

Next, to determine the estimated Individual PAGA Payments, the Settlement Administrator will use the following formula: twenty-five percent (25%) of the PAGA Payment (\$2,500) will be divided by the aggregate total number of Workweeks worked by all Eligible Aggrieved Employees during the PAGA Period, resulting in the Workweek Value for Eligible Aggrieved Employees. Each Eligible Aggrieved Employee's Individual PAGA Payment will be then calculated by multiplying each individual Eligible Aggrieved Employee's total number of Workweeks worked by the Workweek Value for Eligible Aggrieved Employees.

Eligible Aggrieved Employees will receive their Individual PAGA Payments even if they opt out of the class action portion of the settlement. In other words, Class Members and Eligible Aggrieved Employees cannot exclude themselves from or object to the PAGA portion of the settlement.

It has been determined the number of Workweeks you worked for Defendant as an Eligible Aggrieved Employee during the PAGA Period is: [REDACTED]. Your estimated Individual PAGA Payment is: \$[REDACTED].

VIII. RELEASED CLAIMS

If the Court grants final approval of the settlement and you do not opt out of the settlement, then you will release Defendant from all causes of action and factual or legal theories stated in the operative complaints and those based solely upon the facts alleged in the operative complaints. This includes all of the following claims for relief: (1) failure to pay all regular wages, minimum wages, and overtime wages due; (2) failure to provide proper meal and rest breaks and to properly provide premium pay in lieu thereof; (3) failure to provide complete, accurate, or properly formatted wage statements and payroll records; (4) failure to reimburse necessary business expenditures; (5) failure to pay waiting time penalties; (6) failure to timely pay wages during employment and after employment; (7) engaging in unfair business practices that could have been premised on the claims, causes of action or legal theories of relief described above or any of the claims, causes of action or legal theories of relief pleaded in the operative complaints; (8) all claims under PAGA, which shall only bind Plaintiffs and the State of California, that were described in Plaintiff Carrillo's notice letter sent to the LWDA on May 12, 2023 and only to the extent these claims were alleged in the operative complaints; and (9) all damages, penalties, interest, and other amounts recoverable under said claims, causes of action or legal theories of relief. The period of the Released Claims shall extend to the limits of the Class Period ("Released Claims").

The parties that will be released of the Released Claims include Defendant together with its past and present officers, directors, owners, employees, business partners, contracting partners, and clients ("Released Parties").

IX. WHAT ARE MY OPTIONS?

A. *You may accept your share of the Maximum Settlement Amount and be bound by the release of all claims described above.* Settlement awards will be paid by check after the settlement is given final approval by the Court. The checks will be mailed to you by the Settlement Administrator. Your check will remain valid and negotiable for one hundred eighty (180) calendar days from the date on which it is issued. After the one hundred eighty (180) calendar days expire, the check will become void. The funds from the uncashed Individual Settlement Payments shall be distributed by the Settlement Administrator to the State Controller's Unclaimed Property Fund while the funds from the uncashed Individual PAGA Payments shall be distributed by the Settlement Administrator to the LWDA; or

B. *You may exclude yourself from the settlement, in which case you will not receive your Individual Settlement Payment, and you will not be bound by the class action portion of the settlement.* If you choose to be excluded from the class action portion of the settlement, by no later than [REDACTED] (within 45 calendar days after the initial mailing of this Notice Packet plus an additional 14 calendar days if the Notice Packet was remailed), you must complete the "Request for Exclusion Form" included in this Notice Packet and mail the Request for Exclusion Form to the Settlement Administrator Phoenix Class Action Administration Solutions located at [REDACTED]. To be valid, your exclusion request must include the information contained within the "Request for Exclusion Form" along with your signature. As stated above, Class Members and Eligible Aggrieved Employees cannot opt out of the PAGA portion of the settlement, meaning they will still receive their Individual PAGA Payments even if they submit valid and timely Request for Exclusion Forms; or

C. *You may object to the class action portion of the settlement.* The procedures for objecting to the class action portion of the settlement are included in the "Objection Form" included in this Notice Packet. As stated above, Class Members and Eligible Aggrieved Employees cannot object to the PAGA portion of the settlement. A more detailed explanation on the "Objection Form" and how to object is provided below under Section XI of this notice.

X. WHAT ARE THE PROCEDURES FOR PAYMENT?

A. The Settlement Administrator will calculate your share of the settlement and will issue you a settlement check. Your portion of the Individual Settlement Payment under the Net Settlement Amount and Individual PAGA Payment as a portion of the PAGA Payment (if you are also an Eligible Aggrieved Employee) will be paid out in a single payment.

B. All Individual Settlement Payments will be allocated as follows: (1) twenty percent (20%) as wages; and (2) eighty percent (80%) as interest and penalties. The Settlement Administrator will be responsible for issuing to Class Members an IRS Form W-2 for amounts deemed wages and an IRS Form 1099 for the portions allocated to interest and penalties. You are responsible for paying the correct amount of taxes on each portion of your share of the settlement.

C. All Individual PAGA Payments will be allocated as one hundred percent (100%) penalties. The Settlement Administrator will be responsible for issuing Eligible Aggrieved Employees an IRS Form 1099 if the Eligible Aggrieved Employee's Individual PAGA Payment exceeds \$600.

D. While the Settlement Administrator will make its best effort to ensure you receive your Individual Settlement Payment under the Net Settlement Amount and Individual PAGA Payment, you are encouraged to notify either the Settlement Administrator, Class Counsel, or Defendant's counsel regarding any changes to your contact information.

E. It is important for the Parties to have your current address to be able to send you other mailings regarding the Action. You should contact the Settlement Administrator to report any change of your address after you receive this notice. Failure to report a change of address may result in you not receiving your share of the settlement money.

XI. PROCEDURES FOR OBJECTING TO SETTLEMENT

If you believe the settlement is unfair, and you want to tell the Court and the proponents of the settlement why you oppose it, you have a right to object to the settlement and tell the Court the reasons why you do not agree with the settlement. When you object to the settlement, you have an opportunity to explain to the judge why you believe the settlement is unfair and should not be approved. These procedures are your only opportunity to object to the settlement and ask the Court to listen to your point of view.

To object, you can fill out the "Objection Form" included in this Notice Packet. Moreover, you must also explain your reasoning under the "I object to the class action portion of the Settlement for the following reasons" portion of the "Objection Form." If you object to the settlement, you will also have the right to appear at the Final Approval Hearing. However, you are not required to appear at the Final Approval Hearing to have your objection considered. You may also appear at the Final Approval Hearing (either in person or through counsel) even if you do not submit an Objection Form to orally object to the Settlement. You must mail the "Objection Form" to the Settlement Administrator located at [REDACTED]. The "Objection Form" must be postmarked by [REDACTED] (within 45 calendar days after the initial mailing of this Notice Packet plus an additional 14 calendar days if the Notice Packet was remailed).

XII. HEARING ON PROPOSED SETTLEMENT

A Final Approval Hearing will be held before the Court on [REDACTED] at [REDACTED], in Department 1 of the Riverside Superior Court (Historic Courthouse) located at the 4050 Main Street, Riverside, California 92501 to decide whether the proposed settlement is fair, reasonable, and adequate. The Settlement Administrator will give notice to Class Members of any continuance of the Final Approval Hearing by mail.

You are not required to attend the Final Approval Hearing. Class Counsel and the Class Members will answer any questions the Court have. But you are welcome to attend the Final Approval Hearing at your own expense.

XIII. EXAMINATION OF COURT PAPERS AND QUESTIONS

This notice summarizes the settlement. For more detailed information, you may view a complete copy of the settlement and any papers filed in the Action, which are on file with the Clerk of the Court, Case Number CVRI2202735. The pleadings and all other records from this litigation may be examined by inspecting the Court file at the clerk's office of the Riverside Superior Court (Historic Courthouse) located at 4050 Main Street, Riverside, California 92501. You can also find the settlement ("Joint Stipulation and Settlement Agreement") by accessing the Court's website at <https://epublic-access.riverside.courts.ca.gov/public-portal/>. The most recent version of the settlement was attached to the [REDACTED] that was filed with the Court on [REDACTED].

If you have any questions, you can call the Settlement Administrator at or the Parties' counsel (see below for phone numbers, email information, and physical mailing address.)

ATTORNEYS REPRESENTING PLAINTIFFS AND THE CLASS

JUSTICE LAW CORPORATION

Douglas Han
Shunt Tatavos-Gharajeh
Lawrence W. Beall
751 N. Fair Oaks Avenue, Suite 101
Pasadena, California 91103
Tel: (818) 230-7502 / Fax: (818) 230-7259
dhan@justicelawcorp.com
statavos@justicelawcorp.com
lbeall@justicelawcorp.com

ATTORNEYS REPRESENTING DEFENDANT

OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.

Tim L. Johnson
Nikolas T. Djordjevski
Yousaf M. Jafri
Keenan O'Connor
4660 La Jolla Village Drive, Suite 900
San Diego, California 92112
Tel: (858) 652-3100 / Fax: (858) 652-3101
Tim.Johnson@ogletreedeakins.com
Nikolas.Djordjevski@ogletree.com
Yousaf.Jafri@ogletreedeakins.com
Keenan.OConnor@ogletreedeakins.com

PLEASE DO NOT CALL THE COURT REGARDING THIS SETTLEMENT

EXHIBIT B

OBJECTION FORM

Givens v. Kool Runnings LLC
Case No. CVRI2202735

YOUR LEGAL RIGHTS & OPTIONS IN THIS SETTLEMENT	
DO NOTHING	You will be included in the Settlement, receive your share of the Settlement, and no action is required.
EXCLUDE YOURSELF	<u>Get no payment for the class portion of the Settlement.</u> You will not receive any share of the class portion of the Settlement and will not release the class claims as described in Section VIII of the accompanying notice.
OBJECT	If you choose, you may object to the class action portion of the Settlement.

TO OBJECT TO THE CLASS ACTION PORTION OF THE SETTLEMENT, YOU MUST FILL OUT, SIGN, AND RETURN THIS FORM POSTMARKED ON OR BEFORE [RESPONSE DEADLINE] TO PHOENIX CLASS ACTION ADMINISTRATION SOLUTIONS AT [SETTLEMENT ADMINISTRATOR'S ADDRESS].

IDENTIFYING INFORMATION

Please verify and/or complete any missing identifying information:

[NAME] Former Names (if any): _____

[LAST 4 DIGITS OF SOCIAL SECURITY NUMBER] _____

[ADDRESS LINE 1] _____

[ADDRESS LINE 2] _____

[TELEPHONE NUMBER] _____

**THIS FORM IS TO BE USED ONLY IF YOU WANT TO OBJECT TO THE CLASS
ACTION PORTION OF THE SETTLEMENT.**

I object to the class action portion of the Settlement for the following reasons:

(Attach additional pages if necessary.)

Signed on _____

Signature: _____

EXHIBIT C

REQUEST FOR EXCLUSION FORM

Givens v. Kool Runnings LLC

Case No. CVRI2202735

YOUR LEGAL RIGHTS & OPTIONS IN THIS SETTLEMENT	
DO NOTHING	You will be included in the Settlement, receive your share of the Settlement, and no action is required.
EXCLUDE YOURSELF	<u>Get no payment for the class portion of the Settlement.</u> You will not receive any share of the class portion of the Settlement and will not release the class claims as described in Section VIII of the accompanying notice.
OBJECT	If you choose, you may object to the class action portion of the Settlement.

TO EXCLUDE YOURSELF FROM THE CLASS ACTION PORTION OF THE SETTLEMENT YOU MUST FILL OUT, SIGN, AND RETURN THIS FORM POSTMARKED ON OR BEFORE [RESPONSE DEADLINE] TO PHOENIX CLASS ACTION ADMINISTRATION SOLUTIONS AT [SETTLEMENT ADMINISTRATOR'S ADDRESS].

IDENTIFYING INFORMATION

Please verify and/or complete any missing identifying information:

[NAME] Former Names (if any): _____

[LAST 4 DIGITS OF SOCIAL SECURITY NUMBER] _____

[ADDRESS LINE 1] _____

[ADDRESS LINE 2] _____

[TELEPHONE NUMBER] _____

THIS FORM IS TO BE USED ONLY IF YOU DO NOT WANT TO PARTICIPATE IN THE CLASS ACTION PORTION OF THE SETTLEMENT. IF YOU WANT TO RECEIVE AN INDIVIDUAL SETTLEMENT PAYMENT, DO NOT SUBMIT THIS FORM.

I UNDERSTAND IF I SUBMIT THIS REQUEST FOR EXCLUSION FORM, IT WILL ONLY RESULT IN MY EXCLUSION FROM THE CLASS ACTION PORTION OF THE SETTLEMENT. IN OTHER WORDS, I WILL STILL BE BOUND TO THE PAGA PORTION OF THE SETTLEMENT AND WILL STILL RECEIVE MY INDIVIDUAL PAGA PAYMENT EVEN IF I SUBMIT THIS REQUEST FOR EXCLUSION FORM.

By signing and completing the below, I agree to the following:

I do not want to participate in the class action portion of the Settlement in *Givens v. Kool Runnings LLC*, Case No. CVRI2202735. I understand that by not participating and excluding myself from the class action portion of the Settlement, I will not receive an Individual Settlement Payment. I also understand even if I submit this form, I will still be bound by the PAGA portion of the Settlement and receive my Individual PAGA Payment.

Signed on _____

Signature: _____

**PROOF OF SERVICE
1013A(3) CCP**

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Ave., Ste. 101 Pasadena, California 91103. My electronic service address is ccastro@justicelawcorp.com

On April 17, 2024, I served the foregoing document described as

JOINT STIPULATION AND SETTLEMENT AGREEMENT

for the following case: **Givens v. Kool Runnings LLC**
LWDA/Court Case No.: **LWDA-CM-954620-23**
CIVRI2202735
Riverside County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

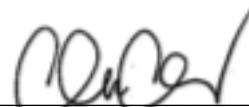
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

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

Executed on April 17, 2024, at Pasadena, California.



Christina Castro