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12 **SUPERIOR COURT OF CALIFORNIA**
13 **FOR THE COUNTY OF SACRAMENTO**

14 MARNELLE MAC DULA, individually and on
15 behalf of all other similarly situated employees,

16 Plaintiff,

17 vs.

18 IDEXX DISTRIBUTION, INC., a Delaware
19 Corporation ; and DOES 1 to 100, inclusive,
20 Defendant.
21

Case No.: 23CV005044

**JOINT STIPULATION REGARDING CLASS
ACTION AND PAGA SETTLEMENT AND
RELEASE**

Filed: July 19, 2023
FAC Filed: May 14, 2024
Trial Date: None Set

1 This Joint Stipulation Regarding Class Action and PAGA Settlement and Release is made and
2 entered into between the Plaintiff Marnelle Mac Dula (“Plaintiff”), on behalf of herself, the Labor and
3 Workforce Development Agency, Class Members, and Aggrieved Employees, and Defendant IDEXX
4 Distribution, Inc., (“Defendant”). This Agreement is subject to the terms and conditions set forth below
5 and the approval of the Court.

6 **1. DEFINITIONS**

7 The following terms, when used in this Agreement, have the following meanings:

8 1.1 “Action” means *Marnelle Mac Dula v. IDEXX Distribution, Inc.*, Sacramento Superior
9 Court Case No. 23CV005044 (“the Class Action”) and *Marnelle Mac Dula v. IDEXX Distribution, Inc.*,
10 Sacramento Superior Court Case No. 23CV010650 (the “PAGA Action”).

11 1.2 “Aggrieved Employee(s)” means all individuals who have worked, or continue to work, for
12 IDEXX Distribution, Inc., in California as non-exempt employees at any time between July 18, 2022, up
13 to either (1) the Preliminary Approval Date, or (2) May 26, 2024, whichever is earlier. The estimated
14 number of Aggrieved Employees is 394.

15 1.3 “Agreement” or “Settlement” or “Settlement Agreement” means this Joint Stipulation
16 Regarding Class Action and PAGA Settlement and Release.

17 1.4 “Class Counsel” means Galen T. Shimoda, Justin P. Rodriguez, and Renald Konini of
18 Shimoda & Rodriguez Law, PC.

19 1.5 “Class Member(s)” means all individuals who have worked, or continue to work, for
20 IDEXX Distribution, Inc., in California as non-exempt employees at any time between July 19, 2019, up
21 to either (1) the Preliminary Approval Date, or (2) May 26, 2024, whichever is earlier. The estimated
22 number of Class Members is 559.

23 1.6 “Class Period” means July 19, 2019 up to either (1) the Preliminary Approval Date, or (2)
24 May 26, 2024, whichever is earlier.

25 1.7 “Class Representative” means Plaintiff Marnelle Mac Dula.

26 1.8 “Class Representative’s Released Claims” means all claims arising from, could have been
27 asserted, or related in any way to the Class Representative’s employment or termination of that employment
28 with Defendant or arising out of or in any way connected with any claim, loss, damage, or injury

1 whatsoever, resulting from any act or omission of Defendant or the Released Parties on or before the date
2 this Agreement is executed by Plaintiff, under federal, state, or local laws, and/or ordinances, or tort or
3 contract theories, whether known or unknown, and whether anticipated or unanticipated, including without
4 limitation statutory, constitutional, contractual or common law claims for lost wages, unpaid wages,
5 emotional distress, punitive damages, special damages, damages, unpaid costs, penalties, liquidated
6 damages, interest, attorneys' fees, litigation costs, restitution, equitable relief or other similar relief or
7 claims against the Released Parties. Furthermore, without limiting the generalities of the foregoing,
8 Plaintiff also specifically agrees and acknowledges she is waiving any right to recover based upon state or
9 federal age, sex, race, color, national origin, marital status, religion, veteran status, disability, sexual
10 orientation, medical condition, genetic condition, or other antidiscrimination laws, rules, regulations, or
11 ordinances, including but not limited to, Title VII of the Civil Rights Act of 1964, Sections 1981 and 1983
12 of the Civil Rights Act of 1866, the Fair Credit Reporting Act, the Americans with Disabilities Act, the
13 WARN Act, the Equal Pay Act, the Employee Retirement Income Security Act, California Business and
14 Professions Code 17200, et seq., the Age Discrimination in Employment Act of 1967, as amended
15 ("ADEA"), and the Older Workers Benefit Protection Act, as amended ("OWBPA")(except a claim
16 relating to whether this release⁴ or waiver is valid under the ADEA and except for any claims under the
17 ADEA that may arise after the date this Agreement is executed by Plaintiff), the California Labor Code
18 and any similar state or local laws, such as the California Fair Employment and Housing Act, California
19 Family Medical Leave Act, the California Family Rights Act, and all of their implementing regulations and
20 interpretative guidelines, as well as in common law, including laws related to discrimination, harassment,
21 or retaliation, whether known or unknown, and whether anticipated or unanticipated, arising from or
22 relating to Plaintiff's relationship or the termination of the relationship with any Released Party through
23 the date this Agreement is executed by Plaintiff for any type of relief. For full avoidance of doubt, this is a
24 complete and general release of all claims to the maximum extent permitted by law. The Class
25 Representative's Released Claims exclude claims for workers' compensation (except for claims pursuant
26 to Labor Code Sections 132a and 4553), unemployment insurance benefits, disability, social security, or
27 other claims that cannot be released as a matter of law. This release includes a waiver of the protections
28 found in California Civil Code section 1542, which states:

1 A general release does not extend to claims that the creditor or releasing
2 party does not know or suspect to exist in his or her favor at the time of
3 executing the release and that, if known by him or her, would have
4 materially affected his or her settlement with the debtor or released party.

5 Plaintiff may hereafter discover claims or facts in addition to, or different from, those which she knows
6 or believes to exist, but Plaintiff expressly agrees to fully, finally, and forever settle and release any and
7 all claims against the Released Parties, known or unknown, suspected or unsuspected, which exist or may
8 exist against the Released Parties at the time prior to the execution of this Agreement, including, but not
9 limited to, any and all claims relating to or arising from Plaintiff's employment with Defendant.

10 1.9 "Complaint" means the operative Complaint on file in the Action with the Court.

11 1.10 "Court" means the Sacramento County Superior Court.

12 1.11 "Defendant" means IDEXX Distribution, Inc.

13 1.12 "Defendant's Counsel" means Alexandra M. Asterlin and Kyle A. Wende of Ogletree,
14 Deakins, Nash, Smoak & Stewart, P.C.

15 1.13 "Enhancement Payment" means the amount approved by the Court to be paid to the Class
16 Representative in recognition of the time and effort expended on behalf of Class Members for the benefit
17 of Class Members, which is in addition to any Individual Settlement Amount paid to the Class
18 Representative as a Participating Class Member.

19 1.14 "Effective Date" means the Final Approval Date unless there is a timely objection lodged
20 that has not later been withdrawn, in which case the Effective Date will be either (a) the 60th calendar day
21 after a signed order approving this settlement has been filed provided no appellate proceeding having been
22 filed; or (b) seventh (7th) calendar day after any appellate proceeding opposing the settlement has been
23 finally dismissed with no material change to the terms of this settlement and there is no right to pursue
24 further remedies or relief, whichever is later.

25 1.15 "Final Approval Date" means the date a signed order granting final approval of this
26 Agreement is filed with the Court.

27 1.16 "Gross Settlement Amount" is the sum of One Million Three Hundred Sixty Five Thousand
28 Dollars (\$1,365,000.00). Unless the escalator clause is triggered as described in Section 10.1, in no event
shall Defendant pay more than the Maximum Settlement Amount as a result of this Settlement.

1.17 “Individual Settlement Amount” means an individual Class Member’s and Aggrieved Employee’s allocation of the Net Settlement Amount and PAGA Payment respectively, as defined in Sections 1.19, 1.23, 5.5, and 5.8.

1.18 “LWDA” means the California Labor and Workforce Development Agency.

1.19 “Net Settlement Amount” is the portion of the Gross Settlement Amount available for distribution to Class Members, as described in this Agreement, after deduction of Class Counsel’s attorneys’ fees and litigation costs, Settlement Administrator Costs, the PAGA Payment, and Enhancement Payment to the Class Representative.

1.20 “Notice of Settlement” means the document substantially in the form attached hereto as Exhibit 1.

1.21 “Notice Period” means sixty (60) calendar days from the initial mailing of the Notice of Settlement to Class Members and Aggrieved Employees.

1.22 “PAGA” means Private Attorneys General Act.

1.23 “PAGA Payment” means the amount allocated from the Gross Settlement Amount towards resolving claims under the Private Attorneys General Act of 2004, California Labor Code §§ 2698 *et seq.*

1.24 “PAGA Claim Period” means July 18, 2022, up to either (1) the Preliminary Approval Date or (2) May 26, 2024, whichever is earlier.

1.25 “Parties” mean Defendant and Plaintiff.

1.26 “Participating Class Member” means any and all Class Members who have not made any timely request to opt-out of the Agreement.

1.27 “Preliminary Approval Date” means the date a signed order granting preliminary approval of this Agreement is filed with the Court.

1.28 “QSF” means a Qualified Settlement Fund set up by the Settlement Administrator for the benefit of the Participating Class Members and/or Aggrieved Employees and from which the payments under this Agreement shall be made. Any amounts Defendant has agreed to pay under this Agreement shall remain the property of Defendant until the payments required under the Agreement are made.

1.29 “Qualifying Workweeks” and “Qualifying Pay Periods” are weeks worked by Class Members and Pay Periods worked Aggrieved Employees during the Class Period and/or PAGA Claim

1 Period, respectively, in California. For Class Members, workweeks shall mean any week during the Class
2 Period in which a Class Member performed any compensable work for Defendant as an hourly paid or non-
3 exempt employee, according to Defendant's records. For Aggrieved Employees, Pay Periods shall mean
4 the number of workweeks (as defined herein above) divided by two during the PAGA Claim Period. The
5 calculation of a Class Member's and/or Aggrieved Employee's workweeks and a determination as to
6 whether a Class Member and/or Aggrieved Employee was actively employed in California in a particular
7 workweek or pay period shall be construed from Defendant's records.

8 1.30 "Released Class Claims" means any and all class claims that are alleged in the Complaint,
9 and any additional wage and hour claims that could have been brought based on the facts alleged in the
10 Complaint, through the Class Period. This release excludes the release of claims not permitted by law.
11 The Released Class Claims exclude claims for workers' compensation or unemployment insurance
12 benefits. This release will cover all Class Members who do not opt out.

13 1.31 "Released PAGA Claims" means any and all claims that were brought under the Private
14 Attorneys General Act, Labor Code §§ 2698 *et seq.*, contained in Plaintiff's PAGA Action as exhausted in
15 the LWDA Notice and any additional wage and hour PAGA claims that could have been brought based on
16 the facts alleged in Plaintiff's notice letter to the LWDA during the PAGA Claim Period. Aggrieved
17 Employees cannot opt out of this waiver of claims.

18 1.32 "Released Parties" means Defendant and Defendant's past, present, and/or future, direct
19 and/or indirect, officers, shareholders, directors, members, managers, representatives, partners, investors,
20 shareholders, administrators, parent companies, subsidiaries, affiliates, divisions, predecessors, successors,
21 assigns, joint venturers, agents, employees, attorneys, and insurers.

22 1.33 "Settlement Administrator" means and refers to ILYM Group, Inc., the third-party entity
23 that will administer the Agreement as outlined in Sections 4 and 7, or any other third-party administrator
24 agreed to by the Parties and approved by the Court for the purposes of administering this Agreement. The
25 Parties each represent that they do not have any financial interest in the Settlement Administrator.

26 1.34 "Settlement Administrator Costs" means the fees and expenses reasonably incurred by the
27 Settlement Administrator as a result of the procedures and processes expressly required by this Agreement,
28 and shall include all costs of administering the Agreement, including, but not limited to, all tax document

1 preparation, custodial fees, and accounting fees incurred by the Settlement Administrator; all costs and fees
2 associated with preparing, issuing and mailing any and all notices and other correspondence to Class
3 Members and/or Aggrieved Employees; all costs and fees associated with communicating with Class
4 Members and/or Aggrieved Employees, Class Counsel, and Defendant's Counsel; all costs and fees
5 associated with computing, processing, reviewing, and paying the Individual Settlement Amounts, and
6 resolving disputes; all costs and fees associated with calculating tax withholdings and payroll taxes, if any,
7 making related payment to federal and state tax authorities, if any, and issuing tax forms relating to
8 payments made under the Agreement; all costs and fees associated with preparing any tax returns and any
9 other filings required by any governmental taxing authority or agency; all costs and fees associated with
10 preparing any other notices, reports, or filings to be prepared in the course of administering Individual
11 Settlement Amounts; and any other costs and fees incurred and/or charged by the Settlement Administrator
12 in connection with the execution of its duties under this Agreement.

13 **2. DESCRIPTION OF THE LITIGATION**

14 2.1 On or about July 18, 2023, Plaintiff sent notice to the LWDA to exhaust administrative
15 remedies under the PAGA for failure to pay overtime wages, failure to pay minimum wages, failure to
16 provide meal periods or pay premiums in lieu thereof, failure to provide rest periods or pay premiums in
17 lieu thereof, failure to provide accurate wage statements, failure to pay final wages, failure to pay
18 reimbursements for expenses, violation of Labor Code sections 558 & 558.1, failure to maintain accurate
19 records, and failure to provide paid sick leave. The LWDA did not respond to the notice within the
20 statutorily required time frame and, as such, Plaintiff became authorized to act as a Private Attorneys
21 General on all alleged PAGA claims.

22 2.2 On or about July 19, 2023, Plaintiff filed the Class Action in Sacramento County Superior
23 Court on behalf of herself and Class Members alleging claims for failure to pay overtime wages, failure to
24 pay minimum wages, meal period violations, rest period violations, wage statement violations, waiting
25 time penalties, failure to reimburse expenses, and unfair competition. The Class Action was removed to
26 the United States District Court for the Eastern District of California on August 25, 2023, Case No. 2:23-
27 cv-01819-MCE-CKD.
28

1 2.3 On or about October 26, 2023, Plaintiff filed a separate lawsuit, the PAGA Action, in
2 Sacramento County Superior Court on behalf of herself and Aggrieved Employees alleging violations of
3 the California Labor Code as stated in her notice letter to the LWDA against Defendant, Jonathan Jay
4 Mazelsky, and Brian P. McKeon.

5 2.4 Through informal discovery, Defendant and Defendant's Counsel provided Class Counsel
6 with copies of its policies and procedures, employee handbooks, information on Class Members including,
7 but not limited to, Class Members' workweeks, dates of employment, total number of Class Members, their
8 rates of pay, and pay periods as well as timecard data and payroll reports for a randomly selected sample
9 of Class Members.

10 2.5 After Class Counsel received the data, the Parties participated in a lengthy mediation with
11 private mediator Steven G. Mehta, Esq., on March 27, 2024. At the conclusion of the mediation, the Parties
12 were able to come to a resolution covering the claims in the Class Action and the PAGA Action. At all
13 times, the Parties' settlement negotiations have been non-collusive, adversarial, and at arm's length.

14 2.6 On April 9, 2024, the Class Action was ordered to be remanded to State Court. The Parties
15 stipulated to Plaintiff filing a First Amended Complaint consolidating the claims and allegations in the
16 PAGA Action into the Class Action and dismissing individual defendants Jonathan Jay Mazelsky and Brian
17 P. McKeon. Plaintiff filed a First Amended Complaint in the Class Action to this effect on May 14, 2024.

18 2.7 Discussions between Plaintiff and Class Counsel, between counsel for the Parties, document
19 productions, extensive legal analysis, the provision of information by Defendant to Plaintiff and the
20 detailed analysis of the records, including expert analysis, have permitted each side to assess the relative
21 merits of the claims and the defenses to those claims.

22 2.8 In the Action, Plaintiff contends that Defendant violated California law by 1) failing to pay
23 overtime wages, 2) failing to pay minimum wages, 3) failing to provide meal periods, 4) failing to provide
24 rest periods, 5) failing to provide accurate wage statements, 6) failing to timely pay final wages, 7) failing
25 to reimburse expenses, and 8) engaging in unfair competition based thereon and the failure to pay all sick
26 leave wages owed. Plaintiff also contends these violations support a claim under the PAGA. Defendant
27 has denied each of Plaintiff's claims and Defendant has denied that this Action is appropriate for class
28 certification for anything other than settlement purposes. The agreed upon Gross Settlement Amount was

reached after evaluating the Parties' theories of potential exposure for the underlying claims and the class data supporting these claims. The Parties, with the assistance of the mediator, also assessed appropriate discounts to the potential liability based on Defendant's factual and legal contentions and defenses.

2.9 The Parties agree that the above-described investigation and evaluation, as well as informal discovery and the information exchanged to date, are more than sufficient to assess the merits of the respective Parties' positions and to compromise the issues on a fair and equitable basis. Plaintiff, Class Counsel, Defendant, and Defendant's Counsel have concluded that it is desirable that the Action be settled in a manner and upon such terms and conditions set forth herein in order to avoid further expense, inconvenience and distraction of further legal proceedings, and the risk of an adverse outcome each of the Parties potentially face in the Action. Therefore, the Parties desire to resolve the claims in the Action. Plaintiff, Class Counsel, Defendant, and Defendant's Counsel are of the opinion that the Agreement for the consideration and terms set forth herein is fair, reasonable, and adequate in light of all known facts and circumstances.

3. THE CONDITIONAL NATURE OF THIS AGREEMENT

3.1 This Agreement and all associated exhibits or attachments are made for the sole purpose of settling the Action. This Agreement and the settlement it evidences are made in compromise of disputed claims. Because the Action was pled as a class action, this Agreement must receive preliminary and final approval by the Court. Accordingly, the Parties enter into this Agreement and associated settlement on a conditional basis. If the Effective Date does not occur, or if the Court's approval of the settlement is reversed or materially modified on appellate review, this Agreement shall be deemed null and void; it shall be of no force or effect whatsoever; it shall not be referred to or utilized for any purpose whatsoever; and the negotiation, terms and entry of the Agreement shall remain subject to the provisions of California Evidence Code Sections 1119 and 1152, Federal Rule of Evidence 408, and any other analogous rules of evidence that may be applicable.

3.2 Defendant has denied all claims as to liability, damages, liquidated damages, penalties, interest, fees, restitution, injunctive relief and all other forms of relief asserted in the Action. Defendant has agreed to resolve the Action via this Agreement, but to the extent this Agreement is deemed void or the Effective Date does not occur, Defendant does not waive, but rather expressly reserves, all rights to

challenge all such claims and allegations in the Action upon all procedural and factual grounds, including, without limitation, the ability to challenge class or collective treatment on any grounds, as well as to assert any and all other potential defenses or privileges.

4. SCOPE OF THE CLASS

4.1 The scope of the class of individuals encompassed under the Agreement and subject to all obligations and duties required under the Agreement, shall include all Class Members as defined in Section 1.5 and all Aggrieved Employees as defined in Section 1.2. However, it shall not include any Class Members who submit valid and timely requests to opt-out of the Agreement and settlement, as set forth in Section 7.5.1.

4.2 Only Participating Class Members and Aggrieved Employees are entitled to recover under this Agreement.

4.3 Any person who believes that he or she is a Class Member or Aggrieved Employee and wishes to participate in the Agreement, but did not receive a Notice of Settlement because his or her name did not appear on the class list provided to the Settlement Administrator prior to mailing, may submit a data request to the Settlement Administrator. The data request must contain all of the following information: (a) the full name and, if applicable, Social Security Number of the individual making the request; (b) the name used by such employee as of the time his or her employment with Defendant ended; (c) the individual's dates of employment with Defendant; and (d) a return address to which a response may be sent. Every data request must be postmarked on or before the conclusion of the Notice Period or otherwise submitted to the Settlement Administrator such that it is received before the conclusion of the Notice Period. Upon receipt of any data requests, the Settlement Administrator shall promptly (in no event more than two business days) transmit the data requests to Defendant's Counsel and request that Defendant review its records.

4.4 If Defendant agrees that the person listed in a data request is a Class Member and/or Aggrieved Employee, the Settlement Administrator shall promptly mail a Notice of Settlement to the person who submitted the data request, at the address designated for that purpose in the data request. All provisions of this Agreement relating to the Notice of Settlement shall apply to Notice of Settlements sent in response to data requests, and any person who submits a data request and is sent a Notice of Settlement

1 in response shall be treated by the Settlement Administrator as a Class Member and/or Aggrieved
2 Employee for all other purposes.

3 4.5 If Defendant does not agree that the person listed in a data request is a Class Member and/or
4 Aggrieved Employee, Defendant's Counsel and Class Counsel shall attempt to resolve any such dispute in
5 good faith within seven (7) calendar days of Class Counsel being advised in writing of the data request
6 dispute. Defendant's records shall control unless the individual submitting the data request provides
7 persuasive evidence to doubt the accuracy of those records. Each data request dispute that Defendant's
8 Counsel and Class Counsel cannot timely resolve shall be resolved by the Settlement Administrator. The
9 Settlement Administrator must accept and weigh all the evidence provided in a good faith attempt to resolve
10 the dispute. The Settlement Administrator must resolve any dispute submitted to it within seven (7)
11 calendar days after Defendant's Counsel and Class Counsel submit the dispute to the Settlement
12 Administrator. The decision by the Settlement Administrator shall be final as between the parties, subject
13 to Court review.

14 **5. TERMS OF THE SETTLEMENT**

15 The Parties agree as follows:

16 5.1 Gross Settlement Amount: In consideration and exchange for the releases described in
17 Section 6, Defendant shall pay the Gross Settlement Amount (\$1,365,000.00). Funding of the Gross
18 Settlement Amount shall occur within 21 calendar days after the Effective Date to be held in trust in a QSF
19 by the Settlement Administrator. The Gross Settlement Amount includes payments to Participating Class
20 Members, Aggrieved Employees, all attorneys' fees, costs and litigation expenses related to the Action
21 incurred to date, as well as all such fees and costs incurred in documenting the Agreement, administering
22 the Agreement (including Settlement Administrator Costs), and obtaining final approval of the Agreement,
23 the Enhancement Payment to the Class Representative and the PAGA Payment. Any monies necessary to
24 satisfy Defendant's tax obligations (*e.g.* employer FICA, FUTA and SDI contributions on wage payments)
25 on any monies distributed to Participating Class Members will be paid in addition to the Gross Settlement
26 Amount.

27 5.2 Attorneys' Fees and Costs: Class Counsel will apply to the Court for attorney's fees of 35%
28 of the Gross Settlement Amount, which shall be paid from the Gross Settlement Amount. Defendant has

1 agreed to not oppose Class Counsel's application for attorneys' fees so long as it does not exceed the 35%
2 threshold. Class Counsel will also be entitled to reimbursement for advanced litigation expenses not to
3 exceed \$17,500.00, which shall be paid from the Gross Settlement Amount. Defendant has agreed to not
4 oppose Class Counsel's request for reimbursement for advanced litigation expenses so long as they do not
5 exceed the \$17,500.00 threshold. The Settlement Administrator will issue Class Counsel an IRS Form
6 1099 for the attorneys' fees and costs paid under this Agreement. In the event that the Court awards less
7 than the requested attorney's fees and/or costs, the portion of the requested amounts not awarded to Class
8 Counsel shall be added to the Net Settlement Amount to be distributed to Participating Class Members on
9 a pro rata basis. Even in the event the Court reduces or does not approve the attorney's fees and costs
10 requested by Class Counsel, Plaintiff and Class Counsel shall not have the right to revoke this Agreement
11 and it will remain binding.

12 5.3 Settlement Administrator Costs: The Settlement Administrator Costs shall be paid from the
13 Gross Settlement Amount and shall not exceed \$20,000. The difference between any actual costs and the
14 allocated \$20,000 shall be added to the Net Settlement Amount to be distributed to Participating Class
15 Members on a pro rata basis.

16 5.4 Enhancement Payment: Class Counsel, on behalf of Plaintiff, shall apply to the Court for
17 an Enhancement Payment to the Class Representative in an amount not to exceed Ten Thousand Dollars
18 (\$10,000.00) to compensate for the risks, time, and expense of her involvement in the Action and securing
19 the benefits of this Agreement for Class Members. The Enhancement Payment is in addition to the
20 Individual Settlement Amount Plaintiff would otherwise be due under the Agreement as a Participating
21 Class Member. Defendant has agreed to not oppose Class Counsel's request for an Enhancement Payment
22 to Plaintiff so long as it does not exceed the amount stated herein. The Enhancement Payment will be
23 designated as a non-wage payment and reported on an IRS Form 1099-MISC. In the event that the Court
24 awards less than the Enhancement Payment amount requested, then any portion of the requested amount
25 not awarded to the Class Representative shall be added to the Net Settlement Amount to be distributed to
26 Participating Class Members on a pro rata basis. Even in the event the Court reduces or does not approve
27
28

1 the requested Class Representative Enhancement Payment, Plaintiff and Class Counsel shall not have the
2 right to revoke this Agreement and it shall remain binding.

3 5.5 PAGA Payment: Forty Thousand Dollars (\$40,000.00) of the Gross Settlement Amount
4 shall be allocated to resolving claims under the PAGA. Seventy-Five percent (75%) of the PAGA Payment
5 will be paid to the LWDA and Twenty-Five percent (25%) will be paid to Aggrieved Employees on a pro
6 rata basis as described below in Section 5.8. Any amount not approved by the Court for the allocated
7 PAGA Payment shall be added to the Net Settlement Amount to be distributed to Participating Class
8 Members on a pro rata basis.

9 5.6 Treatment of Residue and Cy Pres: For any portion of the Net Settlement Amount or PAGA
10 Payment allocated to Participating Class Members and/or Aggrieved Employees that were not claimed by
11 cashing their respective settlement checks before the deadline to do so, that remaining amount shall be
12 donated equally, *i.e.* 50/50, to Capital Pro Bono, Inc., and the Center for Workers' Rights under the doctrine
13 of *cy pres*. The Parties agree this disposition results in "no unpaid residue" under California Code of Civil
14 Procedure §384, as the distribution of all funds is accounted for under the Settlement. Therefore, Defendant
15 will not be required to pay any interest on said amount. No portion of the Gross Settlement Amount will
16 revert to Defendant for any reason.

17 5.7 No Additional Benefits Contributions: All Individual Settlement Amounts paid to
18 Participating Class Members and Aggrieved Employees shall be deemed to be income solely in the year in
19 which such amounts were actually received. It is expressly understood and agreed that the receipt of such
20 Individual Settlement Amounts will not entitle any Participating Class Member or Aggrieved Employee to
21 any new or additional compensation or benefits under any company bonus or other compensation or benefit
22 plan or agreement in place during the period covered by the Agreement, nor will it entitle any Participating
23 Class Member Aggrieved Employee to any increased retirement, 401(k) and/or 403(b) benefits or matching
24 benefits, or deferred compensation benefits. It is the intent of this Agreement that the Individual Settlement
25 Amounts provided for in this Agreement are the sole payments to be made by Defendant to the Participating
26 Class Members and Aggrieved Employees in connection with this Agreement (notwithstanding any
27 contrary language or agreement in any benefit or compensation plan document that might have been in
28 effect during the period covered by this Agreement).

1 5.8 Pro Rata Distribution Formula: Payment to Participating Class Members and Aggrieved
2 Employees of their Individual Settlement Amount will not require the submission of a claim form. A Net
3 Settlement Amount will be determined by subtracting from the Gross Settlement Amount any amounts for
4 approved attorneys' fees and costs, any Enhancement Payment to the Class Representative, the Settlement
5 Administrator Costs, and the PAGA Payment. Each Class Member's share will be initially determined by
6 dividing their total Qualifying Workweeks within the Class Period by the total Qualifying Workweeks of
7 all Class Members. That fraction will then be multiplied by the Net Settlement Amount to arrive at the
8 Class Member's individual share of the Net Settlement Amount. Any funds allocated to Class Members
9 under this formula who timely opt out of the Settlement will be redistributed to Participating Class
10 Members on a pro rata basis, *i.e.* each Participating Class Member's share will be determined by dividing
11 their total Qualifying Workweeks within the Class Period by the total Qualifying Workweeks of all
12 Participating Class Members and that fraction will then be multiplied by the Net Settlement Amount to
13 arrive at the Participating Class Member's individual share of the Net Settlement Amount. Each Aggrieved
14 Employee's share of the 25% portion of the PAGA Payment will be determined by dividing their total
15 Qualifying Pay Periods within the PAGA Claim Period by the total Qualifying Pay Periods by all
16 Aggrieved Employees within the PAGA Claim Period. That fraction will then be multiplied by the 25%
17 portion of the PAGA Payment to arrive at the Aggrieved Employee's individual share.

18 5.9 Tax Allocation: The Parties recognize that the Individual Settlement Amounts to be paid to
19 Participating Class Members and/or Aggrieved Employees reflect a settlement of a dispute over claimed
20 penalties and wages. The Settlement Administrator shall calculate the employer's share of payroll taxes
21 on the amounts paid to Participating Class Members as wages as well as calculating all required
22 withholdings and deductions from said wage payments. The characterization of Individual Settlement
23 Amounts to Participating Class Members and Aggrieved Employees are as follows:

24 5.9.1 Twenty percent (20%) of each Participating Class Members' share of the Net
25 Settlement Amount shall be allocated for payment of disputed wages and shall be subject to required
26 employer taxes. Participating Class Members shall receive an IRS Form W-2 for reporting of this portion
27 of their Individual Settlement Amount.
28

1 5.9.2 Eighty percent (80%) of each Participating Class Members' share of the Net
2 Settlement Amount shall be allocated for disputed statutory penalties and interest, and no amount shall be
3 deducted for any taxes. This portion of the Individual Settlement Amount consists of other income, not
4 wages, for which the Participating Class Members shall receive IRS Forms 1099-MISC and 1099-INT and
5 this payment shall be divided equally among the 1099-MISC and 1099-INT designations.

6 5.9.3 The entirety (100%) of each Aggrieved Employee's share of the 25% portion of the
7 PAGA Payment shall be allocated for payment of disputed civil penalties, and no amount shall be deducted
8 for any taxes. This portion of the Individual Settlement Amount consists of other income, not wages, for
9 which the Aggrieved Employees shall receive an IRS Form 1099-MISC.

10 5.10 Participating Class Members and Aggrieved Employees shall be solely responsible for the
11 reporting and payment of their share of any federal, state and/or municipal income or other taxes on
12 payments made pursuant to this Agreement, and shall hold the Parties, Class Counsel, and Defendant's
13 Counsel free and harmless from any claims resulting from treatment of such payments as non-taxable,
14 including the treatment of such payments as not subject to withholding or deduction for payroll and
15 employment taxes. No party has made any representation to any of the other Parties as to the taxability of
16 any payments pursuant to this Agreement, including the payments to Participating Class Members, the
17 payments to Aggrieved Employees, the payments to Class Counsel, the payments to the Class
18 Representative, the payroll tax liability of Defendant, or the allocation of the Net Settlement Amount or
19 PAGA Payment to wage and non-wage income as provided in this Section, or otherwise as to tax
20 implications of any provision of this Agreement.

21 5.11 No Additional Contribution by Defendant: Defendant's monetary obligation under this
22 Agreement is limited to the Gross Settlement Amount and any employer side payroll taxes owed on
23 amounts characterized as wages under this Agreement. All other costs and expenses arising out of or in
24 connection with the performance of this Agreement shall be paid from the Gross Settlement Amount, unless
25 expressly provided otherwise herein. However, in the event this agreement is deemed null and void as
26 described in Section 3 because the Court, in its independent determination, finds that the Agreement does
27 not meet the standards for settlement approval, then Defendant and Plaintiff shall be equally responsible
28

1 for the costs of the Settlement Administrator incurred between the date the Agreement was executed and
2 the date of such event.

3 5.12 Certification For Settlement Purposes: The Parties agree that, for purposes of settlement
4 only, certification of the class as defined in Section 1.5 and 4.1 is appropriate and the requisites for
5 establishing class certification have been met and are met.

6 5.13 Adequacy of Class Counsel and Class Representative: The Parties agree that, for purposes
7 of settlement only, Class Counsel and Plaintiff are adequate representatives for Class Members and
8 Aggrieved Employees.

9 **6. RELEASE**

10 6.1 Release of Claims by Participating Class Members: Upon the Effective Date, all
11 Participating Class Members will be deemed to fully, finally and forever release the Released Class Claims
12 as to all Released Parties. In addition, on the Effective Date, all Participating Class Members and their
13 successors in interest will be permanently enjoined and forever barred from prosecuting any of Released
14 Class Claims against any of the Released Parties. These releases will take effect whether or not a
15 Participating Class Member receives his or her Individual Settlement Payment or cashes and deposits any
16 Individual Settlement payment check.

17 6.2 Release of Claims by Aggrieved Employees: Upon the Effective Date, as representatives of
18 the State of California and on behalf of the LWDA, Plaintiff and all Aggrieved Employees will be deemed
19 to fully, finally and forever release the Released PAGA Claims as to all Released Parties. In addition, on
20 the Effective Date, all Aggrieved Employees and their successors in interest will be permanently enjoined
21 and forever barred from prosecuting any of the Released PAGA Claims against any of the Released Parties.
22 These releases will take effect whether or not an Aggrieved Employee receives his or her Individual PAGA
23 Payment or chases and deposits any Individual PAGA payment check.

24 6.3 Release by Plaintiff: Upon the Effective Date, Plaintiff will be deemed to fully, finally and
25 forever release the Released Class Claims, Released PAGA Claims, and Class Representative's Released
26 Claims as to all Released Parties. In addition, on the Effective Date, Plaintiff and any successors in interest
27 will be permanently enjoined and forever barred from prosecuting any of the Released Class Claims,
28 Released PAGA Claims, and Class Representative's Released Claims against any of the Released Parties.

6.4 Finality of Release: Plaintiff and Participating Class Members, and Aggrieved Employees may hereafter discovery facts or legal arguments in addition to, or different from, those they now know or currently believe to be true with respect to the claims, causes of action, and legal theories of recovery in this Action. Regardless, the discovery or new facts or legal arguments shall in no way limit the scope and definition of the release, and by virtue of this agreement, Plaintiff, Participating Class Members, and Aggrieved Employees shall be deemed to have, and by operation of final judgment approved by the Court shall have, fully, finally, and forever settled and released all Released Class Claims and Released PAGA Claims. The Parties understand and specifically agree the scope of this release is a material part of the consideration for this Agreement, was critical in justifying the economic value of this settlement and, without it, Defendant would not have agreed to the consideration provided, and is narrowly drafted and necessary to ensure Defendant is obtaining peace of mind regarding the resolution of claims that were or could have been alleged based upon the facts asserted in the operative Complaint, and the PAGA Action complaint, as exhausted by the LWDA notice.

7. SETTLEMENT ADMINISTRATION

7.1 Duties of Settlement Administrator: The Settlement Administrator shall be responsible for: 1) receiving Class Member and Aggrieved Employee contact information and confirming addresses are valid; 2) calculating estimated Individual Settlement Amounts and any and all taxes associated with the Individual Settlement Amounts, including employer taxes; 3) taking appropriate steps to trace and locate any individual Class Members and Aggrieved Employee whose address or contact information as provided to the Settlement Administrator is inaccurate or outdated and mailing the Notice of Settlement to Class Members; 4) providing notification to the appropriate state and federal officials of this Agreement as required under the law; 5) receiving, independently reviewing, and resolving any challenges (in consultation with Class Counsel and Defendant's Counsel) from Class Members or Aggrieved Employees, including any associated documentation, regarding their Qualified Workweek calculations; 6) receiving and serving on Class Counsel, Defendant's Counsel, and the Court, copies of any written objections, and/or any opt out statements; 7) establishing a toll free telephone line and responding to inquiries and requests for information or assistance from Class Members and/or Aggrieved Employees; 8) maintaining a QSF; 9) determining and paying the final amounts due to be paid under the Agreement after resolution of all

1 challenges, disputes, opt-outs, awarded attorneys' fees and costs, Settlement Administrator Costs, PAGA
2 Payment, taxes, any Enhancement Payments, and for funds that cannot be distributed due to the inability
3 to locate Class Members or Aggrieved Employees; 10) determining the validity of any disputes or late opt-
4 outs by previously unidentified Class Members or Aggrieved Employees; 11) paying any residual funds
5 from uncashed checks; 12) reporting to Class Counsel and Defendant's Counsel regarding the statistics of
6 the administration, including (a) the number of initial Notice of Settlements mailed; (b) the number of
7 forwarded Notice of Settlements; (c) the number of re-mailed Notice of Settlements; (d) the number of
8 total undeliverable Notice of Settlements; (e) the number of address traces performed for undeliverable
9 Notice of Settlements; (f) the number of Notice of Settlements undeliverable from traced addresses; (g) the
10 number of total objections received; (h) the number of opt-out requests received; (i) the number of disputes
11 received; (j) the number of disputes resolved; 13) providing a declaration to the Court regarding the final
12 statistics of the administration and compliance with all payment obligations under the Agreement; 14)
13 completing all necessary tax reporting on the QSF and payment of the Individual Settlement Amounts to
14 Participating Class Members and Aggrieved Employees; and 15) carrying out other related tasks as
15 necessary to effectuate the terms of this Agreement and any Order of the Court. All disputes relating to
16 the Settlement Administrator's ability and need to perform its duties shall be referred to the Court, if
17 necessary, which will have continuing jurisdiction over the terms and conditions of this Agreement, until
18 all payments and obligations contemplated by the Agreement have been fully executed. Plaintiff, Class
19 Counsel, Defendant, and Defendant's Counsel shall not bear any responsibility for errors or omissions in
20 the calculations or distribution of the settlement payments or development of the list of recipients of
21 settlement payments.

22 7.2 Notice to Class Members and Aggrieved Employees: Defendant represents and warrants
23 that Class Members and Aggrieved Employees are able to read and write in English such that no translation
24 of the Notice of Settlement into another language is necessary. The Notice of Settlement will provide Class
25 Members and Aggrieved Employees with a summary of the terms and conditions of the Agreement, how
26 to participate in the settlement, how to object to the Agreement, how to dispute the individual's Qualifying
27 Workweeks, and how to opt-out from the Agreement. The Notice of Settlement will also inform Class
28

Members and Aggrieved Employees of the Gross Settlement Amount, Net Settlement Amount, proposed attorneys' fees and costs allocations, any proposed Enhancement Payments, proposed Settlement Administrator Cost allocations, proposed PAGA Payment allocations, the scope of the class, the nature and extent of the released claims, dates set for a fairness hearing and hearing on Class Counsels' motion for attorneys' fees and costs. The Notice of Settlement shall include information regarding Class Member's and Aggrieved Employee's estimated Individual Settlement Amount. The Notice of Settlement will provide information on how to access electronic copies online of the Notice of Settlement, any motions for approval of the Agreement, any motions for approval of attorneys' fees and costs, and any other documents as the Court directs.

7.3 Class Member Data and Mailing: No later than fourteen (14) calendar days after the Preliminary Approval Date, Defendant shall provide the Settlement Administrator with the first and last name, last known mailing address, last known telephone number, Social Security Number, start and end date (if any) of employment of each Class Member and Aggrieved Employee, and any other information the Settlement Administrator needs to effectuate notice to Class Members and Aggrieved Employees as outlined herein. The Settlement Administrator shall review the data to determine the number of Qualifying Workweeks for each Class Member and Aggrieved Employee. No later than fourteen (14) calendar days after receipt of such address information, the Settlement Administrator will perform a national change of address ("NCOA") search, update the addresses per the results of the NCOA search, and then mail the Notice of Settlement, substantially in the form attached as Exhibit 1, to each Class Member and Aggrieved Employee by first-class mail, postage prepaid. The Settlement Administrator shall maintain all information received from Defendant confidential to itself, and Defendant's Counsel. However, Class Counsel shall be able to review the breakdown of Qualified Workweeks and estimated Individual Settlement Amounts for Class Members and Aggrieved Employees prior to mailing for quality assurance, provided the personal identifying information is redacted and/or omitted.

7.4 Returned and/or Re-mailed Notice of Settlements: In the event that a Notice of Settlement is returned to the Settlement Administrator as undeliverable on or before the conclusion of the Notice Period, the Notice of Settlement shall be sent to the forwarding address affixed thereto within five (5) calendar days. If no forwarding address is provided, then the Settlement Administrator shall promptly

attempt to determine a correct address using a skip-trace, computer or other search using the name, address and/or Social Security number of the individual involved, and shall then perform a single re-mailing within five (5) calendar days to any more recent address found as a result of the search. Following each search that does not result in a corrected address, for those Class Members who appear to be current employees of Defendant at the time of the Preliminary Approval Date, the Settlement Administrator shall contact Defendant's Counsel for assistance and Defendant shall cooperate in good faith with the Settlement Administrator's reasonable efforts to obtain valid mailing addresses for Class Members to the extent they are active employees of Defendant. In the event the Notice of Settlement is forwarded to a new address and/or re-mailed to a Class Member, the deadline for the Class Member to submit any request to opt-out, a dispute, or an objection shall be the end of the Notice Period or 10 days from the date of the re-mailing/forwarding to a new address, whichever is later. In the event the procedures in this Section are followed and the Class Member does not timely and properly request to opt-out, the Class Member shall be bound by all terms of the Agreement, including the releases contained in Section 6.

7.5 Responses to Notice of Settlement:

7.5.1 *Opt-Outs:* The Notice of Settlement shall provide that Class Members who wish to exclude themselves from the Agreement must submit a request to opt-out as provided in this Section. The request to opt-out must (a) state the Class Member's full name and date of birth; (b) a statement that he or she does not want to be a Class Member, does not want to participate in the settlement, and/or wants to be excluded from the settlement; (c) identify the case name and number (*i.e. Mac Dula v. IDEXX Distribution, Inc.*, Case No. 23CV005044); (d) be signed; and (e) be post-marked no later than the conclusion of the Notice Period or the re-mailing timeline stated in Section 7.4. The Class Member must personally sign the request to opt-out. No request to opt-out may be made on behalf of a group of Class Members. The date of the postmark on the return-mailing envelope shall be the exclusive means used to determine whether a request to opt-out has been timely submitted. Any Class Member who requests to opt-out of the Agreement will not be entitled to any portion of the Net Settlement Amount nor will they have any right to object, appeal or comment thereon. The name of any Class Member who submits a valid and timely opt out request will be specifically identified in any proposed order granting final approval. Class Members who fail to submit a valid and timely request to opt-out shall be bound by all terms of the Agreement and any order or

1 final judgment thereon. Regardless of whether an Aggrieved Employee opts out of being a Class Member,
2 they will still receive their share of the PAGA Payment as Aggrieved Employees cannot opt out of this
3 Agreement as it relates to the PAGA Payment or Released PAGA Claims.

4 7.5.2 *Objection Procedures:* Any Class Member who does not opt-out, but who wishes
5 to object to this Agreement or otherwise to be heard concerning this Agreement, may submit a written
6 objection to the Settlement Administrator, who will promptly provide copies of the objection to Class
7 Counsel and Defendant's Counsel. The Notice of Settlement shall make clear that the Court can only
8 approve or deny the Agreement, not change the terms of the Agreement. The written objection should (a)
9 state the Class Member's full name and date of birth; (b) provide evidence that the individual is, in fact, a
10 Class Member; (c) state the reasons for the objection(s), including any supporting documentation; (d)
11 identify the case name and number (*i.e. Mac Dula v. IDEXX Distribution, Inc.* , Case No. 23CV005044);
12 (e) be signed; and (f) be post-marked no later than the conclusion of the Notice Period or the re-mailing
13 timeline stated in Section 7.4. Additionally, or in the alternative to sending a written objection to the
14 Settlement Administrator, any Class Member may appear at the final approval hearing to state their
15 objection.

16 7.5.3 *Dispute Procedures:* Any Class Member who disputes the number of Qualifying
17 Workweeks on the Notice of Settlement shall contact the Settlement Administrator. The dispute must (a)
18 identify the nature of the dispute; (b) provide any information or documentation supporting the dispute; (c)
19 be signed; and (d) be post-marked no later than the conclusion of the Notice Period or the re-mailing
20 timeline stated in Section 7.4. The Settlement Administrator shall promptly (in no event more than two
21 business days) forward all such disputes to Defendant's Counsel and request that Defendant review the
22 dispute. Defendant's records shall presumptively control, unless the Class Member can produce
23 documentation evidencing other periods of employment worked. If Defendant agrees with submitted
24 information, the Class Member shall be credited or subtracted Qualifying Workweeks in accordance with
25 their submitted dispute and that final number of Qualified Workweeks shall govern the calculation of that
26 Class Member's Individual Settlement Amount. If Defendant disagrees with the submitted information,
27 Defendant's Counsel will promptly advise Class Counsel of the dispute, which includes turning over any
28 documentation submitted by the Class Member as part of the dispute. Defendant's Counsel and Class

Counsel shall attempt in good faith to resolve any such dispute within five (5) calendar days of Class Counsel being advised of the dispute. Each dispute that Defendant's Counsel and Class Counsel cannot timely resolve shall be resolved by the Settlement Administrator, subject to Court review.

7.5.4 Deficient Opt-Outs, Objections, or Disputes: In the event that a deficient opt-out, objection, or dispute is received on or before the conclusion of the Notice Period, the Settlement Administrator shall mail a letter to the Class Member within five (5) calendar days informing them of the deficiency. If a deficiency letter is mailed to a Class Member, the deadline for the Class Member to cure the deficiency shall be the end of the Notice Period or 10 calendar days from the date of the deficiency letter, whichever is later.

7.6 Due Process Acknowledgement: Compliance with the procedures set forth in Sections 7.1 to 7.5.4 shall constitute due and sufficient notice to Class Members of the Action and the Agreement and shall satisfy Class Members' due process rights. Nothing else shall be required of the Parties, Class Counsel or Defendant's Counsel to provide notice of the proposed Agreement.

7.7 Settlement Administrator Declaration Regarding Notice Period: Within fourteen (14) calendar days after the conclusion of the Notice Period, the Settlement Administrator shall provide Class Counsel and Defendant's Counsel with a signed declaration under penalty of perjury providing a complete and detailed report regarding the statistics and responses of settlement administration to date and all the Settlement Administrators' obligations under Sections 5.8 to 5.9.3 and 7.1 to 7.5.4.

7.8 Settlement Administrator Payments to Participating Class Members, Class Counsel and Plaintiff: Within seven (7) calendar days after the Effective Date and the Court's determination of the amount of attorneys' fees and costs payable to Class Counsel, the Enhancement Payment payable to Plaintiff, the PAGA Payment, and Settlement Administrator Costs, the Settlement Administrator shall calculate the final Net Settlement Amount, the final Individual Settlement Amounts for Participating Class Members and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these calculations Class Counsel and Defendant's Counsel. Defendant shall wire the Gross Settlement Amount and applicable taxes necessary to fund the Settlement as described in Section 5.1 to the Settlement Administrator within twenty-one (21) calendar days after the Effective Date to be to be held in trust in a QSF. Within seven (7) calendar days after Defendant fund the settlement, the Settlement Administrator

1 shall deliver payment of Class Counsels' attorney's fees and costs, the Enhancement Payment payable to
2 Plaintiff, the 75% portion of the PAGA Payment payable to the LWDA, Settlement Administrator Costs,
3 and payment to Participating Class Members and/or Aggrieved Employees as required under this
4 Agreement and approved by Court.

5 7.8.1 The Settlement Administrator shall wire the Court-approved attorneys' fees and
6 costs to Class Counsel, unless another method is requested by Class Counsel. Class Counsel shall provide
7 the Settlement Administrator with the pertinent taxpayer identification number and payment instructions
8 after the Final Approval Date.

9 7.8.2 The Settlement Administrator shall send a check by mail for the Court-approved
10 Enhancement Payment to the Class Representative, care of Class Counsel unless another method is
11 requested by Class Counsel.

12 7.8.3 Only Participating Class Members and Aggrieved Employees will receive their
13 Individual Settlement Amount.

14 7.8.4 The Settlement Administrator shall remit and report the applicable portions of the
15 payroll tax payment to the appropriate taxing authorities on a timely basis pursuant to its duties under this
16 Agreement. Defendant agree to reasonably cooperate with the Settlement Administrator to the extent
17 necessary to determine the amount of the payroll tax payment required.

18 7.9 Settlement Check Expiration and Uncashed Checks: The Settlement Administrator shall
19 issue Individual Settlement Amounts to Participating Class Members and Aggrieved Employees in the
20 form of a check, which shall become null and void if not deposited within one hundred eighty (180)
21 calendar days of issuance. After one hundred eighty (180) calendar days of issuance, the checks shall be
22 voided and funds from all uncashed checks shall be transmitted in accordance with Section 5.6. The
23 Settlement Administrator shall deliver these funds within fourteen (14) calendar days after the check
24 cashing deadline.

25 7.10 Settlement Administrator Declaration Regarding Compliance and Settlement
26 Administration: Within twenty-one (21) calendar days after the last day for Participating Class Members
27 and Aggrieved Employees to cash their settlement checks, the Settlement Administrator shall provide Class
28 Counsel and Defendant's Counsel with a signed declaration under penalty of perjury providing a complete

and detailed report regarding the settlement administration documenting that all payments under the Agreement have been made, that the Court's final approval order has been complied with, and that all the obligations of the Settlement Administrator have been completed.

8. PRELIMINARY SETTLEMENT ADMINISTRATION SCHEDULE

8.1 The schedule may be modified depending on whether and when the Court grants necessary approvals, orders notice to Class Members and Aggrieved Employees, and sets further hearings. The schedule may also be modified to correct clerical errors and to reflect the provisions in the Agreement as described above. In the event of such modification, the Parties shall cooperate to complete the settlement procedures as expeditiously as reasonably practicable. The preliminary schedule for notice, approval, and payment procedures carrying out the Agreement is as follows:

Last day for Defendant to provide Settlement Administrator with Class Member and Aggrieved Employee information	Within 14 calendar days after the Preliminary Approval Date
Last day for Settlement Administrator to complete NCOA search, update Class Member and Aggrieved Employee mailing information, and mail Notice of Settlement	Within 14 calendar days after the Settlement Administrators' receipt of Class Members' information from Defendant
Last day for Class Members to opt-out, submit disputes, submit objections, and submit data requests	60 calendar days after mailing of Notice of Settlement or within 10 days after Notice of Settlement is re-mailed, whichever is later
Last day for Settlement Administrator to provide Parties with signed declaration reporting on settlement administration statistics	Within 14 calendar days after end of the Notice Period
Last day for Settlement Administrator to calculate the final Net Settlement Amount, the final Individual Settlement Amounts for Participating Class Members and/or Aggrieved Employees, any applicable taxes thereon, and report the results of these calculations to Class Counsel and Defendant's Counsel	Within 7 calendar days after the Effective Date
Last day for Defendant to fund settlement	Within 21 calendar days after the Effective Date

Last day for Settlement Administrator to deliver payment of Class Counsel's attorney's fees and costs, Enhancement Payments, PAGA Payment, Settlement Administrator Costs, payment to Participating Class Members, and payment to Aggrieved Employees	Within 7 calendar days after Defendant has funded the settlement
Last day for Participating Class Members and Aggrieved Employees to cash settlement checks	180 calendar days after issuance of checks to Participating Class Members and Aggrieved Employees
Last day for Settlement Administrator to deliver value of uncashed settlement checks to <i>cy pres</i> beneficiaries	Within 14 calendar days after settlement check cashing deadline
Last day for Settlement Administrator to provide Parties with compliance declaration	Within 21 calendar days after settlement check cashing deadline

9. DUTIES OF THE PARTIES

9.1 Preliminary Approval: The Parties will cooperate in obtaining, through an unopposed motion to be filed as soon as reasonably practicable, an order from the Court preliminarily approving this Agreement at the earliest possible date, concurrently with the Court's certification of the Action as a class action for settlement purposes. The Parties further agree to fully cooperate in the drafting and/or filing of any further documents or filings reasonably necessary to be prepared or filed, shall take all steps that may be requested by the Court relating to, or that are otherwise necessary to the approval and implementation of this Agreement and shall otherwise use their respective best efforts to obtain certification for settlement purposes, approval of, and implementation of this Agreement. The Parties will submit this Agreement to the Court for preliminary approval of its terms and for approval of the steps to be taken to obtain its final approval. Within one week of signing this Agreement, Class Counsel shall provide a draft of the Preliminary Approval Motion to Defendant's Counsel. Defendant's Counsel will provide comments and/or proposed revisions within two weeks after receipt of the draft Preliminary Approval Motion from Class Counsel. With regard to the final approval documents, a similar one-week maximum review and response time shall be observed by the Parties. The Parties will request that the Court's preliminary approval of this

1 Agreement be embodied in an Order Granting Preliminary Approval of Class Action and PAGA
2 Settlement.

3 9.1.1 Plaintiff's motion shall seek an order: 1) Preliminarily approving the Agreement; 2)
4 Approving as to form and content the proposed Notice of Settlement; 3) Directing the mailing of the Notice
5 of Settlement by first class mail to Class Members and Aggrieved Employees; 4) Preliminarily appointing
6 Plaintiff and Class Counsel as representatives of Class Members; 5) Preliminarily approving settlement
7 administration services to be provided by the Settlement Administrator; 6) Preliminarily approving the
8 proposed Enhancement Payment to Plaintiff; 7) Preliminarily approving the application for payment of
9 reasonable attorneys' fees and reimbursement of litigation-related expenses to Class Counsel; and 8)
10 Scheduling a fairness hearing on the question of whether the proposed Agreement should be finally
11 approved as fair, reasonable and adequate as to the Class Members.

12 9.1.2 Defendant shall not oppose Plaintiff's motion for approval of the proposed
13 Agreement.

14 9.1.3 The Parties shall cooperate with each other and the Settlement Administrator during
15 the process of giving Class Members notice and opportunity to object to the Agreement, as necessary and
16 appropriate to assure effective communication to individual Class Members of information about their
17 rights and obligations under this Agreement.

18 9.2 Final Approval and Fairness Hearing: On a date approved by the Court and set forth in the
19 Notice of Settlement, the Court shall hold the Final Approval and Fairness Hearing where objections, if
20 any, may be heard. Class Counsel shall provide the Court as part of the motion for final approval of the
21 Agreement, a declaration by the Settlement Administrator of due diligence and proof of mailing of the
22 Notice of Settlement required to be mailed to Class Members by this Agreement, and of the delivery results
23 of the Settlement Administrator's mailings including tracing and re-mailing efforts. The Settlement
24 Administrator declaration shall identify, by name, any Class Member who submitted a timely and valid
25 request to opt out during the Notice Period.

26 9.2.1 Class Counsel and Defendant shall work in good faith to draft a mutually agreeable
27 Proposed Order Granting Final Approval of Class Action and PAGA Settlement and Final Judgment. The
28 Proposed Order Granting Final Approval of Class Action and PAGA Settlement and Final Judgment shall

1 include findings and orders: 1) Approving the Agreement, adjudging the terms thereof to be fair, reasonable
2 and adequate, and directing that its terms and provisions be carried out; 2) Approving the payment of an
3 Enhancement Payment to the Class Representative; 3) Approving Class Counsel's application for an award
4 of attorneys' fees and reimbursement of out-of-pocket litigation expenses; 4) Approving the Settlement
5 Administrator Costs; and 5) Providing that the Court will retain jurisdiction to oversee administration and
6 enforcement of the terms of the Agreement and the Court's orders.

7 9.2.2 Following entry of the Court's order granting final approval of the Agreement, the
8 Parties will each act to ensure the fulfillment of all its provisions, including but not limited to the following:
9 1) Should an appeal be taken from the final approval of the Agreement or motion to set aside the judgement
10 be filed, all parties will support the final approval order on appeal or otherwise; 2) Class Counsel will assist
11 the Settlement Administrator as needed or requested in the process of identifying and locating Participating
12 Class Members and Aggrieved Employees entitled to payments under the Agreement and assuring delivery
13 of such payments; 3) Class Counsel and Defendant's Counsel will cooperate with each other and assist the
14 Settlement Administrator as needed or requested in completing the distribution of any residual amounts, as
15 specified above, to the *cy pres* beneficiaries; 4) Class Counsel, in conjunction with the Settlement
16 Administrator, will certify to the Court completion of all payments required to be made by this Agreement.

17 9.3 Final Judgment: If the Court approves this Agreement at the final approval and fairness
18 hearing, the Parties will request that the Court enter an Order Granting Final Approval of Class Action and
19 PAGA Settlement and Final Judgment.

20 9.4 Notice to LWDA: Plaintiff will provide notice to the Labor and Workforce Development
21 Agency ("LWDA") of this settlement in accordance with Labor Code § 2699(1)(2).

22 9.5 Remand and Consolidation: The Parties agree that for purposes of approving the settlement,
23 they will stipulate to the filing of an amended complaint in Case No. 23CV005044 that adds any and all
24 facts and claims alleged in Plaintiff's PAGA only complaint, filed in Sacramento County Superior Court
25 (Case No. 23CV010650) consolidating all claims at issue and being resolved by this Agreement into a
26 single pleading. Plaintiff shall promptly dismiss, without prejudice, Case No. 23CV010650, after
27 preliminary approval of the Settlement.

28 **10. MISCELLANEOUS TERMS**

1 10.1 Defendant's Right to Withdraw Based on Opt-Outs: If, prior to the Final Approval Date,
2 10% or more of the Class Members have submitted proper and timely requests to opt-out in accordance
3 with the provisions of the Agreement, Defendant may rescind the Agreement and all actions taken in its
4 furtherance will be thereby null and void. Defendant must exercise this right of rescission, in writing, to
5 Class Counsel, within seven (7) calendar days after the Settlement Administrator notifies the Parties of the
6 total number of opt-outs. If the option to rescind is exercised, then any Settlement Administrator Costs
7 shall be paid by Defendant.

8 10.2 At mediation, Defendant's data set covered the period from July 19, 2019, to February 18,
9 2024, (the "Data Period"). Based upon the Data Period data set, Defendant estimated there were 63,741
10 workweeks during the Class Period. In the event the number of workweeks during the Class Period is more than
11 70,115 (*i.e.*, greater than 10% more than 63,741), then the Gross Settlement Amount shall be increased
12 proportionally by the workweeks in excess of 70,115, multiplied by the workweek value. For example, if the
13 Settlement Administrator determined the number of Workweeks worked by Settlement Class Members during
14 the Data Period is actually 12% greater than 63,741, then the Gross Settlement Amount shall increase by 2%.

15 10.3 Circular 230 Disclaimer: EACH PARTY TO THIS AGREEMENT (FOR PURPOSES OF
16 THIS SECTION, THE "ACKNOWLEDGING PARTY" AND EACH PARTY TO THIS AGREEMENT
17 OTHER THAN THE ACKNOWLEDGING PARTY, AN "OTHER PARTY") ACKNOWLEDGES AND
18 AGREES THAT (1) NO PROVISION OF THIS AGREEMENT, AND NO WRITTEN
19 COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR
20 ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR SHALL ANY SUCH
21 COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON
22 AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY DEPARTMENT
23 CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS
24 RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN, INDEPENDENT LEGAL AND TAX
25 COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS
26 AGREEMENT, (B) HAS NOT ENTERED INTO THIS AGREEMENT BASED UPON THE
27 RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY
28 OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR

DISCLOSURE BY ANY ATTORNEY OR ADVISER TO ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR ADVISER TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISER'S TAX STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY THIS AGREEMENT.

10.4 No Prior Assignments: The Parties represent, covenant, and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or right released and discharged in this Agreement.

10.5 Waiver of Appeal and Ability to Opt Out: To the extent permitted by applicable law, by signing this Agreement Defendant is waiving any rights to appeal from the Court's approval of the settlement unless the Court materially modifies the settlement. Furthermore, by signing this Agreement Plaintiff is waiving any right or ability to opt out of this Agreement during the Notice Period or otherwise.

10.6 Exhibits Incorporated by Reference: The terms of this Agreement include the terms set forth in any attached Exhibits, which are incorporated by this reference as though fully set forth in this Agreement. Any Exhibits to this Agreement are an integral part of the Settlement.

10.7 Judgment and Retention of Jurisdiction to Enforce: Upon the Effective Date, judgment will be entered according to this Agreement. The Parties stipulate and agree that the Sacramento County Superior Court shall have continuing jurisdiction to enforce the terms of the Agreement pursuant to Civil Procedure Code section 664.6 and that the prevailing party any action necessary to enforce the terms of the Agreement after default by the other party may recover reasonable attorney's fees and costs related thereto.

10.8 Mutual Cooperation: The Parties agree to cooperate fully with one another to accomplish and implement the terms of this Agreement. Such cooperation shall include, but not be limited to, execution of such other documents and the taking of such other action as may reasonably be necessary to fulfill the terms of this Agreement. The Parties to this Agreement shall use their best efforts, including all efforts

1 contemplated by this Agreement and any other efforts that may become necessary by Court order, or
2 otherwise, to effectuate this Agreement and the terms set forth herein.

3 10.9 No Admission of Liability: Neither the acceptance nor the performance by Defendant of
4 the terms of this Agreement, nor any of the related negotiations or proceedings, is or shall be claimed to
5 be, construed as, or deemed to be, an admission by Defendant of the truth of any of the allegations in the
6 Complaint, the representative character of the Action, the validity of any of the claims that were or could
7 have been asserted by Plaintiff and/or Class Members in the Action, or of any liability or guilt of Defendant
8 in the Action. Nothing in this Agreement shall be construed to be or deemed an admission by Defendant
9 of any liability, culpability, negligence, or wrongdoing toward Plaintiff, the Class Members, or any other
10 person, and Defendant specifically disclaim any liability, culpability, negligence, or wrongdoing toward
11 Plaintiff, the Class Members, or any other person. Each of the Parties has entered into this Stipulation with
12 the intention to avoid further disputes and litigation.

13 10.10 Notices: Unless otherwise specifically provided herein, all notices, demands, or other
14 communications given hereunder shall be in writing and shall be deemed to have been duly given as of the
15 third business day after mailing by United States certified mail, return receipt requested, addressed as
16 follows:

17 To Plaintiff and the Class:

18 Galen T. Shimoda
19 Justin P. Rodriguez
20 Renald Konini
21 Shimoda & Rodriguez Law, PC
22 9401 East Stockton Blvd., Suite 120
23 Elk Grove, CA 95624

24 To Defendant:

25 Alexandra M. Asterlin
26 Kyle A. Wende
27 Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
28 500 Capitol Mall, Suite 2500
 Sacramento, CA 95825

10.11 Mutual Drafting of Agreement: The Parties hereto agree that the terms and conditions of
this Agreement are the result of lengthy, intensive, arm's-length negotiations between the Parties and that

1 this Agreement shall not be construed in favor of or against any party by reason of the extent to which any
2 party or its counsel participated in the drafting of this Agreement.

3 10.12 Attorneys' Fees and Costs Limitations: Neither Class Counsel nor any other attorneys
4 acting for, or purporting to act for, the Class, Class Members, or Plaintiff, may recover or seek to recover
5 any amounts for fees, costs, or disbursements from the Releasees or the Gross Settlement Amount except
6 as expressly provided in this Agreement.

7 10.13 No Modifications: This Agreement may be amended or modified only by a written
8 instrument signed by counsel for all Parties or their successors-in-interest. This Agreement may not be
9 discharged except by performance in accordance with its terms.

10 10.14 Authorization to Enter Into Settlement Agreement: Counsel for all Parties warrant and
11 represent they are expressly authorized by the Parties whom they represent to negotiate this Agreement and
12 to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement
13 to effectuate its terms and to execute any other documents required to effectuate the terms of this
14 Agreement.

15 10.15 Class Member Signatories: Because the Action has not yet been certified, and the Class
16 Members are so numerous, the Parties agree that it is impossible or impractical to have each Class Member
17 sign this Agreement. It is agreed that, for purposes of seeking approval of the Agreement, this Agreement
18 may be executed on behalf of all Class Members by the Class Representative.

19 10.16 Counterparts: This Agreement shall become effective upon its execution by all of the
20 undersigned. Plaintiff, Class Counsel, Defendant and Defendant's Counsel may execute this Agreement
21 in counterparts, and execution of counterparts shall have the same force and effect as if each had signed
22 the same instrument. Facsimile, electronic, and/or scanned copies of signatures shall have the same force
23 and effect of originals.

24 10.17 Choice of Law: The Agreement and any exhibits hereto shall be considered to have been
25 negotiated, executed, and delivered, and to have been wholly performed, in the State of California, and the
26 rights and obligations of the Parties to the Agreement shall be construed and enforced in accordance with,
27 and governed by, the substantive laws of the State of California without giving effect to that State's choice
28 of law principles.

1 10.18 Headings and Captions: Section titles or captions contained in the Agreement are inserted
2 as a matter of convenience and for reference, and in no way define, limit, extend, or describe the scope of
3 this Agreement, or any provision thereof.

4 10.19 No Retaliation or Discouragement: The Parties agree they will take no action that could be
5 construed as retaliation against any Class Members for participating or seeking to participate in this class
6 action settlement. The Parties will not discourage any class member from participating or seeking to
7 participate in this class action settlement. This is a material term of the Agreement and non-breaching
8 Parties will seek court intervention if this provision is breached.

9 10.20 Integrated Agreement: This Agreement sets forth the entire understanding between the
10 Parties and supersedes any and all prior agreements, oral or written, pertaining to the subject matter hereof.
11 Each party acknowledges that there is no representation, inducement, promise or agreement which has been
12 made, orally or otherwise, by the other party, concerning the terms or conditions of this Agreement, which
13 is not expressly embodied in this Agreement. In entering into this Agreement, the Parties represent that the
14 terms of this Agreement are fully understood and voluntarily accepted by the Parties.

15 10.21 Binding on Successors and Assigns: This Agreement will be binding upon, and inure to the
16 benefit of, the successors or assigns of the Parties to this Agreement, as previously defined.

17 10.22 No Other Claims or Actions: Plaintiff and Class Counsel are not currently aware of any:
18 (a) unalleged claims in addition to, or different from, those which are finally and forever settled and
19 released against the Released Parties by this Agreement; and (b) Plaintiff and Class Counsel further
20 represent that, other than the instant Action, they have no current intention of asserting any other claims
21 against Defendant in any judicial or administrative forum. The Parties acknowledge, understand, and agree
22 that the representations described in this paragraph are essential to the Agreement and that this Agreement
23 would not have been entered into were it not for this representation.

24 10.23 Unauthorized Publicity: Plaintiff and Class Counsel agree not to disclose or publicize the
25 Agreement, including the fact of the Agreement, its terms or contents, and the negotiations underlying the
26 Agreement, in any manner or form, directly or indirectly, to any person or entity, except Class Members
27 and/or Aggrieved Employees and as shall be reasonably required to effectuate the terms of the Agreement.
28 For the avoidance of doubt, this section means Plaintiff and Class Counsel agree not to issue press releases,

communicate with, or respond to any media or publication entities, publish information in manner or form, whether printed or electronic, on any medium or otherwise communicate, whether by print, video, recording or any other medium, with any person or entity concerning the Settlement, including the fact of the Settlement, its terms or contents and the negotiations underlying the Settlement, except as reasonably required to effectuate the terms of the Settlement and provide notice to the putative class and aggrieved employees.

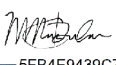
10.24 Invalidity of Any Provision: Before declaring any provision of this Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent possible consistent with applicable precedents so as to define all provisions of this Settlement Agreement valid and enforceable.

10.25 Waiver of Compliance: No waiver of any condition or covenant contained in this Agreement or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

IN WITNESS WHEREOF, this Agreement is executed by the Parties and their duly authorized attorneys, as of the day and year herein set forth.

For Plaintiff:

Date: 5/23/2024

DocuSigned by:

 5FB4E9439C714EA...Dula

FOR Defendant:

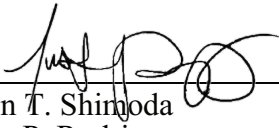
Dated: May 23, 2024


 By: Michael Lane, EVP
 For IDEXX Distribution, Inc.

APPROVED AS TO FORM

Shimoda & Rodriguez Law, PC

Dated: 5/23/24

By: 
 Galen T. Shimoda
 Justin P. Rodriguez
 Renald Konini
 Attorneys for Plaintiff and Aggrieved
 Employees

1 APPROVED AS TO FORM

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

2
3 Dated: May 23, 2024

4 By: 

Alexandra M. Asterlin
Kyle A. Wende
Attorney for Defendant

Exhibit 1

CALIFORNIA SUPERIOR COURT
FOR THE COUNTY OF SACRAMENTO

MARNELLE MAC DULA, individually and on
behalf of all other similarly situated employees,

Plaintiff,

vs.

IDEXX DISTRIBUTION, INC., a Delaware
Corporation; and DOES 1 to 100, inclusive,

Defendant.

Case No. 23CV005044

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

ATTENTION: All individuals who have worked, or continue to work, for IDEXX Distribution, Inc., in California as non-exempt employees at any time between July 19, 2019, and [REDACTED] (the "Class Members").

PLEASE READ THIS NOTICE CAREFULLY. THIS NOTICE RELATES TO A PROPOSED SETTLEMENT OF CLASS ACTION LITIGATION AND POTENTIAL DISBURSEMENT OF SETTLEMENT FUNDS TO YOU. IF YOU ARE A CLASS MEMBER, IT CONTAINS IMPORTANT INFORMATION ABOUT YOUR RIGHT TO PARTICIPATE IN OR OPT OUT OF THE SETTLEMENT ACCORDING TO THE PROCEDURES DESCRIBED BELOW.

You are receiving this notice pursuant to an order from the Sacramento County Superior Court ("Court") granting Plaintiff's motion for preliminary approval of a Joint Stipulation Regarding Class Action PAGA Settlement and Release ("Agreement" or "Settlement") as fair, reasonable, and adequate. The Settlement was entered into between Plaintiff Marnelle Mac Dula ("Plaintiff" or "Class Representative"), and Defendant IDEXX Distribution, Inc. ("Defendant"), on behalf of Class Members as defined above. The terms of the Settlement are outlined herein. You are receiving this notice because Defendant's records indicate you fall within the definition of "Class Member." Defendant's records also indicate that you worked [REDACTED] weeks during the applicable Class Period (as defined below), which means your total share of the settlement proceeds is estimated to be [REDACTED]. Your actual share of the settlement proceeds will vary depending on the total number of Class Members that choose to participate and the resolution of any workweek disputes as described in this notice.

The terms of the Agreement and a description of the case are identified in this notice. Pursuant to the Court's order, YOU ARE HEREBY NOTIFIED AS FOLLOWS:

I. BACKGROUND OF THE CASE

On July 19, 2023, Plaintiff initiated this lawsuit by filing a Complaint against Defendant in the Sacramento County Superior Court, Case No. 23CV005044, on behalf of herself and Class Members. On October 26, 2023, Plaintiff filed a separate lawsuit alleging a single cause of action under the PAGA against Defendants for the same Labor Code violations in Sacramento County Superior Court, Case No. 23CV010650. On May 14, 2024 Plaintiff filed an amended complaint consolidating the allegations and claims from both cases into the earlier filed lawsuit, Case No. 23CV005044. The term "Action" means the putative class and PAGA action pending in Sacramento County Superior Court, Case No. 23CV005044. The Class Period is July 19, 2019, to [REDACTED] (the "Class Period").

In the Action, Plaintiff sought to obtain unpaid wages, interest, statutory penalties, civil penalties, fees, and costs on behalf of herself, Class Members, and Aggrieved Employees. Plaintiff alleged that Defendant violated California law by 1) failing to pay overtime wages, 2) failing to pay minimum wages, 3) failing to provide meal periods, 4) failing to provide rest period, 5) failing to provide accurate wage statements, 6) failing to timely pay final wages, 7) failing to reimburse expenses, and 8) engaging in unfair competition based thereon and the failure to pay all sick leave wages owed. Plaintiff also contends these violations support a claim under the PAGA. Defendant has denied all of Plaintiff's allegations. The Action has been actively litigated. There have been on-going investigations, and there has been an exchange of extensive documentation and information. Furthermore, the Parties have participated in a full day mediation facilitated by a neutral third party. Based upon the negotiations, and all known facts and circumstances, including the various risks and uncertainties related to legal actions, the Parties reached a class-wide settlement. By settling, the Parties will avoid the risks

associated with a lengthy litigation process. Despite agreeing to and supporting the Agreement, Defendant continue to deny all allegations and claims. Defendant has entered into this Settlement to fully, finally, and forever resolve this Action, based on the terms set forth in the Agreement, in order to avoid the burden and expense associated with ongoing litigation.

The Agreement applies to any and all Class Members, which are defined as all individuals who have worked, or continue to work, for IDEXX Distribution, Inc., in California as non-exempt employees at any time between July 19, 2019, to [REDACTED]. The Agreement also applies to Aggrieved Employees, which are defined as all individuals who have worked, or continue to work, for IDEXX Distribution, Inc., in California as non-exempt employees at any time between July 18, 2022, to [REDACTED]. If you are a Class Member, you have the opportunity to participate in the Settlement, or to exclude yourself (“opt out”) from the Settlement. This notice is to advise Class Members of how they can either participate in the Settlement or be excluded from the Settlement. As set forth below, Aggrieved Employees cannot opt out of this Agreement as it relates to the PAGA Payment or Released PAGA Claims regardless of whether they opt out of being a Class Member. Aggrieved Employees will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.

II. SUMMARY OF THE PROPOSED SETTLEMENT

A. The Amount of the Settlement

Under the terms of the Agreement, Defendant has agreed to pay a total sum of One Million Three Hundred Sixty Five Thousand (\$1,365,000.00) (“Gross Settlement Amount”). Deducted from this Gross Settlement Amount will be sums approved by the Court for attorneys’ fees not to exceed 35% of the Gross Settlement Amount, attorneys’ costs not to exceed \$17,500.00, Settlement Administrator Costs estimated not to exceed \$20,000, Class Representative’s Enhancement Payment of \$10,000.00, and \$40,000.00 for alleged PAGA penalties (the “PAGA Payment”), which will result in a “Net Settlement Amount” for distribution to all Class Members. Any employer side taxes attributable to payments allocated as wages will be paid by Defendant in addition to the Gross Settlement Amount. As explained further below, the amount of each Class Member’s share of the Net Settlement Amount will depend on the number of weeks worked by participating Class Members during the Class Period. Of the \$40,000.00 allocated to resolving the PAGA claims, 75% of the PAGA Payment will be paid to the State of California Labor and Workforce Development Agency and 25% of the PAGA Payment will be divided among Aggrieved Employees.

The number of weeks you worked during the Class Period and your estimated total share of the Net Settlement Amount and PAGA Payment (“Individual Settlement Amount”) is stated on the first page of this notice. The actual amount received may be more or less than the amount stated depending on the actual number of weeks worked by Participating Class Members (*i.e.*, those who do not opt out of the Settlement), the resolution of any disputes regarding workweeks, and on the distributions finally approved and allocated by the Court. However, whether Class Members opt out will have no effect on Aggrieved Employees’ allocations for the PAGA claim.

B. Individual Settlement Amounts and Allocation Between Class Members and Aggrieved Employees

Defendant will pay Individual Settlement Amounts through the Settlement Administrator, as described below, to each Participating Class Member and to Aggrieved Employees. All Individual Settlement Amounts will be subject to appropriate taxation. The Parties have agreed, based on the allegations in the Action that the amount payable to eligible Class Members from the Net Settlement Amount will be allocated and paid as 80% for disputed interest, statutory penalties, and other non-wage damages for which an IRS Forms 1099-MISC and 1099-INT will issue and 20% for disputed wages for which IRS Forms W-2 will issue. The PAGA Payment to Aggrieved employees will be paid as 100% for civil penalties.

Payment to Participating Class Members and Aggrieved Employees will not require the submission of a claim form. Each Participating Class Member’s share will be determined by dividing their total weeks worked within the Class Period by the total weeks worked by all Participating Class Members within the Class Period. That fraction will then be multiplied by the Net Settlement Amount to arrive at the Class Member’s individual share of the Net Settlement Amount. Each Aggrieved Employee’s share of the 25% portion of the PAGA Payment will be determined by dividing their pay periods worked within the PAGA Claim Period by the total pay periods worked by all Aggrieved Employees within the PAGA Claim Period. That fraction will then be multiplied by the 25% portion of the PAGA Payment to arrive at the Aggrieved Employee’s individual share. The PAGA Claim Period is defined as July 18, 2022, to [REDACTED]. Defendant’s records indicate that you worked [REDACTED] pay periods during the applicable PAGA Claim Period, which means your share of the PAGA Payment is estimated to be [REDACTED]. This amount is included in your estimated Individual Settlement Amount stated on the first page of this notice, not in addition to it. You will still receive your share of the PAGA Payment even if you opt out of being a Class Member. Receipt of the Individual Settlement Amounts will not entitle any Class Member or Aggrieved Employee to additional compensation or benefits under any compensation, retirement or benefit plan or agreement in place during the period covered by the

Settlement.

C. Calculations to Be Based on Defendant's Records and Resolution of Workweek Disputes

For each Class Member, the amount payable will be calculated by the Settlement Administrator from Defendant's records. Defendant's records will be presumed correct unless evidence to the contrary is provided to the Settlement Administrator. Defendant's records and any additional evidence will be reviewed by the Settlement Administrator in the event of a dispute about the number of workweeks worked by an individual Class Member. If a Class Member disputes the accuracy of Defendant's records, all supporting documents evidencing additional workweeks must be submitted by the Class Member. The dispute must (a) identify the nature of the dispute; (b) provide any information or documentation supporting the dispute; (c) be signed; and (d) be post-marked no later than [redacted]. The dispute will be resolved by the Settlement Administrator based on the records and evidence provided.

D. Release of Claims

For those Class Members who do not opt out and Aggrieved Employees, the Agreement contains the following releases:

Class members who do not opt out will be deemed to have released . . . [1.30]

Aggrieved Employees will be deemed to have released . . . [1.31]

The individuals released ("Released Parties") include [1.32].

Class Members and/or Aggrieved Employees can talk to one of the lawyers appointed as Class Counsel (listed below) for free or talk to their own lawyer if they have questions about the released claims and what they mean.

III. WHAT ARE YOUR RIGHTS AS A CLASS MEMBER

A. Participating in the Settlement as a Class Member

If you wish to be a Participating Class Member and believe your workweek information is accurate, **you do not need to take any further action**. Payment will be automatically made to you consistent with the terms of the Agreement and Court Order. If you wish to dispute the workweek calculation, you may follow the procedures outlined in Section II.C above. California law protects Class Members from retaliation based on their decision to participate in the Settlement.

B. Excluding Yourself from the Settlement as a Class Member

The Court will exclude you from being a Class Member if you request this by [redacted]. If you do not wish to be bound by the Settlement as a Class Member, you may request to be excluded (*i.e.*, "opt out") by submitting a timely written request to the Settlement Administrator. The request to opt-out must (a) state your full name and date of birth; (b) a statement that you do not want to be a Class Member, do not want to participate in the Settlement, and/or wants to be excluded from this Settlement; (c) identify the case name and number (*i.e.* *Mac Dula v. IDEXX Distribution, Inc.*, 23CV005044); (d) be signed; and (e) be post-marked no later than [redacted]. The request to opt out must be mailed by First Class U.S. Mail, or the equivalent, to:

[admin info]

If you submit a request to opt out which is not postmarked by [redacted], your request to opt out will be rejected, and you will be bound by the release and all other terms of the Agreement. Do not use a postage meter as that may not result in a postmark appearing on the envelope containing your request to opt out. Any Class Member who submits a complete and timely request to opt out shall, upon receipt by the Settlement Administrator, no longer be a Class Member and not receive their share of the Net Settlement Amount. Aggrieved Employees cannot opt out of this Agreement and will receive their share of the PAGA Payment regardless of whether they opt out of being a Class Member.

C. Objection to Settlement

If you do not opt out of the Settlement, you can object to the terms of the Settlement. However, if the Court rejects your objection, you will still be bound by the terms of the Settlement. You can ask the Court to deny approval by submitting an objection. You **cannot**

ask the Court to order a larger settlement; the Court can only approve or deny the settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. You may submit a written objection, which should (a) state your full name and date of birth; (b) provide evidence that you are, in fact, a Class Member; (c) state the reasons for the objection(s), including supporting documentation; (d) identify the case name and number (*i.e. Mac Dula v. IDEXX Distribution, Inc.*, 23CV005044); (e) be signed; and (f) be post-marked no later than [REDACTED]. Written objections must be sent to the Settlement Administrator at the address identified in Section III.B.

Additionally, or in the alternative to sending a written objection to the Settlement Administrator, you may appear at the final approval hearing to state your objection. Any Class Member who does not request exclusion may, if the Class Member so desires, enter an appearance through an attorney. If you appear through your own attorney, you are responsible for paying that attorney.

IV. EFFECT OF THE SETTLEMENT: RELEASED RIGHTS AND CLAIMS

If the Court grants final approval of the Settlement, the Court will make and enter judgment consistent therewith. A notice of entry of judgment will be filed with the Court and available online at the Court's public web portal: <https://prod-portal-sacramento-ca.journaltech.com/public-portal/>. The judgment, whether favorable or not, will bind all Class Members who do not request exclusion. After final approval, each and every Class Member who does not opt out of the Settlement and Aggrieved Employee, will release Defendant and the Released Parties from the Released Class Claims and the Released PAGA Claims described above. In other words, if you were employed as a Class Member by Defendant in California during the Class Period, and you do not exclude yourself from the Settlement, you will be deemed to have entered into these releases and to have released the above-described claims. In addition, you will be barred from ever suing Defendant and the Released Parties with respect to the claims covered by this Settlement. If the Settlement is not approved by the Court or does not become final for some other reason, the litigation will continue.

V. FINAL SETTLEMENT APPROVAL HEARING

The Court will hold a hearing in Department 22, 720 9th Street, Sacramento, California 95814 on [REDACTED] at 9:00 a.m. to determine whether the Agreement should be finally approved as fair, reasonable and adequate. To join by Zoom: <https://saccourt-ca.gov.zoomgov.com/my/sscdept22>. To join by phone: (833) 568-8864 / ID 16184738886. The Court will also be asked to approve Class Counsel's request for attorneys' fees and costs, the Settlement Administrator Costs, and the Class Representative's Enhancement Payment. The hearing may be continued without further notice. It is not necessary for you to appear at this hearing.

VI. ADDITIONAL INFORMATION

You may access the Complaint, Class Counsel's motion for preliminary approval, the Agreement, and any other documents required by the Court at <https://prod-portal-sacramento-ca.journaltech.com/public-portal/>. You can also contact Class Counsel or Defendant's Counsel as follows:

Galen T. Shimoda
Justin P. Rodriguez
Renald Konini
Shimoda & Rodriguez Law, PC
9401 East Stockton Blvd., Suite 120
Elk Grove, CA 95624
Telephone: (916) 525-0716
Facsimile: (916) 760-3733
On behalf of Plaintiff

Alexandra M. Asterlin
Kyle A. Wende
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
500 Capitol Mall, Suite 2500
Sacramento, CA 95825
Telephone: (916) 840-3150
Facsimile: (916) 840-3151
On behalf of Defendant

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT OR THE CLAIM PROCESS. IF YOU HAVE ANY QUESTIONS, CALL [number]

BY ORDER OF THE COURT