

Robert H. Pepple (SBN 295426)
rpepple@nixonpeabody.com
Alejandro Castro (SBN 316541)
acastro@nixonpeabody.com
Gabriel A. Mendoza (SBN 324300)
gmendoza@nixonpeabody.com
NIXON PEABODY LLP
300 S. Grand Avenue, Suite 4100
Los Angeles, CA 90071-3151
Telephone: 213-629-6000
Facsimile: 213-629-6001

Attorneys for Defendant
SAN JOAQUIN DOOR & SUPPLY INC.

MELMED LAW GROUP P.C.
Jonathan Melmed (SBN 290218)
jm@melmedlaw.com
Megan E. Ross (SBN 227776)
megan@melmedlaw.com
Hannah Becker (SBN 345452)
hb@melmedlaw.com
1801 Century Park East, Suite 850
Los Angeles, California 90067
Phone: 310-824-3828
Fax: 310-862-6851

Attorneys for Plaintiff, the Putative Class, and
the Aggrieved Employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ALAMEDA

OSMIN ANTONIO JOYA GARCIA, an
individual, on behalf of himself and all others
similarly situated,

Plaintiff,

vs.

SAN JOAQUIN DOOR & SUPPLY, INC., a
California Corporation; and DOES 1 TO 50,

Defendants.

Case No.: 23CV040971

**AMENDED JOINT STIPULATION FOR
CLASS ACTION AND PAGA
SETTLEMENT**

Complaint Filed: October 11, 2022
FAC Filed: August 10, 2023

TO THE HONORABLE COURT:

This Joint Stipulation for Class Action & PAGA Settlement (“Settlement Agreement” or “Settlement”) is made and entered into by and between Plaintiff Osmin Antonio Joya Garcia (“Plaintiff”), individually and on behalf of others similarly situated, and Defendant San Joaquin Door & Supply (“Defendant”) (collectively, Defendant and Plaintiff will be referred to as the “Parties”), and is subject to the terms and conditions below, and to the Court’s approval. The Parties expressly acknowledge that this Settlement Agreement is entered into solely for the purpose of compromising significantly disputed claims and that nothing in this Settlement Agreement is an admission of liability or wrongdoing by Defendant. If for any reason the Settlement Agreement is not approved, it will be of no force or effect, and the Parties will be returned to their respective positions immediately before and as if they had never executed this Settlement Agreement as more fully set forth below.

DEFINITIONS

The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective.

1. “Action” means *Osmin Antonio Joya Garcia vs. San Joaquin Door & Supply, Inc.*, Alameda County Superior Court Case No. 23CV040971.
2. “Approval” means the Court’s order granting full and final approval of the Settlement.
3. “Claims Administrator” means Simpluris, the third-party class action settlement claims administrator agreed to by the Parties and approved by the Court for the purposes of administering this Settlement. The Parties each represent that they do not have any financial interest in the Claims Administrator or otherwise have a relationship with the Claims Administrator that could create a conflict of interest.
4. “Claims Administration Expenses” means the costs payable to the Claims Administrator for administering this Settlement, including, but not limited to, printing, translating into Spanish, conducting a National Change of Address search, distributing (including with appropriate postage), and tracking documents for this Settlement in English and

Spanish; any searches to locate any Class Members or PAGA Group Members; tax reporting, distributing the Individual Settlement Payments, Class Counsel Fees and Costs, and providing necessary certification of completion of notice, reports, and declarations; and establishing and administering a qualified settlement fund account and other responsibilities as set forth in this Settlement Agreement and as requested by the Parties. The Claims Administration Expenses are currently estimated to be not more than Seven Thousand Dollars and Zero Cents (\$7,000.00).

5. “Class Counsel” means Jonathan Melmed, Esq.; Megan E. Ross, Esq.; and Hannah Becker, Esq. of Melmed Law Group, P.C.

6. “Class Counsel Fees and Costs” means attorneys’ fees, costs, and expenses approved by the Court for Class Counsel’s litigation and resolution of the Action, and all costs incurred and to be incurred by Class Counsel in the Action, including, but not limited to, costs associated with documenting the Settlement, providing any notices required as part of this Settlement Agreement or Court order, securing the Court’s Approval, administering the Settlement Agreement, and obtaining entry of the judgment terminating the Action. Defendant agrees not to oppose an attorneys’ fees request not to exceed thirty-three percent (33%) of the Gross Settlement Amount, or one hundred and seventy-nine thousand, nine hundred dollars, and zero cents (\$174,900.00), and a reasonable attorneys’ expenses request, not to exceed nine thousand, four hundred, and sixty-two dollars and ninety-four cents (\$9,462.94), as documented in Class Counsel’s billing statement.

7. “Class List” means a complete list of all Class Members that Plaintiff and Defendant will diligently and in good faith compile from their records and provide on a confidential basis to the Claims Administrator within twenty-one (21) days after the Court’s entry of an order granting preliminary approval of this Settlement. The Class List will be formatted in Microsoft Office Excel and Defendant will use its best efforts to include each Class Member’s full name, most recent mailing address, last known telephone number if readily available, dates of employment or number of workweeks worked during the Class Period, and Social Security Number.

8. “Class Member(s)” or “Settlement Class” means Plaintiff and all individuals who worked for Defendant in California as non-exempt employees at any time during the Class Period.

9. “Class Period” means the period from August 17, 2019, through August 27, 2024, or the date that a preliminary approval order is entered, whichever is earlier.

10. “Class Representative” means Plaintiff.

11. “Class Settlement Amount” means the portion of the Gross Settlement Amount allocated to the resolution of claims asserted on behalf of the Class Members.

12. “Court” means the Alameda County Superior Court, or any other court taking jurisdiction of the Action.

13. “Defendant’s Counsel” means Robert Pepple, Esq.; Alejandro J. Castro, Esq.; and Gabriel A. Mendoza, Esq., of Nixon Peabody LLP.

14. “Effective Date” means the date when the Court’s Approval becomes final. For purposes of this Paragraph, the Court’s Approval “becomes final” upon the last to occur of the following: (a) if there are no objections to the Settlement, the date the Court enters an order granting final approval of the Settlement; (b) if there are objections to the Settlement, and if an appeal, review, or writ is not sought from the Court’s order granting final approval, the day after the time period to appeal the Settlement has expired, i.e., sixty (60) days from the date the Court enters an order granting final approval of the Settlement; or (c) if there are objections to the Settlement, and an appeal, review, or writ is timely sought from the Court’s order granting final approval, the day after the Court’s order granting final approval is affirmed or the appeal, review, or writ is dismissed or denied, and the Court’s order granting final approval is no longer subject to further judicial review.

15. “Estimated Workweeks” means Defendant’s good faith estimate of the number of workweeks worked by all Class Action Members during from the start of the Class Period through May 29, 2024, which is approximately 15,100.

16. “Enhancement Award” shall mean any additional monetary payment provided to the Class Representative for his efforts and risks on behalf of the Settlement Class in this Action,

and in exchange for not opting out of the class action portion of the settlement.

17. “Gross Settlement Amount” means the maximum settlement amount of five hundred thousand, thirty dollars, and zero cents (\$530,000.00), which has been and/or will be paid by Defendant in full satisfaction of all claims arising from the Action. The Gross Settlement Amount includes the Claims Administration Expenses, Enhancement Award, Class Counsel Fees and Costs, the Class Settlement Amount, and the PAGA Settlement Amount in the amount of twenty-five thousand dollars and zero cents (\$25,000.00) of which 75% or eighteen thousand, seven hundred, and fifty dollars and zero cents (\$18,750.00) will be paid to the Labor Workforce Development Agency (“LWDA”) and 25% or six thousand, two hundred, and fifty dollars and zero cents (\$6,250.00) to PAGA Group Members. Defendant will pay the employer’s share of payroll taxes, as applicable, in addition to the Gross Settlement Amount. Under no circumstances will Defendant pay more than the Gross Settlement Amount and the employer’s share of payroll taxes, as applicable.

18. “Individual Settlement Payment” means each Participating Class Member’s and PAGA Group Member’s individual share of the Net Settlement Amount, to be distributed to Plaintiff, PAGA Group Members, and Class Members who do not request exclusion from the settlement.

19. “LWDA” means the California Labor & Workforce Development Agency.

20. “Net Settlement Amount” means the maximum amount available for distribution to the Class Members and PAGA Group Members, after deduction of Class Counsel Fees and Costs, Enhancement Award, Claims Administration Expenses, and the eighteen thousand, seven hundred, and fifty dollars and zero cents (\$18,750.00) as the PAGA Settlement Amount payable to the LWDA from the Gross Settlement Amount.

21. “Notice of Objection” means a Class Member’s valid and timely written objection to the Settlement Agreement. For the objection to be valid, it must include: (i) the objector’s full name, signature, address, and telephone number; and (ii) a written statement of all grounds for the objection accompanied by any legal support for such objection. Further, an objector may appear at the final approval hearing, either in person or through counsel, at their

expense, regardless of whether the objector submitted a Notice of Objection. The Parties will be permitted to respond in writing to such objections at least seven (7) days before the final approval hearing or within the time period set by the Court, provided that PAGA Group Members will not be permitted to object or opt out of the PAGA portion of this Settlement.

22. “Notice” means the document titled “Notice of Class Action Settlement,” substantially in the form attached as Exhibit A.

23. “Operative Complaint” means the operative complaint filed in the Action on October 27, 2023, and all amendments thereto.

24. “PAGA” means the California Private Attorneys General Act of 2004, which is codified in California Labor Code §2698, et seq.

25. “PAGA Group Member(s)” means Plaintiff and all current and former hourly non-exempt employees of Defendant within California at any time during the PAGA Period.

26. “PAGA Notice” means Plaintiff’s August 16, 2023 letter, directed to Defendant and the LWDA, providing notice pursuant to Labor Code Section 2699.3, subd.(a).

27. “PAGA Period” means the period from August 17, 2022, through August 27, 2024, or the date that a preliminary approval order is entered, whichever is earlier.

28. “PAGA Settlement Amount” means the portion of the Gross Settlement Amount allocated to the resolution of claims asserted that arise under PAGA. The Parties have agreed that the PAGA Settlement Amount is twenty-five thousand dollars and zero cents (\$25,000.00), subject to Court approval. Of the PAGA Settlement Amount, 75% or eighteen thousand, seven hundred and fifty dollars and zero cents (\$18,750.00) will be paid to the LWDA and the remaining twenty-five percent (25%) or six thousand, two hundred, and fifty dollars and zero cents (\$6,250.00) will be distributed to PAGA Group Members.

29. “PAGA Workweeks” means Defendant’s good faith estimate of the number of workweeks worked by all PAGA Group Members during from the start of the PAGA Period through May 29, 2024, which is approximately 8,100. Defendant has weekly pay periods.

30. “Participating Class Members” means all Class Members who do not submit valid Requests for Exclusion.

1 31. “Preliminary Approval” means the Court order granting preliminary approval of
2 the Settlement Agreement.

3 32. “Released Class Claims” means any and all claims, liabilities, demands,
4 obligations, penalties, costs, expenses, attorneys’ fees, damages, action, or causes of action of
5 whatever kind or nature, contingent or accrued, that are alleged or that reasonably could have
6 been alleged based on the facts alleged in the Complaint filed August 17, 2023, including but
7 not limited to claims for (a) Minimum Wage Violations [Lab. Code §§ 1194, 1194.2, 1197,
8 1197.1, 1198]; (b) Overtime Violations [Lab. Code §§ 510, 1194, 1199]; (c) Rest Break
9 Violations [Lab. Code §§ 226.7, 512]; (d) Meal Break Violations [Lab. Code §§ 226.7, 512];
10 (e) Untimely Wages During Employment [Lab. Code §§ 204, 210]; (f) Untimely Wages at
11 Separation [Lab. Code §§ 203, 256]; (g) Failure to Reimburse Business Expenses [Lab. Code §
12 2802]; and (h) Recordkeeping Violations [Lab. Code §§ 226, 226.3, 1174], as well as any and
13 all claims, liabilities, demands, obligations, penalties, costs, expenses, attorney’s fees, damages,
14 action, or causes of action of whatever kind or nature, whether known or unknown, contingent
15 or accrued, that are alleged or that reasonably could have been alleged based on the facts alleged
16 in the Second Amended Complaint that Plaintiff will file in this Action, adding additional facts
17 and theories that were discussed, valued, and resolved at mediation for valuable consideration
18 on May 29, 2024, defined in illustrative (non-exhaustive) part below; (i) any right or claim for
19 unfair business practices in violation of California Business & Professions Code Sections
20 17200, et seq., based on the alleged failures set forth in (a)–(h) and that were alleged, or that
21 reasonably could have been alleged, based on the facts alleged in the Action and expressly
22 excluding all other claims, including claims for unemployment insurance, disability, Social
23 Security, and workers’ compensation, and claims outside of the Class Period; and (j) any
24 violation of the California Labor Code arising from or related to the conduct alleged in in (a)–
25 (h) and that were alleged, or that reasonably could have been alleged based on the facts alleged
26 in the Action, including violation of California Labor Code Sections 201, 202, 203, 204, 210,
27 226.7, 256, 510, 512, 1174, 1174.5, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199,
28 2802, 2804, and IWC Wage Orders. The Released Class Claims will cover all Class Members

1 who do not submit a Request for Exclusion. The Parties agree that the judgment, and the
2 Released Class Claims provided herein, shall have *res judicata* effect.

3 33. “Released PAGA Claims” means any and all claims for civil penalties under
4 PAGA based on the labor code violations alleged in the PAGA Notice sent by Plaintiff to the
5 LWDA, including, but not limited to, California Labor Code Sections 201, 202, 203, 204, 210,
6 226.7, 256, 510, 512, 1174, 1174.5, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802,
7 2804, and IWC Wage Orders that were alleged in the PAGA Notice, which enclosed the
8 Operative Complaint that Plaintiff subsequently filed, as well as all facts, theories, or claims for
9 civil penalties that would be considered administratively exhausted under applicable law by the
10 PAGA Notice Plaintiff sent to the LWDA. Plaintiff and the State of California and the LWDA,
11 will release all claims under PAGA that could have been premised on the claims, causes of
12 action, or legal theories described the Operative Complaint during the PAGA Period, or, in the
13 alternative, all facts, theories, or claims for civil penalties that would be considered
14 administratively exhausted under applicable law by the PAGA Notice. Plaintiff agrees to file a
15 second PAGA Notice (“Amended PAGA Notice”) that supplements the original PAGA Notice
16 and includes additional facts and theories that were discussed, valued, and resolved at mediation
17 for due consideration on May 29, 2024, including, but not limited to, failure to provide accurate
18 itemized paystubs (Lab. Code § 226), failure to separately compensate meal and rest periods
19 and/or non-productive time for piece-rate workers, misclassification of non-exempt employees,
20 unlawful rounding, and unlawful and/or auto-deduction of time worked (Lab. Code § 226.3);
21 sick time violations (Lab. Code § 246); and civil penalties under Labor Code Section 558, as
22 well as all facts, theories, or claims for civil penalties that would be considered administratively
23 exhausted by or through the PAGA Notice and/or Amended PAGA Notice. The Parties agree
24 that the judgment, and Released PAGA Claims provided herein, shall have *res judicata* effect.

25 34. “Released Parties” means Defendant and Defendant’s former and present
26 parents, subsidiaries, and affiliated companies and entities, franchisors and franchisees, and
27 their current, former, and future owners, officers, shareholders, directors, members, managers,
28 operators, employees, consultants, vendors, partners, affiliates, subsidiaries, shareholders,

1 attorneys, insurers, payroll providers, joint venturers, and agents, and any successors, assigns,
2 or legal representatives, both individually and in their business capacities, and any individual
3 or entity who or that could be jointly liable with Defendant and all persons or entities acting by,
4 through, under, or in concert with any of them, including but not limited to any and all staffing
5 agencies and professional employment organizations that supplied employees to Defendant, or
6 performed professional employment organization services, as applicable; Doe Defendants; and
7 anyone that can be held legally responsible for the claims alleged in the Operative Complaint.

8 35. "Request for Exclusion" means a timely letter submitted by a Class Member
9 indicating a request to be excluded from the class action portion of the Settlement. The Request
10 for Exclusion must: (a) set forth the name, address, telephone number, and last four digits of
11 the Social Security Number of the Class Member requesting exclusion; (b) be signed by the
12 Class Member; (c) be returned by mail or fax to the Claims Administrator at the specified
13 address or fax number indicated in the Notice; (d) clearly state that the Class Member does not
14 wish to be included in the Settlement; and (e) be faxed or postmarked on or before the Response
15 Deadline.

16 36. "Response Deadline" means the deadline by which Class Members must fax or
17 postmark to the Claims Administrator a valid Request for Exclusion from the class action
18 portion of the Settlement or submit objections to the Settlement or dispute workweeks. The
19 Response Deadline will be forty-five (45) days from the initial mailing of the Notice by the
20 Claims Administrator. The Response Deadline for Request for Exclusion of, objection to, or
21 disputed workweeks will be extended by fifteen (15) days for any Class Member who is re-
22 mailed a Notice by the Claims Administrator in accordance with the notice procedure described
23 in this Settlement Agreement. The Response Deadline may also be extended by express
24 agreement between Class Counsel and Defendant's Counsel.

25 37. "Subclasses" means the two subclasses into which the Class Members are
26 divided for the purposes of settlement, including (i) the arbitration agreement subclass and (ii)
27 the non-arbitration agreement subclass. The arbitration agreement subclass includes all
28 Participating Class Members who have executed a valid and binding arbitration agreement with

the Defendant, which includes a class-action waiver. These members are generally prohibited from participating in class actions, and as such, the Parties have agreed that the arbitration agreement subclass will receive a reduced pro rata amount from the Class Settlement Amount. Accordingly, the arbitration agreement subclass will receive a reduced pro rata amount relative to the non-arbitration agreement subclass by a factor of fifty percent (50%).

37(a) To illustrate, assume a Net Settlement Amount of three hundred thirty thousand dollars (\$330,000) and without assigning any importance to the figures discussed in this illustration. Given this Net Settlement Amount covering approximately fifteen thousand one hundred (15,100) workweeks, allocated using a two to one (2 to 1) ratio, employees without arbitration agreements (estimated five thousand (5,000) workweeks) might receive about forty-three dollars and 71 cents (\$43.71) per workweek, while those with arbitration agreements (estimated ten thousand one hundred(10,100) workweeks) might receive twenty-one dollars and eighty-six cents (\$21.86) per workweek. This ensures the total net settlement distribution remains within three hundred thirty thousand (\$330,000).

TERMS OF AGREEMENT

Plaintiff, both individually and on behalf of the Settlement Class, and Defendant agree as follows:

38. *Impact of Any Court Determination Not to Enter Final Approval Order.* In the event the Court does not enter an order granting final approval and this Settlement Agreement does not become effective, the following will occur:

- a. On the date final approval is denied, the status of the Action will be deemed to return to its status at the time immediately before and as if the Parties had never executed this Settlement Agreement; and
- b. Defendant will pay the Claims Administrator for any costs incurred by the Claims Administrator.

1 39. *Settlement Funding.* Within thirty (30) days of the Court's Approval becoming
2 final, as explained in Paragraph 14, Defendant will make the entire Gross Settlement Amount
3 in the amount of five hundred and thirty thousand dollars and zero cents (\$530,000.00).
4 Defendant will also make payment of the employers' share of the payroll taxes, which shall be
5 paid in addition to the Gross Settlement Amount.

6 40. *Class Counsel Fees and Costs.* Defendant agrees not to oppose or impede any
7 application or motion by Class Counsel for Class Counsel Fees in the amount of up to one
8 hundred and seventy-four thousand, nine hundred dollars, and zero cents (\$174,900.00).
9 Defendant also agrees not to oppose or impede any application by Class Counsel for the
10 reimbursement of the actual costs and expenses associated with Class Counsel's litigation and
11 settlement of the Action. In consideration of their awarded attorneys' fees and costs and
12 expenses, Plaintiff and Class Counsel waive any and all claims to any further attorneys' fees
13 and expenses in connection with the Action.

14 41. *Enhancement to Plaintiff.* Plaintiff may petition the Court to approve an
15 Enhancement Award in an amount up to ten thousand dollars and zero cents (\$10,000.00) to
16 acknowledge Plaintiff's efforts on behalf of the Class Members in this Action, including
17 assisting in the investigation and consulting with Class Counsel. Defendant shall not oppose
18 any request by Plaintiff for an Enhancement Award in such an amount. Any Enhancement
19 Award approved by the Court shall be paid to Plaintiff from the Gross Settlement Amount and
20 shall be in addition to any distribution to which they may otherwise be entitled under this
21 Agreement. Any Enhancement Award approved by the Court shall not be considered wages,
22 and the Claims Administrator shall issue to Plaintiff an IRS Form-1099 reflecting such payment.
23 Plaintiff shall be responsible for the payment of all taxes with respect to any Enhancement
24 Award approved by the Court and shall hold Defendant harmless from all liability with regard
25 thereto.

26 42. *Claims Administration Expenses.* The Claims Administrator will be paid for the
27 reasonable fees and costs of administration of the Settlement, which are estimated not to exceed
28 Seven Thousand dollars and zero cents (\$7,000.00). These will include, *inter alia*, fees and costs

payable to the Claims Administrator for printing, translating into Spanish (or other first-languages of Class Members, if necessary), distributing (including with appropriate postage), and tracking documents for this Settlement in English and Spanish; any searches to locate any Class Members, calculating estimated amounts per Class Member; tax reporting, distributing the Individual Settlement Payments, Class Counsel Fees and Costs, payment to LWDA from the PAGA Settlement Amount; and providing necessary certification of completion of notice, reports, and declarations; establishing and administering a Qualified Settlement Fund account, required tax reporting on the Individual Settlement Payments, issuing 1099 and W-2 IRS forms, calculating the employers' share of payroll taxes on the wage portion of the Individual Settlement Payments and coordinating related reporting; and other responsibilities as requested by the Parties. The Claims Administration Expenses will be paid from the Gross Settlement Amount.

43. *Net Settlement Amount.* The Net Settlement Amount will be used to satisfy Individual Settlement Payments to Participating Class Members and PAGA Group Members in accordance with the terms of this Agreement.

44. *Individual Share of Class Settlement Amount.* Defendant will provide the Claims Administrator with the total number of workweeks for each Participating Class Member. The Claims Administrator will divide the Net Settlement Amount less six thousand, two hundred, and fifty dollars and zero cents (\$6,250.00) (or the Court-approved amount from the PAGA Settlement Amount allocated for payment to PAGA Group Members) by the total number of workweeks for Participating Class Members and then multiply this amount by each Participating Class Member's total number of workweeks to yield that employee's individual share of the Class Settlement Amount. Any one day worked during a workweek will be credited as a full workweek. This formula is reflected as follows:

$$\frac{\text{Net Settlement Amount} - \text{PAGA Settlement Amount}}{\text{Participating Class Member's workweeks}} \times$$

1 Total number of
2 workweeks for all
3 Participating
4 Class Members

5 In the event a Class Member submits a timely Request for Exclusion from the settlement,
6 the Class Member will not receive their individual share of the Class Settlement Amount and
7 their individual share of the Class Settlement Amount will be added to the Net Settlement
8 Amount.

9 45. *Individual Share of PAGA Settlement Amount.* In addition, each PAGA Group
10 Member will receive an individual share of the six thousand, two hundred, and fifty dollars and
11 zero cents (\$6,250.00) portion of the PAGA Settlement Amount intended for the PAGA Group
12 Members (or twenty-five percent (25%) of the PAGA Settlement Amount approved by the
13 Court). The individual share of the PAGA Settlement Amount shall be calculated by the Claims
14 Administrator, with a formula similar to payments to Participating Class Members. Any one
15 day worked during a workweek will be credited as a full workweek. This formula is reflected
16 as follows:

$$\begin{array}{rcl}
 \text{25\% of PAGA Settlement} & & \\
 \text{Amount to PAGA Group} & & \\
 \text{Members} & \times & \text{Individual PAGA} \\
 \hline
 \text{Total number of} & & \text{Group Member's} \\
 \text{workweeks for all PAGA} & & \text{workweeks during} \\
 \text{Group Members during} & & \text{PAGA Period} \\
 \text{PAGA Period} & &
 \end{array}$$

22 No PAGA Group Member will be permitted to exclude themselves from the PAGA
23 claim portion of the Settlement. The individual share of the PAGA Settlement Amount will be
24 distributed by the Claims Administrator by mail to the PAGA Group Members, including to
25 those Class Members who submitted a request for exclusion.

26 46. *Escalator Clause.* In the event the actual total number of workweeks exceeds
27 fifteen thousand one hundred (15,100) by more than ten percent (10%) (i.e., 15,100 x 0.1), the
28 Gross Settlement Amount shall be increased on pro rata basis at a value of thirty-five dollars

1 and ten cents (\$35.10) per workweek. For example, if the total number of workweeks is sixteen
2 thousand six hundred and eleven hours (16,611 (15,100 + 1,510 + 1), Defendant would have to
3 increase the Gross Settlement Value by thirty-five dollars and ten cents (\$35.10) for a total of
4 five hundred and thirty thousand, thirty-five dollars, and ten cents (\$530,035.10 or \$530,000.00
5 + \$35.10). Defendant will provide a signed declaration stating the total number of workweeks
6 in the Class Period and the Parties will inform the Court if the escalator clause has been
7 triggered.

8 47. *No Credit Toward Benefit Plans.* All Class Settlement Amounts received by
9 Class Members shall be deemed to be income to such Class Members solely in the year in which
10 such payments actually are received by the Class Members. It is expressly understood and
11 agreed that the receipt of such Class Settlement Amounts will not entitle any Class Member to
12 additional compensation or benefits under any company bonus, paid time off (including
13 vacation and sick leave); or other compensation or benefit plan or agreement in place during
14 the period covered by the Settlement, nor will it entitle any Class Member to any increased
15 retirement, 401(k) benefits or matching benefits, or deferred compensation benefits. It is the
16 intent of this Settlement Agreement that the Class Settlement Amounts provided for in this
17 Settlement Agreement are the sole payments to be made by Defendant to the Class Members,
18 and that the Class Members are not entitled to any new or additional compensation or benefits
19 as a result of having received their share of the Individual Settlement Payments
20 (notwithstanding any contrary language or agreement in any benefit or compensation plan
21 document that might have been in effect during the period covered by this Settlement).

22 48. *Claims Administration Process.* The Parties agree to cooperate in the
23 administration of the Settlement and to make all reasonable efforts to control and minimize the
24 costs and expenses incurred in administration of the Settlement.

25 49. *Delivery of the Class List.* Within twenty-one (21) days of Preliminary Approval,
26 Defendant, with the assistance of Plaintiff, will provide the Class List to the Claims
27 Administrator.
28

1 50. *Notice by First-Class U.S. Mail.* Within seven (7) days after receiving the Class
2 List from Defendant, or in accordance with the timelines set forth in this Joint Stipulation for
3 Class Action and PAGA Settlement, the Claims Administrator will mail the Notice to all Class
4 Members via regular First-Class U.S. Mail.

5 51. *Confirmation of Contact Information in the Class Lists.* Before mailing, the
6 Claims Administrator will perform a search based on the National Change of Address Database
7 for information to update and correct for any known or identifiable address changes. Any Notice
8 returned to the Claims Administrator as non-deliverable on or before the Response Deadline
9 will be sent promptly via regular First-Class U.S. Mail to the forwarding address, and the Claims
10 Administrator will indicate the date of such re-mailing on the Notice. If no forwarding address
11 is provided, the Claims Administrator will promptly attempt to determine the correct address
12 using a skip-trace, or other search using the name, address, and/or Social Security Number of
13 the Class Member involved and will then perform a single re-mailing. Those Class Members
14 who receive a re-mailed Notice will have between the later of (i) an additional fifteen (15) days
15 or (ii) the Response Deadline to fax or postmark a Request for Exclusion, submit an objection
16 to the Settlement, or dispute workweeks.

17 52. *Notice.* All Class Members will be mailed the Notice. The Notice will also be
18 translated and provided in Spanish. The Notice will provide: (1) information regarding the
19 nature of the Action; (2) a summary of the Settlement Agreement's principal terms; (3) the
20 Settlement Class definition; (4) each Class Member's number of workweeks worked during the
21 Class Period; (5) each Class Member's estimated individual share of the Class Settlement
22 Amount; (6) each PAGA Group Member's estimated individual share of the PAGA Settlement
23 Payment; (7) the dates that comprise the Class Period; (8) instructions about how to submit
24 valid Requests for Exclusion, objections, or disputed workweeks; (9) the deadlines by which
25 the Class Member must fax or postmark Request for Exclusions, submit objections to the
26 Settlement, or dispute workweeks; (10) the claims to be released, as set forth in this Settlement
27 Agreement; (11) the Court's updated social distancing rules; and (12) where Class Members
28 may obtain additional information, including any changes to the date and location of court

1 hearings, and the Court's Approval of class action settlement and entering judgment after the
2 final approval hearing (i.e., the Court's website or posted on the Settlement Administrator's
3 website). The Claims Administrator shall also post a copy of the Notice attached as Exhibit A,
4 or any updated Notice as required by the Court, and the motion for preliminary approval and
5 final approval hearing dates, locations, and times and the final judgment on its website.

6 53. *Request for Exclusion Procedures.* Any Class Member wishing to opt out from
7 the Settlement Agreement must sign and fax or postmark a written Request for Exclusion to the
8 Claims Administrator within the Response Deadline. The date of the fax or postmark on the
9 return mailing envelope will be the exclusive means to determine whether a Request for
10 Exclusion has been timely submitted. The Parties to this Agreement and their counsel agree that
11 they will not solicit or encourage Class Members to opt out or object to this Settlement
12 Agreement. If the Court approves the compromise of the PAGA claim, all PAGA Group
13 Members are bound by the Court's resolution of that claim. Class Members who are also PAGA
14 Group Members submitting a request for exclusion will nevertheless receive their pro rata share
15 of the twenty-five percent (25%) of the PAGA Settlement Amount allocated for the PAGA
16 Group Members.

17 54. *Defective Submissions.* If a Class Member's Request for Exclusion is defective
18 in relation to the requirements listed in this Settlement Agreement, that Class Member will be
19 given an opportunity to cure the defect(s). The Claims Administrator will mail the Class
20 Member a cure letter within three (3) days of receiving the defective submission to advise the
21 Class Member that their submission is defective and that the defect must be cured to render the
22 Request for Exclusion valid. The Class Member will have until the later of (i) the Response
23 Deadline or (ii) fifteen (15) days from the date of the cure letter to fax or postmark a revised
24 Request for Exclusion.

25 55. *Settlement Terms Bind All Class Members Who Do Not Opt Out.* Any Class
26 Member who does not affirmatively opt out of the Settlement Agreement by submitting a timely
27 and valid Request for Exclusion will be bound by all of its terms, including those pertaining to
28 the Released Class Claims (other than as it applies to the PAGA claims with respect to the

1 PAGA Group Members), as well as any judgment that may be entered by the Court if it grants
2 final approval to the Settlement Agreement. If the Court approves the compromise of the PAGA
3 claim, Class Members who are also PAGA Group Members submitting a request for exclusion
4 will nevertheless be bound by the Court's resolution of that claim and receive their pro rata
5 share of the twenty-five percent (25%) of the PAGA Payment allocated to the PAGA Group
6 Members.

7 56. *Objection Procedures.* To object to the Settlement Agreement, a Class Member
8 may submit a Request for Exclusion and mail a valid Notice of Objection to the Claims
9 Administrator by the Response Deadline. The Claims Administrator will notify counsel for the
10 Parties forthwith via email. Class Counsel will lodge the objection with the Court. The Notice
11 of Objection must be signed by the Class Member and contain all information required by this
12 Settlement Agreement. The postmark date of the mailing will be deemed the exclusive means
13 for determining that the Notice of Objection is timely. Class Members who wish to object will
14 have a right to appear at the final approval hearing, with or without counsel at their own
15 expense, to have their objections heard by the Court, regardless of whether they submitted a
16 Notice of Objection. At no time will any of the Parties or their counsel seek to solicit or
17 otherwise encourage Class Members to submit written objections to the Settlement Agreement
18 or appeal from the Court's order granting final approval and judgment.

19 57. *Workweek Dispute Procedure.* Class Members and/or PAGA Group Members
20 may dispute the number of weeks worked during the Class Period or PAGA Period by
21 submitting a workweek dispute form to the Settlement Administrator by the Response Deadline.
22 The Settlement Administrator will provide any workweek dispute forms it receives to
23 Defendant and Class Counsel within two (2) days of receipt of the workweek dispute form.
24 Defendant may provide additional information to the Settlement Administrator that might
25 enable the Settlement Administrator to determine the correct number of workweeks. The
26 Settlement Administrator shall make a final decision regarding the workweeks for each Class
27 Member or PAGA Group Members who disputes the number of workweeks stated in the Notice,
28 based on the information provided by the submitted workweek dispute form and any

1 information provided by Defendant, if any. The Settlement Administrator's final decision shall
2 be made within fifteen (15) days after the Response Deadline.

3 58. *Certification Reports Regarding Individual Settlement Payment Calculations.*
4 The Claims Administrator will provide Defendant's Counsel and Class Counsel a weekly report
5 that certifies: (i) the number of Class Members who have submitted a valid Request for
6 Exclusion; (ii) the number of Class Members who have submitted a valid Notice of Objection;
7 and (iii) the number of any deficient Requests for Exclusion or objections. Additionally, the
8 Claims Administrator will provide to counsel for both Parties any updated reports regarding the
9 administration of the Settlement Agreement as needed or requested. If requested by Class
10 Counsel or the Court, the Claims Administration shall also provide a declaration attesting to the
11 services to be provided pursuant to this Settlement Agreement and/or the results of the mailing
12 of the Notice.

13 59. *Final Distribution Report by Settlement Administrator.* Within ten (10) days after
14 the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will
15 provide Counsel for both Parties with a final report detailing its disbursements (by employee
16 identification number only) of all payments made under this Agreement. At least fifteen (15)
17 days before any deadline set by the Court, the Administrator will prepare, and submit to Counsel
18 for both Parties, a signed declaration suitable for filing in Court attesting to its disbursement of
19 all payments required under this Agreement. Representative Counsel will be responsible for
20 filing the Administrator's declaration in Court.

21 60. *Timing of Distribution of Payments.* Within five (5) days of Defendant depositing
22 the Gross Settlement Amount, the Claims Administrator will issue payments to (1) Participating
23 Class Members and PAGA Group Members, (2) Plaintiff, (3) Class Counsel, and (4) the
24 LWDA. The Claims Administrator will also issue a payment to itself for Court-approved
25 services performed in connection with the settlement.

26 61. *Uncashed or Undeliverable Settlement Checks.* Individual settlement checks
27 paid to participating Class Members will be valid for one hundred and eighty (180) days.
28 Participating Class Members will have one hundred and eighty (180) days from the date of

1 issuance of the check to cash their checks. For any check not cashed after one hundred and
2 eighty (180) days, the Claims Administrator will send the amount represented by the check to
3 the *cy pres* beneficiary chosen by the Parties, Bet Tzedek Legal Services. Bet Tzedek is a
4 nonprofit law firm that provides free legal services for low-income individuals. It is located at
5 3250 Wilshire Blvd., 13th Floor, Los Angeles, California 900190.

6 62. *Certification of Completion.* Upon completion of administration of the
7 Settlement, the Claims Administrator will provide a written declaration under oath to certify
8 such completion to the Court and counsel for all Parties.

9 63. *Treatment of Individual Settlement Payments.* For the purposes of taxes,
10 Individual Shares of the PAGA Settlement Amount will be considered one hundred percent
11 (100%) non-taxable civil penalties. With respect to Individual Shares of the Class Settlement
12 Amount, fifteen percent (15%) will be considered taxable wages; fifteen percent (15%) will be
13 considered non-taxable interest; and seventy percent (70%) will be considered non-taxable
14 penalties. The portion allocated to wages of each individual share of the Class Settlement
15 Amount will be reported on an IRS Form W-2 and the portion allocated to interest and penalties
16 will be reported on an IRS Form-1099 by the Claims Administrator.

17 64. *Administration of Taxes by the Claims Administrator.* The Claims Administrator
18 will be responsible for issuing to Plaintiff, Participating Class Members, PAGA Group
19 Members, Class Counsel, and Defendant any W-2, 1099, or other tax forms as may be required
20 by law for all amounts paid pursuant to this Settlement Agreement. The Claims Administrator
21 will also be responsible for forwarding all payroll taxes and other legally required withholdings,
22 and related reporting, to the appropriate government authorities.

23 65. *Defendant's Responsibility for Employer Taxes.* For any portion of the Class
24 Members' individual share of the Class Settlement Amount that are designated as "wages" for
25 purposes of tax reporting, the employer's taxes; and employer contributions of all federal, state,
26 and local taxes (including, but not limited to, FICA, FUTA, and SDI) will be paid in addition
27 to the Gross Settlement Amount, via and with the Claims Administrator's assistance.
28

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

25 67. *No Prior Assignments.* The Parties and their counsel represent, covenant, and
26 warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported
27 to assign, transfer, or encumber to any person or entity any portion of any liability, claim,
28 demand, action, cause of action, or right released and discharged in this Settlement Agreement.

1 68. *Release of Claims by Class Members.* Upon the date the Court enters an order
2 granting final approval of the Settlement (i.e., final judgment), all Class Members who do not
3 timely submit a valid Request for Exclusion do and will be deemed to have fully, finally, and
4 forever released, settled, compromised, relinquished, waived, and discharged any and all of the
5 Released Parties of and from any and all Released Class Claims accruing during the Class
6 Period. In addition, on the date the Court enters an order granting final approval of the
7 Settlement Agreement and Defendant fully funds the Gross Settlement Amount, all Class
8 Members who do not timely submit a valid Request for Exclusion and all successors in interest
9 will be barred from prosecuting or participating in any and all Released Class Claims against
10 the Released Parties.

11 69. *Release of Claims by PAGA Group Members.* Upon the date the Court enters an
12 order granting final approval of the Settlement, the State of California and all PAGA Group
13 Members (regardless of whether PAGA Group Members opt out of the Class Settlement) will
14 be deemed to have fully, finally, and forever released, settled, compromised, relinquished,
15 waived, and discharged any and all of the Released Parties of and from any and all Released
16 PAGA Claims accruing during the PAGA Period.

17 70. *Release by Plaintiff.* Upon the date the Court enters an order granting final
18 approval of the Settlement, in addition to the claims being released by all Class Members,
19 Plaintiff will provide the following additional general release (“General Release”): Plaintiff,
20 individually and on behalf of Plaintiff’s heirs, spouses, executors, administrators, attorneys,
21 agents, and assigns, fully and finally releases the Released Parties from all claims, demands,
22 rights, liabilities, and causes of action of every nature and description whatsoever, known or
23 unknown, asserted or that might have been asserted, whether in tort, contract, or for violation
24 of any state or federal statute, rule, or regulation arising out of, relating to, or in connection with
25 any act or omission by or on the part of any of the Released Parties committed or omitted before
26 the execution of this Agreement. This General Release includes any unknown claims Plaintiff
27 does not know or suspect to exist in Plaintiff’s favor at the time of this General Release, which,
28 if known by Plaintiff, might have affected Plaintiff’s settlement with, and release of, the

Released Parties or might have affected Plaintiff's decision not to object to this Settlement Agreement or this General Release. To the extent the foregoing releases are releases to which Section 1542 of the California Civil Code or similar provisions of other applicable law may apply, Plaintiff expressly waives any and all rights and benefits conferred upon Plaintiff by the provisions of Section 1542 of the California Civil Code or similar provisions of applicable law, which are as follows:

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

The significance of this General Release and waiver of Civil Code Section 1542 has been explained to Plaintiff by Class Counsel. The General Release by Plaintiff expressly excludes any claims that cannot be released by law.

71. *Neutral Reference.* Defendant agrees that a designated agent of Defendant will only provide a neutral reference for Plaintiff should any prospective employers contact Defendant regarding Plaintiff's employment. Defendant shall only provide Plaintiff's dates of employment and Plaintiff's last job title held with Defendant.

72. *Nullification of Settlement Agreement.* In the event that (i) the Court does not finally approve the Settlement as provided in this Settlement Agreement or (ii) the Settlement Agreement does not become final for any other reason, then this Settlement Agreement and any documents generated to bring it into effect will be null and void. Any order or judgment entered by the Court in furtherance of this Settlement Agreement will likewise be treated as void from the beginning. In such case, this Settlement Agreement shall not be used or be admissible in any subsequent proceedings, either in this Action, this Court, or any other Court or forum.

1 73. *Preliminary Approval Hearing.* Plaintiff will obtain a hearing before the Court
2 to request the Preliminary Approval of the Settlement Agreement, and the entry of a preliminary
3 approval order for (i) conditional certification of the Settlement Class for settlement purposes
4 only, (ii) preliminary approval of the proposed Settlement Agreement, and (iii) setting a date
5 for a final approval hearing. In conjunction with Plaintiff's motion for preliminary approval,
6 Class Counsel will submit this Settlement Agreement, which sets forth the terms of this
7 Settlement and will include the proposed Notice.

8 74. *Final Settlement Approval Hearing and Entry of Judgment.* Upon expiration of
9 the deadlines to fax or postmark Requests for Exclusion or submit objections to the Settlement
10 Agreement, and with the Court's permission, a final approval hearing will be conducted to
11 determine the final approval of the Settlement Agreement, along with the amounts properly
12 payable for: (i) Individual Settlement Payments, (ii) the Class Counsel Fees and Costs, (iii)
13 payment to LWDA from the PAGA Settlement Amount, (iv) all Claims Administration
14 Expenses, and (v) Enhancement Award. Class Counsel will be responsible for drafting all
15 documents necessary to obtain Approval. Class Counsel will also be responsible for drafting
16 the attorneys' fees and costs application to be heard at the final approval hearing. These motions
17 will seek the Court's endorsement under appropriate legal guidelines. Class Counsel will
18 provide Defendant's Counsel with copies of all such filings no later than five (5) days before
19 the deadline(s) for the same to be filed with the Court.

20 75. *Judgment and Continued Jurisdiction.* Upon final approval of the Settlement
21 Agreement by the Court or after the final approval hearing, the Parties will present a proposed
22 judgment to the Court for its approval. Pursuant to California Rules of Court, Rule 3.771(b),
23 the Claims Administrator shall post on its website a copy of the judgment for a period of thirty
24 (30) days from the date the Court signs the judgment. After entry of the judgment, the Court
25 will have continuing jurisdiction solely for purposes of addressing (i) the interpretation and
26 enforcement of the terms of the Settlement Agreement, (ii) Settlement administration matters,
27 and (iii) such post-judgment matters as may be appropriate under court rules or as set forth in
28 this Settlement Agreement.

1 76. *Exhibits Incorporated by Reference.* The terms of this Settlement Agreement
2 include the terms set forth in any attached exhibits, which are incorporated by this reference as
3 though fully set forth in this Settlement Agreement. Any exhibits to this Agreement are an
4 integral part of the Settlement.

5 77. *Entire Agreement.* This Settlement Agreement and any attached exhibits
6 constitute the entirety of the Parties' Settlement terms. No other prior or contemporaneous
7 written or oral agreements may be deemed binding on the Parties. The Parties expressly
8 recognize California Civil Code Section 1625 and California Code of Civil Procedure Section
9 1856(a), which provide that a written agreement is to be construed according to its terms and
10 may not be varied or contradicted by extrinsic evidence, and the Parties agree that no such
11 extrinsic oral or written representations or terms will modify, vary, or contradict the terms of
12 this Agreement.

13 78. *Amendment or Modification.* This Settlement Agreement may be amended or
14 modified only by a written instrument signed by counsel for all Parties or their successors-in-
15 interest.

16 79. *Authorization to Enter into Settlement Agreement.* Counsel for all Parties warrant
17 and represent they are expressly authorized by the Parties whom they represent to negotiate this
18 Settlement Agreement and to take all appropriate action required or permitted to be taken by
19 such Parties pursuant to this Settlement Agreement to effectuate its terms and to execute any
20 other documents required to effectuate the terms of this Settlement Agreement. The Parties and
21 their counsel will cooperate with each other and use their best efforts to effectuate the
22 implementation of the Settlement. If the Parties are unable to reach agreement on the form or
23 content of any document needed to implement the Settlement Agreement, or on any
24 supplemental provisions that may become necessary to effectuate the terms of this Settlement
25 Agreement, the Parties may seek the assistance of the Court to resolve such disagreement.

26 80. *Binding on Successors and Assigns.* This Settlement Agreement will be binding
27 upon, and inure to the benefit of, the successors or assigns of the Parties to this Settlement
28 Agreement, as previously defined.

1 81. *Execution and Counterparts.* This Settlement Agreement is subject only to the
2 execution of all Parties. However, the Settlement Agreement may be executed in one or more
3 counterparts. All executed counterparts and each of them, including facsimile and scanned
4 copies of the signature page, will be deemed to be one and the same instrument, provided that
5 counsel for the Parties will exchange among themselves original signed counterparts.

6 82. *Acknowledgment that the Settlement is Fair and Reasonable.* The Parties believe
7 this Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have
8 arrived at this Settlement Agreement after arm's-length negotiations and in the context of
9 adversarial litigation or mediation, taking into account all relevant factors, present and potential.
10 The Parties further acknowledge that they are each represented by competent counsel and that
11 they have had an opportunity to consult with their counsel regarding the fairness and
12 reasonableness of this Settlement Agreement.

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

17 84. *Captions.* The captions and section numbers in this Agreement are inserted for
18 the reader's convenience, and in no way define, limit, construe, or describe the scope or intent
19 of the provisions of this Agreement.

20 85. *Waiver.* No waiver of any condition or covenant contained in this Agreement or
21 failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or
22 constitute a further waiver by such party of the same or any other condition, covenant, right, or
23 remedy.

24 86. *Enforcement Actions.* In the event that one or more of the Parties institutes any
25 legal action or other proceeding against any other Party to enforce the provisions of this
26 Settlement Agreement or to declare rights and/or obligations under this Settlement Agreement,
27 the successful Party will be entitled to recover reasonable attorneys' fees and costs from the
28

1 unsuccessful Party, including expert witness fees incurred in connection with any enforcement
2 actions.

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

9 88. *Representation by Counsel.* The Parties acknowledge that they have been
10 represented by counsel throughout all negotiations that preceded the execution of this
11 Settlement Agreement, and that this Settlement Agreement has been executed with the consent
12 and advice of counsel.

13 89. *All Terms Subject to Final Court Approval.* All amounts and procedures
14 described in this Settlement Agreement will be subject to final Court approval.

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

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

23 92. *No Admission of Liability.* Nothing contained in this Settlement Agreement shall
24 be construed or deemed an admission of liability, culpability, negligence, or wrongdoing on the
25 part of Defendant. Each of the Parties has entered into this Settlement Agreement with the
26 intention to avoid further disputes and litigation, and the attendant inconvenience and expense,
27 and to fully and forever buy their respective peace. This Settlement Agreement shall be
28 inadmissible in evidence in any action or proceeding, by any party, except an action or

proceeding by one of the Parties to approve, interpret, or enforce the Settlement Agreement's terms.

93. *Communications.* The Parties and their counsel agree that they will not publicize or issue or post any press releases, advertising, or marketing, or initiate any contact with the media about this case or the parties involved, including the fact, amount, or terms of the Settlement Agreement. If counsel for either Party receives an inquiry about the Settlement Agreement from the media, counsel may only respond that a settlement has been reached. Before the date on which the Parties file the motion for preliminary approval of the Settlement Agreement, Plaintiff and Class Counsel will not initiate any contact with Class Members other than Plaintiff about the Settlement, except that, if contacted by a Class Member, Class Counsel may respond that a settlement has been reached and that the details will be communicated in a forthcoming Court-approved notice.

94. *Disputes.* Any dispute between the Parties concerning the interpretation or implementation of this Settlement Agreement will be resolved by the Court, pursuant to the procedure within this Paragraph. Before any such resort to the Court, counsel for the Parties will confer in good faith to resolve the dispute. If the Parties are unable to resolve the dispute themselves, the dispute will be submitted to Kevin T. Barnes, Esq. for mediation. If mediation of the dispute is not successful, the Parties may then seek the Court's assistance in resolution of the dispute.

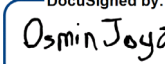
95. *Applicable Law.* All terms and conditions of this Stipulation and its exhibits will be governed by and interpreted according to the laws of the State of California, without giving effect to any conflict of law or choice of law principles.

SIGNATURES

READ CAREFULLY BEFORE SIGNING

PLAINTIFF

Dated: 10/24/2024

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- 27 -

JOINT STIPULATION FOR CLASS ACTION AND PAGA SETTLEMENT

Osmin Antonio Joya Garcia

DEFENDANT

Dated: 10/29/2024

DocuSigned by:

PAUL NAUMES

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San Joaquin Door & Supply, Inc.

APPROVED AS TO FORM

Dated: 10/24/2024

MELMED LAW GROUP P.C.

By:



Jonathan Melmed
Megan E. Ross
Hannah Becker

Attorneys for Plaintiff
OSMIN ANTONIO JOYA GARCIA, an
individual, on behalf of himself, the State of
California, as a private attorney general, and
on behalf of all others similarly situated.

1 Dated: October 29, 2024

NIXON PEABODY, LLP

2 

3 By:

4 Robert H. Pepple
Alejandro J. Castro
5 Gabriel A. Mendoza

6 *Attorneys for Defendant*
7 SAN JOAQUIN DOOR & SUPPLY, INC.
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