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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

INGRID RUANO, an individual and on behalf of
others similarly situated and aggrieved
employees pursuant to the California Private
Attorneys General Act,

Plaintiff,

vs.

BOX EXPRESS, MFG., a California
corporation; and DOES 1 through 100, inclusive,

Defendants.

Case No. 23STCV17209

Honorable Theresa M. Traber
Department 1

**DECLARATION OF JASMINE Y.
KIANFARD IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT, ATTORNEYS'
FEES AND COSTS, ENHANCEMENT
PAYMENT, AND SETTLEMENT
ADMINISTRATION COSTS**

Date: September 10, 2026

Time: 10:30 a.m.

Dept: 1

Complaint Filed: July 21, 2023

FAC Filed: September 26, 2024

SAC Filed: April 14, 2026

Trial Date: Not Set

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10 Attorneys for Plaintiff INGRID RUANO and the Class
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1 an Order, which denied the Class Motion to Compel.

2 7. On August 30, 2024, Defendant filed a Motion to Compel Arbitration of Plaintiff's
3 Individual PAGA Claims and Stay the Remainder of the Action ("PAGA Motion to Compel") and
4 supporting documents in the PAGA Action. On September 30, 2024, Plaintiff filed an Opposition to
5 Defendant's PAGA Motion to Compel and supporting documents in the PAGA Action. On December
6 13, 2024, the Court entered an Order, which denied the PAGA Motion to Compel.

7 8. On September 26, 2024, Plaintiff filed a First Amended Class Action Complaint in the
8 Action, which replaced Former Plaintiff with Plaintiff as the named plaintiff.¹

9 9. On December 16, 2024, pursuant to the joint stipulation of Plaintiff and Defendant
10 (together, the "Parties"), the Dismissed Class Action was dismissed without prejudice.

11 10. On July 31, 2025, the Parties participated in a formal mediation conducted by Tagore
12 Subramaniam, Esq. ("Mediator"), a neutral and respected mediator with extensive experience in
13 complex wage and hour matters, and with the assistance of the Mediator's evaluations, the Parties
14 were able to reach an agreement to resolve this dispute on a class and representative basis. The Parties
15 then worked diligently to negotiate and memorialize the terms in a long form settlement agreement.

16 11. On December 18, 2025, the Parties entered into the Joint Stipulation of Class Action
17 and PAGA Settlement ("Settlement" or "Settlement Agreement"). A true and correct copy of the
18 Settlement Agreement is attached hereto as **Exhibit 1**.

19 12. On December 18, 2025, Plaintiff filed a Motion for Preliminary Approval of Class
20 Action and PAGA Settlement ("Motion for Preliminary Approval") and supporting documents. On
21 April 13, 2026, the Court issued a tentative ruling in which it raised points of inquiry with regard to
22 the Motion for Preliminary Approval.

23 13. On April 14, 2026, Plaintiff filed a Second Amended Class and Representative Action
24 Complaint ("Operative Complaint") in the Action, which added the PAGA claims alleged in the
25 PAGA Action. The Operative Complaint alleges twelve (12) causes of action for violations of the
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28 ¹ Unfortunately, Former Plaintiff passed away and no estate representative was designated in the Action. However, since Plaintiff had already initiated a class action that included the same claims as Former Plaintiff and the Action was first-filed, Plaintiff stepped into the Action to preserve the rights of the putative class members.

California Labor Code for failure to pay overtime wages, failure to pay minimum wages, failure to provide compliant meal periods and premium payments in lieu thereof, failure to provide compliant rest periods and premium payments in lieu thereof, failure to timely pay wages upon termination, failure to provide compliant wage statements, failure to timely pay wages during employment, failure to reimburse necessary business expenses, and failure to pay interest on deposits, for violations of California Business & Professions Code Section 17200, *et seq.* based on the aforementioned California Labor Code violations, and for civil penalties under PAGA based on the aforementioned California Labor Code violations.

14. On April 28, 2026, Plaintiff filed supplemental papers in support of the Motion for Preliminary Approval, which addressed the Court’s inquiries in regard to the Motion for Preliminary Approval.

15. On May 13, 2026, the Court entered the Order Granting Preliminary Approval of Class Action and PAGA Settlement (“Preliminary Approval Order”), thereby preliminarily approving the terms of the Settlement Agreement, the Notice of Class Action Settlement (“Class Notice”), and the proposed administration procedures and associated deadlines. A true and correct copy of the Preliminary Approval Order is attached hereto as **Exhibit 2**.

Summary of the Terms of the Settlement Agreement

16. By way of the Preliminary Approval Order, the Court certified the following Class for settlement purposes only: “All current and former non-exempt, hourly-paid employees who worked for Defendant in the State of California at any time during the Class Period” (“Class” or “Class Members”). The “Class Period” is defined as the period from July 21, 2019 through September 29, 2025. The “Settlement Class Members” consist of all Class Members who did not submit a timely and valid Request for Exclusion. The “PAGA Members” consist of “all current and former non-exempt, hourly-paid employees who worked for Defendant in the State of California at any time during the PAGA Period.” The “PAGA Period” is defined as the period from August 4, 2022 through September 29, 2025.

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1 17. Based on the data provided by Defendant following preliminary approval and for
2 purposes of administration of the Class Notice, I am informed that there are 213 Settlement Class
3 Members who worked 18,924.42 weeks for Defendant as non-exempt, hourly-paid employees in
4 California during the Class Period (“Workweeks”) and 115 PAGA Members who worked 4,361 pay
5 periods for Defendant as non-exempt, hourly-paid employees in California during the PAGA Period
6 (“Pay Periods”).

7 18. The Parties have agreed to settle the Class and PAGA claims at issue in the Operative
8 Complaint for a non-reversionary Gross Settlement Amount of Seven Hundred Fifty Thousand Dollars
9 and Zero Cents (\$750,000.00), which is exclusive of employer-side payroll taxes. The Gross
10 Settlement Amount includes: (1) Class Counsel’s fees in the amount of one-third (1/3) of the Gross
11 Settlement Amount, equaling Two Hundred Fifty Thousand Dollars and Zero Cents (\$250,000.00);
12 (2) Class Counsel’s actual litigation costs and expenses, in the amount of Twenty-Five Thousand
13 Three Hundred Forty-Nine Dollars and Fifty-Six Cents (\$25,349.56); (3) Settlement Administration
14 Costs in the amount of Six Thousand Nine Hundred Ninety Dollars and Zero Cents (\$6,990.00); (4)
15 Enhancement Payment in the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00); and (5)
16 PAGA Amount in the amount of Seventy-Five Thousand Dollars and Zero Cents (\$75,000.00). After
17 the above Court-approved amounts are deducted from the Gross Settlement Amount, the Settlement
18 Class Members will share in a Net Settlement Amount of approximately Three Hundred Eighty-Two
19 Thousand Six Hundred Sixty Dollars and Forty-Four Cents (\$382,660.44).

20 19. The Settlement does not require Settlement Class Members to submit claims as a
21 prerequisite to receiving their *pro rata* share of the Net Settlement Amount (“Individual Settlement
22 Share”) nor does it require PAGA Members to submit claims as a prerequisite to receiving their *pro*
23 *rata* share of twenty-five percent (25%) of the PAGA Amount (“Individual PAGA Payment”).
24 Individual Settlement Shares are calculated by the Settlement Administrator by dividing the Net
25 Settlement Amount by the total number of Workweeks worked by all Settlement Class Members
26 during the Class Period and multiplying the result by each Settlement Class Member’s Workweeks
27 worked during the Class Period. Individual PAGA Payments are calculated by the Settlement
28 Administrator by dividing the amount of the PAGA Members’ twenty-five percent (25%) share of the

1 PAGA Amount (\$18,750.00) by the total number of Pay Periods worked by all PAGA Members during
2 the PAGA Period and multiplying the result by each PAGA Member's Pay Periods worked during the
3 PAGA Period.

4 20. I am aware from my review of the information provided by the Settlement
5 Administrator that the estimated average gross Individual Settlement Share is \$1,767.60, the estimated
6 highest gross Individual Settlement Share is \$6,428.85, and the estimated lowest gross Individual
7 Settlement Share is \$19.89; the estimated average Individual PAGA Payment is \$163.04, the estimated
8 highest Individual PAGA Payment is \$356.86, and the estimated lowest Individual PAGA Payment is
9 \$4.30.

10 21. Each Individual Settlement Share will be allocated as twenty percent (20%) wages and
11 eighty percent (80%) penalties, interest, and non-wage damages. The portion allocated to wages will
12 be reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage
13 damages will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The
14 Settlement Administrator will withhold the employee's share of taxes and withholdings with respect
15 to the wages portion of the Individual Settlement Shares, and issue checks to Settlement Class
16 Members for their net payment of their Individual Settlement Share ("Individual Settlement
17 Payment"). The employer's share of taxes and contributions in connection with the wages portion of
18 Individual Settlement Shares will be paid by Defendant separately and in addition to the Gross
19 Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%)
20 penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

21 22. Each Individual Settlement Payment and Individual PAGA Payment check will be
22 valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are
23 issued, and thereafter, shall be canceled. Any funds associated with such canceled checks will be
24 distributed by the Settlement Administrator to the State of California's Unclaimed Property Division
25 in the name of the Settlement Class Member and/or PAGA Member.

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1 27. Although the investigation and information discovered supports Plaintiff's contentions,
2 Defendant raised potential defenses and other circumstances that impacted the risk of proceeding on
3 a class-wide basis. Consideration of these risks factored into the decision to enter the Settlement.

4 28. Class Counsel is aware of Defendant's defenses and arguments and has also taken into
5 account the uncertainty and risk of the outcome of further litigation, and the difficulties and delays
6 inherent in such litigation, including those involved in class and/or representative adjudication.
7 Plaintiff further recognizes the burdens of proof necessary to establish liability for the claims asserted
8 in the Action, Defendant's defenses, and the difficulties in establishing entitlement to monetary
9 recovery. Plaintiff has also considered the Parties' settlement discussions, as well as the evaluations
10 of the Mediator, who is experienced and well-regarded in complex labor and employment matters.

11 29. Defendant denied and continues to deny any liability and wrongdoing of any kind
12 associated with the claims alleged in the Action, and further denies that class certification is
13 appropriate for any purpose other than the Settlement. Defendant believes that it would ultimately
14 prevail in the Action. Defendant proffered defenses to both certification and to the merits of Plaintiff's
15 claims. Defendant contended that Plaintiff's claims are not suitable for class certification because
16 individual issues would predominate should this case go to trial. As with all class actions, these
17 complex cases raise difficult management and proof issues and, accordingly, there is a significant risk
18 that the Court may deny class certification.

19 30. Class Counsel also recognized that, even if Plaintiff prevailed at class certification,
20 proving the amount of wages due to each Class Member would be an expensive, time-consuming, and
21 extremely uncertain proposition. In order to prove liability and damages, Class Counsel would need
22 to request and analyze thousands of pages of documents, obtain the Class Members' contact
23 information, contact them, and obtain declarations at great expense. Obtaining the cooperation of
24 current employees would also be difficult, given the likely reluctance to aid prosecution of a lawsuit
25 against a current employer. On the other hand, Defendant would likely be able to obtain the
26 cooperation of its employees. Moreover, even if Plaintiff prevailed at class certification and trial,
27 possible appeals would substantially delay any recovery by the Class.

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1 31. Therefore, Class Counsel submits that the Settlement is fair, reasonable, and adequate.
2 The Settlement is in the best interest of the Class Members, the PAGA Members, and the State of
3 California, and is within the accepted range of recoveries for this type of litigation given the inherent
4 risk of litigation, the risk of obtaining and maintaining class certification, and the costs of further
5 litigation.

6 ***Attorneys' Fees and Costs***

7 32. Class Counsel seeks one-third (1/3) of the Gross Settlement Amount (i.e., \$250,000.00)
8 for fees for the time spent litigating this matter and reimbursement of actual costs and expenses totaling
9 Twenty-Five Thousand Three Hundred Forty-Nine Dollars and Fifty-Six Cents (\$25,349.56). The
10 requested fees and costs are fair compensation for undertaking complex, risky, expensive, and time-
11 consuming litigation on a contingent fee basis, especially in light of the substantial benefits achieved
12 by Class Counsel for the Class Members. Class Counsel's requested fee award is summarily addressed
13 as follows but is more fully discussed in Plaintiff's Motion for Final Approval of Class Action and
14 PAGA Settlement, Attorneys' Fees and Costs, Enhancement Payment, and Settlement Administration
15 Costs ("Motion for Final Approval") filed concurrently herewith.

16 33. The effectiveness of Class Counsel's prosecution of this matter has translated into
17 tangible monetary benefits for the Settlement Class Members, the State of California, and the PAGA
18 Members as follows: (1) Settlement Class Members, the State of California, and the PAGA Members
19 will obtain monetary recovery over a relatively short period of time, as opposed to waiting additional
20 years for the same, or potentially worse, result; (2) a guaranteed result that compares favorably with
21 other similar class action settlements of this type, given the strengths and weaknesses of the Action;
22 and (3) significant savings in Class Counsel's fees and/or costs that would have only increased
23 significantly had the Action progressed through trial and/or appeals.

24 34. In the present case, Class Counsel has borne all of the risks and costs of litigation and
25 will not receive any compensation until recovery is obtained. Class Counsel had to consider its
26 workload during this litigation when considering taking on additional work that was available, and
27 which Class Counsel had to forego in order to devote the time necessary to pursue this litigation. Class
28 Counsel is experienced in complex wage-and-hour litigation and used that experience to obtain a

1 favorable result for the Class, the State of California, and the PAGA Members. Considering the
2 amount of fees requested, work performed, risks incurred, and experience of Class Counsel in handling
3 similar matters, Plaintiff maintains that the requested attorneys' fees of one-third (1/3) of the Gross
4 Settlement Amount (i.e., \$250,000.00) are reasonable and should be awarded.

5 35. Blackstone Law, APC ("Blackstone") was started in February 2018, representing
6 plaintiffs in individual and representative employment litigation. The firm has grown exponentially
7 over the past eight-plus years, now maintaining over thirty highly pedigreed attorneys working on
8 almost exclusively labor and employment class actions, PAGA cases, and individual matters, with
9 roughly 15% of the firm focused on other complex general litigation matters. Blackstone has been
10 counsel of record on several class and PAGA actions that have since been resolved, the most recent of
11 which are attached hereto as **Exhibit 3**. The attorneys who worked on this case are all experienced in
12 litigating wage and hour matters as follows:

13 a. Jonathan M. Genish is the founder of Blackstone. He received his law degree from
14 Benjamin N. Cardozo School of Law and was admitted to the California State Bar in 2008. During
15 law school, he clerked at the litigation firm Oved & Oved, LLP and was published several times in
16 various small publications. Upon graduation, he was rehired by Freedman & Taitelman, LLP as an
17 associate and remained employed there from September 2008 through August 2015. During his
18 tenure, he managed hundreds (perhaps thousands) of complex litigation cases, ranging from
19 employment, corporate, entertainment, and general business litigation matters, though his primary area
20 of expertise was employment, both single plaintiff and representative actions. On the vast majority of
21 those cases, he was the only or primary attorney managing the case and thus obtained extensive
22 experience. In that capacity, he conducted wage and hour and wrongful termination labor and
23 employment intakes; was the primary contact for all clients; took and defended hundreds (if not
24 thousands) of depositions; propounded and responded to all discovery; prepared and opposed all
25 motions and pleadings, including dispositive and certification motions; strategized on all cases;
26 attended all hearings; attended all mediations; coordinated with class action administrators; prepared
27 and worked with experts; first and second chaired multiple trials and arbitrations; and engaged in all
28 other intricate facets of litigation. During that time, he represented a wide range of clients from sole

1 proprietorships to Fortune 500 companies in state, federal, complex, and appellate courts. Many of
2 the cases he managed were highly publicized, with articles written about them in the Los Angeles
3 Times, Deadline, The Hollywood Reporter, Business Insider, Law360, and others. Super Lawyers has
4 regularly honored him as a Southern California Rising Star since 2012. His billable rate is \$1,295,
5 which is well within the prevailing rate for attorneys with his experience in this area of practice in
6 Southern California.

7 b. Miriam L. Schimmel is a 29-year litigator who joined Blackstone in June 2022,
8 following ten years of working with two well-known plaintiff-side wage and hour law firms in Los
9 Angeles. She obtained her Bachelor of Arts degree in Political Science from the University of
10 California at Los Angeles in 1992. Thereafter, she received her law degree from Loyola Law School
11 in 1996 and was admitted to the California State Bar in December 1996. Since her admission to the
12 Bar, she has devoted her practice to a wide variety of litigation matters on both the plaintiff and defense
13 side, including general business, toxic tort, medical device, and pharmaceutical matters. Since 2010,
14 her practice has been devoted almost entirely to employment litigation consisting of wage and hour
15 class actions and representative actions pursuant to PAGA, as well as individual actions based on
16 violations of the Fair Employment and Housing Act ("FEHA"). Approximately 75% of her work in
17 this regard has been on behalf of employees (plaintiffs), while the remaining 25% was on behalf of
18 employers/businesses. On many of those cases, she was the senior lead attorney managing the
19 litigation and overseeing other attorneys. In that capacity, she obtained extensive experience analyzing
20 potential wage and hour and wrongful termination claims for viability; took and defended hundreds of
21 depositions; propounded and responded to discovery; prepared and opposed a wide variety of motions
22 and pleadings, including dispositive and certification motions, as well as settlement approval motions;
23 strategized on all cases; participated in and directed communication with class members; attended
24 hearings; led and participated in mediations; coordinated with class action administrators; prepared
25 and worked with experts; and engaged in all other related aspects of litigation in state, federal,
26 complex, and appellate courts. Her billable rate is \$1,075, which is well within the prevailing rate for
27 attorneys with her experience in this area of practice in Southern California.

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1 c. Megan E. Ross is a former team lead attorney of Blackstone. She was admitted to the
2 State Bar of California in December of 2003. Her hourly rate of \$1,000 is reasonable based on her
3 education and experience and is in line with the market rate at the time she worked on this matter.

4 d. Joana Fang is a highly skilled nine-year lawyer who is part of the team at Blackstone
5 that litigated this matter. She is a 2015 graduate of Loyola Law School, and a 2011 graduate of
6 University of California, Berkeley where she was a double major in Legal Studies and Media Studies.
7 Since passing the Bar, Ms. Fang has exclusively represented plaintiffs in wage and hour litigation, as
8 well as catastrophic injury complex litigation. She is admitted to the State of California, all federal
9 district courts of California, and the U.S. Court of Appeals for the 9th Circuit. She was most recently
10 recognized as a 2025 Southern California Rising Star by Super Lawyers. Her hourly rate of \$750 is
11 reasonable based on her education and experience and is in line with the market rate.

12 e. Alexandra Rose joined Blackstone from a highly reputable employment law firm. She
13 graduated from the University of California, Los Angeles with a Bachelor of Arts degree in 2016 and
14 from New England Law | Boston with a Juris Doctor degree in 2019. She was admitted to the State
15 Bar of California in December of 2019 and the State Bars of New York and New Jersey in 2023. She
16 is additionally licensed in all federal district courts of California. She manages the post-settlement
17 department at Blackstone. In that capacity, she oversees and handles over 100 wage-and-hour putative
18 class actions and/or representative actions under PAGA that are in settlement. Her hourly rate of \$750
19 is reasonable based on her education and experience and is in line with the market rate.

20 f. Jared C. Osborne joined Blackstone also from a highly reputable employment law firm.
21 He graduated from New York University with a Bachelor of Arts degree in 2009 and from University
22 of Southern California Gould School of Law (USC) with a Juris Doctor degree in 2020. While at
23 USC, he was an Executive Senior Editor on the Southern California Law Review and graduated in the
24 top 10% of his class. He was admitted to the State Bar of California in February 2021. Since his
25 admittance, he has worked exclusively as a plaintiff's side employment attorney handling both
26 individual and class action cases. He was most recently recognized as a 2025 Southern California
27 Rising Star by Super Lawyers. His hourly rate of \$675 is reasonable based on his education and
28 experience and is in line with the market rate.

1 g. I joined Blackstone from the Walt Disney Company. I received my Bachelor of Arts
2 degree from California State University, Fullerton in 2015, Master of Journalism from University of
3 Southern California, Los Angeles in 2016, and Juris Doctor degree from Chapman University Dale E.
4 Fowler School of Law in 2021. I was admitted to the State Bar of California in 2023. I have worked
5 on many wage and hour class action and PAGA representative matters, and my work has included,
6 inter alia, conducting legal research, negotiating settlement terms, drafting pleadings, stipulations,
7 memorandums of understanding, settlement agreements, and motion papers, and making court
8 appearances. I was most recently recognized as a 2027 Southern California Rising Star by Super
9 Lawyers. My hourly rate of \$550 is reasonable based on my education and experience and is in line
10 with the market.

11 36. Blackstone has spent approximately 221.40 total hours litigating this matter. To date,
12 our total fees incurred amount to \$203,603. Each attorney who worked on this matter engaged in a
13 multitude of tasks, including communicating with the client and defense counsel; investigating the
14 facts and researching applicable legal issues; drafting pleadings, informal discovery requests, and joint
15 statements; reviewing documents; preparing for and attending mediation; and facilitating the
16 settlement by drafting the settlement documents and motion papers for obtaining settlement approval.
17 One difficulty in determining the hourly rate of attorneys of similar skill and experience in the relevant
18 community is the scarcity of hourly fee-paying clients in class action litigation. As a practical matter,
19 few if any employees or consumers pay attorneys' fees on an hourly basis for such extensive litigation,
20 and thus retainer agreements in such cases are based on a stepped-up contingency fee (with the
21 percentage increasing from one third to forty-five – and sometimes even fifty percent, which is on par
22 with personal injury contingency fee agreements – if the case goes to trial). Therefore, there is no
23 customary hourly billing rate for work that is routinely based on a contingent fee relationship, but the
24 nature of class action work should be strongly considered by the Court. Wage and hour work presents
25 a specialized and challenging area of law that is not within the knowledge of many lawyers. This kind
26 of class action work requires specialized learning and the willingness to take large risks. A summary
27 of Blackstone's lodestar for each attorney who worked on this case is as follows:

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<u>Attorney</u>	<u>Position</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Jonathan M. Genish	Managing Partner	17.40	\$1,295	\$22,533
Miriam L. Schimmel	Senior Counsel	63.20	\$1,075	\$67,940
Megan E. Ross	Senior Counsel	54.30	\$1,000	\$54,300
Joana Fang	Senior Associate	35.10	\$750	\$26,325
Alexandra Rose	Senior Associate	15.30	\$750	\$11,475
Jared C. Osborne	Senior Associate	9.40	\$675	\$6,345
Jasmine Y. Kianfard	Associate	26.70	\$550	\$14,685

37. We expect to spend an additional 10 hours (\$5,500) in connection with preparing for and attending the Final Approval Hearing and managing the Settlement through its conclusion, including anticipated communications with defense counsel, the Settlement Administrator, our client, and Class Members. Based thereon, the total amount of Blackstone's fees through closure of this case are estimated to be approximately \$209,103.

38. The Settlement Agreement provides for reimbursement of litigation costs and expenses not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00). Blackstone seeks reimbursement of a total of Fifteen Thousand Three Hundred Ninety-One Dollars and Sixty-Three Cents (\$15,391.63) in litigation costs and expenses. A true and correct itemized list of Blackstone's litigation costs and expenses is attached hereto as **Exhibit 4**. This amount was reasonable and necessary in the prosecution of this matter.

39. The requested award of Attorneys' Fees and Costs was included and set forth clearly in the Class Notice provided to the Class Members.

Enhancement Payment

40. As part of the Settlement Agreement, Plaintiff is requesting a reasonable Enhancement Payment in the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00) to Plaintiff. The requested Enhancement Payment is eminently reasonable given the time and effort Plaintiff spent on this matter, and the benefit to the other Class Members as a result of Plaintiff's actions. Enhancement awards in wage and hour cases typically range from \$5,000.00 to \$20,000.00, although some awards

1 are higher. The Declaration of Plaintiff Ingrid Ruano submitted herewith details her work and efforts
2 in bringing and litigating this matter through resolution and supports the requested Enhancement
3 Payment. The requested Enhancement Payment was also disclosed in the Class Notice provided to
4 the Class Members.

5 ***Settlement Administration Costs***

6 41. In Plaintiff's Motion for Preliminary Approval, Plaintiff requested, and the Court
7 approved, Settlement Administration Costs not to exceed Eight Thousand Five Hundred Dollars and
8 Zero Cents (\$8,500.00). Apex Class Action LLC, the approved Settlement Administrator, provided
9 Class Counsel with its quote stating that its cost to administer the Settlement is Six Thousand Nine
10 Hundred Ninety Dollars and Zero Cents (\$6,990.00).

11 ***Allocation to the LDWA***

12 42. As part of the Settlement, Defendant has agreed to pay Seventy-Five Thousand Dollars
13 and Zero Cents (\$75,000.00) to settle the claims of the PAGA Members brought pursuant to PAGA,
14 of which the payment of Fifty-Six Thousand Two Hundred Fifty Dollars and Zero Cents (\$56,250.00)
15 (75% of the PAGA Amount) will be paid to the LDWA for education and enforcement purposes.

16 43. It is extremely common in approved wage and hour class action cases that settle that
17 only a small portion of the total settlement is paid to PAGA penalties "in order to maximize payments
18 to class members." (*Magadia v. Wal-Mart Assocs.* (N.D. Cal. May 31, 2019, No. 17-CV-00062-LHK)
19 2019 U.S. Dist. LEXIS 91732, *90-91, citing as examples *Ceja-Corona v. CVS Pharm., Inc.* (E.D.
20 Cal. Jan. 14, 2015) 2015 U.S. Dist. LEXIS 5118, 2015 WL 222500, at *2-3 [preliminarily approving
21 \$10,000 in PAGA penalties out of a total settlement amount of \$900,000]; *Thio v. Genji, LLC* (N.D.
22 Cal. 2014) 14 F. Supp. 3d 1324, 1330 [preliminarily approving \$10,000 in PAGA penalties out of a
23 total settlement amount of \$1,250,000]; *Franco v. Ruiz Food Prods.* (E.D. Cal. Nov. 27, 2012) 2012
24 U.S. Dist. LEXIS 169057, 2012 WL 5941801, at *14 [granting final approval of \$10,000 in PAGA
25 penalties out of a total settlement amount of \$2,500,000]; *Garcia v. Gordon Trucking, Inc.* (E.D. Cal.
26 Oct. 31, 2012) 2012 U.S. Dist. LEXIS 160052, 2012 WL 5364575, at *3 [granting final approval of
27 \$10,000 in PAGA penalties out of a total settlement amount of \$3,700,000]; *Chu v. Wells Fargo Invs.,*
28 *LLC* (N.D. Cal. Feb. 16, 2011) 2011 U.S. Dist. LEXIS 15821, 2011 WL 672645, at *1 [granting final

1 approval of \$10,000 in PAGA penalties out of a total settlement amount of \$6,900,000].) Like here,
2 in these approved settlements, the parties generally maximized statutory penalties and minimized
3 PAGA penalties to focus on claims to the class members, the persons who actually suffered the
4 California Labor Code violations.

5 *Notice to the Class*

6 44. The Class Notice approved by the Court met the requirements for proper notice of
7 settlement to a class: it identified the Parties and described the Action, the Class, the Gross Settlement
8 Amount, the proposed method for distribution of the Gross Settlement Amount, the amounts proposed
9 to be paid as the Enhancement Payment to Plaintiff, the Settlement Administration Costs to the
10 Settlement Administrator, and the Attorneys' Fees and Costs to Class Counsel. The Class Notice
11 described the proposed Settlement with enough specificity to allow each Class Member to make an
12 informed choice whether to accept and participate in it. It also explained how and when Class
13 Members may object to or opt out of the Class Settlement. Finally, the Class Notice provided the date
14 and time of the hearing on final approval of the Settlement and informed Class Members how to obtain
15 additional information about the Settlement.

16 I declare under penalty of perjury under the laws of the State of California that the
17 foregoing is true and correct. Executed on August 12, 2026, at Los Angeles, California.

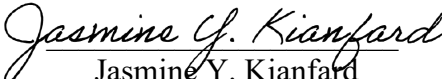
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EXHIBIT 1

1 **JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT**

2 This Joint Stipulation of Class Action and PAGA Settlement (“Settlement,” “Agreement,” or
3 “Settlement Agreement”) is made and entered into by and between Plaintiff Ingrid Ruano (“Plaintiff”
4 or “Class Representative”), individually, and on behalf of all others similarly situated and on behalf
5 of the State of California with respect to aggrieved employees, and Defendant Box Express
6 Manufacturing (“Defendant”) (together, Plaintiff and Defendant are referred to as “Parties” and
7 individually as “Party”).

8 This Settlement Agreement shall be binding on Plaintiff, Settlement Class Members (as
9 defined herein), the State of California as to the employment of PAGA Members (as defined herein),
10 and Defendant, subject to the terms and conditions hereof and the approval of the Court.

11 **RECITALS**

12 1. On July 21, 2023, former plaintiff Jesus Patino Perez (“Former Plaintiff”) filed a Class
13 Action Complaint in the action entitled *Jesus Patina Perez v. Box Express, MFG*, Los Angeles County
14 Superior Court Case No. 23STCV17209 (“Action”), thereby commencing a putative class action
15 against Defendant.

16 2. On August 4, 2023, Plaintiff provided written notice to the Labor and Workforce
17 Development Agency (“LWDA”) by online submission and to Defendant by U.S. Certified Mail,
18 pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor
19 Code alleged to have been violated by Defendant (“PAGA Letter”).

20 3. On March 27, 2024, Plaintiff filed a Complaint for Enforcement Action Under the
21 Private Attorneys General Act, Cal. Labor Code §§ 2698 *Et Seq.* in the action entitled *Ingrid Ruano*
22 *v. Box Express MFG*, Los Angeles County Superior Court Case No. 24STCV07695 (“PAGA Action”),
23 which alleged one cause of action under the Private Attorneys General Act of 2004 pursuant to
24 California Labor Code Section 2698 *et seq.* (“PAGA”) against Defendant.

25 4. On September 26, 2024, Plaintiff filed a First Amended Class Action Complaint in the
26 Action, which replaced Former Plaintiff with Plaintiff as the named plaintiff.

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1 5. Plaintiff agrees to file a Second Amended Class and Representative Action Complaint
2 (“Operative Complaint”) in the Action, which will add the PAGA claims alleged in the PAGA Action.
3 Together, the Action and PAGA Action are referred to as the “Actions.”

4 6. The Operative Complaint alleges eleven (11) causes of action for violations of the
5 California Labor Code for failure to pay overtime wages, failure to pay minimum wages, failure to
6 provide compliant meal periods and premium payments in lieu thereof, failure to provide compliant
7 rest periods and premium payments in lieu thereof, failure to timely pay wages upon termination,
8 failure to provide compliant wage statements, failure to timely pay wages during employment, failure
9 to reimburse necessary business expenses, and failure to pay interest on deposits, and for violations of
10 California Business & Professions Code Section 17200, *et seq.* based on the aforementioned California
11 Labor Code violations, and for civil penalties under PAGA based on the aforementioned California
12 Labor Code violations.

13 7. Defendant denies all material allegations set forth in the Actions and has asserted
14 numerous affirmative defenses. Notwithstanding, in the interest of avoiding further litigation,
15 Defendant desires to fully and finally settle the Actions, Released Class Claims (as defined herein),
16 and Released PAGA Claims (as defined herein).

17 8. Class Counsel diligently investigated the class and PAGA claims against Defendant,
18 including any and all applicable defenses and the applicable law. The investigation included, *inter*
19 *alia*, the exchange of information, data, and documents, and review of corporate policies and practices.
20 The Parties have engaged in sufficient informal discovery and investigation to assess the relative
21 merits of the claims and contentions of the Parties.

22 9. On July 31, 2025, the Parties participated in mediation with Tagore Subramaniam, Esq.
23 (the “Mediator”), a respected mediator of complex wage and hour actions, and with the assistance of
24 the Mediator’s evaluations, the Parties reached the settlement that is memorialized herein. The Parties’
25 settlement discussions were conducted at arms’ length, and the Settlement is the result of an informed
26 and detailed analysis of Defendant’s potential liability and exposure in relation to the costs and risks
27 associated with continued litigation. Based on Class Counsel’s investigation and evaluation, Class
28 Counsel believes that the settlement with Defendant for the consideration and on the terms set forth in

1 this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Class
2 Members, State of California, and PAGA Members in light of all known facts and circumstances,
3 including the risk of significant delay and uncertainty associated with litigation and various defenses
4 asserted by Defendant.

5 10. The Parties expressly acknowledge that this Settlement Agreement is entered into
6 solely for the purpose of compromising significantly disputed claims and that nothing herein is an
7 admission of liability or wrongdoing by Defendant. If for any reason this Settlement Agreement is
8 not approved, it will be of no force or effect, and the Parties shall be returned to their original respective
9 positions.

10 **DEFINITIONS**

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

13 a. “Attorneys’ Fees and Costs” means attorneys’ fees approved by the Court for
14 Class Counsel’s litigation and resolution of the Actions and all actual costs and expenses incurred and
15 to be incurred by Class Counsel in connection with the Actions, as set forth in Paragraph 14.

16 b. “Class” or “Class Member(s)” means all current and former non-exempt, hourly
17 paid employees who worked for Defendant in the State of California at any time during the Class
18 Period.

19 c. “Class Counsel” means Jonathan M. Genish, Miriam L. Schimmel, Joana Fang,
20 Alexandra Rose, Jared C. Osborne, and Jasmine Y. Kianfard of Blackstone Law, APC, and David D.
21 Bibiyan and Vedang Patel of Bibiyan Law Group, P.C., who will seek to be appointed counsel for the
22 Class.

23 d. “Class List” means a complete list of all Class Members that Defendant will
24 diligently and in good faith compile from its records and provide to the Settlement Administrator. The
25 Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following
26 information for each Class Member: (1) full name; (2) last known mailing address; (3) Social Security
27 number; (4) dates worked for Defendant during the Class Period; and (5) such other information as is
28 necessary for the Settlement Administrator to calculate Workweeks and Pay Periods.

e. “Class Notice” means the Notice of Class Action Settlement, substantially in the form attached hereto as “**Exhibit A**.”

f. “Class Period” means the period from July 21, 2019 through September 29, 2025.

g. “Class Settlement” means the settlement and resolution of all Released Class Claims.

h. “Court” means the Superior Court of the State of California for the County of Los Angeles.

i. “Defendant’s Counsel” means Kate C. Den Bleyker and Krikor Moloyan of O’Hagan Meyer LLP.

j. “Dispute” means a letter submitted by a Class Member disputing the number of Workweeks and/or Pay Periods which have been credited to them, which must: (a) contain the case name and number of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and the last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class Member disputes the number of Workweeks and/or Pay Periods credited to the Class Member and what the Class Member contends is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

k. “Effective Date” means the following: (i) if no Settlement Class Member objects to the Class Settlement, then the Effective Date will be the date of Final Approval; or (ii) if any Settlement Class Member objects to the Class Settlement, the Effective Date will be the sixty-first (61st) calendar day after the date of Final Approval, provided no appeal is initiated by an objector; or (iii) if a timely appeal is initiated by an objector, then the Effective Date will be the day after final resolution of that appeal (including any requests for rehearing and/or petitions for certiorari), resulting in final judicial approval of the Settlement.

l. “Employer Taxes” means the employer’s share of taxes and contributions in connection with the wages portion of Individual Settlement Shares, which shall be paid by Defendant in addition to the Gross Settlement Amount.

1 m. “Enhancement Payment” means the amount to be paid to Plaintiff, in
2 recognition of her effort and work in prosecuting the Actions on behalf of Class Members and PAGA
3 Members, and general release of claims, as set forth in Paragraph 15.

4 n. “Final Approval” means the determination by the Court that the Settlement is
5 fair, reasonable, and adequate, and entry of the Final Approval Order and Judgment based thereon.

6 o. “Final Approval Hearing” means the hearing at which the Court will consider
7 and determine whether the Settlement should be granted Final Approval.

8 p. “Final Approval Order and Judgment” means the order granting final approval
9 of the Settlement and entering judgment thereon, in a form and content mutually agreed to by the
10 Parties, and subject to approval by the Court.

11 q. “Gross Settlement Amount” means the amount of Seven Hundred Fifty
12 Thousand Dollars and Zero Cents (\$750,000.00) to be paid by Defendant in full satisfaction of the
13 Actions, Released Class Claims, and Released PAGA Claims, which includes all Attorneys’ Fees and
14 Costs, Enhancement Payment, PAGA Amount, Settlement Administration Costs, and Net Settlement
15 Amount to be paid to the Settlement Class Members. Defendant shall pay the Employer Taxes
16 separately and in addition to the Gross Settlement Amount. The Gross Settlement Amount is non-
17 reversionary; no portion of the Gross Settlement Payment will return to Defendant. The Gross
18 Settlement Amount is subject to increase, as provided in Paragraph 18.

19 r. “Individual PAGA Payment” means the *pro rata* share of the PAGA Member
20 Amount that a PAGA Member may be eligible to receive under the PAGA Settlement, to be calculated
21 in accordance with Paragraph 20.

22 s. “Individual Settlement Payment” means the net payment of each Settlement
23 Class Member’s Individual Settlement Share, after reduction for the employee’s share of taxes and
24 withholdings with respect to the wages portion of the Individual Settlement Share, as provided in
25 Paragraph 20.

26 t. “Individual Settlement Share” means the *pro rata* share of the Net Settlement
27 Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated
28 in accordance with Paragraph 19.

1 u. “LWDA Payment” means the amount of Fifty-Six Thousand Two Hundred
2 Fifty Dollars and Zero Cents (\$56,250.00), i.e., 75% of the PAGA Amount, that the Parties have
3 agreed to pay to the LWDA under the PAGA Settlement, as set forth in Paragraph 15.

4 v. “Net Settlement Amount” means the portion of the Gross Settlement Amount
5 that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount
6 less the Court-approved Attorneys’ Fees and Costs, Enhancement Payment, PAGA Amount, and
7 Settlement Administration Costs.

8 w. “Notice of Objection” means a Settlement Class Member’s written objection to
9 the Class Settlement, which must: (a) contain the case name and number of the Action; (b) contain the
10 objector’s full name, signature, address, telephone number, and the last four (4) digits of the objector’s
11 Social Security number; (c) contain a written statement of all grounds for the objection accompanied
12 by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents
13 upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the
14 specified address, postmarked on or before the Response Deadline.

15 x. “PAGA Amount” means the allocation of Seventy-Five Thousand Dollars and
16 Zero Cents (\$75,000.00) from the Gross Settlement Amount for the PAGA Settlement. Seventy-five
17 percent (75%) of the PAGA Amount, or \$56,250.00, will be paid to the LWDA (i.e., the LWDA
18 Payment) and the remaining twenty-five percent (25%), or \$18,750.00, will be distributed to the
19 PAGA Member (i.e., the PAGA Member Amount).

20 y. “PAGA Member(s)” means all current and former non-exempt, hourly paid
21 employees who worked for Defendant in the State of California at any time during the PAGA Period.

22 z. “PAGA Member Amount” means the amount of Eighteen Thousand Seven
23 Hundred Fifty Dollars and Zero Cents (\$18,750.00), i.e., 25% of the PAGA Amount, to be distributed
24 to PAGA Members on a *pro rata* basis based on their Pay Periods.

25 aa. “PAGA Period” means the period from August 4, 2022 through September 29,
26 2025.

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1 bb. “PAGA Settlement” means the settlement and resolution of all Released PAGA
2 Claims.

3 cc. “Pay Periods” means the number of pay periods each PAGA Member worked
4 for Defendant as a non-exempt, hourly paid employee in California during the PAGA Period. Pay
5 Periods will be calculated by the Settlement Administrator.

6 dd. “Preliminary Approval” means the date on which the Court enters the
7 Preliminary Approval Order.

8 ee. “Preliminary Approval Order” means the order granting preliminary approval
9 of the Settlement, in a form and content mutually agreed to by the Parties, and subject to approval by
10 the Court.

11 ff. “Released Class Claims” means any and all claims which were alleged or which
12 could have been reasonably alleged based on the factual allegations in the Operative Complaint,
13 arising during the Class Period, which shall specifically include claims for Defendant’s alleged failure
14 to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium
15 payments, timely pay wages during employment and upon termination, provide accurate wage
16 statements, reimburse necessary business-related expenses, and pay interest on deposits in violation
17 of California Labor Code Sections 200, 201, 202, 203, 204, 210, 218, 218.5, 226, 226.7, 227.3, 404,
18 510, 512, 516, 1174, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, the applicable
19 Industrial Welfare Commission Wage Order, and California Business and Professions Code sections
20 17200, *et seq.*

21 gg. “Released PAGA Claims” means any and all claims arising from any of the
22 factual allegations in the PAGA Letter and the Operative Complaint, arising during the PAGA Period,
23 for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections
24 2698 *et seq.*, which shall specifically include claims for Defendant’s alleged failure to pay overtime
25 and minimum wages, provide compliant meal and rest periods and associated premium payments,
26 timely pay wages during employment and upon termination, provide compliant wage statements,
27 maintain complete and accurate payroll records, and reimburse necessary business-related expenses
28 in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 516,

1 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare
2 Commission Wage Order.

3 hh. “Released Parties” means Defendant and each of its former, present, and future
4 owners, parents, and subsidiaries, and all of their current, former, and future officers, directors,
5 members, managers, employees, consultants, partners, shareholders, joint venturers, agents,
6 predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

7 ii. “Request for Exclusion” means a letter submitted by a Class Member indicating
8 a request to be excluded from the Class Settlement, which must: (a) contain the case name and number
9 of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and
10 last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class
11 Member does not wish to be included in the Class Settlement; and (d) be returned by mail to the
12 Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

13 jj. “Response Deadline” means the deadline by which Class Members must submit
14 a Request for Exclusion, Notice of Objection, and/or Dispute, which shall be the date that is forty-five
15 (45) calendar days from the initial mailing of the Class Notice by the Settlement Administrator to
16 Class Members, unless the 45th day falls on a Sunday or Federal holiday, in which case the Response
17 Deadline will be extended to the next day on which the United States Postal service is open. The
18 Response Deadline may also be extended by express agreement between Class Counsel and
19 Defendant’s Counsel. In the event that a Class Notice is re-mailed to a Class Member, the Response
20 Deadline for that Class Member shall be extended fifteen (15) calendar days from the original
21 Response Deadline.

22 kk. “Settlement Administrator” means Apex Class Action LLC, or any other third-
23 party class action settlement administrator agreed to by the Parties and approved by the Court for
24 purposes of administering the Settlement. The Parties and their counsel each represent that they do
25 not have any financial interest in the Settlement Administrator or otherwise have a relationship with
26 the Settlement Administrator that could create a conflict of interest.

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11. “Settlement Administration Costs” means the costs payable from the Gross Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in Paragraph 17.

mm. “Settlement Class” or “Settlement Class Member(s)” means all Class Members who do not submit a timely and valid Request for Exclusion.

nn. “Workweeks” means the number of weeks each Class Member worked for Defendant as a non-exempt, hourly paid employee in California during the Class Period. Workweeks will be calculated by the Settlement Administrator.

CLASS CERTIFICATION

12. For the purposes of this Settlement only, the Parties stipulate to the certification of the Class.

13. The Parties agree that certification for the purpose of settlement is not an admission that certification is proper under Section 382 of the California Code of Civil Procedure. Should, for whatever reason, the Court not grant Final Approval, the Parties' stipulation to class certification as part of the Settlement shall become null and void ab initio and shall have no bearing on, and shall not be admissible in connection with, the issue of whether or not certification would be inappropriate in a non-settlement context.

TERMS OF THE AGREEMENT

NOW, THEREFORE, in consideration of the mutual covenants, promises, and agreements set forth herein, the Parties agree, subject to the Court's approval, as follows:

14. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application or motion by Class Counsel for attorneys' fees in the amount up to one-third (1/3) of the Gross Settlement Amount (i.e., \$250,000.00 if the Gross Settlement Amount is \$750,000.00) and reimbursement of actual costs and expenses associated with Class Counsel's litigation and settlement of the Actions, in an amount not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00), both of which will be paid from the Gross Settlement Amount. These amounts will cover any and all work performed and any and all costs incurred by Class Counsel in connection with the litigation of the Actions, including without limitation all work performed and costs incurred to date, and all work to

1 be performed and all costs to be incurred in connection with obtaining the Court's approval of this
2 Settlement Agreement, including any objections raised and any appeals necessitated by those
3 objections. Class Counsel shall be solely and legally responsible for correctly characterizing this
4 compensation for tax purposes and for paying any taxes on the amounts received. The Settlement
5 Administrator shall issue an IRS Form 1099 to Class Counsel for the Attorneys' Fees and Costs. Any
6 portion of the requested Attorneys' Fees and Costs that is not awarded by the Court to Class Counsel
7 shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members.

8 15. Enhancement Payment. Defendant agrees not to oppose or impede any application or
9 motion by Plaintiff for an Enhancement Payment in the amount up to Ten Thousand Dollars and Zero
10 Cents (\$10,000.00). The Enhancement Payment, which will be paid from the Gross Settlement
11 Amount, subject to Court approval, will be in addition to her Individual Settlement Payment as a
12 Settlement Class Member and Individual PAGA Payment as a PAGA Member. Plaintiff shall be
13 solely and legally responsible for correctly characterizing this compensation for tax purposes and for
14 paying any taxes on the amounts received. The Settlement Administrator shall issue an IRS Form
15 1099 to Plaintiff for the Enhancement Payment. Any portion of the requested Enhancement Payment
16 that is not awarded by the Court to Plaintiff shall be reallocated to the Net Settlement Amount for the
17 benefit of the Settlement Class Members.

18 16. PAGA Amount. Subject to approval by the Court, the Parties agree that the amount of
19 Seventy-Five Thousand Dollars and Zero Cents (\$75,000.00) shall be allocated from the Gross
20 Settlement Amount toward penalties under the Private Attorneys General Act, California Labor Code
21 Section 2698, *et seq.* (i.e., the PAGA Amount), of which seventy-five percent (75%), or \$56,250.00,
22 will be paid to the LWDA (i.e., the LWDA Payment) and twenty-five percent (25%), or \$18,750.00,
23 will be distributed to PAGA Members (i.e., the PAGA Member Amount) on a *pro rata* basis, based
24 on the total number of Pay Periods worked by each PAGA Member during the PAGA Period (i.e., the
25 Individual PAGA Payments).

26 17. Settlement Administration Costs. The Settlement Administrator will be paid for the
27 reasonable costs of administration of the Settlement and distribution of payments under the Settlement,
28 which is currently estimated not to exceed Eight Thousand Five Hundred Dollars and Zero Cents

(\$8,500.00). These costs, which will be paid from the Gross Settlement Amount, subject to Court approval, will include, *inter alia*, translating the Class Notice to Spanish, printing, distributing, and tracking Class Notices and other documents for the Settlement, calculating and distributing payments due under the Settlement, issuing of 1099 and W-2 IRS Forms and all required tax reporting, filings, withholdings, and remittances, providing necessary reports and declarations, and other duties and responsibilities set forth herein to process the Settlement, and as requested by the Parties. To the extent the actual Settlement Administrator's costs are greater than the estimated amount stated herein, such excess amount will be deducted from the Gross Settlement Amount, subject to approval by the Court. Any portion of the estimated, designated, and/or awarded Settlement Administration Costs which are not in fact required to fulfill payment to the Settlement Administrator to undertake the required settlement administration duties shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members.

18. Escalator Clause. Defendant has represented that the Class Members worked a total of 20,374 Workweeks during the Class Period. If it is determined by the Settlement Administrator that the total number of Workweeks worked by the Class Members during the Class Period actually exceeds 20,374 by more than 10% (i.e., if the Workweeks exceed 22,412 or an additional 2,038 Workweeks worked), then the Gross Settlement Amount will be increased on a *pro rata* basis equal to the percentage increase in the number of Workweeks worked by the Class Members above 10%. For example, if the number of Workweeks increases by 12%, then the Gross Settlement Amount will increase by 2%.

19. Individual Settlement Share Calculations. Individual Settlement Shares will be calculated and apportioned from the Net Settlement Amount based on the Class Members' number of Workweeks, as follows:

a. After Preliminary Approval, the Settlement Administrator will divide the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiply each Class Member's individual Workweeks by the Estimated Workweek Value to yield each Class Member's estimated Individual Settlement Share that the Class Member may be entitled to receive under the Class Settlement.

1 b. After Final Approval, the Settlement Administrator will divide the final Net
2 Settlement Amount by the Workweeks of all Settlement Class Members to yield the “Final Workweek
3 Value,” and multiply each Settlement Class Member’s individual Workweeks by the Final Workweek
4 Value to yield each Settlement Class Member’s final Individual Settlement Share.

5 20. Individual PAGA Payment Calculations. Individual PAGA Payments will be
6 calculated and apportioned from the PAGA Member Amount based on the PAGA Members’ number
7 of Pay Periods, as follows: The Settlement Administrator will divide the PAGA Member Amount, i.e.,
8 25% of the PAGA Amount, by the Pay Periods of all PAGA Members to yield the “Pay Period Value,”
9 and multiply each PAGA Member’s individual Pay Periods by the Pay Period Value to yield each
10 PAGA Member’s Individual PAGA Payment.

11 21. Tax Treatment of Individual Settlement Shares and Individual PAGA Payments. Each
12 Individual Settlement Share will be allocated as follows: twenty percent (20%) wages and eighty
13 percent (80%) penalties, interest, and non-wage damages. The portion allocated to wages will be
14 reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages
15 will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement
16 Administrator will withhold the employee’s share of taxes and withholdings with respect to the wages
17 portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their
18 Individual Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes
19 and withholdings). The Employer Taxes will be paid separately and in addition to the Gross
20 Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%)
21 penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

22 22. Administration of Taxes by the Settlement Administrator. The Settlement
23 Administrator will be responsible for issuing to Plaintiff, Settlement Class Members, PAGA Members,
24 and Class Counsel any tax forms (i.e., IRS Forms W-2, IRS Forms 1099, etc.) as may be required by
25 law for all amounts paid pursuant to this Settlement Agreement. The Settlement Administrator will
26 also be responsible for calculating the Employer Taxes and forwarding all payroll taxes and other
27 legally required withholdings to the appropriate government authorities.

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1 23. Tax Liability. Plaintiff, Class Counsel, Defendant, and Defendant’s Counsel do not
2 intend anything contained in this Settlement Agreement to constitute advice regarding taxes or
3 taxability, nor shall anything in this Settlement Agreement be relied on as such. Plaintiff, Settlement
4 Class Members, and PAGA Members are not relying on any statement, representation, or calculation
5 by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff, Settlement
6 Class Members, and PAGA Members understand and agree that Plaintiff, Settlement Class Members,
7 and PAGA Members will be solely responsible for the payment of any taxes and penalties assessed
8 on the payments described in this Settlement Agreement. Plaintiff, Settlement Class Members, and
9 PAGA Members should consult with their tax advisors concerning the tax consequences of any
10 payment they receive under the Settlement.

11 24. Circular 230 Disclaimer. EACH PARTY TO THIS SETTLEMENT AGREEMENT
12 (FOR PURPOSES OF THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY
13 TO THIS SETTLEMENT AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN
14 “OTHER PARTY”) ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS
15 SETTLEMENT AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE
16 BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISORS, IS
17 OR WAS INTENDED TO BE, NOR WILL ANY SUCH COMMUNICATION OR DISCLOSURE
18 CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE
19 MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART
20 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY
21 UPON HIS, HER, OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE
22 (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS SETTLEMENT AGREEMENT, (B)
23 HAS NOT ENTERED INTO THIS SETTLEMENT AGREEMENT BASED UPON THE
24 RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY
25 OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR
26 DISCLOSURE BY ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY TO AVOID ANY
27 TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO
28 ATTORNEY OR ADVISOR TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION

1 THAT PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISOR'S
2 TAX STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY
3 BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX
4 TREATMENT OR TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY
5 TRANSACTION CONTEMPLATED BY THIS SETTLEMENT AGREEMENT.

6 25. Settlement Awards Do Not Trigger Additional Benefits. All payments made under the
7 Settlement shall be deemed to be paid to the payee solely in the year in which such payments actually
8 are issued to the payee. It is expressly understood and agreed that payments made under this
9 Settlement shall not in any way entitle Plaintiff, Settlement Class Members, or any PAGA Member to
10 additional compensation or benefits under any new or additional compensation or benefits, or any
11 bonus, contest, or other compensation or benefit plan or agreement in place during the Class Period,
12 nor will it entitle Plaintiff, Settlement Class Members, or any PAGA Member to any increased
13 retirement, 401K benefits or matching benefits, or deferred compensation benefits (notwithstanding
14 any contrary language or agreement in any benefit or compensation plan document that might have
15 been in effect during the Class Period).

16 26. Duties of the Parties with Respect to Obtaining Preliminary Approval of the Settlement.
17 Plaintiff will obtain a hearing date from the Court for Plaintiff's motion for preliminary approval of
18 the Settlement, which Class Counsel will be responsible for drafting, and submit this Settlement
19 Agreement to the Court in support of said motion. Class Counsel will provide Defendant's Counsel a
20 draft of the preliminary approval motion before filing it with the Court. Defendant agrees not to
21 oppose the motion for preliminary approval of the Settlement consistent with this Settlement
22 Agreement. By way of said motion, Plaintiff will apply for the entry of the Preliminary Approval
23 Order seeking the following:

- 24 a. Conditionally certifying the Class for settlement purposes only;
- 25 b. Granting Preliminary Approval of the Settlement;
- 26 c. Preliminarily appointing Plaintiff as the representative of the Class;
- 27 d. Preliminarily appointing Class Counsel as counsel for the Class;
- 28 e. Approving as to form and content, the mutually-agreed upon and proposed

1 Class Notice and directing its mailing by First Class U.S. Mail;

2 f. Approving the manner and method for Class Members to request exclusion
3 from or object to the Class Settlement as contained herein and within the Class Notice; and

4 g. Scheduling a Final Approval Hearing at which the Court will determine whether
5 Final Approval of the Settlement should be granted.

6 27. Notice of Settlement to the LWDA. Pursuant to California Labor Code § 2699(1)(2),
7 Class Counsel shall notify the LWDA of the Settlement.

8 28. Delivery of Class List. Within fourteen (14) calendar days of Preliminary Approval,
9 Defendant will provide the Class List to the Settlement Administrator.

10 29. Notice by First-Class U.S. Mail.

11 a. Within seven (7) calendar days after receiving the Class List from Defendant,
12 the Settlement Administrator will perform a search based on the National Change of Address Database
13 or any other similar services available, such as provided by Experian, for information to update and
14 correct for any known or identifiable address changes, and will mail a Class Notice in English and
15 Spanish (in the form attached as **Exhibit A** to this Settlement Agreement) to all Class Members via
16 First-Class U.S. Mail, using the most current, known mailing addresses identified by the Settlement
17 Administrator.

18 b. Any Class Notice returned to the Settlement Administrator as undeliverable on
19 or before the Response Deadline will be sent promptly via First-Class U.S. Mail to the forwarding
20 address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on
21 the Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly
22 attempt to determine the correct address using a skip-trace or other search, using the name, address,
23 and/or Social Security number of the Class Member, and perform a single re-mailing within five (5)
24 calendar days.

25 c. Compliance with the procedures described herein above shall constitute due and
26 sufficient notice to Class Members of the Settlement and shall satisfy the requirements of due process.
27 Nothing else shall be required of or done by the Parties, Class Counsel, or Defendant's Counsel to
28 provide notice of the Settlement.

1 30. Disputes Regarding Workweeks and/or Pay Periods. Class Members will have an
2 opportunity to dispute the number of Workweeks and/or Pay Periods which have been credited to
3 them, as reflected in their respective Class Notices, by submitting a timely and valid Dispute to the
4 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
5 postmark on the return mailing envelope will be the exclusive means to determine whether a Dispute
6 has been timely submitted. Absent evidence rebutting the accuracy of Defendant's records and data
7 as they pertain to the number of Workweeks and/or Pay Periods to be credited to a disputing Class
8 Member, Defendant's records will be presumed to be correct and determinative of the dispute.
9 However, if a Class Member produces information and/or documents to the contrary, the Settlement
10 Administrator will evaluate the materials submitted by the Class Member and the Settlement
11 Administrator will resolve and determine the number of eligible Workweeks and/or Pay Periods that
12 the disputing Class Member should be credited with under the Settlement. The Settlement
13 Administrator's decision on such disputes will be final and non-appealable.

14 31. Requesting Exclusion from the Class Settlement. Any Class Member wishing to be
15 excluded from the Class Settlement must submit a timely and valid Request for Exclusion to the
16 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
17 postmark on the return mailing envelope will be the exclusive means to determine whether a Request
18 for Exclusion has been timely submitted. The Settlement Administrator will certify jointly to Class
19 Counsel and Defendant's Counsel the number of timely and valid Requests for Exclusion that are
20 submitted, and also identify the individuals who have submitted a timely and valid Request for
21 Exclusion in a declaration that is to be filed with the Court in advance of the Final Approval Hearing.
22 At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members
23 to request exclusion from the Class Settlement. Any Class Member who submits a Request for
24 Exclusion is prohibited from making any objection to the Class Settlement. Any Class Member who
25 submits a timely and valid Request for Exclusion will not be bound by the Class Settlement and will
26 not be issued an Individual Settlement Payment. Any Class Member who does not affirmatively
27 request exclusion from the Class Settlement by submitting a timely and valid Request for Exclusion
28 will be bound by all of the terms of the Class Settlement, including and not limited to those pertaining

1 to the Released Class Claims, as well as any judgment that may be entered by the Court if it grants
2 Final Approval to the Settlement. Notwithstanding the above, all PAGA Members will be bound to
3 the PAGA Settlement and will be issued their Individual PAGA Payment, irrespective of whether they
4 submit a Request for Exclusion.

5 32. Objecting to the Class Settlement. To object to the Class Settlement, Settlement Class
6 Members must submit a timely and complete Notice of Objection to the Settlement Administrator, by
7 mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing
8 envelope will be the exclusive means to determine whether a Notice of Objection has been timely
9 submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's
10 Counsel the number of Notices of Objection that are submitted (specifying which ones were timely
11 and complete and which were not), and also attach them to a declaration that is to be filed with the
12 Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel
13 seek to solicit or otherwise encourage Settlement Class Members to object to the Class Settlement or
14 appeal from the Final Approval Order and Judgment. Settlement Class Members, individually or
15 through counsel, may also present their objection orally at the Final Approval Hearing, regardless of
16 whether they have submitted a Notice of Objection.

17 33. Reports by the Settlement Administrator. The Settlement Administrator shall provide
18 weekly reports to counsel for the Parties providing: (a) the number of undeliverable and re-mailed
19 Class Notices; (ii) the number of Class Members who have submitted Disputes; (iii) the number of
20 Class Members who have submitted Requests for Exclusion; and (iv) the number of Settlement Class
21 Members who have submitted Notices of Objection. Additionally, the Settlement Administrator will
22 provide to counsel for the Parties any updated reports regarding the administration of the Settlement
23 Agreement as needed or requested, and immediately notify the Parties when it receives a request from
24 an individual or any other entity regarding inclusion in the Class and/or Settlement or regarding a
25 Dispute.

26 34. Defendant's Right to Rescind. If more than ten percent (10%) of the Class Members
27 submit timely and valid Requests for Exclusion, Defendant may elect to rescind the Settlement
28 Agreement. Defendant must exercise this right of rescission in writing that is provided to Class

Counsel within fourteen (14) business days of the Settlement Administrator notifying the Parties of the number of Class Members who have submitted timely and valid Requests for Exclusion following the Response Deadline. If Defendant exercises this option, Defendant shall pay any costs of settlement administration owed to the Settlement Administrator incurred up to that date.

35. Certification of Completion. Upon completion of administration of the Settlement, the Settlement Administrator will provide a written declaration under oath to certify such completion to the Court and counsel for all Parties.

36. Duties of the Parties with Respect to Obtaining Final Approval of the Settlement. After the Response Deadline, a Final Approval Hearing will be conducted to determine whether Final Approval of the Settlement should be granted, along with the amounts properly payable for: (a) Individual Settlement Shares; (b) Individual PAGA Payments; (c) LWDA Payment; (d) Attorneys' Fees and Costs; (e) Enhancement Payment; and (f) Settlement Administration Costs. The Final Approval Hearing will not be held earlier than thirty (30) calendar days after the Response Deadline. Plaintiff and Class Counsel will be responsible for drafting the motion seeking Final Approval of the Settlement. Class Counsel will provide Defendant's Counsel a draft of the final approval motion before filing it with the Court. By way of said motion, Plaintiff will apply for the entry of the Final Approval Order and Judgment, which will provide for, in substantial part, the following:

a. Approval of the Settlement as fair, reasonable, and adequate, and directing consummation of its terms and provisions;

b. Certification of the Settlement Class;

c. Approval of the application for Attorneys' Fees and Costs to Class Counsel;

d. Approval of the application for Enhancement Payment to Plaintiff;

e. Directing Defendant to fund all amounts due under the Settlement Agreement and ordered by the Court; and

f. Entering judgment in the Action, while maintaining continuing jurisdiction, in conformity with California Rules of Court 3.769 and the Settlement Agreement.

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1 37. Funding of the Gross Settlement Amount. Defendant will fund the Gross Settlement
2 Amount in two (2) installments as follows:

- 3 a. First Installment: Defendant will deposit half of the Gross Settlement Amount (i.e.,
4 \$375,000.00) and half of the Employer Taxes as follows:
- 5 i. If no objection(s), no later than seven (7) business days after Final Approval.
 - 6 ii. If there is an objection(s), no later than sixty-five (65) calendar days following
7 entry of the Final Approval Order and Judgment (provided no appeal is filed).
 - 8 iii. If an appeal is filed to the Final Approval Order and Judgment, no later than
9 thirty (30) business days after the Final Approval Order and Judgment is
10 affirmed.
- 11 b. Second Installment: Defendant will deposit the remaining half of the Gross Settlement
12 Amount (i.e., \$375,000.00) and the remaining half of the Employer Taxes six (6)
13 months after the First Installment.
- 14 c. No later than seven (7) business days after Final Approval, Defendant will provide all
15 information necessary for the Settlement Administrator to calculate necessary payroll
16 taxes including its official name, 8-digit state unemployment insurance tax ID number,
17 and other information requested by the Settlement Administrator.

18 38. Distribution of the Gross Settlement Amount.

- 19 a. Within five (5) business days of the funding of the First Installment, the Settlement
20 Administrator will issue half of the Individual Settlement Payments to Settlement Class
21 Members, half of the Individual PAGA Payments to PAGA Members, half of the
22 LWDA Payment to the LWDA, half of the Enhancement Payment to Plaintiff, half of
23 the Attorneys' Fees and Costs to Class Counsel, and half of the Settlement
24 Administration Costs to itself.
- 25 b. Within five (5) business days of the funding of the Second Installment, the Settlement
26 Administrator will issue the remaining half of the Individual Settlement Payments to
27 Settlement Class Members, the remaining half of the Individual PAGA Payments to
28 PAGA Members, the remaining half of the LWDA Payment to the LWDA, the
remaining half of the Enhancement Payment to Plaintiff, the remaining half of the
Attorneys' Fees and Costs to Class Counsel, and the remaining half of the Settlement

Administration Costs to itself. The Settlement Administrator shall also set aside the Employer Taxes and all employee-side payroll taxes, contributions, and withholding, and timely forward these to the appropriate government authorities.

39. Settlement Checks. The Settlement Administrator will be responsible for undertaking appropriate deductions, required tax reporting, and issuing the Individual Settlement Payments by way of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the PAGA Members in accordance with this Settlement Agreement. When issuing payments, the Settlement Administrator may combine the Individual Settlement Payment and Individual PAGA Payment into one check if the intended recipient for both payments is one individual. Settlement Class Members and PAGA Members are not required to submit a claim to be issued an Individual Settlement Payment and/or Individual PAGA Payment. Each Individual Settlement Payment and Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are issued, and thereafter, shall be canceled. Any funds associated with such canceled checks shall be distributed by the Settlement Administrator to the State of California's Unclaimed Property Division in the name of the Settlement Class Member and/or PAGA Member. The Parties agree that this disposition results in no "unpaid residue" under California Civil Procedure Code Section 384, as the entire Net Settlement Amount will be paid out to Settlement Class Members, whether or not they cash their settlement checks. Therefore, Defendant will not be required to pay any interest on such amounts. The Settlement Administrator shall undertake amended and/or supplemental tax filings and reporting required under applicable local, state, and federal tax laws that are necessitated due to the cancelation of any Individual Settlement Payment and/or Individual PAGA Payment checks. Settlement Class Members whose Individual Settlement Payment checks are canceled shall, nevertheless, be bound by the Class Settlement, and PAGA Members whose Individual PAGA Payment checks are canceled shall, nevertheless, be bound by the PAGA Settlement.

40. Class Settlement Release. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims.

1 41. PAGA Settlement Release. Upon the Effective Date and full funding of the Gross
2 Settlement Amount, Plaintiff, the State of California with respect to all PAGA Members, and all
3 PAGA Members will be deemed to have fully, finally, and forever released, settled, compromised,
4 relinquished, and discharged the Released Parties of all Released PAGA Claims.

5 42. Plaintiff's General Release. Upon the Effective Date and full funding of the Gross
6 Settlement Amount, Plaintiff, individually and on her own behalf, will be deemed to have fully, finally,
7 and forever released, settled, compromised, relinquished, and discharged the Released Parties from
8 any and all claims, debts, liabilities, demands, obligations, guarantees, costs, expenses, attorneys' fees,
9 damages, or causes of action of any kind or nature whatsoever, known or unknown, suspected or
10 unsuspected, asserted or unasserted, arising out of, relating to, or resulting from her employment
11 and/or separation of employment with Defendant, which Plaintiff, at any time up until the execution
12 of this Settlement Agreement, had or claimed to have or may have. It is agreed that this is a general
13 release and is to be broadly construed as a release of all claims, provided that, notwithstanding the
14 foregoing, this Paragraph expressly does not include a release of any claims that cannot be released
15 hereunder by law. Any and all rights granted under any state or federal law or regulation limiting the
16 effect of this Settlement Agreement, including the provisions of Section 1542 of the California Civil
17 Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542 of the California Civil Code reads as
18 follows:

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

24 43. Final Approval Order and Judgment. The Parties shall provide the Settlement
25 Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court,
26 and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for
27 sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the
28 Class will be required.

1 44. Continued Jurisdiction. After entry of the judgment pursuant to the Settlement, the
2 Court will have continuing jurisdiction pursuant to Rule 3.769 of the California Rules of Court and
3 Section 664.6 of the California Code of Civil Procedure, for purposes of addressing: (a) the
4 interpretation and enforcement of the terms of the Settlement, (b) settlement administration matters,
5 and (c) such post-judgment matters as may be appropriate under court rules or as set forth in this
6 Settlement Agreement.

7 45. Effects of Termination or Rescission of Settlement. Termination or rescission of the
8 Settlement Agreement shall have the following effects:

9 a. The Settlement Agreement shall be void and shall have no force or effect, and
10 no Party shall be bound by any of its terms;

11 b. In the event the Settlement Agreement is terminated, Defendant shall have no
12 obligation to make any payments to any Party, Class Member, or attorney, except that the terminating
13 Party shall pay the Settlement Administrator for services rendered up to the date the Settlement
14 Administrator is notified that the Settlement has been terminated;

15 c. The Preliminary Approval Order and Final Approval Order and Judgment,
16 including any order certifying the Class, shall be vacated;

17 d. The Settlement Agreement and all negotiations, statements, and proceedings
18 relating thereto shall be without prejudice to the rights of any of the Parties, all of whom shall be
19 restored to their respective positions in the Action prior to the execution of the Settlement Agreement;

20 e. Neither this Settlement Agreement, nor any ancillary documents, actions,
21 statements, or filings in furtherance of the Settlement (including all matters associated with the
22 mediation) shall be admissible or offered into evidence in the Action or any other action for any
23 purpose whatsoever; and

24 f. Any documents generated to bring the Settlement into effect, will be null and
25 void, and any order or judgment entered by the Court in furtherance of this Settlement Agreement will
26 likewise be treated as void from the beginning.

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1 46. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant
2 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
3 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause
4 of action or right herein released and discharged.

5 47. Exhibits Incorporated by Reference. The terms of this Settlement include the terms set
6 forth in any attached exhibits, which are incorporated by this reference as though fully set forth herein.
7 Any exhibits to this Settlement Agreement are an integral part of the Settlement.

8 48. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the
9 entirety of the Parties' agreement relating to the settlement and transaction completed thereby, and all
10 prior or contemporaneous agreements, understandings, representations, and statements, whether oral
11 or written and whether by a Party or such Party's legal counsel, are merged herein. No other prior or
12 contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties
13 expressly recognize California Civil Code Section 1625 and California Code of Civil Procedure
14 Section 1856(a), which provide that a written agreement is to be construed according to its terms and
15 may not be varied or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic
16 oral or written representations or terms will modify, vary, or contradict the terms of this Settlement
17 Agreement.

18 49. Interim Stay of Proceedings. The Parties agree to hold in abeyance all proceedings in
19 the Action (including with respect to California Code of Civil Procedure Section 583.310), except
20 such proceedings necessary to implement and complete this Settlement Agreement, pending the Final
21 Approval Hearing to be conducted by the Court.

22 50. Amendment or Modification. Prior to the filing of the motion for preliminary approval
23 of the Settlement, the Parties may not amend or modify any provision of this Settlement Agreement
24 except by written agreement signed by counsel for all Parties. After the filing of the motion for
25 preliminary approval of the Settlement, the Parties may not amend or modify any provision of this
26 Settlement Agreement except by written agreement signed by counsel for all the Parties and subject
27 to Court approval. A waiver or amendment of any provision of this Settlement Agreement will not
28 constitute a waiver of any other provision.

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1 51. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
2 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
3 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
4 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
5 effectuate the terms of this Settlement Agreement. The Parties warrant that they understand and have
6 full authority to enter into this Settlement Agreement, and further intend that this Settlement
7 Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible
8 and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation
9 confidentiality provisions that otherwise might apply under state or federal law.

10 52. Signatories. It is agreed that because the members of the Class are so numerous, it is
11 impossible or impractical to have each Settlement Class Member or PAGA Member execute this
12 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
13 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
14 as to the PAGA Members, and the releases provided for by this Settlement Agreement shall have the
15 same force and effect as if this Settlement Agreement were executed by each Settlement Class Member
and PAGA Member.

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

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

20 55. Execution and Counterparts. This Settlement Agreement is subject only to the
21 execution of all Parties. However, this Settlement Agreement may be executed in one or more
22 counterparts. All executed counterparts and each of them, including facsimile, electronic, and scanned
23 copies of the signature page, will be deemed to be one and the same instrument.

24 56. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
25 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
26 this Settlement after arm's length negotiations and in the context of adversarial litigation, taking into
27 account all relevant factors, present and potential. The Parties further acknowledge that they are each
28 represented by competent counsel and that they have had an opportunity to consult with their counsel

1 regarding the fairness and reasonableness of this Settlement Agreement. In addition, if necessary to
2 obtain approval of the Settlement, the Mediator may execute a declaration supporting the Settlement
3 and the reasonableness of the Settlement and the Court may, in its discretion, contact the Mediator to
4 discuss the Settlement and whether or not the Settlement is objectively fair and reasonable.

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

9 58. Plaintiff's Cooperation. Plaintiff agrees to sign this Settlement Agreement and, by
10 signing this Settlement Agreement, is hereby bound by the terms herein and agrees to fully cooperate
11 to implement the Settlement.

12 59. Non-Admission of Liability. The Parties enter into this Settlement Agreement to
13 resolve the dispute that has arisen between them and to avoid the burden, expense, and risk of
14 continued litigation. In entering into this Settlement Agreement, Defendant does not admit, and
15 specifically denies, it has violated any federal, state, or local law; violated any regulations or guidelines
16 promulgated pursuant to any statute or any other applicable laws, regulations, or legal requirements;
17 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception;
18 or engaged in any other unlawful conduct with respect to its employees. Neither this Settlement
19 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be
20 construed as an admission or concession by Defendant of any such violations or failures to comply
21 with any applicable law. Except as necessary in a proceeding to enforce the terms of this Settlement
22 Agreement, this Settlement Agreement and its terms and provisions shall not be offered or received
23 as evidence in any action or proceeding to establish any liability or admission on the part of Defendant
24 or to establish the existence of any condition constituting a violation of, or a non-compliance with,
25 federal, state, local, or other applicable law.

26 60. Captions. The captions and paragraph numbers in this Settlement Agreement are
27 inserted for the reader's convenience, and in no way define, limit, construe, or describe the scope or
28 intent of the provisions of this Settlement Agreement.

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

7 62. Representation By Counsel. The Parties acknowledge that they have been represented
8 by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and
9 that this Settlement Agreement has been executed with the consent and advice of counsel, and
10 reviewed in full.

11 63. All Terms Subject to Final Court Approval. All amounts and procedures described in
12 this Settlement Agreement herein will be subject to final Court approval.

13 64. Notices. All notices, demands, and other communications to be provided concerning
14 the Settlement Agreement shall be in writing and deemed to have been duly given as of the third
15 business day after mailing by First Class U.S. Mail, or the day sent by email or messenger, addressed
16 as follows:

17 To Plaintiff and Class Counsel:

18 Jonathan M. Genish

19 jgenish@blackstonepc.com

20 Miriam L. Schimmel

21 mschimmelblackstonepc.com

22 Joana Fang

23 jfang@blackstonepc.com

24 Alexandra Rose

25 arose@blackstonepc.com

26 Jared C. Osborne

27 josborne@blackstonepc.com

28 Jasmine Y. Kianfard

 jkianfardblackstonepc.com

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To Defendant:
Katherine C. Den Bleyker
kdenbleyker@ohaganmeyer.com
Krikor Moloyan
kmoloyan@ohaganmeyer.com
O'HAGAN MEYER
550 S. Hope Street, Suite 2400
Los Angeles, California 90071

65. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint Stipulation of Class Action and PAGA Settlement between Plaintiff and Defendant:

IT IS SO AGREED.

PLAINTIFF INGRID RUANO

Dated: 12/11/2025

Ingrid Ruano
Plaintiff Ingrid Ruano

**DEFENDANT BOX EXPRESS
MANUFACTURING**

Dated: 12/18/2025

EROBLES
Full Name: Erica Robles
Title: Director of Operations

On behalf of Defendant Box Express
Manufacturing

APPROVED AS TO FORM:

BLACKSTONE LAW, APC

Dated: December 12, 2025

By: 
Alexandra Rose
Jasmine Y. Kianfard
Attorneys for Plaintiff Ingrid Ruano

BIBIYAN LAW GROUP, P.C.

Dated: _____

By: _____
David D. Bibiyan
Vedang J. Patel
Attorneys for Plaintiff Ingrid Ruano

O'HAGAN MEYER LLP

Dated: 12/18/25

By: 
Krikor Moloyan
Attorneys for Defendant Box Express
Manufacturing

On behalf of Defendant Box Express
Manufacturing

APPROVED AS TO FORM:

BLACKSTONE LAW, APC

Dated: _____

By: _____
Alexandra Rose
Jasmine Y. Kianfard
Attorneys for Plaintiff Ingrid Ruano

BIBIYAN LAW GROUP, P.C.

Dated: December 17, 2025

By: Vedang J. Patel
David D. Bibiyah
Vedang J. Patel
Attorneys for Plaintiff Ingrid Ruano

O'HAGAN MEYER LLP

Dated: _____

By: _____
Krikor Moloyan
Attorneys for Defendant Box Express
Manufacturing

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Ingrid Ruano v. Box Express Manufacturing **Superior Court of California for the County of Los Angeles, Case No. 23STCV17209**

PLEASE READ THIS CLASS NOTICE CAREFULLY.

You have received this Class Notice because Defendant's records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Class Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks and/or Pay Periods that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Ingrid Ruano ("Plaintiff") and Defendant Box Express Manufacturing ("Defendant") (Plaintiff and Defendant are collectively referred to as the "Parties") in the case entitled *Ruano v. Box Express MFG*, Los Angeles Superior Court, Case No. 23STCV17209 ("Action"), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

"Class" or "Class Member(s)" means all current and former non-exempt, hourly paid employees who worked for Defendant in the State of California at any time during the Class Period.

"Class Period" means the period from July 21, 2019 through September 29, 2025.

"Class Settlement" means the settlement and resolution of all Released Class Claims.

"PAGA Member(s)" means all current and former non-exempt, hourly paid employees who worked for Defendant in the State of California at any time during the PAGA Period.

"PAGA Period" means the period from August 4, 2022 through September 29, 2025.

"PAGA Settlement" means the settlement and resolution of all Released PAGA Claims.

II. BACKGROUND OF THE ACTION

On July 21, 2023, former plaintiff Jesus Patino Perez ("Former Plaintiff") filed a Class Action Complaint in the Action, thereby commencing a putative class action against Defendant. On August 4, 2023, Plaintiff provided written notice to the Labor and Workforce Development Agency ("LWDA") by online submission and to Defendant by U.S. Certified Mail, pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor Code alleged to have been violated by Defendant ("PAGA Letter"). On September 26, 2024, Plaintiff filed a First Amended Class Action Complaint in the Action, which replaced Former Plaintiff with Plaintiff as the named plaintiff. On [redacted], 2025, Plaintiff filed a Second Amended Class and Representative Action Complaint ("Operative Complaint") in the Action.

Plaintiff contends that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during employment and upon termination of employment and associated waiting-time penalties, provide accurate wage statements, failure to reimburse necessary business expenses, and failure to pay interest on deposits, and thereby engaged in unfair business practices in violation of the California Business and Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq.* ("PAGA"). Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant denies all of the allegations in the Action or that it violated any law.

The Parties participated in mediation with a respected class action mediator, Tagore Subramaniam, Esq., and as a result, the Parties reached a settlement. The Parties have since entered into a Joint Stipulation of Class Action and PAGA Settlement (“Settlement” or “Settlement Agreement”).

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed Apex Class Action LLC as the administrator of the Settlement (“Settlement Administrator”), Plaintiff Ingrid Ruano as representative of the Class (“Class Representative”), and the following Plaintiff’s attorneys as counsel for the Class (“Class Counsel”):

Jonathan M. Genish
Miriam L. Schimmel
Joana Fang
Alexandra Rose
Jared C. Osborne
Jasmine Y. Kianfard
Blackstone Law, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

David D. Bibiyan
Vedang Patel
Bibiyan Law Group, P.C.
1460 Westwood Blvd
Los Angeles, California 90024
Tel: (310) 438-5555 / Fax: (310) 300-1705

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks and/or Pay Periods credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Member, you do not need to take any action to receive an Individual PAGA Payment; you will not have the opportunity to object or seek exclusion from the PAGA Settlement and all PAGA Members will be bound to the PAGA Settlement if the Court grants final approval of the Settlement.

If the Court grants final approval, Defendant will fund the Gross Settlement Amount in two (2) installments as follows:

- **First Installment:** Defendant will deposit half of the Gross Settlement Amount (i.e., \$375,000.00) and half of the Employer Taxes as follows:
 - i. If no objection(s), no later than seven (7) business days after Final Approval.
 - ii. If there is an objection(s), no later than sixty-five (65) calendar days following entry of the Final Approval Order and Judgment (provided no appeal is filed).
 - iii. If an appeal is filed to the Final Approval Order and Judgment, no later than thirty (30) business days after the Final Approval Order and Judgment is affirmed.
- **Second Installment:** Defendant will deposit the remaining half of the Gross Settlement Amount (i.e., \$375,000.00) and the remaining half of the Employer Taxes six (6) months after the First Installment.

Payments will be disbursed as follows:

- Within five (5) business days of the funding of the First Installment, the Settlement Administrator will issue half of the Individual Settlement Payments to Settlement Class Members, half of the Individual PAGA Payments to PAGA Members, half of the LWDA Payment to the LWDA, half of the Enhancement Payment to Plaintiff, half of the Attorneys’ Fees and Costs to Class Counsel, and half of the Settlement Administration Costs to itself.
- Within five (5) business days of the funding of the Second Installment, the Settlement Administrator will issue the remaining half of the Individual Settlement Payments to Settlement Class Members, the

remaining half of the Individual PAGA Payments to PAGA Members, the remaining half of the LWDA Payment to the LWDA, the remaining half of the Enhancement Payment to Plaintiff, the remaining half of the Attorneys' Fees and Costs to Class Counsel, and the remaining half of the Settlement Administration Costs to itself.

The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Action have merit or that Defendant has any liability to Plaintiff, Class Members, or PAGA Members. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, the State of California, and PAGA Members.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The total gross settlement amount is Seven Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00) (the "Gross Settlement Amount"). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the "Net Settlement Amount." The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys' fees, in an amount not to exceed one-third (1/3) of the Gross Settlement Amount (i.e., \$250,000.00 if the Gross Settlement Amount is \$750,000), and reimbursement of litigation costs and expenses, in an amount not to exceed Thirty-Thousand Dollars and Zero Cents (\$30,000.00) to Class Counsel; (2) Enhancement Payment in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) to Plaintiff for her services in the Action; (3) the amount of Seventy-Five Thousand Dollars and Zero Cents (\$75,000.00) allocated toward civil penalties under the Private Attorneys General Act ("PAGA Amount"), of which the LWDA will be paid 75% (\$56,250.00) ("LWDA Payment") and the remaining 25% (\$18,750.00) will be distributed to PAGA Members ("PAGA Member Amount"); and (4) Settlement Administration Costs in an amount not to exceed Eight Thousand Five Hundred Dollars and Zero Cents (\$8,500.00) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount ("Individual Settlement Share") based on the number of weeks each Class Member worked for Defendant as a non-exempt, hourly paid employee in California during the Class Period. ("Workweeks"). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiplied each Class Member's individual Workweeks by the Estimated Workweek Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion ("Settlement Class Members") will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as twenty percent (20%) as wages, which will be reported on an IRS Form W-2, and eighty percent (80%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee's share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member ("Individual Settlement Payment"). The employer's share of taxes and contributions in connection with the wages portion of Individual Settlement Shares ("Employer Taxes") will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Members are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the PAGA Member Amount ("Individual PAGA Payment") based on the number of pay periods each PAGA Member worked for Defendant as a non-exempt, hourly paid employee in California during the PAGA Period ("Pay Periods"). The Settlement Administrator had divided the PAGA Member Amount, i.e., 25% of the PAGA Amount, by the Pay Periods of all PAGA Members to yield the "PAGA Pay Period Value," and multiplied each PAGA Member's individual Pay Periods by the Pay Period Value to yield each PAGA Member's Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, will not be subject to taxes or withholdings, and will be reported on IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class

Members and Individual PAGA Payments will be mailed to PAGA Members at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure you receive any payment that you may be entitled to under the Settlement.**

B. Your Workweeks and Pay Periods (if applicable) Based on Defendant's Records

According to Defendant's records:

- **From July 21, 2019 through September 29, 2025 (i.e., the Class Period), you are credited as having worked [REDACTED] Workweeks.**
- **From August 4, 2022 through September 29, 2025 (i.e., the PAGA Period), you are credited as having worked [REDACTED] Pay Periods.**

If you wish to dispute the Workweeks and/or Pay Periods credited to you, you must submit your dispute in writing to the Settlement Administrator ("Dispute"). The Dispute must: (a) contain the case name and number of the Action (*Ruano v. Box Express, MFG*, Case No. 23STCV17209); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks and/or Pay Periods credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before [Response Deadline]**.

C. Your Estimated Individual Settlement Share and Individual PAGA Payment (if applicable)

As explained above, your estimated Individual Settlement Share and Individual PAGA Payment (if applicable) is based on the number of Workweeks and Pay Periods (if applicable) credited to you.

Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$ [REDACTED]. The Individual Settlement Share is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$ [REDACTED] and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

The settlement approval process may take multiple months. Your Individual Settlement Share and Individual PAGA Payment (if applicable) reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and Individual PAGA Payment (if applicable) may be higher or lower.

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims.

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims.

"Released Class Claims" means any and all claims which were alleged or which could have been reasonably alleged based on the factual allegations in the Operative Complaint, arising during the Class Period, which shall specifically include claims for Defendant's alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide accurate wage statements, reimburse necessary business-related expenses, and pay interest on deposits in violation of California Labor Code Sections 200, 201, 202, 203, 204, 210, 218, 218.5, 226, 226.7, 227.3, 404, 510, 512, 516, 1174, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, and California Business and Professions Code sections 17200, *et seq.*

“Released PAGA Claims” means any and all claims arising from any of the factual allegations in the PAGA Letter and the Operative Complaint, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which shall specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide compliant wage statements, maintain complete and accurate payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 516, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order.

“Released Parties” means Defendant and each of its former, present, and future owners, parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed one-third (1/3) of the Gross Settlement Amount (i.e., \$250,000.00 if the Gross Settlement Amount is \$750,000) and reimbursement of litigation costs and expenses in an amount not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. The Attorneys’ Fees and Costs granted by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of Plaintiff, Class Members, and PAGA Members on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

F. Enhancement Payment to Plaintiff

Plaintiff will seek the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00) (“Enhancement Payment”), in recognition of her services in connection with the Action. The Enhancement Payment will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, it will be paid to Plaintiff in addition to her Individual Settlement Payment and Individual PAGA Payment that she is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Eight Thousand Five Hundred Dollars and Zero Cents (\$8,500.00) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and Disputes, calculating Individual Settlement Shares, Individual Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement and if the Court grants final approval of the Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released Class Claims against the Released Parties as described in Section III.D above.

If you are a PAGA Member and the Court grants final approval of the Settlement, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims against the Released Parties as described in Section III.D above.

As a Class Member and PAGA Member (if applicable), you will not be separately responsible for the payment of attorney’s fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney’s fees and expenses.

B. Request Exclusion from the Class Settlement

Class Members may request to be excluded from the Class Settlement by submitting a letter (“Request for Exclusion”) to the Settlement Administrator, at the following address:

[Settlement Administrator]

[Mailing Address]

A Request for Exclusion must: (a) contain the case name and number of the Action (*Ruano v. Box Express, MFG*, Case No. 23STCV17209); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) clearly state that you do not wish to be included in the Class Settlement; and (d) be returned by mail to the Settlement Administrator at the specified address above, postmarked **on or before** [Response Deadline].

If the Court grants final approval of the Settlement, any Class Member who submits a timely and valid Request for Exclusion will not be issued an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid Request for Exclusion will be deemed Settlement Class Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. PAGA Members will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

C. Object to the Class Settlement

You can object to the Class Settlement as long as you have not submitted a Request for Exclusion by submitting a written objection (“Notice of Objection”) to the Settlement Administrator.

The Notice of Objection must: (a) contain the case name and number of the Action (*Ruano v. Box Express, MFG*, Case No. 23STCV17209); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B above, postmarked **on or before** [Response Deadline].

You may also appear at the Final Approval Hearing and present your objection orally, regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department 1 of the Los Angeles County Superior Court, located at 312 North Spring Street, Los Angeles, California 90012, on [date], at [time], to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys’ Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, and Settlement Administration Costs to the Settlement Administrator.

The Final Approval Hearing may be continued without further notice to the Class Members and PAGA Members. It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

You can find more information regarding appearing remotely through LA Court Connect online at: <https://www.lacourt.org/lacceligibility/ui/civil.aspx?casetype=ci>

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You may view the Settlement Agreement and other documents filed in the Action by visiting Stanley Mosk Courthouse, 111 North Hill Street, California 90012, during normal business hours, or by online by visiting the following website: <https://www.lacourt.ca.gov/pages/lp/access-a-case/tp/find-case-information/cp/os-civil-case-access>

You may also visit the Settlement Administrator's website at [REDACTED] for key documents in the Action.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: [INSERT], OR YOU MAY ALSO CONTACT CLASS COUNSEL.

EXHIBIT 2

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Attorneys for Plaintiff, INGRID RUANO and
on behalf of herself and all others similarly situated

[Additional counsel listed on following page]

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

INGRID RUANO, an individual and on behalf
of others similarly situated and aggrieved
employees pursuant to the California Private
Attorneys General Act,

Plaintiff,

vs.

BOX EXPRESS, MFG., a California
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No. 23STCV17209

Honorable Theresa M. Traber
Department 1

**~~[REVISED PROPOSED]~~ ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: May 1, 2026
Time: 4:00 p.m.
Dept.: 1

Complaint Filed: July 21, 2023
FAC Filed: September 26, 2024
SAC Filed: April 14, 2026
Trial Date: Not Set

FILED
Superior Court of California
County of Los Angeles

05/13/2026

David W. Slayton, Executive Officer / Clerk of Court

By: A. He Deputy

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10 Attorneys for Plaintiff INGRID RUANO,
11 individually, and on behalf of other similarly
12 situated employees
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~~[REVISED PROPOSED]~~ ORDER

On May 1, 2026 at 4:00 p.m. in Department 1 of the above-captioned Court located at Spring Street Courthouse, 312 North Spring Street, Los Angeles, California 90012, Plaintiff Ingrid Ruano's ("Plaintiff") Motion for Preliminary Approval of Class Action and PAGA Settlement, came on for hearing before the Honorable Theresa M. Traber. Blackstone Law, APC and Bibiyan Law Group, P.C. appeared on behalf of Plaintiff and O'Hagan Meyer LLP appeared on behalf of Defendant Box Express Manufacturing ("Defendant").

The Court, having carefully considered the papers, argument of counsel, and all matters presented to the Court, and good cause appearing, hereby **GRANTS** Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement.

IT IS HEREBY ORDERED THAT:

1. The Court preliminarily approves the Joint Stipulation of Class Action and PAGA Settlement ("Settlement" or "Settlement Agreement"). This is based on the Court's determination that the Settlement falls within the range of possible approval as fair, adequate, and reasonable.

2. This Order incorporates by reference the definitions in the Settlement Agreement, and all capitalized terms defined therein shall have the same meaning in this Order as set forth in the Settlement Agreement.

3. It appears to the Court on a preliminary basis that the Settlement is fair, adequate, and reasonable. It appears to the Court that extensive investigation and research have been conducted such that counsel for the parties at this time are able to reasonably evaluate their respective positions. It further appears to the Court that the Settlement, at this time, will avoid substantial additional costs by all parties, as well as avoid the delay and risks that would be presented by the further prosecution of the case. It further appears that the Settlement has been reached as the result of intensive, serious, and non-collusive, arms-length negotiations, and was entered into in good faith.

4. The Court preliminarily finds that the Settlement, including the allocations for the Attorneys' Fees and Costs, Enhancement Payment, LWDA Payment, Settlement Administration Costs, and payments to the Settlement Class Members and PAGA Members provided for in the Settlement Agreement, appear to be within the range of reasonableness of a settlement that could ultimately be given final approval by this Court. Indeed, the Court has reviewed the monetary recovery

1 that is being granted as part of the Settlement and preliminarily finds that the monetary settlement
2 awards made available to the Class Members and PAGA Members are fair, adequate, and reasonable
3 when balanced against the probable outcome of further litigation relating to certification, liability, and
4 damages issues and are consistent with the requirements of California Labor Code § 2699(e)(1).

5 5. The Court concludes that, for settlement purposes only, the proposed Class meets the
6 requirements for certification under section 382 of the California Code of Civil Procedure in that: (a)
7 the Class is ascertainable and so numerous that joinder of all members of the Class is impracticable;
8 (b) common questions of law and fact predominate, and there is a well-defined community of interest
9 amongst the members of the Class with respect to the subject matter of the litigation; (c) Plaintiff's
10 claims are typical of the claims of the members of the Class; (d) Plaintiff will fairly and adequately
11 protect the interests of the members of the Class; (e) a class action is superior to other available
12 methods for the efficient adjudication of the controversy; and (f) Class Counsel is qualified to act as
13 counsel for Plaintiff in her individual capacity and as the representative of the Class.

14 6. The Court conditionally certifies, for settlement purposes only, the Class, defined as
15 follows:

16 All current and former non-exempt, hourly-paid employees who worked for
17 Defendant in the State of California at any time during the Class Period.

18 (The Class Period is defined as the period from July 21, 2019 through September
19 29, 2025.)

20 7. The Court provisionally appoints Jonathan M. Genish, Miriam L. Schimmel, Joana
21 Fang, Alexandra Rose, Jared C. Osborne, and Jasmine Y. Kianfard of Blackstone Law, APC, and
22 David D. Bibiyan and Vedang Patel of Bibiyan Law Group, P.C. of Blackstone Law, APC as counsel
23 for the Class ("Class Counsel").

24 8. The Court provisionally appoints Plaintiff Ingrid Ruano as the representative of the
25 Class ("Class Representative").

26 9. The Court provisionally appoints Apex Class Action LLC to handle the administration
27 of the Settlement ("Settlement Administrator").

28 10. Within fourteen (14) calendar days after entry of this Order, Defendant will provide the
Settlement Administrator with the following information about each Class Member: full name, last

1 known mailing address, Social Security number, dates worked for Defendant during the Class Period,
2 and such other information as is necessary for the Settlement Administrator to calculate Workweeks
3 and Pay Periods (collectively referred to as the “Class List”) in conformity with the Settlement
4 Agreement.

5 11. The Court approves, both as to form and content, the Notice of Class Action Settlement
6 (“Class Notice”) attached hereto as **Exhibit 1**. The Class Notice shall be provided to Class Members
7 in the manner set forth in the Settlement Agreement. The Court finds that the Class Notice appears to
8 fully and accurately inform the Class Members of all material elements of the Settlement, of Class
9 Members’ right to be excluded from the Class Settlement by submitting a Request for Exclusion, of
10 Class Members’ right to dispute the Workweeks and/or Pay Periods credited to each of them by
11 submitting a Dispute, and of each Settlement Class Member’s right and opportunity to object to the
12 Class Settlement by submitting a Notice of Objection to the Settlement Administrator. The Court
13 further finds that distribution of the Class Notice substantially in the manner and form set forth in the
14 Settlement Agreement and this Order, and that all other dates set forth in the Settlement Agreement
15 and this Order, meet the requirements of due process and shall constitute due and sufficient notice to
16 all persons entitled thereto. The Court further orders the Settlement Administrator to mail the Class
17 Notice in English and Spanish by First-Class U.S. Mail to all Class Members within seven (7) calendar
18 days of receipt of the Class List, pursuant to the terms set forth in the Settlement Agreement.

19 12. The Court hereby preliminarily approves the proposed procedure, set forth in the
20 Settlement Agreement, for seeking exclusion from the Class Settlement. Any Class Member may
21 choose to be excluded from the Class Settlement by submitting a Request for Exclusion in conformity
22 with the requirements set forth in the Class Notice, to the Settlement Administrator, postmarked on or
23 before the date that is forty-five (45) calendar days from the initial mailing of the Class Notice by the
24 Settlement Administrator to Class Members (“Response Deadline”), or, in the case of a re-mailed
25 Class Notice, the Response Deadline shall be extended fifteen (15) calendar days from the original
26 Response Deadline. Any such person who timely and validly chooses to opt out of, and be excluded
27 from, the Class Settlement will not be entitled to any recovery under the Class Settlement and will not
28 be bound by the Class Settlement or have any right to object, appeal, or comment thereon.

1 Nevertheless, all PAGA Members will be bound by the PAGA Settlement and issued their Individual
2 PAGA Payment, irrespective of whether they submit a Request for Exclusion. Class Members who
3 do not submit a timely and valid Request for Exclusion (i.e., Settlement Class Members) shall be
4 bound by the Settlement Agreement and any final judgment based thereon.

5 13. A Final Approval Hearing shall be held before this Court on September 10, 2026 at
6 10:30 a.m. in Department 1 of the Los Angeles County Superior Court, located at Spring Street
7 Courthouse, 312 North Spring Street, Los Angeles, California 90012, to determine all necessary
8 matters concerning the Settlement, including: whether the proposed settlement of the action on the
9 terms and conditions provided for in the Settlement is fair, adequate, and reasonable and should be
10 finally approved by the Court; whether a judgment, as provided in the Settlement, should be entered
11 herein; whether the plan of allocation contained in the Settlement should be approved as fair, adequate,
12 and reasonable to the Class Members and PAGA Members; and determine whether to approve the
13 requests for the Attorneys' Fees and Costs, Enhancement Payment, Settlement Administration Costs,
14 and allocation for the PAGA Amount.

15 14. Class Counsel shall file a motion for final approval of the Settlement and for Attorneys'
16 Fees and Costs, Enhancement Payment, and Settlement Administration Costs, along with the
17 appropriate declarations and supporting evidence, including the Settlement Administrator's
18 declaration, by August 14, 2026, to be heard at the Final Approval Hearing.

19 15. To object to the Class Settlement, a Settlement Class Member must submit their Notice
20 of Objection to the Settlement Administrator on or before the Response Deadline. The Notice of
21 Objection must be signed and must contain the information that is required, as set forth in the Class
22 Notice, including and not limited to the grounds for the objection. Settlement Class Members,
23 individually or through counsel, may also present their objection orally at the Final Approval Hearing,
24 regardless of whether they have submitted a Notice of Objection.

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27 16. In the event the Settlement does not become effective in accordance with the terms of
28 the Settlement Agreement, or the Settlement is not finally approved, or is terminated, canceled, or fails

1 to become effective for any reason, this Order shall be rendered null and void, shall be vacated, and
2 the parties shall revert back to their respective positions as of before entering into the Settlement
3 Agreement. The fact that the Court certified the Class for settlement purposes shall not be admissible
4 or have any bearing on the issue of whether any class should be certified in a non-settlement context.

5 17. The Court reserves the right to adjourn or continue the date of the Final Approval
6 Hearing and any dates provided for in the Settlement Agreement without further notice to the Class
7 Members and retains jurisdiction to consider all further applications arising out of or connected with
8 the Settlement.

9 **IT IS SO ORDERED.**

10 Dated: 05/13/2026



11 Honorable Theresa M. Traber
12 Judge of the Superior Court
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EXHIBIT 1

NOTICE OF CLASS ACTION SETTLEMENT

Ingrid Ruano v. Box Express Manufacturing **Superior Court of California for the County of Los Angeles, Case No. 23STCV17209**

PLEASE READ THIS CLASS NOTICE CAREFULLY.

You have received this Class Notice because Defendant's records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Class Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks and/or Pay Periods that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Ingrid Ruano ("Plaintiff") and Defendant Box Express Manufacturing ("Defendant") (Plaintiff and Defendant are collectively referred to as the "Parties") in the case entitled *Ruano v. Box Express MFG*, Los Angeles Superior Court, Case No. 23STCV17209 ("Action"), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

"Class" or "Class Member(s)" means all current and former non-exempt, hourly paid employees who worked for Defendant in the State of California at any time during the Class Period.

"Class Period" means the period from July 21, 2019 through September 29, 2025.

"Class Settlement" means the settlement and resolution of all Released Class Claims.

"PAGA Member(s)" means all current and former non-exempt, hourly paid employees who worked for Defendant in the State of California at any time during the PAGA Period.

"PAGA Period" means the period from August 4, 2022 through September 29, 2025.

"PAGA Settlement" means the settlement and resolution of all Released PAGA Claims.

II. BACKGROUND OF THE ACTION

On July 21, 2023, former plaintiff Jesus Patino Perez ("Former Plaintiff") filed a Class Action Complaint in the Action, thereby commencing a putative class action against Defendant. On August 4, 2023, Plaintiff provided written notice to the Labor and Workforce Development Agency ("LWDA") by online submission and to Defendant by U.S. Certified Mail, pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor Code alleged to have been violated by Defendant ("PAGA Letter"). On September 26, 2024, Plaintiff filed a First Amended Class Action Complaint in the Action, which replaced Former Plaintiff with Plaintiff as the named plaintiff. On April 14, 2026, Plaintiff filed a Second Amended Class and Representative Action Complaint ("Operative Complaint") in the Action.

Plaintiff contends that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during employment and upon termination of employment and associated waiting-time penalties, provide accurate wage statements, failure to reimburse necessary business expenses, and failure to pay interest on deposits, and thereby engaged in unfair business practices in violation of the California Business and Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq.* ("PAGA"). Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant denies all of the allegations in the Action or that it violated any law.

The Parties participated in mediation with a respected class action mediator, Tagore Subramaniam, Esq., and as a result, the Parties reached a settlement. The Parties have since entered into a Joint Stipulation of Class Action and PAGA Settlement (“Settlement” or “Settlement Agreement”).

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed Apex Class Action LLC as the administrator of the Settlement (“Settlement Administrator”), Plaintiff Ingrid Ruano as representative of the Class (“Class Representative”), and the following Plaintiff’s attorneys as counsel for the Class (“Class Counsel”):

Jonathan M. Genish
Miriam L. Schimmel
Joana Fang
Alexandra Rose
Jared C. Osborne
Jasmine Y. Kianfard
Blackstone Law, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

David D. Bibiyan
Vedang Patel
Bibiyan Law Group, P.C.
1460 Westwood Blvd
Los Angeles, California 90024
Tel: (310) 438-5555 / Fax: (310) 300-1705

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks and/or Pay Periods credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Member, you do not need to take any action to receive an Individual PAGA Payment; you will not have the opportunity to object or seek exclusion from the PAGA Settlement and all PAGA Members will be bound to the PAGA Settlement if the Court grants final approval of the Settlement.

If the Court grants final approval, Defendant will fund the Gross Settlement Amount in two (2) installments as follows:

- **First Installment:** Defendant will deposit half of the Gross Settlement Amount (i.e., \$375,000.00) and half of the Employer Taxes as follows:
 - i. If no objection(s), no later than seven (7) business days after Final Approval.
 - ii. If there is an objection(s), no later than sixty-five (65) calendar days following entry of the Final Approval Order and Judgment (provided no appeal is filed).
 - iii. If an appeal is filed to the Final Approval Order and Judgment, no later than thirty (30) business days after the Final Approval Order and Judgment is affirmed.
- **Second Installment:** Defendant will deposit the remaining half of the Gross Settlement Amount (i.e., \$375,000.00) and the remaining half of the Employer Taxes six (6) months after the First Installment.

Payments will be disbursed as follows:

- Within five (5) business days of the funding of the First Installment, the Settlement Administrator will issue half of the Individual Settlement Payments to Settlement Class Members, half of the Individual PAGA Payments to PAGA Members, half of the LWDA Payment to the LWDA, half of the Enhancement Payment to Plaintiff, half of the Attorneys’ Fees and Costs to Class Counsel, and half of the Settlement Administration Costs to itself.
- Within five (5) business days of the funding of the Second Installment, the Settlement Administrator will issue the remaining half of the Individual Settlement Payments to Settlement Class Members, the

remaining half of the Individual PAGA Payments to PAGA Members, the remaining half of the LWDA Payment to the LWDA, the remaining half of the Enhancement Payment to Plaintiff, the remaining half of the Attorneys' Fees and Costs to Class Counsel, and the remaining half of the Settlement Administration Costs to itself.

The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Action have merit or that Defendant has any liability to Plaintiff, Class Members, or PAGA Members. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, the State of California, and PAGA Members.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The total gross settlement amount is Seven Hundred Fifty Thousand Dollars and Zero Cents (\$750,000.00) (the "Gross Settlement Amount"). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the "Net Settlement Amount." The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys' fees, in an amount not to exceed one-third (1/3) of the Gross Settlement Amount (i.e., \$250,000.00 if the Gross Settlement Amount is \$750,000), and reimbursement of litigation costs and expenses, in an amount not to exceed Thirty-Thousand Dollars and Zero Cents (\$30,000.00) to Class Counsel; (2) Enhancement Payment in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) to Plaintiff for her services in the Action; (3) the amount of Seventy-Five Thousand Dollars and Zero Cents (\$75,000.00) allocated toward civil penalties under the Private Attorneys General Act ("PAGA Amount"), of which the LWDA will be paid 75% (\$56,250.00) ("LWDA Payment") and the remaining 25% (\$18,750.00) will be distributed to PAGA Members ("PAGA Member Amount"); and (4) Settlement Administration Costs in an amount not to exceed Eight Thousand Five Hundred Dollars and Zero Cents (\$8,500.00) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount ("Individual Settlement Share") based on the number of weeks each Class Member worked for Defendant as a non-exempt, hourly paid employee in California during the Class Period. ("Workweeks"). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiplied each Class Member's individual Workweeks by the Estimated Workweek Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion ("Settlement Class Members") will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as twenty percent (20%) as wages, which will be reported on an IRS Form W-2, and eighty percent (80%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee's share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member ("Individual Settlement Payment"). The employer's share of taxes and contributions in connection with the wages portion of Individual Settlement Shares ("Employer Taxes") will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Members are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the PAGA Member Amount ("Individual PAGA Payment") based on the number of pay periods each PAGA Member worked for Defendant as a non-exempt, hourly paid employee in California during the PAGA Period ("Pay Periods"). The Settlement Administrator had divided the PAGA Member Amount, i.e., 25% of the PAGA Amount, by the Pay Periods of all PAGA Members to yield the "PAGA Pay Period Value," and multiplied each PAGA Member's individual Pay Periods by the Pay Period Value to yield each PAGA Member's Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, will not be subject to taxes or withholdings, and will be reported on IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class

Members and Individual PAGA Payments will be mailed to PAGA Members at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure you receive any payment that you may be entitled to under the Settlement.**

B. Your Workweeks and Pay Periods (if applicable) Based on Defendant's Records

According to Defendant's records:

- **From July 21, 2019 through September 29, 2025 (i.e., the Class Period), you are credited as having worked [REDACTED] Workweeks.**
- **From August 4, 2022 through September 29, 2025 (i.e., the PAGA Period), you are credited as having worked [REDACTED] Pay Periods.**

If you wish to dispute the Workweeks and/or Pay Periods credited to you, you must submit your dispute in writing to the Settlement Administrator ("Dispute"). The Dispute must: (a) contain the case name and number of the Action (*Ruano v. Box Express, MFG*, Case No. 23STCV17209); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks and/or Pay Periods credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before [Response Deadline]**.

C. Your Estimated Individual Settlement Share and Individual PAGA Payment (if applicable)

As explained above, your estimated Individual Settlement Share and Individual PAGA Payment (if applicable) is based on the number of Workweeks and Pay Periods (if applicable) credited to you.

Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$ [REDACTED]. The Individual Settlement Share is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$ [REDACTED] and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

The settlement approval process may take multiple months. Your Individual Settlement Share and Individual PAGA Payment (if applicable) reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and Individual PAGA Payment (if applicable) may be higher or lower.

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims.

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims.

"Released Class Claims" means any and all claims which were alleged or which could have been reasonably alleged based on the factual allegations in the Operative Complaint, arising during the Class Period, which shall specifically include claims for Defendant's alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide accurate wage statements, reimburse necessary business-related expenses, and pay interest on deposits in violation of California Labor Code Sections 200, 201, 202, 203, 204, 210, 218, 218.5, 226, 226.7, 227.3, 404, 510, 512, 516, 1174, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, and California Business and Professions Code sections 17200, *et seq.*

“Released PAGA Claims” means any and all claims arising from any of the factual allegations in the PAGA Letter and the Operative Complaint, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which shall specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide compliant wage statements, maintain complete and accurate payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 516, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order.

“Released Parties” means Defendant and each of its former, present, and future owners, parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed one-third (1/3) of the Gross Settlement Amount (i.e., \$250,000.00 if the Gross Settlement Amount is \$750,000) and reimbursement of litigation costs and expenses in an amount not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. The Attorneys’ Fees and Costs granted by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of Plaintiff, Class Members, and PAGA Members on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

F. Enhancement Payment to Plaintiff

Plaintiff will seek the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00) (“Enhancement Payment”), in recognition of her services in connection with the Action. The Enhancement Payment will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, it will be paid to Plaintiff in addition to her Individual Settlement Payment and Individual PAGA Payment that she is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Eight Thousand Five Hundred Dollars and Zero Cents (\$8,500.00) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and Disputes, calculating Individual Settlement Shares, Individual Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement and if the Court grants final approval of the Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released Class Claims against the Released Parties as described in Section III.D above.

If you are a PAGA Member and the Court grants final approval of the Settlement, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims against the Released Parties as described in Section III.D above.

As a Class Member and PAGA Member (if applicable), you will not be separately responsible for the payment of attorney’s fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney’s fees and expenses.

B. Request Exclusion from the Class Settlement

Class Members may request to be excluded from the Class Settlement by submitting a letter (“Request for Exclusion”) to the Settlement Administrator, at the following address:

[Settlement Administrator]

[Mailing Address]

A Request for Exclusion must: (a) contain the case name and number of the Action (*Ruano v. Box Express, MFG*, Case No. 23STCV17209); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) clearly state that you do not wish to be included in the Class Settlement; and (d) be returned by mail to the Settlement Administrator at the specified address above, postmarked **on or before** [Response Deadline].

If the Court grants final approval of the Settlement, any Class Member who submits a timely and valid Request for Exclusion will not be issued an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid Request for Exclusion will be deemed Settlement Class Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. PAGA Members will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

C. Object to the Class Settlement

You can object to the Class Settlement as long as you have not submitted a Request for Exclusion by submitting a written objection (“Notice of Objection”) to the Settlement Administrator.

The Notice of Objection must: (a) contain the case name and number of the Action (*Ruano v. Box Express, MFG*, Case No. 23STCV17209); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B above, postmarked **on or before** [Response Deadline].

You may also appear at the Final Approval Hearing and present your objection orally, regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department 1 of the Los Angeles County Superior Court, located at 312 North Spring Street, Los Angeles, California 90012, on [date], at [time], to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys’ Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, and Settlement Administration Costs to the Settlement Administrator.

It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

Any change in the date or location of the Final Approval Hearing will be available on the Settlement Administrator’s website at [redacted].

You can find more information regarding appearing remotely through LA Court Connect online at: <https://www.lacourt.org/lacceligibility/ui/civil.aspx?casetype=ci>

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You may view the Settlement Agreement and other documents filed in the Action by visiting Spring Street Courthouse, 312

North Spring Street, Los Angeles, California 90012, during normal business hours, or by online by visiting the following website: <https://www.lacourt.ca.gov/pages/lp/access-a-case/tp/find-case-information/cp/os-civil-case-access>

You may also visit the Settlement Administrator's website at [REDACTED] for key documents in the Action.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: [REDACTED], OR YOU MAY ALSO CONTACT CLASS COUNSEL.

EXHIBIT 3

- *Demaris Masadas v. California Dinner Entertainment, LLC dba Pirate's Dinner Adventure*, Orange County Superior Court, Case No. 30-2023-01354556-CU-OE-CXC, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA
- *Laura Abarca v. Skirball Cultural Center*, Los Angeles County Superior Court, Case No. 24STCV07567, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Frank Breckenridge v. Pacific Material Handling Solutions, Inc.*, Alameda County Superior Court, Case No. 24CV070227, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Gina Harris v. Arhaus, LLC, et al.*, Los Angeles County Superior Court, Case No. 24STCV24656, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Debra McDonald v. LFCU Financial Services, LLC dba Logix Federal Credit Union, et al.*, Los Angeles County Superior Court, Case No. 24STCV16050, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Victoria Esquivel v. Hamlet Karapetian, DMD, Inc. dba Friendly Smiles Dental Group, et al.*, Santa Barbara County Superior Court, Case No. 24CV03582, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Gabriela Guerrero, et al. v. SAR California Holdco Inc. dba Sarku Japan*, Kern County Superior Court, Case No. BCV-23-104255, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Roman Ramirez Gallegos, et al. v. Dolex Dollar Express, Inc.*, Los Angeles County Superior Court, Case No. 23STCV21872, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Ismael Mercado, et al. v. Natural Alternatives International, Inc.*, San Diego County

Superior Court, Case No. 37-2023-00052115-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Marcella Holmes, et al. v. Pacifica Hotel Company*, San Luis Obispo County Superior Court, Case No. 23CV-0681, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Daniel Pereira, et al. v. L.N. Curtis and Sons*, Alameda County Superior Court, Case No. 24CV101859, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Dillan Burghart, et al. v. Watermark Services, IV, LLC*, Alameda County Superior Court, Case No. 23CV035212, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Kasim Hakimi v. Catalent Pharma Solutions, LLC*, Alameda County Superior Court, Case No. 24CV087209, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cesar Ibarra v. Leuen, Inc. dba The Original Pantry Café*, Los Angeles County Superior Court, Case No. 23STCV017182, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Sharon Baker v. OPARC*, Los Angeles County Superior Court, Case No. 24STCV11229, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Basilisa Villa Magaña v. CJKANTRG PA, LLC*, Los Angeles County Superior Court, Case No. 23STCV25886, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexis Stuart-Drinnen v. DiCarlo's Italian Cafe, LLC, et al.*, San Bernardino County Superior Court, Case No. CIVSB2313579, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Monique Duong v. Boardwalk IG Management, LLC*, Orange County Superior

Court, Case No. 30-2023-01334565-CU-OE-CXC, approved as counsel in final settlement of wage and hour class action.

- *Peter J. Gutierrez v. Univar Solutions USA Inc., et al.*, Los Angeles County Superior Court, Case No. 23STCV26851, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Steve Robles v. Avery Products Corporation*, Orange County Superior Court, Case No. 30-2024-01390483-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Dianna Flores v. Capitol Distribution Company LLC dba Capitol Food Company*, Los Angeles County Superior Court, Case No. 24STCV20477, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mark Trahan v. Celebrity Casinos, Inc. dba Crystal Casino*, Los Angeles County Superior Court, Case No. 25STCV30655, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jamie Ramires, et al. v. Bright Star Schools*, Los Angeles Superior Court, Case No. 23STCV15490, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alesia Williams v. Altamed Health Services Corp.*, Los Angeles Superior Court, Case No. 23STCV15413, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Moreno v. Kern Regional Center*, Kern County Superior Court, Case No. BCV-24-103353, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jonathan Cruz-Pulido v. Central Valley Meat Co., Inc., et al.*, Los Angeles County Superior Court, Case No. 24STCV13660, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Gregorio Pineda, et al. v. Orthopaedic Hospital dba Orthopaedic Institute for*

Children and Lusk Orthopaedic Institute for Children, et al., Los Angeles County Superior Court, Case No. 24STCV01618, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.

- *John Price v. Fort Point Beer Company*, San Francisco County Superior Court, Case No. CGC-23-610592, approved as counsel in final settlement of wage and hour class and PAGA action.
- *David Jason Quiñones, et al. v. J-M Manufacturing Company Inc. dba JM Eagle*, Los Angeles County Superior Court, Case No. 23STCV16439, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Laila Droubi, et al. v. GSF Properties, Inc.*, Kern County Superior Court, Case No. BCV-24-100950, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rowena Ray v. Sierra Central Credit Union*, Butte County Superior Court, Case No. 24CV02890, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Hamid Kondori, et al. v. Mission Imports, et al.*, Orange County Superior Court, Case No. 30-2022-01295280-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Johnny Rivas v. Buckingham Property Management*, Kings County Superior Court, Case No. 23CU0355, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Manuel Hernandez v. DHC PS Holdings LLC, et al.*, Alameda County Superior Court, Case No. 24CV079333, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Daniel He, et al. v. Bay Photo Lab Inc., et al.*, Los Angeles County Superior Court, Case No. 24STCV05682, approved as counsel in final settlement of wage and hour

class and PAGA action.

- *Leonard Moore v. Truepill, Inc.*, Alameda County Superior Court, Case No. 23CV047001, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Colton Ray v. Papé Machinery, Inc., et al.*, Humboldt County Superior Court, Case No. CV2402126, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Elba Garcia v. South Central Los Angeles Regional Center for Developmentally Disabled Persons, Inc.*, Los Angeles County Superior Court, Case No. 24STCV04382, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Miguel Avila v. Weber Metals, Inc.*, Los Angeles County Superior Court, Case No. 24STCV04071, approved as counsel in final settlement of wage and hour class action.
- *Hector Cornejo v. Renovo Solutions, LLC*, Los Angeles County Superior Court, Case No. 23STCV27376, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Juan Campos-Ledezma, et al. v. Institute for Environmental Health, Inc.*, Stanislaus County Superior Court, Case No. CV-23-006693, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jeanne Boudreau v. Intelliswift Software, Inc.*, San Francisco County Superior Court, Case No. CGC-23-611128, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Munguia v. Moog Inc.*, Los Angeles County Superior Court, Case No. 24STCV11688, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Francisco Javier Sanchez, Jr. v. Jim Crawford Construction Company, Inc.*, Fresno

County Superior Court, Case No. 24CECG01421, approved as counsel in final settlement of wage and hour class action.

- *Jose Ramirez v. A.J. Kirkwood & Associates, Inc.*, San Diego County Superior Court, Case No. 24CU012580C, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Kirstie Deveaux, et al. v. Motorola Solutions, Inc.*, Santa Clara County Superior Court, Case No. 23CV427798, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Geri Gates, et al. v. SD & A Teleservices, Inc.*, Los Angeles County Superior Court, Case No. 23STCV29390, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Bryan Zuniga v. Inova Diagnostics, Inc., et al.*, San Diego County Superior Court, Case No. 37-2023-00055201-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Ivorya Geneve v. Mikuni Restaurant Group, Inc.*, Contra Costa County Superior Court, Case No. C23-02732, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Amira Fakira, et al. v. CSL Plasma, Inc.*, Alameda County Superior Court, Case No. 23CV057131, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Vadim Savin, et al. v. Fleetlogix Inc.*, San Diego County Superior Court, Case No. 37-2023-00051984-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Grace Weissmuller, et al. v. Astrix Technology, LLC*, Los Angeles County Superior Court, Case No. 21STCV45436, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Gabriel Perez, et al. v. Kimberlite Corporation, et al.*, Alameda County Superior

Court, Case No. 24CV073959, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Armida Marquez v. The Nielsen Company (US), LLC*, Los Angeles County Superior Court, Case No. 23STCV06394, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Sergio Valdez v. Ampere Computing, LLC, et al.*, Santa Clara County Superior Court, Case No. 24CV438808, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mario Mendoza v. Mingei International, Inc.*, San Diego County Superior Court, Case No. 37-2024-00015385-CU-OE-CTL, approved as counsel in final settlement of wage and hour class action.
- *Vivian Huynh v. Technical Safety Services, LLC*, Alameda County Superior Court, Case No. 23CV053505, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Connor Brown v. Bi-Rite Management Services LLC, et al.*, San Francisco County Superior Court, Case No. CGC-24-611385, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Joshua Gilmore v. Golden Bolt, LLC*, Los Angeles County Superior Court, Case No. 24STCV11281, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tony Jones v. Saddle Creek Corporation dba Saddle Creek Logistics Services*, Orange County Superior Court Case No. 30-2024-01379065-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Armida Burton v. Mercury Mission Systems, LLC*, Los Angeles County Superior Court, Case No. 24STCV02628, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Triada Pallidou v. TJB Geary's, LLC dba Geary's Beverly Hills*, Los Angeles County

Superior Court, Case No. 24STCV15627, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *Joey Ruiz, et al. v. Southern Tire Mart, LLC*, Los Angeles County Superior Court, Case No. 24STCV12037, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Salomon Garcia, et al. v. Atlas Freight Forwarding, Inc.*, San Diego County Superior Court, Case No. 37-2022-00039724-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Chardriana Jean v. Woodruff-Sawyer & Co.*, Alameda County Superior Court, Case No. 24CV102594, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Stephanie Leon v. Fulgent Therapeutics, LLC, et al.*, Los Angeles County Superior Court, Case No. 24STCV14168, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Emma Romero v. Charles Abbott Associates, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2322374, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Karen Hartstein v. Hyatt Corporation*, Los Angeles County Superior Court, Case No. 20STCV15895, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Michael Casas, et al. v. Encorr Sheets, LLC*, San Bernardino County Superior Court, Case No. CIVSB2319925, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Quincy O'Neal v. Included Health, Inc., formerly known as Grand Rounds Health, Inc.*, San Francisco County Superior Court, Case No. CGC-23-608391, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Javario Datrail Luna v. A-Check America, Inc., et al.*, Riverside County Superior

Court, Case No. CVRI2306180, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *Kevin Werner, et al. v. Greystar Management Services, LP, et al.*, Los Angeles County Superior Court, Case No. 23STCV08498, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jully Mullings v. Antelope Ambulance Service*, Los Angeles County Superior Court, Case No. 23STCV30241, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Maria Martina Aleman v. Holding Hands OPCO LLC dba Holding Hands, Inc.*, Los Angeles County Superior Court, Case No. 24STCV25240, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jesus Herrera v. Reeve Store Equipment Company*, Los Angeles County Superior Court, Case No. 22STCV04239, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Vanessa Vazquez v. Cliffs Resort LLC*, San Luis Obispo County Superior Court, Case No. 24CV-0025, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Javier Hernandez, Jr. v. DGDG I, LLC, et al.*, Santa Clara County Superior Court, Case No. 23CV416770, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Juan Manuel Munoz v. MGA Entertainment, Inc.*, Los Angeles County Superior Court, Case No. 23STCV06386, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mayra Campos Molina, et al. v. Harbor Hotels, LLC*, Los Angeles County Superior Court, Case No. 23STCV10683, approved as counsel in final settlement of wage and hour class and PAGA action.

- *William Sykes, IV, et al. v. Wente Bros.*, Alameda County Superior Court, Case No. 23CV048758, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Padilla, et al. v. WEHO Hospitality Sunset, LLC*, Los Angeles County Superior Court, Case No. 23STCV01072, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Marvin Morales v. Skurka Aerospace, Inc.*, Los Angeles County Superior Court, Case No. 24STCV12893, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Krug, et al. v. EKC Enterprises, Inc.*, Kern County Superior Court, Case No. BCV-23-103975, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Joseph Amyot v. Silverthorn Resort, Inc.*, Shasta County Superior Court, Case No. 23CV-0203487, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Marissa Hartman v. Napa LP Hospitality Corporation*, Napa County Superior Court, Case No. 23CV00116, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Lesly Arreguin, et al. v. Intercare Therapy, Inc.*, Los Angeles County Superior Court, Case No. 23STCV27972, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alma Lopez, et al. v. Advanced Manufacturing and Development, Inc.*, Mendocino County Superior, Case No. 23CV000673, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Brittni Aghedo, et al. v. Villa Esperanza Services*, Los Angeles County Superior Court, Case No. 23STCV27362, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Robin Jennings v. Mizuho Orthopedic Systems, Inc. dba Mizuho OSI*, Alameda County Superior Court, Case No. 24CV070891, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jonathan Martin v. Atlas Digital, LLC*, Los Angeles County Superior Court, Case No. 23STCV30498, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cynthia Molt v. Los Angeles Film School, LLC*, Los Angeles County Superior Court, Case No. 23STCV30757, approved as counsel in final settlement of wage and hour class and PAGA action.
- *William Ramirez v. Employer Solutions Staffing Group LLC*, Los Angeles County Superior Court, Case No. 23STCV24735, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Anu Verma v. SingerLewak LLC*, Los Angeles County Superior Court, Case No. 24STCV11344, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Toby Lanzarin, et al. v. Building Material Distributors, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00330343-CU-OE-GDS, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Kassandra Herndon, et al. v. Agreeya Solutions, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0002783, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Damon Siler, et al. v. Call-The-Car dba Call the Car*, Los Angeles County Superior Court, Case No. 24STCV07514, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Daniel Ochoa-Lopez v. CorTech West Staffing, LLC, et al.*, Los Angeles County Superior Court, Case No. 23STCV19480, approved as counsel in settlement of representative wage and hour action pursuant to PAGA

- *Juan Escobedo v. Block Tops, Inc.*, Orange County Superior Court, Case No. 30-2023-01356309-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Antonio Quintero v. Weyerhaeuser NR Company*, Los Angeles County Superior Court, Case No. 23STCV02624, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cristo Hernandez v. Eldorado National (California), Inc.*, Riverside County Superior Court, Case No. CVRI2201056, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rigoberto Tecaliz v. National Restaurant Inc. dba Black Bear Diner*, San Diego County Superior Court, Case No. 37-2023-00046906-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cecilia Estrada v. The Roman Catholic Archbishop of Los Angeles*, Los Angeles County Superior Court, Case No. 24STCV07184, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexander Davis v. JAJ Roofing dba Citadel Roofing and Solar*, Sacramento County Superior Court, Case No. 23CV011004, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Aurelio Aguilar v. Supreme Car Wash, Inc.*, Los Angeles County Superior Court, Case No. 21STCV29696, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Aaron Coffey v. Catalina Channel Express, Inc.*, Los Angeles County Superior Court, Case No. 21STCV41396, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Djuana Shanella Hale, et al. v. Welbe Health, LLC, et al.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0006866, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Mario Fosados v. Drew Chain Security Corp.*, Los Angeles County Superior Court, Case No. 24STCV00519, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jose Manuel Amaro Bernal v. Joseph Holt Plastering, Inc.*, Los Angeles County Superior Court, Case No. 24STCV15637, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Brandon Geston v. FRTO LLC, et al.*, Fresno County Superior Court, Case No. 24CECG01292, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Alfonso Herrera v. W.L. Butler Construction, Inc., et al.*, Orange County Superior Court, Case No. 30-2023-01335445-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Marcos Ojendiz, et al. v. Jonathan Louis International*, Los Angeles County Superior Court, Case No. 21STCV35253, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Emmanuel Caldera v. Zeb's World Famous Boathouse Inc. dba Goat Hill Tavern*, Orange County Superior Court, Case No. 30-2023-01310801-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alex Javier Nakamoto v. Skydio, Inc.*, Alameda County Superior Court, Case No. 24CV062913, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jason McEntee v. Roche Molecular Systems, Inc.*, Alameda County Superior Court, Case No. 23CV041360, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexzander Roberts, et al. v. Lemonade Restaurant Group*, Los Angeles County Superior Court, Case No. 22STCV38302, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.

- *Halla Knotts v. Launch Technical Workforce Solutions, LLC*, San Bernardino County Superior Court, Case No. CIVSB2332568, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Armando Gastelum v. Premier Trailer Manufacturing, Inc.*, Tulare County Superior Court, Case No. VCU300333, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Tiffany Patterson v. Black Mountain Healthcare, LLC., d/b/a Seaport Home Health & Hospice*, San Diego County Superior Court, Case No. 37-2023-00037563-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Angel Rodriguez v. American Textile Maintenance*, Los Angeles County Superior Court, Case No. 22STCV17855, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rita Ray v. Families Together of Orange County*, Orange County Superior Court, Case No. 30-2023-01324555-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Ly Hai v. Sunroad HS Auto, Inc.*, San Diego County Superior Court, Case No. 37-2022-00025788-CU-OE-CTL, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Anabel Perez v. Eureka Specialties, Inc.*, Los Angeles County Superior Court, Case No. 22STCV35940, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Galicia v. Virco, Inc., et al.*, Los Angeles County Superior Court, Case No. 23STCV29425, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Rene Umana v. Columbus Technologies*, Los Angeles County Superior Court, Case

No. 22STCV16432, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *Sitara Nayabhil v. San Francisco SPCA (dba SFSPCA), a California 501(c)(3) non-profit organization*, San Francisco County Superior Court, Case No. CGC-23-609950, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Fernando Solis v. Tuff Shed, Inc.*, Los Angeles County Superior Court, Case No. 24VECV00368, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Emery v. Santa Cruz Bicycles, LLC*, Santa Cruz Superior Court, Case No. 24CV00244, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Odalys Montejo v. Team Nissan LLC*, Ventura County Superior Court, Case No. 2023CUOE017853, approved as counsel in settlement of representative wage and hour action pursuant to PAGA
- *Vanessa Cortes v. Giti Tire (USA) LTD*, San Bernardino County Superior Court, Case No. CIVSB2332578, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Travis Sanford v. Santa Cruz Seaside Company*, Santa Cruz County Superior Court, Case No. 23CV01762, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jered Ortega v. YMCA of San Diego County*, San Diego County Superior Court, Case No. 37-2023-00043645-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Corina Martinez v. Stagnaro Bros. Seafood, Inc.*, Santa Cruz County Superior Court, Case No. 24CV00082, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

- *Alejandra Jimenez v. ClearFreight, Inc.*, Los Angeles County Superior Court, Case No. 23STCV28938, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jazzmin Cortez v. Millard Mall Services, Inc.*, Riverside County Superior Court, Case No. CVRI2104010, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Christa Morton, et al. v. PSI Services, LLC*, Fresno County Superior Court, Case No. 24CECG00039, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Michael Bravo v. Michels Pacific Energy, Inc.*, Santa Clara County Superior Court, Case No. 22CV403427, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Rodriguez v. Republique, LLC*, Los Angeles County Superior Court, Case No. 23STCV14521, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Theresa Bendorf, et al. v. Sea World LLC, et al.*, San Diego County Superior Court, Case No. 37-2021-00034922-CU-OE-CTL, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Victor De La Cruz v. Northwest Pipe Company*, San Bernardino County Superior Court, Case No. CIVSB2211140, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Bobby Birdi v. Lucid USA, Inc.*, Alameda County Superior Court, Case No. 21CV003541, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Trujillo, et al. v. Producers Dairy Foods, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00313753, approved as counsel in settlement of

representative wage and hour action pursuant to PAGA.

- *David Williams v. Rancho Nicasio, LLC*, Marin County Superior Court, Case No. CIV2203067, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Alexander Jackson v. Lifecare Assurance Company*, Los Angeles County Superior Court, Case No. 23STCV26579, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alexis Cardoza v. BHFC Operating LLC*, Los Angeles County Superior Court, Case No. 21STCV34040, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Maria Ayala, et al. v. SDH Services West, LLC*, Kern County Superior Court, Case No. BCV-21-101933, approved as class counsel in final settlement of wage and hour class action.
- *Alfredo Sanchez v. Greenworld, Inc.*, Riverside County Superior Court, Case No. CVRI2105756, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Oscar Bryant v. Midwest Construction Services, Inc. dba Trillium*, San Bernardino County Superior Court, Case No. CIVSB2121529, approved as class counsel in final settlement of wage and hour class action.
- *Matthew Savattieri v. AMI Expeditionary Healthcare, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV33372, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Lexy Barajas, et al. v. H. W. Hunter, Inc.*, Los Angeles County Superior Court, Case No. 22STCV01892, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alejandro Valdez v. C.H.I. Automart, Inc.*, Los Angeles County Superior Court, Case No. 21STCV40168, approved as class counsel in final settlement of wage and hour

class and PAGA action.

- *Sheizan Bawa v. Meathead Movers, Inc.*, Orange County Superior Court, Case No. 30-2021-01211895-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tanisha Lopez, et al. v. Restorix Health, Inc.*, Los Angeles County Superior Court, Case No. 21STCV33067, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Perla Soto, et al. v. Nippon Express U.S.A., Inc.*, Los Angeles County Superior Court, Case No. 21STCV24902, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Angel Garcia, et al. v. J&B Investments, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2208601, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Sindy Aviles, et al. v. Freeway Insurance Services America, LLC*, Los Angeles County Superior Court, Case No. 21STCV34864, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Alexander Gnaedig, et al. v. Favorite Healthcare Staffing, Inc.*, Los Angeles County Superior Court, Case No. 21STCV20904, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Richard Evans v. My Paint Stop, LLC, et al.*, Contra Costa County Superior Court, Case No. MSC21-01812, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Parada George v. Main Electric Supply Company, LLC, et al.*, Orange County Superior Court, Case No. 30-2021-01220136-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Samia Salazar Yunis v. Sharif Jewelers*, Sacramento County Superior Court, Case

No. 34-2020-00290080, approved as class counsel in final settlement of wage and hour class and PAGA action.

- *Daniel Analco v. Felix Chevrolet, LP, et al.*, Los Angeles County Superior Court, Case No. 21STCV36654, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Sasha Aiono v. Benefit Cosmetics*, Los Angeles County Superior Court, Case No. 21STCV33719, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

EXHIBIT 4

Ingrid Ruano v. Box Express MFG			
Date	Type of Expense	Description of Expense	Amount
8/4/2023	Filing/Service	Payment to LWDA - Initial PAGA Notice Filing Fee	\$75.00
8/4/2023	Mailing	Mailing Cost: PAGA Letter to Box Express MFG (Certified Mail)	\$8.53
2/23/2024	Other	Payment to Batza Associates Inc. - Case Investigation Costs	\$350.00
3/25/2024	Mailing	Mailing Cost: Check to Batza & Associates, Inc. (First Class Mail)	\$0.64
3/25/2024	Other	Payment to Batza & Associates, Inc. - Case Investigation Costs	\$386.40
3/27/2024	Filing/Service	Fee to Steno: Complaint Packet (PAGA Filing)	\$647.20
3/28/2024	Filing/Service	Fee to Steno: Summons & Complaint Packet (CLASS Filing)	\$1,997.20
4/5/2024	Mailing	Mailing Cost: No Contact Letter to Ingrid Ruano (Certified Mail)	\$5.04
4/22/2024	Filing/Service	Fee to Steno: Peremptory Challenge (CLASS Filing)	\$99.00
4/23/2024	Filing/Service	Fee to Steno: Peremptory Challenge (CLASS Filing)	\$99.00
7/11/2024	Mailing	Mailing Cost: Service Mailing to Mary Wilson (First Class Mail)	\$1.63
7/12/2024	Filing/Service	Fee to Steno: Case Management Statement (CLASS Filing)	\$59.95
7/15/2024	Filing/Service	Fee to Steno: Notice of Related Case (PAGA Filing)	\$59.95
7/18/2024	Filing/Service	Fee to Steno: Joint Initial Status Conference Statement (CLASS Filing)	\$59.95
7/26/2024	Filing/Service	Fee to Steno: Notice of Related Case (PAGA Filing)	\$59.95
7/30/2024	Mailing	Mailing Cost: No Contact Letter to Ingrid Ruano (Certified Mail)	\$5.54
9/27/2024	Mailing	Mailing Cost: Check to Expert Translation Bureau, LLC (First Class Mail)	\$5.54
9/27/2024	Other	Payment to Expert Translation Bureau, LLC - Translation Services	\$200.00
10/3/2024	Filing/Service	Fee to Steno: Opposition to Motion; Declaration ISO; POS (CLASS Filing)	\$59.95
10/3/2024	Filing/Service	Fee to Steno: Declaration; POS; Ingrid Ruano Opposition (PAGA Filing)	\$59.95
10/14/2024	Other	Payment to Case Anywhere - System Access and Document Service Fees	\$128.01
12/11/2024	Filing/Service	Fee to Steno: Courtesy Copy Delivery - Declaration of Megan E. Ross; Proposed Order; POS (CLASS Filing)	\$99.00
12/12/2024	Filing/Service	Fee to Steno: Declaration of Megan E. Ross; Proposed Order; POS (CLASS Filing)	\$59.95
12/18/2024	Filing/Service	Fee to Steno: Declaration ISO RFD; PO; POS (CLASS Filing)	\$59.95
1/2/2025	Filing/Service	Fee to Steno: Joint Status Conference Statement (CLASS Filing)	\$99.95
1/20/2025	Other	Payment to Case Anywhere - System Access Fee	\$147.00
2/25/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
3/13/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
4/16/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
5/2/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
5/9/2025	Other	Payment to Momentum ADR - Mediation	\$4,625.00
6/18/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
7/20/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
8/14/2025	Filing/Service	Fee to Steno: Joint Status Report (CLASS Filing)	\$99.95
8/22/2025	Mailing	Mailing Cost: Check to Berger Consulting Group, LLC (First Class Mail)	\$8.40
8/22/2025	Other	Payment to Berger Consulting Group, LLC - Damage Analysis	\$3,982.50
8/23/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
9/20/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
10/24/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
11/30/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
12/16/2025	Filing/Service	Fee to Steno: Status Report (CLASS Filing)	\$59.95
12/22/2025	Filing/Service	Fee to Steno: Motion for Preliminary Approval of Settlement; Declarations; Orders; Amended Complaint (CLASS Filing)	\$140.95
12/22/2025	Filing/Service	Fee to Steno: Order; Word Order (CLASS Filing)	\$99.95
12/31/2025	Other	Payment to Case Anywhere - System Access Fee	\$49.00
1/27/2026	Other	Payment to Case Anywhere - System Access and Document Service Fees	\$97.00
1/28/2026	Filing/Service	Fee to Steno: Supplemental Declaration (CLASS Filing)	\$59.95
2/27/2026	Other	Payment to Case Anywhere - System Access and Document Service Fees	\$55.00
3/27/2026	Other	Payment to Case Anywhere - System Access Fee	\$49.00
4/16/2026	Filing/Service	Fee to Steno: Amended Complaint (CLASS Filing)	\$59.95
4/23/2026	Other	Payment to Case Anywhere - System Access Fee	\$49.00
4/30/2026	Filing/Service	Fee to Steno: Supplemental Declaration; Statement of the Case; Orders; Proof of Service (CLASS Filing)	\$59.95
5/15/2026	Filing/Service	Fee to Steno: Notice of Entry of Judgment or Order (CLASS Filing)	\$99.95
5/22/2026	Other	Payment to Case Anywhere - System Access and Document Service Fees	\$73.00
6/17/2026	Other	Payment to Case Anywhere - System Access Fee	\$49.00
7/15/2026	Other	Payment to Case Anywhere - System Access Fee	\$49.00

Future Cost	Future Cost: Filing of Motion for Final Approval	\$180.95
Future Cost	Future Cost: Filing of Notice of Entry	\$59.95
Future Cost	Future Cost: Filing of Declaration of Administrator Re Disbursement	\$59.95

TOTAL \$15,391.63