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JORGE REYES, JR., on behalf of himself and all
6 others similarly situated

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8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE**
10

11 JORGE REYES, JR., on behalf of himself and
all other similarly situated,

12 **Plaintiffs,**

13 **v.**

14 **AMVAC CHEMICAL CORPORATION, a**
15 **California corporation; and DOES 1 through**
16 **100, Inclusive**

17 **Defendants.**

CASE NO.: 23STCV23665

[Assigned for all purposes to the Hon. Elihu
M. Berle - Dept. 6]

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JOINT STIPULATION FOR CLASS
ACTION SETTLEMENT

TO THE COURT:

This Joint Stipulation for Class Action Settlement ("Settlement Agreement") is made and entered into by and between Jorge Reyes, Jr. ("Plaintiff"), individually and on behalf of all others similarly situated, and AMVAC Chemical Corporation ("Defendant") (collectively, the "Parties"), and is subject to the terms and conditions below, and to the Court's approval. The Parties expressly acknowledge that this Settlement Agreement is entered into solely for the purpose of compromising significantly disputed claims and that nothing in this Settlement Agreement is an admission of liability or wrongdoing by Defendant. If for any reason the Settlement Agreement is not approved, it will be of no force or effect, and the Parties will be returned to their respective positions immediately prior to and as if they had never executed this Settlement Agreement as more fully set forth below.

DEFINITIONS

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

1. "Action" means *Jorge Reyes, Jr. v. AMVAC Chemical Corporation, et al.*, Los Angeles County Superior Court Case No. 23STCV23665.
2. "Class Counsel" means Michael Nourmand and James A. De Sario of The Nourmand Law Firm, APC.
3. "Class Counsel Fees and Costs" means attorneys' fees, costs, and expenses approved by the Court for Class Counsel's litigation and resolution of the Action, and all costs incurred and to be incurred by Class Counsel in the Action, including, but not limited to, costs associated with documenting the Settlement, providing any notices required as part of the Settlement or Court order, securing the Court's approval of the Settlement, administering the Settlement, and obtaining entry of the Judgment terminating the Action. Class Counsel will request attorneys' fees of not to exceed thirty-five percent of the Gross Settlement Amount or Four Hundred Seven Thousand Seven Hundred and Fifty Dollars (\$407,750) and litigation costs and expenses not to exceed Forty Thousand Dollars (\$40,000). Defendant has agreed not to oppose Class Counsel's request for Class Counsel Fees and Costs.

4. "Class List" means a complete list of all Class Members that Defendant will diligently and in good faith compile from their records and provide on a confidential basis to the Settlement Administrator within fourteen (14) calendar days after the Court's entry of an order granting preliminary approval of this Settlement. The Class List will be formatted in Microsoft Office Excel and Defendant will use its best efforts to include each Class Member's full name; last known mailing address; dates of employment or number of workweeks worked during the Class Period; and Social Security number.

5. "Class Member(s)" or "Settlement Class" means Plaintiff and all current and former hourly non-exempt employees of Defendant within California at any time during the Class Period.

6. "Class Period" means the period from September 28, 2019 through December 31, 2024.

7. "Class Representative Enhancement Payment" means the amount to be paid from the Gross Settlement Amount to the named Plaintiff in exchange for executing a general release including a Cal. Civil Code sec. 1542 waiver, and in recognition of his efforts in prosecuting the Action on behalf of Class Members. Plaintiff will request and Defendant will not oppose Plaintiff's application to the court for a payment of Ten Thousand Dollars (\$10,000) for his willingness to serve as Class Representative.

8. "Court" means the Los Angeles County Superior Court, or any other court taking jurisdiction of the Action.

9. "Effective Date" refers to the 5th calendar day after the date by which the last of the following has occurred: (a) all conditions of Settlement have been satisfied; (b) the Court has entered and filed the Final Approval Order and Judgment; and (c) if there is an objection, the time period for appeal of the Judgment has been exhausted without any appeals having been filed, i.e., 60 days from the date of the Final Approval Order and Judgment, and/or all such appeals have been voluntarily or involuntarily dismissed, and/or the appropriate appellate court or courts have entered a final judgment affirming the Final Approval Order and Judgment of the

Court and the final judgment of such appellate court or courts is no longer subject to any further appellate challenge or procedure.

10. "Gross Settlement Amount" means the maximum settlement amount of One Million One Hundred Sixty-Five Thousand Dollars (\$1,165,000) ("Gross Settlement Amount"), which has been and/or will be paid by Defendant in full satisfaction of all claims arising from the Action. The Gross Settlement Amount includes all Individual Settlement Payments to Participating Class Members, the Class Representative Enhancement Payment, Settlement Administration Expenses, Class Counsel Fees and Cost, and PAGA penalties in the amount of Twenty Thousand Dollars (\$20,000) of which 75% or Fifteen Thousand Dollars (\$15,000) will be paid to the Labor Workforce Development Agency ("LWDA") and 25% or Five Thousand Dollars (\$5,000) to PAGA Group Members. Defendant will pay the employer's share of payroll taxes, as applicable, in addition to the Gross Settlement Amount. Other than the employer's share of payroll taxes, as applicable, and the Gross Settlement Amount, Defendant will have no additional financial obligation.

11. "Individual Settlement Payment" means each Participating Class Member's and PAGA Group Member's share of the Net Settlement Amount, to be distributed to Plaintiff, PAGA Group Members and Class Members who do not request exclusion from the settlement.

12. "Net Settlement Amount" means the maximum amount available for distribution to the Class Members, after deduction of Class Counsel Fees and Costs, Class Representative Enhancement Payment, Settlement Administration Expenses, and \$15,000 as PAGA penalties to be paid to the LWDA, from the Gross Settlement Amount.

13. "Notice of Objection" means a Class Member's valid and timely written objection to the Settlement Agreement. For the objection to be valid, it must include: (i) the objector's full name, signature, address, and telephone number; (ii) a written statement of all grounds for the objection accompanied by any legal support for such objection; (iii) copies of any papers, briefs, or other documents upon which the objection is based; and (iv) a list of all persons who will be called to testify in support of the objection. Further, an objector may appear at the Final Approval hearing, either in person or through counsel, at his or her expense.

1 The Parties will be permitted to respond in writing to such objections at least seven calendar
2 days prior to the Final Approval hearing or within the time period set by the Court.

3 14. "Notice" means the Notice of Class Action Settlement, substantially in the form
4 attached as Exhibit A.

5 15. "PAGA" means the California Private Attorneys General Act of 2004, which is
6 codified in California Labor Code §2698, et seq.

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

9 17. "PAGA Period" means the period from September 28, 2022 through December
10 31, 2024.

11 18. "PAGA Settlement Amount" means the portion of the Gross Settlement Amount
12 allocated to the resolution of PAGA Group Members' claims arising under PAGA. The Parties
13 have agreed that the PAGA Settlement Amount is Twenty Thousand Dollars (\$20,000), subject
14 to Court approval. Of the PAGA Settlement Amount, 75% or Fifteen Thousand Dollars
15 (\$15,000) will be paid to the LWDA ("LWDA Payment"), and the remaining 25% of Five
16 Thousand Dollars (\$5,000) will be distributed to PAGA Group Members.

17 19. "Participating Class Members" means all Class Members who do not submit
18 valid Requests for Exclusion.

19 20. "Preliminary Approval" means the Court order granting preliminary approval of
20 the Settlement Agreement.

21 21. "Released PAGA Claims" shall mean all claims for civil penalties under PAGA
22 based on the labor code violations alleged in the notice sent by Plaintiff to the LWDA, as well
23 as all facts, theories, or claims for civil penalties that would be considered administratively
24 exhausted under applicable law by the PAGA notice Plaintiff sent to the LWDA, PAGA Group
25 Members shall receive their portion of the PAGA penalties regardless of their decision to opt-
26 out of the class settlement and therefore the Released PAGA Claims would apply to them.

27 22. "Released Claims" means all wage and hour claims, penalties, interest, and
28 causes of action, arising from or related to the claims pled in Plaintiff's operative First

Amended Complaint (“Complaint”) or that could have been pled in the Complaint based on the factual allegations pled in the Complaint, including all claims for allegedly unpaid minimum and overtime wages, failure to provide compliant meal breaks or pay in lieu thereof, failure to provide compliant rest breaks or pay in lieu thereof, inaccurate wage statements, failure to provide sick leave or pay the correct rate of sick pay, and failure to pay all wages owed upon termination under the California Labor Code, or applicable wage order(s), unfair competition claims under California Business & Professions Code §17200, et seq. based on the labor code violations alleged, and any penalties, restitution, disgorgement, interest or attorneys’ fees during the Class Period. This release will cover all Class Members who do not opt out.

23. “Released Parties” means Defendant and Defendant’s former, present and future parents, subsidiaries and affiliated companies and entities, and its current, former, and future owners, officers, shareholders, directors, members, managers, operators, employees, consultants, vendors, partners, affiliates, subsidiaries, shareholders, attorneys, insurers, payroll providers, joint venturers and agents, and any successors, assigns, or legal representatives.

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

25. “Response Deadline” means the deadline by which Class Members must fax or postmark to the Settlement Administrator a valid Request for Exclusion, submit objections to the Settlement or dispute workweeks. The Response Deadline will be forty-five (45) calendar days from the initial mailing of the Notice by the Settlement Administrator. The Response Deadline for Request for Exclusion, objection or dispute workweeks will be extended fifteen (15) calendar days for any Class Member who is re-mailed a Notice by the Settlement Administrator in accordance with the notice procedure described herein. The Response

1 Deadline may also be extended by express agreement between Class Counsel and Defendant's
2 counsel.

3 26. "Settlement Administrator" means Simpluris, Inc. or any other third-party class
4 action settlement administrator agreed to by the Parties and approved by the Court for the
5 purposes of administering this Settlement. The Parties each represent that they do not have any
6 financial interest in the Settlement Administrator or otherwise have a relationship with the
7 Settlement Administrator that could create a conflict of interest.

8 27. "Settlement Administration Expenses" means the costs payable to the Settlement
9 Administrator for administering this Settlement, including, but not limited to, printing,
10 translating into Spanish, conducting a National Change of Address ("NCOA") search,
11 distributing (including with appropriate postage), and tracking documents for this Settlement in
12 English and Spanish, any searches to locate any Class Members, tax reporting, distributing the
13 Individual Settlement Payments, Class Representative Enhancement Payment, Class Counsel
14 Fees and Costs, and providing necessary certification of completion of notice, reports and
15 declarations, establishing and administering a qualified settlement fund account and other
16 responsibilities set forth in this Settlement Agreement and as requested by the Parties. The
17 Settlement Administration Expenses are currently estimated to be not more than Five Thousand
18 Five Hundred Dollars (\$5,500).

19 TERMS OF AGREEMENT

20 Plaintiff, on behalf of himself and the Settlement Class, and Defendant agree as follows:

21 28. Impact of Any Court Determination Not to Enter Final Approval Order. In the
22 event that the Court does not enter a Final Approval Order and this Settlement Agreement does
23 not become effective, the following will occur:

24 a. on the date final approval is denied, the status of the Action will be
25 deemed to return to its status at the time immediately prior to and as if the
26 Parties had never executed this Settlement Agreement;

27 29. Settlement Funding. Within seven (7) business days of the Effective Date,
28 Defendant will deposit the Gross Settlement Amount with the Settlement Administrator, who

will deposit the funds into an interest-bearing trust account referred to as the Qualified Settlement Fund account from which the Settlement Administrator will have authority to distribute money in accordance with the terms of this Settlement Agreement. The Settlement Administrator will calculate the appropriate amount of the employer's share of the payroll taxes to be funded by Defendant. Defendant shall deposit the employer's share of the payroll taxes into the Qualified Settlement Fund within seven (7) business days after the Effective Date or after the Settlement Administrator provides the calculation, whichever is later. Defendant's only financial obligations in connection with this Agreement are the Gross Settlement Amount and the employer's share of payroll taxes.

30. Class Counsel Fees and Costs. Defendant agrees not to oppose or impede any application or motion by Class Counsel for Class Counsel Fees in the amount of up to Four Hundred Seven Thousand Seven Hundred and Fifty Dollars (\$407,750), plus the reimbursement of the actual costs and expenses associated with Class Counsel's litigation and settlement of the Action, not to exceed Forty Thousand Dollars (\$40,000). Any amount of an attorneys' fees and costs award requested by Class Counsel but unapproved by the Court shall be allocated to the Net Settlement Amount.

31. Class Representative Enhancement Payment. In exchange for named Plaintiff's executing a general release including a Cal. Civil Code sec 1542 waiver, and in recognition of his efforts in prosecuting the Action on behalf of Class Members, Defendant agrees not to oppose or impede any application or motion for a Class Representative Enhancement Payment of up to Ten Thousand Dollars (\$10,000). The Class Representative Enhancement Payment, which will be paid from the Gross Settlement Amount, will be in addition to Plaintiff's Individual Settlement Payment paid pursuant to the Settlement. Plaintiff will be solely and legally responsible to pay any and all applicable taxes, penalties and interest on the payment made pursuant to this paragraph and will hold Defendant harmless from any claim or liability for taxes, penalties, or interest arising as a result of the payment. Any amount of a Class Representative Enhancement Payment requested by Class Counsel but unapproved by the Court shall be allocated to the Net Settlement Amount.

32. Settlement Administration Expenses. The Settlement Administrator will be paid for the reasonable fees and costs of administration of the Settlement, which are estimated no to exceed Five Thousand Five Hundred Dollars (\$5,500). These will include, *inter alia*, fees and costs payable to the Settlement Administrator for printing, translating into Spanish, distributing (including with appropriate postage), and tracking documents for this Settlement in English and Spanish, any searches to locate any Class Members, calculating estimated amounts per Class Member, tax reporting, distributing the Individual Settlement Payments, Class Representative Enhancement Payment, Class Counsel Fees and Costs, payment to LWDA for PAGA penalties, and providing necessary certification of completion of notice, reports and declarations, establishing and administering a Qualified Settlement Fund account, required tax reporting on the Individual Settlement Payments, the issuing of 1099 and W-2 IRS forms, calculating the employer's share of payroll taxes on the wage portion of the Individual Settlement Payments and coordinating related reporting, and other responsibilities as requested by the Parties. The Settlement Administration Expenses will be paid from the Gross Settlement Amount. Any amount of the Settlement Administration Expenses requested by Class Counsel but unapproved by the Court shall be allocated to the Net Settlement Amount.

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

34. Individual Settlement Payment Calculations. Defendant will provide the Settlement Administrator either with the total number of workweeks or dates of employment for each Class Member during the Class Period and total number of workweeks or dates of employment for each PAGA Group Member during the PAGA Period. The Settlement Administrator will divide the Net Settlement Amount, less \$5,000 (or the Court approved amount from the PAGA Settlement Amount allocated for PAGA penalties to PAGA Group Members), by the total number of workweeks ("Work Week Rate Amount") and then multiply this amount by each Class Member's total number of workweeks to yield that employee's Net Settlement Payment. In the event a Class Member submits a timely Request for Exclusion from

the settlement, his/her share of the settlement will be added to the Net Settlement Amount.

NET SETTLEMENT AMOUNT	X	Participating Class Member's Workweeks
Total number of Workweeks for all Class Members		

In additional, each Class Member who is a PAGA Group Member will be paid a pro-rata share of the \$5,000 allocated for PAGA penalties to PAGA Group Members, as calculated by the Settlement Administrator, with a formula similar to payments to Participating Class Members.

\$5,000 for PAGA Penalties to PAGA Group Members	X	Individual PAGA Group Member's Workweeks during PAGA Period
Total number of Workweeks for all PAGA Group Members during PAGA Period		

The Individual Settlement Payment for any Participating Class Member who is also a PAGA Group Member shall include the Participating Class Member's share of the PAGA Settlement Amount allocated for PAGA penalties to PAGA Group Members.

Class Members who are PAGA Group Members will not be permitted to exclude themselves from the PAGA claim portion of the Settlement. PAGA penalty settlement payments in the appropriate amounts will be distributed by the Settlement Administrator by mail to the PAGA Group Members including to those Class Members who are PAGA Group Members who submitted a request for exclusion.

35. No Credit Toward Benefit Plans. All Settlement Awards to Class Members shall be deemed to be income to such Class Members solely in the year in which such awards actually are received by the Class Members. It is expressly understood and agreed that the receipt of such Settlement Awards will not entitle any Class Member to additional

1 compensation or benefits under any company bonus, paid time off (including vacation and sick
2 leave), or other compensation or benefit plan or agreement in place during the period covered
3 by the Settlement, nor will it entitle any Class Member to any increased retirement, 401(k)
4 benefits or matching benefits, or deferred compensation benefits. None of the payments made
5 pursuant to the Settlement and this Agreement shall be considered for purposes of determining
6 eligibility for, vesting or participation in, or contributions to any benefit plan, including,
7 without limitation, all plans subject to the Employee Retirement and Income Security Act of
8 1974 ("ERISA"). Any distribution of payments to Plaintiff or Class Members shall not be
9 considered as a payment of wages or compensation under the terms of any applicable benefit
10 plan and shall not affect participation in, eligibility for, vesting in, the amount of any past or
11 future contribution to, or level of benefits under any applicable benefit plan. Any amounts paid
12 will not impact or modify any previously credited hours of service or compensation taken into
13 account under any bonus or incentive plan, benefit plan sponsored or contributed to by
14 Defendants or any jointly-trusted benefit plan, or for purposes of calculating the regular rate of
15 pay. For purposes of this Agreement, "benefit plan" means each and every "employee benefit
16 plan," as defined in 29 U.S.C. Section 1002(3), and, even if not thereby included, any 401(k)
17 plan, bonus, pension, stock option, stock purchase, stock appreciation, welfare, profit sharing,
18 retirement, disability, vacation, severance, hospitalization, insurance, incentive, deferred
19 compensation, or any other similar benefit plan, practice, program, or policy.

20 36. Settlement Administration Process. The Parties agree to cooperate in the
21 administration of the settlement and to make all reasonable efforts to control and minimize the
22 costs and expenses incurred in administration of the Settlement.

23 37. Delivery of the Class List. Within fourteen (14) calendar days of Preliminary
24 Approval, Defendant will provide the Class List to the Settlement Administrator. The contact
25 information is being provided confidentially, and the Settlement Administrator shall treat the
26 information as private and confidential and take all necessary precautions to maintain the
27 confidentiality of contact information of the Class Member. This information is to be used only
28 to carry out the Settlement Administrator's duties as specified in this Settlement Agreement.

38. Notice by First-Class U.S. Mail. Within seven (7) calendar days after receiving the Class List from Defendant, the Settlement Administrator will mail the Notice to all Class Members via regular First-Class U.S. Mail.

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

40. Notice. All Class Members will be mailed the Notice. The Notice will provide: (1) information regarding the nature of the Action, (2) a summary of the Settlement's principal terms, (3) the Settlement Class definition, (4) each Class Member's number of workweeks worked during the Class Period, (5) each Class Member's estimated Individual Settlement Payment; (6) the dates which comprise the Class Period, (7) instructions on how to submit valid Requests for Exclusion, objections or dispute workweeks, (8) the deadlines by which the Class Member must fax or postmark Request for Exclusions, submit objections to the Settlement or dispute workweeks, and (9) the claims to be released, as set forth in this Settlement Agreement. Any mailing returned to the Settlement Administrator as undeliverable shall be sent within 3 business days via First Class U.S. Mail to the forwarding address affixed thereto. If no forwarding address is provided, the Settlement Administrator shall attempt to determine the correct address by again using the National Change of Address Database maintained by the United States Postal Service and/or use on-line service, such as Accurant, to update and correct

any known or identifiable address changes. Following this procedure, the Settlement Administrator shall perform a single re-mailing via First Class U.S. Mail within 3 business days.

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

42. Defective Submissions. If a Class Member's Request for Exclusion is defective as to the requirements listed in this Settlement Agreement, that Class Member will be given an opportunity to cure the defect(s). The Settlement Administrator will mail the Class Member a cure letter within three (3) calendar days of receiving the defective submission to advise the Class Member that his or her submission is defective and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have until the later of (i) Response Deadline or (ii) fifteen (15) calendar days from the date of the cure letter to fax or postmark a revised Request for Exclusion.

43. Settlement Terms Bind All Class Members Who Do Not Opt-Out. Any Class Member who does not affirmatively opt out of the Settlement Agreement by submitting a timely and valid Request for Exclusion will be bound by all of its terms, including those pertaining to the Released Claims (other than as it applies to the PAGA claims with respect to the PAGA Group Members), as well as any Judgment that may be entered by the Court if it grants final approval to the Settlement. If the Court approves the compromise of the PAGA

claim, Class Members who are also PAGA Group Members submitting a request for exclusion will nevertheless be bound by the Court's resolution of that claim and receive their pro-rata share of the 25% of the PAGA Payment allocated to the PAGA Group Members. Although some Class Members might not receive or timely submit the Notice of Class Action Settlement or the Request for Exclusion, as provided under this Settlement and Agreement, due to inability to locate their current address following the procedures set forth in this Agreement, such individuals shall nonetheless be bound by all of the terms of this Settlement and Agreement and the Final Order and Judgement.

44. Objection Procedures. To object to the Settlement Agreement, a Class Member may not submit a Request for Exclusion and must mail a valid Notice of Objection to the Settlement Administrator by the Response Deadline. The Settlement Administrator will notify counsel for the Parties forthwith via email. Class Counsel will lodge the objection with the Court. The Notice of Objection must be signed by the Class Member and contain all information required by this Settlement Agreement. The postmark date of the mailing will be deemed the exclusive means for determining that the Notice of Objection is timely. Class Members who wish to object will have a right to appear at the Final Approval Hearing, with or without counsel at his/her own expense, in order to have their objections heard by the Court. At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members to submit written objections to the Settlement Agreement or appeal from the Final Approval Order and Judgment.

45. Certification Reports Regarding Individual Settlement Payment Calculations. The Settlement Administrator will provide Defendant's counsel and Class Counsel a weekly report which certifies: (i) the number of Class Members who have submitted valid Request for Exclusion and objections; and (ii) the number of any deficient Request for Exclusion. Additionally, the Settlement Administrator will provide to counsel for both Parties any updated reports regarding the administration of the Settlement Agreement as needed or requested.

46. Timing of Distribution of Individual Settlement Payments. Within seven (7) calendar days of Defendant depositing the Gross Settlement Amount and employer's share of

payroll taxes, the Settlement Administrator will issue payments to (1) Participating Class Members and PAGA Group Members; (2) Plaintiff; (3) Class Counsel; and payment to LWDA. The Settlement Administrator will also issue a payment to itself for Court-approved services performed in connection with the settlement.

47. Uncashed or Undeliverable Settlement Checks. Individual settlement checks paid to Participating Class Members and PAGA Group Members will be valid for 180 days. Participating Class Members and PAGA Group Members will have one hundred eighty (180) calendar days from the date of issuance of the check to cash their check. For any check not cashed after 180 calendar days, the Settlement Administrator will send the amount represented by the check to the California State Controller Unclaimed Property, with the identity of the Participating Class Member and PAGA Group Member to whom the funds belong, to be held for the Participating Class Member and PAGA Group Member per California Unclaimed Property Law, in the interest of justice. The money paid to the California State Controller Unclaimed Property will remain the Participating Class Member and PAGA Group Member's property. This will allow Participating Class Member and PAGA Group Member who did not cash their checks to collect their Individual Settlement Amounts at any time in the future. Therefore, there will be no unpaid residue or unclaimed or abandoned class member funds, and the California Code of Civil Procedure section 384 shall not apply. The funds will be held by the State until claimed by the employee and the uncashed check never ceases to be the employee's property.

48. Workweeks Escalation Clause. Defendant has represented that there are 23,310 total workweeks during the period of September 28, 2019 to September 4, 2024. In the event, the total workweeks increase by more than ten percent (10%), i.e., 25,641 total workweeks, by the end of the Class Period, Defendant agrees to increase the Gross Settlement Amount by the pro rata increase in workweeks beyond the 10%. For example, if the total additional workweeks is 15% more than 23,310, then Defendant will pay additional 5% of the Gross Settlement Amount.

49. 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.

50. Treatment of Individual Settlement Payments. All Individual Settlement Payments will be allocated as follows: 100% of each PAGA Groups Members pro-rate share of the \$5,000 allocated for PAGA penalties shall be allocated as penalties; 20% of each Individual Settlement Payment will be allocated for the settlement of wage claims; and the remaining 80% will be allocated to the settlement of claims for interest and statutory penalties. The portion allocated to wages in each Individual Settlement Payment will be reported on an IRS Form W-2 and the portion allocated to interest and penalties will be reported on an IRS Form-1099 by the Settlement Administrator. The Court's approval of the allocation of the Individual Settlement Payment for Form 1099 income and Form W-2 income is not a material term of the Settlement or this Agreement. If the Court does not approve or approves a different allocation of the Individual Settlement Payments, the other terms of the Settlement and this Agreement shall apply. The Court's refusal to approve the allocation for the Individual Settlement Payments requested by the Parties does not give the Parties any basis to abrogate the Settlement or this Agreement. Class Counsel, Defendant's Counsel, Defendant, and the Settlement Administrator are not giving any tax advice in connection with the Settlement or any payments to be made pursuant to this Agreement.

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

52. Defendant's Responsibility for Employer Taxes: For any portion of the Class Members' Individual Settlement Payments that are designated as "wages" for purposes of tax reporting, the employer's taxes, employer contributions of all federal, state, and local taxes

(including, but not limited to, FICA, FUTA, and SDI), will be paid in addition to the Gross Settlement Amount, via and with the Settlement Administrator's assistance.

53. Circular 230 Disclaimer. EACH PARTY TO THIS AGREEMENT (FOR

PURPOSES OF THIS SECTION, THE "ACKNOWLEDGING PARTY" AND EACH PARTY TO THIS AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN "OTHER PARTY") ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS

AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR SHALL ANY SUCH COMMUNICATION OR

DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY DEPARTMENT

CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN, INDEPENDENT

LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN

CONNECTION WITH THIS AGREEMENT, (B) HAS NOT ENTERED INTO THIS

AGREEMENT BASED UPON THE RECOMMENDATION OF ANY OTHER PARTY OR

ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS NOT ENTITLED

TO RELY UPON ANY COMMUNICATION OR DISCLOSURE BY ANY ATTORNEY OR

ADVISOR TO ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE

IMPOSED ON THE ACKNOWLEDGING PARTY, AND (3) NO ATTORNEY OR ADVISOR

TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE

CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISOR'S TAX STRATEGIES

(REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON

DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR

TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION

CONTEMPLATED BY THIS AGREEMENT.

54. No Prior Assignments. The Parties and their counsel represent, covenant, and

warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported

to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or right released and discharged in this Settlement Agreement.

55. Release by Plaintiff. Upon the date the Court enters an order granting final approval of the settlement and Defendant fully funds the Gross Settlement Amount and the employer's share of payroll taxes, in addition to the claims being released by all Class Members, Plaintiff will provide the following additional general release ("General Release") : Plaintiff, on his own behalf and on behalf of his heirs, spouses, executors, administrators, attorneys, agents and assigns, fully and finally releases the Released Parties from all claims, demands, rights, liabilities and causes of action of every nature and description whatsoever, known or unknown, asserted or that might have been asserted, whether in tort, contract, or for violation of any state or federal statute, rule or regulation arising out of, relating to, or in connection with any act or omission by or on the part of any of the Released Parties committed or omitted prior to the execution of this Agreement. This General Release includes any unknown claims Plaintiff does not know or suspect to exist in his favor at the time of this General Release, which, if known by them, might have affected his settlement with, and release of, the Released Parties or might have affected his decision not to object to this Settlement or this Release. To the extent the foregoing releases are releases to which Section 1542 of the California Civil Code or similar provisions of other applicable law may apply, Plaintiff expressly waives any and all rights and benefits conferred upon them by the provisions of Section 1542 of the California Civil Code or similar provisions of applicable law which are as follows:

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

The significance of this release and waiver of Civil Code Section 1542 has been explained to Plaintiff by his counsel. Release by Plaintiff expressly excludes any claims for workers compensation against Defendant.

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

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

58. Preliminary Approval Hearing. Plaintiff will obtain a hearing before the Court to request the Preliminary Approval of the Settlement Agreement, and the entry of a Preliminary Approval Order for: (i) conditional certification of the Settlement Class for settlement purposes only, (ii) preliminary approval of the proposed Settlement Agreement, and (iii) setting a date for a Final Approval/Settlement Fairness Hearing. The Preliminary Approval Order will provide for the Notice to be sent to all Class Members as specified in this Settlement Agreement. In conjunction with the Preliminary Approval motion, Plaintiff will submit this Settlement Agreement, which sets forth the terms of this Settlement and will include the proposed Notice.

59. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of the deadlines to fax or postmark Request for Exclusion or submit objections to the Settlement Agreement, and with the Court's permission, a Final Approval/Settlement Fairness Hearing will be conducted to determine the Final Approval of the Settlement Agreement along with the amounts properly payable for (i) Individual Settlement Payments; (ii) the Class Counsel Fees

and Costs; (iii) the Class Representative Enhancement Payment; (iv) payment to LWDA for PAGA penalties; and (v) all Settlement Administration Expenses. Class Counsel will be responsible for drafting all documents necessary to obtain final approval. Class Counsel will also be responsible for drafting the attorneys' fees and costs application to be heard at the Final Approval/Settlement Fairness Hearing.

60. Judgment and Continued Jurisdiction. Upon final approval of the Settlement by the Court or after the Final Approval/Settlement Fairness Hearing, the Parties will present a proposed Judgment to the Court for its approval. Pursuant to California Rules of Court, Rule 3.771(b), the Settlement Administrator shall post on its website a copy of the Judgment for a period of thirty days from the date the Court signs the Judgment. After entry of the Judgment, the Court will have continuing jurisdiction solely for purposes of addressing: (i) the interpretation and enforcement of the terms of the Settlement Agreement, (ii) settlement administration matters, and (iii) such post-Judgment matters as may be appropriate under court rules or as set forth in this Settlement Agreement.

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

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

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

64. Authorization to Enter Into Settlement Agreement. Counsel for all Parties warrant and represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant to this Settlement Agreement to effectuate its terms and to execute any other documents required to effectuate the terms of this Settlement Agreement. The Parties and their counsel will cooperate with each other and use their best efforts to effect the implementation of the Settlement. 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 Court or Tripper Ortman, Esq., the mediator, to resolve such disagreement.

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

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

67. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this Settlement Agreement is a fair, adequate and reasonable settlement of the Action and have arrived at this Settlement Agreement after arm's-length negotiations and in the context of adversarial litigation, taking into account all relevant factors, present and potential. The Parties further acknowledge that they are each represented by competent counsel and that

1 they have had an opportunity to consult with their counsel regarding the fairness and
2 reasonableness of this Settlement Agreement.

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

7 69. Captions. The captions and section numbers in this Agreement are inserted for
8 the reader's convenience, and in no way define, limit, construe or describe the scope or intent of
9 the provisions of this Agreement.

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

14 71. Enforcement Actions. In the event that one or more of the Parties institutes any
15 legal action or other proceeding against any other Party to enforce the provisions of this
16 Settlement Agreement or to declare rights and/or obligations under this Settlement Agreement,
17 the successful Party will be entitled to recover from the unsuccessful Party reasonable
18 attorneys' fees and costs, including expert witness fees incurred in connection with any
19 enforcement actions.

20 72. Mutual Preparation. The Parties have had a full opportunity to negotiate the
21 terms and conditions of this Settlement Agreement. Accordingly, this Settlement Agreement
22 will not be construed more strictly against one party than another merely by virtue of the fact
23 that it may have been prepared by counsel for one of the Parties, it being recognized that,
24 because of the arms-length negotiations between the Parties, all Parties have contributed to the
25 preparation of this Agreement.

26 73. Representation By Counsel. The Parties acknowledge that they have been
27 represented by counsel throughout all negotiations that preceded the execution of this
28

Settlement Agreement, and that this Settlement Agreement has been executed with the consent and advice of counsel.

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

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

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

77. No Admission of Liability. Nothing contained in this Settlement Agreement shall be construed or deemed an admission of liability, culpability, negligence, or wrongdoing on the part of Defendant. Each of the Parties has entered into this Settlement Agreement with the intention to avoid further disputes and litigation, and the attendant inconvenience and expense, and to fully and forever buy their respective peace. This Settlement Agreement shall be inadmissible in evidence in any action or proceeding, by any party, except an action or proceeding by one of the Parties to approve, interpret, or enforce the Settlement Agreement's terms. Defendant denies and continues to deny: (a) all of the allegations made by the Class Representative or the Class in the Action; (b) that it violated any applicable laws; (c) that it is liable or owes damages, penalties, or other compensation or remedies to anyone with respect to the alleged facts or claims asserted in the Action; and, (d) that class certification or representative treatment of the Action or any alleged claim is proper. Defendant emphasizes that the Court has not made any findings of liability as to Defendant and the Court has not determined that class certification is warranted in this Action.

78. Disputes. Any dispute between the Parties concerning the interpretation or implementation of this Settlement Agreement will be resolved by the Court. Prior to any such

1 resort to the Court, counsel for the Parties will confer in good faith to resolve the dispute. If the
2 Parties are unable to resolve the dispute themselves, the dispute will be submitted to Tripper
3 Ortman, Esq. for mediation before being submitted to the Court, unless the Parties agree
4 otherwise.

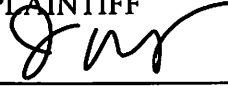
5 79. Applicable Law. All terms and conditions of this Stipulation and its exhibits will
6 be governed by and interpreted according to the laws of the State of California, without giving
7 effect to any conflict of law or choice of law principles.

8 SIGNATURES

9 READ CAREFULLY BEFORE SIGNING

10
11
12 Dated: 04/28/2025

PLAINTIFF



Jorge Reyes, Jr.

13
14 DEFENDANT

15 Dated: _____

16 AMVAC Chemical Corporation

17
18 By: _____

19 Its: _____

20 APPROVED AS TO FORM

21 Dated: April 28, 2025

THE NOURMAND LAW FIRM, APC

22 By: Michael Nourmand

23 Michael Nourmand
James A. De Sario

24 *Attorneys for Plaintiff*
25 JORGE REYES, JR., on behalf of himself and
26 all others similarly situated
27
28

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8 SIGNATURES

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10
11 PLAINTIFF

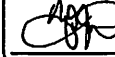
12 Dated: _____

13 Jorge Reyes, Jr.

14 DEFENDANT

15 Dated: April 23, 2025 | 1:37 PM CDT

DocuSigned by:

16 

17 AMVAC Chemical Corporation

By: Timothy J. Donnelly

Its: Acting CEO and General Counsel

18 APPROVED AS TO FORM

19
20 Dated: _____, 2025

21 THE NOURMAND LAW FIRM, APC

22 By: _____

23 Michael Nourmand
James A. De Sario

24 *Attorneys for Plaintiff*

25 JORGE REYES, JR., on behalf of himself and
26 all others similarly situated
27
28

1 Dated: April 23, 2025

GORDON REES SCULLY MANSUKAHANI
LLP

2
3 By:



4 Lisa K. Garner
Shiao-Wen Huang

5 *Attorneys for Defendant*
6 AMVAC CHEMICAL CORPORATION
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