

BIBIYAN LAW GROUP, P.C.

David D. Bibiyan (SBN 287811)

david@tomorrowlaw.com

Vedang J. Patel (SBN 328647)

vedang@tomorrowlaw.com

Megan Lazar (SBN 315007)

Megan@tomorrowlaw.com

1460 Westwood Boulevard

Los Angeles, California 90024

Tel: (310) 438-5555; Fax: (310) 300-1705

Attorneys for Plaintiff, MARIANA RETANA HERNANDEZ,
on behalf of herself and all others similarly situated and aggrieved

SAGASER, WATKINS & WIELAND, PC

Paul J. Baur (SBN 202752)

paul@sw2law.com

5260 North Palm Avenue, Suite 440

Fresno, California 93704

Telephone: (559) 421-7000; Facsimile: (559) 473-1483

Attorneys for Defendant, BARRETT DISTRIBUTION CENTERS, INC.

(See additional Counsel below)

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF FRESNO

MARIANA RETANA HERNANDEZ, an
individual and on behalf of all others
similarly situated,

Plaintiff,

v.

BARRETT DISTRIBUTION CENTERS,
INC., a Massachusetts corporation;
PARTNERS PERSONNEL-
MANAGEMENT SERVICES, LLC, a
Delaware limited liability company;
TAYLOR BANKS, as an individual, and
DOES 1 through 100, inclusive,

Defendants.

CASE NO.: 23CECG04892

[Assigned for all purposes to Tyler D.
Tharpe in Dept. 501]

**CLASS AND PAGA SETTLEMENT
AGREEMENT**

Action Filed: September 21, 2023

Trial Date: None Set

BUCHALTER LLP

A Professional Corporation
Craig D. Nickerson (SBN 215067)
cnickerson@buchalter.com
William G. Anderson (SBN 325528)
wanderson@buchalter.com
655 West Broadway, Suite 1600
San Diego, CA 92101
Telephone: (619) 219-5335

Attorneys for Defendant, PARTNERS PERSONNEL – MANAGEMENT
SERVICES, LLC

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Mariana Hernandez (“Plaintiff”) and defendants Barrett Distribution Centers Inc. and Partners Personnel Management Services, LLC, (collectively, “Defendants”). The Agreement refers to Plaintiff and Defendants collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS

1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendants, captioned *Mariana Hernandez et. al. v. Barrett Distribution Centers et. al.*, Case No. 23CECG03918, initiated on September 21, 2023, and pending in Superior Court of the State of California, County of Fresno.

1.2. “Administrator” means Apex Class Action Administration, the neutral entity the Parties have agreed to appoint to administer the Settlement.

1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.

1.4. “Barrett Aggrieved Employee” means a person employed by Defendant Barrett Distribution Centers, Inc. (“Defendant Barrett”) in California and classified as a non-exempt, hourly-paid employee who worked for Defendant Barrett during the Barrett PAGA Period.

1.5. “Partners Aggrieved Employee” means a person employed by Defendant Partners Personnel Management Services, LLC (“Defendant Partners”) in California and classified as a non-exempt, hourly-paid employee who worked for Defendant Partners during the Partners PAGA Period.

1.6. “Class” means all persons employed by Defendant Barrett Distribution Centers, Inc. in California and classified as a non-exempt, hourly-paid employee who worked for Defendant Barrett Distribution Centers, Inc. during the Class Period.

1.7. “Class Counsel” means David D. Bibiyan, Vedang J. Patel, and Megan R. Lazar of Bibiyan Law Group, P.C.

1.8. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean

the amounts allocated to Class Counsel for reimbursement of reasonable attorneys' fees and expenses, respectively, incurred to prosecute the Action.

1.9. "Class Data" means Class Member identifying information in Defendants' custody, possession, or control, including the Class Member's (1) name; (2) last known address(es); (3) last known telephone number(s); (4) last known Social Security Number(s); and (5) the dates of employment (i.e., hire dates, and, if applicable, re-hire date(s) and/or separation date(s)).

1.10. "Class Member" or "Settlement Class Member" means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee).

1.11. "Class Member Address Search" means the Administrator's investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.

1.12. "Class Notice" means the proposed NOTICE OF PROPOSED CLASS ACTION SETTLEMENT AND DATE FOR FINAL APPROVAL HEARING, to be mailed to Class Members in English and Spanish in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.13. "Class Period" means the period from February 11, 2021 through February 12, 2025.

1.14. "Class Representative" means the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as a Class Representative.

1.15. "Class Representative Service Payment" means the payment to the Class Representative for initiating the Action and providing services in support of the Action.

1.16. "Court" means the Superior Court of California, County of Fresno.

1.17. "Defendants" means named defendants Barrett Distribution Centers Inc. and Partners Personnel Management Services, LLC.

1.18. "Defendant Barrett" means Defendant Barrett Distribution Centers Inc.

1.19. "Defendant Partners" means Defendant Partners Personnel Management Services, LLC.

1.20. "Defense Counsel" means Paul J. Bauer of Sagaser, Watkins, & Wieland, PC. and Craig

D. Nickerson of Buchalter LLP.

1.21. “Effective Date” means the later date of: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.22. “Final Approval” means the Court’s order granting final approval of the Settlement.

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

1.24. “Final Judgment” means the Judgment entered by the Court based upon the Final Approval.

1.25. “Gross Settlement Amount” means \$515,000.00 (Five Hundred Fifteen Thousand Dollars and Zero Cents) which is the total amount Defendants agree to pay under the Settlement, except as provided in Paragraphs 3.1 and 8.1 below and any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payment, and Administrator’s Expenses.

1.26. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.27. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of Workweeks worked during the PAGA Period.

1.28. “Judgment” means the judgment entered by the Court based upon Final Approval.

1.29. “LWDA” means the California Labor and Workforce Development Agency, the agency

entitled, under Labor Code section 2699, subd. (i).

1.30. “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

1.31. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.32. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.33. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendants for at least one day during the PAGA Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

1.34. “Barrett PAGA Period” means the period from September 15, 2022 through the end of the Class Period.

1.35. “Partners PAGA Period” means the period from September 24, 2022 through February 12, 2025. (the “Barrett PAGA Period” and the “Partners PAGA Period” will collectively be referred to as the “PAGA Period”).

1.36. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).

1.37. “PAGA Notice” means plaintiff’s September 15, 2023 letter to defendants and the LWDA, providing notice pursuant to Labor Code section 2699.3 subd. (a).

1.38. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$12,875.00) and the 75% to the LWDA (\$38,625.00) in settlement of PAGA claims.

1.39. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.40. “Plaintiff” means Mariana Hernandez the named plaintiff in the Action.

1.41. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the

Settlement.

1.42. “Preliminary Approval Order” means the proposed Order granting Preliminary Approval and Approval of PAGA Settlement.

1.43. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.

1.44. “Released PAGA Claims” means the claims being released as described in Paragraph 5.4 below.

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

1.46. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.47. “Response Deadline” means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) mail Requests for Exclusion from the Settlement, or (b) mail his or her Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 15 days beyond the Response Deadline has expired.

1.48. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.

1.49. “Workweek” means any week during which a Class Member worked for Defendants, for at least one day during the Class Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

2. RECITALS

2.1. On September 15, 2023, Plaintiff filed with the LWDA and served on Defendants a notice under Labor Code section 2699.3 stating Plaintiff intended to serve as a proxy of the LWDA to

1 recover civil penalties on behalf of Aggrieved Employees for alleged Labor Code violations.
 2 Plaintiff received the following identifying number: LWDA-CM-981866-23 (“PAGA Notice”).

3 2.2. On September 21, 2023, Plaintiff commenced a Class Action entitled *Hernandez v.*
 4 *Barrett Distribution Centers, Inc., et al.* Case No. 23CECG03918 in Fresno County Superior
 5 Court by filing a complaint against Defendants for: (1) sex discrimination; (2) disability
 6 discrimination; (3) sexual harassment; (4) intentional infliction of emotional distress; (5)
 7 negligent infliction of emotional distress; (6) failure to pay overtime wages; (7) failure to pay
 8 minimum wages; (8) failure to provide meal periods; (9) failure to provide rest periods; (10)
 9 waiting time penalties; (11) wage statement violations; (12) failure to timely pay wages; (13)
 10 failure to indemnify; (14) violation of labor code § 227.3, and (15) unfair competition (the “Class
 11 Action”). Defendants responded to the complaint denying they engaged in any unlawful conduct
 12 and, at all times, complied with California’s wage and hour laws.

13 2.3. On November 28, 2023, Plaintiff filed this separate representative action under PAGA
 14 for Civil Penalties Under Labor Code Sections 210, 226.3, 558, 1174.5, 1197.1, and 2699 (the
 15 “PAGA Action”). Defendants also responded to the PAGA complaint denying they engaged in
 16 any unlawful conduct and, at all times, complied with California’s wage and hour laws.

17 2.4. Thereafter, the Parties agreed to exchange informal discovery and attend mediation.

18 2.5. Prior to mediation Plaintiff obtained, through informal discovery: (a) internal policy
 19 documents from 2024 related to Plaintiff’s claims; (b) Plaintiff’s personnel file, and (c) a 10%
 20 sampling of time and wage records for the putative PAGA Class Members.

21 2.6. Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in
 22 *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker*
 23 *Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).

24 2.7. On February 18, 2025, the Parties participated in an all-day mediation presided over by
 25 experienced class action and PAGA mediator Marc Feder. The mediation was successful, and
 26 the Parties agreed to globally resolve all class and PAGA claims in the Action. As part of this
 27 Agreement, the Parties agree to stipulate to Plaintiff’s filing of a First Amended Complaint in the
 28 PAGA Action, adding all class allegations brought in the Class Action, thereby effectively

consolidating the two actions for purposes of Settlement (hereinafter, the “Action”). The First Amended Complaint is the operative complaint in the Action (“Operative Complaint”).

2.8. The Court has not granted class certification.

2.9. The Parties, Class Counsel, and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

3. MONETARY TERMS

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8.1 below, Defendants promise to pay \$515,000.00 as the Gross Settlement Amount, unless increased pursuant to Paragraph 8.1 of this Agreement, and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments as follows: Defendant Barrett agrees to pay Five Hundred Thousand Dollars (\$500,000.00) and Defendant Partners agrees to pay Fifteen Thousand Dollars (\$15,000.00). Defendant Barrett agrees to be jointly and severally liable for the entire Gross Settlement Amount. Defendants have no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendants.

3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:

3.2.1. To Plaintiff: Class Representative Service Payment to Plaintiff of not more than \$7,500.00 in addition to any Individual Class Payment and any Individual PAGA Payment Plaintiff is entitled to receive as a Participating Class Member. Defendants will not oppose Plaintiff’s request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments prior to the Final Approval Hearing. If the Court

1 approves a Class Representative Service Payment less than the amount requested, the
2 Administrator will retain the remainder in the Net Settlement Amount. The
3 Administrator will pay the Class Representative Service Payment using IRS Form 1099.
4 Plaintiff assumes full responsibility and liability for employee taxes owed on the Class
5 Representative Service Payment.

6 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 35% of the
7 Gross Settlement Amount, which, unless escalated pursuant to Paragraph 8.1 of this
8 Agreement, is currently estimated to be \$180,250.00 and a Class Counsel Litigation
9 Expenses Payment of not more than \$40,000.00. Defendants will not oppose requests
10 for these payments provided that do not exceed these amounts. Plaintiff and/or Class
11 Counsel will endeavor to file a motion for Class Counsel Fees Payment and Class
12 Litigation Expenses Payment prior to the Final Approval Hearing. If the Court approves
13 a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less
14 than the amounts requested, the Administrator will allocate the remainder to the Net
15 Settlement Amount. Released Parties shall have no liability to Class Counsel or any
16 other Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee
17 Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will
18 pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one
19 or more IRS 1099 Forms. Class Counsel assume full responsibility and liability for taxes
20 owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses
21 Payment and holds Defendants harmless, and indemnifies Defendants, from any dispute
22 or controversy regarding any division or sharing of any of these Payments. There will
23 be no additional charge of any kind to either the Settlement Class Members or request
24 for additional consideration from Defendants for such work unless, Defendants
25 materially breach this Agreement, including any term regarding funding, and further
26 efforts are necessary from Class Counsel to remedy said breach, including, without
27 limitation, moving the Court to enforce the Agreement. Should the Court approve
28 attorneys' fees and/or litigation costs and expenses in amounts that are less than the

amounts provided for herein, then the unapproved portion(s) shall be a part of the Net Settlement Amount.

3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed \$7,520.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$7,520.00, the Administrator will retain the remainder in the Net Settlement Amount.

3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.

3.2.4.1. Tax Allocation of Individual Class Payments. 20% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The 80% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

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3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$51,500.00 to be paid from the Gross Settlement Amount, with 75% (\$38,625.00) allocated to the LWDA PAGA Payment and 25% (\$12,875.00) allocated to the

Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties \$14,125.00 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant Barrett estimates there are 99 Class Members who collectively worked a total of 9,490 Workweeks, and 79 of Aggrieved Employees who worked a total of 6,781 PAGA Pay Periods. Based on a review of its records to date, Defendant Partner estimates there are 151 Aggrieved Employees who worked a total of 945 PAGA Pay Periods.

4.2. Class Data. Not later than 30 days after execution of this Agreement, Defendants will simultaneously deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendants have a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendants must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good

faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. Consistent with Paragraph 3.1, Defendants shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants' share of payroll taxes by transmitting the funds to the Administrator no later than 7 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 7 days after Defendants fund the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment and the Class Representative Service Payment shall not precede disbursement of Individual Class Payments, and the Individual PAGA Payments.

4.4.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2. The Administrator must conduct a Class Member Address Search for all other

Class Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California State Controller's Office, Unclaimed Property Fund.

4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendants to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASE OF CLAIMS

Effective upon entry of Judgment, the Order granting Final Approval of this Settlement, and on the date when Defendants fully fund the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

5.1. Plaintiff's Release. Plaintiff and her respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint and Plaintiff's PAGA Notice. ("Plaintiff's Release.") Plaintiff's Release does not extend to any claims or actions to

1 enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability
2 benefits, social security benefits, workers' compensation benefits that arose at any time, or based
3 on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts
4 or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to
5 be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all
6 respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.
7 Plaintiff's Release above expressly excludes Plaintiff's claims for sex discrimination; disability
8 discrimination; sexual harassment; intentional infliction of emotional distress; negligent
9 infliction of emotional distress and related claims, which is subject to a separate agreement.

10 5.1.1. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For
11 purposes of Plaintiff's Release only, Plaintiff expressly waives and relinquish the
12 provisions, rights, and benefits, if any, of section 1542 of the California Civil Code,
13 which reads:

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

18 5.2. Release by Participating Class Members: For the duration of the Class Period, all
19 Participating Class Members, on behalf of themselves and their respective former and present
20 representatives, agents, attorneys, heirs, administrators, successors, and assigns, release
21 Defendant Barrett Distribution Centers from all claims that were alleged, or reasonably could
22 have been alleged, based on the facts stated in the Operative Complaint arising out of the Labor
23 Code violations referenced in the Operative Complaint.

24 5.3. Except as set forth in Section 5.2 of this Agreement, Participating Class Members do not
25 release any other claims, including claims for vested benefits, wrongful termination, violation of
26 the Fair Employment and Housing Act, unemployment insurance, disability, social security,
27 workers' compensation, or claims based on facts occurring outside the Class Period.
28

1 5.4. Release by Barrett Aggrieved Employees: For the duration of the Barrett PAGA Period,
 2 all Barrett Aggrieved Employees are deemed to release, on behalf of themselves and their
 3 respective former and present representatives, agents, attorneys, heirs, administrators, successors,
 4 and assigns, Defendant Barrett from all claims for PAGA penalties that were alleged, or
 5 reasonably could have been alleged, based on the facts stated in the Operative Complaint and the
 6 PAGA Notice.

7 5.5. Release by Partners Aggrieved Employees: For the duration of the Partner PAGA Period,
 8 all Partner Aggrieved Employees are deemed to release, on behalf of themselves and their
 9 respective former and present representatives, agents, attorneys, heirs, administrators, successors,
 10 and assigns, Defendant Partner from all claims for PAGA penalties that were alleged, or
 11 reasonably could have been alleged, based on the facts stated in the Operative Complaint and the
 12 PAGA Notice

13 6. MOTION FOR PRELIMINARY APPROVAL

14 The Parties agree to jointly prepare and file a motion for preliminary approval (“Motion
 15 for Preliminary Approval”) that complies with the Court’s current checklist for Preliminary
 16 Approvals.

17 6.1. Plaintiff’s Responsibilities. Plaintiff will prepare and to deliver to Defense Counsel all
 18 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and
 19 memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the
 20 Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor
 21 Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and
 22 Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from
 23 the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting
 24 to its willingness to serve; competency; operative procedures for protecting the security of Class
 25 Data; amounts of insurance coverage for any data breach, defalcation of funds or other
 26 misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members;
 27 and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense
 28 Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve

and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (1)(1)), this Agreement (Labor Code section 2699, subd. (1)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class Members and the Administrator.

6.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

6.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting and conferring, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting and conferring, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION

7.1. Selection of Administrator. The Parties have jointly selected Apex Class Action Administration ("Apex") to serve as the Administrator and verified that, as a condition of appointment, Apex agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences

administering settlements.

7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports state and federal tax authorities.

7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation section 468B-1.

7.4. Notice to Class Members

7.4.1. No later than three (3) business days after Preliminary Approval, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice with Spanish translation, substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

7.4.3. Not later than 3 business days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.

7.4.4. The deadlines for Class Members’ written objections, Challenges to Workweeks

and/or Pay Periods, and Requests for Exclusion will be extended an additional 15 days beyond the 45 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

7.4.5. If the Administrator, Defendants or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 15 days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever ever are later.

7.5. Requests for Exclusion (Opt-Outs).

7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by mail, a signed written Request for Exclusion not later than 45 days after the Administrator mails the Class Notice (plus an additional 15 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely postmarked by the Response Deadline.

7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the

authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

7.5.3. Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under Paragraphs 5.2 and 5.3 of this Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.4 of this Agreement and are eligible for an Individual PAGA Payment.

7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after the Administrator mails the Class Notice (plus an additional 15 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination

the challenges.

7.7. Objections to Settlement

7.7.1. Only Participating Class Members may object to the class action components of the Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or amounts requested for the Class Counsel Fees Payment, and/or Class Counsel Litigation Expenses Payment and/or Class Representative Service Payment.

7.7.2. Participating Class Members may send written objections to the Administrator, by mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 45 days after the Administrator's mailing of the Class Notice (plus an additional 15 days for Class Members whose Class Notice was re-mailed).

7.7.3. Non-Participating Class Members have no right to object to any of the class action components of the Settlement.

7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.

7.8.1. Website, Email Address and Toll-Free Number. The Administrator will maintain and use an internet website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and Class Representative Service Payment, the Final Approval and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls and emails.

7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity.

Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).

7.8.3. **Weekly Reports.** The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include provide the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

7.8.4. **Workweek and/or Pay Period Challenges.** The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge.

7.8.5. **Administrator’s Declaration.** Before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid),

the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 7 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. CLASS SIZE ESTIMATES AND ESCALATOR CLAUSE

Based on its records, Defendant Barrett estimate there are 99 Class Members who collectively worked a total of 9,490 Workweeks, and 79 of Aggrieved Employees who worked a total of 6,781 PAGA Pay Periods for Defendant Barrett Distribution Centers, Inc. and 151 Aggrieved Employees who worked a total of 945 PAGA Pay Periods for Defendant Partners Personnel Management Services, LLC.

8.1. Increase in Workweeks. Defendant Barrett Distribution Centers Inc. represents that there are no more than 9,490 Workweeks worked during the Class Period. In the event the number of Workweeks worked by Class Members during the Class Period increases by more than 10%, or 949 Workweeks, then Defendant Barrett shall elect to either: (1) pay Plaintiff a pro-rata increase in the Gross Settlement Amount equal to the percentage increase in workweeks above 10 percent; or (2) end the Class and PAGA Period as of the date when the total number of workweeks exceeded 10,439. The Workweek Value shall be calculated by dividing the originally agreed-upon Gross Settlement Amount (\$515,000.00) by 9,490, which amounts to a Workweek Value of \$54.27. Thus, for example, should there be 11,000 Workweeks in the Class Period, then the Gross Settlement Amount shall be increased by \$81,947.70.00 ((11,000 Workweeks – 9,490 Workweeks) x \$54.27 per Workweek.) Defendants shall provide the Class Data to the

1 Administrator no later than 30 days after full execution of this Agreement. Defendant Barrett
2 shall make its election regarding the above no later than 7 days after receiving information from
3 the Administrator regarding the workweek count. Should Defendant Barrett fail to make its
4 election within the above timeframe, then option (2) shall automatically apply.

5 8.2. Defendant Barrett's Right to Withdraw. If ten percent (10%) or more of the Class
6 Members, or a number of Class Members whose Individual Settlement Shares represent ten
7 percent (10%) or more of the total of all Individual Settlement Shares, validly elect not to
8 participate in the Settlement, Defendant Barrett will have the right to rescind the Settlement, and
9 the Settlement and all actions taken in its furtherance will be null and void. Defendant Barrett
10 must exercise this right within 10 days after the Settlement Administrator notifies the parties of
11 the number of opt-outs, which the Settlement Administrator will do within 10 days after the
12 deadline for submission of opt-outs. If Defendant Barrett exercises the right to rescind, it will be
13 responsible for the costs of administration of the Settlement incurred through that time.

14 **9. MOTION FOR FINAL APPROVAL**

15 Prior to the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for
16 final approval of the Settlement that includes a request for approval of the PAGA settlement
17 under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed
18 Judgment (collectively "Motion for Final Approval"). Plaintiff shall endeavor to provide drafts
19 of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class
20 Counsel and Defense Counsel will expeditiously meet and confer, and in good faith, to resolve
21 any disagreements concerning the Motion for Final Approval.

22 9.1. Response to Objections. Each Party retains the right to respond to any objection raised
23 by a Participating Class Member, including the right to file responsive documents in Court no
24 later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted
25 by the Court.

26 9.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final
27 Approval on any material change to the Settlement (including, but not limited to, the scope of
28 release to be granted by Class Members), the Parties will expeditiously work together in good

1 faith to address the Court's concerns by revising the Agreement as necessary to obtain Final
2 Approval. The Court's decision to award less than the amounts requested for the Class
3 Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation
4 Expenses Payment, Administrator Expenses Payment and/or individual claims of plaintiff for
5 alleged wrongful termination, shall not constitute a material modification to the Agreement
6 within the meaning of this paragraph.

7 9.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the
8 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of
9 (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters,
10 and (iii) addressing such post-Judgment matters as are permitted by law.

11 9.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
12 conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class
13 Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their
14 respective counsel, and all Participating Class Members who did not object to the Settlement as
15 provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to
16 post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions
17 for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver
18 of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the
19 Parties' obligations to perform under this Agreement will be suspended until such time as the
20 appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect
21 the amount of the Net Settlement Amount.

22 9.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
23 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material
24 modification of this Agreement (including, but not limited to, the scope of release to be granted
25 by Class Members), this Agreement shall be null and void. The Parties shall nevertheless
26 expeditiously work together in good faith to address the appellate court's concerns and to obtain
27 Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration
28 Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify

the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged

10. AMENDED JUDGMENT

If any amended judgment is required under Code of Civil Procedure section 384, the Parties will work together in good faith to jointly submit and a proposed amended judgment.

11. ADDITIONAL PROVISIONS

11.1. No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendants' defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does grant Preliminary Approval, Final Approval or enter Judgment, Defendants reserve the right to contest certification of any class for any reasons, and Defendants reserve all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendants' defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

11.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendants and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the

1 extent necessary to report income to appropriate taxing authorities; (4) in response to a court
2 order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal
3 government agency. Each Party agrees to immediately notify each other Party of any judicial or
4 agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel,
5 Defendants and Defense Counsel separately agree not to, directly or indirectly, initiate any
6 conversation or other communication, before the filing of the Motion for Preliminary Approval,
7 any with third party regarding this Agreement or the matters giving rise to this Agreement except
8 to respond only that “the matter was resolved,” or words to that effect. This paragraph does not
9 restrict Class Counsel’s communications with Class Members in accordance with Class
10 Counsel’s ethical obligations owed to Class Members.

11 11.3. No Solicitation. The Parties separately agree that they and their respective counsel and
12 employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal
13 from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel’s
14 ability to communicate with Class Members in accordance with Class Counsel’s ethical
15 obligations owed to Class Members.

16 11.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement
17 together with its attached exhibits shall constitute the entire agreement between the Parties
18 relating to the Settlement, superseding any and all oral representations, warranties, covenants, or
19 inducements made to or by any Party.

20 11.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
21 represent that they are authorized by Plaintiff and Defendants, respectively, to take all appropriate
22 action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate
23 its terms, and to execute any other documents reasonably required to effectuate the terms of this
24 Agreement including any amendments to this Agreement.

25 11.6. Cooperation. The Parties and their counsel will cooperate with each other and use their
26 best efforts, in good faith, to implement the Settlement by, among other things, modifying the
27 Settlement Agreement, submitting supplemental evidence and supplementing points and
28 authorities as requested by the Court. In the event the Parties are unable to agree upon the form

1 or content of any document necessary to implement the Settlement, or on any modification of the
2 Agreement that may become necessary to implement the Settlement, the Parties will seek the
3 assistance of a mediator and/or the Court for resolution.

4 11.7. No Prior Assignments. The Parties separately represent and warrant that they have not
5 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
6 encumber to any person or entity and portion of any liability, claim, demand, action, cause of
7 action, or right released and discharged by the Party in this Settlement.

8 11.8. No Tax Advice. Neither Plaintiff, Class Counsel, Defendants nor Defense Counsel are
9 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied
10 upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR
11 Part 10, as amended) or otherwise.

12 11.9. Modification of Agreement. This Agreement, and all parts of it, may be amended,
13 modified, changed, or waived only by an express written instrument signed or agreed to by all
14 Parties or their representatives, and approved by the Court. Plaintiff and Defendants expressly
15 agree that should the Parties agree to amend, modify, change, or waive this Agreement, or any
16 part of it, Class Counsel and Defense Counsel are authorized to submit to the Court any
17 amendments of this Agreement, amended Agreements, or amendments to the Agreement, on
18 behalf of the Parties once fully executed, which includes, but is not limited to, authorization of
19 the use of signatures previously provided by the Parties.

20 11.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to
21 the benefit of, the successors of each of the Parties.

22 11.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be
23 governed by and interpreted according to the internal laws of the state of California, without
24 regard to conflict of law principles.

25 11.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of
26 this Agreement. This Agreement will not be construed against any Party on the basis that the
27 Party was the drafter or participated in the drafting

28 11.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered

during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement

11.14. Use of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendants in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court.

11.15. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.

11.16. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

11.17. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e., DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

11.18. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

11.19. Severability. In the event that one or more of the provisions contained in this Agreement shall for any reason be held invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall in no way effect any other provision if Defendants’ Counsel and Class Counsel, on behalf of the Parties and the Settlement Class, mutually elect in writing

to proceed as if such invalid, illegal, or unenforceable provision had never been included in this Agreement.

IT IS SO AGREED:

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Mariana Hernandez Retana

09/08/2026

Plaintiff, Mariana Hernandez

For Defendant, Barrett Distribution Centers Inc.

Signed by:

Alissa Greenwalt 9/11/2026

For Defendant, Partners Personnel Management Services, LLC

AGREED AS TO FORM ONLY:

David D. Bibiyan

09/08/2026

David D. Bibiyan
Vedang J. Patel
Counsel for Plaintiff

Paul J. Bauer
Counsel for Defendant Barrett
Distribution Centers Inc.

Craig D. Nickerson

9/11/2026

Craig D. Nickerson
Counsel for Defendant Partners
Personnel Management Services, LLC

1 to proceed as if such invalid, illegal, or unenforceable provision had never been included in this
2 Agreement.

3 **IT IS SO AGREED:**

4 ///

5 ///

6
7 _____
8 Plaintiff, Mariana Hernandez

9
10 _____
11 *Arthur F. Barrett*
12 ARTHUR F. BARRETT, PRESIDENT
13 For Defendant, Barrett Distribution Centers Inc.

14
15 _____
16 For Defendant, Partners Personnel Management
17 Services, LLC

18 **AGREED AS TO FORM ONLY:**

19
20 _____
21 David D. Bibiyan
22 Vedang J. Patel
23 Counsel for Plaintiff

24
25 *Paul J. Bauer*
26 _____
27 Paul J. Bauer
28 Counsel for Defendant Barrett
Distribution Centers Inc.

29
30 _____
31 Craig D. Nickerson
32 Counsel for Defendant Partners
33 Personnel Management Services, LLC