

PAGA SETTLEMENT AGREEMENT

This Private Attorneys General Act (“PAGA”) Settlement Agreement (“Agreement”) is entered into by and between Plaintiffs Manuel Perez Becerra (“Becerra”) and Martha Beltran (“Beltran”) Becerra and Beltran are collectively referred to herein as “Plaintiffs.” and Defendant Veer Hospitality Palm Springs LLC (“Defendant” or “VEER”) (collectively, the “Parties”).

1. DEFINITIONS.

- 1.1 “Action” means *Manuel Perez Becerra v. Veer Hospitality Palm Springs LLC, et al.*, pending in the Superior Court of California, County of Orange, Case No. 30-2024-01372931-CU-OE-CXC, including the First Amended Complaint (“FAC”).
- 1.2 “Administration Expenses Payment” means the amount the Settlement Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Settlement Administrator’s “not to exceed” bid submitted to the Court in connection with approval of this Settlement.
- 1.3 “Aggrieved Employee” means all persons alleged in the FAC to have worked for Veer in California as non-exempt employees during the PAGA Period.
- 1.4 “Aggrieved Employee Data” means Aggrieved Employee identifying information in Veer’s possession including the Aggrieved Employee’s name, last-known mailing address, Social Security number, and number of PAGA Pay Periods.
- 1.5 “Address Search” means the Settlement Administrator’s investigation and search for current Aggrieved Employee 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 Settlement Administrator with Aggrieved Employees.
- 1.6 “Approval Order” means the Court’s order granting approval of the Settlement.
- 1.7 “Court” means the Superior Court of California, County of Orange.
- 1.8 “Defense Counsel” means Fadi K. Rasheed of Leech Tishman Nelson Hardiman, Inc.
- 1.9 “Effective Date” means the date on which the Judgment becomes final.
- 1.10 “Gross Settlement Amount” means Fifty-Five Thousand and 00/100 dollars (\$55,000.00), inclusive of all payments, penalties, fees, costs, service awards, employer-side obligations, and administrative expenses.
- 1.11 “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

- 1.12 “Judgment” means the judgment entered by the Court based upon the Approval Order.
- 1.13 “LWDA” means the California Labor and Workforce Development Agency.
- 1.14 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subdivision (i).
- 1.15 “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment and Administration Expenses Payment. The remainder is to be paid to Aggrieved Employees as Individual PAGA Payments.
- 1.16 “PAGA Counsel” means Young W. Ryu, Esq. and Harley M. Phleger, Esq. of LOYR, APC, the attorneys representing the Plaintiffs in the Action.
- 1.17 “PAGA Counsel Fees Payment” and “PAGA Counsel Litigation Expenses Payment” mean the amounts allocated to PAGA Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.18 “PAGA Pay Period” means any pay period during the PAGA Period which an Aggrieved Employee worked for Veer for at least one day.
- 1.19 “PAGA Period” means October 5, 2022, to the date of court approval.
- 1.20 “PAGA” means the California Labor Code Private Attorneys General Act of 2004, Lab. Code, §§ 2698 *et seq.*
- 1.21 “PAGA Notice” means Plaintiff’s October 5, 2023 PAGA notice and the April 3, 2025 amended notice submitted to VEER and the LWDA.
- 1.22 “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees and the 75% to the LWDA in settlement of PAGA claims.
- 1.23 “Plaintiffs” means Manuel Perez Becerra and Martha Beltran, the named plaintiffs in the Action.
- 1.24 “Released PAGA Claims” means the claims being released as described in Paragraph 5 below.
- 1.25 “Released Parties” means Veer and each of its former and present directors, officers, shareholders, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries, affiliates.

- 1.26 “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.27 “Settlement Administrator” means Phoenix Class Action Administration Solutions (“Phoenix”), or another mutually agreed neutral administrator if Phoenix is unavailable.

2. RECITALS.

- 2.1 On January 12, 2024, Plaintiff commenced this Action by filing a complaint alleging causes of action against Veer for (1) failure to pay minimum and regular rate wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to provide rest periods; (5) failure to reimburse business expenses; (6) failure to provide accurate wage statements; and (7) failure to pay wages at discharge. On November 14, 2025, Plaintiff filed the FAC adding Beltran as a PAGA representative. The FAC is the operative complaint in the Action (the “Operative Complaint”). Veer denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in the Operative Complaint and denies any and all liability for the causes of action alleged.
- 2.2 Pursuant to Labor Code section 2699.3, subdivision (a), Plaintiff gave timely written notice to Veer and the LWDA by sending the PAGA Notice.
- 2.3 On April 10, 2026, the Parties participated in an all-day mediation presided over by Mr. Todd Smith, Esq., which led to the Agreement.
- 2.4 Prior to the mediation, Plaintiffs obtained through informal and formal discovery timecards, payroll records, and other documents and information pertaining to Defendant’s relevant policies.
- 2.5 The Parties, PAGA Counsel, and Defense Counsel represent 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. Veer shall pay no more than Fifty-Five Thousand and 00/100 dollars (\$55,000.00) to fully resolve the Action as the Gross Settlement Amount. Veer has no obligation to pay the Gross Settlement Amount before the deadline stated in Paragraph 4.3. The Settlement Administrator will disburse the entire Gross Settlement Amount without asking or requiring Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Veer.
- 3.2 Payments from the Gross Settlement Amount. The Settlement Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Approval Order:

- 3.2.1 To PAGA Counsel: A PAGA Counsel Fees Payment of not more than one third of the Gross Settlement Amount which is currently estimated to be Eighteen Thousand Three Hundred Thirty-Three and 33/100 dollars (\$18,333.33), and PAGA Counsel Litigation Expenses Payment of not more than Ten Thousand and 00/100 dollars (\$10,000.00). Veer will not oppose requests for Court approval of these payments provided they do not exceed these amounts. Plaintiffs and/or PAGA Counsel will seek Court approval of a PAGA Counsel Fees Payment and PAGA Litigation Expenses Payment. In support of the PAGA Counsel Litigation Expenses Payment, PAGA Counsel must submit a cost ledger listing each expense incurred during the Action. If the Court approves a PAGA Counsel Fees Payment or a PAGA Counsel Litigation Expenses Payment less than the amount requested, the Settlement Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to PAGA Counsel or any other Plaintiff's Counsel arising from any claim to any portion of any PAGA Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment. The Settlement Administrator will pay the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment using one or more IRS 1099 Forms. PAGA Counsel assumes full responsibility and liability for taxes owed on the PAGA Counsel Fees Payment and the PAGA Counsel Litigation Expenses Payment and agrees to hold harmless and indemnify Veer from any dispute or controversy regarding any division or sharing of any of these payments.
- 3.2.2 To the Plaintiff: Subject to Court approval, a Representative Service Payment that is not to exceed Five Thousand and 00/100 dollars (\$5,000.00) to Plaintiff Manuel Perez Becerra in recognition of his service as the Named Plaintiff responsible for bringing this action and achieving this Settlement. Defendant will not oppose requests for Court approval of Plaintiff's Service Payment as long as the amount requested does not exceed Five Thousand and 00/100 dollars (\$5,000.00). If the Court approves a Representative Service Payment less than the amounts requested, the Settlement Administrator will allocate the remainder to the Net Settlement Amount. The appropriate 1099 tax forms shall be provided by the Settlement Administrator to Plaintiff for any payment made pursuant to this Section. Plaintiff shall be solely responsible for any tax obligations relating to or arising from their receipt of payment made pursuant to this Section. In no event shall Defendant be required to pay any amount more than the Gross Settlement Amount.
- 3.2.3 To the Settlement Administrator: The Administration Expenses Payment shall not exceed Three Thousand and 00/100 dollars (\$3,000.00) except for a showing of good cause and as approved by the Court. To the extent the administration expenses are less than or the Court approves payment less than Three Thousand and 00/100 dollars (\$3,000.00), the Settlement Administrator will retain the remainder in the Net Settlement Amount.
- 3.2.4 To the LWDA and Aggrieved Employees: PAGA Penalties to be paid from the Gross Settlement Amount, with 75% allocated to the LWDA PAGA Payment and 25% allocated to the Individual PAGA Payments.

- 3.2.4.1 The Settlement Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.
- 3.2.4.2 If the Court approves PAGA Penalties of less than the amount requested, the Settlement Administrator will allocate the remainder to the Net Settlement Amount. The Settlement Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

- 4.1 PAGA Pay Periods. Based on a review of its records to date, Veer estimates there are 84 Aggrieved Employees who worked a total of 1,500 PAGA Pay Periods.
- 4.2 Aggrieved Employee Data. Within 15 days, Veer will deliver the Aggrieved Employee Data to the Settlement Administrator in the form of a Microsoft Excel spreadsheet. To protect Aggrieved Employees' privacy rights, the Administrator must maintain the Aggrieved Employee Data in confidence, use the Aggrieved Employee Data only for purposes of this Settlement and for no other purpose, and restrict access to the Aggrieved Employee Data to Settlement Administrator employees who need access to effect and perform under this Agreement. Veer has a continuing duty to immediately notify PAGA Counsel if it discovers that the Aggrieved Employee Data omitted employee identifying information and to provide corrected or updated Aggrieved Employee Data as soon as reasonably feasible. Without any extension of the deadline by which Veer must send the Aggrieved Employee Data to the Settlement 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 Aggrieved Employee Data.
- 4.3 Funding of Gross Settlement Amount. Veer's obligation to fund the Settlement shall arise no earlier than the later of (a) final, non-appealable Court approval or (b) ninety (90) days after April 10, 2026. If final, non-appealable Court approval is obtained over ninety (90) days after April 10, 2026,, Veer shall fully fund the Gross Settlement Amount by transmitting the funds to the Settlement Administrator no later than 14 days after the Effective Date. If final, non-appealable Court approval is obtained prior to ninety (90) days after April 10, 2026, Veer shall fully fund the Gross Settlement Amount by transmitting the funds to the Settlement Administrator no later than the later of (a) ninety (90) days after April 10, 2026 or (b) 14 days after the Effective Date.
- 4.4 Payments from the Gross Settlement Amount. Within 14 days after Veer funds the Gross Settlement Amount, the Settlement Administrator will mail checks for all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, and the PAGA Counsel Litigation Expenses Payment. Disbursement of the PAGA Counsel Litigation Expenses Payment shall not precede disbursement of Individual PAGA

Payments.

- 4.4.1 The Settlement Administrator will issue checks for the Individual PAGA Payments and send them to the Aggrieved Employees 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 Settlement Administrator will cancel all checks not cashed by the void date. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.
- 4.4.2 The Settlement Administrator must conduct an Address Search for all Aggrieved Employees whose checks are returned undelivered without a USPS forwarding address. Within 7 days of receiving a returned check, the Settlement Administrator must re-mail the check to the USPS forwarding address provided or to an address ascertained through the Address Search. The Settlement Administrator need not take further steps to deliver checks to Aggrieved Employees whose re-mailed checks are returned as undelivered. The Settlement Administrator shall promptly send a replacement check to any Aggrieved Employee whose original check was lost or misplaced, as requested by the Aggrieved Employee before the void date.
- 4.4.3 For any Aggrieved Employee whose Individual PAGA Payment check is uncashed and cancelled after the void date, the Settlement Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Aggrieved Employee.
- 4.4.4 The payment of Individual PAGA Payments shall not obligate Veer to confer any additional benefits or make any additional payments to the Aggrieved Employees (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS. Upon Veer's full funding of the Gross Settlement Amount, all claims against all Released Parties will be released as follows:

- 5.1 Plaintiffs' Release. Each Plaintiff and each of Plaintiffs' respective former and present representatives, agents, attorneys (including PAGA Counsel), administrators, successors and assigns generally, release and discharge Released Parties from any and all claims, whether known or unknown, suspected or unsuspected, arising out of or relating to their alleged employment or separation through the Effective Date, including but not limited to claims: alleged in the FAC or PAGA Notice; arising from the facts plead in the FAC or PAGA Notice; arising under the Labor Code, Wage Orders, and Business & Professions Code, or common law ("Plaintiff's Release"). This Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time or based on occurrences outside the PAGA Period. Plaintiffs

acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

- 5.1.1 Plaintiffs' Waiver of Rights Under Civil Code Section 1542. For purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

- 5.2 Release by Aggrieved Employees: The State of California and all Aggrieved Employees shall be deemed to have fully and finally released on behalf of themselves and their respective former and present representatives, agents, attorneys, administrators, successors and assigns the Released Parties from all PAGA civil penalty claims that were alleged or could have been alleged against the Released Parties based on the facts, theories, policies, practices, and time periods described in the FAC and PAGA Notices, for the PAGA Period.

6. MOTION OR APPLICATION FOR APPROVAL OF SETTLEMENT. The Parties agree to jointly prepare and file an application or motion for approval of this Settlement.

- 6.1 Plaintiffs' Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for obtaining approval of this Settlement under Labor Code section 2699, subdivision (f)(2)) including: (i) a draft Approval Order; (ii) a signed declaration from the Settlement Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Aggrieved Employee Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Aggrieved Employees or the LWDA; and the nature and extent of any financial relationship with Plaintiffs, PAGA Counsel or Defense Counsel; (iii) a signed declaration from PAGA Counsel attesting to its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Lab. Code, §2699, subd. (l)(1)), and the Agreement (Lab. Code, § 2699, subd. (l)(2)); (iv) a redlined version of the Agreement showing all modifications made to the Superior Court of Los Angeles County's Model Agreement; and (v) all facts relevant to any actual or potential conflict of interest with Aggrieved Employees and/or the Settlement Administrator. In their declarations, Plaintiffs and PAGA Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

- 6.2 Responsibilities of PAGA Counsel. PAGA Counsel is responsible for expeditiously finalizing and filing the application or motion for approval of this Settlement no later than 30 days after the full execution of this Agreement and, if necessary, obtaining a prompt

hearing date for the motion and appearing in Court to advocate in favor of the motion. PAGA Counsel is responsible for delivering the Court's Approval Order to the Administrator.

- 6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed application or motion for approval of this Settlement and/or the supporting declarations and documents, PAGA Counsel and Defense Counsel will expeditiously work together by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant the motion for approval of this Settlement or conditions its approval on any material change to this Agreement, PAGA Counsel and Defense Counsel will expeditiously work together by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

- 7.1 Selection of Settlement Administrator. The Parties have jointly selected Phoenix to serve as the Settlement Administrator and verified that, as a condition of appointment, Phoenix agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of the Administration Expenses Payment. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Settlement Administrator other than a professional relationship arising out of prior experiences administering settlements.
- 7.2 Employer Identification Number. The Settlement 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 Settlement 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 Settlement Administrator Duties. The Settlement Administrator has a duty to perform all tasks to be performed by the Settlement Administrator set forth in this Agreement or otherwise.

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

- 8.1 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment, the Parties and their respective counsel waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs and appeals. The waiver of appeal does not include any waiver of the

right to oppose such motions, writs or appeals. If another party appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the Net Settlement Amount.

9. ADDITIONAL PROVISIONS.

- 9.1 No Admission of Liability. 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 Veer that any of the allegations in the Operative Complaint have merit or that Veer has any liability for any claims asserted; nor is it intended or should be construed as an admission by Plaintiffs that Veer's defenses in the Action have merit. The Parties agree that representative treatment is for purposes of this Settlement only. If for any reason the Court does not approve this Settlement, Veer reserves all available defenses to the claims in the Action, and Plaintiffs reserve the right to contest Veer's defenses. The Settlement, this Agreement, and the 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).
- 9.2 Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants or inducements made to or by any Party.
- 9.3 Attorney Authorization. PAGA Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and Veer, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 9.4 Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement and submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator or the Court for resolution.
- 9.5 No Prior Assignments. The Parties separately represent 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 by the Party in this Settlement.
- 9.6 No Tax Advice. Neither Plaintiffs, PAGA Counsel, Veer, nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230

(31 CFR Part 10, as amended) or otherwise.

- 9.7 Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 9.8 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 9.9 Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 9.10 Cooperation in Drafting. The Parties have cooperated in drafting and preparing this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 9.11 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. The Parties agree that mediation communications remain protected under California Evidence Code §§ 1115–1128 and shall not be used for any purpose other than enforcement of this Agreement.
- 9.12 Use and Return of Aggrieved Employee Data. Information provided to PAGA Counsel pursuant to Evidence Code section 1152, and all copies and summaries of the PAGA Data provided to PAGA Counsel by Veer in connection with the mediation, other settlement negotiations, or the Settlement, may be used only with respect to this Settlement, and for no other purpose, and may not be used in any way that violates any existing contractual agreement, statute or the California Rules of Court. Not later than 90 days after the Administrator discharges its obligation to pay out all Settlement funds, Plaintiffs shall destroy all paper and electronic versions of Aggrieved Employee Data received from Veer unless, prior to the Settlement Administrator’s payment of all Settlement funds, Veer makes a written request to PAGA Counsel for the return, rather than the destruction, of Aggrieved Employee Data.
- 9.13 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.
- 9.14 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.
- 9.15 Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third

business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiffs:

LOYR, APC
1055 Wilshire Blvd., Suite 1460,
Los Angeles, CA 90017

To Veer:

Fadi Rasheed (frasheed@leechtishman.com)
Phil Toomey (ptoomey@leechtishman.com)
LEECH TISHMAN NELSON HARDIMAN, INC.
1100 Glendon Ave., 14th Floor
Los Angeles, CA 90024

- 9.16 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.
- 9.17 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 Code of Civil Procedure section 583.330 to extend the date to bring a case to trial under Code of Civil Procedure section 583.310 for the entire period of this settlement process.
- 9.18 Dismissal. Upon completion of the settlement administration, Plaintiffs will ensure that the Court enters a final dismissal of the action with prejudice. The Judgment shall operate as a bar to any future PAGA action seeking civil penalties against Veer for the released conduct during the PAGA Period.

PLAINTIFF [MANUEL PEREZ BECERRA]

Signature:  Manuel Perez Becerra (Jul 16, 2026 19:42:42 PDT)

Date: 07/16/2026

PLAINTIFF [MARTHA BELTRAN]

Signature: 
Letty Beltran (Jul 16, 2026 15:18:41 PDT)

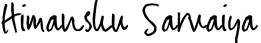
Date: 07/16/2026

DEFENDANT [VEER]

Print Name: Himanshu Sarvaiya

Date: 7/24/2026 | 5:06 PM EDT

Title: Member

Signature: 
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