

CONFIDENTIAL SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Confidential Settlement Agreement and General Release (“Agreement”) is made and entered into by and between Justuss Pope (“Pope”) and Jourdyn Stancil (“Stancil”) (each a “Plaintiff” and collectively, “Plaintiffs”), on the one hand, and Phoenix Transportation and Fadi Stephan (“Stephan”) (each a “Defendant” and collectively “Defendants”), on the other hand. Plaintiffs and Defendant are referred to collectively herein as the “Parties.”

WHEREAS, On or about March 20, 2024, Plaintiff Pope filed a Complaint in the Superior Court of the State of California for the County of Los Angeles, entitled, *Justuss Pope, individually and on behalf of all others similarly situated v. Phoenix Transportation, an unknown entity and Fadi Stephan, an individual; and Doe 1 through and including Doe 10*, Case No. 24STCV06976 (the “Action”). Plaintiff’s class action Complaint alleged the following causes of action against all defendants: (1) Continuing Wages; (2) Failure to Provide Complete Wage Statements; (3) Failure to Provide Breaks; (4) Failure to Pay Proper Overtime; (5) Failure to Pay Minimum Wages; (6) Failure to Reimburse Business Expenses; (7) Failure to Keep Accurate Payroll Records; (8) Unfair Business Practices; and (9) Private Attorney General Act (“PAGA”);

WHEREAS, Defendants deny and dispute all of Plaintiffs’ claims and contends that a bona fide dispute exists as to whether Defendants owe Plaintiffs any additional compensation or penalties, and if so, the extent of appropriate monetary recovery, if any; and

WHEREAS, Plaintiffs and Defendants have decided to settle fully and finally all differences and disputes between them up to and including the date of this Agreement, including but not limited to any and all claims which could have been alleged by Plaintiffs against Defendants or the Releasees identified in Paragraph 4 below.

NOW, THEREFORE, in order to resolve all pending and potential claims arising out of or related to each Plaintiff’s employment with Defendants, and without any admission of liability or wrongdoing whatsoever, and in consideration of the covenants and promises contained in this Agreement, Plaintiff and Defendant agree as follows:

1. No Admission of Liability

The Parties hereto recognize that this Agreement effects a settlement of disputes which are denied and contested. This Agreement shall not in any way be construed as an admission by Defendants, or any of the Releasees identified in Paragraph 4 below, that any of them have acted wrongfully or failed to act lawfully with respect to Plaintiff or any other person, or that each Plaintiff has any rights whatsoever against each Defendant, or any of the Releasees identified in Paragraph 4 below. Each Defendant specifically disclaims any liability to or wrongful acts or omissions against Plaintiff or any other person, on the part of Defendants and the Releasees identified in Paragraph 4 below, and their respective employees and agents, past and present. Neither this Agreement, nor anything in it, shall be admissible in any proceeding as evidence of any unlawful or wrongful conduct by Defendants, or any of the Releasees identified in Paragraph 4 below. This Agreement, however, may be used in a proceeding to enforce the Agreement.

2. Dismissal and No Other Pending Proceedings

Not later than five (5) business days after full execution of this Agreement, Plaintiffs will take all steps necessary to secure a dismissal of all pending proceedings against any Releasee. The dismissals will be with prejudice as to all claims by, on behalf of, or through, Plaintiffs, but without prejudice as to claims on behalf of any others.

Other than the Class Action, each Plaintiff warrants and represents that he has not filed any complaints, lawsuits, charges, claims, or notices, against Defendant or any of the Releasees with any court or government agency or entity based upon any acts or events which occurred prior to Plaintiff's execution of this Agreement.

3. Consideration

(a) In consideration of the covenants undertaken and releases given herein by Plaintiff, and in full and final settlement of any and all claims of any kind or nature which were alleged by, or could have been alleged by, Plaintiff against Defendant and/or any of the Releasees identified in Paragraph 4, Defendant will pay a settlement amount in the total gross amount of thirty two thousand five hundred dollars and zero cents (\$32,500.00) (the "Settlement Amount"), as follows:

(i) One check in the total amount of Ten Thousand dollars and zero cents (\$10,000) minus applicable deductions, made payable to Justuss Pope representing Plaintiff Pope's alleged unpaid wages. Defendant shall issue Plaintiff the appropriate Form W2 in connection with this payment;

(ii) One check in the total amount of Seven Thousand Five Hundred dollars and zero cents (\$7,500) made payable to Justuss Pope representing Plaintiff Pope's alleged penalties, expenses, and interest. Defendant shall issue Plaintiff the appropriate Form 1099 in connection with this payment;

(iii) One check in the total amount of One Thousand Five Hundred dollars and zero cents (\$1,500) minus applicable deductions, made payable to Jourdyn Stancil representing Plaintiff Stancil's alleged unpaid wages. Defendant shall issue Plaintiff the appropriate Form W2 in connection with this payment;

(iv) One check in the total amount of Six Thousand dollars and zero cents (\$6,000) made payable to Jourdyn Stancil representing Plaintiff Stancil's alleged penalties, expenses, and interest. Defendant shall issue Plaintiff the appropriate Form 1099 in connection with this payment;

(v) One check in the total amount of Seven Thousand Five Hundred dollars and zero cents (\$7,500), made payable to "Harris & Ruble" representing Plaintiff's alleged attorneys' fees and costs. Defendant shall issue Harris & Ruble the appropriate Form 1099 in connection with this payment.

(b) Provided that: (1) each Plaintiff signs this Agreement, (2) each Plaintiff does not revoke this Agreement as set forth in Paragraph 5 below, and (3) each Plaintiff and his counsel timely provide Defendant with valid and executed W-9 tax forms, as well as any

reasonably necessary compliance information, the foregoing checks will be sent to Plaintiffs' counsel (Harris & Ruble, c/o Alan Harris, 655 North Central Avenue, 17th Fl., Glendale, CA 91203) within twenty-one (21) business days after all of the foregoing requirements are met.

(c) Each Plaintiff understands and expressly agrees that the Settlement Amount referred to in this Paragraph 3 includes any claim or claims for costs and/or attorneys' fees incurred in connection with any claims under the California Labor Code (including PAGA), or any other action arising from or attributable to the matters covered in this Agreement and agrees that no additional claim for attorneys' fees and costs will be made against Defendant or the Releasees identified in Paragraph 4 below, by Plaintiff or any agent, attorney, or representative of any Plaintiff ("Agent").

(d) Each Plaintiff acknowledges that he has had the opportunity to receive, and to the extent desired, has received independent professional advice from his own tax advisor with respect to the tax consequences of entering into this Agreement and the settlement proceeds that will be paid. Plaintiff also acknowledges and agrees that Defendant has not made any representations regarding the taxability of the payments or benefits provided to Plaintiff or his counsel under this Agreement, and Plaintiff has not relied upon any representation by Defendant on that subject. Plaintiff agrees that he and/or his counsel shall be exclusively liable for the payment of all federal, state, and local taxes which may be due in connection with the Settlement Amount received by him and/or his Agents under this Agreement, and Plaintiff hereby represents that he and/or his Agents will make payments on such taxes at the time and in the amount required of him and/or his Agents if such sums are required. Plaintiff hereby agrees to indemnify Defendant and the Releasees identified in Paragraph 4 below for all liabilities, losses, costs, expenses, interest, payments, or penalties that may result from Plaintiff's receipt of the above Settlement Amount in the event that any dispute should arise with respect to the taxability of such payments.

(e) Each Plaintiff acknowledges and agrees that Defendant is not obligated to provide the above-referenced consideration to him under their normal policies and procedures. Plaintiff also acknowledges and agrees that no other monetary payments shall be made to him in return for entering into this Agreement and no other monies or benefits are owed to him by Defendant or any of the Releasees identified in Paragraph 4 below.

4. Complete Release by Plaintiff of All Claims, Known or Unknown

(a) In consideration of the covenants undertaken herein by Defendant, to the fullest extent permitted by law, Plaintiff hereby fully releases and discharges and covenants not to sue Defendant and all of Defendant's parent, predecessor, successor, subsidiary and affiliated companies and entities, each of the foregoing companies' and entities' respective divisions, officers, directors (including, but not limited to Fadi Stephan, shareholders, partners, limited partners, agents, employees, managers, members, trustees, representatives, independent contractors, payroll companies, casting agencies, casting companies, temporary staffing agencies, attorneys, insurers, owners, licensees, representatives, successors and assigns, past and present, (all of which and whom are collectively referred to as "Releasees"), with respect to and from any and all claims, demands, rights, liens, injuries, losses, agreements, contracts, covenants, actions, suits, causes of action, charges, complaints, obligations, debts, costs, expenses, attorneys' fees, damages, judgments, interest, promises, indemnification, contribution, accounts,

orders and liabilities of whatever kind or nature, in law, equity or otherwise, whether now known or unknown, suspected or unsuspected, and whether or not concealed or hidden, which Plaintiff now owns or holds, or has at any time heretofore owned or held, or may in the future hold against said Releasees, arising out of, grounded upon, or in any way connected with Plaintiff's employment relationship with any Releasee, his separation from that employment, or any other transactions, occurrences, acts or omissions or any loss, damages or injury whatsoever, known or unknown, suspected or unsuspected, resulting from any act or omission by or on the part of Defendant or Releasees, committed or omitted prior to the date Plaintiff signs this Agreement, but expressly excluding claims on behalf of anyone other than Plaintiff ("Claim or Claims").

(b) Each Plaintiff's release of and covenant not to sue on any such Claim or Claims includes, but is not limited to, any action arising out of foreign, federal, state, or local constitution, statute, ordinance, regulation, or common law, including, but not limited to, any Claims arising under the National Labor Relations Act; the Age Discrimination in Employment Act; Title VII of the Civil Rights Act of 1964; the Equal Pay Act; the Americans with Disabilities Act; the Family and Medical Leave Act; Employee Retirement Income Security Act; the Worker Adjustment and Retraining Notification Act; the Comprehensive Omnibus Budget Reconciliation Act of 1985; the Fair Labor Standards Act; the California Fair Employment and Housing Act; the California Private Attorneys General Act, California Labor Code Section 2699 *et seq.* ("PAGA"); all provisions of the California Labor Code; all provisions of the California Government Code; all provisions of the California Insurance Code; all provisions of the California Corporations Code; all provisions of the California Business and Professions Code; the California Family Rights Act; the Unruh Civil Rights Act; the Ralph Civil Rights Act; the California Worker Adjustment and Retraining Notification Act; the orders of the California Industrial Welfare Commission regulating wages, hours and working conditions; any other foreign, federal, state or local laws prohibiting employment discrimination or otherwise regulating employment; any Claim or Claims for discrimination, failure to prevent discrimination, retaliation of any kind, failure to prevent retaliation, harassment, failure to prevent harassment, assault, battery, misrepresentation, fraud, deceit, invasion of privacy, breach of contract, breach of quasi-contract, breach of implied contract, an accounting, wrongful or constructive discharge, breach of the covenant of good faith and fair dealing, libel, slander, defamation, invasion of privacy, negligent or intentional infliction of emotional distress, violation of public policy, negligent supervision, negligent retention, negligence, interference with business opportunity or with contracts, unfair competition, false arrest, false imprisonment, conspiracy, negligent hiring, failure to provide reasonable accommodation, or failure to participate in the interactive process; and any Claim or Claims for wages, penalties, civil penalties, meal or rest period premiums, liquidated damages, vacation pay, severance pay, commissions, bonus or similar benefit, sick leave, pension, retirement, retirement bonus, holiday pay, life insurance, health or medical insurance, or reimbursement of health or medical costs. For the avoidance of doubt, Plaintiff agrees that, upon payment of the consideration in Paragraph 3, he will not now or in the future claim to be an "aggrieved employee" (as defined in California Labor Code Section 2699 *et seq.*) of any Releasee as a result of any Claim or Claims, and will not file or pursue any action under PAGA arising out of any Claim or Claims.

(c) In light of this dispute and for the consideration set forth herein, Plaintiff understands and agrees that this Agreement irrevocably and unconditionally releases any Claim or Claims against the Releasees for wages, interest and/or penalties of any kind under the California Labor Code, the Fair Labor Standards Act, the Industrial Welfare Commission

Wage Orders, or any other federal, state or local law whether based on statute, regulation, administrative order, or common law, that Plaintiff may now have or that may arise before Plaintiff signs this Agreement. This release includes, but is not limited to, a dismissal and release of any Claim or Claims based on Plaintiff's allegations that Defendant failed to comply with any applicable wage and hour laws. This Agreement constitutes a compromise of the Parties' bona fide wage disputes.

(d) Each Plaintiff represents and agrees that he shall not seek or be entitled, either individually, as a representative member of a class, or as an aggrieved employee under PAGA, to any personal recovery from Defendant, its employees, agents or representatives, or any of the Releasees, through any action, complaint, charge, grievance, or any other form of administrative or legal proceeding against Defendant or any of the Releasees based upon, or arising out of, or in any way related to, any Claim or Claims released herein.

(e) Defendants also mutually release Plaintiffs from any and all Claims that could be raised against by Defendants against Plaintiffs.

5. Release by Plaintiffs of Age Discrimination in Employment Act Claims

Each Plaintiff agrees and expressly acknowledges that this Agreement includes a waiver and dismissal and release of all claims that Plaintiff has or may have under the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Section 621, *et seq.* ("ADEA"). The following terms and conditions apply and are part of the waiver and release of ADEA claims under this Agreement: The waiver and release of claims under the ADEA contained in this Agreement does not cover rights or claims that may arise after the date on which Plaintiff signs this Agreement. Plaintiff is advised to consult an attorney before signing this Agreement. Plaintiff is granted twenty-one (21) days after he is presented with this Agreement to decide whether or not to sign this Agreement. Plaintiff will have the right to revoke the waiver and release of claims under the ADEA within seven (7) days of signing this Agreement, and this Agreement shall not become effective or enforceable until the eighth (8th) day after Plaintiff signs the Agreement.

6. Release By Plaintiff of All Claims, Known or Unknown

Each Party acknowledges that there is a risk that subsequent to the execution of this Agreement, that he will incur or suffer damage, loss or injury to person or property that is in some way caused by or connected with his prior relationship with Defendant or any Releasee, but that is unknown or unanticipated at the time of the execution of this Agreement. Each Party further acknowledges that he may hereafter discover claims or facts in addition to or different from those which he now knows or believes to exist with respect to the subject matter of this Agreement, and which, if known or suspected at the time of executing this Agreement, may have materially affected this Agreement. Each Party hereby specifically assumes such risk and agrees that this Agreement and the releases contained herein shall and do apply to all unknown or unanticipated results of any and all matters caused by or connected with Plaintiff's work on any of Defendant's productions, employment by Defendant, or the termination thereof, as well as those currently known or anticipated. Accordingly, each Party acknowledges that he has read Section 1542 of the California Civil Code ("Section 1542"), which states:

“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”

and that, as part of this general release, and not by way of limitation, each Party expressly waives, relinquishes and forfeits all rights and benefits accorded by the provisions of Section 1542, and furthermore waives any rights that he might have to invoke said provisions now or in the future with respect to any rights or claims released in this Agreement. Each Party acknowledges that he understands the significance and consequence of this release and specific waiver of all known and unknown claims.

7. Limitation On Releases

(a) The releases set forth in this Agreement do not include the release of: (i) any claims for unemployment or disability compensation to which Plaintiff may be entitled under the law; (ii) any rights Plaintiff has been granted pursuant to this Agreement for which receipt has not been acknowledged herein; or (iii) any claims or rights which Plaintiff is prohibited by law from releasing.

(b) Notwithstanding any other provision in this Agreement, this Agreement does not prevent Plaintiff from doing any of the following, without notifying or obtaining prior permission from Defendant or any Releasee: filing a charge or complaint with, providing information to, or participating in any investigation or administrative proceeding conducted by the United States Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, the Securities and Exchange Commission, the National Labor Relations Board (“NLRB”), the California Department of Fair Employment and Housing, or any other federal, state or local governmental agency or commission. However, by signing this Agreement, Plaintiff is fully waiving his right to obtain any personal monetary damages from Defendant or any Releasee based on claims asserted in any such charge or complaint.

8. Confidentiality

(a) Plaintiff agrees that, except with Defendant’s express written permission, Plaintiff and his Agents shall keep confidential and will not disclose to anyone (including, but not limited to, any past, present or prospective employee of, or applicant for, employment with Defendant) any and all information concerning: the terms of or existence of this Agreement or the settlement of Plaintiff’s Claims. Notwithstanding the foregoing, nothing shall prevent Plaintiff from making any disclosure of information required by law, Court or tribunal or from disclosing any of the information described in this subparagraph (a) to Plaintiff’s legal and financial advisors, spouse, registered domestic partner, or taxing authority, who shall also be advised of this confidentiality provision and who shall agree to abide by it. This Section does not limit Plaintiff’s rights that are set forth in Paragraph 7 and California Code of Civil Procedure § 1001. Further, nothing in this Agreement should be construed to limit Plaintiff’s rights under the National Labor Relations Act including, but not limited to, the right to engage in protected concerted activity, including discussing terms and conditions of employment with

coworkers, attempting to improve terms and conditions of employment through channels outside the immediate employee-employer relationship, such as through the NLRB, and/or sharing or discussing, either among co-workers, union representatives, the NLRB, or others, any information regarding wages, benefits, hours or other working conditions.

(b) Plaintiff understands and agrees that this Paragraph 8 is a material provision of this Agreement and that any breach of this Paragraph shall be a material breach of this Agreement.

(c) The Parties agree not to make any disparaging comments about the other Party in any public forum. If contacted regarding either Plaintiff's employment, Defendants shall cite only the position and dates of work, citing company policy.

9. Dispute Resolution

In consideration of the mutual promises set forth herein, the Parties agree that any controversy or claim arising out of or relating to this Agreement, its enforcement or interpretation, the subject matter of this Agreement, Plaintiff's past, current or future employment with Defendant or any Releasee identified in Paragraph 4, or because of an alleged breach, default, or misrepresentation in connection with any of its provisions, shall be settled by final and binding arbitration in Los Angeles before a single mutually-agreed-upon arbitrator at JAMS or any other mutually agreed upon arbitration provider, pursuant to the applicable JAMS Arbitration Rules and Procedures then in effect. In the event the Parties cannot agree on an arbitrator, the JAMS arbitrator selection rules shall apply. Questions of arbitrability, enforceability of this provision, and jurisdiction shall be decided by the arbitrator. To the extent permitted by law, each Party shall initially pay his or its own expenses of arbitration and shall initially split the costs of the arbitrator. In the event this provision is unenforceable for any reason, then the arbitration agreement previously agreed to by Plaintiff will govern disputes.

10. Non-Assignment of Claims

Plaintiff represents and agrees that he has not heretofore assigned or transferred any Claim or Claims against Defendant, or any of the Releasees, or any portion thereof or interest therein, and he agrees to indemnify, defend and hold harmless Defendant and the Releasees against any and all Claim or Claims based on, arising out of, or in connection with any such transfer or assignment of any such Claim or Claims or any portion thereof or interest therein. This Agreement and all of its terms shall be binding upon and shall inure to the benefit of Defendant and Plaintiff, and their heirs, successors, assigns, estate, personal representatives, executors, and administrators.

11. Severability

Should any part, term, or provision of this Agreement, with the exception of the releases embodied in Paragraphs 4, 5, and 6, be declared or determined by any Court or other tribunal of appropriate jurisdiction to be invalid or unenforceable, any such invalid or unenforceable part, term or provision shall be deemed stricken and severed from this Agreement and any and all of the other terms of the Agreement shall remain in full force and effect to the fullest extent permitted by law. The releases embodied in Paragraphs 4, 5, and 6 are the essence of this Agreement and should any of these paragraphs be deemed invalid or unenforceable, this

Agreement may be declared null and void and any consideration received under this Agreement shall be returned to Defendant.

12. Enforcement of This Agreement

This Agreement shall be governed and construed in accordance with the laws of the State of California applicable to contracts entered into and fully performed in California, without regard to principles of conflict of laws.

13. Prevailing Parties

Defendants and Plaintiffs agree that the prevailing party in any action to enforce this Agreement shall be entitled to receive from the losing party reasonable attorneys' fees and costs incurred in enforcing this Agreement. For the avoidance of doubt, the arbitrator may include the arbitrator's fees (including compensation) in any fee and cost award granted to the prevailing party. In case of any alleged breach, the non-breaching Party shall give written notice to the alleged breaching Party, who shall then have ten (10) business days to cure the alleged breach.

14. No Attorneys' Fees or Costs

Except as stated in Paragraphs 3 and 13, each Party to this Agreement shall bear his, her and its own attorneys' fees and costs of any kind incurred in connection with this matter, including but not limited to the negotiation, review, and finalization of this Agreement.

15. Prior Agreements/Entire Agreement

This Agreement constitutes and contains the full and complete understanding and agreement between Plaintiff and Defendant with respect to the within subject matter and supersedes all agreements between Plaintiff and Defendant or Releasees, if any, whether written or oral. This is an integrated document.

16. Counterpart Execution and Use of Photocopies

This Agreement may be executed in counterparts, and each counterpart, when executed, shall have the efficacy of a signed original. The Parties will be bound by signatures made by hand, or by signatures made by electronic means on the signature line of this Agreement. The Parties agree that such signatures are binding and may be transmitted by mail, hand delivery, facsimile, email and/or any other electronic method to the other Party or, if applicable, counsel of record for the Party, and will have the same binding effect as any original ink signature.

17. Effect of Waiver of Breach

No waiver of any breach of any term or provision of this Agreement shall be construed to be, or shall be, a waiver of any other breach of this Agreement. The failure or waiver of any Party at any time(s) to require performance of any provisions hereof shall in no manner affect the right at a later time to enforce the same or any other provision. No waiver shall be binding unless in writing and signed by the Party waiving the breach.

18. Paragraph Descriptions

The use of headings in this Agreement is only for ease of reference and the headings have no effect and are not to be considered part or terms of this Agreement.

19. Consultation with Counsel

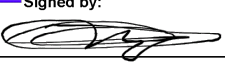
Plaintiff acknowledges that he has carefully read and fully understands this Agreement, and that he has had the opportunity to ask his counsel and/or Defendant about any questions, concerns or issues they may have in connection with the Agreement or its terms. Plaintiff further acknowledges that he has consulted legal counsel of his choice in connection with this Agreement and consents to all of the terms and provisions contained herein knowingly, voluntarily and without any reservation whatsoever.

20. Amendment Only in Writing

This Agreement may not be amended except by an agreement in writing signed by the Party or Parties to be charged or bound by such amendment.

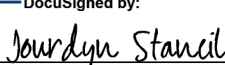
PLEASE READ CAREFULLY. THIS SETTLEMENT AGREEMENT AND GENERAL RELEASE INCLUDES A RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

I have read and understand this Agreement, and consent to all of the terms and provisions contained herein voluntarily and without any reservation.

Signed by:


Justuss Pope 8851647315F4AA...

DATED: 12/15/2025

DocuSigned by:


Jourdyn Stancil 0028403409B94CA...

DATED: 12/15/2025


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Phoenix Transportation

DATED: 12/19/2025

By

Its

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Fadi Stephan

DATED: 12/19/2025
